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1192ND MEETING, 27 JANUARY 2005

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Proposal of the Department of Language, Literature and the Arts, College of Arts and Communication, U.P. Baguio for the Institution of Bachelor of Fine Arts (Visual Arts).

Proposal to Merge the National Poison Control and Information Service and the PGH-Poison Control and Information Unit and Be Named National Poison Management and Control Center.

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Hon. Sergio S. Cao (until 27 January 2005)
Hon. Salcedo L. Eduardo(effective 28 January 2005)

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Hon. Marco Dominic M. Delos Reyes (until 27 January 2005)

Student Regent

Prof. Martin V. Gregorio (until 28 February 2005)

Dr. Lourdes E. Abadingo (effective 1 March 2005)

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University Officials

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Dr. Emerlinda R. Roman (effective 10 February 2005)
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Dr. Maria Serena I. Diokno (until 28 February 2005)
Dr. Amelia P. Guevara (effective 1 March 2005)
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    (as Secretary of the University and
    of the Board of Regents until 28 February 2005)
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    for Planning and Finance
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    Vice President for Development
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    Vice President for Legal Affairs
Dr. Lourdes E. Abadingo (effective 1 March 2005)
    Secretary of the University & of the Board of Regents

Dr. Emerlinda R. Roman (until 9 February 2005)
Dr. Sergio S. Cao (effective 1 March 2005)
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    Dr. Wilfredo P. David
    Chancellor, U.P. Los Baños
    Dr. Marita V.T. Reyes
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    Chancellor, U.P. Open University
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ADMINISTRATIVE ISSUANCES

ADMINISTRATIVE ORDERS

Administrative Order No. FN-05-04: Renewal of the UP Internet Coordinating Committee
The UP Internet Coordinating Committee, created as a standing committee of the Office of the Vice President for Development in 2001, is hereby renewed and shall be effective from 1 January 2005 to 31 December 2005. Its composition shall be:
Chair: The Vice President for Development
Vice Chair: The Director, UP Computer Center
Members: Dr. Wilfredo Campos
          Dr. Eliezer A. Albacea, Director
          Institute of Computer Science, UP Los Baños
          Prof. Ariel S. Betan, Director
          Information Management Services, UP Manila
          Prof. Roslen Anacleto
          Management Information Systems Office
          UP Open University
          Prof. Joel Addawe
          UP Baguio

The Vice President for Development as Chair is authorized to designate the resource persons and secretariat/support staff for the Committee.

The Committee shall continue to recommend policies concerning the utilization, maintenance and development of the University’s Internet resources and to coordinate their implementation throughout the System.

The Chair, members, resource persons and secretariat/support staff of the Committee shall be granted honoraria consistent with the rates for standing committees (Grade 2 level) approved by the Board of Regents at its 1175th meeting on 25 September 2003.

Committee expenses shall be charged against the budget allocated for it.
24 January 2005
(Sgd.) FRANCISCO NEMENZO
President

Administrative Order No. FN-05-05: Committee to Finalize and Disseminate the UP Intellectual Property Rights Governing Principles and Policies Primer
The Committee to Finalize and Disseminate the UP Intellectual Property Rights Governing Principles and Policies Primer is hereby created as an ad hoc committee of the Office of the Vice President for Development, and shall be effective from 1 January 2005 to 31 December 2005. Its composition shall be:
Chair: Prof. Rafael A. Rodriguez
       Vice President for Development
Members: Prof. Evelyn (Leo) Battad
         University General Counsel
         Prof. Edward V. Deveza
         Technology Licensing Officer
         Mr. Edmundo A. Camello
         College Business Manager

The Vice President for Development as Chair is authorized to designate the resource persons and secretariat/support staff for the Committee.

The Committee shall ensure the publication of a primer on the Governing Principles and Policies of the UP Intellectual Property Rights, copies of which will be disseminated to the constituent universities. The Committee shall disseminate, and where necessary, hold public fora on the Primer.

