



VISAYAS
STATE UNIVERSITY

**OFFICE OF THE
PRESIDENT**




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MEMORANDUM NO. 25
Series of 2025

TO: All Vice Presidents, Chancellors, Deans, Directors, and Heads

RE: Implementation of the BOR-Approved Strategic Plan and Execution Continuum (2025-2028) and University Organizational Structure

FROM:  DR. PROSE IVY G. YEPES
University President

DATE: January 8, 2025

Pursuant to the approval of the **University Organizational Structure** by the VSU Board of Regents, all concerned offices are hereby directed to cascade the revised organizational structure within your respective units.

Furthermore, you are instructed to:

1. **Update the names of your respective units** in all official and documented forms, documents, and communication materials to align with the BOR-approved structure, the university's Vision, Mission, Goals, and Objectives (VMGOs), and Core Values.
2. **Update your office organizational charts.**
3. **Revise syllabi and printed VMGO, Quality Policy Statement, and Core Values** in your respective offices.

Additionally, in line with the university's commitment to sustainability and its policy as a Green University, the use of tarpaulins for announcements, signage, and other materials is discouraged. Offices are encouraged to explore environmentally friendly alternatives.

This new organizational structure will serve as the official reference for all administrative and operational functions effective immediately.

For your guidance and compliance.

cc: Quality Assurance Center

OFFICE OF THE PRESIDENT

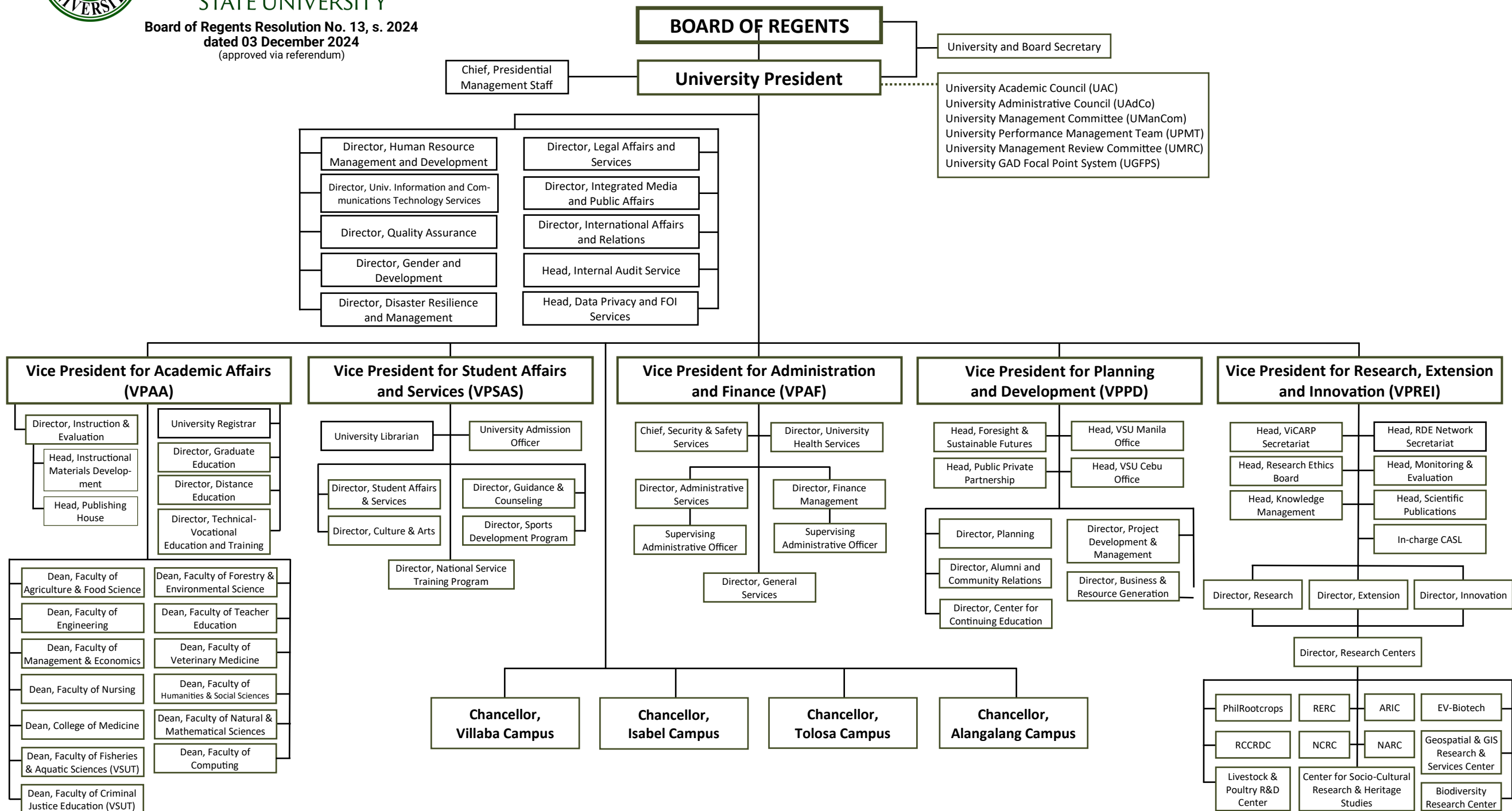
2/F Administration Building, Visayas State University
PQWW+RJM, Baybay City, Leyte, Philippines 6521
Email: op@vsu.edu.ph | Website: www.vsu.edu.ph
Phone: +63 53 565 0600 Local 1000



