

Republic of the Philippines
VISAYAS STATE COLLEGE OF AGRICULTURE
Baybay, Leyte

* MINUTES OF THE 23rd REGULAR BOARD OF *
* TRUSTEES MEETING HELD ON April 5, 1978 *
* AT THE COCOFED REST HOUSE VISCA, *
* Baybay, Leyte *

RECORDS DIVISION

VISAYAS STATE COLLEGE OF AGRICULTURE
Baybay, Leyte

MINUTES OF THE 23RD REGULAR MEETING OF THE BOARD OF TRUSTEES
HELD ON APRIL 5, 1978, AT THE COCOFED REST HOUSE
VISCA, BAYBAY, LEYTE

PRESENT:

Hon. Juan L. Manuel Secretary of Education and Culture, Manila	Chairman
Hon. Lauro A. Castillo Treasurer, Philippine Rural Development and Services Corporation	Member
Dr. Nicanor Fernandez	(Represented Hon. Cledualdo B. Perez, Jr., Dean, College of Agriculture, UPLB, Laguna)
Hon. F. A. Bernardo President VISCA	Member
Prof. Andres F. Duatin College Secretary VISCA	Secretary

Absent:

Hon. Rufino D. Ayaso, Jr. Acting Regional Director Bureau of Agricultural Extension, Region VIII	Member
Hon. Jesus C. Alix Director, Bureau of Agricultural Economics	Member

Chairman Juan L. Manuel called the meeting to order at
12:38 p.m., after ascertaining there was a quorum.

- 1 I. Approval of the Minutes of the Previous Meeting:
- 2 The minutes of the previous meeting of the Board of
- 3 Trustees held on February 7, 1978, were approved without
- 4 corrections.

1 II. Matters Arising from the Approved Minutes:

2 President Bernardo gladly informed the Trustees that
3 the "barong" toga, previously approved by the Board as the
4 academic gown to be worn by the ViSCA college candidates for
5 graduation during the commencement exercises starting this
6 academic year, 1977-78, were ready. "Two hundred nine (209)
7 candidates for graduation this academic year will be using
8 the new graduation attire while the thirty-eight (38) can-
9 didates for graduation from the 1977 summer classes will
10 still be using the conventional black toga," he explained.

11 Upon request, the president described the toga. He said
12 that the color is buff and it is embroidered with a series of
13 the letters V and S which stand for Visayas State.

14 III. President's Report:

15 A. Construction Program Under the World Bank

16 World Bank-funded construction projects that have been
17 started include: (1) the Regional Training Center for Rural
18 Development complex, (2) Agricultural Engineering building
19 complex, (3) Agricultural Chemistry building complex, and
20 (4) the Site Development Utilities, which compose the road
21 and pathways, water, electrical, and the sewerage network
22 systems.

23 Newly awarded contracts include the construction of the
24 (1) Crop Protection building complex, (2) Agronomy and Soils
25 building complex, (3) Plant Breeding and Agricultural Botany
26 building complex, and the Green Houses.

1 B. Two Additional COCOFED Dormitories:

2 The construction of two more COCOFED dormitories were
3 started recently with the initial release of funds by COCOFED
4 President Maria Clara Lobregat during her recent visit to ViSCA.
5 This increased the number of COCOFED dormitories to four.

6 C. Coconut Training Center Building for Construction:

7 The president also informed the Trustees that a building
8 will soon be constructed as a training center for the coconut
9 growers in the region. He informed the members of the Board
10 that the weekly seminars on coconut hybridization and replant-
11 ing which were held at ViSCA were dubbed the best among the
12 semilar seminars held in the seven training centers in the country.
13 It is, perhaps, for this reason tha COCOFED will support the
14 construction of a training center building at ViSCA.
15 ViSCA has to prepare the proposal yet.

16 D. Land Acquisition for Research Purposes:

17 ViSCA, in particular, and the Philippines, in general, is
18 committed locally and abroad to research with funds already
19 available from the government and international agencies such
20 as IDRC of Canada. So, "we have to make representations to the
21 Budget Commission for land acquisition," President Bernardo em-
22 phasized. "We are negotiating for the purchase of agricultural
23 lands. We have to pay ₱10,000.00 for a hectare of rice field
24 to the owner and another ₱10,000.00 per hectare to the tenant,"
25 the president added. "We need land for our research projects,"
26 he continued. For non-rice fields, ViSCA pays ₱7,000.00 a hec-
27 tare each to both owner and tenant.

1 VisCA must also relocate the tenants. Each tenant will
2 be given a 300-square meter lot and each land owner may buy
3 at nominal cost approximately 300 square meters for residential
4 lots. Some of them may be employed in the VisCA experimental
5 station as laborers.

