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VISAYAS STATE UNIVERSITY
ViSCA, Baybay, Leyte

FOR SABBATICAL LEAVE
TERMS OF REFERENCE

KNOW ALL MEN BY THESE PRESENTS:

This agreement made and entered into by and between:

The Visayas State University (VSU) formerly the Leyte State University (LSU), which was renamed from LSU to VSU by virtue of R.A 9437 with principal office at Baybay, Leyte, duly represented by the University President, **Dr. JOSE L. BACUSMO** hereinafter referred to as the **GRANTOR**;

-and-

DR. ANABELLA B. TULIN of legal age, married, Filipino, with residence and postal address in **Apartment 51, Visca, Baybay City, Leyte** hereinafter referred to as the **GRANTEE**;

WITNESSETH

WHEREAS, the Visayas State University has to promote and maintain its own merit system by encouraging its academic staff to study, investigate, undertake research on exchange professorship to improve staff competencies, efficiency and effectiveness through sabbatical assignment;

WHEREAS, the **GRANTEE** has fully and satisfactorily met all the requirements as to qualification, standards and criteria set for the sabbatical assignment;

NOW, THEREFORE, for and in consideration of the mutual stipulations and conditions hereinafter contained, the parties do hereby agree as follows:

1. Subject to the terms and conditions stated below, the University hereby awards to the **GRANTEE** and the latter accepts a **Sabbatical Leave** to be effective on March 16, 2015 and to terminate on March 15, 2016 and in compliance with the pertinent provisions of this Agreement for the completion of the sabbatical assignment to be pursued to and by virtue of this award, unless otherwise terminated earlier in accordance with this covenant;
2. The **GRANTEES** agrees and binds himself to:
 - a. Pursue a sabbatical assignment for which this award is granted for one (1) year from March 16, 2015 to March 15, 2016 of which her leave will be spent as a Visiting Professor in the School of Agriculture and Food Technology, The University of Pacific, Alafua Campus in Apia, Samoa;
 - b. Conduct researches on soil health and crop nutrition focusing on roots and tuber crops, present seminars on soil science reflecting research activities and outputs, prepare and submit research articles for publication and prepare course syllabus for Geochemistry;
 - c. Submit 2 research papers for publication in refereed international journals;
 - d. Present a seminar on her research outputs, and

Anabella B. Tulin

Witness

Dr.

Signature

- e. Submit a course syllabus in Geochemistry;
3. Serve VSU for a period of time at the rate of one year for every year or a fraction thereof not less than two months of enjoyment of the **GRANT** within the Philippines or outside the Philippines, less than two months of enjoyment of said grant shall be served for half the rate. Provided, that failure to comply with the provisions of this paragraph or willful abandonment of the grant, resulting to the non-completion of the sabbatical assignments shall obligate the **GRANTEE** to reimburse immediately in full to the **GRANTOR** all the expenses that the latter or the Philippine Government may have incurred including transportation, salaries and other expenses related thereto as well as external financial grants given through or upon endorsement of the University in connection with *her* **GRANT**. It should be fully understood that proportionate refund shall in NO CASE be allowed.
4. Pay back VSU the full amount spent for *her* **GRANT** if the **GRANTEE** fails to complete or finish the sabbatical assignments due to any of the following reasons: resignation, voluntary retirement, negligence and non-health reasons. Returning to VSU to serve the University without completing the assignment and submitting the required output shall not free the **GRANTEE** of *her* obligation to reimburse in full the amount spent of *her* **GRANT**.
5. Submit 3 hard copies of sabbatical outputs distributed to: a) One (1) VSU Library, b) one (1) College Library, and one (1) to the AACUP Center. One (1) copy in CD format must also be submitted to the VSU Library.
6. The **GRANTOR** binds itself to pay:
- a. Salary

IN WITNESS WHEREOF, we hereunto set our hands this 20th day of February, 2015 at Baybay City, Leyte, Philippines.

VISAYAS STATE UNIVERSITY
ViSCA, Baybay City, Leyte


By:


JOSE L. BACUSMO
Grantor

Signed in the presence of:


EDGARDO E. TULIN
Witness


ANABELLA B. TULIN
Grantee


LOURDES B. CANO
Witness

ACKNOWLEDGEMENT

REPUBLIC OF THE PHILIPPINES)
PROVINCE OF LEYTE) S. S.
MUNICIPALITY OF BAYBAY)

BEFORE ME, this _____ day of FEB 26 2015, 2015, in the Municipality of Baybay, Province of Leyte, Philippines, personally appeared **DR. JOSE L. BACUSMO** and **DR. ANABELLA B. TULIN** exhibiting to me their VSU ID Nos. V00065 and V00521 issued in Visca, Baybay City, Leyte, respectively, personally known to me to be the same persons who executed the foregoing instrument and they acknowledged to me that the same is their free and voluntary act and deed.

This instruments consists of three (3) pages, including this page on which this acknowledgment is written, signed on the left hand margin of pages 1 and 2 and on the upper portion of this page by the parties and their witnesses and sealed with my notarial seal.

IN WITNESS WHEREOF I have hereunto set my hand on the day, year, and place above written.

[Signature]
ATTY. RYSAN C. GUINOCOR
ATTY. RYSAN C. GUINOCOR
Notary Public
UNTIL December 31, 2016
PTA Until December 31, 2016
IBP 93461 - TALLOREAN CITY - 1/14/15
PTR
MCLE COMP. CERT. IV - 0003499-11-24-11
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Anabella B. Tulin

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