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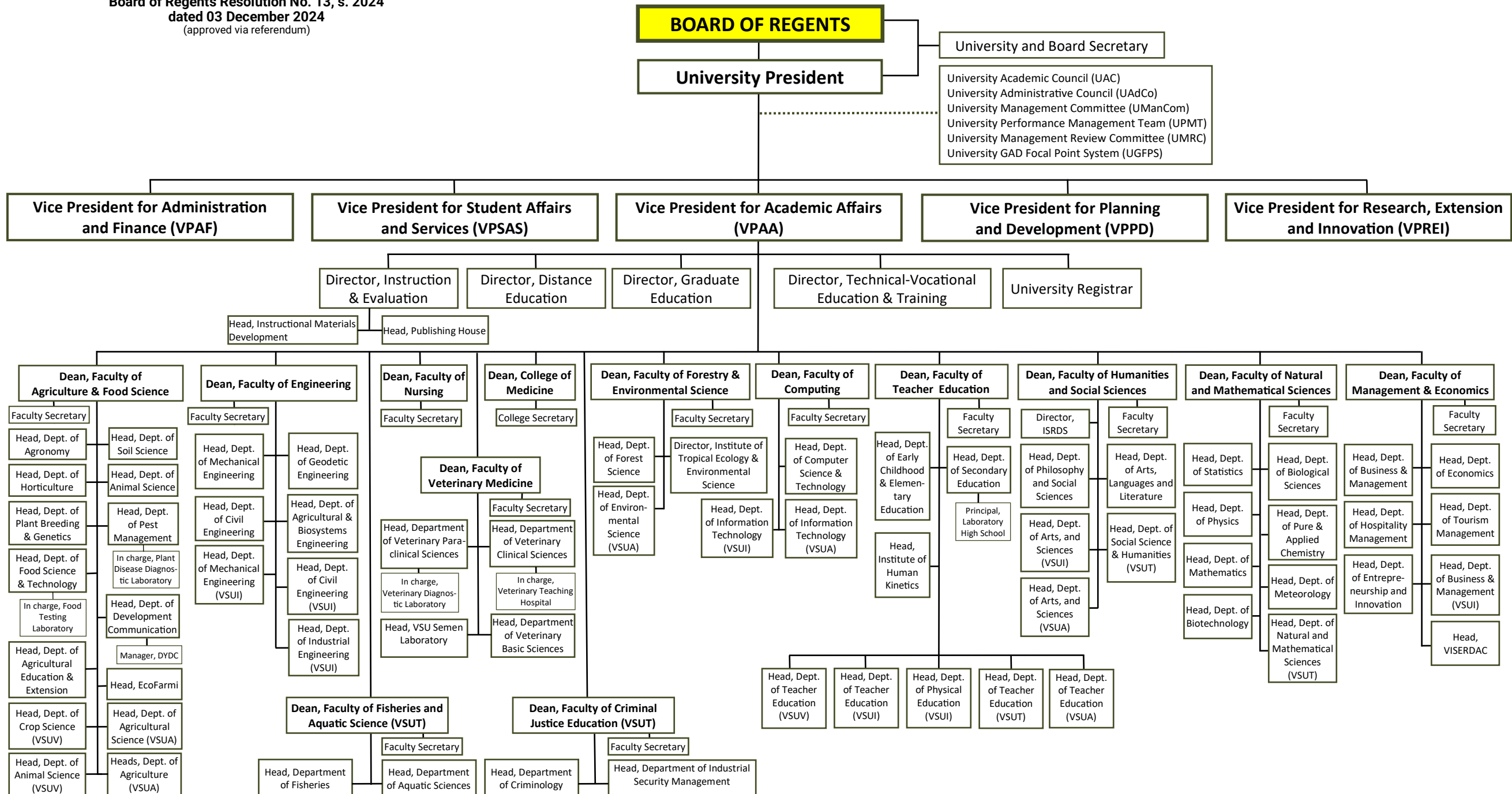


