



**117<sup>TH</sup> BOARD OF REGENTS MEETING**

**BOR RESOLUTION NO. 168**

Series of 2024

**APPROVING THE REQUEST FOR ABOLITION AND CREATION OF TWENTY-SEVEN (27)  
FACULTY POSITIONS IN VSU MAIN CAMPUS**

**WHEREAS**, VSU Main Campus has **ten (10)** faculty positions vacated due to retirement or resignation, and which are being proposed for abolition to create **twenty-seven (27)** faculty positions that the said Campus needs for the different programs or fields of specialization, as projected and indicated in the approved Human Resource Management Plan;

**WHEREAS**, the proposal aims to address the lack of faculty positions for existing and new curricular programs and to recruit and hire competent faculty members from fields with a dearth of professionals;

**WHEREAS**, ten (10) faculty positions, which are being proposed to be abolished to fund the budgetary requirements for the creation of twenty-seven (27) items with Assistant Professor I, II, IV ranks; details of which are shown below:

Positions for Abolition	SG	Positions for Creation	SG
Associate Professor V	23	Assistant Professor I (5 items)	15
Associate Professor V	23	Assistant Professor II (5 items)	16
Associate Professor V	23	Assistant Professor IV (17 items)	18
Associate Professor V	23		
Associate Professor V	23		
Professor VI	29		
Professor VI	29		
Professor VI	29		
Professor VI	29		
Professor VI	29		

**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 request for Abolition and Creation of twenty-seven (27) Faculty Positions in VSU Main Campus.

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

## VSU BOARD OF REGENTS

  
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President, VSU Federated Alumni Association  
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### Private Sector Representatives:

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Member, VSU BOR  
Villaba, Leyte

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





## EXECUTIVE SUMMARY

### SUBJECT

**PROPOSED ABOLITION AND CREATION OF FACULTY POSITIONS (SCRAP AND BUILD)**

### RATIONALE

VSU Main Campus has **ten (10)** faculty positions vacated due to retirement or resignation, and which are being proposed for abolition to create **twenty-seven (27)** faculty positions that the said Campus needs for the different programs or fields of specialization, as projected and indicated in the approved Human Resource Management Plan.

Positions for Abolition	SG	Positions for Creation	SG
Associate Professor V	23	Assistant Professor I (5 items)	15
Associate Professor V	23	Assistant Professor II (5 items)	16
Associate Professor V	23	Assistant Professor IV (17 items)	18
Associate Professor V	23		
Associate Professor V	23		
Professor VI	29		
Professor VI	29		
Professor VI	29		
Professor VI	29		
Professor VI	29		

The proposal aims to address the lack of faculty positions for existing and new curricular programs and to recruit and hire competent faculty members from fields with a dearth of professionals. Hence, this proposal.

### LEGAL BASIS

- RA 8292, Section 4 (g)
- Omnibus Rules Implementing Book V of Executive Order No. 292
- 2017 Omnibus Rules and Regulations on Appointments and Other Human Resource Actions

### DESCRIPTION OF THE PROPOSAL

The proposal seeks BOR approval of the proposed abolition and creation of positions.

### ENDORSEMENT

The University Administrative Council (UADCO) endorsed the proposal on November 21, 2024.

### ATTACHMENT

- Proposal
- Computation of Amount of Savings
- HR Certification that the positions for abolition are vacant

**Title: PROPOSAL ON THE ABOLITION OF TEN (10) FACULTY POSITIONS AND  
CREATION OF SEVENTEEN (17) FACULTY POSITIONS**

**Rationale**

The abolition of certain faculty positions and the creation of new ones can be driven by the need to remain relevant, effective, and equitable in meeting the academic goals of the university. The proposal is guided by strategic planning, alignment with institutional goals, and understanding of the academic landscape. The offering and expanding of new curricular programs and upgrading of entry-level positions with dearth of professionals<sup>1</sup> have been approved thus the need for additional experts is essential for achieving desired academic outcomes. Hence, this proposal.

