



Visayas State University

Visca, Baybay City, Leyte 6521-A

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Office of the President

21 October 2015

MEMORANDUM NO. 191

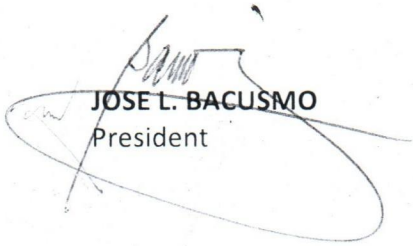
Series of 2015

T O: Dr. Antonio P. Abamo - Chairperson
Dr. Rizalina D. Truya - Member
Dr. Froiland E. Sanchez - Member
Ms. Senona A. Cesar - Member
Mr. Nello D. Gorne - Member

R E: Investigation Committee

As recommended by the APB, you are hereby requested to constitute yourselves into an Investigation Committee with Dr. Antonio P. Abamo as Chairperson and the rest as members, to investigate on the complaint filed by Mr. Nicomedes R. Borines. Attached are pertinent documents for your reference.

Please submit your report on or before October 30, 2015.

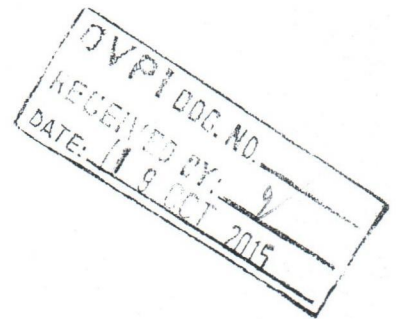

JOSE L. BACUSMO
President

*Committee recommendation OP# 2027-2016
referred to Atty. Guinocar Feb 24/2016*

19 October 2015

DR. EDGARDO E. TULIN

Vice President for Instruction
Visayas State University
VSU, Visca, Baybay City, Leyte



Dear Dr. Tulin:

In as much as the proposal presented to the Academic Personnel Board (APB) of this university was not accepted by the OIC-Department Head of the Department of Liberal Arts and Behavioral Sciences (DLABS), Dr. Annie P. Gravoso, the undersigned has no other recourse but to request appropriate legal action on the letter-complaint forwarded to your office. This does not include possible legal actions that shall be initiated against public officer/s in the appropriate judicial or quasi-judicial bodies by the undersigned for matters arising out of this controversy.

It is suggested that the impartial investigation shall include the involvement of Dr. Annie P. Gravoso, as department head, on the misfeasance/malfeasance committed by one part-time faculty under her stead. The findings may address questions and issues which should be threshed out; and, to determine the **root cause** behind such actions or omission of Dr. Gravoso to arrive at a reasonable and convincing conclusion and recommendation.

As department head, Dr. Gravoso should perform and discharge her duties with the highest degree of excellence, professionalism, intelligence and skill. She should have acted with justness and sincerity and should have not discriminated against anyone. She should respect the rights of others and should have refrained from doing acts contrary to law, good morals, good customs, public policy, public order, and public interest.

As public servant, she should have known that it is the policy of the State to promote a high standard of ethics in public service. The act or omission of Dr. Gravoso clearly manifest her ignorance on these traits demanded from a public servant.

I witnessed the presentation of your programs last Friday (October 16) during the public forum. Accordingly, one of your priority programs is **to hire competent instructors** to address the mismatch and competency of our graduates. That is a welcome initiative and in this regard, please include, consider and give emphasis in **improving the hiring process** (of competent instructors). At DLABS, for instance, during the first semester of this school year, two (2) cum laude UP graduate-applicants were not considered for hiring as part-time instructors. However, one who is a MAPEH major of VSU (not an honor graduate) was instead hired to teach Humanities 11. As a matter of fact, the Department Head (Dr. AP Gravoso) has already laid down her personal plans and programs with respect to the academic development of this part-time employee. One may conclude that, at DLABS, **recommendation** for hiring or re-hiring is primarily **based on personal relations**. **Competence and credentials** are given **scant consideration**. This observation is not without basis. The issues at hand is worth analyzing.

Another thing, perhaps, worthy of consideration is the **re-examination of the mechanism** in the selection and or appointment of a competent faculty as department head. The person to be assigned to this particular position should be one who can **set aside personal interest in favor of public interest**. I wonder what favor or consideration was given to Dr. Gravoso for affixing her signature in the DTR of the person-complained-of.

Thank you and I hope this will be given preferential attention.

