



117TH BOARD OF REGENTS MEETING

BOR RESOLUTION NO. 160

Series of 2024

APPROVING THE INSTITUTIONAL PROMOTION GUIDELINES FOR FACULTY MEMBERS (IPGFM): IMPLEMENTING GUIDELINES FOR BOR RESOLUTION NO. 91, SERIES OF 2024

WHEREAS, the Governing Board has the power, among others, "to enact rules and regulation not contrary to law, as may be necessary to carry out the purposes and university, as provided in Section 7 (a) of RA 9158;

WHEREAS, the Board of Regents officially approved a Revised In House Promotion through Resolution No. 135, s. 2022, aimed primarily at faculty members holding doctorate degrees who are returning scholars and existing faculty members;

WHEREAS, to enhance inclusivity, BOR Resolution No. 135, s. 2022 was revised into BOR Resolution No. 91, s. 2024 dated 7 June 2024 approving the proposed amendments to the "Revised In-House Promotion for Faculty" Guidelines, thereby revising its policy title to "Institutional Promotion Guidelines for Faculty Members";

WHEREAS, the proposed implementing guidelines is intended to:

- Amend, establish, and implement the VSU In-house Promotion System to fill up existing vacant faculty positions from Instructor II to Professor VI.
- Align criteria in the institutional promotion with DBM-CHED JC3, s. 2022.
- Recognize faculty members' accomplishments, growth, and development as teachers and scholars, as well as their service to the university and the general public.
- Boost morale and increase the dedication and motivation of faculty for organizational efficiency and effectiveness.

WHEREAS, the implementing guidelines of the IPGFM include 9 parts: Background, Objectives, Definition of Terms, Coverage and Exemption, Main Points and Guiding Principles, Administrative Concerns, Evaluation Period, Resolution of Cases and Effectivity;

WHEREAS, the proposal was presented to the University Administrative Council at its meeting on November 21, 2024 and obtained favorable action;

NOW, THEREFORE, on motion, duly seconded, and unanimously approved, be it;

RESOLVED, as it is hereby resolved, that the Board of Regents of Visayas State University approves the Institutional Promotion Guidelines for Faculty Members (IPGFM): Implementing Guidelines for BOR Resolution No. 91, series of 2024.

IN WITNESS of our approval thereof, we hereby affix our signatures this 17th day of December 2024 at the Commission on Higher Education, Diliman, Quezon City, Philippines.

BOR & UNIVERSITY SECRETARY

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VSU BOARD OF REGENTS


HON. ETHEL AGNES P. VALENZUELA
CHED Commissioner and Chairperson-designate



HON. PROSE IVY G. YEPES
VSU President and Vice Chairperson

HON. BERNADETTE REMALLA-MAYBITUIN
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HON. OSCAR B. POSAS
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Member, VSU BOR

Private Sector Representatives:

HON. ALAIN CHARLES J. VELOSO
Member, VSU BOR
Villaba, Leyte


HON. RUPERTO O. APARRI, III
Member, VSU BOR
Tacloban City, Leyte



EXECUTIVE SUMMARY

SUBJECT

**THE INSTITUTIONAL PROMOTION GUIDELINES FOR FACULTY MEMBERS (IPGFM):
IMPLEMENTING GUIDELINES FOR BOR RESOLUTION NO. 91, SERIES OF 2024**

RATIONALE

At Visayas State University (VSU), the Board of Regents officially approved a Revised In-House Promotion through Board of Regent (BOR) Resolution No. 135, s. 2022, aimed primarily at faculty members holding doctorate degrees who are returning scholars and existing faculty members. This policy facilitates promotions for positions ranging from Instructor II to Assistant Professor IV. To enhance inclusivity, BOR Res. No. 135, s. 2022 was revised into BOR Res. No. 91, s. 2024. Hence, this document serves as the criteria and guidelines outlined in BOR Res. No. 91, s. 2024. The proposal is intended to:

1. Amend, establish, and implement the VSU In-house Promotion System to fill up existing vacant faculty positions from Instructor II to Professor VI.
2. Align criteria in the institutional promotion with DBM-CHED JC3, s. 2022.
3. Recognize faculty members' accomplishments, growth, and development as teachers and scholars, as well as their service to the university and the general public.
4. Boost morale and increase the dedication and motivation of faculty for organizational efficiency and effectiveness.