ORGANIZATIONAL STRUCTURE



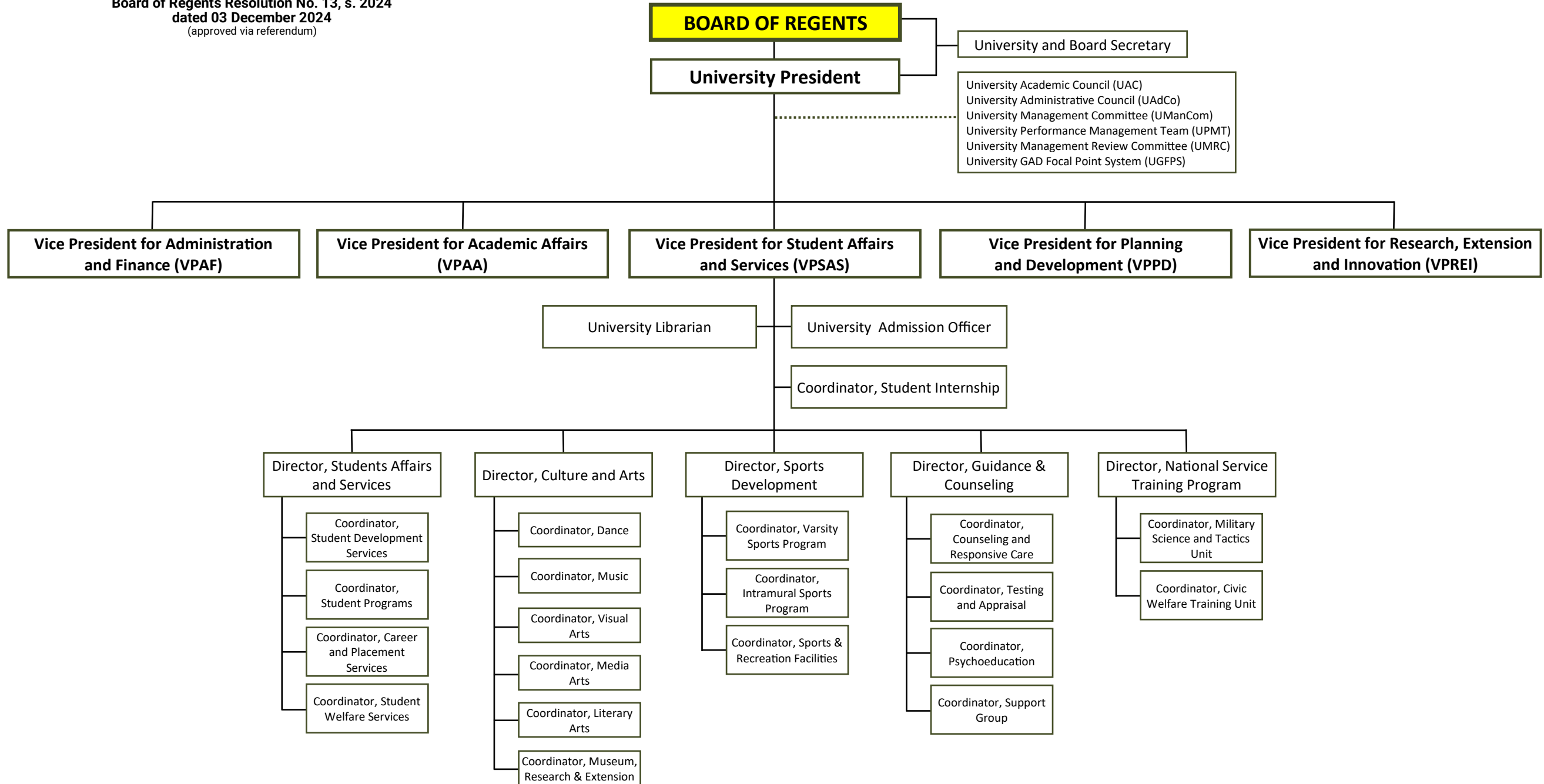


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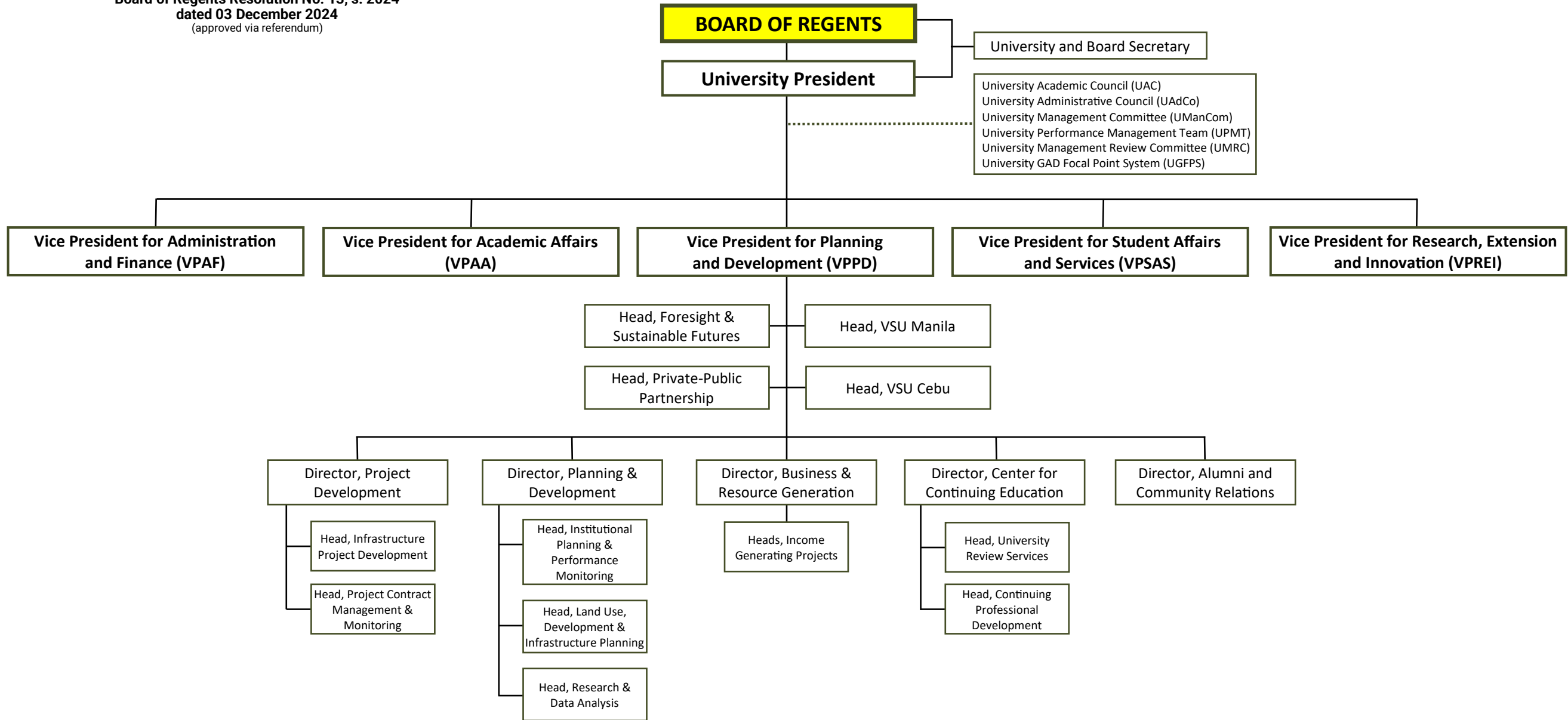