6 The tenants and/or land owners who opt to resettle at
7 the Imelda Land Settlement in Hinunangan, Leyte, may enjoy
8 a loan for a house, a carabao and farm implements, and the like,
9 plus supplies for one year without interests. These are some
10 incentives to Leyte farmers which are offered and supported by
11 the Department of Agrarian Reform (DAR).

12 IV. Administrative Matters:

13 A. A Proposal for Operational Scheme of the Philippine Root
14 Crop Research and Training Center

15 Dr. Marianito R. Villanueva, PROCRTC Director, the proponent
16 of "A Proposal for Operational Scheme of the Philippine Root
17 Crop Research and Training Center," was around during the
18 meeting of the Board so he was called upon to summarize his
19 proposal.

20 Dr. Villanueva informed the Trustees that the Center has
21 been receiving enough financial support for research purposes
22 from national and international sources but "we lack manpower
23 in the Center; therefore, the Center has to tap the manpower
24 in the academic departments of the College." The proponent
25 revealed that "plans are lagging," and "to implement plans

1 on schedule we have to get more support from the faculty."

2 The operational scheme of the research and training
3 center requires a core staff and the granting of honoraria
4 to supporting experts and other outside help. The present
5 staff and some four more to be recruited have to be developed.
6 Meantime, to keep up with commitments, faculty members who will
7 be involved in research will be granted honorarium similar to
8 the honorarium being granted by PCARR.

9 Upon inquiry from the Board, Dr. Villanueva disclosed
10 that money from PCARR amounting to ₱800,000.00 and ₱1.2 million
11 from IDRC have been made available for operation of the Center
12 for the fiscal year 1977 and another amount of ₱800,000.00 was
13 released by IDRC for 1978.

14 The proposal, as itemized, was explained by President
15 Bernardo.

16 The Board wanted to know if undergraduate theses can be
17 included in these research projects to which the answer was in
18 the affirmative. "The student and faculty researches will be
19 integrated in our programs which include also socio-economics,"
20 the president added.

21 On motion made and duly seconded, the Board passed:

22 BOARD RESOLUTION NO. 7, s. 1978

23 Approving the proposed operational schemes of
24 the Philippine Root Crop Research and Training Center
25 at VISCA, particularly the granting of honoraria to
26 the following:

- 27 1. Fixed honorarium of ₱150 per month to the
28 head of department which is affiliated with PRCRTC,
29 under such conditions as set forth by the Center
30 (Appendix B).

2. Honoraria of up to ₱300.00 per month to heads or responsible individuals in stations where the Center conducts regional trials, under such conditions as set forth by the Center (Appendix B).

3. Honoraria to ViSCA Staff members, excluding PRCRTC staff members, undertaking research on root crops approved and funded by PRCRTC under such conditions as set forth by the Center (Appendix B).

4. Fixed incentive allowance of ₱150.00 per month to a deserving PRCRTC staff as may be determined by the Center Director, under such conditions as set forth by the Center (Appendix B).

The proposal also provides that, at the discretion of the PRCRTC Director and/or of the ViSCA President for reasons of lack of funds, conflict of policies or for any other legitimate reasons, the above-mentioned honoraria system may be terminated any time.

The foregoing approved proposals take effect immediately, subject to availability of funds.

As mentioned earlier, the proposals included the staffing pattern and development schemes for the core staff of the Philippine Root Crop Research and Training Center.

On motion made and duly seconded, the Board passed:

BOARD RESOLUTION NO. 8, s. 1978

Approving the proposed staffing pattern and development schemes for the core staff of the Philippine Root Crop Research and Training Center, particularly the recruitment and development of one (1) staff member for cassava breeding and another for breeding yams and aroids, to take up PhD and MS degree studies respectively, as required (Appendix C); and the recruitment and development of two (2) staff members for Food Science: one (1) in processing and another in utilization, both to take up PhD studies as required (Appendix C).

Also approving the proposed staff development of the present staff members of the PRCRTC, particularly the staff member in Plant Breeding (sweet potato), the five (5) staff members in Agronomy, the staff member in Post Harvest Physiology (Weed Control), and the staff member in Plant/Crop Ecology (Appendix C).

1 The above-mentioned approved proposals relating to the
2 staffing pattern and development schemes for the core staff
3 of the Philippine Root Crop Research and Training Center may
4 be implemented immediately, subject to availability of funds,
5 staff recruitment and development requirements, and clearance
6 from the Office of Compensation and Position Classification
7 (OCPC).

