

VISAYAS STATE COLLEGE OF AGRICULTURE
Baybay, Leyte

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OFFICE OF THE PRESIDENT

February 3, 1987

MEMORANDUM NO. 8
Series of 1987

TO: All ViSCA Employees and Students

Re: ViSCA Under A New Administration

I am aware that certain sectors of the College are concerned about my administration. For the information and guidance of the staff members and studentry, I would like to apprise you of certain policies that this administration will follow to affect reconciliation and to protect and promote the interest of ViSCA.

There shall be no arbitrary transfer or change of personnel including those occupying designated positions. All vacant designated positions shall be filled up following established procedures approved by the Board of Trustees. Any resignation by officials occupying designated positions will be entertained based on its merits and reasons.

Needless to emphasize, all staff members are expected to perform their duties and responsibilities at the maximum efficiency possible. As a public institution supported by public funds, everybody is enjoined to serve the public with full dedication, sincerity and honesty. This administration shall make the necessary moves to ensure an efficient operation in ViSCA.

All programs of the college, including its vital functions, shall be critically reassessed or reviewed through exhaustive consultation and participatory decision making, as I pronounced to do once appointed President. Therefore, multilevel and inter-unit committees shall be organized to look at various areas relating to instruction, research and extension programs and all the service functions that are needed to carry out those programs, including personnel and student matters associated with them. It is expected that the results of these committee work will introduce changes in our current development plans, including the ViSCA Code.

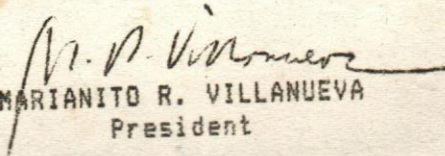
As I have already pronounced earlier, my administration shall maintain a reconciliatory approach to the reformation of ViSCA. All past incidents associated with internal politics that are within the

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law or constitutional rights of every individual shall not be used against any individual or group. Thus, I hope to receive the full cooperation of every ViSCA faculty, staff and students so that we can work together in a harmonious manner to bring ViSCA greater heights in terms of its mission and performance. This administration will not tolerate continuing attempts to undermine the interest, programs, and operation of ViSCA.

I shall maintain an "open-door" policy of communication and a decentralized structure of operation. All existing policies shall remain in force unless changed or modified. If at anytime you feel that your concern cannot be attended to by any other official in the administration, please feel free to pay me a visit.

Thank you and I look forward to a fruitful and harmonious working relationship with each one of you.


MARIANITO R. VILLANUEVA
President