The IPGFM has 9 parts, includes: Background, Objectives, Definition of Terms, Coverage and Exemption, Main Points and Guiding Principles, Administrative Concerns, Evaluation Period, Resolution of Cases and Effectivity.

As a matter of policy, new or revised guidelines must be approved by the Board, hence this proposal.

LEGAL BASIS

- DBM-CHED Joint Circular 3 series of 2022
- DBM-CHED JC No 1, s. 2023
- CSC Resolution No. 051404 through Memorandum Circular 19, s. 2005
- BOR Resolution No. 91, s. 2024

DESCRIPTION OF THE PROPOSAL

ENDORSEMENT

The proposal was presented at the University Administrative Council on November 21, 2024 and obtained favorable endorsement.

ATTACHMENT

- Proposal
- BOR Resolution No. 91, s. 2024

**THE INSTITUTIONAL PROMOTION GUIDELINES FOR FACULTY MEMBERS (IPGFM):
IMPLEMENTING GUIDELINES FOR BOR RESOLUTION NO. 91, SERIES OF 2024**

1. Background

The progression of faculty positions at State Universities and Colleges (SUCs) is reliant on the existing reclassification system established collaboratively by the Department of Budget Management (DBM) and the Commission on Higher Education (CHED), referred to as the DBM-CHED Joint Circular 3 (JC3), s. 2022 (Guidelines on the Reclassification for Faculty Positions in State Universities and Colleges)¹. This national reclassification system is conducted every three years.

Nevertheless, faculty advancement in SUCs extends beyond the national reclassification system. The Civil Service Commission (CSC) has endorsed the CSC Resolution No. 051404 through Memorandum Circular 19, s. 2005, also known as the "Model Merit Systems of the State Universities and Colleges (SUCs) and Local Colleges and Universities (LCUs)²." This merit system establishes a framework for the recruitment, placement, promotion, and retention of faculty members.

At Visayas State University (VSU), the Board of Regents officially approved a Revised In-House Promotion through Board of Regent (BOR) Resolution No. 135, s. 2022, aimed primarily at faculty members holding doctorate degrees who are returning scholars and existing faculty members. This policy facilitates promotions for positions ranging from Instructor II to Assistant Professor IV. To enhance inclusivity, BOR Res. No. 135, s. 2022 was revised into BOR Res. No. 91, s. 2024. Hence, this document serves as the criteria and guidelines outlined in BOR Res. No. 91, s. 2024³ (Annex 1).

2. Objectives

The proposal is intended to:

1. Amend, establish, and implement the VSU In-house Promotion System to fill up existing vacant faculty positions from Instructor II to Professor VI.
2. Align criteria in the institutional promotion with DBM-CHED JC3, s. 2022.

¹ Link: <https://www.dbm.gov.ph/wp-content/uploads/Issuances/2022/Joint-Circular/DBM-CHED-JC-No-1-S-2022.pdf>

² Link: <https://www.csguide.org/files/original/7eed30b354e320de1f7311df02459ad7.pdf>

³ BOR Res. No. 91, s. 2024 is also referred to as "Approving the Proposed Amendments to the "Revised In-house Promotion for Faculty" Guidelines, Thereby Revising its Policy Title to "Institutional Promotion Guidelines for Faculty Members" and Amending Any Prior Board Resolutions or University Issuances which may be Inconsistent herewith, the Details of which are Reflected in the Document Hereto Attached and Made Part Hereof."

- 36 3. Recognize faculty members' accomplishments, growth, and development as
37 teachers and scholars, as well as their service to the university and the general
38 public.
- 39 4. Boost morale and increase the dedication and motivation of faculty for
40 organizational efficiency and effectiveness.