The Chair, members, resource persons and secretariat/support staff of the Committee shall be granted honoraria consistent with the rates for ad hoc committees (Grade 2 level) approved by the Board of Regents at its 1175th meeting on 25 September 2003.

The Committee shall submit its initial report not later than 10 February 2005.
24 January 2005
(Sgd.) FRANCISCO NEMENZO
President

Administrative Order No. PERR-05-01: Grouping of Tasks, Changes in Work Assignments and Work Areas
To: The Administrative Staff, Office of the President
I. Grouping of Tasks
   For purpose of this order the tasks of the administrative staff of the Office of the President are hereby grouped as follows:
   A. President’s Calendar and Paperwork
      Task Leader: Mrs. Carmencita Loyola
   B. Events, Public Relations and Projects
      Task Leader: for now, Mrs. Loyola
   C. Administrative Services
      Task Leader: Ms. Nanetta Jacinto

II. Description of Tasks
   The tasks under each group include, but are not limited to, the following:
   A. The President’s Calendar and Paperwork
      • Staffwork on incoming and outgoing papers (i.e. last-stop review of all papers for action of the President; checking adequacy of earlier staffwork; completeness of supporting documents, data and inputs for decision; compliance with policies and regulations; consistency with previous actions/pronouncements; level of authority; other steps aimed at facilitating decision and helping the President maximize her time)
      • Drafting of correspondence, memoranda and other communications of the President
      • Secretariat support to some meetings of the President
      • Coordination with members of the Executive Staff with regard to issues and activities that require concerted action
      • Management of the President’s calendar of appointments (receiving phoned-in request and walk-ins, conveying acceptances/regrets, preparing the printed calendar [with daily/weekly/monthly updates plus archives], re-confirming calendared/upcoming appointments, arranging logistics for each calendar entry, e.g., photographer, reporter, refreshments, tokens, etc; and coordination with the President’s aide and driver regarding activities of the day)
      • Coordinating the President’s domestic/foreign travels (a task shared with Admin Services), up to the point where the trip is confirmed with host/sponsor; the itinerary and flight schedule developed, and the request for travel permit drafted. See also II.C.
   B. Events, Public Relations and Projects

To: The Administrative Staff, Office of the President
B.1 Special Events include dinner receptions, MOA-signing, turnover of donations, courtesy-calls of ambassadors, heads of universities and other VIPs, oath-takings, and the like, which have not been assigned by the President to any VP to organize.\(^1\)

- The planning, organizing and implementation of the above may include: coordinating with honoree and his staff the setting of date/time/venue, drawing up of guest list, budgeting, designing/production of invitations and programme, choice of caterer and menu, selection and briefing of performers/emcee, choice of tokens, physical arrangements, protocol and seat plans, press/photo coverage and documentation, parking and security, etc.

B.2 Public Relations include briefing the President on protocol aspects of the day’s activities; sending advance party to important engagements; writing briefs on VIP guests/events; design/selection/procurement of institutional tokens; keeping track of important milestones (birthdays etc) of institutions/individuals who are key supporters of the University and procuring gifts for them; coordinating with the VPPA in sending thank-you and sunshine letters; planning and implementing the President’s holiday/year-end gift-giving.

B.3 Special Projects include any undertaking that the President may wish to “incubate” under her office during its early stages.

- In the past, the OP administrative staff was called upon to provide support in tasks like procurement of equipment, furniture and supplies, processing of appointments and orientation of project staff on administrative matters, gathering of pertinent policies and issuances, clean-up/rehabilitation of assigned premises; provision of phone/Internet facilities, and other birthing aspects. (Examples: Math Council, History of UP Project, President’s Cataloging Project, Benton Office). Starting with “Benton” and henceforth, such responsibilities are co-shared with Admin. Services.

