



VISAYAS
STATE UNIVERSITY

**OFFICE OF THE
PRESIDENT**




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Memorandum No. 963
Series of 2024

TO: **Ms. Honey Sofia V. Colis, HRMO Director**
Ms. Carmella D. Maliper, VSU Villaba HRMO Head

RE: **Directive to Submit Comments on Alleged Nepotism in Hiring Practices at VSU Villaba**

FROM: 
DR. PROSE IVY G. YEPES
University President

DATE: **December 19, 2024**

In reference to the indorsement letter (IC-OV-OCT-24-0765) dated November 7, 2024, from the Office of the Ombudsman, received by the undersigned on November 26, 2024, regarding an anonymous email complaint alleging nepotism in the hiring practices at VSU Villaba (Annex A), this Office directs the Human Resource Management Offices of both the VSU-Main Campus and VSU-Villaba Campus to provide their comments on the matter.

The complaint pertains to the alleged appointment of relatives of committee members and faculty members holding senior administrative roles to permanent administrative positions following the implementation of the Revised Organization and Staffing Standards for SUCs (ROSSSS), as guided by National Budget Circular (NBC) No. 589. The allegations from the anonymous complainant suggest potential violations of Republic Act No. 6713, Section 4(c), regarding ethical conduct in public office. Please see the attached document (Annex B) for your reference.

In view of the above, your offices are hereby requested to thoroughly review the relevant documents, policies, and procedures related to the hiring practices at VSU Villaba, particularly those under the ROSSSS implementation. Please submit your comments and findings to this office on or before December 23, 2024, ensuring that your report is detailed and addresses the specific issues raised in the complaint.

For your information and guidance.

OFFICE OF THE PRESIDENT

2/F Administration Building, Visayas State University
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V05 06-06-2024
No. **24-963**



Republic of the Philippines
OFFICE OF THE OMBUDSMAN
Area Office for the Visayas
M. Velez Street, Guadalupe, Cebu City 6000

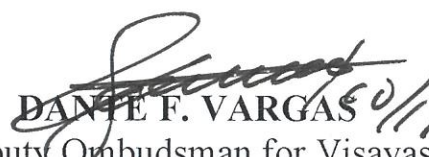

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ANNEX A

INDORSEMENT
IC-OV-OCT-24-0765
Cebu City

NOV 07 2024

Respectfully forwarded to **DR. PROSE IVY G. YEPES**, University President, Visayas State University (VSU), Visca, Baybay City, Leyte, **for appropriate action**, the attached printout of an anonymous email complaint against the **UNNAMED OFFICIALS / PERSONNEL** of Visayas State University (VSU), Villaba Campus, Villaba, Leyte, with the request that the University President or an authorized representative please acknowledge receipt hereof and promptly notify this Office and the concerned parties of the action taken on the matter.


DANTE F. VARGAS 10/19/24
Deputy Ombudsman for Visayas
 

Fwd: Formal Complaint Regarding Alleged Nepotism in Hiring Practices at Visayas State University–Villaba Campus

3 messages

Public Assistance Bureau PACPO <pab@ombudsman.gov.ph>
To: OMB Visayas Office <visayas@ombudsman.gov.ph>
Cc: Mikael Bacon <mikefairandjust@gmail.com>

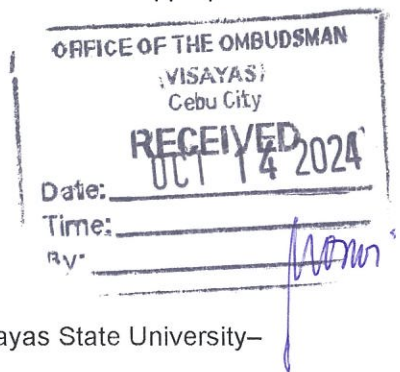
Mon, Oct 14, 2024 at 9:59 AM

Dear Sir/ Madam,

Respectfully forwarded the herein electronic mail **from Mr. Mikael Bacon <mikefairandjust@gmail.com> of even date, re Formal Complaint Regarding Alleged Nepotism in Hiring Practices at Visayas State University–Villaba Campus**, the details of which are stated therein, for your information and appropriate action.