**Purpose:**

1. To address the lack of faculty positions for existing and new curricular programs.
2. To recruit and hire competent faculty members who belongs to dearth of professionals and pay them with prevailing and reasonable salary based on minimum qualifications.

**Fund Source:**


The budget requirement to create new faculty positions shall come from the savings on vacant higher faculty positions offered for abolition.

**Attachments:**

1. Certification that 10 faculty positions offered for abolition are vacant and the status of other vacant faculty positions
2. Computation of amount of saving from positions offered for abolition and amount needed to create requested faculty positions

Submitted by:

  
**HONEY SOFIA V. COLIS**  
Director, Human Resource Management Office

  
**ROTACIO S. GRAVOSO, PhD.**  
Vice President for Academic Affairs

<sup>1</sup>BOR Resolution No. 122, s. 2024, dated October 15, 2024 – Upgrading of Entry-Level Positions and Promotions of Positions of its Existing Faculty Members from Fields with a Dearth of Professionals in the Visayas State University



**CERTIFICATION THAT TEN (10) FACULTY POSITIONS OFFERED  
FOR ABOLITION ARE VACANT AND THE STATUS OF OTHER VACANT  
FACULTY POSITIONS**

TO WHOM IT MAY CONCERN:

THIS IS TO CERTIFY that the ten (10) faculty positions which are offered for abolition are vacant in the e-GMIS as of the November 30, 2024 upload, to wit:

Item Number		Coverage	Position Title
1.	PROF6- 8-2011 (ASIO, Victor B.)	Higher Education Services	Professor VI
2.	PROF6-14-2016 (GABUNADA, Fe M.)	Higher Education Services	Professor VI
3.	PROF6-11-2014 (MANGAOANG, Eduardo O.)	Higher Education Services	Professor VI
4.	PROF6- 8-2014 (VASQUEZ, Erlinda A.)	Research Services	Professor VI
5.	PROF6-8-2019 (CAGASAN, Editha G.)	Research Services	Professor VI
6.	APRO5-28-2019 (AMESTOSO, Nilda T.)	Higher Education Services	Associate Professor V
7.	APRO5-30-1998 (BERAY, Eunice I.)	Higher Education Services	Associate Professor V
8.	APRO5-23-2019 (DUMAGUING, Nancy V.)	Higher Education Services	Associate Professor V
9.	APRO5-24-2019 (ESPINA, Dinah M.)	Higher Education Services	Associate Professor V
10.	APRO5-17-2014 (JANSALIN, Jacob Glenn F.)	Higher Education Services	Associate Professor V

This is to certify further that the following positions are also vacant in the eGMIS.

Item Number		Coverage	Position Title	Status as of to date
1.	PROF6-5-2024 (FERRAREN, Dilberto O.)	Higher Education Services	Professor VI	For In-house promotion
2.	PROF5-9-2022 (ESCASINAS, Ruth O.)	Higher Education Services	Professor V	For future abolition and creation of lower faculty positions
3.	PROF5- 4-2016 (QUIMIO, Justino M.)	Higher Education Services	Professor V	For future abolition and creation of lower faculty positions
4.	PROF4-14-2019 (AMESTOSO, Felix J.)	Higher Education Services	Professor IV	For future abolition and creation of lower faculty positions
5.	PROF3-13-2016 (MONTES, Humberto Jr. R.)	Higher Education Services	Professor III	For future abolition and creation of lower faculty positions
6.	PROF3- 17-2024 (PEÑA, Santiago Jr. T.)	Higher Education Services	Professor III	For future abolition and creation of lower faculty positions
7.	PROF3- 3-2022 (BALES, Milagros C.)	Higher Education Services	Professor III	For future abolition and creation of lower faculty positions
8.	PROF1- 7-2008 (BALBARINO, Edwin A.)	Higher Education Services	Professor I	For future abolition and creation of lower faculty positions
9.	PROF1- 4-2017 (BULAYOG, Ma. Salome B.)	Higher Education Services	Professor I	For future abolition and creation of lower faculty positions
10.	APRO5-15-2014 (LORETO, Manolo Jr. B.)	Higher Education Services	Associate Professor V	For future abolition and creation of lower faculty positions
11.	APRO5-16-2014 (ACABAL, Alice M.)	Higher Education Services	Associate Professor V	For DDC For Appointment subject to BOR approval
12.	APRO5-22-2019 (GERONA, Reny G.)	Higher Education Services	Associate Professor V	For College of Medicine
13.	APRO5- 2-2015 (PADAYAO, Marichu M.)	Higher Education Services	Associate Professor V	For future abolition and creation of lower faculty positions
14.	APRO4-18-1998 (ANTIPASO, Vicente B.)	Higher Education Services	Associate Professor IV	For future abolition and creation of lower faculty positions
15.	APRO4-5-2019 (GARCIA, Pastor P.)	Higher Education Services	Associate Professor IV	For future abolition and creation of lower faculty positions



