



VISAYAS
STATE UNIVERSITY

DEPARTMENT OF
STATISTICS

10 July 2025

DR. PROSE IVY G. YEPES
President
Visayas State University

Thru: DR. ROTACIO S. GRAVOSO
VP for Academic Affairs and
Chairman, VSFC-AS

Dear Dr. Yepes:

Greetings!

We appreciate your time in helping us towards achieving the vision, mission, and goals of the Department of Statistics (DStat). The Department Personnel Committee of DStat would like to endorse and bring to your kind attention several matters that we hope may be favorably considered by the APB committee, considering current needs and operational realities within our unit.

1. Application of DStat to be included in the list of dearth of professionals.

As we continue to strive for excellence in fulfilling our academic and institutional commitments, we have observed a pressing concern regarding the shortage of qualified faculty within our department. We firmly believe that our faculty members have made highly significant contributions to instruction, research, and extension services at the university. Their continued presence is essential in sustaining the quality of education, providing the much-needed expertise in the field of statistics, and in reinforcing the collaborative effort with our international collaborators.

We would also like to respectfully bring to your attention the current challenges our department faces in recruiting and retaining qualified faculty. It has become increasingly difficult to find Statistics graduates with a Master's degree, particularly because there is no university that offers a Master or MS in Statistics program in the Visayas and there are only three universities in the country such as UP Diliman, UP Los Baños, and MSU-IIT. This has severely limited the pool of potential faculty available to us. In fact, there is high demand for statisticians but very few are interested to pursue BS in Statistics, and therefore very few graduates or statisticians, especially in the Philippines (please see attached CMO No. -10-S.-2022 Article 1). It has been a national concern that there is a shortage of qualified statisticians as cited by CHED. Hence, the number cannot meet the demand.

Furthermore, many of our own Statistics graduates are more inclined to work abroad or in private industries and government agencies where the starting salaries (with no Master's degree requirement) are significantly higher than what the university is currently able to offer. This contributes to the local talent gap. Because of this, it is extremely challenging to attract qualified applicants from outside who possess the same level of competence and dedication that our current faculty members demonstrate. This adds a layer to the



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scarcity of the available statisticians in the academe. In fact, based on our data, there is only 1 out of 51 BSS graduates, working in the academe for the last 5 years.

We believe that promoting and recognizing our deserving faculty members will not only honor their dedication but will also help retain the seasoned and committed educators who continue to serve the growing needs of our students and the university.

2. Recommendation for Promotion of Mr. Paulo G. Batidor.

Mr. Batidor who is currently in an Instructor III position and was previously head of DStat, has sent his intention to resign from his duties upon completing his return service on August 15, 2025. However, we strongly believe that the university cannot afford to lose a faculty of his caliber. We also firmly believe that promoting him to a higher position is a strategic move for the university.

Mr. Batidor is consistent in his exemplary performance in both instruction and leadership within the department, and maintaining professional demeanor throughout the university. Specifically, he is a very diligent and responsible faculty member, his teaching performance evaluation ratings were outstanding in the last 5 academic years. Also, he has good leadership qualities which he demonstrated when he led DStat as the Department Head from February 2023 - December 2024. He works earnestly in all assigned tasks and sustains productivity in the department, even working beyond office time. Furthermore, he has been instrumental in the active collaboration of VSU and UHasselt. He served as the DStat focal person for the Data Science Institute- Universiteit Hasselt (DSI-UHasselt) and facilitated the ICP South Workshop 2022 and International Training Program (ITP) Workshops I & III, and Southeast Asia Biostatistics Research and Education Empowerment for Zonal Excellence (SEABREEZE) Workshop. He also actively participates in both local and international seminars and workshops.

Mr. Batidor has been actively engaged in collaborative research work with Dr. De Los Santos and Dr. Come's Project and continuously showcasing his impressive expertise and making significant contributions. Specifically, he performs statistical services such as data analysis, research design, and interpretation of statistical results, not just in research or projects but for both undergraduate and graduate students in VSU and other universities in the country. He serves as resource person to various statistical trainings in the university and panelist/judge during research competitions.

Undoubtedly, Mr. Batidor is brilliant and has incomparable talents and energy. He completed his Master's degree in UHasselt, Belgium on time and with distinction. And now, he is set to pursue his PhD degree with the same university which is the current international collaborator of VSU. This opportunity is timely, as he was the next in line among DStat faculty members to pursue a doctoral degree. This move is significant, advancing the department's goal of fostering high-caliber faculty members with PhDs. As previously mentioned, hiring faculty with Master's or PhD degrees in statistics is challenging. Hence, Mr. Batidor's specialization is highly relevant to the department's objective of offering graduate studies in Biostatistics and Data Science tracks.