41 3. Definition of Terms

- 42
- 43
- 44 3.1. **DBM-CHED Joint Circular 3 series of 2022:** A joint issuance of DBM and CHED,
45 which updates the criteria and guidelines for faculty reclassification in state
46 universities and colleges.
- 47
- 48 3.2. **IPGFM:** Stands for Institutional Promotion Guidelines for Faculty Members (BOR
49 Res. No 91, s. of 2024).
- 50
- 51 3.3. **Institutional Promotion:** Refers to a process by which the university promotes its
52 employees or individuals to higher positions within the organization.
- 53
- 54 3.4. **Rank and Sub-rank:** A **rank** refers to the primary academic position of Instructor,
55 Assistant Professor, Associate Professor, Professor, and University Professor. A
56 **sub-rank** denotes the placement within a rank indicated by a numeric value in a
57 specific sequence (for example, Instructor I, II, III; Assistant Professor I, II, III, IV;
58 Associate Professor I, II, III, IV, V; and Professor I, II, III, IV, V, VI).
- 59
- 60 3.5. **Relevant Degree:** This pertains to educational qualifications aligned with the
61 faculty member's academic unit. It also encompasses degrees from allied and
62 related disciplines, as specified in the CHED Memorandum Orders on Policies,
63 Standards, and Guidelines for degree programs offered by the academic unit.
- 64

65 4. Coverage and Exemption

- 66
- 67 4.1. The IPGFM shall only apply to a VSU faculty member who has:
- 68
- 69 4.1.1. A permanent plantilla position with at least a master's degree.
- 70
- 71 4.1.2. At least "Very Satisfactory" rating of work performance in the last rating
72 period (both January to June and July to December) of the Individual
73 Performance Commitment Review (IPCR).
- 74
- 75 4.1.3. Not been found guilty of an administrative offense during the period of
76 promotion.
- 77
- 78 4.1.4. Not been reclassified or promoted within the last 6 months.
- 79

- 80 4.2. Cognizant of DBM-CHED JC3, s. 2022, faculty members reclassified through JC3
81 are qualified for IPGFM, but the credentials that were credited for the JC3
82 reclassification shall no longer earn points for the IPGFM.
83
- 84 4.3. Cognizant of the existing institutional promotion system for faculty members
85 from fields with a dearth of professionals (BOR Res. No. 122, s. 2024), faculty
86 members who were promoted through this dearth promotion system are qualified
87 for IPGFM but their credentials used during the dearth promotion system shall no
88 longer earn points for the IPGFM.
89
- 90 4.4. Faculty members shall only avail of one in-house promotion system, either through
91 BOR Res. No. 122, s. 2024 (Dearth of Professionals) and BOR Res. No. 91, s. 2024
92 (IPGFM), subject to prevailing policies.
93
- 94 4.5. The IPGFM shall apply to all deserving VSU faculty of the university whose
95 qualifications are validated by the VSU Institutional Evaluation Committee, and
96 their entry into the new position is very significant to ensure their motivation,
97 productivity, and well-being.
98

99 5. Main Points and Guiding Principles

100 5.1. Returning Scholar and Existing Faculty Member with a Doctorate Degree

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- 102
- 103 5.1.1. A returning scholar or existing faculty member with a relevant doctorate
104 degree shall be given a maximum of Assistant Professor IV, subject to the
105 availability of a plantilla position, as per BOR Res. No. 135, s. 2022.
106
- 107 5.1.2. A returning scholar or an existing faculty member with a relevant doctorate
108 degree may subject themselves further to the IPGFM process for a
109 possible higher position.
110

111 5.2. Preference to Applicants with a Relevant Doctorate Degree

- 112
- 113 5.2.1. The IPGFM gives preference to an applicant with a relevant doctorate
114 degree when competing for the academic ranks of Assistant Professor,
115 Associate Professor, and Professor.
116
- 117 5.2.2. When crossing the academic rank, faculty members who are first entrants
118 to Associate Professor or Professor positions are prioritized to compete in
119 the open positions. However, in the absence of a qualified first entrant, an
120 applicant within the academic rank with a lower sub-rank position may
121 compete for the open plantilla of a higher sub-rank position.
122

5.2.3. Cognizant of DBM-CHED JC3, s. 2022, an applicant shall not be given more than six leaps of sub-rank for his/her new position in reference to his/her current sub-rank position.

