



COLLEGE OF
NURSING

December 7, 2023

Dr. Daniel Leslie S. Tan
OIC President
Visayas State University
Baybay City, Leyte

Thru: Dr. Beatriz S. Belonias
APB Chair/VP for Academic Affairs



Dear Sir/Ma'am,

Greetings of peace and joy!

As per CHED Memorandum Order (CMO) No. 15, Series of 2017 which has been implemented since 2018, the faculty and student ratio for the lecture is 1:40, while the RLE (both the Skills laboratory and the clinical area or the community) is 1:10. This is implemented to second year, third year, and fourth year nursing students. Whereas, for the skills laboratory of two subjects, namely: a) NuCM 101: Health Assessment and b) NuCM 103: Fundamentals of Nursing Practice) which is implemented during the second semester of the first year of the nursing program, the faculty and student ratio is 1:8. ***(This can be found in the Curriculum map, section 11.5 (standard of Instruction) and 11.6 (teaching-learning process), which is specifically located in pages 15-16 of the CMO 15, S. 2017).***

The table below shows the need of the faculty based on the current enrollment (1st Semester of SY 2023-2024). These number of clinical instructors are needed if these number of students will be the same on the following semester.

Level	No. of students	Ratio	Clinical instructors needed for RLE
1st year	120	1:8 (15 groups)	15
2 nd year	78	1:10 (8 groups)	8
3 rd year	64	1:10 (6 groups)	6
4 th year	45	1:10 (4 groups)	4
Total			33

The table below shows the need of the faculty based on the expected population of the VSU-CON for the 1st semester SY 2024-2025 if we maintain the quota of 120 admissions.

Level	No. of students	Ratio	Clinical instructors needed for RLE
1st year	120	1:8 (15 groups)	15
2 nd year	120	1:10 (15 groups)	15
3 rd year	78	1:10 (8 groups)	8
4 th year	64	1:10 (6 groups)	6
Total			44

Based on the Visayas State University's workload guidelines, each faculty member must have a composite workload of no less than 23 units. This includes the actual teaching and other functions. The VSU-CN faculty member currently has over 23 workloads. Hence, we hire affiliate faculty from the affiliating hospitals where we send our students for their hospital

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exposure. They are regular hospital staff and work 40 hours a week. This strategy is not sustainable and is not safe as well due to the following reasons:

- 1) Since they are not regular employees of Visayas State University (VSU), they cannot receive the benefits that regular employees enjoy. Hence, they can decline to serve the college a few days before the duty begins.
2. If their services are needed in that hospital, they will prioritize the hospital rather than accept load from VSU-CON. In one case, one batch of students was not exposed to a Psychiatric facility in Tacloban because the oriented staff member declined the workload a few days before the scheduled duty. The faculty member at that time could not cover the said duty because the faculty had to train in that area before supervising students. Such a case can compromise the learning of the students. In addition, the affiliate faculty members can withdraw anytime. It can affect the students' clinical duty because the hiring process takes 10-20 days, and the most challenging part is when there is no applicant. This can compromise the students' clinical rotation.
3. If the affiliate Clinical Instructor works more than 48 hours a week (it means working 16 hours on some days), it can compromise the effectiveness of the teaching-learning process and the safety of nursing care in the hospital. The faculty members involved and the institutions (hospital and university) will be liable on this matter.
4. They cannot function fully as Clinical Instructors due to their schedule as staff in the hospital. The hospital will satisfy the need of staff nurses in their institution before they can extend their assistance to VSU-CN. It means several Clinical Instructors can handle one group of students in one rotation/area. It is disadvantageous in the teaching-learning process because of the continuity of teaching in the clinical area.
5. Continuity of learning from the theory taught in school to clinical practice is vital in the teaching-learning process. Sometimes, the staff nurses' practice differs from the ideal setup described in the book. This practice can confuse students about the school teachings and actual hospital practices.

In this regard, I humbly request to give us teaching positions from the unfilled positions as indicated in the letter of DBM to reinforce the human resources of our college in the succeeding years. Further requesting to give the necessary position equivalent to the qualification of the applicant.

Thank you very much for your support of the College of Nursing. It is hoped that this request will merit your consideration and kind approval.

May God bless you always.

Very Truly yours,



MICHELLE C. TOLIBAS
Dean

Recommending Approval:



BEATRIZ S. BELONIAS
APB Chair/VP for Academic Affairs

Approved:



DANIEL LESLIE S. TAN
OIC President

Vision:
Mission:

A globally competitive university for science, technology, and environmental conservation.
Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.