

VISAYAS STATE COLLEGE OF AGRICULTURE  
Baybay, Leyte

9

January 2, 1990

MEMORANDUM No. 9

To: All ViSCAns

Re: Agenda for Action for the 90's

This year marks the beginning of the last decade of this century which offers unique opportunities and challenges for ViSCA to attain effectively its mission and objectives. Considering that this institution is the zonal university for agriculture for the whole Visayas and considering the call of President Aquino for the populace to join forces in promoting greater stability in this country and for government to offer more responsive and efficient service, this administration reminds the constituents of this academic community to observe strictly the following principles in the discharge of their duties and responsibilities as members of this academic community:

1. Improve efficiency of college services. All staff and employees must exert effort to increase efficiency in all aspects of college operations. Red tapes must be minimized, and all employees must find means to decrease material and/or labor input while achieving higher output. Office hours should be spent for productive work, not for idle talk. Each unit or office must devise strategies to increase staff productivity and to reduce absences and tardiness. Productive staff should be appropriately recognized. Likewise, staff members, especially administrative personnel, who are habitually late or attain high degree of absences should be checked or subject to disciplinary action. This implies that unit supervisors should keep a close track of staff performance. Staff evaluation must be conducted regularly. All unit heads are held responsible for the performance of their respective units. Likewise, they are expected to serve as good models of their subordinates.



02 January 1990

As you all realize, the ViSCA budget has not increased in proportion to our needs, and ViSCA experiences budget difficulties in certain areas especially personal services. In this connection, ODI, ODREX, GSO, and OBA are directed to examine the current workload and staff complement of all units under their respective jurisdictions. To help newly-developing units, underutilized personnel may be transferred from one large unit to another as long as the same expertise is needed. Every unit head must insure that all staff members have adequate workload assignment.

2. Promote stability and harmony on the campus. All members of this community are enjoined to exert all efforts to oppose destabilization moves by a group of disgruntled ViSCA employees whose motives are rooted in personal interests. This administration will entertain all valid and legitimate complaints provided these are coured through proper channels. ViSCA has instituted mechanisms to deal with grievances, and I expect complainants to make use of them. This office will not tolerate gross disrespect of authorities or conduct unbecoming of government officials. Any form of mass action without following the procedure laid down by the administration will be viewed by this office as part of the overall strategy by outlawed groups to topple this government. This administration will use the full force of the law to deal with violators and penetrators.

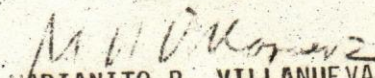
Notice is hereby served to employees who were not satisfied with the recent salary standardization. They should not use this as an excuse to allow themselves to be used and be allied with the ViSCA Action Group or ViSCA Protest Movement. While this office sympathizes with your plight, it will not tolerate destabilization moves and other illegal activities. As you have been already informed, the DBI will make a decision for all SCUs, through PASUC, not on an individual institution basis. Therefore, ViSCA's proposal is only part of the total input. Fortunately, I am a member of the PASUC Task Force. I will see to it that ViSCA's concerns are adequately articulated and taken into consideration. Your kind understanding on this matter, which is beyond the control of this administration, is earnestly requested. The Task Force has already met once and the ViSCA concern has already been turned in.



12 January 1990

During the past four years, this administration has taken a reconciliatory and paternalistic approach to the resolution of the ViSCA conflict. But certain groups have viewed this as a sign of weakness and have, in fact, taken advantage to further promote their selfish personal interests and to further destabilize this college. It is now established that the ultimate goal of this group is to destroy this administration even if it will lead to the destruction of ViSCA itself.

Members of this academic community are once again reminded that it was I who took the solemn oath to preserve and protect the interests of ViSCA. This I will do with the full force of the law. It is my hope that you--the majority of the members of this academic community who have steadfastly stood with me on the fight for excellence and relevance in the past--will continue to do so as we begin the decade for the 90s. Together, we will achieve success to make this college worthy of its mission as the zonal university of agriculture for the Visayas and, above all, worthy of the trust of the whole Filipino people. The fight will not be easy, but with the help of God, we know we will succeed.

  
**MARIANITO R. VILLANUEVA**  
 President

cc: Board of Trustees  
 Sangguniang Panglungsod  
 Sangguniang Panlalawigan