

3 JUNE 2025

**PROSE IVY G. YEPES, PhD**

President

Visayas State University

Visca, Baybay City, Leyte

**Thru: ROTACIO S. GRAVOSO, PhD**  
Vice President for Academic Affairs /  
Chairperson, Academic Personnel Board

Dear Dr. Yepes:

Warm greetings!

The Department of Animal Science under the Faculty of Agriculture and Food Science (DAS–FAFS) respectfully seeks your approval for the hiring of the following teaching personnel for the **First Semester of Academic Year 2025–2026**:

- One (1) Regular Instructor I
- Three (3) Part-Time Faculty Members
- One (1) Adjunct Professor

This request is prompted by several operational and academic needs, as detailed below:

**1. Faculty on Study Leave**

- Three of our current faculty members—Mr. Ronel B. Geromo, Ms. Joycee S. Mandia, and Mr. Jerome O. Arribado (Affiliate Faculty)—will be on official study leave to pursue PhD degrees at the University of the Philippines Los Baños starting AY 2025–2026. Meanwhile, two other faculty members are scheduled to return: Mr. Roger Roque E. Bustamante, who is expected to complete his PhD by July 2025, and Ms. Ma. Rosa De Lima Beato, who will resume limited duties while completing her dissertation.

**2. High Student-to-Faculty Ratio and Graduate Program Demands**

- Despite implementing a screening process to reduce student intake in the BSA Animal Science program, the Department still faces a high student-to-faculty ratio, ranging from 1:16 to 1:20 in upper-year levels. This affects the quality and timeliness of thesis advising and instruction. Moreover, DAS manages three graduate programs—PhD in Animal Science, MS in Animal Science, and MAgDev—further increasing instructional and advisory responsibilities.

**3. Faculty with Administrative, Research, and Extension Appointments**

- Several DAS faculty members hold key university appointments that entitle them to reduced teaching loads, in accordance with the faculty manual. Limiting their teaching responsibilities is essential to ensure the effective performance of their administrative and programmatic functions. The following faculty members hold such positions:



Dr. Manuel D. Gacutan Jr. – Department Head  
Dr. Warren D. Come – Director, Technical and Vocational Education  
Dr. Julius V. Abela – Director, Livestock and Poultry Research and Training Center  
Dr. Jade Dhapnee Z. Compendio – Director, Center for Continuing Education  
Dr. Ginas Aurea A. Villagonzalo – Manager, VSU Pavilion and Guest House  
Mr. Michael Dominic M. Garrido – Manager, Beef Cattle Project

**4. Need for Graduate-Level Expertise**

- The Department also seeks to engage **Dr. Oscar B. Posas** as an Adjunct Professor to support graduate course instruction and serve as a member of various Graduate Advisory Committees, given his specialized expertise in the field.

In view of these considerations, we respectfully request your favorable action on this matter. Please find attached the projected workload for the First Semester of AY 2025–2026 for your review.

Thank you very much for your kind attention and continued support.

Respectfully yours,

**MANUEL D. GACUTAN, JR.**

Head/Chairman

DAS Personnel Committee

**DAS Personnel Committee Members:**

**JADE DHAPNEE Z. COMPENDIO**

Member

**WARREN D. COME**

Member

**JULIUS V. ABELA**

Member

**CYRILL JOHN P. GODINEZ**

Member

Recommending Approval:

**SUZETTE B. LINA**

Dean, FAFS

**ROTACIO S. GRAVOSO**

VP for Academic Affairs/  
Chairperson, APB

APPROVED:

**PROSE IVY G. YEPES**

President

**Vision:** A globally competitive university for science, technology, and environmental conservation.

**Mission:** Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

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