16.	APRO3- 4-1998 (BALIAD, Mario E.)	Higher Education Services	Associate Professor III	For future abolition and creation of lower faculty positions
17.	APRO3-19-2022 (BELLEZAS, Maria Hazel I.)	Higher Education Services	Associate Professor III	For future abolition and creation of lower faculty positions
18.	APRO3-15-2022 (DACLAG, Jocelyn G.)	Higher Education Services	Associate Professor III	For future abolition and creation of lower faculty positions
19.	APRO3- 9-2008 (ESPINA, Climaco D. Jr.)	Higher Education Services	Associate Professor III	For future abolition and creation of lower faculty positions
20.	APRO3- 9-2014 (MANGAOANG, Yolanda D.)	Higher Education Services	Associate Professor III	For future abolition and creation of lower faculty positions
21.	APRO3-20-1998 (ORACION, Marilyn Z.)	Higher Education Services	Associate Professor III	For future abolition and creation of lower faculty positions
22.	APRO3-14-1998 (PRESBITERO, Lydia V.)	Higher Education Services	Associate Professor III	For future abolition and creation of lower faculty positions
23.	APRO3- 6-1998 (SAZ, Efren B.)	Higher Education Services	Associate Professor III	For future abolition and creation of lower faculty positions
24.	APRO2-18-2019 (BALIÑA, Fatima T.)	Higher Education Services	Associate Professor II	For future abolition and creation of lower faculty positions
25.	APRO2-17-2019 (CAPUNO, Rufina F.)	Higher Education Services	Associate Professor II	For future abolition and creation of lower faculty positions
26.	APRO2-14-2019 (RAMONEDA, Brenda M.)	Higher Education Services	Associate Professor II	For future abolition and creation of lower faculty positions
27.	APRO2-12-2019 (SALAMAT, Elsie E.)	Higher Education Services	Associate Professor II	For future abolition and creation of lower faculty positions
28.	APRO1-11-2022 (QUEBEC, Jett C.)	Higher Education Services	Associate Professor I	For future abolition and creation of lower faculty positions
29.	APRO1- 8-1998 (VELARDE, Rosa Ophelia D.)	Higher Education Services	Associate Professor I	For future abolition and creation of lower faculty positions
30.	AP4-75-2023	Higher Education Services	Assistant Professor IV	Ongoing publication (for CON)
31.	AP4-77-2023	Higher Education Services	Assistant Professor IV	Ongoing publication (for DLABS)
32.	AP3-14-2022 (PARADERO, Angelita L.)	Higher Education Services	Assistant Professor III	For Publication (for DBM)