5.2.4. If there are more qualified applicants than available vacant positions, priority shall be given to those with higher points. If applicants have equal points, priority shall be given to the faculty member based on the following:

- Length of service to VSU;
- Number of H-index in Scopus and Scopus citations with VSU as primary affiliation;
- Number of impactful awards and accolades;
- Number of published instructional materials;
- Number of linkages with international, national, and local institutions.

5.3. IPGFM Process of Application

5.3.1. Unless otherwise indicated in this document, the IPGFM follows the process and forms of DBM-CHED JC3, s. 2022. Hence, IPGFM shall use the DBM-CHED JC3, s. 2022 and its annexes and supporting documents as basis and forms for the application process, such as but not limited to:

- CHED Administrative Order (CAO) No. 1, s. 2023 - Implementing Guidelines on the Evaluation, Review, And Approval Process of The DBM-CHED Joint Circular No. 3, Series Of 2022⁴;
- DBM-CHED JC No 1, s. 2023 - Supplemental Guidelines and Amendments to DBM-CHED Joint Circular No. 3, s. 2022⁵;
- List of Documentary Evidences⁶;
- SUC Faculty Position Request Form ;
- Certification Templates.
- Individual Summary Sheet (ISS) & Overall Summary Sheet (OSS).

⁴ Link to CAO No. 1, s. 2023: <https://drive.google.com/file/d/1qyFRs5K-0vks5Nm4-bWge9l8SGOON6Qq/view?usp=sharing>

⁵ Link to DBM-CHED JC No 1, s. 2023: <https://chedro3.ched.gov.ph/wp-content/uploads/2023/07/CHEDRO-III-MEMORANDUM-No.-132-series-of-2023.pdf>

⁶ Link to the List of Documentary Evidences: https://mimaropa.ched.gov.ph/wp-content/uploads/2023/07/Documentary-Evidence_Final_07112023.pdf

5.3.2. Submission of documents and applications shall follow the following procedure (adopted from CAO No. 1, s. 2023).

5.3.2.1. The faculty member shall prepare a written application for the open position using the designated template (SUC Faculty Position Request Form⁷).

5.3.2.2. The completed and signed request form shall be submitted in its original format to the VSU Institutional Evaluation Committee (IEC). An online/softcopy of the document shall also be submitted to the IEC.

5.3.2.3. The faculty member shall also complete the Certificate Templates⁸ and ISS form⁹ (MS Excel Files).

5.3.2.4. The ISS form shall have a file name following the format: < ISS_ Last Name_ First Name_ Middle Initial> (sample: ISS_Rizal_Jose_P). Each link to the evidence in the ISS form shall refer to a single document only.

5.3.2.5. The original printout of the ISS must be signed by the faculty member and submitted to the IEC. An online/softcopy of the document shall also be submitted to the IEC.

5.3.3. Screening and Evaluation of All Submitted Documents.

5.3.3.1. VSU shall have its own Institutional Evaluation Committee (IEC), which the University President shall appoint.

5.3.3.2. IEC shall consist of the following:

- One (1) chairperson, who is the Vice President for Academic Affairs (OVPA);
- Seven (7) members from the following groups:
 - Five (5) faculty member representatives:
 - One (1) from VSU Main Campus appointed by the VSU President.
 - One (1) from VSU Villaba Campus, represented by the chairperson of the Local Academic Personnel Board (APB).