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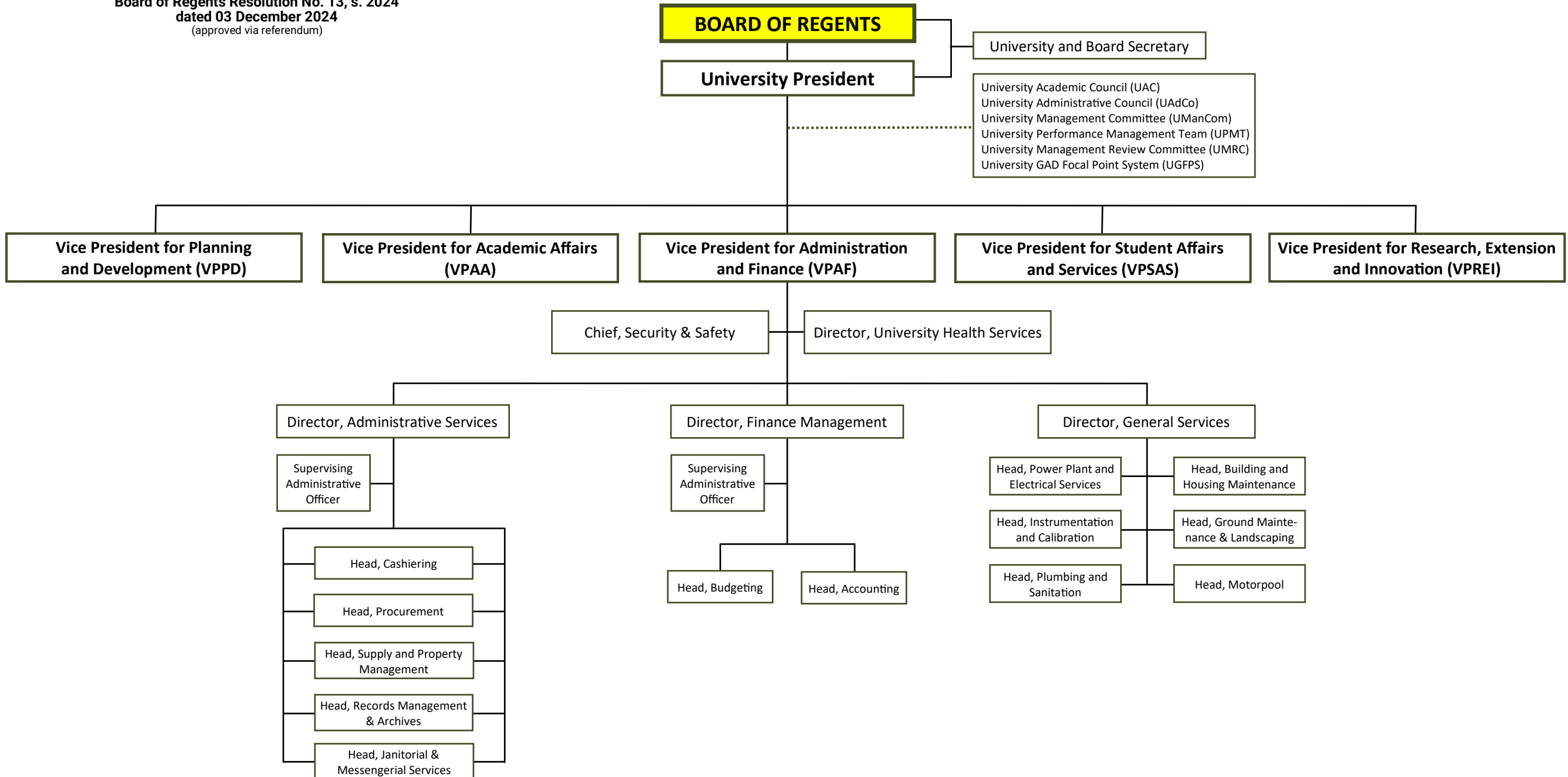


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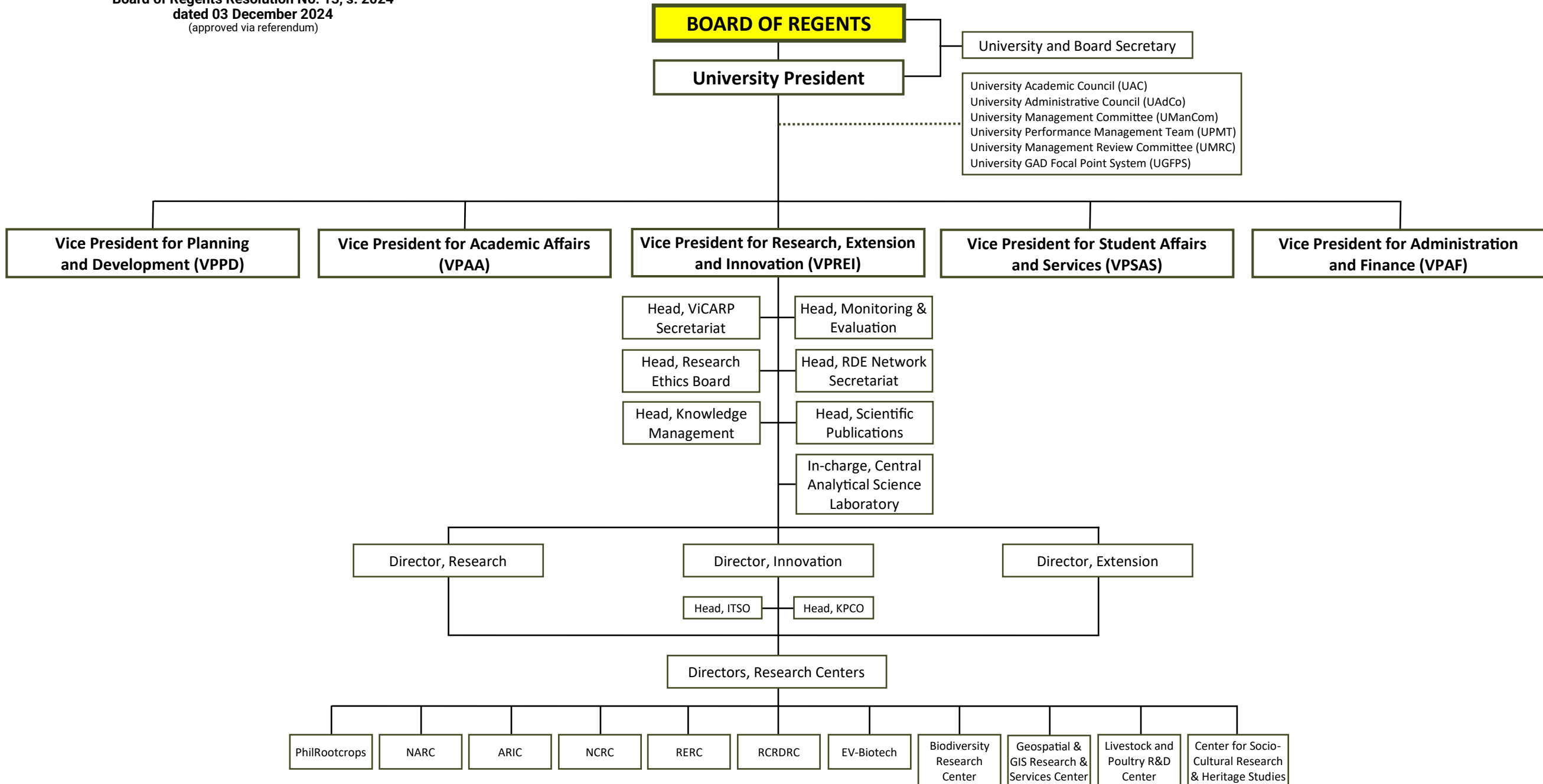