33.	AP2-15-2014 (ASIO, Luz G.)	Higher Education Services	Assistant Professor II	For Publication (for CVM)
34.	AP2-24-2019 (CLORES, Aireen Y.)	Higher Education Services	Assistant Professor II	For Publication (for DTHM)
35.	AP2-41-2022 (COMPENDIO, Jade Dhapnee Z.)	Higher Education Services	Assistant Professor II	For Publication (for CVM)
36.	AP2-12-2024 (LUSANTA, Dhenber C.)	Higher Education Services	Assistant Professor II	For Publication (for DPBG)
37.	AP2-27-2022 (QUIÑONES, Cecille Marie O.)	Higher Education Services	Assistant Professor II	For Publication (for CVM)
38.	AP2-19-2024 TAN, Gideon Niel D.	Higher Education Services	Assistant Professor II	For Publication (for PRCRTC)
39.	AP1-21-2016 CENIZA, Ma. Niña Corazon C.	Higher Education Services	Assistant Professor I	For Publication (for DOE)
40.	AP1-15-2024 (MAGDADARO, Medardo Jr. C.)	Higher Education Services	Assistant Professor I	For Publication (for DFS)
41.	AP1-20-2022 (MERIOLES, Mannylen A.)	Higher Education Services	Assistant Professor I	For Publication (for CVM)
42.	INST3-36-2004 (CHAN, Catherine L.)	Higher Education Services	Instructor III	For Publication (for VSU Isabel)
43.	INST3-60-2024 (SALAS, Yssakhar A.)	Higher Education Services	Instructor III	For Publication (for DOPAC)
44.	INST1-25-2012 (ABRERA, Marcelo, Jr. T.)	Higher Education Services	Instructor I	For Publication (for DCE)
45.	INST1-45-2020 (ALFECHE, Wilmar P.)	Higher Education Services	Instructor I	For Publication (for DGE)
46.	INST1-12-2012 (BALURAN, John Rick G.)	Higher Education Services	Instructor I	For Publication (for DCE)
47.	INST1-36-2013 (COLUMBIO, Eulalio Jr. C.)	Higher Education Services	Instructor I	For Publication (for DGE)
48.	INST1-36-2020 (CUEVA, Shebelle A.)	Higher Education Services	Instructor I	For Publication (for DTE)




49.	INST1- 8-2017 (DOÑOZ, Rex R.)	Higher Education Services	Instructor I	For Publication (for DGE)
50.	INST1-32-2005 (DOYDORA, Gladys G.)	Higher Education Services	Instructor I	For Publication (for DCE)
51.	INST1-45-2016 (LESIDAN, James Roy P.)	Higher Education Services	Instructor I	For Publication (for DPhysics)
52.	INST1- 2-2016 (LOR, Daniel C.)	Higher Education Services	Instructor I	For Publication (for DMET)
53.	INST1-12-2013 (MANINGO, Lyndon L.)	Higher Education Services	Instructor I	For Publication (for IHK)
54.	INST1-40-2015 (SOBRIO, Glenda Loraine S.)	Higher Education Services	Instructor I	For Publication (for DGE)
55.	INST1-21-2012 (SOROÑO, Triana F.)	Higher Education Services	Instructor I	For Publication (for DABE)
56.	INST1- 1-2008 (VARRON, Anna Beth A.)	Higher Education Services	Instructor I	For Publication (for IHK)

Prepared by:

  
**HONEY SOFIA V. COLIS**  
 Director, HRMO

Noted by:

