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President’s Christmas Message to the UP Community

The University of the Philippines Gazette

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Dr. Arlene A. Samaniego

Production Staff
Fernando B. Garcia, Jr.
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Chancellor, U.P. Open University
Prof. Ricardo M. de Ungria  
Chancellor, U.P. Mindanao
Dr. Priscilla Supnet-Macansantos  
Chancellor, U.P. Baguio
ADMINISTRATIVE ISSUANCES

ADMINISTRATIVE ORDERS

Administrative Order No. PERR-06-64: Creation of a System Legal Committee on Oil Spills and Related Marine Disasters
To: Prof. Marvic M.V.F. Leonen
Vice President for Legal Affairs

Prof. Merlin M. Magallona
Former Dean, College of Law

Atty. Maria Paz G. Luna

Atty. Cornelio V. Salinas
Chief Legal Officer, U.P. Visayas

With Prof. Marvic M.V.F. Leonen, Vice President for Legal Affairs as Chair, please constitute yourselves into a committee to:

a) Assist in the identification, assessment and recommendation of all possible legal remedies in the light of the damages suffered by the University as a result of all the recent oil spills, and
b) Conduct research on possible policy recommendations on the prevention and remediation of these types of marine pollution.

Please submit your report on or before December 15, 2006 with copies furnished to the Chancellor of UP Visayas. Your committee may hire a legal researcher on a contract of services basis for a period of not more than three months. The Office of the Vice President for Legal Affairs shall provide the administrative support to this committee. If necessary, it may also request administrative assistance from the relevant offices of UP in the Visayas.

The committee may also raise funds for this purpose from sources external to the University.

5 October 2006
(Sgd.) EMERLINDA R. ROMAN
President

TO: ALL UNIVERSITY CONSTITUENTS

I. Background/Purpose

The term of office of the Chancellors of the above-mentioned constituent Universities will end on 28 February 2007.

In aid of the President’s responsibility to recommend the appointment of their successors to the Board of Regents, this Administrative Order is hereby issued to institute a search process and constitute Search Committees therefor.

II. Timetable for the Search Process

1. Call for Nominations to the Search Committee
   - Monday, 13 November to Friday, 17 November

2. Constitution of Search Committee
   - Monday, 20 November to Wednesday, 22 November

3. Search Process
   - Thursday, 23 November to Friday, 12 January 2007

4. Submission of Report of the Search Committee to the President
   - Wednesday, 17 January 2007

5. Meeting of the Board of Regents to choose the new Chancellors
   - Thursday, 25 January 2007

III. Search Committee

Crucial to the process is the Search Committee whose members shall be of good judgment and credibility and are highly respected in the academic community.

Accordingly, a Search Committee is hereby constituted subject to the following guidelines:

A. The Search Committee shall oversee and manage the process for identifying the nominees for the Chancellorship. The Search Committee shall ensure that there are enough qualified nominees to the position.

B. The Search Committee shall consist of men and women of unquestionable moral integrity who enjoy the respect of their peers and maintain the highest regard for the interests of the University.

C. The Search Committee shall consist of two (2) senior faculty members (Associate Professor/Full Professor/University Professor Emeritus Professor); one (1) junior faculty member (Assistant Professor/Instructor); one (1) REPS; one (1) administrative staff; one (1) student; and a representative of the President (from outside the constituent University).

D. The Search Committee is not a COMELEC whose job is to count votes. It is a fact-finding body whose job is to gather all relevant information for the President and the Board of Regents.

E. Nominations for membership in the Search Committee may be made by any individual, group or groups in each constituent university (faculty, students, REPS, administrative personnel, and alumni.)

F. Nominations to the Search Committee shall be sent to the Office of the Secretary of the University, First Floor, Quezon Hall no later than Friday, 17 November 2006. Each nomination shall be accomplished using the attached nomination form.

G. The President shall appoint the members of the Search Committee on or before Wednesday, 22 November 2006.

IV. Nomination Process for the Chancellorship

A. Who may be nominated to the Chancellorship

To be nominated, a nominee MUST possess the following qualifications:

1. Commitment to academic freedom and the values and ideals of the University;
2. Distinction in the nominee’s chosen field of expertise coupled with a generalist view and an appreciation of other disciplines;
3. Filipino citizen with a strong nationalist commitment;
4. Demonstrated observance of the principles of collegiality and the democratic process;
5. Unquestionable moral integrity;
6. Academic leadership and administrative skill; and
7. Willingness to serve as Chancellor on a full-time basis and for the full term of three years.

The nominee need not be presently connected with the University. He/She must have previous ties with the University (e.g., as a graduate or former faculty member).

B. Who MayNominate

Any person or group in the university is encouraged to submit their nomination.

C. Nomination Papers to be Submitted

1. The complete set of nomination papers shall include the following:
a. A nomination letter specifying the reasons or justifications for the nomination (indicating how the nominee measures up to the qualifications specified in IV-A), and bearing the printed name(s) and signature(s) of the nominator(s); and
b. Two (2) clear copies of the nominee’s curriculum vitae and a one- or two-page summary thereof.

2. THE NOMINATION PAPERS MUST BE SUBMITTED TO THE OFFICE OF THE SECRETARY OF THE UNIVERSITY, FIRST FLOOR, QUEZON HALL, OR TO ANY MEMBER OF THE SEARCH COMMITTEE NO LATER THAN WEDNESDAY, 6 DECEMBER 2006.

D. Conduct of Nomination
1. The Search Committee shall draw up its own schedule of activities and set deadlines as needed.
2. The Search Committee shall ask the nominees about their willingness to serve as full-time Chancellor for three years. Those who indicate their willingness to serve must submit a vision paper of no more than five (5) pages; and a summary of his/her most significant qualifications and achievements in no more than two (2) pages.
3. The Search Committee must interview as many constituents as possible, as well as outsiders who, in the judgment of its members, may have pertinent information to provide about the qualifications and competence of the nominees. The Committee should ask the interviewees to concretize important but ambiguous assertions and follow up every significant clue.
4. The Search Committee must also interview the nominees, giving them ample chance to explain their vision and refute any derogatory information.
5. The Search Committee is not authorized to conduct a straw poll because this might create the wrong impression that the search process is a popularity contest whereby the nominee who gets the highest number of votes will be appointed.
6. If the Search Committee finds it necessary to gauge community support, it may draw up a short list of no more than five (5) nominees (based on the interviews and documents submitted) who may be invited to a public forum.


E. Appointment
The President shall select one from the lists submitted by the Two (2) Search Committees as her choices and submit their names to the Board of Regents at its meeting on Thursday, 25 January 2007.

31 October 2006

(Sgd.) EMERLINDA R. ROMAN
President
The Committee shall perform the following functions:
1. Evaluate the financial considerations and other parameters of the UP North Science and Technology Park (Phase I) Project
2. Summarize the potential financial benefits of the UP North Science and Technology Park (Phase I) Project
3. Conduct consultation with the private sector
4. Submit a report of their findings and recommendations to the President not later than 14 December 2006.

The chair is authorized to designate/tap the services of additional resource persons/secretariat/support staff as she deems necessary.

The chair, co-chair, members, resource persons and secretariat/support staff shall be entitled to honoraria according to level 2 rates for ad hoc committees.

Expenses of the committee (attached) shall be charged to appropriate fund to be identified by the Vice President for Planning and Finance.

12 December 2006

(Sgd.) EMERLINDA R. ROMAN
President

Committee Budget
Chair: Dr. Erlinda S. Echanis  P 7,800
Dean, College of Business Administration
Co-Chair: Dr. Arthur S. Cayanan  P 7,800
AVP, Office of the Vice President for Planning and Finance
Members: Prof. Rafael A. Rodriguez  P 5,850
College of Business Administration
Mr. Edmundo Camello  P 5,850
Office of the Vice President for Development
Ms. Milagros V. Perez  P 5,850
Office of the Vice President for Planning and Finance
Secretary: Ms. Corazon Samia Manalang  P 4,550
College of Business Administration
Support Staff:
Ms. Ma. Kristina C. Gregorio, OVPPF  P 3,250
Ms. Nelda G. Gutierrez, OVPPD  P 3,250
Mr. Leopoldo B. Lobrigo, Jr., OVPPF  P 1,000

P45,200

MEMORANDA

Memorandum No. PERR-06-38: Selection for the Faculty Regent
To: All Chancellors

Pursuant to the provision of Executive Order No. 204-A issued by President Corazon C. Aquino appointing one Regent to represent the faculty, I am requesting the faculty of the University, through their respective Chancellors, to participate in the selection of the next Faculty Regent, whose term will begin on 1 January 2007.

The selection is rotated among the Constituent Universities and this time, it is the turn of a faculty from UP Visayas to be nominated. The nominee for faculty regent must be a permanent faculty member of the University and must have served the University for at least ten (10) years as faculty. Not eligible for nomination are those holding administrative positions (unless he/she resigns from his/her position before the second round of the nominations) nor those on such leave from the University as would prevent them from serving as faculty regent.

The following procedure/schedule shall be followed:
1. UP Visayas shall prepare a list of faculty members who are qualified as nominees and submit the same to the Office of the Vice President for Academic Affairs (OVPPA) on or before October 20, 2006.
2. The OVPPA shall provide each CU the list of qualified nominees from UP Visayas on October 23, 2006.
3. Each CU shall conduct the nomination process on October 26 to November 3, 2006.
4. The names of all proposed nominees from each CU and the number of endorsements received by each nominee shall be submitted to the OVPPA on or before November 6, 2006.
5. The top five (5) nominees shall be determined by the Office of the President on the basis of the total results from all the CUs. These nominees shall be requested to submit their biodata in hard copy and in electronic form (format attached) to the OVPPA on or before November 10, 2006. Moreover, each of the final nominees shall be requested to submit his/her proposed plan for faculty welfare which he/she plans to push during his/her incumbency as Regent. Part of this paper shall be a statement on his or her understanding of the Office of the Faculty Regent in the context of the condition of the University and the problems facing it.

The OVPPA will provide the CUs with copies of the CVs and the nominees’ proposed plans on November 13, 2006.
6. During the second and final round of nominations for the whole System, each faculty member shall choose ONLY ONE name from among the top nominees. The schedule for this round of nominations shall be determined by each CU.
7. The results of the second and final round shall be submitted to the OVPPA on or before November 22, 2006, who shall submit the same to the UP President.
8. The UP president shall recommend the top nominee to President Gloria Macapagal-Arroyo who shall appoint the faculty regent in accordance with law.

All regular faculty, full-time or part-time, permanent, temporary or substitute, in active service or on official leave (excluding lecturers, professorial lecturers, visiting professors/lecturers, clinical professors, without compensation) are qualified to participate in the nomination process. In the case of professors emeriti, they may participate in the process but they may not be nominated.

Thank you for your cooperation.

10 October 2006

(Sgd.) AMELIA P. GUEVARA
Officer-in-Charge

FORMAT FOR BIODATA

NAME: _____________________________
No. of years in service as faculty in UP: _____________________________
Highest degree: _____________________________  Field: _____________________________
Select works (the most notable): _____________________________
Important positions occupied in and outside UP: _____________________________
Other important highlights: _____________________________

To: All Chancellors

Through their own initiative, a group of REPS from the different campuses is presently drafting a “Manual of Operations for REPS.” The importance of this manual cannot be overemphasized as it will
consolidate all existing policies pertaining to REPS approved by appropriate authorities the past years. Unfortunately, some confusions have arisen in arriving at decisions on certain issues because of lack of knowledge of existing guidelines or varying interpretations of these, both on the side of the REPS and the officers and staff of units involved. The Manual is an effort towards institutionalizing the approved guidelines as against “long-observed” practices which have not been approved officially.

This is to request the Chancellors to support this initiative of the REPS by allowing the campus representatives to attend meetings and other activities related to the drafting of the Manual and allow them access to documents containing these policies in concerned offices like HRDO, observing existing guidelines on the use of these documents as imposed by these offices.

Thank you for your usual cooperation.

16 October 2006

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum Circular: Monitoring and Evaluation Component of BuddyWorks Project

To: Prof. Ruperto P. Alonzo, Vice President for Development
   Dr. Ramon L. Arcadio, UP Manila Chancellor
   Dr. Lulu C. Bravo, UP Manila Vice Chancellor for Research
   Dr. Alvin B. Marcelo, National Telehealth Center Director
   Dr. Jaime D.L. Caro, UP ITTC Program Director

Background:

The University of the Philippines Manila through the National Telehealth Center, National Institutes of Health is undertaking the Design and Implementation of BuddyWorks: Use of Telehealth Services in Community Partnership programs, with an approved budget of Forty Three Million One Hundred Six Thousand Pesos (Php 43,106,000.00) covered by Special Allotment Release Order (SARO) No. NCER-04-404/Sub SARO No. UP-S-230-04-012.

Since one of the components of the Project, Monitoring and Evaluation, was classified by System Bids and Awards Committee (SBAC) as a consulting service, the bidding procedure as provided by RA 9184 was followed. There being no bid submitted, the SBAC recommended that the component be outsourced through negotiated procurement with another government agency per section 53, Rule XVI of RA 9184.

It is upon the recommendation of the project proponent, that the UP Information Technology Training Center (ITTC) was nominated to undertake the said component. Hence, this Circular.

Terms and Conditions of the Monitoring and Evaluation Project of UP ITTC:

Section 1. General Scope of Service. The UP ITTC shall undertake the Monitoring and Evaluation Component of the BuddyWorks Project.

Section 2. Project Cost - The total project component cost to be provided to the UP ITTC shall be in the amount of Two Million Two Hundred Fifty Two Thousand Pesos (Php2,252,000.00), subject to the availability of funds, and subject to the rules and regulations of the Commission on Audit.

Section 3. Management Fee – UP ITTC shall be paid the amount of five percent (5%) of the total project cost as management fee, which shall be deemed included in the Project Cost.

Section 4. Expected Output – UP ITTC shall be expected to conduct monitoring and evaluation of the BuddyWorks Project as provided for in the Monitoring and Evaluation Terms of Reference, herein attached and made an integral part of this circular as Annex A*.

Section 5. Consultants and Technical Staff – UP ITTC is authorized to hire consultants and technical staff, subject to the approval of UP Manila and existing laws, policies, rules and regulations.

Section 6. Project Duration – UP ITTC shall be expected to complete the services by 31 October 2007.

16 October 2006

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-06-40: Meeting with Student Leaders held in UP Mindanao on October 20, 2006

For: Chancellors, Vice Presidents, Secretary of the University and Vice Chancellors

Upon the invitation of the Katipunan ng mga Sangguniang Mag-aaral sa UP (KASAMA sa UP), I attended their 26th National Congress which was held at the UP Mindanao campus last Friday, October 20, 2006. Student leaders from various campuses of UP were present. My main purpose in accepting the invitation was to dialogue with them on student issues including the proposed tuition increase.

The students raised a number of issues, some of which were campus-specific. But there were issues too that have System-wide implications. These are:

UP Diliman
1. College of Arts and Letters – Facilities of the Department of Speech Communication and Theater Arts and the Department of Humanities need to be improved/upgraded. Where do the laboratory fees go? What are they used for?
2. College of Education – They are awaiting the decision on the establishment of Student Activity Centers in colleges. They argue that “tambayans” are a necessity. Students (undergraduate and graduate) need a place where they can stay when not in class. There are 7 student organizations in the college but only 4 “tambayans.” According to them, there already is a proposal which has been endorsed by the Dean to the Chancellor.
3. Institute of Library Science – When are they going to have their own building?
4. AIT – What is Diliman’s plan for AIT? Will it ever be integrated into the campus core? It seems like the faculty being recruited are into different specializations, not really tourism management. They have no canteen. Their course on accounting is not specialized for tourism management. Use of AIT bus is limited and expensive.

UP Mindanao
1. The presence of the military on campus continues to agitate the students.
2. The main building needs to be repainted.
3. There is also no sense of a “campus” in Mindanao.
4. Library fees have been increased but we see no improvement. Students don’t know how the fees are used. (Note: Please furnish students a report on how library fees are used.) Students still want a refund because fees were increased without their consent.
5. Other buildings facilities need to be renovated/ repaired.

All Campuses
1. Although the issue was about the Collegian, there was agreement that the University should address the issue on the use of student publication funds. They still argue that they are not covered by the Government Procurement Law. I told them that we are doing a survey of all campuses on how the student publication funds are disbursed.
2. When the University gives equipment to the Collegian or the USC, the editor/USC Chair is not allowed to sign a Memo Receipt. They are willing to sign the MR.
3. The University should not allow military presence on campus. Students claim that military agents are present in campuses like Cebu, Tacloban, Diliman, Pampanga and Mindanao.
4. Tuition Increase

The students are opposed to the proposal to increase tuition. They insist that the State should provide full subsidy to higher education. They say we are not doing enough to convince the State to increase the budget for UP. They say we should join them when they hold rallies to increase UP’s budget. They seem to think that when we joined them in 2000, Malacañang acceded and increased our budget. I told them that that was not true.

Juan Paolo Alfonso, USC Chair of UP Diliman says that the difference is philosophical. He argued that the Committee failed to answer the question of the Unions about the real value of salaries. The committee should also look at the cost of living which has also gone up. He conceded that there was a better build-up of the case for a tuition increase (although this does not mean he agrees with the proposal.) The proposal to increase miscellaneous fees lacks justification and data. For example, why the increase when the case for it is not clear? Why an internet fee when students in dormitories are charged electricity for the use of their computers? His comment: “Kulang at mali ang punto ng proposal.”

Mr. Alfonso also raised questions about the STFAP and the admission system of Diliman. He also said we should not pit basic education against higher education, or the faculty against the students in this tuition issue. I answered all his questions and tried to disabuse his mind from thinking that we were pitting the faculty against the students (tuition will not be used for salaries though I said a portion of it may be used for honoraria.)

He also said we should not compare UP with Ateneo and De la Salle. In fact UP should be compared with PMA.

Other students say that the fact that UP has not increased tuition in the last fifteen years is not the issue. The issue still boils down to the State’s responsibility to fully subsidize higher education. They say there should be no tuition increase until after the proposal has been studied fully.

Late Registration

The Student Regent reported that based on his consultation with the students there is agreement with the proposal of the chancellors to do away with the late registration. The Chancellors shall now prescribe a reasonable registration period for their respective campuses. The Student Regent, however, said that the students are amenable provided the Chancellors do not reduce the registration period, that they will allow a reasonable amount of time for registration.

The tuition issue is fast becoming a “hot” issue. I urge the Chancellors to reach out to the students and faculty and engage them in dialogues to thresh out the issues on tuition. I also request the Chancellors to address the specific issues raised by the students.

(Sgd.) EMERLINDA R. ROMAN
President
Memorandum No. PERR-06-43: Grant of Merit Incentive of Five Thousand Pesos (P5,000.00) to All Qualified U.P. Personnel for CY 2006

For: All Vice Presidents, Chancellors, Heads of Units, Faculty and Staff

Background
The merit incentive is given annually to qualified U.P. personnel. This is to recognize their dedicated service to the University and inspire them to be more efficient, creative and caring.

1. Coverage
1.1 UP personnel, WITH PERFORMANCE RATING OF AT LEAST “SATISFACTORY” (if applicable), regardless of salary or appointment status (whether regular, permanent, temporary, contractual, casual or substitute status including lecturers, non-UP contractuals whose services are drawn from the MOOE or trust funds or other funds as long as these were obligated for merit incentive) who have rendered at least four (4) months of service to the University as of 24 November 2006, shall be granted Five Thousand Pesos (P5,000) each.
1.2 Those who have served for less than four (4) months as of 24 November 2006 shall be entitled to a proportionate amount as long as they have a performance rating of at least “SATISFACTORY”. Part-time personnel including lecturers shall receive one-half (1/2) of the benefits of full-time personnel.

2. Exemptions
The following are not entitled to the merit incentive grant.
2.1 Those whose performance for the period January to June 2006 has not yet been evaluated as of 24 November 2006;
2.2 Those under preventive suspension as of 24 November 2006;
2.3 Those who were meted suspension from office or were separated from the service for cause in calendar year 2006 for litigated administrative cases;
2.4 Those who were meted suspension from office in calendar year 2005 for litigated administrative case which suspension extended to calendar year 2006;
2.5 Those who were absent without official leave (AWOL) as of 24 November 2006; and
2.6 Those who were not hired as part of the organic manpower of U.P. such as consultants or experts serving for a limited period to perform specific activities or services with expected outputs; apprentices; laborers of contracted projects; those paid by piecemeal basis; and others similarly situated.

3. Amount of Merit Incentive Grant
3.1 The merit incentive grant shall be Five Thousand Pesos (P5,000) per employee for those who have rendered at least four (4) months of service to U.P. as of 24 November 2006, with a performance rating of at least “SATISFACTORY”.
3.2 Those who have rendered at least one (1) month as of 24 November 2006 with a performance rating of at least “SATISFACTORY” shall receive pro-rated share of the merit incentive grant as follows:

| Less than 1 month | 0% |
| 1 month but less than 2 months | 10% |
| 2 months but less than 3 months | 30% |
| 3 months but less than 4 months | 50% |

3.3 Those who have rendered active service but have been separated from the University due to retirement/resignation/death before 24 November 2006, shall likewise receive pro-rated share of the merit incentive grant as follows:

| Less than 2 months active service | 0% |
| 2 months but less than 4 months | 10% |
| 4 months but less than 6 months | 30% |
| 6 months or more | 50% |

4. Merit Incentive Grant of Project Personnel
Notwithstanding the provisions of 2.6 above, personnel employed in research projects or any type of projects may be paid the authorized merit incentive provided funds are available in the budget of the projects under which they are employed.

5. Date of Payment
Payment of the merit incentive shall start on 30 November 2006.

24 November 2006
(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-06-44: Search Committee for the Chancellor of the U.P. Mindanao
For: Dr. Dulce M. Flores, Senior Faculty

Prof. Rosa Maria T. Feliciano, Senior Faculty
Prof. Rowena S. Delgado, Junior Faculty
Mr. Mike Gatela, REPS
Ms. Edna P. Amelo, ADMIN
Mr. Raymond Basilio, Student

Vice President Amelia P. Guevara, President’s Representative

With Dr. Dulce M. Flores as Chair, please constitute yourselves into a Search Committee to assist the President and the Board of Regents in the selection of the next Chancellor of U.P. Mindanao.

The Committee may refer to previous issuances regarding the search process to assist it in its task.

Deadline for the submission of Search Committee Report which must include the final list of nominees, to the President is Wednesday, 17 January 2007.

All expenses of the Committee in the discharge of its task will be borne by the Office of the President.

21 November 2006
(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-06-45: Search Committee for the Chancellor of the U.P. Open University
For: Dr. Alexander G. Flor, Senior Faculty

Dr. Grace Javier Alfonso, Senior Faculty
Dr. Jean A. Saludadez, Junior Faculty
Ms. Erlinda M. Manarin, REPS
Mr. Michael P. Lagaya, ADMIN
Vice President Amelia P. Guevara, President’s Representative

With Dr. Alexander G. Flor as Chair, please constitute yourselves into a Search Committee to assist the President and the Board of Regents in the selection of the next Chancellor of U.P. Open University.

The Committee may refer to previous issuances regarding the search process to assist it in its task.

Deadline for the submission of Search Committee Report which must include the final list of nominees, to the President is Wednesday, 17 January 2007.

All expenses of the Committee in the discharge of its task will be borne by the Office of the President.

21 November 2006
(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-06-46: Request for Non-Deduction from Creditable Service of UP Employees Who Are on Special Detail/Leave of Absence Without Pay
For: The Board of Trustees

Government Service Insurance System
Manila

The Civil Service Law and Rules grant liberal leave benefits to government officials and employees.
Section 60 of the Civil Service Law provides: “Officers and employees in the Civil Service shall be entitled to leave of absence, with or without pay, as may be provided by law and the rules and regulations of the Commission in the interest of the service.”

Section 32 of Rule XVI of the Omnibus Civil Service Rules says: “Leave of Absence without pay not exceeding one (1) year may be granted in addition to the vacation and/or sick leave earned.” Article 244 of the Revised UP Code says: “The Chancellor may, upon recommendation of the Dean or head of office, grant leave of absence without pay not to exceed one (1) year at a time, provided it does not go beyond two (2) consecutive years, the absence to be planned in advance so as not to interfere with the work schedule of the University. If the faculty has a temporary appointment, the leave may be granted only for the purpose of study, in which case existing rules on study leave shall apply. Failure to report back to the University shall be considered absence without leave.”

In the case of the University of the Philippines, the faculty members and other employees are usually invited by other government agencies, private organizations, and at times international organizations, to lend their expertise in their field of specialization. Sometimes, employees go on leave without pay just to rejuvenate or “recharge batteries” so to speak, which the Civil Service Commission views as “in keeping with the philosophy that an officer or employee who has been subjected to long and continuous work needs rest and recuperation so that he may be able to return to his work with renewed vigor and energy.” (MC no. 15s. 1989, CSC)

Granting Leave of Absence without pay to the aforementioned faculty or employee is favorable to the University because it can hire substitute without incurring additional expense. However, upon retirement of these faculty and employees, the GSIS deduct from their service the period that they are on leave without pay.

In the past, The GSIS looked with liberality on the cases of the faculty and employees who went on leave/special detail without pay by allowing them to pay both government and personal shares in the retirement premium and therefore no deduction was made from their creditable service.

The GSIS Board of Trustees, on 20 October 1998, approved Resolution No. 432 which allowed the University to credit the fellowship services of faculty members who were on study grant/leave without pay during the 60’s and 70’s under Rockefeller, Ford, or other Foundations which were providing liberal stipend or allowances.

We are therefore requesting the same liberal interpretation in the cases of tenured faculty members and regular employees who go on leave without pay, for as long as the leave is officially sanctioned by the University and is covered by a memorandum of agreement, by allowing them to pay both personal and government shares in the retirement premiums to prevent deduction from their creditable service upon retirement.

The request excludes those employees who are allowed by the University to go on leave without pay for rest and rejuvenation or for any other reason without a corresponding memorandum of agreement duly approved by the University. It is understood that these employees do not incur a gap in service but the duration of said leave will be deducted from their creditable service upon retirement.

22 November 2006

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-06-48: Guidelines on the Grant of 2006 Christmas Grocery Allowance of One Thousand Pesos (P1,000.00) to all administrative employees covered by the Collective Negotiation Agreement (CNA). Likewise, the Board, in the spirit of equity, approved the grant of the same P1,000 Christmas grocery allowance to faculty, REPS and administrative personnel not covered by the CNA between the University and the All UP Workers Union, including contractuals/casuals.

1. Coverage
1.1 UP personnel who have rendered at least six (6) months of active service as of November 24, 2006 whose nature of employment exhibits an employee-employer relationship are entitled to P1,000 Christmas grocery allowance.

1.2 Full time personnel whose aggregate cumulative service is less than six (6) months shall receive pro-rated share of the grocery allowance as follows:

<table>
<thead>
<tr>
<th>Period</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 2 months</td>
<td>0%</td>
</tr>
<tr>
<td>2 months but less than 4 months</td>
<td>10%</td>
</tr>
<tr>
<td>4 months but less than 5 months</td>
<td>30%</td>
</tr>
<tr>
<td>5 months but less than 6 months</td>
<td>50%</td>
</tr>
</tbody>
</table>

Part-time personnel including lecturers shall receive ½ of the benefits of the full time personnel.

1.3 Those who have rendered active service but have been separated from the University due to retirement/resignation/death before 24 November 2006, shall likewise receive pro-rated share of the grocery allowance as follows:

<table>
<thead>
<tr>
<th>Period</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 2 months active service</td>
<td>0%</td>
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<td>2 months but less than 4 months</td>
<td>10%</td>
</tr>
<tr>
<td>4 months but less than 6 months</td>
<td>30%</td>
</tr>
<tr>
<td>6 months or more</td>
<td>50%</td>
</tr>
</tbody>
</table>

2. Exemptions
The following are not entitled to the grocery allowance:

2.1 Those under preventive suspension as of 24 November 2006;
2.2 Those who were meted suspension from office in calendar year 2006 for litigated administrative cases;
2.3 Those who were meted suspension from office in calendar year 2005 for litigated administrative case which suspension extended to calendar year 2006;
2.4 Those who were absent without official leave (AWOL) as of 24 November 2006; and
2.5 Those who were not hired as part of the organic manpower of U.P. such as consultants or experts serving for a limited period to perform specific activities or services with expected outputs; apprentices; laborers of contracted projects; those paid by piecemeal basis; and others similarly situated.

3. Date of Payment
Payment of the Christmas grocery allowance shall start on 4 December 2006.

27 November 2006

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-06-49: Replacement for Dr. Dulce M. Flores in the Search Committee for the Chancellor for U.P. Mindanao

For: Dr. Minda J. Formacion
College of Arts and Sciences
U.P. Visayas
You are hereby appointed as one of the senior faculty representatives and Chair of the Search Committee for the Chancellor of U.P. Mindanao, vice Dr. Dulce M. Flores. Dr. Flores had to beg off from the Committee due to health reasons.

30 November 2006

(Sgd.) EMERLINDA R. ROMAN
President
Memorandum No. PERR-06-50: Designation of Dr. Arlene A. Samaniego as Check Signatory
To: All Concerned

Pursuant to the authority granted to the President by the Board of Regents at its 1120th meeting held on 27 May 1998, I hereby authorize Dr. Arlene A. Samaniego as Alternate-countersignatory for checks drawn against MDS and Non-MDS bank accounts of the University of the Philippines, effective 5 December 2006. Dr. Samaniego will be the Vice-President for Administration starting 5 December 2006.

For your information & guidance.

30 November 2006

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum: Request of the All UP Academic Employees Union (AUAEU) to Post Notices of Accreditation in Different UP Units
To: All Chancellors

This refers to the request of Prof. Judy M. Taguiwalo, National President of the AUAEU for assistance in the posting of their Union’s Notice of Accreditation in the different constituent units of the University.

06 December 2006

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum: Appointment as Vice-Chair of the U.P. Provident Fund, Inc.
For: Dr. Arlene A. Samaniego

You are hereby appointed as Vice-Chair of the U.P. Provident Fund, Inc. effective 1 January 2007 to 31 December 2007 unless sooner terminated.

20 December 2006

(Sgd.) EMERLINDA R. ROMAN
President

DECISIONS OF THE BOARD OF REGENTS

1214th MEETING, 26 OCTOBER 2006

APPOINTMENTS

The Board approved the appointments of the following:

UNIVERSITY OFFICIALS

U.P. Los Baños

Dr. AGNES C. ROLA, Dean, College of Public Affairs (CPAf), effective 1 December 2006 until 30 November 2009
Dr. LIBORIO S. CABANILLA, Dean, College of Economics and Management (CEM), effective 1 November 2006 until 31 October 2009

U.P. Manila

Dr. ELIZABETH GONZALEZ-DE CASTRO, Dean, College of Dentistry, effective 28 November 2006 until 27 November 2009

U.P. Diliman

Dakila A. Fernando, Assistant Professor 4, College of Fine Arts, effective 26 October 2006
Amparo Adelina C. Umali, III, Associate Professor 1, Center for International Studies, effective 26 October 2006
Roselle J. Velasquez, Assistant Professor 2, U.P. Integrated School, College of Education, effective 26 October 2006

U.P. Los Baños

Leila S. Africa, Assistant Professor 3, College of Human Ecology, effective 26 October 2006

It appears that the AUAEU has filed with the Civil Service Commission (CSC) a Petition for Accreditation. Please provide assistance to the AUAEU representatives in posting the notices of its petition for accreditation in conspicuous places within your respective units.

06 December 2006

(Sgd.) EMERLINDA R. ROMAN
President

U.P. Manila

Jason O. De La Peña, Assistant Professor 3, College of Public Health, effective 26 October 2006
Jaime F. Esquivel, Associate Professor 2 (Part-Time), College of Medicine, effective 26 October 2006

U.P. Visayas

Hilario S. Taberna, Jr., Assistant Professor 4, College of Arts and Sciences, effective 26 October 2006

EXTENSION OF SERVICE BEYOND RETIREMENT AGE OF 65 OF REGULAR FACULTY

U.P. Diliman

Jerome B. Bailen, Associate Professor 4, College of Social Sciences and Philosophy, effective 30 September 2006 until 31 October 2006
Geodicio T. Sison, Associate Professor 5, School of Labor and Industrial Relations, effective 29 August 2006 until 31 October 2006

U.P. Manila

Natividad C. Gervasio, Professor 12, College of Dentistry, effective 25 December 2006 until 31 May 2007
RECLASSIFICATION OF APPOINTMENT
U.P. Diliman

Leonora N. Panlasigui, Professorial Lecturer 5, College of Home Economics, effective 1 November 2006 until 31 May 2007
Roger D. Posadas, Professor 12, Technology Management Center, effective 1 June 2006 until 31 May 2007

MATTERS ARISING FROM THE MINUTES OF THE 1210th MEETING (30 JUNE 2006)

On the Appeal of Prof. Ma. Cecilia A. Samonte for Renegotiation of the Terms of Payment of Her Contractual Obligations

At its 1210th meeting held on 30 June 2006, the Board of Regents took up the letter of Prof. Ma. Cecilia A. Samonte, appealing for renegotiations of the terms of payment of her contractual obligation to the University. The Board then instructed the President to continue the negotiations with Prof. Samonte. The President was likewise tasked to look at the legal implications of the proposal to put value to the books Prof. Samonte has donated to the University and the services she has already rendered to the University, that is, if these are sufficient enough for the Board to waive the initial payment of P400,000 and allow for payment of her contractual obligation within the next several years, eight years at the most.

On 28 July 2006, the Board at its 1211th meeting was presented the opinion of the Vice President for Legal Affairs on the aforementioned case. It is the position of the Office of Legal Services that "a reneging fellow who has incurred an obligation to the University in an amount equivalent to P500,000 and above must pay at least 20% down payment of the contractual amount before the Chancellor may be authorized to make arrangements with the reneging fellow on the mode of payment of the balance." The OLS then recommended that before answering the request of Prof. Samonte for an alternative mode of payment of her contractual obligation with the University, she should be asked to at least pay the required 20% down payment. Thereafter, if the Board is inclined to grant leniency and assistance to Prof. Samonte, her outstanding monetary obligation may be paid using another mode of payment. The Board deferred action on this recommendation.

