



EXCERPT FROM THE APPROVED MINUTES OF THE

August 24, 2023, 3:00 PM

Academic Personnel Board Meeting

OVPAA Conference Room

The letter of appeal of IHK Personnel Committee to the APB Resolution No. 312 s. 2023 *"Recommending approval to hire Mr. Keven R. Sumayang as a regular temporary faculty of IHK effective 1st semester of AY 2023-2024.* The IHK Personnel Committee is appealing to hire Mr. Catacutan, and to consider his master's degree which he is finishing this Midyear Term 2023, was presented and deliberated.

Discussion:

During the deliberation of the appeal, Dr. Barredo and Dr. Villocino inhibited themselves from participating in the discussion, to avoid potential conflicts of interest, personal biases, or any other circumstances that could compromise the impartiality of the APB's decision-making.

The APB's action to endorse Mr. Sumayang, and not Mr. Catacutan was a result of a thorough and **objective** review process. Although Mr. Catacutan has also highly commendable credentials, there are BOR-approved specific criteria for selection that must be upheld. The decision was completely aligned with CHED's minimum requirements for college teaching, VSU's Merit System for Faculty, the Civil Service Equal Employment Opportunity Policy (EEOP), and the IHK's published qualifications of the position, with the main objective of selecting the candidate who best fits the requirements of the position.

Basing on Civil Service rules on recruitment and selection, the applicant's credentials at the time of application, when the vacancy was published, shall be the bases in the evaluation, in order to ensure equal opportunity to all applicants. It is a fact that at the time of application, Mr. Sumayang has **already earned** a master's degree, while Mr. Catacutan still has to take his comprehensive exam, although ultimately he was able to submit all requirements for graduation, the deadline of which was August 23. The midyear candidates for graduation still have to be approved by the University Academic Council and confirmed by the BOR.

Thereupon, below is the APB action which was approved by the University President.

APB Resolution No. 338

Series of 2023

The APB upholds its decision to hire Mr. Kevin Sumayang for the regular-temporary position of IHK over Mr. Irish Catacutan, in accordance with the established policies and guidelines of the university.

August 24, 2023

Certified True and Correct:



HONEY SOFIA V. COLIS
Director, HRMO

cc: **Dr. Charis B. Limbo-Rivera**, *Director, IHK*

**RECRUITMENT, SELECTION,
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