  
**PROSEIVY G. YEPES**  
 President



VISAYAS STATE UNIVERSITY  
Visca, Baybay City, Leyte


COMPUTATION OF AMOUNT OF SAVING FROM POSITIONS FOR ABOLITION & AMOUNT NEEDED TO CREATE REQUESTED POSITIONS

No.	PLANTILLA NO.	ACADEMIC RANK	SG	SI	NO. OF POSITION	MONTHLY SALARY 1st Tranche 2024	ANNUAL SALARY	MID YR BONUS	YEAR END BONUS	CASH GIFT	PERA	PEI	UNI FORM	PAG-IBIG	RLIP	ECIP*	PHIL HEALTH	OTHER COMPEN	PERSONAL SERVICES	TOTAL REQUIREMENT
<b>I. POSITIONS OFFERED FOR ABOLITION</b>																				
<b>Main Campus</b>																				
1	APRO5-28-2019	Associate Professor V	23	1	1	83,659.00	1,003,908.00	83,659.00	83,659.00	5,000.00	24,000.00	5,000.00	7,000.00	2,400.00	120,468.96	1,200.00	27,000.00	359,386.96	1,363,294.96	1,363,294.96
2	APRO5-30-1998	Associate Professor V	23	1	1	83,659.00	1,003,908.00	83,659.00	83,659.00	5,000.00	24,000.00	5,000.00	7,000.00	2,400.00	120,468.96	1,200.00	27,000.00	359,386.96	1,363,294.96	1,363,294.96
3	APRO5-23-2019	Associate Professor V	23	1	1	83,659.00	1,003,908.00	83,659.00	83,659.00	5,000.00	24,000.00	5,000.00	7,000.00	2,400.00	120,468.96	1,200.00	27,000.00	359,386.96	1,363,294.96	1,363,294.96
4	APRO5-24-2019	Associate Professor V	23	1	1	83,659.00	1,003,908.00	83,659.00	83,659.00	5,000.00	24,000.00	5,000.00	7,000.00	2,400.00	120,468.96	1,200.00	27,000.00	359,386.96	1,363,294.96	1,363,294.96
5	APRO5-17-2014	Associate Professor V	23	1	1	83,659.00	1,003,908.00	83,659.00	83,659.00	5,000.00	24,000.00	5,000.00	7,000.00	2,400.00	120,468.96	1,200.00	27,000.00	359,386.96	1,363,294.96	1,363,294.96
6	PROF6- 8-2011	Professor VI	29	1	1	173,962.00	2,087,544.00	173,962.00	173,962.00	5,000.00	24,000.00	5,000.00	7,000.00	2,400.00	250,505.28	1,200.00	27,000.00	670,029.28	2,757,573.28	2,757,573.28
7	PROF6-14-2016	Professor VI	29	1	1	173,962.00	2,087,544.00	173,962.00	173,962.00	5,000.00	24,000.00	5,000.00	7,000.00	2,400.00	250,505.28	1,200.00	27,000.00	670,029.28	2,757,573.28	2,757,573.28
8	PROF6-11-2014	Professor VI	29	1	1	173,962.00	2,087,544.00	173,962.00	173,962.00	5,000.00	24,000.00	5,000.00	7,000.00	2,400.00	250,505.28	1,200.00	27,000.00	670,029.28	2,757,573.28	2,757,573.28
9	PROF6-8-2019	Professor VI	29	1	1	173,962.00	2,087,544.00	173,962.00	173,962.00	5,000.00	24,000.00	5,000.00	7,000.00	2,400.00	250,505.28	1,200.00	27,000.00	670,029.28	2,757,573.28	2,757,573.28
10	PROF6- 8-2014	Professor VI	29	1	1	173,962.00	2,087,544.00	173,962.00	173,962.00	5,000.00	24,000.00	5,000.00	7,000.00	1,200.00	250,505.28	1,200.00	27,000.00	668,829.28	2,756,373.28	2,756,373.28
					<b>Total Savings from Abolition</b>	<b>10</b>	<b>15,457,260.00</b>	<b>1,288,105.00</b>	<b>1,288,105.00</b>	<b>50,000.00</b>	<b>240,000.00</b>	<b>50,000.00</b>	<b>70,000.00</b>	<b>22,800.00</b>	<b>1,854,871.20</b>	<b>12,000.00</b>	<b>270,000.00</b>	<b>5,145,881.20</b>	<b>20,603,141.20</b>	<b>20,603,141.20</b>
<b>II. POSITIONS REQUESTED FOR CREATION**</b>																				
<b>Main Campus</b>																				
		Assistant Professor I	15	1	5	38,413.00	460,956.00	38,413.00	38,413.00	5,000.00	24,000.00	5,000.00	6,000.00	1,200.00	55,314.72	1,206.00	10,371.51	184,918.23	645,874.23	3,229,371.15
		Assistant Professor II	16	1	5	41,616.00	499,392.00	41,616.00	41,616.00	5,000.00	24,000.00	5,000.00	6,000.00	1,200.00	59,927.04	1,207.00	11,236.32	196,802.36	696,194.36	3,480,971.80
		Assistant Professor IV	18	1	17	49,015.00	588,180.00	49,015.00	49,015.00	5,000.00	24,000.00	5,000.00	6,000.00	1,200.00	70,581.60	1,209.00	13,234.05	224,254.65	812,434.65	13,811,389.05
					<b>Total Amount Needed for Creation</b>	<b>27</b>	<b>1,548,528.00</b>	<b>129,044.00</b>	<b>129,044.00</b>	<b>15,000.00</b>	<b>72,000.00</b>	<b>15,000.00</b>	<b>18,000.00</b>	<b>3,600.00</b>	<b>185,823.36</b>	<b>3,622.00</b>	<b>34,841.88</b>	<b>605,975.24</b>	<b>2,154,503.24</b>	<b>20,621,732.00</b>
																			<b>EXCESS SAVINGS</b>	<b>81,409.20</b>