⁷ Link to SUC Faculty Position Request Form: <https://docs.google.com/spreadsheets/d/1Lc-30IfCFsDYHRxeDCluLWEeFovg5gQw/edit?gid=1551808871#gid=1551808871>

⁸ Link to Certificate Templates: https://docs.google.com/spreadsheets/d/1_j5AVRNq0dhypzjnQ-KKWtKclqSsnqRy/edit?usp=sharing&ouid=115045011699309975053&rtfpof=true&sd=true

⁹ Link to ISS Form: <https://docs.google.com/spreadsheets/d/1Lc-30IfCFsDYHRxeDCluLWEeFovg5gQw/edit?gid=1551808871#gid=1551808871>

- One (1) from VSU Isabel Campus, represented by the chairperson of the Local APB.
- One (1) from VSU Tolosa Campus, represented by the chairperson of the Local Academic Personnel Board.
- One (1) from VSU Alangalang Campus, represented by the chairperson of the Local APB.
- One (1) duly appointed representative or the President of the VSU Faculty Association Network (VSU FAN)
- One (1) duly appointed representative or the Head of the Human Resource Management Office (HRMO).

5.3.3.3. Two (2) secretariats shall assist the IEC.

5.3.3.4. The IEC members' and secretariats' duties and responsibilities are adopted from CAO No. 1, s. 2023, whenever applicable.

5.3.3.5. The IEC shall create policies and make decisions through discussions concerning the screening, evaluation, and validation of submitted documents, ultimately reaching a consensus.

5.3.3.6. The IEC shall be in quorum either face-to-face or blended during document evaluation. The chairperson should be present to declare a quorum.

5.3.3.7. The IEC shall inform the faculty member of the result within five (5) working days following the process indicated in Section 6 of CAO No. 1, s. 2023.

5.3.4. Appeal

5.3.4.1. If the faculty member contests the IEC results, he/she shall provide a justification letter and supporting documents for reconsideration within three (3) working days of receiving the official result.

5.3.4.2. The IEC shall re-evaluate the appeal and provide its final decision within three (3) working days of receiving the appeal.

5.3.5. First-time Full Professorial Evaluation and Approval

5.3.5.1. Only faculty members who have been IEC-recommended for professorial rank shall be considered for promotion to a professorial rank.

258
259 5.3.5.2. Professorial interviews shall be conducted by the University
260 Experts Committee (UEC), which the University President shall
261 appoint.

262
263 5.3.5.2.1. There shall be five (5) members of experts with Full
264 Professor positions, one (1) chairperson, and one (1)
265 secretariat (non-voting).
266

267 5.3.5.2.2. The chairperson of the panel shall be the University
268 President or a duly appointed representative of the
269 University President.
270

271 5.3.5.3. Process

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273 5.3.5.3.1. The faculty member shall submit the following to the
274 UEC secretariat (adopted from Section 23 of CAO No.
275 1, s. 2023.):
276

- 277 • Application form for the professorial candidate for
278 evaluation in the professed field.
- 279 • Curriculum Vitae (see Section 23 of CAO No. 1, s.
280 2023.)
- 281 • Copy of scientific publications in the past 5 years
282 indexed in Scopus, WoS, and ACI. The faculty may
283 also submit a Patent Certificate issued by the
284 Intellectual Property Office of the Philippines in lieu
285 of the required publications.
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287
288

289 5.3.5.3.2. The UEC shall craft the evaluation matrix and set the
290 date and venue of the professorial interview.
291

292 5.3.5.3.3. The interview shall start with a five (5)-minute
293 presentation explaining why the faculty member should
294 be accepted as a full professor. This shall be followed
295 by an interview with the UEC.
296

297 5.3.5.3.4. The UEC shall provide its final decision within three (3)
298 working days.
299

300 5.3.6. Additional Committees may be created to facilitate the implementation of
301 IPGFM.
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5.3.7. Recipients of the IPGFM promotion shall only be eligible to avail of another IPGFM promotion three (3) years after a promotion has taken effect or equivalent to one JC3 evaluation cycle, subject to availability of position or rank/sub-rank, without violating applicable policies and procedures duly issued by the Civil Service Commission and/or Department of Budget Management.