8 B. A Proposal to Increase Family Allowance of ViSCA Faculty
9 Fellows:

10 President Bernardo presented a proposal to increase the
11 family allowance for the ViSCA faculty fellows, even if the
12 amount is not substantial. It is hoped that the little increase
13 will help alleviate the plight of the faculty on study leave.

14 On motion made and duly seconded, the Board passed:

15 BOARD RESOLUTION NO. 9, s. 1978

16 Approving the proposal to increase the family
17 allowance of the ViSCA Faculty Fellows from ~~P~~150 to
18 ~~P~~200 per month for single fellows and from ~~P~~300 to
19 ~~P~~350 per month for married fellows, effective April
20 1, 1978, or later, subject to availability of funds,
21 auditing rules and regulations. Also, noting the
22 change of the term "family allowance," to "cost of
23 living allowance." (Appendix D).

24 C. Extension of Appointment of Dr. Ly, Tung and Reclassifi-
25 cation of Position of Ms. Perla M. Tan:

26 President Bernardo also presented a proposal to renew
27 the contractual employment of Dr. Ly, Tung as Acting Director
28 of the Regional Coconut and Research Center, including the
29 adjustment of his compensation, and the reclassification of
30 the position of Ms. Perla M. Tan. The only question asked

1 was about the performance of Dr. Ly to which the President
 2 gave an assurance that his services are very satisfactory;
 3 hence, the recommendation for the extension of his appointment.

4 On motion made and duly seconded, the Board passed:

5 BOARD RESOLUTION NO. 10, s. 1978

6 Approving the recommendation for the extension/renewal
 7 of the contractual employment of Dr. Ly, Tung, Visiting
 8 Associate Professor, including the adjustment of his salary
 9 from ₱20,232.00 to ₱21,624.00 per annum, following the new
 10 salary scale, effective March 29, 1978 to March 28, 1979,
 11 subject to availability of funds and auditing regula-
 12 tions. (Appendix E)

13 The recommendation to reclassify the position of Ms. Perla
 14 M. Tan was also presented without much ado.

15 On motion made and duly seconded, the Board passed:

16 BOARD RESOLUTION NO. 11, s. 1978

17 Approving the recommendation to reclassify
 18 Ms. Perla M. Tan's position of Instructor II to
 19 Instructor IV at ₱12,996 per annum, effective April
 20 1, 1978, subject to availability of funds and
 21 auditing rules and regulations and Civil Service
 22 requirements. (Appendix E)

23 V. Academic Matters:

24 A. Honor Graduates of 1978

25 There were two college students who have maintained high
 26 scholastic ratings to qualify for honors this year, 1978,
 27 namely; Ms. Rony Gonato and Ms. Virgilia Remoroza, both major-
 28 ing in Crop Protection under the Bachelor of Science in Agri-
 29 culture curriculum, with GPAs of 1.544 and 1.656 respectively.

30 Board Action: Noted. (Appendix F)

31 VI. Other Matters:

32 A. Appeal for reinstatement of Ms. Pacita D. Locayon.

33 Ms. Pacita D. Locayon, a former Assistant Professor I

1 in the Department of Arts and Letters at ViSCA who "resigned
 2 from ViSCA on the grounds that she has to clear herself 'from
 3 having been included in the purged list'" appealed for re-
 4 instatement. However, President Bernardo, in his presentation
 5 of the case, informed the Trustees that "due to lack of ins-
 6 tructors in the Department of Arts and Letters, the position
 7 she vacated was filled up." Also, there was no order or
 8 recommendation neither from the Office of the President of the
 9 Philippines nor from the Appeals Committee. Considering the
 10 fact that Ms. Locayon resigned on her own volition, ViSCA is
 11 not obliged to reinstate her. Nevertheless, the President
 12 recommended that she be treated as a new applicant.

13 On motion made and duly seconded, the Board passed:

14 BOARD RESOLUTION NO. 12, s. 1978

15 Approving the recommendation, as the appropriate
 16 action of the ViSCA Administration to the request/appeal
 17 for reinstatement of Ms. Pacita D. Locayon, a resigned
 18 ViSCA faculty member, that she be advised to re-apply
 19 to ViSCA, in order that she could be included in the list
 20 of applicants for future consideration when a position
 21 becomes available, subject to usual screening regula-
 22 tions and other requirements for staff recruitment
 23 (Appendix G).