C. Administrative Services

In general terms, these include functions related to personnel, records, budget, accounting, petty cash disbursement, property/supply procurement and management, housekeeping and upkeep of equipment and facilities. Specifics include:

- Preparing and monitoring committee budgets, overtime budgets and other funds under OP
- Coordinating the President’s domestic/foreign trips from the moment the request-to-travel is written (by the Appointments Group) up to the release of passport, visa, plane ticket/tax exemption and travel allowances. Also includes assistance in procuring tokens (finance aspect), securing airport passes for the aide and driver, and settlement of finances after the trip. (Note: The travel kit including the comprehensive itinerary is put together by the Calendar/Appointments group)
- Making arrangements for out-of-town trips of President’s representatives to search committees and the like and, occasionally, the transportation and lodging needs of some of the President’s out-of-town guests
- Accepting reservations/ bookings on the use of the BOR Room and the OP Conference Room (the latter always in coordination with the Appointments staff)
- Coordinating urgent deliveries with OSU messengers or with OP staff/drivers
- Handling of finance/marketing/preparation and serving of meals or refreshments during regular executive staff meetings and other “un-catered” small-group meetings and courtesy-calls
- Coordination with CMO/SPMO for necessary repairs and maintenance of official vehicles, equipment and premises
- Monitoring usage of utilities (water, light, landline phones, prepaid cards, etc) and gasoline to avoid wastage and, in the case of the two, accidents

III. Supervision, Performance Rating, etc.

- Overall responsibility for the timeliness and quality of work shall rest on each of the three Task Leaders who shall be guided by the VPA but directly accountable to the President.
- To keep the size of the staff small, individual staff members shall not be rigidly or exclusively assigned to any task group. The latter must not be viewed as sections or divisions in the usual sense. The concept of task group is adopted herein to pinpoint supervisory responsibility over the efficient performance of tasks. Thus, an individual, say, Mrs. Lourdes Wilson, shall continue to have functions that may be administrative in nature (e.g., clerical tasks) or public relations (events coordination) and may be supervised by the supervisor concerned. The staff member’s individual statement of duties, which shall be reviewed and updated after this issuance, continues to be the guide.
- The Administrative Officer (AO) must alert the Task Leaders of any leave/under-time applications she may have approved to give the other leaders sufficient time to cope with the day’s workload.
- The AO shall continue to rate the staff formally during performance reviews but must now do this in consultation with other Task Leaders.
- The three Task Leaders shall be rated by the President or by her designated representative.
- While the Task Leaders shall have the functional supervision over individual staff members and their specific tasks, the AO alone shall have line supervision over them with regard to purely administrative matters – attendance and punctuality, conduct and discipline, and majority of personnel actions (Note: “Majority” inasmuch as performance review, and consequently promotions and rewards (if any) shall be done in consultation with Task Leaders.)

IV. Changes in Assignments/Work Areas

Effective immediately,

- Ms. Arlene M. Cabrales is relieved of the document “receiving-releasing” task. This is transferred to Mr. Ramiro Ponce (Records Officer), or to whoever the Task Leader for Admin Services may assign it.
- Ms. Cabrales shall serve as Lead Person in charge of the President’s calendar.
- Mrs. Lourdes B. Wilson shall serve as Lead Person for clerical/typing services which shall now include computer-encoding of all communications and reports of the AO that are presently done by Ms. Cabrales.
- To improve workflow, and consistent with the concept of task grouping, a new desk layout is adopted as follows:
  (a) The corridor leading to the President’s room is designated Group A (President’s Calendar/Paperwork area).
  (b) The main staff room is divided (either physically or merely conceptually) into two areas: the first half adjacent to the former OVPA rooms for Group B (Events/Public Relations/Projects), and the second half adjacent to copier room for Group C (Admin Services).

\(^1\) Please refer to memo No. OSU-99-02 dated 25 August 1999 for the division of tasks in the handling of special events and socials.
(c) Ms. Cabrales shall move to the corridor area and Ms. Jacinto to the main staff room.
(d) The former OVPA rooms should be vacated for a purpose the President will designate later.
(e) The AO shall effect these transfers immediately.

The deployment of drivers and aides is covered by separate orders.

There shall be a continuing review of office operations and work delivery in the next few months to make them responsive to the needs of the public and in step with the timetable and action plans of the President. Subsequent changes will be made accordingly.

For compliance.