Prepared by:

  
HONEY SOFIA V. COLIS  
Director, HRMO

Recommending Approval:

  
ROTACIO S. GRAVOSO  
Vice President for Academic Affairs &  
Chairperson, Academic Personnel Committee

Approved:

  
PROSE IVY G. YEPES  
President





**116<sup>TH</sup> BOARD OF REGENTS MEETING**

**BOR RESOLUTION NO. 122**  
Series of 2024

**APPROVING THE PROPOSED UPGRADING OF ENTRY-LEVEL POSITIONS AND PROMOTION OF POSITIONS OF ITS EXISTING FACULTY MEMBERS FROM FIELDS WITH A DEARTH OF PROFESSIONALS AT VISAYAS STATE UNIVERSITY; FURTHER RESOLVED, THAT THE POLICY EXTENDS TO ACADEMIC UNITS OR PROGRAMS OR PROFESSIONS IF THEY EXPERIENCE A DEARTH OF PROFESSIONALS AS IDENTIFIED BY THE VSU PRESIDENT AND CERTIFIED BY THE APPROPRIATE GOVERNMENT AGENCY**

**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 proposal is part of VSU's long-term strategies to address the rapid turnover of faculty members and the difficulty of attracting new applicants in academic fields with a **dearth of professionals**, specifically, veterinarians, nurses, engineers, meteorologists, and physicists;

**WHEREAS**, the proposal covers the newly-hired applicants and existing faculty members of the following programs with a dearth of professionals:

College of Veterinary Medicine (CVM)  
• **Doctor of Veterinary Medicine**

College of Nursing (CON)  
• **BS Nursing**

College of Engineering and Technology (CET)  
• **BS Civil Engineering**  
• **BS Geodetic Engineering**  
• **BS Agricultural and Biosystems Engineering**  
• **BS Mechanical Engineering**  
• **BS Meteorology**

College of Engineering and Technology - Isabel Campus (COET-Isabel)  
• **BS Mechanical Engineering**  
• **BS Industrial Engineering**

College of Arts and Sciences (CAS)  
• **BS Applied Physics**

**WHEREAS**, it is proposed to upgrade the entry-level hiring position and improve the current rank of faculty members within academic units with a dearth of professionals; for newly-hired faculty members, the following changes are proposed: (a) Entry-level position of Assistant Professor II (Temporary Regular) for qualified professionals with a relevant master's degree and (b) Entry-level position of Assistant Professor I (Temporary Regular ) for qualified professionals without a relevant master's degree.


Applicant Qualifications	Entry-level Position	
	Current	Proposed
Veterinarian, Nurse, Engineer, Meteorologist, and Physicist <ul style="list-style-type: none"> <li>• Good scholastic record and good moral character.</li> <li>• Updated PRC License, if applicable.</li> <li>• <b>With Relevant Master's Degree.</b></li> </ul>	Instructor I <ul style="list-style-type: none"> <li>• SG-12</li> <li>• Temporary Regular</li> </ul>	Assistant Professor II <ul style="list-style-type: none"> <li>• SG-16</li> <li>• Temporary Regular</li> </ul> <p>Note: A higher position can be given subject to the availability of Plantilla Item and the in-house evaluation result using the JC3 Instrument (DBM-CHED Joint Circular No. 3, Series of 2022).</p>
Veterinarian, Nurse, Engineer, Meteorologist, and Physicist <ul style="list-style-type: none"> <li>• Good scholastic record and good moral character</li> <li>• Updated PRC License, if applicable.</li> <li>• <b>Without Relevant Master's Degree</b></li> </ul>	Instructor I <ul style="list-style-type: none"> <li>• SG-12</li> </ul>	Assistant Professor I <ul style="list-style-type: none"> <li>• SG-15</li> <li>• Temporary Regular*</li> </ul>