We firmly believe that granting this promotion will not only acknowledge his substantial contributions and address internal workforce gaps in instruction and research collaborations but also encourage him to reconsider his resignation.

3. Endorsement to allow Mr. Virgelio M. Alao to leave from August 1, 2025, until December 31, 2025, charged to his accumulated service credits.

The Personnel Committee of the Department of Statistics (DStat) would like to recommend the approval of the request of Associate Professor Virgelio M. Alao for leave from August 1, 2025, until December 31, 2025, charged to his accumulated service credits. This extension will be devoted in writing his dissertation and manuscript presentation entitled Estimation in Compositional Data Analysis under the supervision of Dr. Joselito C. Magadia. He will be completing his PhD in Statistics program at the University of the Philippines Diliman.

Mr. Alao has already availed of the three-year study leave with pay and a one-semester extension to pursue his PhD. He returned to service in the second semester of AY 2024–2025 while hoping to complete his degree. Although his workload was deloaded, he was yet to finish his dissertation. Allowing him to take leave will give him ample focus and time to continue working on his dissertation, without a teaching load, aiming to finish it by December 2025.

The approval of his leave will certainly expedite the completion of his terminal requirement and his PhD. DStat will greatly benefit from this completion, enabling him to fully dedicate himself to teaching and sharing his expertise in instruction and research. Consequently, DStat will have a stronger faculty profile providing best tertiary education in Statistics in the region and in the country. His successful completion of the degree is not only a personal and family milestone, but also a significant accomplishment for DStat and the university.

4. Hiring of a part-time instructor for one (1) semester, intended for first semester of AY 2025-2026.

Currently, DStat is left with only four (4) faculty members to teach service and core courses in statistics starting the first semester of AY 2025-2026, namely: Dr. NE Milla, Jr., Mr. EL Gonzaga, Jr., Ms. DC Cuyno, and Ms. SCG Godinez. To address the current teaching personnel scarcity in the department (please see attached workloads for the first and second semester of AY 2025-2026), we would also like to request approval to hire a qualified part-time instructor for one semester. This temporary measure will help ensure the continuity of instruction and uphold the quality standards expected of our academic offerings.

While we are grateful that we were granted two (2) regular faculty positions on August 3, 2023, only one regular faculty position was hired out of the two (2) due to insufficient load. The unfilled one (1) Instructor I position was reassigned to DAEEx. With this, we would like to follow up if we can still avail the regular Instructor I position.

Additionally, Ms. Donna Cuyno – Maylavarapu has been vocal about her intention to leave VSU after her completion of her return service expectedly on February 2029. This would translate to scarcity of faculty members in the department, and would lead to the possibility of hiring new faculty member.

We understand the importance of remaining fully committed to adhering to institutional policies throughout this process. We trust that your kind consideration of these matters will help us maintain the management and operation in the department efficiently and a supportive working environment for all.

Thank you very much for your time and attention. We look forward to your favorable response and are willing to provide any further clarification as needed.

Department Personnel Committee:




SWEET CHARISH G. GODINEZ
Chairman


NORBERTO E. MILLA, JR.
Member

abstain
PAULO G. BATIDOR
Member

Recommending Approval:


REV RHIZZA L. AURE
Dean, FNMS

ROTACIO S. GRAVOSO
VP for Academic Affairs & 
Chairman, VSFC-AS 

Approved:

PROSE IVY G. YEPES
President

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte
[X] Projected [] Actual Workload
1st Semester AY 2025-2026