24 B. Other Board Actions:

25 1. E. N. Bernardo Medal of Honor: A Proposal

26 Board Action: Noting the proposal and acceptance to
 27 create an E. N. Bernardo Trust Fund in favor of ViSCA. The
 28 donor, Dr. Emiliana N. Bernardo, will deposit with ViSCA a
 29 trust fund amounting to Five Thousand Pesos only (P5,000.00)
 30 and the interest that would accrue shall be used to defray
 31 expenses in the purchase of a medal to be labeled E. N.

1 BERNARDO MEDAL OF HONOR. The medal of honor shall be awar-
2 ded during the Commencement Exercises to the VISCA College
3 graduate with the highest scholastic rating provided he/
4 she finishes at least as a cum laude.

5 2. Inclusion of the name of Mr. Siegfredo Veloso, Jr.
6 in the list of Candidates for Graduation*

7 Board Action: Noting the recommendation to include
8 the name of Mr. Siegfredo Veloso, Jr., an Agricultural Educa-
9 tion student, in the list of candidates for graduation for the
10 academic year 1978, who has completed all requirements for
11 graduation except clearance in time.

12 There being no other matter to discuss, the Chairman
13 adjourned the meeting at 1:30 p.m.

* Board Approval:

By Referendum

Certified True and Correct:

(SGD.) ANDRES F. DUATIN
Secretary

Attested:

(SGD.) JUAN L. MANUEL
Chairman
Secretary of Education and
Culture

VISAYAS STATE COLLEGE OF AGRICULTURE
PHILIPPINE ROOT CROP RESEARCH & TRAINING CENTER
Baybay, Leyte 7127
Philippines

March 22, 1978

The Board of Trustees
Visayas State College of Agriculture
Baybay, Leyte

Through Pres. Fernando A. Bernardo

Sirs:

The operation of our Center has not been progressing the way it should be, primarily due to lack of manpower and secondarily due to lack of physical resources, like land and laboratory facilities and possibly due to many more other reasons less important to be mentioned. Under these circumstances and in anticipation of possible change in our set up that is expected because of very rapid rate of development in ViSCA, I would like to submit the attached proposal for your consideration.

I may be raising some controversial issues in my proposal, but I hope you will understand our situation now in relation to the responsibilities lying on our shoulders, the commitments we have to meet and how far behind we are from the finish line. The measures I am proposing are very mild compared to those adopted in other institutions like UPLB, hence, I think they will not upset our own system.

Once again, may I express my sincere gratitude for your continuous support to our program.

Very truly yours,

(SGD.) M. R. VILLANUEVA
Director

A Proposal for Operational Scheme of the Philippine
Root Crop Research and Training Center

I. Granting of honoraria

Rationale:

Realizing the potential of root crops, the Philippine Council for Agriculture and Resources Research (PCARR) spearheaded the establishment of the National Root Crop Research Center in the Visayas State College of Agriculture toward the end of 1975. The Center was further fortified and strengthened by its recognition as the Philippine Root Crop Research and Training Center (PRCRTC) by virtue of Presidential Decree 1107 signed by President Ferdinand E. Marcos on March 21, 1977.

The Center is financially supported not only by the Philippine government but also by international agencies like the International Development Research Center (IDRC) of Canada which has provided an initial sizeable amount for the operation of the Center.

However, despite the good financial support the Center is receiving presently, the implementation of its program is hampered by lack of suitable manpower. To alleviate this problem, some departments at ViSCA have also extended support to the Center's research activities. In spite of this scheme of operation, however, the Center still cannot cope up with the tremendous amount of work and meet its commitments with foreign and local funding for the implementation of its program within the specified schedule. There are many possible explanations for this including the following:

1. PRCRTC cannot get full support from all ViSCA departments because of the latter's heavy involvement in instructional activities.
2. ViSCA is not only committed to root crops but also, being a major research station in the country for other commodities, its technical manpower already limited in itself, is responsible to the national government for research activities in these other commodities like coconut, abaca, corn, sorghum, vegetables, timber products, poultry, beef/chevon, carabeef, forage, pasture, and grasslands, water resources, soil resources, farming systems, macro-economics and applied rural sociology.
3. More credit and incentives are obtained by undertaking research on other commodities particularly when funded by agencies other than ViSCA. This is partly due to the fact that outside the ViSCA community, people tend to give all the credit to PRCRTC for work on root crops done on the campus whether the work is being done by departments of ViSCA or by PRCRTC. As a result, the departments may not be given due credit for their contribution to root crop research. Incidentally, PRCRTC assumes the same status as that of any department at ViSCA and therefore, does not carry the prestige that can be looked up to by the departments.

To help further alleviate the problem of lack of manpower and encourage more scientists to get involved in root crop

investigations, there is a need to adopt certain measures that will provide them more incentives in such activities until such time that PRCRTC can operate independently. As provided in PD 1107 (Section 10) the Center may obtain the services of scientists who may be paid honoraria by the Center.