6. Administrative Concerns

6.1. The Human Resource Management Office (HRMO) provides the list of vacant positions that need to be filled.

6.2. The Academic Personnel Board (APB) assigns the vacant position to an academic unit based on need, as shown in the projected workload of the current faculty for two (2) semesters and the approved faculty development plan of the academic unit.

6.3. The Department Personnel Committee (DPC) of the identified academic unit prepares the vacancy announcement.

6.4. The standard process in the screening, selection, review, and approval of the candidate/s and processing of appointment will follow the provisions of Revised Merit System for Faculty Members, PM-HRM-01 (Quality Procedure for Recruitment, Selection, and Placement of Faculty), and applicable CSC rules and guidelines on appointment.

6.5. Appointment of positions with a Salary Grade (SG) 19 and above (i.e., Associate Professor I to Professor VI) shall seek approval from the VSU BOR.

7. Evaluation Period

The IPGFM shall be implemented regularly once positions are available for posting.

8. Resolution of Cases

Any concerns and issues that may arise from the implementation of IPGFM shall be solved by the VSU Top Management Committee within 14 working days.

9. Effectivity

Implementing Guidelines for the BOR Resolution No. 91, series of 2024 or The Institutional Promotion Guidelines for Faculty Members shall take effect upon approval of the VSU Board of Regents.

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Annex 1. BOR Res. No. 91, s. 2024

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.



115TH BOARD OF REGENTS MEETING

BOR RESOLUTION NO. 91

Series of 2024

APPROVING THE PROPOSED AMENDMENTS TO THE "REVISED IN-HOUSE PROMOTION FOR FACULTY" GUIDELINES, THEREBY REVISING ITS POLICY TITLE TO "INSTITUTIONAL PROMOTION GUIDELINES FOR FACULTY MEMBERS", AND AMENDING ANY PRIOR BOARD RESOLUTIONS OR UNIVERSITY ISSUANCES WHICH MAY BE INCONSISTENT HERewith, THE DETAILS OF WHICH ARE REFLECTED IN THE DOCUMENT HERETO ATTACHED AND MADE PART HEREOF

Whereas, Section 7 of R.A. 9158 specifically empowers the Board of Regents of the University to "(a) enact rules and regulations, not contrary to law, as may be necessary to carry out the purposes and functions of the University";

Whereas, VSU is a CHED Center for Excellence (COE) in Agriculture and a National University in Region VIII, it is mandated to provide leadership in developing highly competitive human resource, relevant scientific knowledge, and innovative technologies to support the sustainable development of the Visayas Region in particular and the whole of the Philippines in general;

Whereas, the Board, through Resolution No. 135, s. 2022, approved the Revised In-house Promotion for Faculty to facilitate the promotion of faculty members based on research, teaching, service contributions, impact on the institution, but is only applicable if there is an item vacated due to retirement, promotion or transfer;

Whereas, the existing policy is limited to Instructor II to Assistant Professor IV positions and other provisions that need amendment to ensure that policies and procedures remain relevant, effective and aligned to the changing requirements;

Whereas, the provisions of the In-house Promotion Guidelines shall be amended as (*in bold texts for emphasis*);

1. Policy Title: From Revised In-House Promotion for Faculty, To: **Institutional Promotion Guidelines for Faculty Members**;
2. Guidelines: From Instructor II to Assistant Professor IV, To: **Instructor II to Professor VI**;
3. Incorporating new provisions and condition compliant to CHED-DBM JC 3, s.2022 and CSC MC No. 1, s.1997;
4. Revised provisions re **"From Assistant Professor to Associate Professor V positions, preference will be given to applicants with relevant PhD degrees. Only faculty who are first entrants to Associate Professor may qualify"**, and **"From Associate Professor rank to Professor VI positions, preference will be given to applicants with relevant PhD degree. Only faculty who are first entrants to full professor rank may qualify"**
5. Adding new provision in re **"Only faculty members who have been IEC-recommended for professorial rank shall be considered for promotion to a professorial rank using the JC 3, s. 2022 criteria."**