**WHEREAS**, for the promotions of existing faculty members with permanent positions, the following changes are proposed:

- An automatic increase of four sub-ranks, covering the transition from one academic rank to another but not reaching the Full Professor position, for faculty members with at least a master's degree;
- Assistant Professor I (Temporary Regular) for faculty members without master's degree.

Applicant Qualifications	Current Position	Proposed Position
Veterinarian, Nurse, Engineer, Meteorologist, and Physicist <ul style="list-style-type: none"> <li>- At least a "Very Satisfactory" rating in TPES and FPES in the past two semesters.</li> <li>- Updated PRC License, if applicable.</li> <li>- <b>With Relevant Master's Degree.</b></li> </ul>	Any position from Instructor, Assistant Professor, and Associate Professor	<p><b>An automatic increase of four sub-ranks</b>, covering the transition from one academic rank to another but not reaching the Full Professor position.</p> <p><i>Example: An initial Instructor I will be promoted to Assistant Professor II.</i></p>



		 <p>Instructor I, II, III Assist. Prof. I, II, III, IV</p> <p>Note: Six sub-rank increment can be given subject to the availability of Plantilla Item and in-house evaluation result using the JC3 instrument (DBM-CHED Joint Circular No. 3, Series of 2022), not reaching the Full Professor position.</p>
Veterinarian, Nurse, Engineer, Meteorologist, and Physicist <ul style="list-style-type: none"> <li>- At least a "Very Satisfactory" rating in TPES and FPES in the past two semesters.</li> <li>- Updated PRC License, if applicable.</li> <li>- <b>Without Relevant Master's Degree</b></li> </ul>	Instructor I - SG-12	Assistant Professor I - SG-15 - Temporary Regular*

**WHEREAS**, the proposal extends to all VSU academic units or programs or professions if they experience a dearth of professionals as identified by the VSU President and certified by the appropriate government agency;

**WHEREAS**, the proposed policy was presented before the University Administrative Council on September 12, 2024 and obtained favorable endorsement;

**WHEREAS**, finding the University Administrative Council's recommendation in order, the Governing Board has agreed to approve the proposal;

**Now, therefore**, on motion duly made, seconded, and unanimously carried, be it:

**RESOLVED**, as it is hereby resolved that the Board of Regents of Visayas State University approves the proposal to Upgrade Entry-Level Positions for Faculty Members and Promote Existing Faculty Members from Fields with a Dearth of Professionals at Visayas State University.

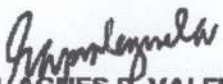
**FURTHER RESOLVED**, that the policy extends to all academic units or programs or professions in the event that they experience a dearth of professionals as identified by the VSU President and certified by the appropriate government agency.


**IN WITNESS** of our approval thereof, we hereby affix our signatures this 15<sup>th</sup> day of October 2024 at LNU, Tacloban City, Philippines.

**A RESOLUTION** APPROVING THE PROPOSED UPGRADING OF ENTRY-LEVEL POSITIONS AND PROMOTION OF POSITIONS OF ITS EXISTING FACULTY MEMBERS FROM FIELDS WITH A DEARTH OF PROFESSIONALS AT VISAYAS STATE UNIVERSITY; FURTHER RESOLVED, THAT THE POLICY EXTENDS TO ACADEMIC UNITS OR PROGRAMS OR PROFESSIONS IN THE EVENT THAT THEY EXPERIENCE A DEARTH OF PROFESSIONALS AS IDENTIFIED BY THE VSU PRESIDENT AND CERTIFIED BY THE APPROPRIATE GOVERNMENT AGENCY


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CHED Commissioner and Chairperson  
VSU-Board of Regents

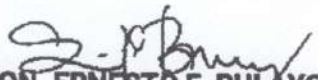
  
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