At its 1212th meeting on 25 August 2006, the President informed the Board that she has written to Professor Samonte. Pertinent portion of her letter is as follows:

"We understand that you have informed some university officials that you are considering to sell some real property to meet your contractual obligations. Perhaps, the proceeds from the sale can help settle the 20% down payment that is required before any negotiation can be pursued. May we know if this arrangement is still possible?"

The University received on 3 October 2006 a letter from Prof. Ma. Cecilia A. Samonte. It was addressed to President Roman. In the said letter, Prof. Samonte stated that she would like to continually make contributions such as book donations in settling her obligations. With regard to the settlement in the form of property, she clarified that this was a question she posed in passing. She said that she is not seriously considering this as a viable option at this time.

Board action: Notation
MATTERS ARISING FROM THE MINUTES OF THE 1213TH MEETING (29 SEPTEMBER 2006)

Proposal to Scrap the Late Registration Fee

During the 1209th meeting of the Board of Regents held on 25 May 2006, the Student Regent moved to amend Article 332 of the University Code to cover the scrapping of the late registration fee. The Board then approved the suggestion of the President to suspend the imposition of the fine for late registration during the First Semester 2006-2007. The Board likewise authorized the President to create a Committee that would look into this proposal.

Instead of the committee, the President instructed all the Chancellors to study this proposal. The consensus arrived at during the President’s Advisory Council meeting held on 20 September 2006 was to recommend to the Board of Regents the abolition of the late registration period. The Chancellors shall determine the number of days to be allotted for the registration period. When this proposal was presented to the Board at its 1213th meeting on 29 September 2006, the Student Regent requested that he be given time to discuss this matter with the students since it is a counterproposal.

At the Board of Regents’ 1214th meeting held on 26 October 2006, the Student Regent reported that based on his consultation with the students, there is agreement with the proposal of the Chancellors to do away with late registration. The Chancellors shall now prescribe a reasonable registration period for their respective campuses. The Student Regent, however, said that the students are amenable provided the Chancellors do not reduce the registration period, that they will allow a reasonable amount of time for registration.

Board action: The Board scrapped the late registration period.

The Chancellors are enjoined to allow a reasonable amount of time for registration.

POLICY MATTERS APPROVED

Request for Waiver of the Rules on Secondment in Favor of Dr. Arsenio Balisacan, Professor of the School of Economics, as Director of SEAMEO-SEARCA Regional Center for Graduate Study and Research in Agriculture from 14 July 2006 to 13 July 2009

The following are pertinent information for consideration:

- Dr. Balisacan was on secondment to SEAMEO-SEARCA from 14 July 2003 to 13 July 2006. He was again invited to continue his work for the international agency for another three years by the President of the SEAMEO Council and the Department of Education.

- The request for waiver stems from the present rule that: “Secondment to international agencies or organizations shall be initially for one year, renewable for a like period. In meritorious cases, the Chancellor may allow a final extension of not more than six months.”

- The Board has granted similar cases in the past, such as the secondment of Prof. Alberto Muyot of the College of Law to UNICEF Manila and Dr. Miguel Fortes of the Marine Science Institute to IOC-WESTPAC in Bangkok, Thailand.

- Dr. Balisacan will be based in the SEAMEO office in U.P. Los Baños. As in his previous secondment, he will make himself available for teaching and advising of graduate students.

The University recognizes the importance of Dr. Balisacan’s engagement with SEAMEO-SEARCA and how it will redound to the University in terms of stronger linkage with international agencies.

Proposal to Increase the Transportation Allowance of Professors Emeriti Who Teach or Undertake Research/Creative Work and Pay Them Honorarium for Teaching if They Teach and at the Same Time Undertake Research/Creative Work

Retired University Professors and Professors who have rendered at least 20 years of faithful service to the University and who have
distinguished themselves as productive scholars, artists or scientists or have been acknowledged as effective and dedicated teachers are conferred the title “University Professor Emeritus” or “Professor Emeritus” (simply Professor Emeritus to refer to both). The title is for life. It is also honorific and as such does not carry monetary remuneration in the form of salary.

A Professor Emeritus may be given a teaching assignment if there is a need for his/her services or research/creative work, subject to the approval of the Chancellor, upon the recommendation of the Dean. If the Professor Emeritus provides service to the University through teaching or undertakes research/creative work, s/he receives a monthly transportation allowance.

Presently, the monthly transportation allowance is P8,000.00. If the Professor Emeritus teaches AND at the same time does research/creative work, s/he is also given P8,000.00.

System-wide, the number of Professors Emeriti who teach or do research/creative work or do both (based on data provided by the CUs) are as follows:

- Teach: 24
- Research/Creative Work: 22
- Teach and research: 1

Proposal
In recognition of their continued valuable service to the University and to help them cope with the high cost of living, the following are proposed:

1. Increase the monthly transportation allowance
   - From: P 8,000.00/month
   - To: P10,000.00/month

2. If the Professor emeritus teaches and does research/creative work at the same time, it is proposed that s/he be given the following:
   - Monthly transportation allowance of P10,000.00 for doing research/creative work AND
   - Honorarium for teaching equivalent to the fee of a Professorial lecturer

   and guided by the following:
   - Teaching assignments are given in order to meet the exigencies of the service as justified by the head of unit. Honorarium shall be given for up to three units teaching load only.
   - The research/creative work will be subject to existing University guidelines such as the following:
     - The research/creative work must be within the thrusts of the unit.
     - A research/creative work proposal shall be submitted to the head of unit describing the expected output(s). The approval for the conduct of the research by the head of unit does not mean approval of financial support.
     - Annual reports of accomplishments shall be submitted.

U.P. Los Baños’ Proposed Policy on Reneging Fellows on Study Leave Without Pay
With the increasing number of reneging fellows, particularly those on study leave without pay and those on leave with pay under external grants, the U.P. Los Baños Committee on Fellowship Obligations (formerly Committee on Reneging Fellows) recommends to make some revisions in the fellowship contract signed by grantees.

On Study Leave Without Pay:
The return service obligation for fellows on study leave without pay is ½ year for every year of leave. There is no statement in the contract regarding conversion of service obligation to financial obligation for fellows on study leave without pay. However, fellows on study leave without pay have enjoyed some privileges in the university while on leave. The committee therefore recommends that they pay the university certain amount for the privilege granted to them. As indicated in the letter of the OLS dated 21 May 2003, “we recognize that the amount to be reimbursed to the University under the existing university rules by fellows who went on study leave without pay will hardly be commensurate to the privilege granted to them. They retain their items without loss of seniority rights and remain eligible for promotion. More importantly, as pointed out by the Board of Regents, the faculty fellows would not have received the scholarship/fellowship had they not been connected with the University.” Since a return service of 6 months for every year of full study leave without pay is indicated in the contract, the committee recommends that the equivalent amount be paid by the fellow if he/she reneged on his/her return service obligation.

On Payment of External Financial Grants Received by Fellows
The Committee recommends to add a qualifier phrase. The proposed revision should read as:

“...as well as such external financial grants as may have been given him/her through or upon endorsement of the UNIVERSITY in connection with his/her scholarship/fellowship/study leave/special detail, in all instances when the funding agency authorized the University to collect the amount when there is a violation…”

In the meeting of the President’s Advisory Council (PAC) on 18 October 2006, it was agreed that once this proposal is approved by the Board of Regents, it may be adopted by any Constituent University.

Proposal to Change the Title of “Special Faculty Grants” Given to Faculty Administrators in the College of Medicine to “Professorial Chair Awards”

Background
At its 1155th meeting held on 25 October 2001, the U.P. Board of Regents, in a move reflecting their sentiments declared that “Professorial Chairs” should not be attached to administrative positions, as was the practice then in the College of Medicine for the members of the Dean’s Management Team (DMT) which include the Dean, the Associate Deans and the College Secretary.

Thus, the proposed Victor Jr. and Maria Teresita Nañagas Professorial Chair intended for an Associate Dean of the College was approved as Victor Jr. and Maria Nañagas Special Faculty Grant.

Subsequently, all other professorial chairs intended for members of the DMT were changed to Special Faculty Grants. These include:

1) Alfredo T. Ramirez Professorial Chair for the Dean
2) Johnny Escandor and Class ’69 Professorial Chair for Associate Dean
3) Cristeta Agatep-Tolete Professorial Chair for Associate Dean
4) Lourdes Morales-Aesquivel Professorial Chair for College Secretary
5) Perla Santos Ocampo Professorial Chair for the Chancellor

Proposal
The College of Medicine would like to propose a change of the title “Special Faculty Grant” to “Professorial Chair Award” with the condition that the faculty administrator for whom the Professorial Chair Award is intended meets the qualifications for nominees for Professorial Chair Awards and other existing University rules on Professorial Chair Awards.

It is understood that the original spirit of the donation to grant the faculty administrators an additional incentive in the form of a professorial award is maintained such that the above enumerated awards shall not be given to any faculty who is not holding administrative position.
Proposed Terms of Reference (TOR) of the U.P. Manila - Philippine General Hospital (UPM-PGH) Faculty and Medical Arts Building (FMAB) Project

At its 1093rd meeting held on 15 December 1995, the Board of Regents approved in principle the plan to convert the Old Outpatient Department building into a Medical Arts building to provide clinic spaces for private medical and dental practice of faculty members in U.P. Manila. Through the years, several attempts to make the project operational have been proposed, but the vision has not been made into a reality.

A refined proposal for the establishment of the Faculty Medical Arts Building of the Philippine General Hospital, U.P. Manila was submitted to the Board of Regents and approved by the latter at its 1201st meeting held on 29 September 2005.

Hereunder are the salient features of the proposed Terms of Reference for the U.P. Manila - Philippine General Hospital (UPM-PGH) Faculty and Medical Arts Building (FMAB) Project:

1) The lease of the Dispensary Building shall be for a period of 16 years, inclusive of the one-year rent-free period for conversion, rehabilitation and development as FMAB, with option to renew for another 5 years.

2) As estimated and proposed, the minimum bid or floor price for the lease of the property as FMAB is P1.0 Million rent per month, subject to escalation at the rate of 10% p.a. commencing on the 6th year of the period of the lease until expiration or termination thereof.

3) The Lessee’s contractual obligations in favor of the University are the following:
   - The Lessee shall submit the Architectural Designs, Plans and Specifications for the conversion, rehabilitation and development of the property as FMAB
   - The Lessee shall, for its sole and exclusive account and without need of reimbursement from the University, finance in full all the labor, materials and supply, tools and equipment in order to complete any and all approved construction works for the conversion, rehabilitation and development of the property as FMAB within a one-year rent-free period from date of receipt of the Notice of Award
   - As any and all permanent improvements introduced on the property by the Lessee automatically belong to the University, the Lessee shall, upon termination, expiration, cancellation or revocation of the lease contract, peaceably surrender the leased property, including any and all improvements thereon
   - The Lessee shall have the right to operate and manage FMAB through an FMAB Management Team
   - The Lessee shall particularly supervise and manage the fiscal and non-clinical operations of the FMAB
   - Non-clinic spaces and concessionaire areas of the FMAB may either be subleased or directly operated and managed by the Lessee
   - The Lessee shall properly and regularly maintain the leased property without cost to the University
   - For failure by the Lessee to pay the rents on due dates, the University shall impose interest and penalty at the rate of 2% and 5% per month, respectively

(The details of the TOR are on file at the OSU)

N.B. The President informed the Board that one additional objective of this Project is to augment the U.P. Manila Faculty and Staff Development Fund.

Contract of Lease with Development Obligations between the University of the Philippines System and the Ayala Land, Inc. (ALI)

Limited copies of the Contract were distributed before the start of the meeting.
The inclusion of the laboratory component of Math 101 was approved in the 1995 revision of B.S. Mathematics curriculum (3 units credit to students, with 2 units lecture and 1 unit laboratory). However, the Department was not able to implement this change because of lack of computer facilities then. Last year, the Department was finally able to set up a Mathematics laboratory with fifteen (15) computer units. These units are all internet-ready and are installed with the R-software, which is a useful statistical package used in some universities abroad, and is freely available in the internet.

Since the first semester of AY 2005-2006, the Department has started incorporating laboratory exercises in Math 101 classes. It has also been using a laboratory manual that comes with the R-software. So far, the experience has been successful and the students are benefiting greatly from the initial experiment of having laboratory activities to complement the lectures.

After the three-semester trial period, the Department is now ready to fully implement the laboratory charge of P400.00. The P400.00 is for one-unit laboratory course which is equivalent to a 48-hour use of computer time for one semester. The computation of the amount to be charged was based on the consultation with computer experts in the campus and on the cost analysis (of computer components) done by the Department with the help of the Accounting Office. The fee will cover repair, maintenance and upgrading of the computer laboratory, as well as other laboratory expenses related to the operations of the laboratory.

No. of Students Affected : 112
No. of Students Consulted* : 89
No. of Students in Favor : 89

*The University Student Council was likewise consulted.

Board action: Approval. The Student Regent registered the lone dissenting vote.

Proposal of the Department of Biology, College of Arts and Sciences, U.P. Manila to Increase/Institute Laboratory Fees Starting AY 2007-2008

The Department of Biology has initially proposed a laboratory fee increase during the academic year 2004-2005 to then Chancellor Marita V.T. Reyes. However, this did not progress beyond the Office of the Vice-Chancellor for Academic Affairs. During the First semester in July-August 2006, the Department has submitted the proposal to the present Administration. The U.P. Manila FPOC has endorsed the said proposal to the System FPOC. The System FPOC and the President’s Advisory Council have likewise endorsed this proposal.

SUMMARY OF PROPOSED LABORATORY FEES

<table>
<thead>
<tr>
<th>SUBJECT</th>
<th>NUMBER OF UNITS</th>
<th>LABORATORY FEE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bio 111 Phycology</td>
<td>2</td>
<td>200</td>
</tr>
<tr>
<td>Bio 112 Mycology</td>
<td>2</td>
<td>200</td>
</tr>
<tr>
<td>Bio 113 Algae, Fungi, Lichens</td>
<td>2</td>
<td>200</td>
</tr>
<tr>
<td>Bio 115 Taxonomy of Higher Plants</td>
<td>2</td>
<td>200</td>
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<tr>
<td>Bio 10 General Biology</td>
<td>3</td>
<td>200</td>
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<tr>
<td>Bio 20 Elementary Botany</td>
<td>3</td>
<td>200</td>
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<tr>
<td>Bio 21 General Botany</td>
<td>3</td>
<td>200</td>
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<tr>
<td>Bio 22 General Zoology</td>
<td>3</td>
<td>200</td>
</tr>
<tr>
<td>Bio 25 Vertebrate Structure &amp; Function</td>
<td>3</td>
<td>300</td>
</tr>
<tr>
<td>Bio 100 Microtechnique</td>
<td>2</td>
<td>200</td>
</tr>
<tr>
<td>Bio 101 Plant Morphoanatomy</td>
<td>2</td>
<td>200</td>
</tr>
<tr>
<td>Bio102 Comparative Anatomy of Vertebrates</td>
<td>3</td>
<td>200</td>
</tr>
</tbody>
</table>

FINANCIAL MATTERS APPROVED

Proposal of the College of Science, U.P. Baguio, for the Institution of Laboratory Fee of P400.00 for a One-Unit Laboratory Component for Math 101 (Elementary Statistics), Effective Second Semester, AY 2006-2007

<table>
<thead>
<tr>
<th>Course Description</th>
<th>No. of Units</th>
<th>Laboratory Fees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Math 101 (Elementary Statistics)</td>
<td>*2 units (lecture), 1 unit (laboratory)</td>
<td>none</td>
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</tbody>
</table>

<table>
<thead>
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</tbody>
</table>

Justification:

Math 101 is a required course for B.S. Mathematics and B.S. Computer Science students. It is occasionally taken by B.S. Biology students as a substitute to their required course, Bio 101 (Statistical Methods in Biology).
Justification

The last laboratory fee increase for most of the subjects in the Department of Biology was in 1978, 28 years ago. Since then, the peso-dollar exchange increased to about P52.00 affecting the costs of equipment, reagents and specimens. The laboratory exercises in the different courses are crucial in the learning outcomes according to the vision-mission of the Department of Biology.

For four (4) subjects, the increase in laboratory fees from PhP200.00 to PhP700.00 is requested for subjects involving botany. Slides and specimens are relatively cheaper to purchase because plants are more accessible.

For the sixteen (16) subjects, the increase in laboratory fees from PhP200.00 to PhP800.00 is requested for subjects requiring reagents for different laboratory experiments. Chemicals are mostly imported and prices are greatly affected by the peso-dollar exchange rates and tariff imposed by the government.

For the eight (8) subjects, the increase in laboratory fees from PhP200.00 to PhP1,000.00 is requested for subjects involving microbiology, genetics, ecology and molecular biology. The Department of Biology is also requesting an increase in the laboratory fee of Bio 200, Thesis. The experiments in these subjects are imperative to equip the students with current molecular biology techniques and technology. Specialized precision instruments and equipment including chemical kits have to be purchased.

For Bio 180, a Biostatistics course, a laboratory component was instituted in the new curriculum implemented since AY 2004. Statistical programs have to be purchased for class use.

The proposed increase shall take effect with the incoming freshmen of AY2007-2008.

Consultations with Various Sectors

The Department held student consultations since 2003. The year level consultations were held in the Second Semester of AY 2002-2003. In August 2003, the parents of the B.S. Bio students were also consulted in a series of meetings and a written communication. The non-B.S. Biology students who were enrolled in some of the department subject offerings were also consulted in the First Semester, AY 2004-

2005. The students came from CAMP, CD, CP, and CPH and 167 out of 238 or 70.1% did not approve of a lab fee increase. But when asked if they were willing to pay PhP400 lab fee per course, 137 out of 238 or 57% said they were willing to pay.

The Department also conducted a survey among B.S. Biology this February 2006. There are 297 B.S. Biology students for the 2nd semester, and 107 students responded to the survey. Of these 94 out of 107 students or 87.8% agreed to a laboratory fee increase.

Finally, the University Student Council and the College of Arts and Sciences Student Council were all consulted by the Chair in the Second Semester, AY 2005-2006. They do not agree to the lab fee increase because in principle, they said the Government should subsidize the education of the U.P. Student.

Board action: Approval. The Student Regent registered the lone dissenting vote.

ACADEMIC MATTERS APPROVED

Establishment of the Jose M. Segovia Professorial Chair in Engineering, College of Engineering, U.P. Diliman

The President recommended the establishment of the Jose M. Segovia Professorial Chair in Engineering. This shall be funded out of a donation of P1 Million from the Segovia Family.

MEMORANDA OF AGREEMENT

The Board confirmed the following agreements:

Note: These agreements have gone through the standard University processes from the Constituent Universities (CUs) concerned and the University System. In cases where there were irregularities or inconsistencies with present laws, rules, regulations and processes, the documents were returned for review of or to exact compliance by the concerned.

U.P. System

Internet Service Agreement with the MOSAIC Communication, Inc. (MosCom)

Internet Service Agreement entered into by and between the University of the Philippines System and the MOSAIC Communication, Inc. (MosCom)

Project: Unlimited Internet Access via Leased Line to be installed by MosCom at the U.P. Computer Center, Magsaysay Avenue, U.P. Campus, Diliman, Quezon City

Particulars:

Obligations of U.P.:

a. U.P. shall abide by all appropriate laws (International, Philippines, or other relevant judicial laws) relating to the use of the Internet Service. U.P. shall abide by the generally acceptable rules of conduct relating to the proper use of Internet resources, in particular, U.P. shall:

1) Observe network etiquette, promote efficient use of the network, and minimize unnecessary traffic by checking the local resources before taking an access to those at distant sites.
2) Not encode unauthorized entry into any network or computer system.
3) Not transmit any offensive material or any material in violation of applicable laws or regulations.
4) Be responsible for the maintenance of its equipment, peripherals and devices attached to Moscom’s facilities. U.P. shall exercise due diligence and care in the use of any MosCom owned equipment, which are in its possession and control.
5) Allow MosCom authorized engineers immediate and free access to the U.P. where the Internet connection is located
during office hours for the purpose of installation, inspection, maintenance or repair of MosCom facilities if and when such are deemed required by MosCom.

Obligations of MosCom:
1) MosCom through its authorized technical support staff, shall install the necessary hardware, such as router, modem or cable modem, and software to allow Internet connectivity.
2) MosCom shall guarantee an unhampered 4mbps Internet bandwidth. The connection service shall be available to U.P. twenty-four (24) hours a day, seven (7) days a week, while this Agreement is in effect;
3) MosCom shall provide free of charge, on-call technical support service, supported by well-experienced Technical Support Staff, accessible through telephone number (02) 848-2868, twenty-four (24) hours a day, seven (7) days a week.
4) MosCom shall provide on demand accessibility of bandwidth metering and utilization reports via Internet.
5) MosCom shall provide a dedicated Customer Relations Manager for all concerns regarding billing, collection, technical and other requirements.
6) MosCom shall provide 24 IP addresses and hosting of U.P. equipment.
7) MosCom shall provide one-time installation and configuration of U.P. firewall and mail servers for security purposes.
8) MosCom shall periodically conduct routine scheduled maintenance of equipment pursuant to the schedules as stated in the schedule of maintenance given to U.P. by MosCom, which includes check-ups, calibration, cleaning and repair. During such time, U.P. recognizes the possibility of service interruption not attributable to MosCom. U.P. agrees to cooperate with MosCom during the maintenance schedule so MosCom may keep downtime to minimum.

In the event of Internet Service interruption, U.P. shall inform MosCom through its authorized coordinator assigned to receive complaints from U.P. Within one (1) hour from receipt of notice of interruption – whether written or through phone or email – MosCom shall determine in its reasonable judgment the cause of the interruption. If the interruption is due to breakdown of MosCom equipment and facilities, MosCom shall restore the Internet service through Leased Line within eight (8) hours. Leased line downtime hours shall immediately commence after this period.

Should MosCom fail to provide the Leased Line service within the specified period, MosCom shall provide U.P. rebates computed using the following formula:

\[
\text{Rebates} = \frac{(\text{No. of downtime hours})}{(24 \times 30)} \times \text{Monthly recurring charges}
\]

Rebates shall be deducted on the billing for the succeeding month.

Furthermore, if the Leased Line downtime shall exceed one (1) hour, MosCom shall provide an alternate connection through Dedicated Dial Up (DDU) or Digital Subscriber’s Line (DSL).

9) MosCom shall comply with Executive Order No. 398, to wit: “(q) The Contractor shall pay taxes in full and on time and that failure to do so will entitle U.P. to suspend payment for any services delivered by the private contracting party.

Further, the Contractor shall regularly present, within the duration of the Contract, a tax clearance from the Bureau of Internal Revenue as well as copy of its income and business tax returns duly stamped and received by the Bureau of Internal Revenue and duly validated with the tax payments made thereon.” All other services and programs which U.P. may request shall be subject to billing and conformance of both parties.

MosCom shall retain ownership over all equipment, such as modem, router, physical line, and other related communication devices supplied by MosCom at U.P.

Usage Charges: ₱96,432.00/month subscription fee inclusive of 12% Value Added Tax (VAT) for Internet Access and local loop facility
Effectivity: Effective for 1 year commencing on July 2006
Date signed: 20 September 2006

U.P. Diliman

Memorandum of Agreement with the De La Salle University - Manila (DLSU)
Memorandum of Agreement entered into by and between U.P. Diliman through the Marine Science Institute, College of Science and the De La Salle University - Manila (DLSU)
Project: Educational and Scientific Cooperation
Particulars:

a. DLSU will participate and cooperate with U.P. Diliman in research and research-related activities within the following projects currently implemented by the latter institution;
1) GEF Coral Reef Targeted Research and Capacity Building for Management Project (GEFCRTR) – Coral Taxonomy Component;
2) Sustainable Philippine Fisheries Agenda (SuPFA)– Fisheries Ecosystem Management;
3) Pacific Seaboard Program, Phase 2 (PACSEA 2); and
4) Sulu - Sulawesi Seascape Project – Completing the Connectivity Cycle for Adaptive Management: Coral Reef Ecosystem-based MPA Network Management chain component.

b. DLSU and U.P. Diliman will cooperate in future research and research-related activities within projects agreed upon by both institutions;

c. DLSU and U.P. Diliman will make available its faculty members to participate in the abovementioned projects;

d. Participation of faculty member/s of one institution to projects implemented by the other shall be covered by project-specific Terms of Reference, as agreed upon by their respective Deans of the College of Science;

e. Projects implemented by one institution shall compensate the other institution for the ‘release time’ of faculty member/s of the latter who are involved in the abovementioned projects, as specified in project-specific Terms of Reference;

f. DLSU or U.P. Diliman shall provide reasonable access to office, laboratory or housing facilities for faculty, staff or graduate students of the other institutions who are involved in the abovementioned projects; and

g. Use of equipment owned by DLSU or U.P. Diliman during activities within the abovementioned projects shall be subject to rental or usage fees to cover maintenance and operating expenses.

Effectivity: Shall be in force and effect for a period of 3 years upon signing by the parties
Date signed: 8 September 2006

Memorandum of Understanding with the Royal Melbourne Institute of Technology (RMIT) (Australia)
Memorandum of Understanding entered into by and between U.P. Diliman and the Royal Melbourne Institute of Technology (RMIT) (Australia)
Particulars:

Cooperate in establishing closer links that may involve:

a. Exchange of students, faculty and staff members;

b. Joint consultancy activities;

c. Participation in seminars and academic meetings;

d. Exchange of academic materials and other information;

e. Initial collaboration between RMIT of Applied Communication and School of Global Studies and Social Sciences and Planning and U.P. Diliman Colleges of Mass Communication, Fine Arts and Liberal Arts.

d. Conduct of joint research, publication and symposia; and

c. Conduct of joint education and training;

e. Special short-term academic programs and projects; and

f. Maintenance and repair shall be the responsibility of the Grantee, to develop academic exchange and cooperation in teaching and research in the furtherance of the advancement and dissemination of learning, the parties agree as follows:

a. To encourage, and use their best endeavours to effect, visits from one Institution to the other by members of the academic staff for the purpose of participating in teaching and research programs;

b. To offer admission from one Institution to the other to qualified students to undergraduate and graduate degree and diploma courses;

c. To encourage the exchange of scientific materials, publications and information; and

d. To prepare, as necessary, a working program detailing the specific form and content of cooperation.

Effectivity: The Institutions agree to review the agreement after a period of 3 years from the date of signing

Date signed: 11 September 2006

Research Agreement with INTEL Technology Philippines (INTEL)

Research Agreement entered into by and between U.P. Diliman through the College of Engineering and INTEL Technology Philippines (INTEL)

Project: Creative Antenna Designs for RFID in Smart Shelf Technology and Enhancement of Warehouse Inventory Management through RFID Technology

Particulars:

a. U.P. agrees to conduct the Research project under the supervision and direction of an Intel Project Manager in close consultation with Researchers (Joel Joseph S. Marciano, Jr. and Dennis Rodgen A. Tolentino). The Intel Project Manager and the Researchers may select other U.P. and Intel employees to participate in the research (including, but not limited to engineers, technicians, undergraduate and graduate students, post-doctoral fellows, or faculty members), provided that such individuals are made aware of and have agreed to be bound by the terms of the Agreement;

b. The cash needed for the research project shall be covered by a separate Cash Grant Agreement from Intel in favor of U.P. Engineering Research and Development Foundation, Inc. (UPERDFI) to be executed simultaneously with the Agreement. UPERDFI and U.P. shall have a separate Memorandum of Agreement regarding management of funds received for the Research Project; and

c. Funding for the Research Project shall be provided by Intel pursuant to the Schedule of Payments which may not be modified, unless in writing and executed by the Parties.

Effectivity: Effective 14 September 2006 for a period of 1 year

Date signed: 14 September 2006

Memorandum of Agreement with the Philippine Council for Advanced Science and Technology Research and Development (PCASTRD)

Memorandum of Agreement entered into by and between U.P. Diliman through the Training Center for Applied Geodesy and Photogrammetry, College of Engineering (UPD-TCAGP) (Grantee) and the Philippine Council for Advanced Science and Technology Research and Development (PCASTRD)

Project: Institution Development Program

Particulars:

a. The PCASTRD Grant shall be in the amount of P1,114,936.00 to be expended by the Grantee for the acquisition of the equipment per approved request;

b. The Grantee shall be accountable for the items procured while under its charge, and shall be liable for their loss or damage due to the fault, negligence or misuse of its personnel;

c. The Grantee shall provide suitable accommodations for, and exercise utmost care in, using them;

d. Maintenance and repair shall be the responsibility of the Grantee,
and the expenses thereof shall be for its account; and

e. Semi-annual reports on the state of usability of the items covered
by the Grant shall be submitted by the Grantee to the PCASTRD.

Date signed: 26 July 2006

U.P. Los Baños

Agreement with the Hankyong National University (HNU)
(Korea)

Agreement entered into by and between U.P. Los Baños and the
Hankyong National University (HNU) (Korea)

Project: Cultural, Educational and Scientific Exchanges and
Cooperation

Particulars:

a. HNU and UPLB agreed to promote the following exchange
activities based on respective academic and educational needs:
1) Exchange of faculty members
2) Exchange of students primarily graduate students as
   scholarship grantees
3) Organization of joint research programs
4) Organization of joint scientific meetings
5) Exchange of scientific information and materials
6) Exchange of periodical publications
7) Organization of other short-term programs to which both sides
   agree
b. The implementation of each program, based on this agreement
   shall be separately negotiated and determined by both universities.
   No commitment by either party of budget and financial support
   is implied in this agreement.

Effectivity: Effective from the date of signing by both parties for a
period of 5 years or until 31 March 2011

Date signed: 4 August 2006

U.P. Manila

Agreement with the Federation of Korea Trade Unions
Educational Center (FKTUEC)

Agreement entered into by and between U.P. Manila and the
Federation of Korea Trade Unions Educational Center (FKTUEC)

Project: Educational Exchanges

Implementing Unit: Office of the Vice-Chancellor for Academic Affairs

Particulars:

U.P. Manila and the Federation of Korea Trade Unions Educational
Center agreed to encourage and promote direct contact and cooperation
between departments, faculty members, students, and staff for
educational and scholarly exchanges.

Effectivity: Effective upon signing of both parties for a period of 2
years

Date signed: 20 September 2006

OTHER MATTERS

Towards A Rethinking of the Tenureship Policy of the University
of the Philippines: Position Paper submitted by the Faculty Regent

Introduction

During my campus visits and consultations with faculty
constituents in the UP System’s seven constituent universities (UP
Diliman, UP Manila, UP Los Baños, UP Visayas, UP Baguio, UP
Mindanao, and UP Open University) and in our regional extension
programs (UP Clark in Pampanga and UP Subic [sic]), I have been
repeatedly confronted with the issue of the UP System’s tenureship
policy. I have been approached by both rank-and-file faculty as well
as administrators, including Vice Chancellors for Academic Affairs,
deans and department chairs who lament the loss of their faculty
because of this policy. In particular, this is about the refereed
publication requirement in our tenureship policy. In the implementation
of our tenureship policy today at UP, controversies regarding the
“publish-or-perish-policy” for untenured faculty in whom the
University has invested just refuse to perish. There is widespread
demoralization in the University’s faculty ranks because of the effect
of the University’s “publish-or-perish” rules in its tenureship policy.
The policy is quite often seen as “cruel” by many junior faculty members
who are devoted to teaching and are recognized as excellent teachers
by their students.

Should there be Tenure?

Yes, there should be tenure, for the idea of a tenured professor
was originally advanced to protect the faculty’s academic freedom.
The problem in the “Up-or-Out Rule” is not with the tenureship rule
per se that requires instructors to obtain an M.A. in 5 years so that they
can be “upped” to assistant professor, or they are not reappointed
(“out”). The problem for many junior untenured faculty is with the
“Tenure-or-Out” rule which requires the publication of a scientific
paper in a peer-reviewed journal in order to gain tenure within five
years as instructor, within 3 years as assistant professor, within 2
years as associate professor and within a year as a full professor.
Failure to do so within the specified periods will mean no reappointment
or reclassification as a part-time lecturer no matter how outstanding
one is as a teacher or that one is taking up a PhD or has one already.

Losing Outstanding and Experienced Faculty Members

I contend that this rule is really an administrative nightmare in the
few years that we have been implementing the tenureship policy,
especially if there are no substitutes of equivalent or similar experience.
In most instances, administrators are forced to appoint a new graduate
and start at zero in faculty development.

My office, the Office of the Faculty Regent, has documented so
many cases from our various units where we are losing or removing
good teachers with advanced degrees because of the very strict
requirement of a peer-reviewed publication in our tenureship system.
But the harsh paradox of the present tenureship system is that we are
losing some of our finest teachers, and often replacing them with
young, inexperienced teachers because of the difficulty of hiring on a
lateral basis.

Loss of Investments in Faculty Development

We invest hundreds of thousands if not millions of pesos to send
our faculty to study locally or abroad for the MA’s and Ph.Ds, only to
terminate them as a result of the implementation of our tenureship
policy, for lack of a refereed article in an academic publication.
Sometimes, we even have to shorten their return service to the University
because of this, after they come back from their study leave with pay.
Let me reiterate that the University invests immensely in the education
of our junior faculty whom we also overload with subjects. By the
time they become experienced teachers with good evaluations, we
throw them out because they lack the publication requirement.
Meanwhile, it is the private universities like Ateneo, De La Salle, and
the University of Asia and the Pacific(UAP), etc. that reap this harvest
of our outstanding teachers whom we did not renew. Our loss is often
definitely their gain, of our experienced faculty with advanced
degrees whom we did not renew because of our publications
requirement for tenure. This is for sure hurting the University in more
ways than one.