Very respectfully yours,


NICOMEDES R. BORINES

19 AUGUST 2015

MS. ERLINDA VALENZONA

OVPI

VSU, Visca

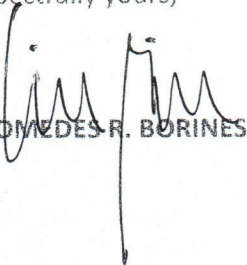
Baybay City

Dear Madam:

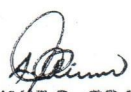
Please hold in abeyance the giving of the communication addressed to Dr. Edgardo E. Tulin which emanated from the undersigned.

Thank you very much.

Respectfully yours,


NICOMEDES R. BORINES

NOTED:


DR. ANNIE P. GRAVOSO
Dept. Head, DLABS

13 August 2015

DR. EDGARDO E. TULIN

VP for Instruction & APB Chairman
Visayas State University
VSU, Visca, Baybay City



Dear Dr. Tulin:

This is a comment to what appears to be an anomalous deed perpetrated by a part-time instructor in the Department of Liberal Arts & Behavioral Sciences (DLABS).

To set the matters straight, a Permit to conduct make-up classes was filed and secured by the instructor concerned for the period July 25 and 26, 2015. However, the instructor failed to come on the scheduled dates.

While attendance to scheduled make-up classes may not be very compulsory on the part of the instructor concerned (as he may advance and feign valid reasons for his absence), however, the duly approved Permit should not be used to justify in filling-up the Daily Time Record (DTR). The law provides that the DTR shall be filled-up in accordance with the actual service rendered in relation to the duly approved workload. Please find Permits and DTR for July 2015 hereto attached and marked as Annex "A", Annex "B", and Annex "C", respectively. A perusal of Annex "C" would reveal that he has rendered services on July 25 (Saturday) and July 26 (Sunday). This coincides with Annex "A" and Annex "B". However, in July 25 (marked as Annex "C-1"), his service started at 7am until 12 noon which is contrary to what is reflected in Annex "A" which is from 2-3pm and 3-4pm. Consequently, his total number of hours rendered for that particular day is seven (&) hours as against the approved number of hours which is two (2) hours. What makes the matter worst is the fact that he never conducted make-up classes on said dates.

Dishonesty, by the way, is a grave offense. The same is punishable by dismissal under Civil Service Rules. Also, the concerned part-time instructor may be held liable under Article 19 of the New Civil Code (NCC), to wit: "Every person must, in the exercise of his rights and in the performance of his duties, act with justice, give everyone his due, and observe honesty and good faith". In failing to perform his duty, he did not give everyone his due; in filling-up his DTR on the dates he did not render actual service, he did not observe honesty and the same was done not in good faith.

Students will not come in the open to complain for the absence or non-appearance of the instructor (during make-up classes) for obvious reason/s.

I hope the appropriate committee shall conduct a thorough and an impartial investigation on this matter and appropriate sanctions be meted for such malfeasance and misfeasance.

Thank you very much.

Respectfully yours,


NICOMEDES R. BORINES

AVEX "A"

VISAYAS STATE UNIVERSITY
Visca, Baybay, Leyte
DEPARTMENT OF LIBERAL ARTS AND BEHAVIORAL SCIENCES

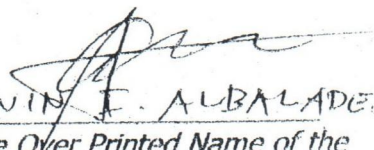
**PERMIT TO GIVE EXAMINATION/MOVE CLASS
OUTSIDE OF REGULAR SCHEDULE**

Course Number: SCSC 16 Course Title: Life and Works of Rizal
☒ Lecture ☐ Laboratory Regular Class Schedule: 9-10, 5-6 MWF

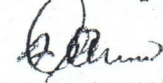
This is to request to ☐ hold exam ☒ move class outside of the regular schedule to (date)
on July 25, 2015 at (time) 2-3, 3-4 at the (venue)
DLABS 5B because of the following reasons:

- ☐ Exam is departmental and students taking the exam belong to different sections.
☒ Regular meeting day has been declared a holiday
☐ Others (specify) _____

I hereby certify that the above schedule is agreed upon by all the students concerned and not in conflict with any calendared college activity. Students who cannot take the exam/attend the class due to justifiable reason agreed to make up at a convenient time.