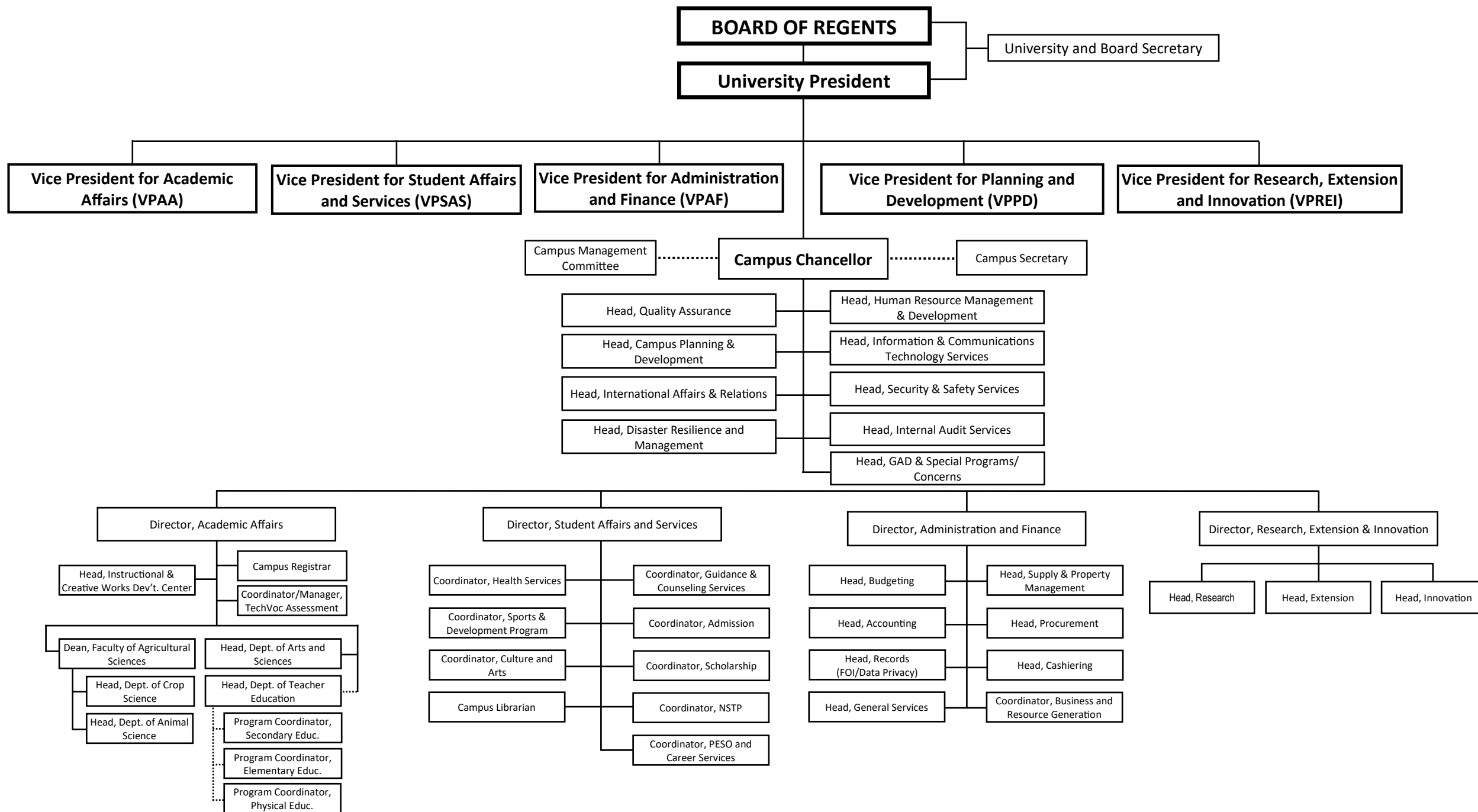
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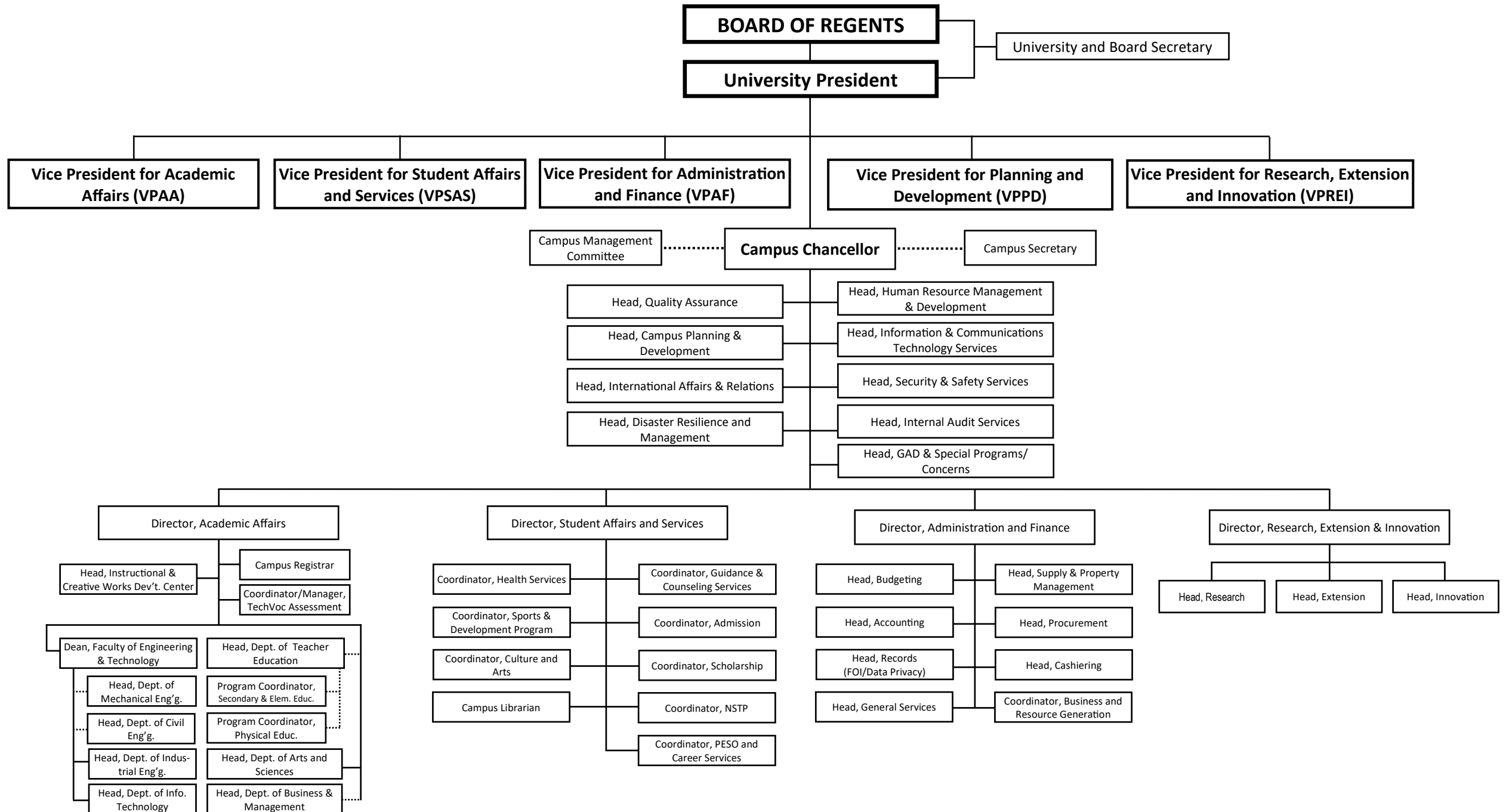