Respectfully,

Public Assistance Bureau
Office of the Ombudsman



----- Forwarded message -----

From: **Mikael Bacon** <mikefairandjust@gmail.com>

Date: Mon, Oct 14, 2024 at 8:01 AM

Subject: Formal Complaint Regarding Alleged Nepotism in Hiring Practices at Visayas State University–Villaba Campus

To: <pacpo_luzon@ombudsman.gov.ph>, <cremeb_luzon@ombudsman.gov.ph>, pab@ombudsman.gov.ph <pab@ombudsman.gov.ph>

Cc: <visayas@ombudsman.gov.ph>, ombudsmanro8@ombudsman.gov.ph <ombudsmanro8@ombudsman.gov.ph>

Letter of Complaint for VSU-V.pdf
248K

OMB-Luzon PACPO <pacpo_luzon@ombudsman.gov.ph>

To: OMB Visayas Office <visayas@ombudsman.gov.ph>

Cc: Mikael Bacon <mikefairandjust@gmail.com>

Mon, Oct 14, 2024 at 1:29 PM

----- Forwarded message -----

From: **OMB-Luzon PACPO** <pacpo_luzon@ombudsman.gov.ph>

Date: Mon, Oct 14, 2024 at 1:20 PM

Subject: Fwd: Formal Complaint Regarding Alleged Nepotism in Hiring Practices at Visayas State University–Villaba Campus

To: <cremeb-visayas@ombudsman.gov.ph>

Cc: Mikael Bacon <mikefairandjust@gmail.com>

Good day!

This is to respectfully refer to *Atty. Sarah Jo A. Vergara*, Acting Director, Case Records

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Evaluation, Monitoring and Enforcement Bureau (CREMEB-Visayas), this Office, for appropriate action, the herein E-mail with attachment from Mikael Bacon (mikefairandjust@gmail.com) addressed to the Office of the Ombudsman for Luzon, dated 14 October 2024, requesting for an investigation on the alleged nepotism in the Visayas State University-Villaba Campus, the matter falling within CREMEB-Visaya's jurisdiction.

Thank you.

Public Assistance and Corruption Prevention Bureau
Office of the Deputy Ombudsman for Luzon

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[Quoted text hidden]



Letter of Complaint for VSU-V.pdf
248K

OMB Visayas Office <visayas@ombudsman.gov.ph>
To: OMB-Luzon PACPO <pacpo_luzon@ombudsman.gov.ph>

Mon, Oct 14, 2024 at 2:12 PM

Received, thank you.

[Quoted text hidden]

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Office of the Deputy Ombudsman for Luzon
3rd Floor, Ombudsman Bldg.
Sen. Miriam P. Defensor-Santiago Ave. (*formerly Agham Road*),
Brgy. Bagong Pag-asa, Diliman, Quezon City 1105
Phone: (02) 5317-8300 loc 4330 and 4333 / 8926-8794
E-mail: pacpo_luzon@ombudsman.gov.ph, cremeb_luzon@ombudsman.gov.ph

**Subject: Formal Complaint Regarding Alleged Nepotism in Hiring Practices at
Visayas State University–Villaba Campus**

TO WHOM IT MAY CONCERN,

I am writing to formally raise a complaint regarding the hiring practices of the local non-academic personnel board committee at Visayas State University-Villaba (VSU-V) campus, where I recently applied for a position.

After VSU-V implemented the Revised Organization and Staffing Standards (ROSS) as guided by National Budget Circular (NBC) No. 589, I noticed that a permanent administrative position was awarded to the spouse of one of the committee members. This is troubling, as other positions have similarly been filled by relatives of committee members and by the spouses or relatives of faculty members holding senior administrative roles at the campus.

Although I understand the committee members may not have direct appointing authority, they serve as recommending bodies for final approval. It appears that all appointments under the ROSS implementation are heavily influenced by these recommendations. I am concerned that these practices may be in violation of Republic Act No. 6713, Section 4 (c), which sets clear standards for ethical conduct in public office.

I respectfully request that your agency investigate these irregularities. Unfortunately, I cannot provide concrete evidence at this time, as I do not have access to official documents, but I assure you that this complaint reflects the current state of affairs at the campus. I believe it is my responsibility to bring these issues to light in the interest of transparency and fairness in the hiring process.

For personal security reasons, I prefer to remain anonymous.

Respectfully,

ANONYMOUS