



Republic of the Philippines  
VISAYAS STATE UNIVERSITY  
Visca, Baybay, Leyte

BOR RESOLUTION NO. 188, s. 2020

A RESOLUTION APPROVING THE APPOINTMENT OF MR. VICENTE GILOS  
AS COLLEGE LIBRARIAN IV

**WHEREAS**, the Leyte State University was created by virtue of Republic Act 9158 which converted the then Visayas State College of Agriculture (ViSCA) into a state university last 11 August 2001, and was later renamed Visayas State University (VSU) by virtue of R.A. 9437 on 27 April 2007;

**WHEREAS**, Section 4 of R.A. 9158 specifically provides that the University “*shall have the general powers of a corporation as set forth in the Corporation Law. The Administration of the University and the exercise of its power shall be vested exclusively in the Board of Regents*”;

**WHEREAS**, Section 7 Paragraph (b) of R.A. 9158 empowers the Governing Board “*to receive and appropriate all sums as may be provided for the support of the University in the manner it may determine, in its discretion, to carry out the purposes and functions of the University*”;

**WHEREAS**, the position of College Librarian IV was left vacant with the compulsory retirement of its former incumbent, Ms. Andreli A. Pardales, last April 19, 2020. The position was opened and published in the Civil Service Commission and also in the Human Resource Information System of the university last June 30, 2020 where only two (2) tendered their applications, Mr. Gilos and Ms. Pagalan, who both underwent the rigid screening and assessment processes following the provisions of the Merit Systems for Administrative Staff and the existing Quality Procedures which include interview, written examination and assessment of the candidates’ potentials in addition to the credentials as submitted by the candidates;

**WHEREAS**, following criteria and percentage weights as provided for in the BOR & CSC approved Merit System for Administrative Staff of the university were used as basis in the ranking of candidates to wit;

<u>Criteria</u>	<u>Percentage Weight</u>
Education	15%
Experience	15%
Performance	20%
Potential	10%
Training	5%
Award	5%
Physical Characteristics & Personality Traits (PCPT)	15%
Skills	15%
	<u>100%</u>

**WHEREAS**, after assessing the two candidates, Mr. Gilos got the higher points as compared to Ms. Pagalan as shown in the matrix presentation of the points they earned per criteria. Mr. Gilos is currently occupying a position of College Librarian II with Salary Grade 15 only while the vacancy has Salary Grade 22, and therefore, there is a difference of 7 salary grades;

Name	Age	Eligibility	Education (15%)		Experience (15%)	Performance (20%)	Potential (10%)	Training (5%)	Award (5%)	PCPT (15%)	Skills (15%)	Total	Rank
<b>GILOS,</b> Vicente A.	51	RA1080 (Board for Librarians) CSP/CSS P	MS in Library Science (graduated, 50 units) BS Library Science	12.00	15.00	9.66	9.90	5.00	0.00	14.07	14.14	<b>79.77</b>	<b>1</b>
<b>PAGALAN,</b> Pamela	24	RA1080 (Board for Librarians)	MS in Library & Info. Science (15 units) Bachelor of Lib. & Info. Science (Cum Laude)	10.00	3.31	6.00	7.00	5.00	0.00	12.18	11.29	<b>54.78</b>	<b>2</b>

**WHEREAS**, noteworthy, the provision of Sec. 98 of the 2017 Omnibus Rules on Appointments and other Human Resource Actions (Revised July 2018) is hereby presented, which states in “Sec. 98. *The three-salary grade limitation shall apply only to promotion within the agency. **This prohibition shall not apply to the following human resource actions which involve issuance of an appointment: Transfer incidental to promotion provided that the appointee was subjected to deep selection** a. reappointment involving promotion from non-career to career provided the appointee was subjected to deep selection b. reappointment from career to non-career position c. reemployment reclassification of position;*”

**WHEREAS**, as explained and shown in table presented above, Mr. Gilos become the top-ranking candidate after the two candidates underwent a deep screening, evaluation and selection process using approved criteria by the BOR while according to Section 98 as quoted above, quantum leap will not apply to human resource actions if appointee was subjected to deep selection process which what was actually done to all applicants to the College Librarian IV position;

**WHERAS**, the appointment/promotion of Mr. Gilos from College Librarian II to College Librarian IV is justified with reasonable grounds since in the VSU Plantilla of Personnel, there are seven (7) College Librarian positions as follows:

- a) College Librarian IV - 1 position
- b) College Librarian II - 3 positions
- c) College Librarian I - 3 positions

**WHEREAS**, as shown above, the next in rank to the vacancy is the College Librarian II and among the existing next-in-rank, only Mr. Gilos applied to the vacant position since Mr. Gilos appears to be more senior than the other two as shown below;

Name of Incumbent	Date of Last Appointment/Promotion
GILOS, Vicente A.	3/16/2001
MABUAN, Jovelyn H.	1/2/2006
BARO, Geraldine T.	4/1/2014

**WHEREAS**, the other candidate to the position, Ms. Pagalan, is still very young with only four years of experience in a small private school as compared to Mr. Gilos who has been a College Librarian of the university and been assisting the former Chief Librarian for almost twenty (20) years;

**WHEREAS**, there is a dearth of licensed librarians in the country due to the PRC license requirement before one can practice the librarian profession. This is reason why only one external applicant applied to this vacant position;

**WHEREAS**, after the final assessment of the applicants for the College Librarian IV position, Mr. Vicente A. Gilos ranked first, hence, the NAPB unanimously agreed to endorse Mr. Gilos' appointment to the University Administrative Council;

**WHEREAS**, the University Administrative Council endorsed NAPB Resolution no. 8 for deliberation at the BOR Administration and Academic Committee through a referendum,

**WHEREAS**, the BOR Administration and Academic Committee endorsed the appointment of Mr. Vicente Gilos for the Librarian IV (SG 22) position to the VSU Board of Regents for **Approval**;

**THEREFORE, BE IT RESOLVED AS IT IS HEREBY RESOLVED to approve** the appointment/promotion of Mr. Vicente Gilos for the Librarian IV (SG 22) position.

**IN WITNESS** of our approval thereof, we hereby affix our signatures this 28<sup>th</sup> day of January 2021.

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**HON. MARK MICHAEL O. UNLU-CAY**  
*Ex-Officio Member, SP-City of Baybay*

*Absent*  
**HON. CARL NICOLAS C. CARI**  
*Congressman, Fifth District of Leyte*



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