Proposal:

A. Granting of fixed honoraria to affiliate Department Chairmen

A department chairman who is affiliated with PRCRTC, shall receive a fixed honorarium of ₱150 per month from PRCRTC under the following conditions:

1. The department is implementing one project on root crop consisting of at least three (3) studies or if the studies are not part of the same project, at least a total of three (3) studies, funded and/or approved by PRCRTC or other agencies.
2. The honorarium shall be granted during the entire duration of the project(s)/studies, but shall be terminated anytime the provision in (1) is not met.

B. Granting of honoraria to heads of institutions

PRCRTC may grant honoraria of up to ₱300 per month to heads of institutions and/or responsible individuals in stations where the Center conducts regional trials. These institutions and stations should be only those recognized by PCARR and by PRCRTC as cooperating stations for root crops.

C. Granting of honoraria to ViSCA staff excluding PRCRTC staff

ViSCA staff undertaking research on root crops approved and funded by PRCRTC shall be entitled to honoraria similar to those granted by PCARR. The same policy imposed by PCARR shall be used in granting honoraria to research proponents.

Note: If a department chairman serves only as a project coordinator and does not perform any study, he/she shall receive the honorarium similar to what PCARR implements, but he/she will not be entitled to the honorarium provided in A. However, if she/he acts as project leader and performs one or more studies, he/she shall be entitled to A in addition to his/her honorarium as Project Leader.

D. Granting of honoraria to PRCRTC staff

A PRCRTC staff may be granted honoraria if he/she conducts research projects in excess of his/her load as determined by the Center Director. A full load means rendering actual work of at least 45 hours per week (40 hours/week of actual work is normal load.)

1. A deserving staff shall receive a fixed honorarium of ₱150 per month if the performance of his research work requires him/her to work full time also on

Saturdays or to render additional service of at least 8 hours in excess of 45 hours per week. (Otherwise, the next section applies). Provided, however, that when one of his/her projects/studies is dropped from his work load, his/her actual working time falls below 45 hours per week. If the total work service falls below 58 hours per week, the honorarium will be prorated at ₦15 per month per hour-week rendered above 45 hours/week.

2. If the staff conducts additional projects and the time spent for their implementation is entirely in excess of the 54 hour full load, he/she shall be entitled to the honorarium similar to that implemented by PCARR, but he/she shall no longer be entitled to the honorarium provided in (1).

E. At the discretion of the PRCRTC Director and/or of ViSCA President, for reasons of lack of fund, conflict of policies or for any other legitimate reasons the honoraria system may be terminated anytime.

II. Staffing Pattern

Rationale

To give more independence and strength and to prepare the Center for more extensive work and greater responsibilities in the future, it will necessitate employing scientists covering various disciplines under the PRCRTC's own plantilla.

Presently, the implementation of the Center's program is highly dependent upon the support of scientists from various departments of ViSCA. It is working satisfactorily at the moment, but this is expected to be only temporary in nature. Being identified as a major research institution in the country, ViSCA is given greater and greater responsibilities to serve various lines of commodity in the national development program. ViSCA scientists, therefore, can no longer concentrate on root crops alone and there is no other way to do it but to build up PRCRTC's own capabilities.

Furthermore, the present administration of ViSCA has adopted a policy providing considerable support to the root crop program. However, there is no guarantee on the long-term continuation of this policy not only because of the growing pressure from the government for ViSCA's wider and greater responsibilities in other crops, but also because of possible change of administrators and, consequently, of policies affecting the operation of the Center.

Proposal

To achieve greater independence in the implementation of PRCRTC programs, a core of staff shall be developed patterned after the scheme laid out in Table 1. The core of staff shall consist of 23 scientists representing 14 disciplines.

Recruitment and development of new staff shall start immediately upon approval of this proposal, subject to availability of funds.

A Proposal for Operational Scheme of the Philippine Root Crop Research and Training Center

specified schedule. The Center needs to have more assistance

I. Granting of honoraria

Rationale:

Realizing the potential of root crops, the Philippine Council for Agriculture and Resources Research (PCARR) spearheaded the establishment of the National Root Crop Research Center in the Visayas State College of Agriculture toward the end of 1975. The Center was further fortified and strengthened by its recognition as the Philippine Root Crop Research and Training Center (PRCRTC) by virtue of Presidential Decree 1107 signed by President Ferdinand E. Marcos on March 21, 1977.

The Center is financially supported not only by the Philippine government but also by international agencies like the International Development Research Center (IDRC) of Canada which has provided an initial sizeable amount for the operation of the Center.