BOR & UNIVERSITY SECRETARY
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FM-OBS-03
V2 05-09-2023
No. **224094**

APPROVING THE PROPOSED AMENDMENTS TO THE "REVISED IN-HOUSE PROMOTION FOR FACULTY" GUIDELINES, THEREBY REVISING ITS POLICY TITLE TO "INSTITUTIONAL PROMOTION GUIDELINES FOR FACULTY MEMBERS", AND AMENDING ANY PRIOR BOARD RESOLUTIONS OR UNIVERSITY ISSUANCES WHICH MAY BE INCONSISTENT HERewith, THE DETAILS OF WHICH ARE REFLECTED IN THE DOCUMENT HERETO ATTACHED AND MADE PART HEREOF Page 2 of 3

6. Revisions in the procedure re ***"The standard process in the screening, selection, review and approval of the candidate/s and processing of appointments will follow the provisions of PM-HRM-01 (Quality Procedure for Recruitment, Selection, and Placement of faculty), Revised merit System for Faculty members and applicable CSC rules and guidelines on appointment."***
7. Amending BOR Resolution No. 135, s. 2022 and all university issuances which may be inconsistent herewith.

Whereas, the proposal was presented to the University Administrative Council at its meeting on May 23, 2024 and obtained favorable action;

Whereas, finding the recommendations in order, the Board agreed to approve the proposed amendments;

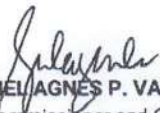
Now, therefore, on motion, duly seconded, and unanimously approved, be it;


Resolved, as it is hereby resolved, that the Board of Regents of Visayas State University approves the proposed amendments to the "Revised In-House Promotion For Faculty" Guidelines, thereby revising its policy title to "INSTITUTIONAL PROMOTION GUIDELINES FOR FACULTY MEMBERS", and amending any prior board resolutions or university issuances which may be inconsistent herewith, the details of which are reflected in the document hereto attached and made part hereof.

IN WITNESS of our approval thereof, we hereby affix our signatures this 7th day of June 2024 at VSU, Baybay City, Philippines.

APPROVING THE PROPOSED AMENDMENTS TO THE "REVISED IN-HOUSE PROMOTION FOR FACULTY" GUIDELINES, THEREBY REVISING ITS POLICY TITLE TO "INSTITUTIONAL PROMOTION GUIDELINES FOR FACULTY MEMBERS", AND AMENDING ANY PRIOR BOARD RESOLUTIONS OR UNIVERSITY ISSUANCES WHICH MAY BE INCONSISTENT HERewith, THE DETAILS OF WHICH ARE REFLECTED IN THE DOCUMENT HERETO ATTACHED AND MADE PART HEREOF Page 3 of 3

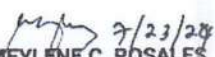
VSU BOARD OF REGENTS



HON. ETHEL AGNES P. VALENZUELA
CHED Commissioner and Chairperson
VSU-Board of Regents



HON. PROSE IVY G. YEPES
VSU President, Vice Chairperson
VSU-Board of Regents

HON. ALLAN PETER S. CAYETANO
Chairperson, Senate Committee on Higher,
Technical and Vocational Education
Member, VSU BOR
Represented by:

HON. BERNADETTE REMALLA-MAYBITUIN


HON. MEYLENE C. ROSALES
Regional Director, National Economic and
Development Authority Regional Office VIII
Member, VSU BOR



HON. ERNESTO F. BULAYOG
Faculty Regent - VSU System Faculty Union of
Baybay Leyte
Member, VSU BOR


HON. SHAINA MAE F. LACABA
Student Regent - VSU Student Council Federation
Member, VSU BOR

Private Sector Representatives:


HON. ALAIN CHARLES J. VELOSO
Member, VSU BOR
Villaba, Leyte

HON. MARK O. GO
Chair, Committee on Higher & Technical
Education House of Representatives
Member, VSU BOR
Represented by:


HON. MARK MICHAEL O. UNLU-CAY
(absent)

HON. ANDREW RODOLFO T. ORAIS
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