Department of Statistics
College of Arts and Sciences

| NAME OF FACULTY | I. INSTRUCTION | | | | | | | | II. RESEARCH & EXTENSION | WLU | III. OTHER RELATED ACTIVITIES | WLU | IV. ADMIN. RESPONSIBILITIES | WLU |
|---------------------------|----------------|------------|--------------------------------------|-----------|-------------|-------|------------------------------|---------|--------------------------|------|--|--------|--------------------------------|---------|
| | No. of section | Course No. | Subjects Taught Descriptive Title | lab / lec | No. of Hrs. | Units | No. of Students ¹ | WLU | | | | | | |
| Ms. Sweet Charish Godinez | | Stat 137 | Exploratory Data Analysis | Lec | 3 | 3 | 30 | 3.99 ✓ | | | Academic Adviser, BSS | 0.25 ✓ | Head, Department of Statistics | 7.00 |
| | | Stat 113 | Mathematical Statistics | Lec | 2 | 2 | 60 | 2.66 ✓ | | | Chairman, Department Personnel Committee | 0.20 | | |
| | | Stat 113 | Mathematical Statistics | Lec | 2 | 2 | 60 | 2 ✓ | | | Chairman, Department Sports Development Committee | 0.20 | | |
| | | Stat 190 | Special Problem | Lec | 3 | 3 | 3 ✓ | 1.5 ✓ | | | Member, Department Curriculum and Instruction Committee | 0.10 | | |
| | | | | | | | | | | | Member, Department Research, Extension, Innovation, Linkages Committee | 0.10 | | |
| | | | | | | | | | | | Member, Department Socio-cultural Affairs | 0.10 | | |
| | | | | | | | | | | | TWG, Humanities Research | 0.50 | | |
| | | | | | | | | | | | TWG, Rootcrops Research | 0.50 | | |
| | | | | | | | | | | | Member, Faculty Sports Development | 0.30 | | |
| | | | | | | | | | | | Chairman, Faculty ISO Committee | 0.50 | | |
| | | | | | | | | | | | Member, Faculty International and National Accreditation | 0.30 | | |
| | | | | | | | | | | | Member, University UIMC Technical Reviewer | 0.50 | | |
| | | | | | | | | | | | Department-based Guidance Facilitator | 1.00 ✓ | | |
| | | | | | | | | | | | Alternate Representative, Regional Statistics Committee (Member) | 0.25 | | |
| | | | | | | | | | | | OJT Coordinator | 0.25 ✓ | | |
| | | | | | | | | | | | Enrollment Committee | 1.00 ✓ | | |
| | | | | | | | | | | | Accreditation Committee | 0.25 | | |
| | | | | | | | | | | | ISO Committee | 0.25 | | |
| | | | | | | | | | | | AACCUP Accreditation, VMGO | 0.25 | | |
| | | | | | | | | | | | AACCUP Accreditation, Faculty | 0.25 | | |
| | | | | | | | | | | | AACCUP Accreditation, Library | 0.25 | | |
| | | | | | | | | | | | AACCUP Accreditation, Administration | 0.25 | | |
| | | | | | | | | | | | VSU StatSoc Adviser | 1.00 ✓ | | |
| | | | | | | | | | | | | 3.8 ✓ | | |
| | | | | | | | Total | 8.65 ✓ | Total | 0.00 | Total | 8.65 ✓ | Total | 7.00 |
| Overall Total | | | | | | | | | | | | | | 24.20 ✓ |
| Ms. Donna C. Cuyno | | Stat 147 | Survey Operations | Lec | 2 | 2 | 30 | 2.66 ✓ | | | Academic Adviser, BSS | 0.5 | Department Secretary | 0.20 |
| | | Stat 147 | Survey Operations | Lab | 3 | 1 | 30 | 2.73 ✓ | | | VSU StatSoc Adviser | 4.00 ✓ | | |
| | | Stat 133 | Statistical Quality Control | Lec | 3 | 3 | 30 | 3.99 ✓ | | | Chairman, Department Instructional Materials Review Committee | 0.20 | | |
| | | Stat 143 | Categorical Data Analysis | Lec | 2 | 2 | 30 | 2.66 ✓ | | | Member, Department Socio-cultural Affairs | 0.10 | | |
| | | Stat 143 | Categorical Data Analysis | Lab | 3 | 1 | 30 | 2.73 ✓ | | | Member, Department Information Technology Support Committee | 0.10 | | |
| | | Stat 149 | Survival AnalysisE | Lec | 3 | 3 | 30 | 3.99 ✓ | | | Alumni Communicator | 1.00 ✓ | | |
| | | Stat 190 | Special Problem | Lec | 3 | 3 | 2 ✓ | 1 ✓ | | | AACUP, Support to Students | 0.25 ✓ | | |
| | | | | | | | Total | 18.76 ✓ | Total | 0.00 | Total | 9.15 ✓ | Total | 0.20 |
| Overall Total | | | | | | | | 19.76 ✓ | | | | | | 22.11 ✓ |
| Dr. Norberto E. Milla | | Stat 121 | Mathematical Statistics 1 | Lec | 4 | 4 | 30 | 5.32 ✓ | Project Leader | 3 | Academic Adviser, BSS | 0.5 | | |
| | | Stat 131 | Mathematical Statistics 3 | Lec | 4 | 4 | 30 | 5.32 ✓ | Study Leader | 3 | Chairman, Department Curriculum and Instruction Committee | 0.20 | | |
| | | Stat 145n | Multivariate Data Analysis | Lec | 3 | 3 | 30 | 3.99 ✓ | Study Leader | 1.5 | Chairman, Department Information Technology Support Committee | 0.20 | | |
| | | Stat 145n | Multivariate Data Analysis | Lab | 3 | 1 | 30 | 2.73 ✓ | | | Member, Department Personnel Committee | 0.10 | | |

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