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

**BOR RESOLUTION NO. 47, s. 2018**

**A RESOLUTION APPROVING THE PROPOSED POLICY IN THE GIVING OF  
POSITIONS TO NEWLY HIRED FACULTY**

**WHEREAS**, Section 7, Paragraph (h) of R.A. 9158 empowers the Governing Board *“to fix and adjust salaries of faculty members and administrative officials and employees subject to the provisions of the Revised Compensation and Position Classification System and other pertinent budget and compensation laws governing hours of service and such other duties and conditions as it may be deemed proper; ...”*;

**WHEREAS**, the Academic Personnel Board (APB) met last 11 June 2018 to come up with a set of Policy Guidelines in the giving of positions to newly hired faculty;

**WHEREAS**, the credentials of the new recruited faculty will be evaluated using the NBC 461 CCE-Criteria set by the PASUC in the latest cycle of evaluation;

**WHEREAS**, if the newly hired faculty had been previously connected with another State University or College (SUC), he/she shall be given the same rank, if available at the time of hiring;

**WHEREAS**, if there is no available position that coincides with the evaluation of the local NBC 461 Committee, any available lower position of his/her evaluated rank will be temporarily given to the faculty concerned while waiting for the appropriate position for his/her rank. If none, any vacant higher positions will be recommended for conversion to the appropriate rank;

**WHEREAS**, the newly hired faculty who qualify for full-pledged Professor ranks, he/she will be initially given the rank of Associate Professor 5 pending his/her accreditation by the PASUC for full-pledged Professor;

**WHEREAS**, the position of the newly hired faculty can only be adjusted to a higher rank based solely on the results of the succeeding regular NBC 461 evaluation;

**WHEREAS**, the University Administrative Council, on the occasion of its 129<sup>th</sup> University Administrative Council meeting held at the Conference Room, Office of the Vice President for Administration and Finance, VSU Main Campus, Visca, City of Baybay, Leyte last 19 June 2018, discussed and approved proposal, as presented; and


**WHEREAS**, the UADCO is strongly endorsing to the VSU Board of Regents the **Approval** of the proposal, as presented.

**THEREFORE, BE IT RESOLVED AS IT IS HEREBY RESOLVED** to **Approve** the proposed Policy in the Giving of Positions to Newly Hired Faculty.

**IN WITNESS** of our approval thereof, we hereby affix our signatures this 5<sup>th</sup> day of July 2018 at CHED Central Office, Pres. C.P. Garcia Avenue, UP Diliman, Diliman, Quezon City.

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**VSU BOARD OF REGENTS**

  
**HON. J. PROSPERO E. DE VERA III**  
*CHED Commissioner and Chairperson*  
*VSU-Board of Regents*

  
**HON. EDGARDO E. TULIN**  
*Vice Chairman and President, VSU*

**HON. FRANCIS JOSEPH G. ESCUDERO**  
*Chair, Committee on Education, Arts & Culture*  
*Senate of the Philippines*

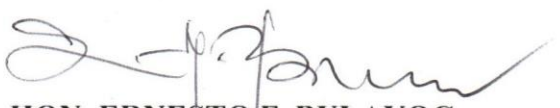
**HON. ANN K. HOFER**  
*Chair, Committee on Higher & Tech. Educ.*  
*House of Representatives*


*Represented by:*




**HON. BONIFACIO G. UY**  
*Regional Executive Director*  
*National Economic & Dev. Authority-RO8*  
*Gov't. Center, Palo, Leyte*


**HON. CIPRIANO G. SANTIAGO**  
*Regional Executive Director*  
*Department of Agriculture-RO8*  
*Tacloban City*

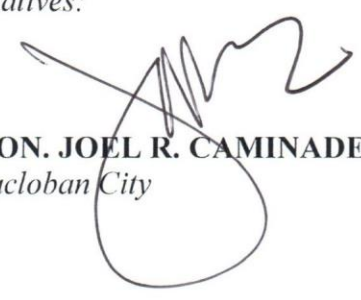
  
**HON. ERNESTO F. BULAYOG**  
*Faculty Regent – VSU Faculty Association*  
*VSU, Visca, City of Baybay, Leyte*

  
**HON. DEOGRACIAS E. PERNITEZ**  
*President, VSU Federated Alumni Assn.*  
*VSU, Visca, City of Baybay, Leyte*

  
**HON. JOHN ALLAN A. GULLES**  
*Student Regent – VSU Federated Supreme Student Council*  
*VSU, Visca, City of Baybay, Leyte*

*Private Sector Representatives:*

  
**HON. ROY BERNARD C. FIEL**  
*Ormoc City*

  
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*Tacloban City*