10 February 2005

(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. PERR-05-02: Transfer of Supervision over the Staff and Operations of the UP Executive House

To: All Concerned

The responsibility of supervising the staff and operations of the Executive House is hereby transferred from the Office of the Secretary of the University (OSU) to the Office of the Vice President for Administration (OVPA) effective immediately.

The staff of the Executive House is now relieved of tasks for the Philippine Association of University Women – UP Chapter (UP-PAUW), the traditional arm of the President’s wife for extension and community services to UP constituents. Coordinating the linkage with said association is now transferred to the Office of the Secretary of the University.

10 February 2005

(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. PERR-05-03: Transfer Together with Item

To: Mr. Diosdado C. Cunanan
Mr. Ramon P. Olaguer

You are hereby transferred together with your plantilla items to the Office of the President effective immediately.

Please report to the Vice President for Administration for initial instructions and to the Administrative Officer, Office of the President, for briefing.

10 February 2005

(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. PERR-05-04: End of Special Detail

To: CP/Sgt. Ernesto M. Madrid

Your special detail to the Office of the President is hereby terminated effective immediately. Please report to the Officer in Charge of the UP Diliman Police for instructions.

When the need arises you may be called upon to provide security service to the President.

I join Dr. Nemenzo in thanking you for your dedicated service as the President’s security aide.

10 February 2005

(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. PERR-05-05: Transitory Assignment

To: Mr. Ignacio P. Hementera

You are hereby assigned to drive for Dr. Francisco Nemenzo, Former President and now Emeritus Professor, effective immediately until 24 February 2005. The white official car (Toyota Corolla, Plate Number SET 564) is temporarily assigned to Dr. Nemenzo until the appointment of the new Chancellor of UP Diliman.

For details, please coordinate with the Administrative Officer, Office of the President.

10 February 2005

(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. ERR-05-06: Constitution of the University Hotel Management Negotiation Panel

To: Prof. Martin V. Gregorio, Chair
Atty. Pio P. Frago, Member
Ms. Susan Bacayo, Member
Mr. Nestor Madrigal, Member

You are hereby constituted into a Negotiating Panel of the University Hotel to meet and dialog with the University Hotel Workers Union (UHWU).

The Chair of the Panel is hereby authorized to designate alternatives to the Panel as may be needed. Ms. Ma. Luz a. Disierto shall serve as Secretary of the Panel.

The Committee members, secretary, other sectional staff and persons are entitled to receive honorarium equivalent to the BOR approved rate for Ad Hoc committees (level 2). All expenses of the management negotiating Panel shall be charged to the budget of the U.H.

10 February 2005

(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. ERR-05-06-A: Reconstitution of the University Hotel Management Negotiation Panel

To: Atty. Pio P. Frago, Chair
Mr. Ricardo V. Ozoa, Member
Mr. Nestor C. Madrigal, Member

The University Hotel Management Negotiating Panel is hereby reconstituted to free the Resident Manager from the time-consuming detailed phase of the collective bargaining process and allow him instead to review the outputs from a broad-picture perspective. The changes are also intended to make the panel’s composition more independent by introducing another non-employee of the hotel, Mr. Ozoa as the third member.

The Chair of the Panel is authorized to designate alternative members as may be needed. Ms. Ma. Luz Hazel A. Desierto shall serve as Secretary and Ms. Susan Bacayo as resource person of the Panel.

The entitlements and budgets as provided in the previous AO No. ERR-05-06 remain in force.

This supercedes AO No. ERR-05-06.

22 February 2005

(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. PERR-05-07: Appointment as Presidential Assistant

To: Dr. Jose Y. Dalisay

By virtue of the authority vested in me by the Board of Regents, I hereby appoint you Presidential Assistant, effective 1 March 2005 until further notice, to help in the U.P. Charter Campaign and to do other tasks assigned by the President. You shall receive an honorarium of P7,000.00 per month and Administrative Load Credit of six (6) units.

