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MEMORANDUM NO. 1114

Series of 2024

TO: **Engr. John Christian L. Gaviola**

RE: **Designation as Head, Department of Civil Engineering**

FROM: 
DR. PROSE IVY G. YEPES
University President

DATE: **December 27, 2024**

In the interest of government service and by virtue of the authority vested in me by the VSU Board of Regents, you are hereby designated as **Head, Department of Civil Engineering**. As such, you will perform the following duties and responsibilities in addition to your regular functions:

1. Lead in the preparation of documentary requirements for any relevant accreditation that the department is subjected to or the program under the departmental academic offerings;
2. Assist the Dean and the Quality Assurance Office in the monitoring and evaluation of the implementation of standards required by the accrediting bodies;
3. Plan, organize and periodically review and evaluate departmental activities and programs;
4. Determine the placement of personnel in the department to fully utilize human resources (i.e., talents and capabilities);
5. Assist the Dean in the recruitment, promotion, transfer and separation of faculty;
6. Recommend specific courses of action for faculty and staff development, including participation in seminars, scholarships, and other programs of professional advancement;
7. Conduct investigation, when proper, and recommend to the Dean immediate disciplinary action on any erring personnel or students in the department in conformity with any existing policies and rule and regulations of the university;
8. Make periodic assessment of the performance of faculty and staff members and submit appropriate reports to the Dean;
9. Undertake department budget analysis and submit recommendations for the department's annual budget;
10. Administer the budgetary appropriations of the department to effectively carry out its functions and responsibilities;

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Page 1 of 2
FM-OOP-01
V05 06-06-2024
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11. Prepare and submit annual reports to the Dean; and
12. Perform other functions as the Dean may assign.

As Head, you are entitled to the privileges granted and the responsibilities attached to the position subject to pertinent policies.

This designation will take effect on **January 3, 2025 until December 31, 2025** or unless sooner revoked.

Please be guided accordingly.

cc:	OVPAA	OVPREI	HRMO/RSPPRO	OUS	IAS	Records
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