



**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 <ul style="list-style-type: none"> <li>- SG-15</li> <li>- Temporary Regular*</li> </ul>

**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.

**VSU BOARD OF REGENTS**

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


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

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Representing Hon. **ALLAN PETER S. CAYETANO**  
Chairperson, Senate Committee on Higher,  
Technical and Vocational Education  
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Development Authority Regional Office VIII  
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Faculty Regent - VSU System Faculty Union of  
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**HON. OSCAR B. POSAS**  
President, VSU Federated Alumni Association  
Member, VSU BOR

  
**HON. RYAN C. ILAIDA**  
Student Regent - VSU Student Council Federation  
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*Private Sector Representatives:*

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

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