18 February 2005

(Sgd.) EMERLINDA R. ROMAN
President
Administrative Order No. PERR-05-10: Reconstitution of the Bids and Awards Committee for the System Administration

To: All Concerned

In compliance with R.A. 9184 (Government Procurement Act), the Bids and Awards Committee (BAC) for the System Administration is hereby reconstituted with the following as members for a term of one (1) year effective 1 March 2005.

Dr. Cynthia Grace C. Gregorio, Assistant Vice President for Administration - Chair
Dr. Mark Albert H. Zarco - Vice Chair
Director Noreen P. Escultura - Member
Representative of the Office of the Vice President For Legal Services - Member
Ms. Carmencita C. Loyola - Member

The BAC shall have the following functions: advertise and/or post the invitation to bid, conduct pre-procurement and pre-bid conferences, determine the eligibility of prospective bidders, receive bids, conduct the evaluation of bids, undertake post-qualification proceedings, recommend award of contracts to the President or his duly authorized representative, recommend the imposition of sanctions in accordance with Republic Act No. 9184 Article XXIII, and perform such other related functions as may be necessary including the creation of a Technical Working Group from a pool of technical/financial and/or legal experts to assist in the procurement process.

The Commission on Audit (COA) representative shall participate as observer in all BAC meetings and deliberations. In addition to the COA representative, the BAC shall in all stages of the procurement process, invite at least two (2) observers to sit in its proceedings, one from a duly recognized private group in a sector or discipline relevant to the procurement on hand, and the other from a non-government organization; provided, however, that they do not have any direct or indirect interest in the contract to be bid out.

The Committee, its secretariat, support staff and resource persons shall be granted honoraria consistent with the rates for standing committees (Grade Level 2) as approved by the Board of Regents.

1 March 2005

(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. PERR-05-11: Reconstitution of the General Education Council

With Vice President for Academic Affairs Amelia P. Guevara as Chair (ex-officio), please constitute yourselves into General Education Council with the following as members:

Members:
- Prof. Ramon Acymo, Music (UPD)
- Prof. Athena Lydia Casambre, Political Science (UPD)
- Prof. Gelia Castillo, Professor Emeritus (UPLB)
- Prof. Felisa Etemadi, Social Science (UPV- Cebu)
- Prof. Raul Fabella, Economics (UPD)
- Prof. Edelwina Legaspi, Professor Emeritus (UPLB)
- Prof. Raul Pangalangan, Law (UPD)
- Prof. Rolando Panopio, Mathematics (UPLB)
- Prof. Marita Reyes, Medicine (UPM)

The Council members shall sit until 31 December 2005.

The Council shall perform the following functions:
1. Coordinate with constituent universities regarding the development, assessment and monitoring of the GE program.
2. Anticipate future needs and demands that will impinge on the GE program and recommend the appropriate changes.
3. Evaluate proposals for the institution of GE courses.
4. Formulate and enforce academic policies and standards for GE courses.
5. In general,propose policies and such other changes needed to improve the content and teaching of GE courses.\n
Administrative Order No. PERR-05-12: Constitution of Committee to Study Rehabilitation Leave for Job-Related Injuries.

For: Dr. Arlene A. Samaniego, Chair
Vice Chancellor for Administration, UP Manila

Dr. Cynthia Grace C. Gregorio - Assistant Vice President for Administration
Atty. Ma. Luz R. Raval, Member
Office of the Vice President for Legal Affairs
Mr. Jossel I. Ebesate, Member
AUPWU Representative

With Dr. Arlene A. Samaniego as Chair, please constitute yourselves into a committee to revive the study on the grant of rehabilitation leave to employees with job-related injuries.

A preliminary study has been carried out by an Ad Hoc Committee. Attached is a copy of their report for your reference and guidance.

Please include in your study the possible list of job-related injuries and illnesses, the required documents in applying for rehabilitation leave, process of evaluation of application for rehabilitation leave and employees’ claims for benefits as provided by law.

The committee is expected to submit its report on or before 20 April 2005.

The committee and its support staff shall be entitled to the honoraria approved by the Board of Regents for an ad-hoc committee level 1. Expenses of the committee shall be borne by the Office of the Vice President for Administration.