ALVIN E. ALBALADEJO
Signature Over Printed Name of the
Faculty

Recommending Approval:


ANNIE P. GRAVOSO
Department Head

NOTED:


ELIEZER VELASCO
University Registrar


MANOLO B. LORETO
Dean, USSO

APPROVED:

REMBERTO A. PATINDOL
College Dean

cc: OVPI

Annex "B"

VISAYAS STATE UNIVERSITY
Visca, Baybay, Leyte
DEPARTMENT OF LIBERAL ARTS AND BEHAVIORAL SCIENCES

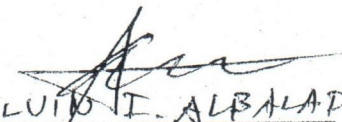
**PERMIT TO GIVE EXAMINATION/MOVE CLASS
OUTSIDE OF REGULAR SCHEDULE**

Course Number: SCSC 15 Course Title: Philippine History
☒ Lecture ☐ Laboratory Regular Class Schedule: 12-1 MWF 10-11:30, 4-5:30 TTTh


This is to request to ☐ hold exam ☒ move class outside of the regular schedule to (date)
on July 26, 2015 at (time) 8:30-10; 10-11:30, 2-3 at the (venue)
DLABS SB because of the following reasons:

- ☐ Exam is departmental and students taking the exam belong to different sections.
☒ Regular meeting day has been declared a holiday
☐ Others (specify) _____

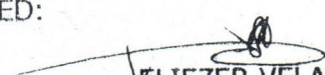
I hereby certify that the above schedule is agreed upon by all the students concerned and not in conflict with any calendared college activity. Students who cannot take the exam/attend the class due to justifiable reason agreed to make up at a convenient time.



ALVIN I. ALBALADEJO
Signature Over Printed Name of the
Faculty

Recommending Approval:


ANNIE P. GRAVOSO
Department Head

NOTED:


ELIEZER VELASCO
University Registrar


MANOLO B. LORETO
Dean, USSO

APPROVED:

REMBERTO A. PATINDOL
College Dean

cc: OVPI

DAILY TIME RECORD FOR PART-TIME INSTRUCTORS

Name: ALBALADEJO, ALVIN I
 Department: DLABS

For the Month of: July
 Year: 2015

DAY	AM						PM						DAILY TOTAL (hours)
	ARR	DEP	ARR	DEP	ARR	DEP	ARR	DEP	ARR	DEP	ARR	DEP	
1	9:00	10:00					12:00	2:00	4:00	6:00			5
2	7:00	8:30			10:00	11:30	11:30	1:00	4:00	5:30			6
3	9:00	10:00					12:00	2:00	4:00	6:00			5
4	S												
5	S												
6	9:00	10:00					12:00	2:00	4:00	6:00			5
7	7:00	8:30			10:00	11:30	11:30	1:00	4:00	5:30			6
8	9:00	10:00					12:00	2:00	4:00	6:00			5
9	7:00	8:30			10:00	11:30	11:30	1:00	4:00	5:30			6
10	9:00	10:00					12:00	2:00	4:00	6:00			5
11	S												
12	S												
13	9:00	10:00					12:00	2:00	4:00	6:00			5
14	7:00	8:30			10:00	11:30	11:30	1:00	4:00	5:30			6
15	9:00	10:00					12:00	2:00	4:00	6:00			5
16	7:00	8:30			10:00	11:30	11:30	1:00	4:00	5:30			6
17	S												
18	S												
19	S												
20	9:00	10:00					12:00	2:00	4:00	6:00			5
21	7:00	8:30			10:00	11:30	11:30	1:00	4:00	5:30			6
22	9:00	10:00					12:00	2:00	4:00	6:00			5
23	7:00	8:30			10:00	11:30	11:30	1:00	4:00	5:30			6
24	9:00	10:00					12:00	2:00	4:00	6:00			5
25	7:00	12:00	Annex C-1					2:00	4:00				7
26	8:30	11:30					2:00	3:00					4
27	9:00	10:00					12:00	2:00	4:00	6:00			5
28	7:00	8:30			10:00	11:30	11:30	1:00	4:00	5:30			6
29	9:00	10:00					12:00	2:00	4:00	6:00			5
30	7:00	8:30			10:00	11:30	11:30	1:00	4:00	5:30			6
31	9:00	10:00					12:00	2:00	4:00	6:00			5
GRAND TOTAL													130

I HEREBY CERTIFY on my honor that the above record is a true and correct report on the hours of work performed made daily at the time of arrival(s) and departure(s).

Signature of Part-time Instructor

ANNIE P. GRAVOSO

Printed Name and Signature of Dept. Head