For Excellence: UP as a teaching and research university

I contend that the implementation of a rigorous tenureship policy
is the number one concern of the UP System faculty today. The present
tenure system implies temporariness and the possibility of being
replaced, it is assumed quite often wrongly, when a better qualified
person comes along. But oftentimes, the replacement or substitute is
less qualified in terms of academic qualifications and teaching experience.

I cannot understand why we must impose a time limit to non-tenureship as long as the faculty member is a good teacher, though still lacking a refereed publication. To get a less qualified and less experienced teacher as a replacement is to go against the very grain of academic excellence, but administrators often are left with no choice because they say that “this is the policy of the University.” The situation undergoes a vicious circle because the new entrant would also be faced with the same dilemma.

There is a hemorrhage of good faculty members due to the implementation of the tenureship policy, a situation inimical to the University’s quest for academic excellence.

Proposed Alternative Tenureship Tracks

Good teachers must be reviewed until such time that they are ready to apply as tenured faculty members and they are ready with the publication requirements. But let us also add other privileges and benefits to being a tenured faculty so that it becomes a valid goal that every faculty member will really aspire for.

In the case of our high schools (UPIS and the Rural High Schools in UPLB and UP Visayas), and units such as Human Kinetics or P.E. Departments, we can assign alternative performance indicators in place of the refereed publication. UPLB Rural High School faculty members, through their principal, have submitted an alternative proposal specific to their situation as high school teachers which, I understand, is being reviewed for the entire system by a university ad hoc committee.

The Present Conditions of Non-Tenured Faculty

Most non-tenured faculty are overworked, have overloaded teaching units, are enrolled for 2nd degrees, yet receive salaries a lot less than some of their students who are working in call centers.

It was in the process of implementing the publication requirement in our tenure rule that many have realized that we need to solve the following obstacles that make it difficult for our junior faculty to cope with our stringent publication requirements for tenureship:

1. The enigma of a limited number of refereed journals in certain academic fields or disciplines, despite an increase in research activities; and
2. The lack of proper enabling conditions in the academia that are fertile to scholarly writing and the prevalence of overloaded teaching assignments and committee work that we assign to non-tenured faculty.

Other questions raised are in connection with the standards we set for the criteria of peer-reviewed publications like:

1. Who determines what are peer-reviewed journals or publications? Should we not come out with a complete list of acceptable peer-reviewed journals so faculty members can determine where to publish?
2. Does the university not accept peer-reviewed online journals for tenureship requirements?
3. Are contributions in human rights or environmental advocacy or applied social sciences, for instance, in popular (but not peer-reviewed) publications not acceptable to meet the tenureship requirements as new indicators that can be incorporated?

We all envision a University that recognizes and gives tenure to great scholars, but can it not give the same recognition to its great teachers too? I have met some of our best junior teachers at UP who display an extraordinary devotion to their students and cultivate very creative lecture styles. It is sad to see these excellent teachers who commit extensive time to their students, depart untenured because they have expended their energies to teaching instead of research and writing. A new crop of junior faculty arrives and the whole process begins again. Students end up paying the penalty with a professor with an outstanding publication record but only mediocre teaching ability and who barely has time for them.

While I strongly support the goal of strengthening UP’s reputation as a “research university”, we should be keen on situations that may either be not applicable or result in self-inflicted human resource losses to the University. The implementation of this tenureship policy has now become inimical and stifling the growth of some of our units.

I urge the University administration to reflect and re-examine the current tenureship policy being vigorously implemented in the University in the light of its quest for excellence as well as the current limitations and constraints in its academic resources. And perhaps we can review the University’s tenureship policies without sacrificing our goal of excellence.

I hope that the “publish-or-perish” policy of the University can be re-examined in the light of these experiences and situation.

Board action: The Board agreed to review the tenureship policy of the University. The President will ask the Chancellors to assess the situation in their respective CUs, after which the Vice President for Academic Affairs, in coordination with the Faculty Regent can decide on how to proceed.

The Board is not amenable to putting on hold the tenureship policy while it is being reviewed.

N.B.

The President, herself, agreed to a review of the tenureship policy of the University. But, to hold its implementation according to her may not be fair to the faculty. When this paper was discussed with the Chancellors, the latter pointed out that the policy has also its upside. The Faculty Regent, some of the Chancellors said, explained the situation of those who were negatively affected. But there are also those positively affected. The Chancellors are suggesting that the University take a look at both sides.

The Student Regent expressed his support to the proposal of the Faculty Regent. He said that some students feel that many of their competent junior faculty purposely do not publish so they can leave the University for better paying jobs outside. According to the Student Regent, the University has created its own internal mechanism for doing away with the good faculty.

In reaction to the point of the Student Regent, President Roman pointed out that tenure has nothing to do with the exodus of the young faculty to the private sector. It is still the money that attracts them. Tenure does not mean any increase in salary. It is still the same position/salary, but with permanency.

On the point of Regent Simbulan that the University is losing its faculty after it has invested in them, the President cited as example the case of a faculty sent abroad but later found out not to be fit as faculty. The faculty of the unit where this individual comes from decided to simply consider this as an expense rather than continue investing in this individual. At some point, the President said, the University has to come up with a position. In the recruitment process, the University should be able to determine who have potential for graduate, post graduate studies and research.

Proposal of the U.P. Mindanao Chancellor, Ricardo M. De Ungria to Request Twenty Hectares from the Adjoining Lot to U.P. Mindanao’s Property to be Used to Relocate Informal Settlers

The University of the Philippines in Mindanao (U.P. Mindanao) - the only campus of the U.P. System especially created by Congress through RA 7889 in response to the clamor of the Mindanawons to have equitable access to U.P. education - has been confronting the problem of illegal settlers in its campus in Mintal, Davao City since its establishment on 20 February 1995.
The said RA allotted an area not exceeding 400 hectares from the Bureau of Plant Industry (BPI) reservation for the campus. In 1996, through Presidential Proclamation NO. 822, Malacañang formally assigned to U.P. Mindanao 204 hectares out of this 400-hectare BPI reservation. In 2003, U.P. Mindanao officially received its land title for its 204-hectare property.

Nonetheless, many illegal settlers—most of whom have occupied the area even before 1995—believe that they are the legitimate owners of the campus. The reasons they cited are the following: (1) their historical right over the place; (2) their application for tenure with the Board of Liquidators (BOL); and (3) the cancelled surveyed plan for the area.

Considering the said circumstances, a Memorandum of Agreement was forged by the University with the BOL in 1999 re its commitment to absorb the responsibility of relocating the illegal settlers.

To help foster a harmonious relationship with the illegal settlers, U.P. Mindanao conducted a series of dialogues with them in the past several years—initially not without intimidation by bolo-wielding settlers—to come up with a win-win solution to this problem.

U.P. Mindanao has slowly made progress, inch by inch, in this department by involving the local government of Davao and other key stakeholders in making the illegal settlers understand their eventual relocation from the campus.

Because the U.P. System has a standing Board of Regents policy that it cannot parcel out any piece of its titled property to any sector, and considering the fact that U.P. Mindanao already has a Land Use Plan for the areas occupied by the illegal settlers in the campus, U.P. Mindanao would like to request assistance by way of allotting 20 hectares out of Lot 129-K–3—the area adjacent to the campus under the name of the Republic of the Philippines— for the relocation of the qualified illegal settlers, i.e., 324 families based on a survey conducted by the University in 1996.

U.P. Mindanao plans to utilize half of this 20-hectare relocation for their residential area, and the other half for their cooperative farm.

Favorable action on this request will not only help the University address its problem of illegal settlers, but will also more importantly, bolster the Administration’s development agenda for the empowerment of the urban poor.

Board action: Approval

Memorandum of Agreement Entered into by and between the University of the Philippines Los Baños (UPLB) and Honorable Justin Marc SB. Chipeco (JMSCB)

Subject: Appropriation of P400,000 for medical assistance to the University Health Service (UHS)

Background

This agreement, instituted three (3) years ago, between the former Congressman Joaquin M. Chipeco, Jr., father of Congressmen Justin Marc SB. Chipeco and the UPLB embodies one of the components under Chipeco’s Indigency Program, more popularly known as “Chipeco Fund”. Funding for financial/medical assistance to the UHS-UPLB under the same Agreement is chargeable against the Priority Development Assistance Fund (PDAF) of Rep. Joaquin M. Chipeco, Jr. and then later to the PDAF of his son, Rep. Justin Marc SB. Chipeco.

The UHS is a secondary hospital with round-the-clock comprehensive health care delivery. Although Section 39 of Executive Order No. 3 mandates it to attend to the health needs of the students, faculty, employees and dependents, it being the only government hospital in the area, it had opened its doors to accommodate and answer the health needs of the entire community, including constituents outside the jurisdiction of U.P.

Through the MOU with Chipeco and because of the increasing hospitalization cost, UHS accommodates the underprivileged sector from Los Baños, Calamba and the nearby communities of the 2nd district of Laguna, referred by Rep. Chipeco to the hospital for free medical services. Presently, the service clientele of the hospital includes even the distant towns of Laguna, such as Victoria, and some parts of the Quezon Province.

On Delegation of Authority

Among the administrative fiscal matters delegated to the Chancellors is the authority “to negotiate, obtain, or receive grants, gifts and donations and to administer the same for the benefit of the constituent university, subject to reporting to the President; xxx provided, that, donations that entail onerous conditions shall be subject to approval by the Board of Regents.”

The present MOA appears to be onerous as it imposes upon UHS the condition to attend to non-U.P. constituents in exchange for the donation of financial assistance. As such, under the aforesaid rule on delegation of authority, the MOA entered into by the Chancellor, UPLB shall be subject to approval by the Board of Regents.

Particulars:

1. Medical assistance to in-patients and emergency patients shall include professional fees, medicines, laboratory and diagnostic procedures, expenses for hospitalization (i.e. rooms, etc.) and surgery including all other incidental expenses and the use of other UHS facilities.

2. JMSCB shall identify and recommend to the UHS Director the indigents who may avail of the benefits of the program. Prior recommendation shall not be necessary in emergency cases, however, confirmation shall be required later on.

3. Subject to availability of funds, in case medicines are not available in the pharmacy of UHS, the same may be procured by the Pharmacy Section of the UHS from outside entities chargeable to the fund.

4. Where there are no facilities or because of breakdown of the machines or other facilities, a procedure cannot be done by UHS, the patient may have the procedure performed by outside entities. With the exception of emergency cases, all procedures performed outside the UHS should be with the consent of the JMSCB for proper monitoring. Expenses incurred therein shall be reimbursed from the fund.

5. The UHS shall, on a quarterly basis furnish JMSCB with the list of patients who have availed of the medical assistance.

Effectivity: Effective 2 January 2005 and shall continue until said fund is completely consumed or unless agreed upon by both parties.

Date signed: 18 April 2005

There is delay in the submission of this Memorandum of Agreement to the Board because this was caught in the transition from then Chancellor Wilfredo P. David to Chancellor Luis Rey I. Velasco. When it was submitted to the System in March 2006, the President’s Executive Staff recommended that Chancellor Velasco check first if the P400,000 medical assistance fund has been used up and to consult with the PGH Director regarding guidelines on medical assistance funds.

In his letter to the President dated 25 September 2006, Chancellor Velasco reported that to date, a total of P3.2 M has already been remitted to the Chipeco Indigency Fund. This Fund has contributed to the income of the UPLB University Health Service. Fees from medical services and treatments to the fund beneficiaries during the period 2001 to 2006 account for around 5.4% of the total UHS income or an average of P496,062 annually. This amount contributed to overcome budgetary constraints.

Board action: Approval

1 Handbook on Existing Delineation of Authority in the University, Existing Delegation of Authority to Chancellors, par. 27.2, page 32
Report of the Student Regent

1. Regent Sanchez informed the Board that in the recently concluded National Congress of the Katipunan ng mga Sangguniang Mag-aaral sa U.P. (KASAMA sa U.P.), student leaders agreed among others, to come up with plans for the Centennial Celebration. There is an Ad Hoc Committee assigned for this and the request is to have the Student’s plan integrated in the Overall Plan of the University. In this regard, the President suggested that they also coordinate with the Chancellors.
2. The KASAMA Congress was followed by the General Assembly of Student Councils (GASC). This Assembly assembled the new rules that would govern the selection of the Student Regent.
3. Based on his consultation with the students, Regent Sanchez reported that there is agreement with the proposal of the Chancellors to do away with late registration. The Chancellors shall now prescribe a reasonable registration period for their respective campuses. The Student Regent, however, said the students are amenable, provided the Chancellors do not reduce the registration period, that they will allow a reasonable amount of time for registration.
4. The U.P. Mindanao Student Council raised before the President the presence of military on campus.
   Related to this, the President narrated that when the U.P. Mindanao campus was turned over to the University, there was already the presence of the military contingent. Recently, the military left the place, leaving behind all the buildings. This was about the same time U.P. Mindanao was tightening its security measures. Because of threats to the campus’ security, the Chancellor requested the assistance of the Engineering Brigade. The President said she will ask the Chancellor to review the Agreement with the Engineering Brigade.
5. Regent Sanchez thanked the Administration for supporting the students’ activities. He likewise thanked the Administration of U.P. Diliman and the U.P. Alumni Association for helping them out in the two recently concluded activities.
   This is the first time a U.P. President has attended a KASAMA sa U.P. Congress. The President said it was a good experience and she thinks every U.P. President should attend such Congress.

The Board noted the following:

System Wide Faculty and REPS Conference Organized by the Office of the Faculty Regent to be Held on November 17-18, 2006

The conference will have among its objectives the following:
1) To share issues and concerns affecting U.P. rank-and-file faculty and REPS;
2) To dialogue with the Faculty Regent on his contribution to the Board of Regents with regard to academic personnel rights and welfare.

Regent Simbulan is inviting participants from the constituent universities. He is also requesting official time for participants to the conference and the endorsement to the constituent universities’ officials to provide the transportation expenses of participants from their campuses.

Revision of the U.P. Los Baños Academic Calendar for Academic Year 2006-2007

The revised calendar was favorably acted upon by the UPLB Management Committee and Executive Committee during a joint meeting held on 2 October 2006. This was subsequently approved by the President of the University.

The revisions made in the calendar are on the schedule of activities for the first and second semesters. Specifically, the changes made in the first semester cover the rescheduling of the Last Day of Classes, Final Examination, Submission of Grades and Removal Examinations resulting from the one week suspension of classes in UPLB due to the effects of typhoon Milenyo. Consequently, the schedule of activities for the second semester is adjusted due to the extension of the first semester.

Request of U.P. Manila for the Extension of the Last Day of Classes and the Start of Final Examinations for the First Semester, 2006-2007 Due to the Suspension of Classes Brought About by Typhoon Milenyo

FROM
9 Oct. 2006 - End of Classes
10-11 Oct. 2006 - Integration Period
12 Oct. 2006 - Start of Final Examinations
9 Nov. 2006 - Start of Classes

TO
13 Oct. 2006
14-15 Oct. 2006
16 Oct. 2006
13 Nov. 2006

This was approved by the President of the University.

Rejoinder of the All U.P. Academic Employees Union (AUPAEU) to the Response of the de Dios Committee to the AUPAEU Position Paper on the Proposal to Increase Tuition and Other Fees for Incoming U.P. Students

(The document is on file at the OSU Records.)

Position Paper of Faculty Members of the U.P. School of Economics Strongly Supporting the Proposed Tuition Adjustment

Among the reasons for this strong support are:
1) The proposed upward adjustment will return the tuition approximately to its 1990 level “in real terms”. This is simple inter-generational fairness in keeping with the contract struck in 1989.
2) The proposed adjustment will apply only to entering freshmen who shall have been apprised of the possibility and therefore could have opted to go elsewhere. No existing implicit contract is violated.
3) The proposed adjustment will finance the upgrade of the stipend of really needy U.P. qualifiers. That current stipend level is so miserably inadequate to bring truly needy but deserving qualifiers to U.P. requires no elaboration. One can, indeed, view the proposal as a cross-subsidy scheme.
4) The proposed differential fees for different academic units make a lot of sense since qualifiers self-select by capacity to pay and the stipend for needy scholars going to, say, Diliman should be correspondingly higher.
5) The proposed tuition adjustment is still subject to the “socialized tuition system” which means that it will hue closely to the fairness tenet of capacity-to-pay.
6) The proposed adjustment will strengthen the ground against detractors who observe, and with some reason, that U.P. is subsidizing the rich (about 50% of U.P. students come from private high schools where the tuition is 3-4 times that of U.P.) but is unable to help truly needy but deserving qualifiers to afford education.
7) Even with the proposed adjustment, the tuition would carry substantial state subsidy for U.P. education. The highest bracket will still only be about a third of top private school fees, no different than it was during the last adjustment in 1990. The poorest 40% will indeed not experience any increment at all. The “Iskolar ng Bayan” label remains valid.
Request of the U.P. Open University for Adjustment of Their Academic Calendar for 2006-2007 as a Result of the Disruption of Operations Due to Typhoon Milenyo

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>APPROVED SCHEDULE</th>
<th>PROPOSED ADJUSTMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrollment (last day)</td>
<td>30 September</td>
<td>14 October</td>
</tr>
<tr>
<td>Pick up of Modules/official start of Semester</td>
<td>28 October</td>
<td>11 November</td>
</tr>
<tr>
<td>Final Examinations</td>
<td>30 September</td>
<td>7 October</td>
</tr>
<tr>
<td>1st Study Session</td>
<td>25 November</td>
<td>9 December</td>
</tr>
<tr>
<td>2nd Study Session</td>
<td>16 November</td>
<td>6 December 2007</td>
</tr>
<tr>
<td>4th Study Session/Removal/Make-Up Exam*</td>
<td>17 February 2007</td>
<td>17 January 2007</td>
</tr>
<tr>
<td>Final Examination*</td>
<td>24 February 2007</td>
<td>24 February 2007</td>
</tr>
</tbody>
</table>

*No Change in Consideration of the May graduation schedule

This request was approved by the President of the University.

Memorandum of Agreement Entered into by and among U.P. Diliman, the Care Best International, Inc. (Agency) and the Philippine Veterans Bank (Escrow Agent)

Project: Escrow account in the amount of P1,800,000.00

Particulars:
- U.P. and the Agency designate and appoint the Philippine Veterans Bank, through its Trust and Investment Division as their Escrow Agent where the escrow account will be opened;
- The Agency delivers unto and deposit in escrow with Escrow Agent, the amount of P1,800,000.00; and
- The escrow Agent shall hold the Escrow Fund in escrow and shall disburse and/or release the same including any increment thereon under certain conditions.

Effectivity: Effective upon signing and upon receipt by the Escrow Agent of the Escrow Fund

Date signed: 12 September 2006

Deed of Donation and Acceptance Entered into by and between U.P. Diliman (Donee) and Dr. Evalyn G. Hizon (Donor)

Donations:
- Electronic equipment for the installation of wireless microphone system amounting to P9,900.00
- (4 pcs. Ceiling mount speaker, 30 meters Speaker wire, 2 pcs. Amplifier box, 2 pcs. Wireless microphones, Samsung, 1 pc. Amplifier)

End user: College of Home Economics

Date signed: 24 August 2006

Deed of Donation and Acceptance Entered into by and between U.P. Diliman (Donee) and the KSK Food Products (Donor)

Donation: Cash in the amount of P27,000.00


Date signed: 20 July 2006

Deed of Donation and Acceptance Entered into by and between U.P. Engineering Research and Development Foundation, Inc. (UPERDFI) and the Segovia Family

Donation: P1,000,000.00

Project: Establishment of the Jose M. Segovia Professorial Chair

Date signed: 22 September 2006

1215th MEETING 24 NOVEMBER 2006

APPOINTMENTS

The Board approved the appointments of the following:

UNIVERSITY OFFICIALS *

U.P. System

Prof. JOSELITO G. FLORENDO, Director, U.P. System Budget Office, effective 1 January 2007 until 31 December 2007

U.P. Diliman

Dr. CYNTHIA GRACE C. GREGORIO, Vice-Chancellor for Community Affairs, effective 1 December 2006 to serve at the pleasure of the Chancellor

U.P. Los Baños

Dr. VIRGINIA R. CARDENAS, Vice-Chancellor for Community Affairs, effective 24 November 2006 to serve at the pleasure of the Chancellor

Dr. ASUNCION K. RAYMUNDO, Dean, College of Arts and Sciences, effective 1 December 2006 until 30 November 2009

U.P. Manila

Dr. CARMelo A. ALFILER, Director, Philippine General Hospital, effective 1 January 2007 until 31 December 2009

Dr. REYNALDO H. IMPERIAL, Dean, College of Arts and Sciences, effective 1 January 2007 until 31 December 2009

U.P. Visayas

Dr. VIRGILDO E. SABALo, Dean, Tacloban College, effective 1 December 2006 until 30 November 2009

Dr. ENRIQUE M. AVILA, Dean, Cebu College, effective 1 December 2006 until 30 November 2009

TRANSFER TO PERMANENT STATUS

U.P. Diliman

Jose Duke S. Bagulaya, Assistant Professor 2, College of Arts and Letters, effective 24 November 2006

Gwen G. De Vera, Assistant Professor 2, College of Law, effective 24 November 2006

Eduardo J. Lejano, Jr., Assistant Professor 5, College of Mass Communication, effective 24 November 2006

* The appointment of University officials was discussed in executive session. For appointments that entail a search process, Regent Tiongco requested that the Board be furnished copies of the Search Committee report ten (10) days before the scheduled meeting.
EXTENSION OF SERVICE BEYOND RETIREMENT AGE OF 65 OF REGULAR FACULTY

U.P. Diliman

Dominador A. Clemente, Jr., Professor 11, College of Business Administration, effective 30 October 2006 until 31 May 2007
Eliseo A. De Guzman, Professor 7, College of Social Sciences and Philosophy, effective 11 October 2006 until 31 October 2006
Cecilia A. Florencio, University Professor, College of Home Economics, effective 21 November 2006 until 31 May 2007
Luis V. Teodoro, Professor 12, College of Mass Communication, effective 24 August 2006 until 31 May 2007

ORIGINAL APPOINTMENT/RENEWAL OF APPOINTMENT/REAPPOINTMENT BEYOND RETIREMENT AGE OF 65 AS PROFESSORIAL LECTURERS

ORIGINAL APPOINTMENT

U.P. Baguio

Bienvenido P. Tapang, Jr., Professorial Lecturer 1, College of Social Sciences, effective 11 November 2006 until 30 April 2007

RENEWAL

U.P. Diliman

Teresita P. Acevedo, Professorial Lecturer 5, College of Home Economics, effective 1 November 2006 until 31 May 2007
Lina B. Diaz De Rivera, Professorial Lecturer 2, College of Education, effective 30 June 2006 until 31 May 2007
nanette G. Dungo, Professorial Lecturer 3, College of Social Sciences and Philosophy, effective 1 June 2006 until 31 May 2007
Jose C. Gatchalian, Professorial Lecturer 5, School of Labor and Industrial Relations, effective 1 November 2006 until 31 October 2007

REAPPOINTMENT

U.P. Diliman

Cesario A. Azucena, Jr., Professorial Lecturer 3, School of Labor and Industrial Relations, effective 1 November 2006 until 31 October 2007
Demetria C. Bongga, Professorial Lecturer 5, College of Home Economics, effective 1 November 2006 until 31 May 2007
Lorna I. De Vera, Professorial Lecturer 1, College of Education, effective 1 June 2006 until 31 May 2007
Mary Racelis, Professorial Lecturer 5, College of Social Sciences and Philosophy, effective 1 November 2006 until 31 October 2007

RECLASSIFICATION OF APPOINTMENT

U.P. Diliman

Geodicio T. Sison, Professorial Lecturer 2, School of Labor and Industrial Relations, effective 1 November 2006 until 31 October 2007

MATTERS ARISING FROM THE MINUTES OF THE 1214th MEETING (26 OCTOBER 2006)

On the Philippine Collegian Issue

1) The President informed the Board that there is still a standoff between the Philippine Collegian and the U.P. Diliman Administration on the coverage of R.A. 9184, otherwise known as the Government Procurement Reform Act. The Philippine Collegian Editorial Board still insists that the publication is not covered by R.A. 9184.

2) Regent Tiongco said that he had a talk with the Student Regent and the Philippine Collegian editor. They also had a meeting with Chancellor Cao. They have reached an agreement that for the Philippine Collegian to continue its publications, they will borrow funds from the U.P. Foundation. They have also agreed to ask the Court to rule in this case. They promised to abide by whatever the decision of the Court would be.

3) The President pointed out that it is not among the mandates of the Foundation to lend money.

4) Regent Sarmiento, who is a director of the U.P. Foundation, said that indeed it is not a mandate of the Foundation to lend money.

5) Regent Sanchez noted that it is clear from the letter of Ms. Sofia C. Gemora of the Commission on Audit (COA) to Ms. Katrina Angela R. Macapagal that while the COA is constitutionally mandated to promulgate accounting and auditing rules and regulations, U.P. is responsible for establishing its own internal control system with regard to its financial and administrative operations within the bounds of the existing laws, rules and regulations. This means that U.P. can look at alternative avenues to address this issue.

6) The Philippine Collegian, according to Regent Sanchez has been following accounting and auditing procedures. They have been doing canvassing and public bidding. What they do not actually want is public bidding managed by the Administration.

7) The President explained that Section 4, Rule V of the IRR of R.A. 9184 provides that “printing of the student publication by a private printer shall be conducted by the editorial board and the student publication staff through canvass or public bidding.” The COA finds no reasons why exception to the provisions of R.A. 9184 on public bidding is being sought.

8) Regent Tiongco pointed out that it is the position of the Chancellor that since the funds collected are public funds, it is the Administration that should manage the bidding.

9) The President explained that the Administration has been trying to reach out to the students. She said, the Administration can continue to collect, but the amount intended for the Philippine Collegian can be set aside. The Philippine Collegian, however, still has to go through public bidding. In the meantime, the present issue has to be settled.

10) The President offered to discuss this matter further with Regent Sanchez, Chancellor Cao and the Philippine Collegian editor.

On the Position Paper of Regent Roland Simbulan on the Tenureship Policy of the University

a. Comments from the CUs

Regent Simbulan presented his position paper on the tenureship policy of the University in the last meeting of the Board of Regents. The decision of the Board then was to review the policy. However, it did not agree on the proposal that the policy be put on hold while it is being reviewed.

The same position paper was discussed in the meeting of the President’s Advisory Council held on 16 November 2006. Majority of the Constituent Universities are for retaining the status quo as far as the tenureship policy is concerned. There is the sentiment, however, that exceptions must be looked into.
The following matrix summarizes the comments and suggestions from the CUs.

**Comments on the Position Paper of Regent Simbulan on the Tenureship Policy of the University**

<table>
<thead>
<tr>
<th>CAMPUS</th>
<th>COMMENTS</th>
<th>SUGGESTIONS</th>
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<tbody>
<tr>
<td>UP Diliman</td>
<td>The sentiment of the Council as stated in the minutes of its meeting held last 12 July 2006 - &quot;We have in place a tenure policy that is reasonable and guarantees the retention of faculty members to teach well and who also have demonstrated the capacity for research. UP's tenure policy must, in the end, upgrade the faculty profile. Meritorious exceptions to the policy maybe considered of course, but this should not be a reason for changing the existing institutional policy. The UP profile must remain as best in this country.&quot; UP has a sound policy, we should not touch it.</td>
<td>Define meritorious/exceptional cases</td>
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<tr>
<td></td>
<td>UP Diliman has tasked the Committee on Faculty Welfare &amp; Development (Prof Taguiwalo) to have some guidelines on how to define the exceptions/meritorious cases.</td>
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<tr>
<td>UP Baguio</td>
<td>Regent Simbulan's position paper was distributed to all faculty but this has not been discussed anymore in a meeting because those who were affected by the policy were able to publish and that made them feel proud. The faculty members are publishing early in their career and they feel affirmed by that. It was reiterated in one EXECOM meeting that one ought to give a policy enough time to show its positive effects.</td>
<td>Young faculty members should be helped and encouraged to publish</td>
</tr>
<tr>
<td>UP Visayas</td>
<td>Majority supports the position of the Faculty Regent. UPV is losing faculty members who recently earned their masters degree but are not able to meet the publication requirement for tenureship and for lack of qualified applicants, they are replaced by non-masters degree holders. The College of Fisheries faculty have several researches CAS faculty would rather have overload rather than do research.</td>
<td>Alternative proposals for tenureship should be carefully formulated.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>UPV faculty agrees on the review of the University policy on tenureship and also on promotion.</td>
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<td>The idea of assigning &quot;alternative performance indicators in place of refereed publication&quot; is an acceptable condition both for tenureship and promotion but it must be carefully formulated.</td>
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<td>Abolish publication requirement for professional schools (Law &amp; Medicine)</td>
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<td></td>
<td>Give more time for faculty members who have finished/earned MS/MA to publish</td>
</tr>
<tr>
<td>UPLB</td>
<td>There are groups supporting the status quo but there are also groups from the CAS (Social Science and Humanities) who strongly oppose the current scheme Lenient in implementing the rule because of the difficulty in recruiting faculty especially in the CAS, such that those who have finished graduate degree and whose paper are already in the pipeline are extended for a year (This should go to the Board of Regents)</td>
<td>Stick with the policy</td>
</tr>
<tr>
<td>UPOU</td>
<td>Agrees with the policy; To be tenured, a faculty member should satisfy and in fact excel in the 3 requirements namely teaching, willingness to pursue professional development and ability to contribute to the body of knowledge of one's discipline. Controversial aspect of the policy is the required publication in a refereed journal which is difficult for young faculty members.</td>
<td>Retain the publication requirement with certain modifications</td>
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<td>Publication requirement to include publication of any one of the following: textbook, instructional module, multimedia instructional package, new technology that will enhance teaching-learning process in the university. These</td>
</tr>
<tr>
<td>CAMPUS</td>
<td>COMMENTS</td>
<td>SUGGESTIONS</td>
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<td>---------------------------------------------------------------------------</td>
<td>-----------------------------------------------------------------------------</td>
</tr>
<tr>
<td>UP Manila</td>
<td>UP Manila faculty feels that the policy is not faculty-oriented; it is a cruel and heartless policy.</td>
<td>Faculty members who cannot publish should not be tenured but should not also be removed.</td>
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<tr>
<td></td>
<td>UP Manila is losing good faculty and is unable to hire good ones because of the brain drain and the lure of working overseas.</td>
<td>Categorize faculty. Some will remain good teachers and will be evaluated as such; others may choose to become researchers while still others are good at extension work.</td>
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<tr>
<td></td>
<td>UP Manila supports the paper of Regent Simbulan completely that a review of the tenure policy should be done</td>
<td>Let them choose two functions where they can devote their time and will be good at, as long as teaching is one of them.</td>
</tr>
</tbody>
</table>

b. Faculty Regent’s Motion for Reconsideration for a Moratorium on those affected by the Up or Out Policy due to Refereed Article while Tenureship Policy is Being Reviewed

In his letter to the Board of Regents, dated 22 November 2006, Regent Simbulan said that:

“This representation and Faculty Regent, together with the participants of the First Systemwide U.P. Academic Personnel Conference once again implore your kind understanding and favorable attention to the plight of our fellow faculty members. We recognize the merits and good intentions of the Faculty Tenure Rules of the University as it aims to lift the quality of faculty one “knot higher” as they contribute to the body of knowledge in their respective discipline.”

The Faculty Regent shared with the Board the sentiments voiced out by the participants of the academic personnel conference and these are as follows:

“1) the strict observance of Faculty Tenure Rules is depleting the U.P. System of qualified and good instructors and professors. At the end of this school year, more than one hundred of us will no longer be re-appointed should there be no moratorium on and if the review process will not be finished. Because of this, the affected faculty are greatly demoralized. It is difficult and painful for them to think that after serving the University for 5 years or more, they will lose their job at the end of the semester. During the conference, the participants raised these observations: the strict implementation of the Faculty Tenure Rules or the “Up-or-Out Policy” begins to affect instructions in UP in view of the following reasons:

1) the non-renewal of appointment of previous staff means the recruitment of new staff. The newly recruited staff provides no assurance that they are better teachers. There is no assurance also that they can comply with the rules 5 years after. It will take some years before a person can be fully proficient in teaching (i.e., develop self confidence and full mastery of subject matter). Newly hired instructors will pass through similar learning processes;

2) it is wasting the direct and indirect investment of UP among these faculty in terms of their learning experiences in teaching at UP (i.e., direct or indirect mentoring done by other or more senior faculty) and the financial support for their graduate studies (i.e., reduced tuition fees, reduced teaching/work load, study leave with pay, partial or full scholarships). While we mourn their “loss” here...
Policy Matters Approved

Proposal to Grant Study Privileges to Dependents of U.P. Manila Clinical Faculty

At the 1207th meeting of the Board of Regents on 31 March 2006, Regent Sarmiento proposed that the Clinical Faculty be given recognition by giving them tenure and a stipend of P100.00 per month. This proposal was reiterated by Regent Sarmiento at the 1208th meeting of the Board held on 27 April 2006. The President then requested for ample time to consult with the Chancellor of U.P. Manila. The Chancellor subsequently submitted this proposal for consideration by the Board of Regents.

This proposal was discussed and endorsed by the President’s Advisory Council (PAC) at its meeting held on 16 November 2006.

The creation of Clinical Professorship at the College of Medicine was approved by the Board of Regents at its 869th meeting held on 26 February 1976. The position of Clinical Faculty was likewise created at the Colleges of Allied Medical Professions, Dentistry and Pharmacy (1130th BOR Meeting, 15 April 1999). In its 1142th meeting, the BOR approved the proposal for the same position at the Colleges of Medicine (Basic Sciences), Nursing and Public Health.

Presently, U.P. Manila has two hundred eighty-eight Clinical Faculty members without compensation. Majority of these Clinical Faculty are appointed as Clinical Professors at the College of Medicine who participate in the service and teaching activities of the College and the Philippine General Hospital. The continuing need for these faculty members is borne by the fact that the mode of learning and instruction in the University is continuously shifting from the traditional to non-traditional and to innovative practices necessitating more faculty members to be involved in small group discussions and preceptorials. The commitment of these Clinical Faculty who tirelessly and competently serve without monetary rewards, is, indeed, admirable and has been vital in maintaining the required teaching and research expertise complement of the College and the Hospital. As they continue to be one of the University’s important resources, it is but fitting that they be granted justifiable privilege.