However, despite the good financial support the Center is receiving presently, the implementation of its program is hampered by lack of suitable manpower. Although some departments at VisCA have also extended support to the Center's research activities, the combined efforts are still not enough to cope up with the tremendous amount of work and meet the Center's commitments with foreign and local funding agencies for the implementation of its program within the staff support for PRCRTC research projects



specified schedule. The Center needs to have more assistance from the various departments of VISCA and also from other agencies and institutions.

To help alleviate the problem of manpower there is a need to adopt certain measures that will provide them more incentive and encourage more VISCA staff and other scientists to get involved in root crop research. Inasmuch as the government is also giving the Center good support by providing funds for the conduct of root crop research and as authorized by P. D. 1107, it is proposed that honoraria be granted to researchers working on root crops for the following reasons:

1. To encourage more VISCA staff who are involved in instructional activities to exert more effort in research and take a reasonable research load over and above their responsibilities in instruction;
2. To encourage VISCA staff to submit their research proposals to PRCHTC rather than to PCARR or other agencies and encourage them to work under the PRCHTC research program;
3. To give department heads more incentive to exercise closer supervision of research projects on root crops conducted by the department staff;
4. To give heads of other institutions and/or agencies incentive to cooperate and extend all the assistance they could give in terms of facilities, equipment and staff support for PRCHTC research projects



conducted in their stations by their own staff and/or by PRORTC staff; and



5. To provide incentive allowance to PRORTC staff in order to boost staff morale and encourage them to stay longer and perform extra workload while the other PRORTC staff are out doing graduate work.

Proposal:

1. A Department head whose staff conduct one or two studies on reet creps, funded by other agencies or by PRORTC, shall receive an honorarium of ₱100 per month. An additional honorarium of ₱50 per month will be granted for each additional study, funded by PRORTC or by other agencies, in excess of two studies handled by the department staff.
2. Honoraria will be granted by PRORTC to VISCA staff and other scientists, excluding PRORTC staff, whose proposals are approved and funded by PRORTC following the guidelines used by PCARR.
3. Heads of institutions/agencies doing cooperative research work on reet creps with VISCA through the staff of PRORTC or of any College department with the sanction of the Research Center shall be entitled to honoraria of up to ₱300 per month.
4. An incentive allowance of ₱150 per month shall be granted to each full time researcher under the PRORTC plantilla.

II. Staffing Pattern

Rationale:

To give more independence and strength and to prepare the Center for more extensive work and greater responsibilities in the future, it will necessitate employing scientists covering various disciplines under the PRORIC's own plantilla.

Presently, the implementation of the Center's program is highly dependent upon the support of scientists from various departments of VISCA. It is working satisfactorily at the moment, but this is expected to be only temporary in nature. Being identified as a major research institution in the country, VISCA is given greater and greater responsibilities to serve various lines of commodity in the national development program. VISCA scientists, therefore, can no longer concentrate on root crops alone and there is no other way to do it but to build up PRORIC's own capabilities.

Furthermore, the present administration of VISCA has adopted a policy providing considerable support to the root crop program. However, there is no guarantee on the long-term continuation of this policy not only because of the growing pressure from the government for VISCA's wider and greater responsibilities in other crops, but also because of possible change of administrators and, consequently, of policies affecting the operation of the Center.





Proposal:

To achieve greater independence in the implementation of PRCHTC programs, a core of staff shall be developed patterned after the scheme laid out in Table 1. The core of staff shall consist of 23 scientists representing 14 disciplines.

Recruitment and development of new staff shall start immediately upon approval of this preposal, subject to availability of funds.

Table 1. Staffing pattern and development schemes for the core of staff of the Philippine Root Crop Research and Training Center.

Disciplines	Total Staff Required		Present Staff		Staff Recruitment	
	Number	Degree			Number	Degree
Plant Breeding						
Sweet Potato	1	Ph.D.	Jose R. Pardales, Jr.	B.S.	0	0
Cassava	1	Ph.D.	None		1	B.S.
Yams & Aroids	1	Ph.D.	None		1	B.S.
Agronomy						
Ph.D. Crop Physiology	1	Ph.D.	M. R. Villanueva	Ph.D.	0	0
Cropping Systems	1	Ph.D.	Federico G. Villamayor, Jr. ^{1/}	M.S.	0	0
M.S. Cultural Management	1	M.S.	Fernando A. Evangelio ^{2/}	B.S.	0	0
Cropping Systems	2	M.S.	Fe C. Evangelio	B.S.	0	0
(Farm Superintendent)			Juan S. Labra	B.S.	0	0
Soils	1	Ph.D.	Francisco R. Cotejo, Jr. ^{2/}	B.S.	0	0
Food Science						
Processing	1	Ph.D.	None		1	B.S.
Utilization	1	Ph.D.	None		1	B.S.
Post Harvest Technology						
(Horticulture/physiology)	1	Ph.D.	Armando C. Secretario ^{2/}	B.S.	0	0
	1	M.S.	Marcelo Quevedo ^{3/}			
Plant Physiology (Weed Control)	1	Ph.D.	Rolenda L. Talatala	M.S.	0	0
Plant/Crop Ecology	1	Ph.D.	Gloria L. Tupas	M.S.	0	0