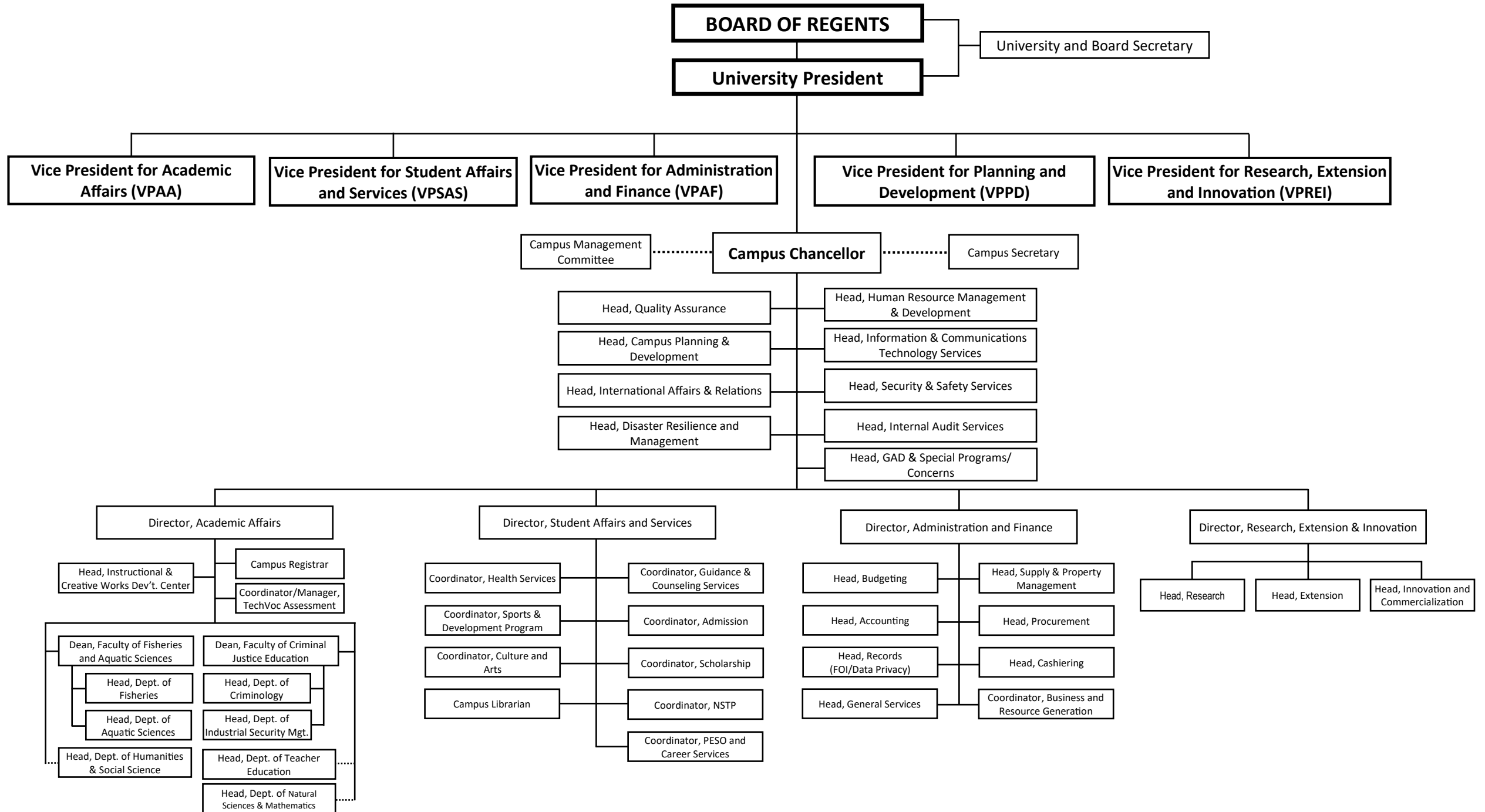


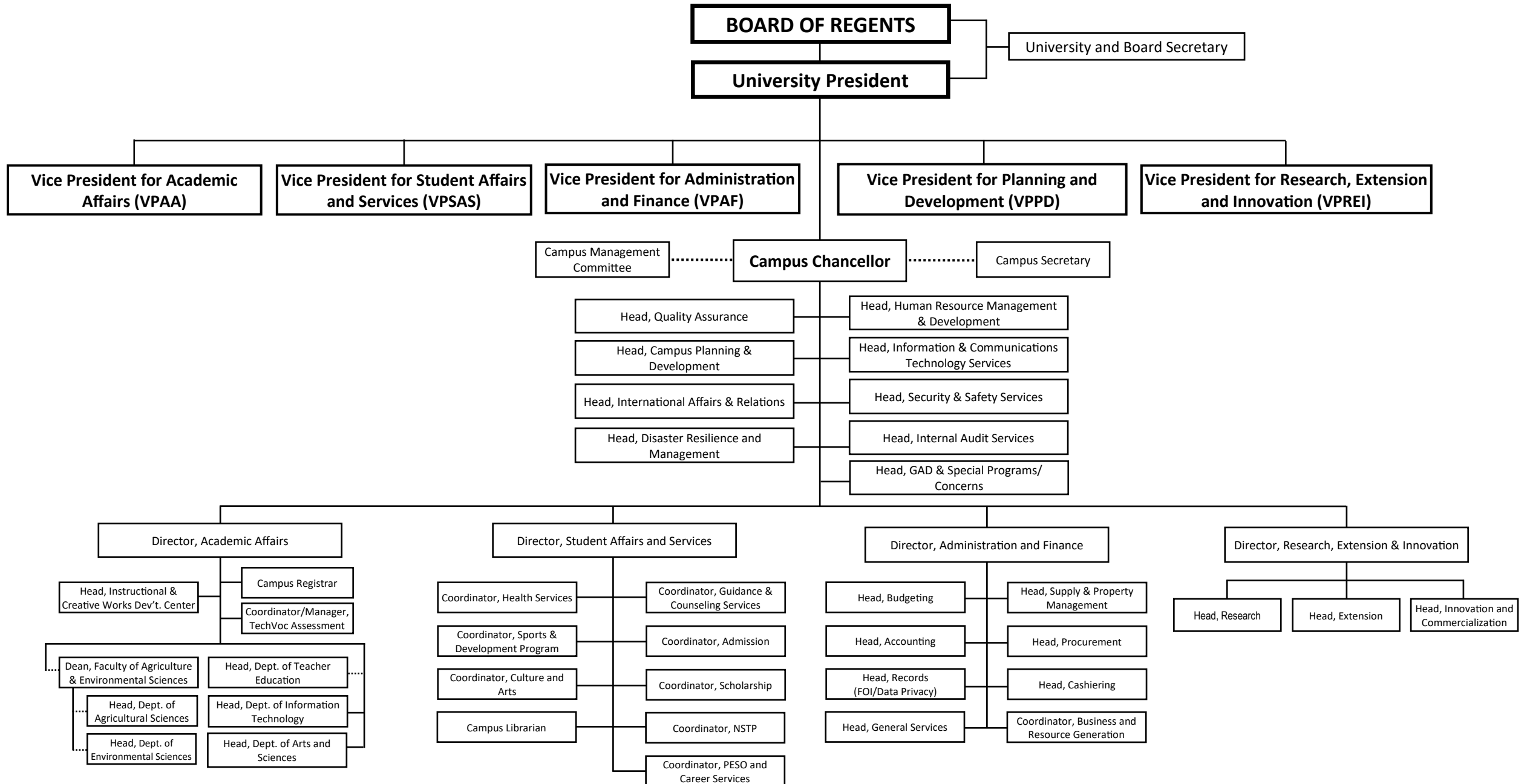
ORGANIZATIONAL STRUCTURE (OVPREI)











Framing Question and Strategic Challenge

The Scenario Building and Strategic Foresight workshop started by looking at the framing question and strategic challenge for the university. The framing question is directed at evaluating this question: What will be the landscape of global universities in agriculture and allied fields, science & technology, humanities and innovation by 2040?