It is proposed that the dependents of the Clinical Faculty be granted Study Privileges in the University.

Proposal to Amend the Policy Prohibiting the Use of U.P.’s Name by Groups/Organizations/Centers Conducting Review Classes for Entrance/Qualifying Exams such as the UPCAT, LAE, NMAT and the Use of U.P. Facilities for This Purpose

There is a proliferation of groups/organizations/review classes for entrance/qualifying exams ADMINISTERED BY U.P. such as the UPCAT and the LAE [and the NMAT]. Their advertisements tend to mislead the public who gets the impression that these review classes are sponsored by the University.

More appalling is when these review classes are conducted by U.P. faculty and staff using the facilities of the University. These not only mislead the public, but also give false hopes to examinees who might think that they will pass the entrance/qualifying exams because they paid for a U.P. sponsored review class.

Justification

The prohibition shall apply only to review classes for entrance/qualifying exams administered by the University.

FINANCIAL MATTERS APPROVED

Reprogramming of U.P. Visayas’ Prior Years’ Savings in the Amount of P3,861,937.25

Reprogramming of U.P. Visayas’ prior years’ savings in the amount of P3,861,937.25, as certified by the U.P. Visayas Chief Accountant and Chief, Budget Office, to be utilized as follows:

<table>
<thead>
<tr>
<th>PARTICULARS</th>
<th>FROM</th>
<th>TO</th>
</tr>
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<tbody>
<tr>
<td>Personal Services</td>
<td>3,861,937.25</td>
<td>3,861,937.25</td>
</tr>
<tr>
<td>Maintenance &amp; Other Operating Expenses</td>
<td>2,561,937.25</td>
<td>2,561,937.25</td>
</tr>
<tr>
<td>Land and Land Improvement Outlays</td>
<td>500,000.00</td>
<td>500,000.00</td>
</tr>
<tr>
<td>Equipment Outlays</td>
<td>800,000.00</td>
<td>800,000.00</td>
</tr>
<tr>
<td>Total</td>
<td>3,861,937.25</td>
<td>3,861,937.25</td>
</tr>
</tbody>
</table>

The reprogrammed amount will be used to augment U.P. Visayas’ meager budget for maintenance and other operating expenses and purchase some needed instruction - related equipment.

It is understood that disbursements from this reprogrammed amount shall be subject to the usual accounting and auditing laws, rules and regulations.
Request for Authority to Pay the Additional Merit Incentive of P5,000.00 to All Qualified U.P. Personnel for CY 2006

The President requests authority to pay the additional merit incentive of P5,000 to all qualified U.P. Personnel for CY 2006. The merit incentive is given to qualified U.P. personnel in recognition of their dedicated service to the University and to inspire them to be more efficient, productive and creative.

Request for Authority to Pay the Christmas Grocery Allowance of P1,000.00 to All Qualified Personnel of the University

The President requests authority to pay the Christmas Grocery Allowance of P1,000.00 this year, to all qualified personnel of the University.

The Christmas Grocery Allowance is provided for in the Collective Negotiation Agreement (CNA) entered into by and between the University of the Philippines and the All U.P. Workers’ Union, confirmed by the Board of Regents at its 1160th meeting held on 23 May 2002.

In the spirit of equity, it is also proposed that the Faculty, REPS and Administrative Personnel excluded from the CNA be entitled to the same.

ACADEMIC MATTERS APPROVED

Establishment of the Elena M. Pangaribuan Professorial Chair in Local Governance at the National College of Public Administration and Governance, U.P. Diliman

The Chair’s honoree is a former long-time faculty member of NCPAG and is respected in her discipline.

The endowment fund for this Chair has been turned over as early as July 2004 and is managed by the U.P. Foundation. Other pertinent details include:

- Donor: RPG Foundation, Inc.
- Endowment: PhP 522,832
- Implementation: In accordance with University rules

MEMORANDA*

The Board confirmed the following agreements:

Note: These agreements have gone through the standard University processes from the Constituent Universities (CUs) concerned and the University System. In cases where there were irregularities or inconsistencies with present laws, rules, regulations and processes, the documents were returned for review of or to exact compliance by the concerned.

U.P. System

Memorandum of Agreement with the Huaqiao University (HQU), Peoples’ Republic of China (PRC)

Memorandum of Agreement entered into by and between U.P. System and the Huaqiao University (HQU), Peoples’ Republic of China (PRC)

Project: Academic and educational cooperation

Particulars:

Both Universities agree to develop the following collaborative activities in academic areas of mutual interest, on the basis of equality and reciprocity:

- Exchange of faculty, researchers and other research and administrative staff;
- Exchange of students;
- Conduct of collaborative research projects;
- Conduct of lectures and symposia;
- Exchange of academic information and materials; and
- Promotion of other academic cooperation as mutually agreed upon.

Effectivity: Effective for a period of 5 years from the date of signing

Date signed: 25 October 2006

Memorandum of Agreement with the Bell Telecommunications Philippines, Inc. (BELTEL)

Memorandum of Agreement entered into by and between the University of the Philippines and the Bell Telecommunications Philippines, Inc. (BELTEL)

Project: Internet Service with a Committed Information Rate (CIR) of 4 Mbps

Contract Price: PhP 87,000.00 per month or a total of PhP 1,044,000.00 per year, inclusive of E-Vat

Particulars:

U.P. shall:

a. assist BellTel in securing the necessary work permits, approval for installation works in its premises by providing BellTel the documents as may be required for the undertaking. All other necessary permits as may be required by any Government agency in the execution of the works for the establishment of the leased lines shall be the responsibility of BellTel. Any and all expenses as regards permits and licenses shall be for the account of BellTel.

b. provide BellTel its Network Diagram and necessary network interfaces for proper understanding of its network.

c. offer the University’s information streams to the extent possible.

BellTel shall provide the following:

a. Network Infrastructure:

   a.1 Single Digital Platform - ENTIRE SOLUTION will use BellTel’s next generation platform to ensure efficient network management.

   a.2 Guaranteed Speed – Minimum downstream bandwidth: 4096Kbps committed are; Minimum upstream bandwidth: 4096Kbps committed rate. All bandwidth figures should be provisioned and guaranteed from the termination point at the University of the Philippines, Diliman, Quezon City through ISP’s network, all the way to the ISP’s border router in U.S. Mainland.

   a.3 Communication link between BellTell and U.P. shall be via dedicated wired leased line. The service shall include this link and the BellTel is responsible to make the necessary arrangements to make such connection.

   a.4 Provisioned channels should not apply any filtering on inbond or outbond streams except in cases where the source IP addresses emanating from U.P.’s side are incorrect, or in other related cases only to ensure network security. The University and BellTel shall agree on reasonable filters that shall be imposed in this respect. No content filtering of any kind shall be imposed.

   a.5 No proxy servers shall be positioned within the clear channels provisioned under this bid, except as may be mutually agreed upon between the University and BellTel.

   a.6 Round trip time (latency) from U.P. router up to ISP’s U.S. mainland border router(s) of less (better) than 300ms. Trace Routing.

   a.7 BellTel agrees to ensure the security and privacy of the University’s information streams to the extent possible.

   a.8 BellTel agrees to ensure the security and privacy of the University, such that:

*Regent Sarmiento suggested that MOAs submitted to the Board for approval/confirmation be reviewed by the Committee on Legal Affairs. Chairman Puno instructed the President to look into this suggestion of Regent Sarmiento.
1) Traffic destined for locally-peered ISPs shall not be routed through the dedicated Internet Path, but rather through the ISP’s local backbone; and
2) The University’s IP block(s) and AS number(s) shall be advertised to the Internet through the ISP’s routers, and BGP reachability shall be provided.

a.9 BellTel agrees to provide a network management interface, accessible to the University, which will allow the latter to monitor compliance with bandwidth agreements. If the provisioned channels pass through multiple router hops, monitoring shall be provided on each of these router hops, up to the upstream US-based Internet service provider.

a.10 BellTel agrees to provide 7 x 24 on-call technical support for problems relating to the services contracted herein. BellTel should provide advance notification at least 48 hours before the scheduled service interruptions. BellTel should respond to a trouble call with qualified technical personnel within one (1) hour from the time the trouble is reported. An MRTG webpage will be sufficient for this purpose.

a.11 BellTel agrees to provide at least 24 IP addresses.

Effectivity: Effective for a period of 1 year from 28 August 2006 to 28 August 2007

Date signed: 15 November 2006

U.P. Diliman

Memorandum of Agreement with the Philippine Women’s University (PWU)

Memorandum of Agreement entered into by and between U.P. Diliman and the Philippine Women’s University (PWU)

Project: Online training courses

Particulars:

a. U.P. Diliman agrees and gives its consent to allow its faculty and staff at the National Center for Transportation Studies (NCTS) and the Department of Mechanical Engineering to serve and teach in the Philippine Women’s University on a part-time basis as faculty members only and in no instance may said faculty or staff be appointed to an administrative position in PWU, subject to other existing rules and policies of U.P. Diliman; and

b. PWU agrees to provide compensation to personnel of U.P. NCTS and the Department of Mechanical Engineering based on the result of their evaluation under the Common Criteria of Evaluation of NBC 461 and to furnish U.P. Diliman through its Office of Personnel Services with a copy of appointment issued, or contract of employment executed, as the case may be, in each case.

Effectivity: Effective for a period of 1 year from 4 September 2006 to 3 September 2007

Date signed: 5 October 2006

Memorandum of Agreement with the Land Bank of the Philippines

Memorandum of Agreement entered into by and between U.P. Diliman through the Law Center (Second Party) and the Land Bank of the Philippines (First Party)

Project: Conduct of the Mandatory Continuing Legal Education (MCLE)

Particulars:

a. The parties will jointly conduct a one-day MCLE accredited Seminar on E-commerce for members of the bar. For the purpose, the parties shall agree upon the specific topics, the lecturers and the schedule for the Seminar, and

b. The First Party shall defray the costs involved in the seminar in the amount of P1,400.00 per participant with a guaranteed minimum of twenty (20) participants.

Date signed: 13 October 2006

Memorandum of Agreement with the Government Service Insurance System (GSIS)

Memorandum of Agreement entered into by and between the University of the Philippines Diliman through the Institute of International Legal Studies (ILS), Law Center [Second Party] and the Government Service Insurance System (GSIS) [First Party]

Project: Training Course

Particulars:

a. The parties will jointly conduct the Training Course for the legal officers of the First Party. For this purpose, the parties shall agree upon the specific topics, the trainers and the schedule for the Training Course;

b. The First Party shall take charge of the identification of the participants and their invitation to the Training Course, as well as the choice of the venue and food;

c. The First Party shall pay the Second Party the amount of P180,000.00 for the Training Course. Check shall be made payable to the U.P. Law Center; and

d. A total of three (3) whole day sessions which shall be conducted on October 25, 26 and 27, 2006 or on such dates as may be agreed upon.

Date signed: 2 November 2006

Memorandum of Agreement with the Bureau of Food and Drugs

Memorandum of Agreement entered into by and between the University of the Philippines Diliman (Second Party) and the Bureau of Food and Drugs (First Party)

Project: Preparation of the BFAD Manual

Particulars:

a. The Project shall consist of the following phases:

1. Phase I BFAD Manual
   Part A Draft of BFAD Manual
   Part B Final copy of the BFAD Manual

2. Phase II Integrated Implementing Rules and Regulations

b. The Agreement shall cover, in particular:

1. Phase I, Part A of the Project, which shall be for a period of three (3) months or more specifically, from October 2006 to December 2006. Upon submission of the draft of the BFAD Manual, the First Party agrees to provide funding in the amount of P493,900.00, in accordance with the Proposed Budget for the Project and which amount shall be deposited over to the Second Party’s account.

2. Phase I, Part B and Phase II of the Project, which shall be for a period of six (6) months, or more specifically, from January 2007 to June 2007. For the consolidation/finalization of the IRR, the First Party agrees to provide funding in the amount of P1,002,980.00, in accordance with the Proposed Budget and which amount shall be deposited over to the Second Party’s account.

Effectivity: Effective for a period of nine months starting October 2006 until June 2007

Date signed: 30 October 2006

U.P. Manila

Memorandum of Agreement with the Centro Escolar University (CEU)

Memorandum of Agreement entered into by and between U.P. Manila (UPM) and the Centro Escolar University (CEU)

Project: Educational and Scientific Cooperation

Implementing Unit: Office of the Vice-Chancellor for Academic Affairs

Particulars:

a. UPM and CEU, wishing to enhance the existing cooperative relations among them, join in the following agreement on educational and scientific cooperation.
b. UPM and CEU will encourage contact and cooperation among their faculty members, departments and research institutions under the provisions of this agreement.

c. UPM and CEU will endeavor to cooperate in education and research.

d. Within fields that are mutually acceptable and subject to the requirements of each university’s own academic programs, research activities and other academic undertakings, forms of cooperation shall be pursued.

e. UPM and CEU shall identify specific academic projects that will be decided to be undertaken collaboratively within the period of effectivity.

f. In the case of part-time teaching of faculty of one university in another, the rules and procedures governing such activity shall form an integral part of this agreement.

g. Acknowledging that each of them have invested in the development and training of their respective faculty members and academic personnel, UPM and CEU agree not to solicit for employment or “pirate” each other’s faculty members/academic personnel.

h. Nothing contained or implied in the Memorandum of Agreement shall constitute or be deemed to constitute a partnership among UPM and CEU.

i. All research/projects outputs, discoveries and/or inventions/innovations produced by virtue of and pursuant to the Memorandum of Agreement shall be jointly owned by the parties.

j. Any publication arising from the activities undertaken by virtue of and pursuant to the agreement shall clearly establish and identify the name of the parties as the source of the output.

k. The two parties understand that all financial arrangements will have to be negotiated and will depend on the availability of funds.

l. In order to ensure proper implementation and management, each university shall appoint a representative to act as liaison officer for purposes of this agreement.

Effectivity: Effective for a period of 3 years upon signing by both parties

Date signed: 4 October 2006

U.P. Mindanao

Memorandum of Agreement with the Department of Education – Davao City

Memorandum of Agreement entered into by and between the University of the Philippines Mindanao (UP Min) and the Department of Education – Davao City

Project: Implementation of the National Service Training Program (NSTP)

Particulars:

1. U.P. Mindanao deploys students taking up CWTS 2 – School of Economics and Management (SOM) to elementary public schools of Tugbok District, Davao City under the Department of Education – Davao City as part of the requirements of the course.

2. U.P. Mindanao NSTP students conduct road safety lessons to elementary public school students from Grades 1 – 3.

3. Department of Education – Davao City provides the learning opportunity for the CWTS 2 – SOM students in the conduct of road safety lessons to public elementary school pupils.

4. U.P. Mindanao and the Department of Education – Davao City form a Project Monitoring and Evaluation Team to oversee the program.

Date notarized: 31 October 2006

The Board also confirmed the following:

Deed of Donation and Acceptance Entered into by and between U.P. Diliman (Donee) and the Copeland Corporation (Donor)

Deed of Donation and Acceptance entered into by and between U.P. Diliman (Donee) and the Copeland Corporation (Donor)

Donations: Heating, Ventilation, Air-Conditioning and Refrigeration (HVACR) equipment valued at US$9,000 and consisting of the following units:

- 1 unit Multi-Split A/C System (Coming from Hong Kong and valued at $2000)
- 1 unit Gas Cycle Stand (Coming from USA and valued at $3000)
- 1 unit Simulator (Coming from USA and valued at $4000)

Date signed: 10 October 2006

OTHER MATTERS

Appeal in Re: Enedina E. Oaferina on the Decision of the President Dropping Her from the Service Due to the Disapproval of Her Applications for Sick Leave

This refers to the appeal of Respondent Enedina E. Oaferina from the Decision of President Emerlinda R. Roman, uphold the decision of then U.P. Manila (UPCM) Chancellor, Marita V.T. Reyes, dropping her from the rolls upon recommendation by the Office of the Personnel Services (OPS).

President Roman acquired jurisdiction over this case when Respondent elevated to the Office of the President, by way of appeal, the Decision of then UPCM Chancellor Reyes, directing her dropping from the rolls of UPCM.

The records show that Ms. Oaferina filed three applications for leave of absence due to the alleged illness (recurrent abdominal pain) of her son, John Paul Oaferina, as follows:

1. Application for sick leave for the period covering from June 14 to 30, 2004.
3. Application for sick leave for the period covering from January 1, 2005 to March 31, 2005.

On 10 January 2005, Ms. Veneranda S. Geronimo of the OPS wrote Ms. Oaferina advising her of the disapproval of her leave applications. She was being required to report for duty within five (5) days from receipt of said letter. Otherwise, her dropping from the service shall be recommended. Ms. Oaferina received the letter on 21 January 2005.

Ms. Oaferina protested the disapproval of her leave applications stating that she “responsible certified promptly and compelled in good faith all matter” relating to her leave applications. She undertook to “personally come” to OPS on 2 February 2005 to present the merits of the facts and express her willingness to report back to work on 15 February 2005.

UPCM recommended in its letters to OPS dated 31 January and 3 February 2005, respectively that Ms. Oaferina be dropped from the rolls in the exigency of the service, pursuant to Section 63, Rule XVI of the Omnibus Rules on Leave.

On 02 February 2005, the OPS made a similar recommendation for the dropping of Ms. Oaferina from the rolls. The OVCA endorsed the same to the Office of the Chancellor.

On 04 February 2005, the UPM Chancellor, acting on the recommendation of the UPCM, OPS, OVCA, approved the dropping from the service of Ms. Oaferina.
On 09 March 2005, Respondent filed her appeal before the Office of the President primarily based on humanitarian consideration.

On 31 July 2006, the Office of the President of the University of the Philippines affirmed in toto the decision of the UPCM Chancellor.

In her appeal now before the Board of Regents (BOR), Respondent seeks the review of the President’s decision on the ground that “the decision of the Honorable Office of the Chancellor and the Decision of the Honorable Office of the President are devoid of any factual and legal basis.”

In support of her appeal, Respondent posits the following allegations and arguments, to wit:

1. that her prolonged absence from work was due to the illness of her son, and therefore, among the instances included and contemplated as automatic leave of absence under the Civil Service Rules;
2. that since she submitted medical certificates in support of her leave applications, approval of the same is a ministerial duty of the UPCM Dean;
3. that since her leave applications were not acted upon within five (5) days from filing, the same should be considered as deemed approved pursuant to Sec. 49 of the CSC Rules.
4. that Respondent was able to submit the required clearances although such submission was late due to the delay in the signing of the same by the concerned University officers;
5. that there is no more need to determine the specific dates when Respondent’s son was actually sick considering that the medical certificates indicated that her son will be sick from June 14, 2004 to March 2005; and
6. that in case of doubt, the medical certificate should have been referred to the UP Health Service as per standard operating procedure of the college.

These arguments and allegations have already been raised by Ms. Oaferina during the course of the proceedings before the levels of the UPCM Chancellor and the President of the University. Both offices have judiciously considered the position of Ms. Oaferina but found the same insufficient.

Be that as it may, it is well to refer to the pertinent rules of the Civil Service Commission, to wit:

“Section 49. Period within which to act on leave application. – Whenever the application for leave of absence, including terminal leave, is not acted upon by the head of agency or his duly authorized representative within five (5) working days after receipt thereof, the application for leave of absence shall be deemed approved.”

“Section 53. Application for sick leave. – All applications for sick leave of absence for one full day or more shall be made on the prescribed form and shall be filed immediately upon employee’s return from such leave. Notice of absence, however, should be sent to the immediate supervisor and/or to the agency head. Application for sick leave in excess of five (5) successive days shall be accompanied by a proper medical certificate.

“Sick leave may be applied for in advance in cases where the official or employee will undergo medical examination or operation or advised to rest in view of ill health duly supported by a medical certificate.

“In ordinary application for sick leave already taken not exceeding five days, the head of department or agency concerned may duly determine whether or not granting of sick leave is proper under the circumstances. In case of doubt, a medical certificate may be required.

“Section 54. Approval of sick leave. – Sick leave shall be granted only on account of sickness or disability on the part of the employee concerned or of any member of his immediate family.

“Approval of sick leave, whether with or without pay, is mandatory provided proof of sickness or disability is attached to the application in accordance with the requirements prescribed under the preceding section. Unreasonable delay in the approval thereof or non-approval without justifiable reason shall be a ground for appropriate sanction against the official concerned.”

“Section 57. Limit of leave without pay. – Leave without pay not exceeding one year may be granted, in addition to the vacation and/or sick leave earned. Leave without pay in excess of one month shall require the clearance of the proper head of department or agency.”

“Section 62. Effect of failure to report for duty after expiration of one year leave. – If an official or an employee who is on leave without pay pursuant to Section 57 hereof, fails to report for work at the expiration of one year from the date of such leave, he shall be considered automatically separated from the service.”

“Section 63. Effect of absences without approved leave. – An official or an employee who is continuously absent without approved leave for at least thirty (30) working days shall be considered on absence without official leave (AWOL) and shall be separated from the service or dropped from the rolls without prior notice. He shall, however, be informed at his address appearing on his 201 files or at his last known written address, or his separation from the service, not later than five (5) days from its effectivity.

“If the number of unauthorized absences incurred is less than thirty (30) working days, a written Return-to-Work Order shall be served to him at his last known address on record. Failure on his part to report for work within the period stated in the Order shall be a valid ground to drop him from the rolls.” (underscoring provided only for emphasis)

Based on the foregoing rules, there are two requirements that should be complied with in the approval of application for sick leave covering the period of more than thirty (30) days, to wit:

1. Medical Certificate
2. Clearance

In the case of Ms. Oaferina, she was not able to submit a medical certificate showing the actual dates when her son was sick. This was required of her considering that her own physician, Dr. Portugal stated that “John Paul can carry normal activities except last month (July 2004) when he had another attack of severe abdominal pain”; that he has “improved a lot while staying in the province, even without treatment; and that he is “symptom-free for three months now” (October-December 2004). Since Ms. Oaferina did not submit such medical certificate, the University was left with no option but to construe such inaction and/or defiance on her part against her favor. Similarly, Ms. Oaferina failed to submit the requisite clearance. Ms. Oaferina should have submitted two clearances: one from the College and another one from the University (considering that she applied for a leave of absence of more than thirty (30) days). While she submitted the College Clearance, she failed to submit a duly accomplished University Clearance. An examination of the University Clearance attached to the appeal of Ms. Oaferina as Annex “E” shows that a number of signatories have not signed to date.

Clearly, Ms. Oaferina failed to comply with the requirements under the rules for the submission of the proper medical certificate and clearance. Thus, the assailed decisions of the UPCM Chancellor and the University President are in order.

We take exception to the claim of Ms. Oaferina that her sick leave applications should have been automatically approved and that such approval is the ministerial duty of the concerned University officials.
Such interpretation of the CSC Rules is not warranted under the circumstances obtaining in this case. More so, that Ms. Oaferina did not comply with the required clearance and medical certificates.

With respect to the allegation of Ms. Oaferina regarding delay on the part of UPCM in acting on her application for clearance, she only has herself to blame. Her sick leave applications could not be acted upon with dispatch considering that Ms. Oaferina repeatedly failed to turn over her pending tasks to the proper University authorities, including her non-endorsement and thus, the non-printing of the 2003 ACTA Medica. Moreover, said sick leave applications could not be acted upon at the initial level of the OPS with reference to its certification of leave credits due to the incomplete DTR’s of Ms. Oaferina.

Contrary to the claim of Ms. Oaferina, there was no need to refer her medical certificates to the UP Health Service. There was no issue as to the nature of the illness of her son but only as to the dates when he was actually sick. Thus, the request for a certification from her physician as to such dates. Ms. Oaferina did not submit, however, such certification.

Board action: Denial of the Appeal. The Board affirmed the decision of the President upholding the decision of then U.P. Chancellor Marita V.T. Reyes dropping respondent Enedina E. Oaferina from the service.

U.P. vs. Raymond T. Rama, et al., SDT Case No. 02-006 For: Violation of Rule, Sec. 1, Par. A-1 and Sec. 2, Par. A, Revised Rules and Regulations Governing Fraternities, Sororities and Other Student Organizations

For consideration before the Board of Regents is the appeal of respondents, RAYMOND T. RAMA (UP Student No. 96-51824), RONALD SEWELL P. KO (UP Student No. 00-43011), JESS ADDAWE (UP Student No. 97-36424) and BENSON C. PARIÑO (UP Student No. 97-39836) from the Decision of the Office of the President dated 3 February 2005, affirming the Decision of the Student Disciplinary Tribunal (SDT), finding Respondents guilty as charged for committing the following acts: 

1) RAYMOND RAMA y Tecson (UP Student No. 96-51824) a student of the College of Engineering, UP Diliman, Quezon City; and
2) RONALD SEWELL KO y Patingan (UP Student No. 00-43011) a student of the College of Engineering, UP Diliman, Quezon City; and
3) JESS ADDAWE y Malecdan (UP Student No. 97-36424) a student of the College of Engineering, UP Diliman, Quezon City; and
4) BENSON PARIÑO y Cuento (UP Student No. 97-39836) a student of the College of Engineering, UP Diliman, Quezon City; and
5) A JOHN DOE, all members of the Tau Alpha Fraternity,

as charged respondents:

With violation of Rule I, Section 1, paragraph (A-1) and Rule I, Section 2(A) of the Revised Rules and Regulations Governing Fraternities, Sororities and other Student Organizations, for allegedly committing the following acts:

"That on or about February 10, 2002, at about 1:00 pm during an Open House in Narra Residence Hall, respondents:
1) RAYMOND RAMA y Tecson (UP Student No. 96-51824) a student of the College of Engineering, UP Diliman, Quezon City;
2) RONALD SEWELL KO y Patingan (UP Student No. 00-43011) a student of the College of Engineering, UP Diliman, Quezon City;
3) JESS ADDAWE y Malecdan (UP Student No. 97-36424) a student of the College of Engineering, UP Diliman, Quezon City;
4) BENSON PARIÑO y Cuento (UP Student No. 97-39836) a student of the College of Engineering, UP Diliman, Quezon City; and
5) a JOHN DOE, all members of the Tau Alpha Fraternity,

Together and simultaneously attacked complaining witness Arnel P. Cataluna at the lobby of Narra Residence Hall hitting the latter in various parts of his body with fist blows and kicks, until somebody intervened during the attack, shielded him, and told him to run inside the Hall enabling him to free himself from further harm; that said act is in violation of Rule I, Section 1, paragraph (A-1) and Rule I, Section 2(A) of the Revised Rules and Regulations Governing Fraternities, Sororities and other Student Organizations."

Of the four respondents, only BENSON C. PARIÑO and JESS M. ADDAWE filed their Answers. Both denied the charge that they attacked complainant.

The prosecution presented three witnesses namely, Arnel Cataluna who is the private complainant, Evangeline Balmes who is a Lady Guard at Narra Residence Hall and Lucy Orbe who is a Household Attendant at Narra Residence Hall.

Cataluna testified, thus:

"Cataluna stated that he was at room 222 of Narra Residence Hall, UP Campus. He testified that in the early morning of February 10, 2002, at about 1:00 AM, while he was in the lobby of the said residence hall, he was assaulted by herein Respondents whom he identified to be: BENSON PARIÑO, RAYMOND RAMA, JESS ADDAWE and RONALD SEWELL KO. All of them were members of the Tau Alpha Fraternity.

"Accordingly, he was boxed and kicked in different parts of his body. To prove his injuries, he presented a medical certificate (Exhibit "B") issued by the UP Health Service dated February 10, 2002. The medical certificate showed that private complainant sustained physical injuries described as "contusion hematoma" among others requiring seven (7) days of healing."

Balmes testified, thus:

"The incident was witnessed by LG Evangeline Balmes, guard-on-duty that time. According to her, Arnel Cataluna emerged from the comfort room. Apparently, he was arguing with respondent PARIÑO. She testified that she approached them in order to intervene. But a group of Tau Alphans surrounded the private complainant. Among them were JESS ADDAWE, RONALD SEWELL KO, RUSSEL MAGAT, RAYMOND RAMA, MICHAEL GILLIES, REINNIER SUNICO and other fraternity bros. 
Orbe testified, thus:

“Witness Miss Lucy Orbe testified that indeed she brought the private complainant to his room during the night of the incident. She was employed at Narra Residence Hall as household attendant. When she approached Arnel Cataluna, she noticed that he was wearing a black eye. When further asked by the Tribunal, the witness stated that she, together with LG Balmes, extracted Cataluna from the group because the Tau Alphans were poised in attacking the private complainant. She said that she did so in order to prevent any further harm upon the private complainant. She added that she later decided to keep the private complainant in her office to isolate him and reduce the possibility of further harm that might be inflicted on him.”

Respondents did not present evidence when it was their turn to do so, despite several hearings scheduled for the purpose. They were given seven (7) trial dates to present evidence, to no avail. Thus, on 15 December 2003, the SDT issued an Order submitting the case for decision.

On 24 August 2004, the SDT issued a Decision finding respondents guilty and imposing upon them the penalty of expulsion, to wit:

“WHEREFORE, premises considered, the Respondents RAYMOND RAMA y Tecson, RONALD SEWELL KO y Patingan, JESS ADDAWE y Malecan BENSON PARINO y Cuento are hereby found GUILTY of the Formal Charge. Pursuant to the provisions of Rule I, Section 1, paragraph A-1 of the Rules, the imposition of Expulsion is hereby recommended.

On 13 September 2004, respondents filed an appeal before the Office of the President.

On 5 October 2004, respondents submitted a Supplemental Appeal, which was intended to “strengthen and/or augment the arguments they have previously outlined in their appeal.”

On 3 February 2005, the Office of the President issued the assailed Decision affirming in toto the Decision of the SDT, to wit:

WHEREFORE, the appeal of respondents is hereby dismissed and the decision appealed from is affirmed in toto.

On 7 March 2005, respondents filed a motion for the reconsideration of the 3 February 2005 Decision, which is hereby treated as an appeal to the BOR, for reasons already cited above.

An examination of the motion for reconsideration of Respondents shows that it is only a rehash of the grounds and arguments already presented in their appeal before the Office of the President. These may be summarized as follows:

1. Respondents were inevitably deprived of their right to be heard and to present their case, and having no adequate legal representation, they were thus utterly denied due process.

2. The case was decided based solely on the evidence presented by the complainant and thus, in the nature of a decision by default, which is frowned upon in any proceeding.

3. There was no positive identification of the Respondents by any of the prosecution witnesses.

4. Granting arguendo that the Respondents are liable for the offense charged against them, the penalty of expulsion is much too harsh.”

The foregoing grounds and arguments have already been sufficiently passed upon in the subject Decision of the Office of the President, to wit:

“First, Respondents anchor their appeal on the ground that they ‘were inevitably deprived of their right to be heard and to present their case, and having no adequate legal representation, they were thus utterly denied due process.’

“In the case of Guzman vs. National University, G.R. No. 68288, July 11, 1986, which was even cited in the appeal, the minimum standards of due process in student disciplinary cases are enumerated, as follows:

The imposition of disciplinary sanctions requires observance of procedural due process. And it bears stressing that due process in disciplinary cases involving students does not entail proceedings and hearings similar to those prescribed for actions and proceedings in courts of justice. The proceedings in student discipline cases may be summary, and cross-examination is not, contrary to petitioners’ view, an essential part thereof. There are withal minimum standards which must be met to satisfy the demands of procedural due process, and these are that (1) the students must be informed in writing of the nature and cause of any accusation against them; (2) they shall have the right to answer the charges against them, with the assistance of counsel, if desired; (3) they shall be informed of the evidence against them; (4) they shall have the right to adduce evidence in their behalf; and (5) the evidence must be duly considered by the investigating committee or official designated by the school authorities to hear and decide the case.’

“The records show that the afoquoted minimum standard was met in this case, to wit:

1) Respondents were informed in writing of the nature and cause of the accusation against them when they were furnished copy of the Formal Charge.

2) Respondents were given the opportunity to submit their Answer. Unfortunately, however, only two respondents (PARINO and ADAWE) filed an answer. Counsel, Atty. Leon R. Ramos, assisted respondents.

3) Respondents were informed of the evidence against them submitted by the prosecution in the course of the hearings conducted.

4) Respondents were given opportunity to present evidence although, they did not do so despite several postponements given them.

5) The assailed decision considered the evidence presented on record.

“It is clear that Respondents were accorded due process. They were given no less than seven (7) trial dates to present evidence. But, Respondents squandered these many opportunities, by their failure to present evidence on the several scheduled hearings set for the purpose.

‘Respondents cannot heap blame on their counsel for alleged ineffective representation. After all, as enunciated in the abovedicted case of Guzman vs. National University (supra), the representation of a lawyer is only optional. Moreover, it appears on record that respondents were absent
a lot of times during the scheduled hearings. Thus, if at all, the blame does not only rest on respondents’ counsel but on respondents themselves. “Second, Respondents argue that ‘the assailed case was decided based solely on the evidence presented by the Complainant and thus, in the nature of a decision by default, which is frowned upon in any proceedings.’ “While this may be true, there is really not much choice for the SDT in this case, considering that Respondents did not submit any evidence. Nevertheless, an examination of the evidence extant on record shows that there is substantial evidence to support the assailed decision. “Substantial evidence is such relevant evidence, which a reasonable mind might accept as adequate to support a conclusion (Crusaders Broadcasting System, Inc. vs. National Telecommunications Commission, 382 SCRA 819). By this definition, the testimonies of the witnesses presented by the prosecution and other documentary evidence already constitute substantial evidence, the quantum of proof required in administrative proceedings. Hence, the argument of Respondents that the assailed decision is based only on the evidence presented by the prosecution is not meritorious. “Third, Respondents argue, “there was no positive identification of the Respondents by any of the prosecution witnesses.” Positive identification in a manner required in criminal proceedings is not necessary in administrative proceedings. It is enough in this case that the identities of respondents were established by the testimonies of the prosecution witnesses. More so, that no countervailing evidence was presented by Respondents on this issue. “Indeed, it is not a sound policy to require positive identification like what is being done in criminal proceedings, wherein pointing to his/her person in open court makes identification of the accused. Such manner of positive identification will not serve well the speedy disposition of cases, as Respondents will simply refuse to attend hearings and thereby forestall the proceedings. This will result in unresolved pending and/or archived cases with no end in sight. “As for Respondents’ fourth argument that the penalty of expulsion is much too harsh, it is well to remember the policy of the University condemning all forms of campus violence including fraternity-related violence.”