Table 1 (cont'd).

Disciplines	Total Staff Required		Present Staff	Staff Recruitment	
	Number	Degree		Degree	Number
Ag. Engineer					
Farm Machineries	1	Ph.D.	None	-	1
Crop Processing	1	Ph.D.	None	-	1
Ag. Education (Extension)	1	Ph.D.	None	-	1
Crop Protection					
Entomology	1	Ph.D.	None	-	1
Plant Pathology	1	Ph.D.	None	-	1
Ag. Economics	1	Ph.D.	None	-	1
Animal Science	1	Ph.D.	None	-	1
Chemistry	1	M.S.	None	-	1

PROPOSAL TO INCREASE FAMILY ALLOWANCE
OF VISCA FACULTY FELLOWS

Due to the rising cost of commodities, increased rates of transportation fares and high cost of board and lodging, the amount of family allowance granted to VISCA faculty fellows three years ago appears to be very inadequate now. However, the present budget of the College will not warrant a sizable increase that will really be sufficient to meet the needs of the scholars. Nevertheless, it is felt that even a modest increase will be of some help.

In view thereof, it is hereby recommended that the family allowance of VISCA faculty scholars be increased from ₱150.00 to ₱200.00 per month for single, and from ₱300.00 to ₱350.00 per month for married. It is further recommended that for a more appropriate term, "family allowance" be changed to "cost of living allowance".

The increase is proposed to take effect on June 1, 1978.

PERSONNEL MATTERS

I. Renewal of Contractual Employment

Dr. Ly, Tung
Ph.D. in Agronomy
UPLB 1976

Visiting Associate Professor II
P21,624.00 p.a.
Effectivity: March 29, 1978
to March 28, 1979

Authority is hereby requested to amend his last year's employment contract for the adjustment of his salary from P20,232.00 to P21,624.00 following the new salary scale.

II. Position Reclassification

Ms. Perla M. Tan
MA in Education
Colegio de San Jose
Recoletos - 1977

From Instructor II
to Instructor IV
P12,996.00 p.a.
Item No: 22(11)
Effectivity: April 1, 1978



Appendix F

VISAYAS STATE COLLEGE OF AGRICULTURE
Baybay, Leyte

Office of the College
Secretary

April 3, 1978

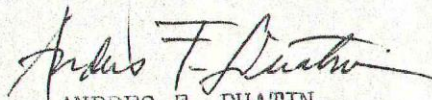
Dr. F. A. BERNARDO
President
VisCA, Baybay, Leyte

SUBJECT: HONOR GRADUATES OF 1978

S i r :

I am forwarding herewith the report of the Committee
on Honor Students which is self-explanatory.

Very truly yours,


ANDRES F. DUATIN
College Secretary



VISAYAS STATE COLLEGE OF AGRICULTURE
Baybay, Leyte

APRIL 3, 1978

T O : THE COLLEGE SECRETARY
FROM : THE COMMITTEE ON HONOR STUDENTS
SUBJ.: HONOR GRADUATES

IN ACCORDANCE WITH THE PROVISIONS OF THE VISCA CODE, THE
UNDERSIGNED MEMBERS OF THE COMMITTEE DELIBERATED UPON AND
HEREBY RECOMMENDS THE FOLLOWING TO BE CONFERRED THE TITLE
OF CUM LAUDE UPON THEIR GRADUATION:

	NAME	COURSE	MAJOR	G P A
1.	GONATO , RENY	B S A	CROP PROT	1.554
2.	REMOROZA , VIRGILIA	B S A	CROP PROT	1.656

THE COMMITTEE FURTHER REPORTS THAT ONLY TWO (2) STUDENTS
QUALIFIED FOR HONORS DURING THE SCHOOL YEAR, 1977-78.

THE COMMITTEE

Mr. Jaime A. Cubillo
MR. JAIME A. CUBILLO
REGISTRAR

Dr. Rodolfo Escalada *Federico R. Flores*
DR. RODOLFO ESCALADA PROF. FEDERICO FLORES
HEAD, AGRONOMY DEPT. OIC, B S A D E DEPT.