To respond to this framing question, the participants of the workshop posed this strategic challenge. What strategies will the Visayas State University adopt to become a dynamic leader for sustainable development in agriculture, science & technology, humanities and innovations in the Visayas and beyond

VISION

A global green university providing progressive leadership in agriculture, science & technology, education and allied fields for societal transformation.

MISSION

To produce graduates equipped with advanced knowledge and lifelong learning skills with ethical standards through high quality instruction, innovative research, and impactful community engagements.

GUIDING PRINCIPLES

Service: At the heart of VSU is our commitment to service. This value underscores the importance of selflessness, dedication and a relentless pursuit of the greater good. By promoting a culture of service, the university aims to nurture servant leaders and compassionate human resource dedicated to making a positive impact on the society

Truth: Emphasizing the significance of honesty, transparency, and a steadfast commitment to facts. The value of truth guides VSU's academic and administrative endeavors. A university whose guiding principle is built on truth is essential for promoting a community of trust and mutual respect.

It is in accord with facts and reality and connotes sincerity in action, character and utterance. The character of an institution is shaped by its ability to stand by the truth and make use of it. The search for truth, the very essence of the academic institution, is the backbone of the scientific process where certainty of results is tested against all known facts. The University is an institution that stands by the truth, reasons in accordance with facts and manifests sincerity in utterance, action and character; and

Resilience: In an ever-changing world, resilience is a critical trait. VSU champions the ability to adapt, overcome challenges and emerge stronger. This value is integral to ensure that VSU remains agile, future-ready and capable of thriving amidst adversity.

Integrity: Upholding the highest standards of ethical behavior. It signifies a steadfast commitment to moral principles, accountability and the pursuit of justice in all university affairs.

The firm adherence to an upright moral code and ethical standards is vital in the University's search for truth. An institution engaged in producing quality human capital and scientific innovation must remain incorruptible in a morally challenging environment. Integrity is crucial in forging synergistic partnerships between the University and its stakeholders. Partnerships founded upon integrity practice transparency and mutual trust;

Discipline: Recognizing the importance of temperance, diligence, grit, and a strong work ethic, the value of discipline is vital for achieving personal and institutional goals. VSU strives to instill this value in every member of the VSU community to foster a culture of excellence and impact.

Excellence: Excellence is a non-negotiable standard. This value drives the university's pursuit of the highest quality in education, research and community service. By continuously raising the bar, VSU aims to produce world class graduates, innovative research and impactful community engagements.

A value that centers on the imminent goodness of the quality of services, systems, and outputs of the University. An institution that consistently lives by excellent standards in anything that it does is effective in its search for truth and delivery of socially-relevant, scientific and technological contributions. The stakeholders of the University that includes its students, producers and industries deserve nothing but the best that the institution can offer.

Social Justice: Committed to fostering an inclusive and equitable environment, the value of social justice ensures that all members of the VSU community have equal access to opportunities and resources. The university aspires to contribute in building a progressive and just society by developing human resources who will become agents of positive change. VSU advocates for fairness, equity and the eradication of discrimination in all its forms

The Visayas State University **STRIDES** for excellence and impact. The revised guiding principles (**STRIDES**) is a call for action for all stakeholders to uphold excellence in all university functions and endeavors to contribute to positive change by creating impact.

SOCIAL IMPACT

The societal impact that the university aims to contribute is anchored on the Philippine Development Plan. VSU together with its stakeholders aims to serve as an agent of change in achieving social and economic transformation for a prosperous, inclusive and resilient society.

BREAKTHROUGH GOALS

1. Future-proofed curricular programs, innovative research and impactful community initiatives that meet the domestic and global challenges driven by the 4th Industrial Revolution (4IR), Education 5.0, and Sustainable Development Goals (SDGs).
2. Efficient and effective management of the university's tangible and intangible assets and resources.
3. Service delivery and governance that are responsive to international and domestic requirements championed by competent academic and non-academic personnel and powered by the latest quality process and technologies
4. VSU human resources are dedicated and exemplars of public service, good governance and gender responsiveness

STRATEGIC OBJECTIVES

1. Sustain academic excellence compliant with statutory standards, aligned with Fourth Industrial Revolution (4IR), Education 5.0, and sustainable development goals.
2. Establish greater and wider internationalization, performance and global reputation.
3. Implement holistic student development programs and services to other stakeholders for a meaningful university life experience.
4. Equip students with 21st-century and industry-required skills (communication, creativity, critical thinking, collaboration, ethical behavior)
5. Produce innovative and high-impact research providing cutting-edge and practical solutions to local, national, and international problems and challenges.
6. Implement impactful community engagements and establish relevant partnerships and collaborations.
7. Intelligent and prudent financial investments on green and smart infrastructure, laboratory and research facilities.
8. Implement effective public and private partnerships to harness potential income from the university's tangible and intangible assets.
9. Establish strong alumni networks and benefactors.

10. Sustain certification and accreditation of programs and management processes to include but not limited to talents/employees, operations, financial assets, transparency, and accountability.
11. Implement automation and digitalization of asset management, processes and systems.
12. Strengthen the PRIME-HRM framework fostering competency driven culture and transformative transactions in VSU.
13. Invigorate VSU with its resolute commitment to gender equality and to its re-affirmed guiding principles (values).
14. Efficient and effective implementation of the Strategic Performance and Management System for equity and fairness in managing careers and talents in VSU.