Respondents, in their motion for reconsideration, expounded on their argument that they were denied due process, alleging that the transcript of stenographic notes on the cross-examination of Cataluña by Atty. Gerry Salipuin, Respondents’ previous counsel, was not considered by the SDT as it was allegedly lost, and that when the prosecution offered its evidence, the SDT had no quorum. Respondents claim that during the cross-examination of Cataluña, he admitted of being drunk and that it was shown that there was possible provocation from Cataluña. Granting for the sake of argument that these were so, again these are matters of evidence, which could have been established by Respondents had they not ignored the proceedings before the SDT. Be that as it may, these alleged circumstances do not justify the act of Respondents in attacking Cataluña. With respect to the argument that the SDT did not have a quorum at the time the formal offer of evidence was made by the prosecutor, the appropriate objection could have been made by Respondents were they present during the hearing. It is too late to raise such objection on appeal. At any rate, this only involves a rule of technicality, which may be relaxed in these proceedings. As it is, no new matter was raised by Respondents in their motion for reconsideration.

Board action: The Board agreed to review this case further. A Regents’ Committee was formed for this purpose. This Committee chaired by Regent Tiongco has for its members Regents Davide and Simbulan.


1) The First Systemwide U.P. Academic Personnel Conference was held on 17-18 November 2006 at the UFS Employees’ Lounge, Vinzon’s Hall. This was sponsored by the Office of the Faculty Regent, with the cooperation of the U.P. Academic Employees’ Union led by its National President, Prof. Judy Taguiwalo. The theme of the conference was: “U.P. Faculty and REPS: Unite and Advance our Rights and Welfare; and Enchance our Capacity to be of Service to our Students and to the Nation.”

2) The Faculty Regent and the participants to the First Systemwide U.P. Academic Personnel Conference are most grateful to the U.P. President Emerlinda R. Roman and all the seven Chancellors of the U.P. System who not only allowed faculty and REPS participants to attend on official time, but also provided financial assistance to the participants of this historic conference. The participants, both faculty and REPS, would like to particularly express their gratitude to President Roman for giving her precious time to personally address the Conference for the President’s Message.

3) Because of this support, 68 participants from all over the U.P. System were able to attend: with participants from U.P. Diliman – 37, U.P. Los Baños – 9, UP Manila – 9, UP Baguio – 4, UP Cebu – 2, U.P. Iloilo – 2, UP Tacloban – 2, UP Mindanao – 2 and UP Open University – 1. One third of the participants were REPS from the various U.P. units.

4) The Conference was organized by the Office of the Faculty Regent as an occasion;

4.1 to formally report to faculty constituents his insights, initiatives, and contribution to the BOR with regard to university issues specifically academic personnel rights and welfare;

4.2 to share issues and concerns affecting U.P. academic personnel, particularly rank-and-file, faculty and REPS; and

4.3 to come up with resolutions on university and faculty and REPS issues and concerns, leading to the crafting of FACULTY AND REPS AGENDA which will be a framework guide for the next faculty regent and be submitted to the Board of Regents.

5) The Conference more than exceeded its objectives as it also tackled University issues such as a) Tenure, b) the proposed Government Compensation Act pending in Congress, c) the proposed U.P. Charter, d) the proposed Tuition Fee Adjustment, and e) the U.P. Diliman Science and Technology Park Project. Support for former U.P. President Nemenzo was also articulated by Conference participants.

6) The Conference ended with a resolve to strengthen unity among faculty, REPS and rank-and-file, as well as exchanges of information towards a socially-conscious and well-organized faculty and REPS constituency.

Report of the Student Regent

1) The Student Regent reported that U.P. Diliman is still collecting the late registration fee of P50.00 despite the scrapping of the late registration period. The President promised to look into this matter.

2) On 23 November 2006, a mass action was staged by U.P. students systemwide, to protest the proposed tuition adjustment. The students would like to highlight that this is the height of the
insensitivity of the University given the economic conditions of the times. The income of families have not substantially increased and the tuition adjustment would be an added burden to the already agonizing Filipino people.

3) Regent Sanchez followed up on the presence of the military in the U.P. Mindanao campus, an issue he raised in the last meeting of the Board of Regents.

The President said that she is still waiting for the report of Chancellor de Ungria on this issue. However, she reiterated that it was because of threats to the campus’ security that the Chancellor requested the assistance of the Engineering Brigade.

Requests of Regents

1. Regent Simbulan requested that they be given advance copy of the Report of the Committee that Reviewed the STFAP. He said, this is important since it is tied up with the proposed tuition adjustment.

2. Regent Tiongco requested the Student Regent that the Board be given copy of the official position of the student body on the proposed tuition adjustment.

The Board noted the following:

Letter of Regent Simbulan Dated 7 November 2006 to Senator Manuel Villar on the U.P. Charter

Herunder is the full text of Regent Simbulan’s Letter.

“November 7, 2006

Honorable Manuel Villar
Senate President
Senate of the Philippines
Financial Center, Roxas Blvd.
Pasay

Dear Senator Villar:

I am Roland G. Simbulan, currently serving as elected Faculty Regent representing the 3,600 faculty members of the University of the Philippines in the U.P. Board of Regents, the University’s highest policy-making body. I have taught full-time in the University for the past 25 years and before being elected as Faculty Regent, I have served in different administrative positions in the University including as Vice Chancellor for three years.

I write to you regarding the concerns of my faculty constituents at U.P. on the U.P. Charter pending in the Senate. These are the results of my U.P. Systemwide visits and consultations with faculty members and the academic sector. May we respectfully propose that the following points be incorporated or reflected in the U.P. Charter bill being crafted by Congress:

1. That the State should recognize the U.P.’s leading role as the country’s premier national university by declaring it as such in its Charter. It is not enough to declare it simply as a “premier university.” Geographically, it already has a national presence through its 7 constituent universities from northern Luzon (in Baguio) to southern Mindanao (in Davao). It is unquestionably the leading university in the country in terms of the quality of its faculty and students. Its primacy however, is best shown by the fact that it has produced many of our leaders in government including Presidents, cabinet members, Supreme Court justices, legislators; and leaders in private industry as well as non-governmental and people’s organizations.

2. That the U.P. should be exempted from salary standardization for its faculty’s salaries so that we can at least have competitive salary scales and attract and keep the best and the brightest faculty members, and scientists. Records show that in the past five years or so, the U.P. has lost more than 400 faculty members who were mostly pirated by leading private universities or private corporations. We ask that the compensation package for U.P. faculty be decent enough to raise a family while enhancing professional growth.

3. That U.P. should be allowed to keep intact its secular character, meaning, it should not officially endorse nor support any particular religious beliefs for its faculty, students or staff. The separation of church and state must be respected especially in academic instruction and the curriculum.

4. That U.P.’s organizational governance should have strong consultative and grievance mechanisms put in place with an effective check and balance system especially the faculty’s University Councils which decide on academic matters. Experience has shown that collegiality and a strong sense of community in the academy is best fostered when there is a sound balance between authority and democratic participation in decision-making.

5. That as the premier national university, the U.P. should be assured of increasing financial support from the State to cushion the effects of inflation and the spiraling costs of living. Likewise, University governance should allow the flexibility of maximizing the utilization of the U.P.’s vast land assets for additional income without necessarily departing from its academic mission as “a community of scholars dedicated to the search for truth and knowledge.”

6. That U.P. faculty need not be required the cumbersome requirement of civil service eligibility. This is because, as it is now, most U.P. faculty members have M.A. and Ph.D. degrees, and at the very least, our most junior faculty Instructors have Bachelors degrees from U.P. or from prestigious local and foreign universities.

But I as Faculty Regent, together with our U.P. faculty constituents, am most deeply concerned if not disturbed by the proposal to have an oversight committee over the Board of Regents and the University. The entire University, its management and highest governing board, the Board of Regents, already undergo some kind of annual review or oversight of its decisions and activities during the yearly budgetary process in both chambers of Congress. A permanent Congressional Oversight Committee incorporated in the U.P. Charter may tie the hands of the University’s governance and operational management, if not compromise its effectiveness. It may even further encourage political interference and affect its institutional autonomy to the extent of eroding its academic excellence and academic freedom.

Though the exercise of both authority and academic freedom are never absolute, they are nevertheless regulated and checked by the University Code, and the laws of our land, especially the most fundamental of our laws, the Constitution.

Honorable Senator, we hope that you can gift U.P. in its coming 2008 Centennial Celebrations with a new U.P. Charter that will allow it to continue charting its course not only as the most prestigious University in the country, but among the best in the world as well. Thank you again for your concern and continuing support for the University of the Philippines, the University of the People.

Truly yours,

(Sgd.) Roland G. Simbulan
PROFESSOR AND FACULTY REGENT
U.P. SYSTEM”
Report on the U.P. Manila Properties in Barangay Cabalawan and Diit and the Proposed School of Health Sciences Development School Plan

Executive Summary
1) On 1994, the Department of Health donated to the University of the Philippines Manila two (2) real properties: 80,383 sq. meters in Barangay Cabalawan (Lot No. 4890 TCT T-1815) and the 21,671 sq. meters property across the national highway in Barangay Diit (Lot No. 4272 TCT T-18733). These were titled to U.P. Manila on 4 August 1999. Both properties are located in Tacloban City along Maharlika Highway.

2) The Department of Health Building
2.1 The donation included an unfinished 3-storey building. The plan was to convert the said building as the academic building of the School of Health Sciences. A total amount of 10 million pesos is needed to renovate the building to make it habitable and fit for occupancy.
2.2 Geologic hazard evaluation conducted by the DENR – MGB Region 8 and the NIGS confirmed the presence of geologic risks to the area. The structure which sits near a major fault line is prone to earthquakes and landslides. Total cost of mitigating these hazards has been estimated to be 15 million pesos.
2.3 The building likewise has no building permit or plan (either from the DPWH or the DOH) and no Environmental Compliance Certificate (ECC) from the DENR.

3) The proposed SHS Dormitory
3.1 The plan of constructing a dormitory for the SHS was brought about by the commitment of Senator Juan Flavier’s visit to the school.
3.2 The DPWH unilaterally decided Delmo Construction and Engineering as the contractor that shall construct the dormitory. The original plan was revised without first consulting U.P. Manila. A report submitted to U.P. Manila showed several inconsistencies. U.P. Manila did not release its counterpart funds pending resolution of the identified problems. Construction of the building has stopped since 1998.
3.3 In a report by Dr. Zarco in 2004, corrosion of the exposed reinforcement bars and metal window frames were noted in the uncompleted two-storey structure. It is likely that these defects will first have to be addressed, before structure can be completed.

4) The proposed SHS Administrative Building
4.1 Through Senator Honasan’s congressional insertion, PhP 3.75M was appropriated for the construction of SHS Administration Building. LAA # 15908 dated 19 March was released to OIC Tacloban Subdistrict Engineering Office. U.P. Manila approved the plans and specifications. E. O. Avestrus Construction was selected as the contractor on 25 March 1998.
4.2 Acceptance of the building by U.P. Manila was deferred pending accomplishment of a punchlist of works that still need to be done as recommended by Engr. Aurelio of U.P. Manila CPDMO. Punchlist of works has been complied with and contractor requested the University on 8 August 2000 for final inspection but this has not been done. U.P. has not paid the PhP 365,500.00 counterpart. Building is finished. There is no electrical and water connection installed.
4.3 In a report by Dr. Zarco in 2004, the completed one storey structure is showing signs of deterioration due to non-usage and lack of maintenance. Most notable is the collapse of the exterior ceiling.

5) The environs of the property
5.1 Sometime in 1995 to 1997, unauthorized quarrying was carried out by a private contractor at the basal slope of the ridge adjacent to the property. The quarried area is about 680 sq. m² and the estimated volume of materials extracted during the period is approximately 45,442 cubic meters. The depressions left behind after ceasing the quarrying activities were filled up with water, forming several isolated ponds.
5.2 These activities have emphasized the geologic hazards in the area. Rockfalls are already evident in the property near the basal slopes.

6) Presence of informal settlers (squatters)
6.1 The informal settlers reside in area where the geologic hazards have been identified.
6.2 There have been initiatives on the part of the University to inform the settlers of the risks in the property. Two letters have already been sent to the settlers, the first after the Cherry Hill incident in Antipolo and the second is after the landslide in St. Bernard in Leyte. Relocation attempts have likewise been made with only one (1) family successfully relocated from the area.

7) Options for the Properties
U.P. Manila will definitely not use the property because of the geologic hazards and the possible harm it can cause to people and property. Thus, two options have been identified with regard to the said properties:
7.1 Retain the property. However, U.P. Manila will not use the property due to the identified risks. The property shall be listed as an asset of the University.
7.2 Give up the property and return it to the DOH.

8. Development Plans for the School of Health Sciences
8.1 Short Term Development Plans
8.1.1 Rehabilitation of the F.B. Herrera Academic Building. There is a need to repair worn out ceilings and replace the operable wall. Furthermore, termite control is needed.
8.1.2 Upgrading and equipping of the Nursing and multi-disciplinary laboratory. There is a need to expand the laboratory and to acquire new models and microscope slides for teaching.
8.1.3 Construction of a 1-storey, 2-classroom building. There is an anticipated increase in the enrollment of students at the SHS because of the Pinoy MD Program.
8.1.4 Construction of a Model Health Center. The model health center shall serve as a training laboratory for the students and at the same time provide comprehensive health care for the community.

8.2 Long Term Development Plans
In a previous meeting with the City Administrator of Tacloban, a total of 3 hectares was committed by the city as a donation to the SHS. The property located in Sto. Niño in Tacloban City is envisioned to be the permanent site of the school as the property in Barangays Cabalawan and Diit have been rendered unfit for the school’s transfer. A development plan has already been drawn by the U.P. Manila CPDMO.

Board action: Notation. The Regents, however, requested a copy of the experts’ report on the status of these properties.

Letter Dated 20 November 2006 of President Roman to Atty. Ida May J. La’O

(Please see document filed at the OSU Records.)

Contract of Lease Entered into by and between the University of the Philippines System (Lessor) and the Globe Telecom, Inc. (Lessee)

Project: Lease of a portion of the CSWCD Building, U.P. Diliman for telecommunication site
Particulars:

**Macrocellular Site/Antennas**
- **Location:** Rooftop of the CSWCD Building
- **Area:** 3 square meters, more or less

**Cabin Shelter/Equipment Room**
- **Location:** Ground Floor of the CSWCD Building
- **Area:** 6.25 square meters, more or less
- **Rentals:** P30,000.00 per month with cumulative escalation of 10% per annum

**Effectivity:** Effective 18 July 2006 until 17 July 2011
**Date notarized:** 9 November 2006

**1216TH MEETING 15 DECEMBER 2006**

**APPOINTMENTS**

The Board approved the appointments of the following:

**TRANSFER TO PERMANENT STATUS**

**U.P. Manila**

Ma. Lourdes E. Amarillo, Assistant Professor 7 (pt), College of Medicine, effective 16 December 2006

**U.P. Los Baños**

Fernando O. Paras, Jr., Assistant Professor 3, College of Engineering and Agro-Industrial Technology, effective 16 December 2006

**U.P. Visayas**

Melodina D. Fabillo, Assistant Professor 5, U.P. Tacloban College, effective 16 December 2006

**EXTENSION OF SERVICE BEYOND RETIREMENT AGE OF 65 OF REGULAR FACULTY**

**U.P. Diliman**

Consolacion R. Alaras, Professor 12, College of Arts and Letters, effective 1 September 2006 until 31 May 2007

Eliseo A. De Guzman, Professor 7, College of Social Sciences and Philosophy, effective 1 November 2006 until 16 April 2007

Ernesto P. Pineda, Professor 12, College of Business Administration, effective 17 December 2006 until 31 October 2007

**ORIGINAL APPOINTMENT/REAPPOINTMENT BEYOND RETIREMENT AGE OF 65 AS PROFESSORIAL LECTURERS**

**ORIGINAL APPOINTMENT**

U.P. Open University

Bienvenido P. Tapang, Jr., Professorial Lecturer 1, Faculty of Education, effective 16 November 2006 until 15 March 2007

Prof. Rogelio V. Cuyo, Professorial Lecturer 5, Faculty of Management and Development Studies, effective 11 November 2006 until 14 March 2007

**REAPPOINTMENT**

U.P. Diliman

Jose N. Endriga, Professorial Lecturer 5, National College of Public Administration and Governance, effective 1 November 2006 until 30 April 2007

**MATTERS ARISING FROM THE MINUTES OF THE 1212TH BOR MEETING, 25 AUGUST 2006**

Appeal of Dr. Bayani M. Espiritu of the National Institute of Molecular Biology and Biotechnology (BIOTECH), U.P. Los Baños on Administrative Case per AO No. 115, Series of 2003 for Grave Misconduct

Hereunder is the Report/Decision of the Committee of Regent Sarmiento which was tasked to study this appeal further.

"DECISION"1

This disposes of the appeal filed by the respondent-appellant from the Decision of the President of the University of the Philippines dated April 26, 2006, the pertinent portion of which reads as follows:

However, considering that respondent was already found liable for grave misconduct under the first and second charges, the discussion under the third charge may already be considered irrelevant.

In sum, this Office finds the respondent liable for grave misconduct.

WHEREFORE, premises considered, the assailed Order of Chancellor David affirming the 09 September 2004 Report and Recommendation of the Administrative Disciplinary Tribunal2 is affirmed.

SO ORDERED.

The Decision of April 26, 2006 affirmed the penalty of dismissal imposed on the respondent-appellant, at 20, sustaining the findings of grave misconduct under the first and second charges and finding, as to the third charge, that "[t]he discussion under the third charge may already be considered irrelevant", id.

The three (3) charges were contained in a FORMAL CHARGE dated June 10, 2003, of Chancellor Wilfredo P. David, University of the Philippines Los Baños3 and reads, in part, as follows:

"Causing to be deposited to your personal account in August, 2002, disbursing and failing and refusing to report and account, despite being so required by the Director of BIOTECH, for the amount of P642,000.00 representing funds for the "Multiplicator Training Program on Bioorganic Fertilizer Products from Agro-Industrial Wastes; Falsifying your daily time records for October and November, 2002 by misrepresenting therein that you reported for work whereby you were paid your salary, on October 1 to 4 and from November 18 to 30, 2002 when, in truth and in fact, you were absent as indicated in your bundy clock cards; and

1 President Emerlinda R. Roman did not take part.
2 Constituted under Administrative Order No. 119, Series of 2003, Office of the Chancellor, University of the Philippines at Los Baños (September 15, 2003).
3 The Report of the Administrative Disciplinary Tribunal (ADT) and signed by Dean Salcedo L. Eduardo, Chair, and Dr. Eliezer A. Albacea and Prof. Catalino U. Collado, Jr., Members
4 Memorandum No. 061, Series of 2003, Office of the Chancellor, University of the Philippines at Los Baños.
We agree with the disposition by President Roman of this third charge, as follows, in the Decision of April 26, 2006, at pages 19-20:

As for the third issue, respondent contends that the receipt were printed for purposes of: (a) showing that the DAR-DRDAP project is not a “ghost project”; and (b) complying with the DAR requirement. Furthermore, since the printing in question took place thirteen (13) years ago, it would be unfair for him to be questioned now after the lapse of a considerable length of time.

There is no dispute as regards the fact that such official receipts have been printed way back in 1991 which respondent admitted to have been made in connection with the implementation of the Biofertilizer for Sustainable Agriculture under the Dutch Rural Development Assistance Program (DRDAP) of the Department of Agrarian Reform (DAR).

While we are one with the ADT in observing that the issuance of said receipts has nothing to do with respondent’s appointment at that time as Special Disbursing Officer, this Office fails to see how the respondent can be held administratively liable on this score since UPLB has already issued its Official Receipt in acknowledgment of said fund. How can there be damage or injury to UPLB, or the University in general, where in the first place it has been established that the funds have been received by UPLB? Besides, the allegations that such blank receipts have not been used by the respondent except for submission to the DAR allegedly to prove the existence of the project remain unrebutted on record.

Significantly, this Office notes the unreasonable length of time – 13 years – which has already elapsed before this charge was made with nary an explanation from the complainant for such delayed filing.

Lastly, the conclusion reached by the tribunal – that these receipts were printed with the intention to be used and to create the impression that funds were received by and for BIOTECH – is speculative, to say the least. Equally disturbing is its finding – that any amount received by the appellant using said receipts would not have been remitted to UPLB Cashier’s Office and therefore were not reported as government fund – considering the glaring lack of evidence, whether oral or documentary, upon which such conclusion ought to be premised.

We are disturbed, and deplore, the presentation of evidence to sustain this charge:

Q Why did you know that actually such receipts were reproduced?
A I have a one stub sample of such receipts.
Q That sample receipts you are referring to, you still have that until the present
A Yes, Sir.
Q Will you show it if you have it.
A (Witness show)

Sp. Advocate: We request that the xerox copy identified by the witness be marked as Exh. B. By the way Mr. Alag earlier you show the booklet, will you explain the Tribunal how you came into possession of this booklet with the heading UP Los Baños National Institute of Biotechnology and Applied Microbiology Bio-Fertilizer for Sustainable Agriculture Program?

A Noong time na nag-apply kami ni Bay, nang nag-apply siya ng resibo na iyan, hindi lang ma-recall exactly kung ano’ng particular period ng 1991 nagka-strain ang aming relationship. But I must say na noong nag-apply siya ng resibo na iyan, masama na ang aking hinala na bakit siya nag-apply ng resibo? Well in fact ang aming project is to promote our fertilizers to small farmers. Hindi ko talaga ma-recall kung bakit nakahula ko iyang resibo na iyan. Pano I think dahil nga meron akong inklink na later mga magagamit ko itong resibo na ito for…to unlock the truth. So ang ginawa ko kinuha ko ang isang kopya na I think was from his table. Kasi ang biotech naman po open iyong laboratory, so nadampot ko iyan.

Atty. Oliva: Mr. Witness you said that you took possession of that receipt from the table of Dr. Espiritu, is that not theft Mr. Witness?
Sp. Prosecutor: That calls for an opinion.
Atty. Oliva: I’m asking the witness why did he do that, well in fact that is not his property?
A Kung hindi ko kinuha iyan meron ba tayong pag-uusapan ngayon dito?
Q In other words, you did on purpose notwithstanding the fact that Dr. Espiritu did not know about it? Just answer my questions, Mr. Witness?
A It was supposed to be…
Q Your honors, I’m just asking this witness. I’m not asking him to explain.
A Can you please repeat the question, Sir.
Q Is it not a fact that you do this without his knowledge?
A Yes, sir.

(T.S.N., Session of July 12, 2004, Testimony of Ruperto Alag, Jr., pp. 30-29, 24-23, Folder No. 2)

3.

The first charge, it will be recalled, is stated thus: Causing to be deposited to your personal account in August 2002, disbursing and failing and refusing to report and account, despite being so required by the Director of BIOTECH, for the amount of P642,000.00 representing funds for the “Multiplicator Training Program on Bioorganic Fertilizer Production from Agro-Industrial Wastes”

a.

This charge is based on a Letter of Agreement dated February 20, 2002 by and between the University of the Philippines Los Baños Foundation, Inc. (hereinafter UPLBFI) and Carl Duisberg Gesellschaft (hereinafter CDG), Annex “A”, Position Paper for Complainant, also Exhibit “5”, respondent’s Position Paper, Exhibit “3”, Formal Offer of Evidence (of the respondent), all in Folder No. 2; Exhibit “3”, an Appeal to Revoke the Decision and Penalty Imposed by the UPLB ADT and the UPLB Chancellor Against B.M. Espiritu, Folder No. 3; Annex “1”, Notice of Appeal (to the Board of Regents) and Annex “A”, Comment (to Respondent’s Notice of Appeal), both in Folder No. 4.

There is no question that P642,000.00 was received by the respondent from CDG, and that he, the respondent, deposited the amount in his personal account.
This, according to the Decision now appealed from, constitutes grave misconduct, because:

While respondent claims these funds to be separate and distinct from those allocated as grant to the UPLBFI, Dr. Espino thinks otherwise considering the handwritten note “Bio-organic Project Funds” at the lower left corner of the check and in view of Dr. Rockstroh’s “declaration that these funds are earmarked for the “implementation of the Multiplicators’ Training Program on Bio-organic Fertilizer Production from Agro-Industrial Waste.”

Dr. Rockstroh himself declared the funds deposited as earmarked for the Project. As such, it is ineluctable to conclude that the funds transmitted to respondent’s personal bank account are part and parcel of the program under the LOA.

At this point, it is material to note that no less than Dr. Wilfredo David and Dr. Espino, respondent’s immediate superior, signed the LOA with the CDG representative, Dr. Peter Mueller-Rockstroh. The participation of these officials in the LOA also just proves that respondent’s designation as Project Manager becomes an official activity of respondent’s office.

Furthermore, the UPLBFI utilized the BIOTECH to cooperate with the CDG in implementing the project under the LOA’s Terms of Cooperation, which states:

1. Terms of Cooperation:
   A. The UPLBFI, through the National Institute of Molecular Biology (BIOTECH), and the CDG, through its regional office based in Manila, shall cooperate in the planning and implementation of a Multiplicators’ Training Program on Bioorganic Fertilizer Production from Agro-Industrial Wastes, destined mainly for Women Managers of Rural Non-governmental Organizations (NGOs).

Considering this relationship of the parties, it also becomes the duty of respondent to account for the subject Project funds and to explain to his superiors at the BIOTECH why the money was deposited in his personal account and not in the account of UPLBFI. This respondent repeatedly failed to do.

Respondent’s belated explanation that the money was transmitted to his personal account upon the request of CDG is of no moment as the proper thing that he should have done under the circumstances was to advise the CDG to deposit the money instead to the account of UPLBFI and not to his personal account.

His allegation that he did not personally use the money deposited in his own account and that the money was disbursed under strict supervision by the CDG is likewise no moment. Respondent has clearly reneged on his duties as Project Manager and as a BIOTECH official when he failed to account for the Project funds upon demand by his immediate superior.

Thus, his own act of accepting and depositing the check in his personal bank account; his failure to transmit the sum covered by the check to the UPLBFI, or his repeated refusal to report or account for the same, despite reminders from Dr. Espino, his superior at BIOTECH – subject him to grave misconduct.

Respondent, in acceding to deposit the CDG funds in his own bank account and refusing or failing to report the project funds that he received from CDG, committed a misconduct, which can be classified as gross or flagrant. His failure to account for the Project funds upon demand is a wrongful, improper and unlawful conduct that affects his character as a public official. The money involved, P642,000, is not a small amount to ignore. His failure to account for the Project funds is a violation of the trust reposed in him as a public officer of BIOTECH. He should have insisted to the CDG that the amount be deposited in the account of UPLBFI, where it rightfully belongs and not to his own personal account.

Finally, respondent cannot seek refuge from the opinion of Atty. Filemon D. Nolasco of the UPLB Legal Office to Chancellor David stating that the facts therein are not sufficient to warrant a formal inquiry considering that the CDG entered into a separated contract with respondent, which was separate and distinct from the MOA entered into between CDG and UPLBFI (Exhibit 5, Appeal).

On the other hand, this alleged separate agreement was not really distinct and separate from the LOA. As Dr. Rockstroh has put it in his letter to Dr. Espino:

Our observation that the alleged agreement between the CDG and respondent as forming part of the LOA is in accord with the ADT findings. Respondent’s non-disclosure to his superior of the “separate contract” between him and the CDG does not again speak well of his character as a public official, who is supposed to be transparent and candid in his transactions.

Not so, says the respondent, who argues, in his Notice of Appeal (to the Board of Regents), that:

B. THERE ARE CLEAR MISSTATEMENTS OF FACTS IN THE DECISION
   i. The PhP 642,000.00 is not part of the Project budget
   ii. CDG Manila Office remains to be the owner of the PhP 642,000.00 and Dr. Espiritu has no control over its disbursement.

We view this charge from another perspective.

We view this charge from another perspective.

Note that the contracting parties to the Letter of Agreement are the University of the Philippines Los Baños Foundation, Inc. and Carl Duisberg Gesellschaft.

(i)

The UPLBFI is, pursuant to its Amended Articles of Incorporation, Section 3.01, also a foundation organized under the Corporation Code and “designed and established as a non-political, non-stock, non-profit corporation to encourage, support, assist, and pursue projects and programs dedicated to the pursuit of specific purposes for which the Foundation is formed as set forth in its Articles of Incorporation” (Article II, Section 2.02, at page 14).

Although its membership is composed mainly of government officials:

iv. The Complainant in this case should be UPLBFI, and not Dr. Espino nor UPLB.  

73. Another intriguing issue here is why the complainant in this case is UP Los Baños when in truth and in fact the party claiming to be the owner of PhP642,000.00 is UPLBFI. No far-stretched imagination is required to conclude that UPLBFI has a personality distinct and separate from UP Los Baños, as well as that of Dr. Espino. Thus, it is not necessary for UPLBFI to use UP Los Baños or Dr. Espino before it could file a complaint because it can do so without dragging along other persons.

74. More so, it should be stressed at this juncture that UPLBFI did not file any complaint of whatever nature against Dr. Espiritu. This is because as far as the two contracting parties in the LOA are concerned (CDG and UPLBFI), Dr. Espiritu has not committed any act prejudicial to the implementation and control of the Board of Trustees. Indeed, in Annex “W” of the Comment (to Respondent—Appellant's Notice of Appeal), the Decision of the Office of the Deputy Ombudsman For Laguna in OMB-L-A-03-0152-B, “Bayani M. Espiritu, entitled “Bio-organic Fertilizer Production From Agro-Industrial Wastes for Rural Women Managers in Southeast Asia” to Carl Duisberg Gesellschaft (CDG) for funding.

The proponent has revised the proposal taking into consideration the comments and suggestions of the critics. The proposed project aims to train women leaders from Southeast Asia on the bio-conversion of organic wastes into organic fertilizers, or other pertinent waste management measures, and on the development of enterprises related to agriculture/agricultural productivity and pollution control. The project has a three-year duration with a total budget of FOUR MILLION, ONE HUNDRED TEN THOUSAND EIGHT HUNDRED TWENTY THREE PESOS AND NINETY FIVE CENTAVOS (P4,110,823.95), and on which Chancellor David wrote:

To: Atty. Nolasco

For final comment. I should be signing as Chair of the Board and President of UPLBFI and not as UPLB Chancellor

(folder No. 4, at page 6)

And the Letter of Agreement, as above already noted, was executed by the University of the Philippines Los Baños Foundation, Inc. and signed, on behalf of the UPLBFI, by Dr. Wilfredo P. David, Chair of the Board and President.

Indeed, in Annex “W” of the Comment (to Respondent—Appellant’s Notice of Appeal), the decision of the Office of the Deputy Ombudsman For Laguna in OMB-L-A-03-0152-B, “Bayani M. Espiritu x x x Complainant, versus Teresita M. Espino, Director, BIOTECH, Univ. of the Phil., Los Baños, Laguna, Respondent”, Folder No. 4, at page 155, it is stated:

“As will be deduced from the Complaint-Affidavit dated February 12, 2003, on March 4, 2002, complainant was designated Manager of a privately funded project entitled Multiplicators’ Training Program on Bioorganic Fertilizer Production from Agro-Industrial Wastes consonant with the Letter of Agreement entered into by and between the UPLB Foundation, Incorporated (UPLBFI) and the German firm Carl Duisberg Gesellschaft (CDG).

x x x

(ii) As to the other signatory to the Letter of Agreement, Carl Duisberg Gesellschaft (CDG), as early as 15 November 2002, Legal Officer IV Atty. Filemon D. Nolasco, in a Memorandum for Chancellor Wilfredo P. David, stated:
The subject letter narrates the fact of receipt by Dr. Bayani M. Espiritu of about P600,000.00 from Carl Duisberg Gesellschaft (CDG), by and through the Regional Director thereof, Dr. Peter Mueller-Rockstroh.

In the first place, if there ever was, it must be CDG or Dr. Rockstroh himself who must allege the same against Dr. Espiritu, an observation based on these statements:

To be sure, the undersigned, Dr. Caoili and Ms. Palis thought it best to personally confer with Dr. Espino and Dr. Rockstroh himself regarding the issue.

The conference between and among the said persons was held on October 23, 2002 at the UPLBFI Conference Room.

During the conference, Dr. Rockstroh declared that CDG in fact entered into a contract with Dr. Bayani M. Espiritu. Said contract, according to Dr. Rockstroh, was separate and distinct from the MOA by and between CDG and UPLBFI.

Dr. Rockstroh further averred under the terms of the said agreement with Dr. Espiritu, the funds (amounting to about P600,000.00) will be used for a training program from September 1, 2002 to November 30, 2002 and will mainly cover food, transportation and accommodation expenses of participants.

Finally, Dr. Rockstroh said that he trusted Dr. Espiritu to fully account for the funds so disbursed.

After having heard from Dr. Rockstroh, Dr. Espino manifested that Dr. Espiritu may have violated certain government rules and regulations when he (Dr. Espiritu) used UPLB facilities without the requisite authorization therefore. Moreover, that Dr. Espiritu reneged on his obligations to pay a certain food caterer, not to mention the allegation that certain participants expressed dissatisfaction over certain aspects of training such as transportation and lodging facilities.

Dr. Rockstroh then expressed his apology on how things turned as alleged by Dr. Espino.

By way of reply to Dr. Espino, Dr. Rockstroh said that he trusted Dr. Espiritu and presumed that he knew how to go about in performing his obligation under the MOA, pursuant to existing University rules and regulations, which Dr. Rockstroh knew nothing about in the first place when CDG entered into a contract with him.