DISTRIBUTION:

COLLEGE SECRETARY
REGISTRAR
AGRONOMY DEPARTMENT
B S A D E DEPARTMENT

Appendix B

APPEAL FOR REINSTATEMENT OF MS. PACITA D. LOCAYON

Background of the case:

Ms. Pacita D. Locayon, an MA holder in Education, applied for a teaching position in ViSCA and was hired as Assistant Professor I in the Dept. of Arts and Letters on June 9, 1975. From her records, it appeared that she was General Education Supervisor in the Bureau of Public Schools, Division of Calbayog City, when she resigned in 1974.

Sometime in 1975, the list of purged government officials and employees was published in the newspaper. Among the list is a name of Pacita Locayon listed as a DEC employee in the Division of Calbayog City. Believing that the person listed in the newspaper is not the same Pacita Locayon who was then employed at ViSCA, the College authorities did not take any action in connection therewith.

On September 20, 1976, one year after the announcement of purged officials was made by Malacañang, the attention of the College President was called by a government official in Manila regarding the case of Ms. Locayon. When confronted, Ms. Locayon resigned from ViSCA on the grounds that she has to clear herself "from having been included in the purged list".

Due to lack of instructors in the Department of Arts and Letters, the position she vacated was filled up.

In the memorandum of Presidential Executive Assistant Jacobo C. Clave to the Secretary of Education and Culture dated January 25, 1978, which was endorsed to ViSCA for appropriate action of the Board of Trustees, no explicit recommendation was mentioned in connection with Ms. Locayon's appeal for reinstatement, but reference was made to the provisions of LOI 647. To be able to comply with LOI 647, an administrative order from the President of the Philippines for the reinstatement of a purged official upon recommendations of the Appeals Committee is necessary. From the records of Ms. Locayon's appeal, there is neither an order for her reinstatement nor a copy of recommendation from the Appeals Committee. Presuming that Ms. Locayon will be given an order for reinstatement, an immediate reinstatement could not be effected because there is no available position in the College. In view of her resignation a replacement was recruited so as not to disrupt the functions of the Department of Arts and Letters. Moreover, ViSCA has nothing to do with her inclusion in the list of purged government officials.

Recommendation:

In the absence of any order or recommendation either from the Office of the President of the Philippines or from the Appeals Committee and in the absence of a vacant position where Ms. Locayon could be reinstated as per her request, it is recommended that she be advised to re-apply to ViSCA in order that she could be included in the list of applicants for future consideration when a position becomes available.

LETTER OF INSTRUCTIONS NO. 647

TO : ALL Heads of Departments, bureaus, Offices, agencies and instrumentalities of the Government.

All concerned

September 20, 1976

WHEREAS, it has been observed that many of the officials and employees purged in September 1975, have been found to be innocent of the charges leveled against them;

WHEREAS, in several administrative orders that I have issued, many of them have been ordered reinstated to their former positions upon recommendation of the Appeals Committee created under Administrative Order No. 370, series of 1975;

WHEREAS, in order to end anxiety among the deserving officials and employees not yet reinstated up to the present, it is necessary that their cases should be decided once and for all.

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers vested in me by the Constitution, do hereby order and direct:

1. All officials and employees who were not recommended, for reinstatement by the Appeals Committee but are qualified to reenter the government service are hereby granted executive clemency for purposes of reemployment subject to Civil Service Law and rules if recommended by their respective department heads.

2. All officials and employees who cannot be reinstated for any reason shall be allowed to retire, if qualified, or receive such other benefits granted by law.

All Heads of Department, bureaus, offices, agencies and instrumentalities of the Government, are hereby enjoined to strictly comply with these instructions.

These instructions shall take effect immediately.

Done in the City of Manila, this 27th day of December, in the year of Our Lord, nineteen hundred and seventy-seven.

(SGD.) FERDINAND E. MARCOS
President of the Philippines

VISAYAS STATE COLLEGE OF AGRICULTURE
Baybay, Leyte

September 20, 1976

The President
ViSCA, Baybay, Leyte

S i r:

I would like to resign from my position as Assistant Professor I in view of the fact that I have to clear myself from having been included in the purged list even if there was no administrative charges against me.

I am sorry to have inconvenienced your office about this.

Very truly yours,

(SGD.) PACITA D. LOCAYON

APPROVED:

(SGD.) Pres. F. A. BERNARDO

A TRUE COPY:

ANDRES F. DUATIN
College Secretary