Nevertheless, Dr. Rockstroh said that he will bring the matter up with Dr. Espiritu.

In the meantime, Dr. Caoili said it would have been best if CDG instead dealt with UPLBFI and not with individuals, to which Dr. Rockstroh agreed and said that such would be CDG’s practice in the future. (Exhibit “2”, Respondent’s Position Paper, Folder No. 2, at pages 134-132; also, Exhibit “2”, Formal Offer of Evidence (of the respondent), Folder No. 2, pages 102-100, Folder No. 3, pages 33-31; Annex “B”, Notice of Appeal (to the Board of Regents), pages 105-103, Folder No. 40)

We agree with the statement in that Memorandum, that:

In the first place, if there ever was, it must be CDG or Dr. Rockstroh himself who must allege the same against Dr. Espiritu.

We agree because, as We read them, the communications of CDG relative to the P642,000.00, far from asking that Dr. Espiritu be sanctioned, either exonerate him or consider the handling by Dr. Espiritu of the P642,000.00 a matter that should not call for discipline.

Consider the following:

1. Certification, dated 11 October 2002, signed by Dr. Peter Mueller-Rockstroh, Regional Coordination, CDG Regional Conducting Officer-ASEAN

That, the CDG is very thankful to Dr. Bayani Espiritu for allowing CDG to transmit the aforesaid amount through his account during that time as it would be unsafe for us to transport the money from Manila to Los Baños.

That, the administration and disbursement of the money was and is actually being done by the CDG Finance and Administrative Officer, Ms. Elisita Ponce; that relevant documents to support this statement are ready and available if requested.

(Exhibit “6”, Respondent’s Position Paper, Folder No. 2, at page 113; Also: Exhibit “4”, Formal Offer of Evidence (of the respondent), Folder No. 2, at page 56; Exhibit “4”, an appeal to revoke the Decision and Penalty Imposed by the UPLB ADT and the UPLB Chancellor against BM Espiritu, Folder No. 3, at page 34; annex “K”, Notice of Appeal (to the Board of Regents), Folder No. 4, at page 46)

2. Letter of Dr. Peter Mueller-Rockstroh, InWEnt Regional Coordination for the ASEA, dated 15th November 2002 to Dr. Teresita Espino:

I have received the letter which you sent under this behalf to Dr. Bayani M. Espiritu…as well as your telephone call this morning. I cannot hide a certain surprise about the procedures taken on your side, and above all, I should strongly recommend that all parties involved should lower the temperature of the ongoing debate, speak directly to each other instead of sending written statements and thus contribute to a successful outcome and continuation of this project for which all parties are concerned.

I understand there are some misunderstandings about what we have agreed upon in this project and that we have talked about on November 6th, 2002, and therefore I myself have maybe to give on behalf of InWEnt the following statements and clarifications:

1. The “letter of agreement” between CDG (now InWEnt) and UPLBFI…clearly states…that “the collaborating parties have agreed that Dr. Bayani Espiritu will be the responsible Program Manager for this program for the whole time of its duration.” It clearly states as well…that the “administration of the program budget by the CDG…and by other sources and sponsors” will be done “through the program manager and his staff”, as part of the obligations accepted by UPLBFI.

2. x x x

3. x x x

4. Given UPLBFI’s agreement to the appointment of Dr. Espiritu as a program manager, it is almost natural and not at all interfering or damaging the cited letter of
agreement between UPLBFI and InWEnt/CDG, that we had to set up another agreement between Dr. Espiritu and InWEnt/CDG, in order to clarify the range of his responsibilities toward the funding agency and the main sponsor, and to fix the rules and procedures to be observed between the project manager and the funding agency.

5. Part of these agreements, and fully agreed with us, was that Dr. Espiritu would set up a separate account under his name with one of the banks close to UPLB, in order to give way for us to transfer funds which were needed on behalf of InWEnt/CDG, to disburse for expenses necessary in the Los Baños area. This includes stipends, accommodation, food, travels and travel refunds in the TOT course, as well as necessary facilities and materials for the training. These expenses have been offered on behalf of InWEnt/CDG, and our full responsibility and supervision.

6. In this connection, as stated by Atty. Nolasco in our meeting of November 6th, Dr. Espiritu cannot be accused to have acted or to have disbursed money “personally”, as a “private person” or without transparency. For my position, it is not correct when you state that the letter of agreement . . . does not cover activities related to said training”. . . on the contrary, it is exactly about all activities related to the said training.

I have waited for a long time before writing this letter to you as I have expected and hoped that the Staff of Biotech which includes Dr. Espiritu and his project cooperators would be able to settle this matter in a sound, peaceful and professional way. I urge again to do this now x x x.

(Exhibit “7”, Respondent’s Position Paper, Folder No. 2, at pages 111-110; Also: Exhibit “5”, Formal Offer of Evidence (of the respondent), Folder No. 2, pp. 55-54; Annex “M”, Notice of Appeal (to the Board of Regents), Folder No. 4, pp. 44-143; part of Annex “E” (unsigned) Comment (to Respondent-Appellant’s Notice of Appeal), Folder No. 4, pp. 191-190)

Both Dr. Espino and the respondent Dr. Espiritu should have listened to Dr. Rockstroh who stated, in this letter of 15 November 2002:

x x x I should strongly recommend that all parties involved should lower the temperature. x x x

x x x x x x x

I have waited for a long time before writing this letter to you as I have expected and hoped that Biotech and the staff of Biotech which includes Dr. Espiritu and his project cooperators, would be able to settle this matter in a sound, peaceful and professional way. I urge again to do this now.

It is bad enough and embarrassing enough to be lectured to by the funding agency but what is worse and more embarrassing, is the letter of InWEnt-Capacity Building International, Germany, dated May 31, 2003, to Dr. Wilfredo P. David, President and Chairman, and Dr. Abraham A. Caoili, Executive Director, UPLBFI, Annex “R”, Notice of Appeal (to the Board of Regents), Folder no. 4, at page 35, which states:

Herewith I have to inform that InWEnt Capacity Building International Germany, formerly Car Duisbereg Gesellschaft, here represented by our Regional Coordination Office based in Manila, sees no further chance to continue cooperation for the project mentioned above, and under the Letter of Agreement...From our point of view this contract has been proved null and void from the beginning of the year 2003 on, and can no more constitute any valid basis for cooperation and mutual interest to each other.

I profoundly deplore this development, especially as we have undertaken, from January 2003 on, a series of steps and made a series of proposals to solve existing conflicts and settle existing misunderstandings, after having learned that within UPLB, and its Institute for Microbiology and Biotechnology, which has been our lead partner for this project in 2002, conflicts had risen and accusations had been raised even before court, that needed urgent clarification. We regret that all our steps have remained without any answer from your side. When called for a new meeting, on May 8th, 2003, it had been clearly stated that this has been the last chance to find an agreement and that there was necessity of presence of those who would and could decide. Nevertheless, neither UPLB nor Biotech was rightly represented during that meeting in order to find decisions, and the last benchmark given to UPLB, our request for reacting in writing within one week, has been neglected again.

InWEnt, under the lapse of time which could and would be used for a sound preparation of this year’s training course, would no more afford to wait any longer without running the serious risk that the training program for this year could no more push through and funds available for this year would be lost. We will transfer the program (and the equipment which we have put last year at the disposal for Biotech’s staff for running the training in 2002, and which is still the property of InWEnt gGmbH) to another institution with whom a terms of agreement has already been prepared. Dr. Espino and Dr. Espiritu will be informed by copies of this letter.

So much for not listening.

In view of our finding that the University has no jurisdiction over the matter of the P642,000.00, we REVERSE the finding of Dr. Roman holding that the respondent is guilty of grave misconduct under the first charge.

4.

We come now to the second charge.

Falsifying your daily time records for October to November 2002 by misrepresenting therein that you reported for work whereby you were paid your salary, when in truth and in fact you were absent as indicated in your bundy clock cards.

a.

The respondent’s defenses on this charge are two-fold. First, he says:

35. Having said that, however, respondent denies any falsification of daily time records in connection with his claims for salary during the period of October to November 2002.
Respondent reiterates his statement that he was designated as Program Manager for the Multiplicators’ Training Program. During this period September 2002 to November 2002, there was the international training proper going on at the CEC, U.P. Los Baños and FAITH, Tanauan, Batangas, and as Program Manager, he had to coordinate all activities of the program. In fact, because of the big volume and fast pacing of the activities, most of the time, respondent had to work very early and retire late.

Unfortunately, however, notwithstanding the fact that respondent had requested staff passes and travel reports, complainant, as his immediate superior, refused to sign the said requests claiming that the training program was a private activity of the respondent. Examples of travel requests and staff passes she refused to sign are in Exhibit “S”. Copies of the other passes and requests for the period she refuses to share with the respondent.

Crystal-clear, however, is the fact that the training was a UPLB extension-research endeavor under the LOA, and therefore, respondent had to function as Program Manager lest he be charged for dereliction of duty and/or UPLB be put into a shameful and embarrassing position.

To reiterate, the said activities were part of the UPLB’s activities under the duly signed Letter of Agreement or LOA.

But then, he also says, that:

34. At this juncture, respondent would like to show most respectfully that complainant is now nitpicking and has shown total bias and hatred against the respondent.

It is public knowledge in the University that professors and scientists are presumed to be responsible enough and may work in the library, in the laboratories, or even at home, provided they deliver outputs, and provided that freedom is not abused. The actions of the complainant therefore and BIOTECH in demanding total adherence to the 8 am to 5 pm rule is anathema to creative work.

Be that as it may, complainant does not dispute the prerogative of a qualified Director to impose such a system.

(Respondent’s Position Paper, Folder No. 2, pages 142-141, 142; Also Annex “S”, Notice of Appeal (to the Board of Regents), Folder No. 4, at pages 22-21, 22).

We reject both contentions.

We reject them because:

Firstly: In the Decision of the Office of the Deputy Ombudsman of Luzon, in OMB-L-A-03-0152-B, a case filed by the respondent Dr. Bayani M. Espiritu himself against Dr. Teresita M. Espino, Annex “W”, Comment (to Respondent-Appellant’s Notice of Appeal), Folder No. 4, at pages 155-149, the following findings were made:

As will be gleaned from the records, complainant’s travel request for November 8, 2002, apparently filed on November 4, 2002, was denied by the respondent because the training was not allegedly sanctioned by UPLBFI/UPLB. Indeed, in the same form dated November 4, 2002, complainant was instead advised by the respondent to file a vacation leave. As complainant himself has admitted in his complaint, he is under the control and supervision of respondent who is the Director of BIOTECH. It then follows that whenever complainant would intend to work outside the UPLB Campus, he has to seek approval of his travel request by the respondent because that is the policy of the latter as sanctioned by the university. Respondent therefore has the recognized authority to approve or disapprove travel requests depending upon the circumstances and her assessment of the situation. Respondent’s denial of complainant’s subject travel request appears to be meritorious because in her judgment the intended travel was not sanctioned by the UPLBFI/UPLB. Nothing in the records would show that complainant ever tried to dispute respondent’s findings or that he has brought the matter to the attention of much higher authorities. Worse, he filed the instant complaint several months after the denial of his travel request occurred and only after a complaint for Grave Misconduct was filed against him by the respondent herein before the UPLB Chancellor’s Office. Moreover, as will be noted from the subject disapproved travel request (Annex “C”, Complaint-Affidavit), the names “G. Cabrido”, E. Arreola” and “R. Calilong” also appear but said personalities did not join complainant in filing the instant complaint despite the fact that they have likewise been affected by the action taken by the respondent.

Nothing in the records show that the respondent herein, complainant in the Ombudsman case above-referred to, disputed these findings.

Secondly: In the 15th November 2002 InWEnt-Capacity Building International, Germany letter to Dr. Teresita Espino, referred to earlier in this Decision, Dr. Peter Mueller-Rockstroh, InWEnt Regional Director for the ASEAN, made not only an assumption:

2. In this paragraph, Dr. Espino, we could assume easily that UPLBFI and the Biotech Institute accepted Dr. Espiritu’s activities on behalf of this project, as part of his duties within the Institute and as a Research Professor, and would give him enough space for doing this for the best sake of the project’s realization. As well, we understood that the staff appointed by Dr. Espiritu in his function as a program manager, was appointed with full approval of the Institute and UPLBFI, which has been documented by the funds channeled through the administration of the UPLBFI for remuneration of that staff.

But likewise a plea:

3. This assumption, of course, does not interfere with your judgment as a responsible director of the Biotech Institute, whether Dr. Espiritu spends an appropriate working also for other duties – but these must be granted enough time for him to prepare and execute the project, especially during the travels for the activities of the participants and networking with cooperation partners, as during the time from September on, the duration of the Train-the-Trainer’s course itself. In this connection, we kindly request you to consider these activities as part of his duties, not as a private matter, and grant the according time for travels, training activities and meetings also with us, instead of considering this a private business of his.

There is a recognition that work as the Program Manager under the Letter of Agreement was not work connected with UPLB.
b.

Be that as it may, in the spirit of leniency and considering the respondent’s prior services to the University as mitigating circumstances, we will not consider respondent’s act relative to his buddy clock cards and Daily Time Records as falsification, but rather as the result of the respondent’s confusion of his duties as Research Associate Professor of the Biotech-UPLB and as the then Program Manager under the UPLBF-CDC Letter of Agreement. We consider this as neglect of duty, and impose upon the respondent the penalty of Reprimand, with a warning as to more severe consequences in cases of repetition.

5.

We note from the pleadings and papers in this case the intense animosity between the respondent Dr. Espiritu and Dr. Espino. We advise them to be more respectful in tone and civil in character.

We note also the repetition of pieces of documentary evidence. This repetition serves no useful purpose. It merely clutters up the records.

DISPOSITION

Accordingly, in view of all the foregoing, We:

1. On the first charge – for lack of jurisdiction, REVERSE the finding of grave misconduct by the President, 
2. On the second charge – MODIFY the Decision of the President insofar as it finds the respondent guilty of grave misconduct, finding instead the respondent guilty of simple neglect of duty, and imposing upon him the penalty of REPRIMAND with a warning of more severe consequences in cases of repetition,
3. On the third charge – FIND the resolution by the President on this charge to be in accord with the facts and the law.

SO ORDERED.

December 13, 2006.

ABRAHAM F. SARMIENTO (Sgd.)
Chairman

GARI M. TIONGCO (Sgd.)
ROLAND G. SIMBULAN (Sgd.)
Members

Regents’ Committee to Review the Espiritu Case

Board action: The Board adopted the report/decision of the Committee of Regent Sarmiento.

MATTERS ARISING FROM THE MINUTES OF THE 121ST BOR MEETING, 24 NOVEMBER 2006

On the S & T Park

At the last meeting of the Board, the President reported that she was able to talk to President Gloria Macapagal-Arroyo and was informed by the President herself that she need not approve the Contract of Lease between U.P. and Ayala Land, Inc.

On 4 December 2006, the University received a letter from Deputy Executive Secretary Manuel B. Gaite, informing President Roman that the Office of the President of the Philippines considers the Contract of Lease with Ayala Land, Inc. as a transaction that does not require the approval of the President for its effectivity.

Board action: Notation

On the Military Presence in U.P. Mindanao

In the last meeting of the Board of Regents, Regent Sanchez followed up on the presence of the military in U.P. Mindanao, an issue he raised in another meeting of the Board. The President, then, said that she is still waiting for the report of Chancellor de Ungria on this issue.

On 7 December 2006, the Office of the Secretary of the University received the letter of Chancellor de Ungria on the military personnel in U.P. Mindanao. Pertinent portions of this letter are as follows:

“At present, there are only fourteen (14) military personnel in the campus who belong to the 52nd Brigade. They are non-combatants and are mostly involved in the development of community infrastructure, like roads and bridges.

The other military group that has also been in the campus before the establishment of U.P. Mindanao is the Regional Community Defense Group (RCDG) whose main task is to train civilian and student reservists.

There are about five (5) retired military personnel at the RCDG who conduct their training in the campus once a year during summer break.

They are unobtrusive and their presence cannot be felt during day time as they stay in their camp most of the time. They augment our undermanned security force by helping secure our unfenced 204-hectare campus particularly during night time, which is the only time they could be seen with their long arms.

Because of the knowledge that the military are here in our Mintal campus, the illegal settlers are mostly kept at bay. Their presence will be needed especially when we start to make moves to fence our property, and eject the illegal settlers and relocate the qualified ones.

The two (2) military units are important members of our community and their roles are paramount in helping ensure community welfare and campus security.”

Board action: President Roman offered to discuss this matter further with Chancellor Ricardo de Ungria of U.P. Mindanao.

POLICY MATTERS APPROVED

Proposal to Adjust Tuition and Other Fees *

When Dr. Roman assumed her post as U.P. President, she announced as part of her ten-point plan the review of the existing undergraduate tuition policy and structure. Even then, the President acknowledged that it would be a “tough decision”, and determined that it would involve studying how financial responsibility could be shared among the different stakeholders.

The President created a committee for this purpose, chaired by Dr. Emmanuel De Dios of the School of Economics. The Committee submitted its report. Copies of the complete report have been distributed to all CUs. Copies of this report were likewise distributed to the members of the Board of Regents at the latter’s 1210th meeting held on 30 June 2006 at the U.P. Open University. Copies of the primer, containing a summary of the report’s salient points have also been widely distributed.

* This matter was actually taken up at the latter part of the meeting.
The proposed tuition adjustment is the first since 1989. Under the proposed adjustment, the cost per unit in U.P. Diliman, U.P. Manila and U.P. Los Baños will be P1,000. In U.P. Baguio, U.P. Visayas and U.P. Mindanao, it will be P600.

Miscellaneous fees are also proposed to be adjusted to reflect rising costs: From around P600 to P2,000 for U.P. Diliman, U.P. Manila and U.P. Los Baños; from P595 to P1,405 for U.P. Baguio and U.P. Visayas; and from P830 to P1,640 for U.P. Mindanao.

The new fees will affect only new students, i.e. freshmen and transferees who will enter U.P. in 2007.

1. The highlights of the proposal as presented through a powerpoint presentation by President Roman are as follows:

1.1 Latest U.P. Undergraduate Tuition Adjustment
- Around fifteen (15) years ago
- Tuition rates per unit:
  - P300 - Diliman
  - P250 - Los Baños, Manila
  - P200 - Regional units

1.2 Real Value of the 1989 Tuition Rates

<table>
<thead>
<tr>
<th>1989 Rates</th>
<th>Real Value in 2005</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Controlling for inflation</td>
</tr>
<tr>
<td>P300.00/unit (Diliman)</td>
<td>P98.00/unit</td>
</tr>
<tr>
<td>P200.00/unit (Regional units)</td>
<td>P61.00/unit</td>
</tr>
</tbody>
</table>

The STFAP stipend of P8,280 per semester is now only worth P2,705.

1.3 Effects of Erosion on the Real Value of Tuition

It has severely affected the institutional capability on two (2) levels:

a) coping with rapidly increasing maintenance and other operation expenses for:
   - power, security and other utilities costs;
   - laboratory maintenance;
   - equipment repair;
   - chemical reagents;
   - instructional supplies and materials; and
   - other instruction-related expenses.

b) procurement of equipment and upkeep of its facilities

1.4 Costs Directly Related to U.P. Undergraduate Instruction

- Costs:
  - faculty time/salary spent for instruction;
  - supplies and teaching
  - utilities, etc.

- Estimated average cost of undergraduate instruction is P1,531 per student-credit unit

- Cost variations across campuses:
  - P1,500-P1,600 for Diliman, Los Baños and Manila
  - P1,000 for regional campuses

1.5 Basis for Adjusting the Tuition: INFLATION

1.6 Proposed Levels for the Revised Tuition to Correct for Inflation

<table>
<thead>
<tr>
<th>Campus</th>
<th>Tuition (in pesos)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Existing</td>
</tr>
<tr>
<td>Group I</td>
<td></td>
</tr>
<tr>
<td>Diliman</td>
<td>300.00</td>
</tr>
<tr>
<td>Manila</td>
<td>300.00</td>
</tr>
<tr>
<td>Los Baños</td>
<td>250.00</td>
</tr>
<tr>
<td>Group II</td>
<td></td>
</tr>
<tr>
<td>Baguio</td>
<td>200.00</td>
</tr>
<tr>
<td>Visayas</td>
<td>200.00</td>
</tr>
<tr>
<td>Mindanao</td>
<td>200.00</td>
</tr>
</tbody>
</table>

Note: It is proposed that tuition will be subsequently adjusted annually based on the national inflation rate.

1.7 Feature of the Revised Tuition

U.P.’s charges for tuition remain significantly lower than the actual cost of an undergraduate U.P. education and therefore still contain a significant public subsidy for higher education.

Cost per undergraduate student-cred unit:
- Actual Cost: P1,531
- Revised Tuition: P1,000
- Public Subsidy: P 531

1.8 Government Subsidy

Every year, U.P. asks the national government for a higher budget. However, U.P. always gets less than what it asked for.

1.9 Appropriation vs. Budget Proposal

<table>
<thead>
<tr>
<th>Year</th>
<th>UP Proposal</th>
<th>UP Appropriation</th>
<th>% (Appropriation/Proposal)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003</td>
<td>7,327,993</td>
<td>4,627,418</td>
<td>63</td>
</tr>
<tr>
<td>2004</td>
<td>7,010,580</td>
<td>4,519,784</td>
<td>64</td>
</tr>
<tr>
<td>2005</td>
<td>6,261,654</td>
<td>4,451,840</td>
<td>71</td>
</tr>
<tr>
<td>2006</td>
<td>7,821,010</td>
<td>4,394,251</td>
<td>56</td>
</tr>
<tr>
<td>2007</td>
<td>8,375,753</td>
<td>4,660,742</td>
<td>56</td>
</tr>
</tbody>
</table>

Note: Amounts include RLIP

1.10 Other Means to Raise Funds

- U.P. is aggressively pursuing resource generation and mobilization programs:
  - engaging in fund-raising activities with the help of U.P. alumni and other friends of the University;
  - putting idle assets to productive use, establishing linkages with the private sector;
  - strengthening the Technology Licensing Office to assist faculty members and researchers in securing licenses and patents for their discoveries and inventions, and
  - designing and implementing an accreditation system for UP-based foundations which raise funds for the benefit of UP units.

- Streamlining operations and increasing administrative efficiency.

1.11 Implementation Schedule of the Revised Tuition

- If approved, the new tuition shall apply only to entering freshmen and transferees of AY 2007-2008.
- Students who are already in U.P. will pay the old tuition rates.
1. Before the President discussed the proposal to adjust tuition and other fees, she read the “Faculty Regent’s Critical Comments on the Proposed Tuition Fee” as follows:

2. Reacting to the comments of the Faculty Regent, the President pointed out that the University looked at the poverty threshold and based on 2003 figures, the income per capita is something like P11,250/mo., and it is 40% the poverty threshold income of P630/day or P18,900/mo.

Motion:

Processes are important in the life of the University. I suggest that we take a serious analysis on the data given by the De Dios and Atanacio Reports.

I therefore move, on behalf of my Faculty constituents especially those who attended UPD Convocation last December 8, to postpone the decision of the Board on this matter for a more objective, academic and scientific discussion with the entire University.

We should post and articulate the technical and statistical data and flawed interpretations of the De Dios and Atanacio Reports for peer, mathematical, academic, and scientific reviews from the faculty – the very lifeblood of this University.

Correcting the flaws and problems of these Reports may improve the recommendations on an issue so far reaching in their impact to the life and future of the University.”

(Sgd.) ROLAND G. SIMBULAN
Faculty Regent
The President said that all Chancellors conducted dialogues with their students. The results of these dialogues, as presented in the STFAP, were shared by the President with the Regents. Hereunder are some highlights:

5.1 In U.P. Baguio, a forum was held on 4 December 2006 immediately after the University Council meeting. In attendance were members of the University Council as well as instructors, representatives from the personnel organizations (namely the All-UP Workers Union – UP Baguio Chapter and the ONAPUP Baguio Chapter) and the officers of the University Student Council led by the UP Baguio Student Council Chair. A few individuals reiterated issues raised by those opposing the fee increases, but in general, no vehement objection. The students expressed their concern that those most badly affected will be those who will not be able to enter UP due to the prohibitive level of tuition. In the end, the body agreed to a qualified endorsement of the proposal to increase tuition provided the following concerns and suggestions are addressed and acted upon:

- The “revised STFAP” should be responsive to the needs of those who truly deserve support; the mechanism for applying for support, as well as that for evaluating applications should be reviewed so that those who need support are not unduly hampered from applying for, or availing of that support. On the other hand, those not deserving of support should be screened out.

- On the issue of “ability to pay,” those in the richest decile may be charged an even higher tuition. This will entail adjustments on income ceiling to qualify for Br B, and consequently, income levels for Br C.

5.2 In U.P. Mindanao, the Student Council of the College of Science convinced that generating enough resources for the University is necessary to upgrade facilities. Students want a review of the STFAP to ensure that poor and deserving students will not be adversely affected by it.

The CHSS students did not express any strong objection because they think they will not be directly affected.

The School of Management students think that the TFI will not guarantee the improvement of University facilities. The TFI will also make U.P. education unaffordable.

5.3 In U.P. Los Baños, there is a small group opposing the TFI. In the consultation conducted, there were concerns raised about the STFAP. These include the following:

- Will students who fail to file STFAP application be automatically assigned to Br A?
- Is there an actual data on the indicators used in the STFAP bracketing? The Primer states that tuition fees will be adjusted annually based on national inflation rate. Does this mean that bracketing would also be changed annually?
- Is there a clear-cut policy regarding the STFAP brackets?
- Will discounts on miscellaneous and other fees still be enjoyed under the new STFAP Scheme? At present discounts on these fees are being given to certain brackets.
- Can a student still avail of STFAP privileges if he is already a recipient of any scholarship?

5.4 Questions raised in UP Visayas were mostly on the STFAP. The students wanted to be clarified on the bracketing. Questions revolved on the effects of the new brackets to those that are in the current brackets. There were also questions on the philosophy of the tuition.

5.5 In U.P. Manila, consultations were done by colleges. These consultations were attended by officials of each college, the officers of the Student Council, the representatives of each year level and representatives of the college-based students organizations. One concern raised is the possibility of adopting the payment by installment scheme. Other concerns focused on the STFAP, e.g. how exactly it can be modified; can a student be in the Committee to review STFAP; can it be a student-friendly STFAP? etc.

In general, students are opposed to the tuition increase but there is a prevailing sentiment of acceptance and inevitability of tuition adjustments. The request is to stagger the increase.

5.6 U.P. Diliman discussed the proposed tuition adjustment during their University Council meeting on 6 December 2006. A separate Convocation was held on 8 December 2006, for this purpose. Some concerns raised are as follows:

- Based on the STFAP Committee Report, more students will not be paying tuition and the stipend will also increase, but it fails to highlight the fact that families of students who used to be enjoying full tuition privilege under Brackets 4 and 5 will now be paying P300/unit and the full amount of the miscellaneous fees – an increase of P200/unit each semester. Those in Bracket 6 who used to pay P75/unit will now have to pay P600/unit which is a 700% increase. It is therefore, not true that only millionaires...
in U.P. will feel the brunt of the tuition increase. It is beyond the question of increasing tuition. It is a question of philosophical debate. It is a question of UP as a state university. (Prof. Taguilinga)

- How will the increase in income be allocated? What will be the expected gross revenue? The problem is, the salary cap of students’ parents have already been committed in Bracket E ($80,000/year). Students who fall under this category will demand for this privilege. It must be specified in all the propaganda materials for everyone’s information and perusal. (Dean Echanis)

- Since the STFAP was started in the 1990’s, why are we so afraid to say how much the faculty will get? According to CHED, 70% of the TFI should go to teachers. A specific percentage should be allocated for teaching enhancement and research so that it will not be used for STFAP or building or equipment. Did we, the faculty, “feel anything” from the last tuition increase way back in 1992? (Dean Echanis)

- The proposal is too conservative. Maybe Bracket A students should pay even more and those in Bracket B would have to pay $1,500/unit. It is very difficult to impose a tuition increase. The last time was in 1992. By the time we propose again, the real value of the increase will again be small. (Prof. Sarthou)

- Kapag tumaas ang tuition, mawalan ngaysay yung budget na binigay ng gobyerno sa UP dahil makikita na mas may kakayahanan noyang maggenerare ng resources ang UP. In essence, mawalan din ngaysay ang pagiging iskolar ng bayan ng mga UP students dahil ang tendency ngayon ng mga estudante ay pagtuunan ng pansin na makatapos sila sa kanilang pag-aaral at hindi na pagsilbihan ng access makapag-aral sa UP.

- It is not true that those already studying in UP and in the upper year levels will not feel the effect of the TFI. It will destroy the tradition of UP. UP is a community which has a social obligation to the country. Any form of TFI is contradicting to UP’s principles.

- December 15 seems to be sudden for the BOR to make its final decision on an important issue like this.

6. The President sat down with the ALYANSA, an organization composed of about eleven (11) student organizations. While the ALYANSA believes that a readjustment of the current STFAP is proper in view of inflation, the group believes that before any decision is made, or before the proposal ever reaches the BOR, certain conditions must first be met by the U.P. Administration. As stated in their letter of 8 December 2006 to the President these conditions are as follows:

6.1 A revision of the current bracketing system in order to widen the coverage of lower income bracket groups which enjoy free tuition and stipend as well as those who enjoy 70% discount;

6.2 A comprehensive implementing program developed in consultation with the students;

6.3 A broader information dissemination campaign to engage and empower the studentry more; and

6.4 A commitment to continuously lobby for increased state funding of U.P. while at the same time putting its idle lands and assets into productive use.

7. According to the President, the U.P. Medicine Student Council has written her requesting the Board of Regents to defer action on the proposed tuition adjustment and the proposed restructuring of the STFAP “pending their sufficient circulation and discussion to the different stakeholders of the University.” The Medicine Council is also requesting that the U.P. Administration hold dialogues in the UPCM and U.P. Manila Community in order that the proposals be explained in greater detail and the queries regarding these may be addressed.

8. In reaction to requests for deferment of BOR action on the tuition and STFAP proposals, the President reiterated that the tuition study was widely circulated as early as September giving everyone the time to study the proposal and give comments. The De Dios Report, she said, also touched on the STFAP. It is unfortunate, the President said, that she did not hear from any student organization. Those with whom she has consulted have told her that the students’ position is an emphatic NO. The message is that they are not willing to move from their position.

9. The President said the BOR action on the tuition and STFAP proposals cannot be deferred. U.P. is set to release the UPCAT results in January 2007. The University wants to inform the incoming freshmen of the tuition rate when the UPCAT results are released.

10. The President called the attention of the Board to letters (contained in the folder “On the Proposed Tuition Adjustment”), e-mails from alumni, parents and concerned individuals, position papers from various U.P. units supporting the proposed tuition adjustment. Some of these are as follows:

- “I think it is necessary. Imagine – napako ang tuition fee to about $6,500 a semester for many years.” (Jocelyn Francisco, UP MBA ‘76)

- “I fully support the tuition fee increase! The remaining dedicated professors who decided to stick it out with the university have suffered long enough and truly deserve better pay and benefits. The students stand to benefit from the increase as well, via better facilities.” (Ma. Lorna B. Tan, B.A. Comm. 1982).

- “I believe it is time to rationalize the tuition fee in U.P. The unrealistic tuition fee structure is making it difficult for U.P. to maintain the standard of education that the Iskolar ng Bayan richly deserves.” (Consuelo Verzosa Dantes, B.A. Economics, 1983)

- “Anybody who understands basic economics knows that providing education at below market prices is not sustainable, provides a free ride to well-off students and ultimately, it is a disservice to those students who are poor and need our support.” (Roberto Medalla, B.A. Economics, 1981)

- The UP School of Economics faculty, in their letter to the Board of Regents pointed out the following reasons for their strong support to the proposed tuition adjustment.

- “The proposed upward adjustment will return the tuition fee approximately to its 1990 level “in real terms”. This is simple inter-generational fairness in keeping with the contract struck in 1989.

- The proposed adjustment will apply only to entering freshmen who shall have been apprised of the possibility and therefore could have opted to go elsewhere. No existing implicit contract is violated.

- This proposed adjustment will finance the upgrade of the stipend of really needy UP qualifiers. That current stipend level is so miserably inadequate to bring truly needy but deserving qualifiers to UP requires no elaboration. One can, indeed, view the proposal as a cross-subsidy scheme.

- The proposed differential fees for different academic units make a lot of sense since qualifiers self-select by capacity to pay and the stipend for needy scholars going to, say, Diliman should be correspondingly higher.

- The proposed tuition adjustment is still subject to the “socialized tuition fee system” which means that it will be closely to the fairness tenet of capacity-to-pay.

- The proposed adjustment will strengthen our ground against detractors who observe, and with some reason, that UP is subsidizing the rich (about 50% of UP students come from private high schools where the tuition fees are
3-4 times that of UP) but is unable to help truly needy but deserving qualifiers to afford education.

- Even with the proposed adjustment, the tuition fee would carry substantial state subsidy for UP education. The highest bracket will still only be about a third of top private school fees, no different than it was during the last adjustment in 1990. The poorest 40% will indeed not experience any increment at all. The “Iskolar Ng Bayan” label remains valid.

- The Dean of the College of Business Administration, in her letter dated 24 November 2006 to the President, stated that the college supports the proposal to increase the tuition and miscellaneous fees. However, some faculty members recommended the following:
  - “Adjust the tuition fee as well as the income data used for STFAP bracketing per year to account for the yearly increase in inflation rate or apply automatic indexing.
  - Consider the cost of instruction per college to take into account the differences in the cost structure of each college in the tuition adjustment.
  - Limit the number of scholars per Constituent University (CU) so as not to deplete tuition income of other CUs that will be required to transfer tuition income to other CUs for scholarships.
  - Improve the content of the PRIMER on the Proposal for Tuition Fee Increase to highlight the rationale, the beneficiaries and the benefits to be derived by the students and by the University from the tuition fee increase.”

- The BA Student Council also supports the tuition fee increase. In their signed statement, the students asserted that:

“It has been around 17 years since the tuition and other fees have last been adjusted. It is a fact that the real value of our tuition fee had plummeted drastically. In the future, it may eventually come to a point that its real value would be reduced to almost zero. In that case, unless the tuition and other fees are increased, nothing will be left of the quality education that we have prized so highly all these years. Furthermore, delaying the inevitable increase will only make it more painful for future generations. If we sincerely want future iskolar ng bayan to enjoy the same or even better quality education, we must recognize the need for adjustments in our financial structure. Not increasing the tuition and other fees today would simply be postponing the solution to the very real and evident problem faced before us.”

11. The President has likewise received requests that the Board act on the tuition and STFAP proposals in its 15 December 2006 meeting.

11.1 U.P. Baguio officials stated in their letter of 13 December 2006, to the President that “it is urgent that this issue be resolved at the soonest possible time... the results of the U.P. College Admission Test are to be released sometime in January 2007. In fairness to those most affected by the increase – the incoming freshmen of academic year 2007-2008 – the tuition schema that is applicable to them should be known at the time they are offered admission, in order for them to make an informed decision as to whether they will enroll in U.P. or elsewhere.”

11.2 Dean Fabella of the U.P. School of Economics pointed out in his letter of December 13, 2006 that “We cannot ventilate forever. The time to decide is now; it should no longer be postponed. Let it not be said that the U.P. cannot come to a decisive closure over an eminently sensible proposal against which is posed only so many shades of Nirvana.”

11.3 In her e-mail of December 13, 2006, Dean Guevara of the College of Engineering said that “I am looking forward to the BOR’s approval of the tuition fee increase on Friday, December 15, 2006. I cannot see any reason why the tuition fee increase will not be implemented in June 2007. Delaying the discussion and decision on the tuition fee increase will not augur well for our University. There may be a few, loud detractors of the tuition fee increase, but their arguments do not hold water as far as the majority of our students are concerned.”

11.4 Officials of U.P. Mindanao, stated in their letter of December 13, 2006: “The TFI has been there for many years now, and that is why we are strongly requesting the BOR to already decide on the TFI proposal for the best interest of the University.”

11.5 Dr. Julieta C. Mallari, Director of U.P. Extension Program in Pamplanga, informed the President in her letter of December 13, 2006 that the faculty of U.P. Pamplanga unanimously endorses the proposal and reckons the urgency of its approval.”

11.6 The deans of U.P. Manila, in their letter of December 12, 2006, requested that the issue be discussed in the December Agenda of the Board, “to put the issue to rest.”

11.7 Dean Saloma of the U.P. Diliman College of Science, e-mailed the President on 13 December 2006 and informed her that “fee adjustments are long overdue. They should have been made yearly and starting 1990. The issue has been ventilated and discussed by various sectors.”

11.8 Dean Acyomo of the College of Music e-mailed President Roman on 13 December 2006 expressing his faculty’s sentiments lauding efforts to hand down a timely decision on the tuition fee increase. He urged that for the good of the University, such a decision be made, as planned on the appointed date.

11.9 The Executive officials of UPLB, in their letter of 13 December 2006, to Chairman Puno, appealed that the proposed TFI be discussed by the Board in its 15 December meeting. They pointed out that deferring the discussion and deliberation on the TFI proposal could further cause divisiveness in the University and its constituents and create unnecessary unrest in the various campuses.

12. The position papers from various student organizations collated by the Student Regent were also shared by the President with the Regents. Some highlights are as follows:

12.1 In their position paper, the CFOS-SC pointed out that they “are aware that the University’s administration is already in dire straights looking for sources to finance the University but shifting the burden to the students should never be an option.”

12.2 The U.P. College of Education Student Council expressed its unity against the proposed tuition and other fee increase. In their position paper they “enjoin the U.P. Community in opposing any policy or measure that will undermine the Filipino people’s right to education.”

12.3 Sa kanilang Posisyong Paper, “Mariing kinokondena ng Konseho ng Mag-aaral ng Kolehiyo ng Arte at Literatura ang panukalang pagtataas na matrikula at iba pang bayarin sa Unibersidad ng Pilipinas.”

“Ano’t isang malaking pagtatalisik ito sa prinsipyong ang edukasyon ay isang karapatan, hindi isang pribilehiyo – isang prinsipyong mahigpit na kinakailangan ng mga mag-aaral ng U.P. bilang mga iskolar ng bayan.”
The tuition fee increase is a new threat to the students' right to receive proper subsidy, since UP is supposedly a premier university. Yet, we see that our rights are clearly being violated. Our country's youth, our future. It compels the government to open its eyes and see that it is slowly choking the life out of the educational system. The government should have an initiative not merely a call for more money. It is a cry to our government to give more attention to the education of the youth; they must be pressed as well. Moreover, if education is really important, why do they need to increase the fee? 

We are entitled to the "ISKOLAR NG BAYAN," but is this title appropriate to us, if there is a threat for an increase in our tuition fee? We shouldn't be called the "Iskolar ng Bayan" but instead, "Mga Iskolar ng Sariling Bulsa, ng Sariling Magulang o Ng mga Kamag-anak." 

The position paper of the UPV USC on the proposed tuition increase stated that: "Our education today is no different from the high priced goods that only the affluent can afford. The real essence of education is changed from a basic right into a commodity that has to be brought for the gains it promises. The continuous rising of the education's cost takes its tolls from the people. Now, we can say that the educational system has truly become prohibitive."

The College of Social Work and Community Development, UP Diliman pointed out in their position paper that, "Hindi makatarungan na tanging ang mga may kakayahan lamang na sabayan at tapatan ang pagtaas ng tuition ang magkamat nito. Bilang mga Iskolar ng Bayan, kailangan nating makilam sa abot ng ating makakaya. Hindi man tayo ang maapektuhan nito, dapat tayong tumayo para sa mga susunod na kabataang may karapatan din sa natamo natin. Hindi mataas na matrakula ang sagot sa kulang na mga pasilidad at mababang komersyalisado, na kung sino na lang ang may pera ay sila na lamang ang may karapatan makapag-aral. Masakit mang isipin, datapawat, mas masakit na marami pa rin ang sumusulong sa pagpapabilis ng pagtaas ng tuition dito sa UP Mindanao kahit wala man lang konsultasyon mula sa mga studyante."
12.21 The Freshmen Bloc Assembly of UP Mindanao states that they “firmly and tenaciously believe that the 300% increase in tuition and other fees is not just and inappropriate for the students. What the university needs now is HIGHER STATE SUBSIDY. The burden should not be given to the students. What will be the essence then of being a “ISKOLAR NG BAYAN” if UFlans would pay the same amount Ateneans and the like pay in their respective universities.”

12.22 The DUGONG ANTRO of UP Mindanao stands firm against tuition and other fee increases. They believe that the government has funds to allocate enough budget for education but the situation is a lot different because they are prioritizing debt and military services as well as questionable occurrence of anti-insurgency which has its own budget.

12.23 The College of Human Kinetics says that they find it hard to believe that the government really has no money for something as important as education when it is ready to give out for other projects. “There is money; it is not just being put on the right places” . . . .

12.24 In their position paper co-sponsored by the Tau Gamma Phi - Tau Gamma Sigma Confraternity, Pi-Sigma-Pi-Sigma Delta Confraternity, UPEPP, Sigma Kappa Pi Fraternity, UPEPP, UPEPP LAKAN, the Student Council of UP Pampanga stated that: “Ang proposal ay isang matinding na patunay na isinasaraad ng mismong Administrasyon ang pintuan ng UP na protektahan ang batong karapatan ng mga kabataang Pilipino at ng mamamayan edukasyon. Ito rin ay isang lantarang hakbang patungo sa isang pribado at komersyalisadong edukasyon sa UP.”

12.25 The Sigma Delta Pi Sorority is strongly opposed to the proposal to increase tuition and other fees for they believe that “education is a right of everyone and no policy must be enacted to step on this basic right. Instead of pushing for higher tuition and other fees and the commercialization of UP assets, we urge the administration of President Emerica Roman to unite with the UP studentry in fighting for greater state subsidy.”

12.26 The Student Council of the UPV School of Technology opposes the proposed tuition increase. They believe that “the enactment of the said TOFI deviates from the university’s primary function of catering to students [belonging to the lower class] affordable and quality education.”

12.27 The position paper of the School of Statistics Student Council states that, “Naniniwala ang aming konseho na ang pagtaas na ito ng matrikula ng universidad ay panandaliang solusyon lamang sa lumalalang problema ng sistema ng edukasyon sa ating bansa. At ang pagpayag natin sa ganitong aksyon ay pangungunsinte na rin natin sa patuloy na pagasawalang bahala ng goyerno sa kanyang responsibilidad sa kanyang mamamayan.”

12.28 From the Ugnayang Multisectoral Laban sa Komersyalisasyon Ng Edukasyon (UMAKKSYON), “The proposed tuition and other fee increases is a manifestation that UP is becoming commercialized, thus, education is no longer a right but a privilege.”


12.30 Ang UP Samahan sa Agham Pampulitika (UP SAPUL) ay “maring tumututol sa pagtaas ng tuition sa UP sapagkat ipinapakita lang nito na sa mga polisya ng ating pamahalaan, lalo lamang napapalayo ang edukasyon sa mga mamamayan, hindi lamang para sa ating mga taga UP, pati na rin sa iba pang mga mag-aaral at nais mag-aral sa pangkalahatan.”

12.31 The UP Institute of Library and Information Sciences Student Council (ILISSC) firmly adheres to the principle that education is everybody’s right and not just a privilege of a few that can afford it. This proposal, if ever implemented, would render UP education inaccessible to many. Thus, it is a repressive move by the UP administration and its proponents.”

12.32 The Student Alliance for the Advancement of Democratic Rights in UP (STAND-UP) “firmly adheres to its principle that education is a right. The proposed tuition and other fee increases are the worst forms of commercialization of UP education. TFI is also considered as a form of repression to the students since it will render UP education inaccessible to the majority of the people who are entrenched in poverty.”

12.33 The UP Engineering Student Council “believes that tuition fee adjustments should be made if UP must uphold quality education. However, this can only be done after the STFAP system undergoes an extensive overhaul to ensure a straight forward and effective bracketing scheme. Moreover, proper budget distribution must also be presented to UP students to ensure that the adjustments that will be made in tuition and other fees are reasonable.

13. Regent Tiongco informed the Board that the UP Alumni Association has expressed support to the proposed tuition adjustment. In a resolution, the UPAA Board of Directors unanimously voted in favor of the tuition increase, which they prefer to describe as an “adjustment to meet the level of inflation,” considering the measure as a “very reasonable” move amidst the series of inflation over the years.”

14. Mr. Frank C. Cornejo, Executive Vice President and Acting President of the UPLB Alumni Association sent a copy of the Resolution signed by the officers and members of the Association in support of the UP Tuition Adjustment. They also endorsed the mechanics of its implementation including the automatic adjustment of rates based on annual inflation. They said “this will ensure the sustainability of the quality of service that the UP can provide to its constituents in instruction, research and public service. Otherwise, the situation where UP finds itself in now will recur in the future unless such a mechanism is in place.”

15. Regent Tiongco recalled that he talked to the Student Regent and asked the latter to give him a position paper, i.e., his stand on the proposed tuition adjustment so this can also be presented to the Alumni Board. Regent Sanchez promised to give him his position paper but this never came. It was only when he reviewed the agenda for the BOR meeting that Regent Tiongco saw some of the position papers submitted by various student groups.

16. Regent Davide noted that the proposed increase in tuition will benefit poor but deserving students, through the STFAP. He suggested that screening mechanisms be put in place to ensure that qualified students are really benefited.

17. Regent Gonzalez informed the Board that she met with some parents in her office recently. These parents asked why UP is increasing its tuition. Since there were things not clear in her mind that time, Regent Gonzalez called up the President. She asked her about the STFAP and the bracketing scheme. When these were explained to her and subsequently explained to her guests, the latter understood and appreciated the university’s efforts to adjust tuition and to restructure the STFAP. It is clear, Regent Gonzalez said, that the actions the Board is taking on the twin proposals will benefit the underprivileged. The Board’s actions will actually benefit the entire university. The Board, therefore should not falter in its decision.

(The emails, letters, position papers are on file at the OSU Records.)
Proposal to Restructure the Socialized Tuition and Financial Assistance Program (STFAP) *

In line with the proposed tuition adjustment, President Roman created a Committee, headed by Prof. Edgar Atanacio of the U.P. Diliman College of Engineering to review the Socialized Tuition and Financial Assistance Program (STFAP) of the University. This Committee has submitted its report. Copies of the Report have been sent to the members of the Board of Regents and to the Chancellors.

The President highlighted on the following in her power point presentation:

1. The policy on Socialized Tuition and Financial Assistance Program (STFAP) and its implementation by the First Semester, SY 1989-1990 was approved by the Board of Regents at its 1018th meeting held on 30 January 1989.

The STFAP is part of UP's effort to democratize access and admission to its various academic programs and promote fairness and social justice in the University, befitting its status as a state-supported institution of higher learning.

2. The key components of the STFAP, as approved in 1989 are as follows:
   - the adjustment of tuition to:
     * P300/unit in Diliman
     * P250/unit in Los Baños; and
     * P200/unit in regional campuses
   - a scheme of socialized tuition discounts, ranging from 100 to 75 percent based on ability to pay; and
   - a program of cash stipends and allowances granted to deserving students based on financial need.

3. The following are the effects of inflation to STFAP:
   - The eroded real value of tuition provides unwarranted support to students whose families can actually afford to pay the full cost of instruction.
   - Benefits given to deserving students have also been eroded. Students who would have qualified for certain levels of support in the past are no longer qualified for the same level of support.
   - The rise in nominal incomes in almost two decades has resulted in fewer students qualifying for tuition fee discounts and stipends. From 34% of the U.P. student population in 1989, stipend qualifiers were reduced to 5% in 2003-2004.
   - The stipend given to qualifiers is also worth much less than its former value. What was considered a generous maximum stipend of P8,250 is now effectively worth only a token P2,705 per semester.

4. Hereunder is the proposed restructuring of STFAP:
   - Delineation of socio-economic brackets will be based on the distribution of family income among freshmen admitted to UP in 2004, as compiled by the Office of Admissions.
   - The number of brackets will be collapsed from nine to five to simplify administration of the program.
   - A standard and higher stipend of P12,000/semester will be implemented. This stipend, together with tuition fee levels, is envisioned to be adjusted annually based on inflation to prevent the serious problems caused by the erosion in these values that were discussed previously.

5. The features of the revised STFAP are as follows:
   - Under the revised fee structure, students up to the 97th percentile of the national family income distribution shall continue to enjoy a tuition subsidy.
   - There will be wider stipend coverage and higher stipend rates for qualified students.
   - Only students coming from the most affluent families (top percentile of the population) will pay close to full cost.

6. If approved, the revised STFAP scheme will apply only to qualified entering freshmen and transferees for AY 2007-2008.

7. To distinguish the proposed scheme from the existing, we refer to the former as the “alphabetic,” and the latter as the “numeric,” bracketing scheme.

8. Hereunder is the comparison between the two bracketing schemes for UP Diliman and UP Manila:

<table>
<thead>
<tr>
<th>Brkt.</th>
<th>Income Range</th>
<th>TF/ Unit</th>
<th>M &amp; LF</th>
<th>Benefits</th>
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</thead>
<tbody>
<tr>
<td>A</td>
<td>More than 1,000,000</td>
<td>P1,500</td>
<td>Full</td>
<td>None</td>
</tr>
<tr>
<td>B</td>
<td>500,001 - 1,000,000</td>
<td>P1,000</td>
<td>Full</td>
<td>None</td>
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<tr>
<td>C</td>
<td>135,001 - 500,000</td>
<td>P 600</td>
<td>Full</td>
<td>None</td>
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<tr>
<td>D</td>
<td>80,001 - 135,000</td>
<td>P 300</td>
<td>Full</td>
<td>None</td>
</tr>
<tr>
<td>E</td>
<td>0 - 80,000</td>
<td>0 0</td>
<td>P12,000</td>
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<tbody>
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<td>E</td>
<td>0 - 80,000</td>
<td>0 0</td>
<td>P12,000</td>
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9. The following is the comparison between the two bracketing schemes for UP Los Baños:

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<thead>
<tr>
<th>Brkt.</th>
<th>Income Range</th>
<th>TF/ Unit</th>
<th>M &amp; LF</th>
<th>Benefits</th>
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<tr>
<td>A</td>
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<td>P1,500</td>
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<td>P1,000</td>
<td>Full</td>
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<tr>
<td>C</td>
<td>135,001 - 500,000</td>
<td>P 600</td>
<td>Full</td>
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<td>D</td>
<td>80,001 - 135,000</td>
<td>P 300</td>
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<td>0 - 80,000</td>
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<td>P12,000</td>
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1. Tuition fee per unit
2. Miscellaneous and laboratory fees
3. Semester benefits, for the numeric bracketing scheme, consists of living allowance and book allowance

10. The following is the comparison between the two schemes for UP Baguio, UP Mindanao, UP Pampanga, UP Visayas

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* This matter was actually taken up at the latter part of the meeting.
The decision to grant a waiver on the return service obligation of Dr. Gayanilo is, therefore, a matter that is best left to the sound discretion of the Board of Regents.

Nevertheless, the Board of Regents, on compassionate grounds, has allowed the waiver of return service obligation for faculty member: as a matter of policy, the Board of Regents does not allow such waiver.

However, the policy of the Board of Regents is consistent and clear on the matter of waiver of return service obligations for faculty member: as a matter of policy, the Board of Regents does not allow such waiver.

Nevertheless, the Board of Regents, on compassionate grounds, has allowed the waiver of return service obligation as in the case of Prof. Lourdes Hamada of the College of Social Sciences, U.P. Baguio, who was granted a waiver of her 2-year return service requirement on grounds that she was suffering from lung cancer and will be unable to return to teaching duty. In addition, the Board noted that the money granted to her as a waiver of her 2-year return service requirement was urgently needed to enable her to return to teaching duty.

The board of Regents, on compassionate grounds, has allowed the waiver of return service obligation of Dr. Virgilio G. Gayanilo to enable him to avail of Optional Retirement under the Magic 87 Option. Dr. Virgilio G. Gayanilo is a 58 year old professor currently working at the Agricultural and Bio-Processing Division (ABPROD) of the Institute of Agricultural Engineering (IAE), of CEAT, UPLB. He started his service at the University on 1 November 1973 as Instructor 1. From October 2004 to November 2005, he availed of the sabbatical privilege for faculty members. By reason of his availment of the sabbatical privilege, he has to satisfy a two (2) year return service obligation. The 2-year return service period will be completed by November 2007.

On 3 July 2006, Dr. Gayanilo wrote Chancellor Velasco to express his intent to retire effective 1 November 2006 under the Magic 87 option. The reason for his decision to retire is because he feels that “it is time to move on and pursue other plans that [he has] set aside for the time being. Moreover, [he needs] to spend more time with [his] 95-year old mother in Iloilo who is fast losing her eyesight.”

The request for retirement under the Magic 87 option was favorably endorsed by the Chair of ABPROD, the Director of IAE, and the Dean of College of Engineering and Agro-Industrial Technology (CEAT).

On 25 August 2006, Chancellor Velasco forwarded Dr. Gayanilo’s request for retirement to the President of the University and stated that Dr. Gayanilo’s application for optional retirement “cannot be acted upon since he has yet to fully satisfy his return service obligation to the University which he incurred from availing of the sabbatical privilege for faculty members”.

Nonetheless, Chancellor Velasco is requesting the President to endorse to the Board of Regents the waiver of the remaining one (1) year return service obligation in the case of Dr. Gayanilo.

The Office of Legal Services finds that RA 660 is one of the four retirement modes available to government employees. It can be availed of by those in service on or before 31 May 1977 requiring a certain number of years of service for a particular age. In the case of Dr. Gayanilo, RA 660 requires for those with 58 years of age a corresponding 28 years of service. Since Dr. Gayanilo has rendered 32 years of continuous service under a permanent appointment, he is therefore qualified for an early retirement under this law.

However, the policy of the Board of Regents is consistent and clear on the matter of waiver of return service obligations for faculty member: as a matter of policy, the Board of Regents does not allow such waiver.

The appeal of U.P. Manila Chancellor Ramon L. Arcadio for the Extension of the Appointment of Prof. Conrado Aparato up to 31 May 2007

Prof. Aparato, an Assistant Professor of the Department of Physical Education of the College of Arts and Sciences, U.P. Manila, and is currently the OIC of the department.

His manuscript entitled “Burnout Levels Among Professional and Amateur Referees in Metro Manila” has been accepted for publication for the July-December 2006 (Vol. 2) issue of the U.P. Manila Journal. However, he did not make it to the deadline because of several revisions that still had to be done.

It is for this reason that the extension of the appointment of Prof. Aparato is requested up to 31 May 2007. He has really tried his best but PE professors are more adept at sports and winning athletic competitions than purely academic endeavors. Moreover, the DPE’s faculty has been almost decimated with its senior members having gone to the United States as teachers. Prof. Aparato is currently the OIC of the department and to remove him at this point will seriously upset class schedules and leadership of the department.

The decision to grant a waiver on the return service obligation of Dr. Gayanilo is, therefore, a matter that is best left to the sound discretion of the Board of Regents.
Amendment of Section 5.1.4 of the Revised Faculty Manual on the Role of Academic Personnel Committees

During the 1210th meeting of the Board of Regents on 30 June 2006, the BOR, in response to the Faculty Regent’s concern regarding possible retaliation in a sexual harassment case filed by Ms. Marla Endriga against Dr. Roberto Pagulayan, tasked the University to formulate guidelines to cover cases where respondent is part of a committee that will decide the fate of the complainant.

The following is a proposed amendment of Section 5.1.4 of the Revised Faculty Manual on the Role of the Academic Personnel Committee (APC) by adding a provision on the disqualification/mandatory inhibition of a member from sitting in the committee for special circumstances, particularly where the member and the person sought to be evaluated are parties or witnesses in a case, so as to preserve the integrity and objectivity of the committee. Thus, Section 5.1.4 should include the following paragraph:

4. Disqualification/Mandatory Inhibition

No person or his/her relatives within the fourth (4th) civil degree of affinity or consanguinity shall be a member of the APFC were the person to be evaluated is an opposing party or a witness in an administrative case involving party or a witness in an administrative case involving the APFC member in the University: Provided That the APC member shall not lose his position in the committee, but shall merely be either excused from participating in the deliberations, and/or be replaced by an alternate for the evaluation of that particular case.

FINANCIAL MATTERS APPROVED

Reprogramming of Unexpended Obligations of the U.P. Open University from CY 2004 Amounting to P7,859,069.72

Reprogramming of unexpended obligations of the U.P. Open University from CY 2004 amounting to P7,859,069.72, certified as available by the UPOU Chief Accountant and the Budget Officer, to be utilized as follows:

<table>
<thead>
<tr>
<th>Particulars</th>
<th>GASS</th>
<th>AHE</th>
<th>RES</th>
<th>EXTN</th>
<th>TOTAL</th>
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</thead>
<tbody>
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<tr>
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</tr>
<tr>
<td>Grand Total</td>
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<td>P300,000.00</td>
<td>P7,859,069.72</td>
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Programming of Excess Income of the U.P. Open University from CY 2005 Amounting to P6,626,519.50

Programming of excess income of the U.P. Open University from CY 2005 amounting to P6,626,519.50, certified as available by the UPOU Chief Accountant and the Budget Officer, to be utilized as follows:

<table>
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<th>EXTN</th>
<th>TOTAL</th>
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</thead>
<tbody>
<tr>
<td>MOOE</td>
<td>P400,000.00</td>
<td>P2,900,000.00</td>
<td>P1,000,000.00</td>
<td>P300,000.00</td>
<td>P5,500,000.00</td>
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The above reprogramming and programming are necessary to augment the University’s meager resources for payment of honoraria and other personnel benefits, various MOOE obligations, for other needed equipment, improvement of buildings and facilities. It is understood that the disbursements from this reprogrammed and programmed amounts shall be subject to the usual accounting and auditing laws, rules and regulations.

ACADEMIC MATTERS APPROVED

Graduation of Students from the Different CUs Who Completed All the Requirements as of the First Semester 2006-2007

Graduation of students from the different CUs who completed all the requirements as of the First Semester 2006-2007 and whose graduation was endorsed by their respective University Councils

1. U.P. Diliman
   Board action: Approval
   (Please see lists filed at the OSU Records.)

2. U.P. Manila
   Board action: Approval
   (Please see lists filed at the OSU Records.)

3. U.P. Mindanao
   Board action: Approval
   (Please see lists filed at the OSU Records.)

4. U.P. Baguio
   Board action: Approval
   (Please see lists filed at the OSU Records.)

5. U.P. Visayas
   Board action: Approval
   (Please see lists filed at the OSU Records.)

MEMORANDA OF AGREEMENT

The Board confirmed the following:

Note: These agreements have gone through the standard University processes from the Constituent Universities (CUs) concerned and the University System. In cases where there were irregularities or inconsistencies with present laws, rules, regulations and processes, the documents were returned for review of or to exact compliance by the concerned.

U.P. Diliman

Memorandum of Agreement with the Figaro Foundation Corporation

Memorandum of Agreement between U.P. Diliman, through the Department of Hotel, Restaurant, and Institution Management, College of Home Economics and the Figaro Foundation Corporation
Project: Training for careers in the coffee industry

Particulars:

Obligations of U.P. Diliman:

a. U.P. Diliman shall provide Figaro rent-free space within the Tearoom, Alonzo Hall, College of Home Economics, for the use and occupancy of Figaro’s Coffee Cart for one (1) year from 25 September 2006 until 24 September 2007;

b. To help defray expenses Figaro would incur in operating the Coffee Cart for training HRIM students, U.P. Diliman shall allow Figaro to sell/serve coffee drinks to customers within the Tearoom premises only;

c. U.P. Diliman shall allow Figaro to operate the Coffee Cart during regular Tearoom hours to give time for preparation and cleaning up. U.P. Diliman shall allow Figaro’s duly designated personnel to enter the premises of the Tearoom until regular Tearoom operation hours. It is understood that Figaro shall operate only from Monday to Friday and that there shall be no Coffee Cart operations on weekends;

d. U.P. Diliman shall assign a storage area to secure supplies; and

e. U.P. Diliman shall permit Figaro to use the Tearoom kitchen area for the latter’s cleaning equipment.

Obligations of Figaro:

a. Figaro shall train HRIM students on various aspects of Beverage Management (HRIM 105), Purchasing Management (HRIM 109), Catering Management (HRIM 111) and properties Management (HRIM 138). The objective of the training is to prepare students for careers in coffee shop operations, hotel and restaurant management and other food services institutions;

b. Figaro shall provide additional training as follows:

1) Educate students and faculty members handling the abovementioned subjects and the Tearoom staff about Philippine coffee with particular reference to coffee varieties, product specification, storage and service;

2) Train students and faculty members handling the abovementioned subjects and the Tearoom staff on coffee preparation using professional equipment; and

3) Train students and faculty members handling the abovementioned subjects and the Tearoom staff on the proper maintenance of equipment.

c. Figaro shall provide the following coffee equipment with a total value of P794,000.00:

- Coffee Cart
- Ceramic Wares (cups and saucers)
- Espresso machine
- Espresso Grinder
- Coffee Brewer
- Refrigerator
- Blender
- Ice Crusher
- Bar Mixer
- Small Equipment like malt cups, bar spoons, etc.
- Garden Chairs and Tables
- Parasols/Umbrellas for outside seating

Figaro shall retain possession over the foregoing while making the same available for use by the College of Home Economics as a training facility for the training of the HRIM 105, HRIM 109, HRIM 111, and HRIM 138 students.

d. Figaro shall handle the financial and operational aspects of the Coffee Cart, inclusive of manpower.

e. Figaro shall be allowed to sell/serve coffee drinks to customers to help defray its operating and training expenses pursuant to the Agreement. In return, Figaro shall remit fifteen percent (15%) of its daily gross sales to the College of Home Economics; and

f. Figaro shall shoulder the cost of utilities actually consumed, such as water and electricity. For this purpose, Figaro shall at its own expense install sub-meter for the aforementioned utilities. Upon expiration/termination of the Agreement, the said sub-meters shall become the property of U.P. Diliman.

Date signed: 13 September 2006

Memorandum of Agreement with the Department of Education (DepEd)

Memorandum of Agreement between U.P. Diliman, through the College of Education (UP-DepEd), and the Department of Education (DepEd)

Project: Summer Graduate Scholarship Program Leading to a Degree of Master of Arts in Education major in Elementary Mathematics

Particulars:

U.P. Diliman through the College of Education, shall:

a. Provide a graduate program in Education (with thesis) and conduct the Summer Master’s Program Leading to a Degree of Master of Arts in Education (MAEd) major in Elementary Mathematics;

b. Provide the venue, facilities, competent faculty and academic resources for the duration of the program;

c. Provide the DepEd Scholarship Committee with periodic reports on the performance and status of the scholars and final evaluation of the program; and

d. Award the Diploma for the degree of Master of Arts major in Elementary Mathematics;

DepEd shall do the following tasks:

a. Select the teachers who will be the recipients of the program;

b. Promulgate the necessary rules and regulations for the grant of scholarships and the terms of conditions thereof;

c. Provide stipend for teacher-scholars who will participate in the program;

d. Provide funds for the payment of tuition and other school fees, management fees plus overhead fee (15% of the total amount), for a total amount of P850,417.53 for the fifteen (15) participants, plus the additional amount of P56,694.50 per student in excess of fifteen (15) students; and

e. Remit the amount due directly to UP-DepEd in two installments. Effectivity: Effective upon signing by both parties and shall be valid and in force for a maximum period of 3 years

Date signed: 19 July 2006

Memorandum of Understanding with the Hiroshima University (HU), Japan

Memorandum of Understanding between U.P. Diliman and the Hiroshima University (HU), Japan

Project: Academic and educational cooperation

Particulars:

Both universities undertake to promote and develop academic cooperation in the following ways:

a. Exchange of academic and administrative staff and students;

b. Cooperation in research and the presentation of its results;

c. Exchange of academic materials, publications and other scientific information, and;

d. Other educational and academic exchanges to which both universities agree.

Effectivity: Effective from the date of its signing for a period of 3 years

Date signed: 15 November 2006

Internet Service Agreement with the Bayan Telecommunications, Inc. (BayanTel)

Internet Service Agreement between U.P. Diliman through the U.P. Computer Center (UPCC) and the Bayan Telecommunications, Inc. (BayanTel)
Project: Internet Service

(U.P. Diliman and the Department of Social Welfare and Development (DSWD) have entered into an agreement for U.P. Diliman to devise and implement a network infrastructure for DSWD, and such agreement allows U.P. Diliman to outsource any part of the work therein. The DSWD Site through UPCC is in need of Internet Services from Internet Service Provider known as ISP. U.P. Diliman conducted a public bidding in July 2006 and accepted the bidder BayanTel.)

Particulars:

a. UPCC and BayanTel agree for Unlimited Internet Access via Digital Subscriber Line (DSL) to be installed by BayanTel at the DSWD’s 11 sites nationwide; and
b. Internet Service shall include electronic mail, teleconference or network chat, remote log-in, transferring/downloading files, newsgroups, retrieving or locating information through World Wide Web, Web Page Hosting, and other services BayanTel may offer from time to time and also access to the 1024kbps burst Unlimited Internet Access via DSL Net Value facility, cable and equipment (modem).

Effectivity: Effective for a period of 1 year commencing 1 August 2006

Date signed: 6 November 2006

Contracts of Lease with Some Private Entities

Contracts of Lease between U.P. Diliman and the following:

a. Globe Telecom, Inc.

Leased Area: 200 square meters located at Pook Aguinaldo and permanent improvements
Use: For communication site and/or for telecommunication business
Rental Rate: P100,000.00 per month plus VAT
Lease Period: 1 April 2005 to 31 March 2008 for a period of 3 years
Date signed: 17 July 2006

b. Tom-Tom’s Fastfood Inihaw At Iba Pa

Leased Area: Space approximately 50 square meters located at the College of Music Canteen
Particulars:
The Contract of Lease shall have a term of two (2) years, starting on 9 November 2006 and automatically expiring on 8 November 2008.

The Lessee shall pay in advance monthly rental to U.P. Diliman within the first five (5) days of each contract month, without need of further demand, in the following manner:
1) P234,000.00 for the first year or from 9 November 2006 to 8 November 2007;
2) P257,400.00 for the second year or from 9 November 2007 to 8 November 2008
Date notarized: 25 October 2006

c. Erlinda’s Food Service

Leased Area: Space approximately 580 square meters located at the Kalayaan Residence Hall Canteen

Particulars:
The Contract of Lease shall have a term of two (2) years, starting on 9 November 2006 and automatically expiring on 8 November 2008.

The Lessee shall pay in advance monthly rental to U.P. Diliman within the first five (5) days of each contract month, without need of further demand, in the following manner:
1) P31,510.80 for the first year or from 9 November 2006 to 8 November 2007;
2) P1,024,661.88 for the second year or from 9 November to 8 November 2008
Date notarized: 25 October 2006

OTHER MATTERS

Report of the Faculty Regent


(Please see document filed at the OSU Records.)

Board action: Notation

2. Letter of Thanks to the Faculty, the Board of Regents and President Roman, dated 15 December 2006, of Faculty Regent Roland G. Simbulan

(Please see document filed at the OSU Records.)

Board action: Notation

The Board noted the following:

U.P. Manila University Council’s Statement of Concern on the Nursing Board Licensure Examination Leakage Titled, “Beyond the Nursing Leakage Scandal: Upholding Quality and Excellence in Health Professions Education”

( Please see documents filed at the OSU Records.)

Request of U.P. Mindanao Chancellor Ricardo M. De Ungria to Move the Schedule of Kasadya 2006 from 20 December to 15 December in Order to Synchronize it with the Lantern Parade Celebrations in Other U.P. campuses

The new Kasadya schedule will also give the students more time to spend with their families during the Christmas break.

This request was approved by the President.
SEPARATIONS FROM THE SERVICE

U.P. System

3rd Quarter 2006 (July-September)

Evangelina R. Domingo, Records Officer I, Office of Admissions, effective 26 September 2006 (compulsory retirement)

U.P. Diliman

1st Quarter 2006 (January – March)

Ninfa E. Sanchez, Senior Personnel Specialist, Human Resource Development Office, effective 16 February 2006 (compulsory retirement)

2nd Quarter 2006 (April – June)

Andresito E. Acuña, Professor 8, College of Social Sciences and Philosophy, effective 1 June 2006 (compulsory retirement)

Dennis L. Danipog, Instructor 1, U.P. Integrated School, effective 1 June 2006 (expiration of appointment)

Emmanuel B. Gregorio, Assistant Professor 6, College of Music, effective 1 June 2006 (compulsory retirement)

Carolina G. Hernandez, Professor 12, College of Social Sciences and Philosophy, effective 22 April 2006 (compulsory retirement)

Marie Gwen Iris Malonzo, Instructor 1, College of Arts and Letters, effective 1 June 2006 (expiration of appointment)

Joyce A. Ocampo, Lecturer 1, U.P. Extension Program in Pampanga, effective 1 June 2006 (expiration of appointment)

Karen Kristine A. Roscom, Assistant Professor 1, College of Home Economics, effective 1 May 2006 (expiration of appointment)

3rd Quarter 2006 (July-September)

Umbelina C. Calabon, University Research Associate I, College of Business Administration, effective 1 July 2006 (optional retirement)

Evelyn D. Datiles, Data Entry Machine Operator 1, College of Engineering, effective 30 September 2006 (resignation)

Lea T. De Asia, Steward, University Food Service, effective 15 September 2006 (compulsory retirement)

Mark Anthony M. Gamboa, University Research Associate I, National College of Public Administration and Governance, effective 16 August 2006 (resignation)

Ayn Hazel G. Manuel, University Research Associate II, College of Science, effective 30 September 2006 (resignation)

Marvel V. Obnamia, Supervisor of Student Teaching, effective 14 September 2006 (optional retirement)

4th Quarter 2006 (October–December)

Cristeta A. Andaya, Records Officer II, College of Education, effective 25 November 2006 (compulsory retirement)

Fe M. Aurelio, HRMO II, Human Resources Development Office, effective 6 November 2006 (optional retirement)

Conrado B. Boncodin, Utility Worker II, College of Home Economics, effective 25 November 2006 (compulsory retirement)

Renato G. Gonzales, Medical Specialist III, University Health Service, effective 31 December 2006 (optional retirement)

Martin V. Gregorio, Vice President for Administration and Professor 12, College of Arts and Letters, effective 5 December 2006 (compulsory retirement)

Crescencia C. Joaquin, Professor 9, College of Education, effective 1 November 2006 (compulsory retirement)

Rolando L. Martin, University Researcher II, National College of Public Administration and Governance, effective 7 November 2006 (optional retirement)

Florinda G. Menguito, Administrative Officer IV, College of Education, effective 14 November 2006 (resignation)

Nelia Porciuncula, Associate Professor 7, UPIS, College of Education, effective 1 November 2006 (compulsory retirement)

U.P. Los Baños

3rd Quarter 2006 (July – September)

Aleli K. Alcaraz, Accountant I, Office of the Vice Chancellor for Administration, effective 29 September 2006 (resignation)

Noah G. Badayos, Instructor 5, College of Engineering and Agro-Industrial Technology, effective 7 August 2006 (resignation)

Katrina E. Canonizado, Instructor 1, College of Arts and Sciences, effective 11 August 2006 (resignation)

Charisma DC. Dasilva, Assistant Professor 1, College of Arts and Sciences, effective 1 September 2006 (resignation)

Julius P. Mojica, Instructor 3, College of Arts and Sciences, effective 1 September 2006 (resignation)

4th Quarter 2006 (October–December)

Jennielyn M. Aguila, Instructor 2, College of Arts and Sciences, effective 16 November 2006 (resignation)

Wilhelmina O. Almanza, Administrative Officer II, Office of the Vice Chancellor for Community Affairs, effective 2 December 2006 (compulsory retirement)

Grace B. Aningalan, Instructor 2, College of Arts and Sciences, effective 16 November 2006 (resignation)

Lino B. Aquino, Administrative Officer V, Office of the Vice Chancellor for Administration, effective 31 December 2006 (optional retirement)

Franco G. Asoro, University Research Associate II, College of Agriculture, effective 6 October 2006 (resignation)

Alexander S. Banashihan, Administrative Aide III, Office of the Vice Chancellor for Planning and Development, effective 31 December 2006 (resignation)

Celso L. Banaflo, Administrative Aide IV, College of Economics and Management, effective 19 November 2006 (death)

Dean A. Baricanoña, Administrative Assistant III, College of Agriculture, effective 22 October 2006 (death)

Aurelio C. Barrios, Jr., Agricultural Technician II, College of Agriculture, effective 13 November 2006 (death)

Isidra C. Bato, University Extension Specialist II, College of Public Affairs, effective 31 December 2006 (optional retirement)

Maria Teresa B. Bisa, Assistant Professor 6, College of Veterinary Medicine, effective 14 November 2006 (resignation)

Anthony Jan V. Cabatic, Assistant Professor 1, College of Arts and Sciences, effective 1 November 2006 (resignation)

Loudel Ross M. Calleja, Instructor 2, College of Arts and Sciences, effective 1 November 2006 (resignation)

Melencio C. Cosico, College Business Manager 1, Office of the Chancellor, effective 23 December 2006 (compulsory retirement)

Remi E. De Leon, Assistant Professor 1, College of Development Communication, effective 1 November 2006 (resignation)

Ryan Ciriaco M. Dulaca, Instructor 1, College of Arts and Sciences, effective 15 November 2006 (resignation)
Abraham C. Ebron, Administrative Assistant 1, College of Economics and Management, effective 21 December 2006 (optional retirement)

Estelita M. Eslava, Nurse III, Office of the Vice Chancellor for Community Affairs, effective 2 December 2006 (compulsory retirement)

Teresita M. Espino, Research Professor 12, Office of the Vice Chancellor for Research and Extension, effective 4 October 2006 (compulsory retirement)

Joseph B. Figarola, Administrative Assistant II, College of Agriculture, effective 18 December 2006 (compulsory retirement)

Prudencio A. Fructoso, Heavy Equipment Operator II, College of Agriculture, effective 6 October 2006 (compulsory retirement)

Mario I. Inoceno, Administrative Aide III, College of Forestry and Natural Resources, effective 25 November 2006 (compulsory retirement)

Ma. Lorica C. Jarmin, University Extension Specialist I, Office of the Vice Chancellor for Research and Extension, effective 21 November 2006 (optional retirement)

Rosario H. Lector, Science Research Analyst, College of Engineering and Agro-Industrial Technology, effective 27 October 2006 (death)

Socrates D. Letana, Instructor 1, College of Arts and Sciences, effective 21 November 2006 (resignation)

Ronald S. Lotoc, Medical Officer III, Office of the Vice Chancellor for Community Affairs, effective 1 December 2006 (resignation)

Amado L. Maglinao, Jr., Instructor 4, College of Engineering and Agro-Industrial Technology, effective 7 November 2006 (resignation)

Aleli Elizabeth G. Magtibay, Assistant Professor 6, College of Human Ecology, effective 31 October 2006 (resignation)

Santiago C. Manset, Administrative Aide 1, College of Agriculture, effective 30 December 2006 (compulsory retirement)

Rosalinda E. Medina, Administrative Aide VI, College of Forestry and Natural Resources, effective 31 December 2006 (optional retirement)

Reynaldo G. Montes, Administrative Aide V, Office of the Vice Chancellor for Planning and Development, effective 31 December 2006 (optional retirement)

Gene S. Navera, Assistant Professor 3, College of Arts and Sciences, effective 31 December 2006 (optional retirement)

Apolinario P. Oabina, Farm Foreman, College of Agriculture, effective 31 December 2006 (optional retirement)

Bienvenido V. Oloc-Oloc, Administrative Assistant II, Office of the Vice Chancellor for Administration, effective 31 December 2006 (optional retirement)

Alberto P. Pocua, Heavy Equipment Operator 1, Office of the Vice Chancellor for Planning and Development, effective 23 October 2006 (compulsory retirement)

Arcadio J. Quimio, Professor 5, College of Agriculture, effective 13 November 2006 (compulsory retirement)

Mario R. Ramil, Administrative Aide IV, College of Forestry and Natural Resources, effective 9 October 2006 (compulsory retirement)

Lucrecio L. Rebugio, Professor 12, College of Forestry and Natural Resources, effective 23 November 2006 (compulsory retirement)

Teresita L. Rosario, Professor 12, College of Agriculture, effective 20 November 2006 (compulsory retirement)

Maria Theresa S. Sergio, Assistant Professor 4, College of Veterinary Medicine, effective 31 October 2006 (expiration of appointment)

Fernandito A. Tana, Heavy Equipment Operator 1, College of Agriculture, effective 30 November 2006 (optional retirement)

Francisco A. Vinoya, Administrative Aide III, College of Forestry and Natural Resources, effective 22 October 2006 (compulsory retirement)

U.P. Manila

4th Quarter 2006 (October – December)

Carmencita M. Abaquin, Professorial Lecturer 3 (College of Nursing, effective 1 November 2006 (expiration of appointment)

Vivienne Abrugena, Assistant Professor 2, College of Nursing, effective 3 November 2006 (resignation)

Aldee Paul L. Adique, Computer Programmer, Central Administration, effective 1 December 2006 (expiration of appointment)

Athena Jhemyane Barredo, Instructor 1, College of Arts and Sciences, effective 1 November 2006 (expiration of appointment)

Dinah S. Briones, Senior Lecturer 1, College of Arts and Sciences, effective 1 November 2006 (expiration of appointment)

Lyzander A. Dilag, Lecturer 2, College of Allied Medical Professions, effective 1 November 2006 (resignation)

Antonio A. Espiritu, Administrative Officer III, College of Pharmacy, effective 1 November 2006 (death)

Pura Flor D. Isleta, Professor 1 (pt), College of Medicine, effective 16 October 2006 (compulsory retirement)

Emma L. Laplana, Senior Lecturer 2, School of Health Sciences, effective 31 December 2006 (expiration of appointment)

Danny D. Magalong, Programmer/Analyst, Central Administration, effective 31 October 2006 (expiration of appointment)

Rodwid C. Magdaraog, Computer Programmer, Central Administration, effective 1 December 2006 (expiration of appointment)

Elizabeth C. Mangali, Project Development Officer II, Central Administration, effective 1 October 2006 (resignation)

Donna A. Merdega, Teacher 1, Central Administration, effective 1 November 2006 (resignation)

Norma M. Ona, Professor 3 (pt), College of Medicine, effective 29 November 2006 (compulsory retirement)

Amelita Rl. Palacol, Instructor 1, College of Allied Medical Professions, effective 1 November 2006 (resignation)

Elvira L. Prejula, Assistant Professor 5, School of Health Sciences, effective 15 November 2006 (resignation)

Manueliza M. Sarabubab, Administrative Assistant 1, College of Medicine, effective 3 November 2006 (resignation)

Bernie A. Terrado, Lecturer 1, College of Arts and Sciences, effective 1 November 2006 (expiration of appointment)

Jaime G. Tomas, Jr., Associate Professor 7 (pt), College of Medicine, effective 18 November 2006 (compulsory retirement)

Melvin A. Vidar, Lecturer 2, College of Arts and Sciences, effective 1 November 2006 (expiration of appointment)

Philippine General Hospital – U.P. Manila

1st Quarter 2006 (January – March)

Jessie Dorado Espiritu, Administrative Assistant II, effective 31 January 2006 (resignation)

2nd Quarter 2006 (April – June)

Adelaine San Pedro Bacor, Administrative Aide IV, effective 1 April 2006 (resignation)

Ramiro Duyao Ellij, Jr., Administrative Aide III, effective 1 June 2006 (optional retirement)

Paulo Maria Nañagas Pagkatipunan, Medical Specialist III (pt), effective 24 June 2006 (transferred)
3rd Quarter 2006 (July – September)

Alex J. Bienvenido Dimaano Alip, Jr., Medical Specialist III, (pt), effective 24 August 2006 (transferred)
Regino Torio Balmori, Administrative Aide III, effective 24 August 2006 (resignation)
Ma. Liza Antoinette Maniquis Gonzales, effective 24 August 2006 (resignation)
Valen Abella Torres, Administrative Aide I, effective 16 August 2006 (resignation)
Sharon Rose Santos Umandap, Medical Officer III, effective 10 September 2006 (resignation)

4th Quarter 2006 (October-December)

Angelita Hachac Abalos, Administrative Aide VI, effective 16 December 2006 (optional retirement)
Genevieve Gizelle Marcos Abendan, Physical Therapist II, effective 6 November 2006 (resignation)
Marcel Calbay Abrazado, Nurse II, effective 21 December 2006 (resignation)
Marie Pauline Padlan Angeles, Nurse I, effective 16 October 2006 (resignation)
Ma. Pearly Pie Muñoz Apiado, Nurse III, effective 5 November 2006 (resignation)
Reginald Estrella Artuz, Laboratory Aide II, effective 20 October 2006 (resignation)
Frederic Joseph Pavia Asanza, Medical Officer III, effective 1 October 2006 (resignation)
Mary Grace Ysmael Baban, Physical Therapist II, effective 2 November 2006 (resignation)
Ma. Elale Vilar Baldeolvar, Project Development Officer I, effective 18 December 2006 (resignation)
Mary Grace Asinas Balmadres, Nurse II, effective 5 November 2006 (resignation)
Henry Songuillo Barbon, Nurse II, effective 13 November 2006 (resignation)
Maria Louredes Hipolito Batallones, Medical Technologist II, effective 16 November 2006 (resignation)
Alma Rose de la Cruz Bernarte, Nurse II, effective 14 December 2006 (resignation)
Cricketara Chua Bunag, Nurse III, effective 7 October 2006 (resignation)
Ariel Menor Buya, Medical Technologist II, effective 21 December 2006 (resignation)
Karen Celso Carranza, Social Welfare Officer II, effective 2 November 2006 (resignation)
Almeen Castro Castillo, Nurse III, effective 25 November 2006 (resignation)
Ramona Eloisa Ramas Cervantes, Nurse II, effective 13 November 2006 (resignation)
Maria Sorayda Celis Co, Nurse I, effective 1 November 2006 (resignation)
Editha Monteaigudo Compañero, Nurse II, effective 5 November 2006 (resignation)
Sharon Ann Obispo Credito, Physical Therapist II, effective 6 November 2006 (resignation)
Maria Carmencita Estolias Cruz, Nurse II, effective 18 November 2006 (resignation)
Ruth Chavez Cudal, Nursing Attendant II, effective 4 December 2006 (compulsory retirement)
Orlando Raquín Dadiz, Administrative Aide IV, effective 6 November 2006 (compulsory retirement)
Guy Maurice Tengco Donato, Medical Technologist II, effective 1 December 2006 (resignation)

Girlie Karen Ilagan Ebrada, Medical Technologist II, effective 1 November 2006 (resignation)
Rosario Landicho Enano, Nutritionist-Dietitian V, effective 28 December 2006 (optional retirement)
Adrian Caling Enriquez, Radiologic Technologist II, effective 2 November 2006 (resignation)
Mary Jane Lopez Evasco, Medical Technologist II, effective 9 October 2006 (resignation)
Liezl Manangan Fanoga, Radiologic Technologist II, effective 8 November 2006 (resignation)
Lily Pabillare Fiel, Administrative Aide I, effective 12 October 2006 (dropped from the rolls)
Manolito Miranda Francisco, Administrative Aide III, effective 22 October 2006 (resignation)
Annaleah Petilla Garcia, Nurse II, effective 3 November 2006 (resignation)
Elinette Almonia Garcia, Nurse II, effective 1 November 2006 (resignation)
Jefferson Vincent Pascual Gonzalez, Nurse II, effective 31 December 2006 (resignation)
Rhodora Medina Gregorio, Laboratory Aide II, effective 16 October 2006 (resignation)
Marie Anne Salamat Gutierrez, Nurse I, effective 16 October 2006 (resignation)
Donreynald Peralta Ibali, Nurse I, effective 14 December 2006 (resignation)
Fria Mae Fernandez Lopez, Nurse II, effective 15 November 2006 (resignation)
Larry Solis Lopez, Pharmacist III, effective 31 December 2006 (resignation)
Sheila Marie Gregorio Macariola, Nurse II, effective 16 November 2006 (resignation)
Odette Juliana Ventura Mampolino, Nurse III, effective 13 October 2006 (resignation)
Jenny Lim Manalo, Nurse II, effective 2 November 2006 (resignation)
Meshiel Llave Montalegre, Nursing Attendant II, effective 13 November 2006 (resignation)
Zenaida Javier Montes, Nurse II, effective 10 November 2006 (resignation)
Richard Delmo Nueva Ecija, Nurse III, effective 10 November 2006 (resignation)
Dave Clark Marie Cepeda Obina, Nurse II, effective 4 November 2006 (resignation)
Mari Grace Manansala Pajela, Nurse II, effective 18 December 2006 (resignation)
Dolores Cruz Pambid, Radiologic Technologist V, effective 1 November 2006 (optional retirement)
Marie Charity Daaca Paredes, Nurse II, effective 1 October 2006 (resignation)
Mae Hazel Espartero Pepito, Nurse II, effective 8 October 2006 (resignation)
Janice Grace Alarkon Peralta, Nurse II, effective 10 November 2006 (resignation)
Djhoanna Bentillo Piolo, Nurse II, effective 2 December 2006 (resignation)
Emily Soriano Poblete, Nursing Attendant II, effective 14 December 2006 (resignation)
Golda Falafxo Rellorosa, Nurse II, effective 9 December 2006 (resignation)
Rowena Conejares Reyes, Nurse II, effective 3 November 2006 (resignation)
Ediosita Sumait Reyes, Nurse II, effective 17 October 2006 (compulsory retirement)
Heide Bendol Rosales, Nursing Attendant II, effective 31 October 2006 (resignation)
Maria Remedios Apolinar Saño, Nurse II, effective 16 November 2006 (resignation)

Carolina Jurado Santos, University Researcher 1, effective 7 November 2006 (resignation)

Edison Atendidio Sollestre, Radiologic Technologist II, effective 3 October 2006 (resignation)

Felipe Erosa Sorianó, Food Service Supervisor II, effective 7 November 2006 (optional retirement)

Edwin Tomenio Tagab, Nurse IV, effective 16 November 2006 (resignation)

Nelson Choresca Tejon, Special Police Sergeant, effective 22 October 2006 (death)

Raynalie Poblete Tesoro, Nurse II, effective 23 November 2006 (resignation)

Thrilhab Jacobe Tuazon, Medical Officer III, effective 15 November 2006 (expiration of appointment)

Maria Victoria Jaranilla Uy, Medical Officer III, effective 29 November 2006 (expiration of appointment)

Maria Isabel Calingasana Valdez, Nurse I, effective 20 November 2006 (resignation)

Ryan Garingo Valdez, Medical Officer III, effective 19 December 2006 (resignation)

Rowena Galupo Venezuela, Medical Technologist II, effective 1 November 2006 (resignation)

Aleli Tarroza Yamongan, Nurse II, effective 27 November 2006 (transferred)

Cherryllyn Cortez Yance, Medical Officer III, effective 1 October 2006 (resignation)

Monette Barot Zerna, Nurse II, effective 18 November 2006 (resignation)

U.P. Visayas

2nd Quarter 2006 (April – June)

Jenny C. Codeñera, Instructor 1, UPV Cebu College, effective 1 June 2006 (expiration of appointment)

Ma. Ruby B. General, Administrative Officer III, Office of the University Registrar, effective 23 April 2006 (optional retirement)

Pablo B. Go, Jr., Instructor 1, UPV Tacloban College, effective 1 June 2006 (expiration of appointment)

Geraldine Kay R. Gomez, Instructor 1, UPV Tacloban College, effective 1 June 2006 (expiration of appointment)

Anna Lynne P. Lopera, Instructor 1, UPV Tacloban College, effective 1 June 2006 (expiration of appointment)

Rex Ferdinand M. Trafalgar, Aquacultural Technician II, College of Fisheries and Ocean Sciences, effective 1 April 2006 (expiration of appointment)

3rd Quarter 2006 (July – September)

Fernando P. Custodio, Administrative Aide I, College of Fisheries and Ocean Sciences, effective 27 September 2006 (optional retirement)

Ofelia U. De la Ceña, Nursing Attendant II, Health Services Unit, effective 10 August 2006 (optional retirement)

Jenny Lou S. Janea, Administrative Aide IV, UPV Cebu College, effective 17 July 2006 (resignation)

Roberto L. Lambanicio, Administrative Aide III, Campus Development and Maintenance Office, effective 4 September 2006 (death)

Lynette C. Mathys, Administrative Aide V, Supply and Property Services Office, effective 15 September 2006 (optional retirement)

Felipe P. Rebote, Jr., Administrative Aide IV, College of Fisheries and Ocean Sciences, effective 16 August 2006 (optional retirement)

4th Quarter 2006 (October – December)

Belen Q. Abundo, University Research Associate I, College of Fisheries and Ocean Sciences, effective 16 October 2006 (optional retirement)

Beltran P. Balsamo, Security Guard III, Security Service Force, effective 31 December 2006 (optional retirement)

Jessica D. Bercilla, Assistant Professor 5, College of Arts and Sciences, effective 9 November 2006 (resignation)

Teodoro D. Carilla, Administrative Aide III, UPV Tacloban College, effective 31 December 2006 (optional retirement)

Niels Ryberg O. Dava, Administrative Officer II, Office of the Vice Chancellor for Research and Extension, effective 8 December 2006 (expiration of appointment)

Bessie Joy G. Elle, Aquacultural Technician II, College of Fisheries and Ocean Sciences, effective 1 October 2006 (expiration of appointment)

Cheryl Joy J. Fernandez, Instructor 1, College of Arts and Sciences, effective 1 November 2006 (expiration of appointment)

Ma. Vicenta C. Gacutan, Associate Professor 7, College of Arts and Sciences, effective 2 November 2006 (optional retirement)

Louella L. Manlunas, Instructor 1, UPV Cebu College, effective 16 October 2006 (resignation)

Ric R. Millado, Security Officer II, Security Service Force, effective 16 November 2006 (transfer to another government agency)

Ruby P. Napata, University Research Associate 1, College of Fisheries and Ocean Sciences, effective 4 October 2006 (expiration of appointment)

Paciano T. Noblezada, Administrative Aide 1, College of Arts and Sciences, effective 5 December 2006 (compulsory retirement)

Ofelia T. Pacete, Associate Professor 1, College of Management, effective 1 November 2006 (compulsory retirement)

Febe D. Pamonag, Assistant Professor 1, College of Arts and Sciences, effective 1 November 2006 (resignation)

Rogelio C. Perez, Administrative Aide III, UPV Tacloban College, effective 25 October 2006 (death)

Victoria C. Restor, Administrative Assistant II, UPV Tacloban College, effective 31 December 2006 (optional retirement)

Barbara Grace P. Santuyo, Dormitory Manager I, Office of Student Affairs, effective 1 December 2006 (expiration of appointment)

Angel A. Sudario, Administrative Officer III, UPV Tacloban College, effective 2 November 2006 (compulsory retirement)

Jenealyn U. Suyat, Instructor 1, College of Arts and Sciences, effective 1 November 2006 (expiration of appointment)

U.P. Open University

4th Quarter 2006 (October – December)

Ronaldo Chua de Jesus, Administrative Assistant III, MISO, effective 1 October 2006 (resignation)

Charito Padayao Medina, Associate Professor 1, Faculty of Management and Development Studies, effective 1 November 2006 (expiration of appointment)

U.P. Baguio

4th Quarter 2006 (October – December)

Eric S. Andal, Assistant Professor 3, effective 1 November 2006 (expiration of appointment)

Aurelio Delos Reyes, Assistant Professor 1, effective 1 November 2006 (expiration of appointment)

Paul N. Dogwe, Administrative Aide V, effective 15 December 2006 (compulsory retirement)
HISTORICAL PAPERS AND DOCUMENTS

UPDATE ON THE UP CHARTER
4 October 2006

I wish to inform you of some progress in our effort to have Congress amend the UP Charter (Act No. 1870) so that it is more harmonious with the current mission of the University. As you know, addressing issues relating to the governance of the university, as well as allowing us more institutional autonomy, is a centerpiece of our present strategic plan.

On April 4, 2006, House Bill No. 5008 was approved by the House of Representatives on Third Reading. It now awaits progress from its counterpart bill in the Senate. While broadly based on our proposal, it contains some provisions which particularly concern us. These are:

(a) UP is considered only as the “premier state university,” not the national university;
(b) instead of exemption from salary standardization, the bill only provides for a special allowance for the faculty;
(c) contrary to the separation of church and state, the bill provides for mandatory make-up classes and examinations for students who are absent due to religious reasons;
(d) the bill unduly complicates the administration of the University by creating ambiguous university and system assemblies whose functions may overlap those of the faculties, university councils and the Board of Regents; and
(e) the bill appears to unreasonably require the full “consent” of the students in all adjustments for tuition and other fees, rather than consultation with students.

The Senate’s version is Senate Bill 1833 which is now undergoing amendments. Most of the provisions are consistent with our proposals. However, there are some suggestions that are quite disturbing, namely:

(a) the creation of an oversight committee over the Board of Regents;
(b) the requirement of civil service eligibility for all faculty members; and
(c) the removal of some of the flexibility of the University in terms of the management of its assets.

Last night, I was informed that the Senate had restored our version of the provision regarding the civil service requirement.

I have met with a number of the Senators to express our emphatic objections to these amendments. Let me assure you that my office and staff are constantly monitoring developments and providing as much input as possible to the Senators during their deliberations. We are also pleased that we have many allies both in the House and in the Senate.

After the Senate passes its version, the two chambers will convene into a bicameral conference committee. This committee will deliberate on the differences in HB 5008 and SB 1833. Thereafter, their agreements will be proposed in their respective chambers. If passed, the bills will then be transmitted to the Office of the President of the Republic for her approval.

The current versions of the bills are available on our web page for your perusal. In the meantime, I ask the community to remain vigilant for any reduction in our institutional autonomy and interference in our academic freedoms. As always, my office is open to your inputs and suggestions.

(Sgd.) EMERLINDA R. ROMAN
President

OPEN LETTER TO THE UP COMMUNITY
ON THE PROPOSED TUITION FEE INCREASE
5 December 2006

When I assumed my post as UP president, I announced, as part of my ten-point plan, the review of our existing undergraduate tuition policy and structure. Even then, I acknowledged that it would be a “tough decision,” and determined that it would involve studying how financial responsibility could be shared among our different stakeholders. (University of the Philippines Plan, 2005-2011)

Shortly after that, I created a committee for this purpose, headed by Dr. Emmanuel De Dios of the UP Diliman School of Economics. The committee has completed its work and submitted its report. Copies of the complete report have been distributed to all CUs. A primer, containing a simple summary of the report’s most important points, has also been widely distributed.

I also created another committee, headed by Professor Edgar Atanacio of the UP Diliman College of Engineering, to propose a restructuring of the Socialized Tuition and Financial Assistance Program (STFAP), based on the De Dios Report. This committee has also submitted its final report, and copies have been sent to the members of the Board of Regents and the chancellors.

As expected, some students are opposed to the proposed tuition adjustments. Had there been no opposition at all, we would have been surprised, even perhaps disappointed. What would UP be like without debates? However, because public statements have been made which—deliberately or unconsciously—contain distortions of the facts, I wish to take this opportunity to clarify the issue.

This proposed tuition adjustment is the first since 1989. Under the proposed adjustment, the cost per unit in UP Diliman, UP Manila and UP Los Baños will be P1,000. In UP Baguio, UP Visayas and UP Mindanao, it will be P600.

The reason for the proposed adjustment is inflation. The P300 per unit which UP students are paying today is worth only P98 today. If we were to take the actual rate of increase of prices for educational services in particular, it is worth even less—P42. As pointed out by Professor Solita Monsod, “this means that the UP student on the average is being subsidized for about 80% of the cost of instruction. (PDI, 18 November)

Miscellaneous fees will also be adjusted to reflect rising costs, from around P600 to P2000 for UPD, UPM and UPLB; from P959 to P1405 for UPB and UPV; and from P830 to P1,640 for UP Mindanao.

One very important detail which protesting students often ignore is that the new fees will affect only new students, i.e., freshmen and transferees, who will enter UP in 2007. Moreover, only students belonging to the highest income bracket—Bracket A (over P1 million a year)—will pay the full rate (the base tuition of P1,000 per unit x 1.5). In fact, students eligible for assistance under the UP Socialized Tuition and Financial Assistance Program (STFAP) will enjoy larger benefits.

Students in Bracket E (annual income of P80,000 or less) will pay no tuition at all, and will receive a stipend of P12,000 per semester. Students in Bracket D (annual income from P80,001 to P135,000) will enjoy a 70% discount, which means they will pay P300 per unit, the existing rate. Students in Bracket C (annual income from P135,001 to P500,000) will pay P600 per unit. Only those in Bracket B (annual income of P500,001 to P1 million) will pay P1,000 per unit.

It should be noted that this bracketing is different from the old one, so to claim, as UPD student council chair Juan Paulo Alfonso does, that under the old bracketing, 3 out of 9 income groupings are given full subsidy, whereas under the new one, only one will get it, is an oversimplification.
For example, under the existing STFAP, ownership of a cell phone automatically places the student in Bracket 9. Under the proposed STFAP, a cell phone will be considered just an addition to the number of phones a family has. It is families with swimming pools, private security services, international credit cards, and personally-financed travels which will be assigned to Bracket A.

Additionally, the adjusted fees remain significantly lower than the true cost of an undergraduate UP education, not to mention the cost of an undergraduate education in other comparable universities in the country.

Finally, alongside the tuition adjustment and the revised STFAP, we intend to: (1) strengthen the student loan program; (2) increase the number of student assistance posts; and (3) campaign for more scholarship grants from the government, the private sector, and the alumni.

Mr. Alfonso, has been quoted as saying that it is wrong to use students as a “source of income” for the university. “They tell us that it’s not the government’s role to subsidize tertiary education, but we believe otherwise.” (PDI, 24 November). During the congress of student councils held in Davao, which I personally attended, Mr. Alfonso declared that the difference between the students’ position and that of the UP administration was “philosophical.” In other words, his position is that tertiary education should be entirely subsidized. But, as Professor Randy David has observed, while basic education is indeed a right, enshrined in the Constitution, tertiary education is not. (PDI, 26 November)

In any case, we have never suggested that state subsidies for education should be removed. What we have done is recognize they are diminishing, not just nationally, but globally. Nonetheless, UP students coming from families up to the 97th percentile of the national income distribution (maximum annual family income of PHP500,000) shall continue to enjoy a tuition subsidy even under the restructured STFAP.

Nor have we any intentions of forgetting about the need to get a larger budget from government. Our position is simply that while waiting for this miracle to take place, we cannot simply stand our ground and do nothing.

Even while the two committees were conducting their studies, we were working on a three-pronged program to improve the University’s finances: (1) the UP Centennial Fund Campaign, designed to build up our financial endowment; (2) the aggressive campaign in Congress and the Senate, to secure exemption from the Salary Standardization Law for the UP faculty, and additional funding for UP programs and projects; and (3) the negotiations with Ayala Land, Inc. for the development of the UP North Science and Technology Park along Commonwealth Avenue.

I might add that we have been successful in obtaining PHP500 million from the supplemental budget for the National Science Complex, through the good offices of Congressman Luis Villafuerte and Senator Franklin Drilon; and that we have signed the Memorandum of Agreement with ALI for the S&T Park. Governments all over the world have recognized the all-important link between scientific expertise and economic development, and universities have set up S&T Parks adjacent to their campuses. The S&T Park, which will soon rise on our campus, is not only an important part of our efforts to address the University’s financial needs, but fits right in with our vision of UP as being at par with the leading research universities around the world.

It is to be hoped that the sectors that are now loudly objecting to our proposed adjustment of student fees, and insisting that we find more “creative” ways of compensating for our budgetary constraints, will not be as vociferous in objecting to our efforts to become more financially independent by developing our idle assets. Or, at the very least, that they will first examine the Q&A on the S&T Park prepared by the Office of the Vice President for Development, and published in the UP Newsletter, October and November issues, and also available on line.

Atty. Gari Tiongco, president of the UP Alumni Association, and also a member of the UP Board of Regents, has endorsed the tuition adjustment. So have the faculty members of some of the colleges in UP Diliman. I hope other members of the UP community will at least study the proposal carefully, before proclaiming their opposition to it.

In the meantime, we in administration must continue to do our jobs and run the University as best we can under the circumstances.

(Sgd.) EMERLINDA R. ROMAN
President

PRESIDENT’S CHRISTMAS MESSAGE
TO THE UP COMMUNITY
12 December 2006

Although Christmas carols have been dominating the air waves, and both streets and shops have been displaying Christmas lights for some time now, many of us have not felt very celebratory.

This may be partly because of the recent natural disasters, and the continued state of political and economic crisis, not to mention the perilous global situation (the wars in Iraq and Afghanistan, the genocide in Rwanda, the proliferation of nuclear arms, etc.). But the gloom may also be the result of the controversies in which the University itself is involved.

It is unfortunate, but perhaps understandable, that we tend to focus on the things that divide us rather than on the things that bind us. But surely this is shortsighted. The University of the Philippines will outlast personal and political conflicts, ideological and philosophical differences.

Christmas—a holiday which commemorates the birth of the Jew whose message of peace and love embraced all of mankind—is a good time to remind ourselves of this.

Let us seize it. And let us wish each other well. We are one in our desire to serve the University and the country.

(Sgd.) EMERLINDA R. ROMAN
President