10 March 2005

(Sgd.) EMERLINDA R. ROMAN
President

MEMORANDA

Memorandum No. FN-05-07: Creation of a University Negotiating Team on the Multi-Channel Payment Gateway Proposal of the Bank of the Philippine Islands

To: All Concerned

Please constitute yourselves into a University Negotiating Team to examine in detail the Multi-Channel Payment Gateway Proposal of the Bank of the Philippine Islands:

Chair: Prof. Rommel P. Feria
Director, University Computer Center

Members: Prof. Ludendorffo T. Decenteeco
University Registrar
Dr. Lynna Marie Y. SyCip  
Director, Office of Admissions

Ms. Josefina M. Albores  
Director, UP Diliman Cash Office

Mr. Eduardo G. Sabat  
Chief, System SPMO

Mr. Ricardo V. Ozoa  
Chief, System Cash Office

Lawyer from the Office of Legal Services

The Team shall meet and negotiate with BPI officials on the terms and conditions that would be most favorable to the University, with cost-effectiveness, efficiency of service, and legality of ensuing contract as guiding principles.

The Director of the University Computer Center shall brief the members of the team on the background of the proposals and the matters taken up during the preliminary meetings with BPI officials.

The Chair is authorized to engage the services of resource persons and support staff as he deems appropriate.

The Chair, members, resource persons, and support staff shall be entitled to honoraria (level 1) for ad hoc committees.

The Negotiating Team shall submit its findings and recommendations not later than 15 March 2005.

All expenses associated with this negotiation shall be charged to the Office of the President.

2 February 2005  
(Sgd.) FRANCISCO NEMENZO  
President

Memorandum No. PERR-05-01: Matters Taken Up in Today’s Meeting

To: All Chancellors  
All Vice-Presidents  
Secretary of the University and of the Board of Regents  
University General Counsel  
Dr. Amelia Guevara  
Dr. Cristina Pantojas-Hidalgo  
Professor Marvic Leonen  
Dr. Lilian de las Llagas

1. UP Charter Change  
VP Butch Dalisay has emailed to you some documents on the UP Charter including the House version that has gone through the Technical Committee and which is on its way to the House Appropriations Committee.

Please share these with your Executive Staff or Executive Committee. Let us know what provisions you consider objectionable or non-objectionable. We will put together all your comments and come up with a University position regarding the passage of the amended Charter.

I will try to see Senate President Franklin Drilon, Speaker Jose de Venecia, Senator Francis Pangilinan and Congresswoman Cynthia Villar and explain to them our intention of “withdrawing” support for a Charter that will only weaken (not strengthen) UP.

Re: Senator Jamby Madrigal’s request, VP Butch will go over our first reply to her (signed by President Nemenzo) and find out what other data we need to submit. I would like to request Chancellor Willy David to put in writing what he said about the impossibility of completing the inventory of trees within the time given to us.

VP Butch requests that you send in your comments on or before Monday, February 14. The Office of Senator Pangilinan has informed us that interpellations on the UP Charter will resume in February 15. Please submit your comments directly to the Office of VP Butch.

2. The President’s Advisory Council  
We agreed on the following:

• The Council shall continue to assist and advise the President on all matters which she may bring to its attention. The President therefore decides what matters to refer to the Council. Chancellors and Vice Presidents may also suggest to the President to include in the PAC agenda matters that they feel need Council discussion.

• The core members of the Council shall include all Chancellors, all Vice Presidents, University General Counsel, the Secretary and Assistant Secretary of the University. Chancellors and Vice-Presidents may invite Vice Chancellors/Assistant Vice-Presidents if matters pertaining to their respective offices will be taken up by the Council.

• Chancellors’ reports shall no longer be required.

3. Selection of Deans and Directors  
Chancellors are requested to prepare for a discussion of this matter in the next PAC meeting.

4. Projecting UP’s Image  
Chancellors are requested to submit to Dr. Jing Hidalgo a list of at least three activities/programs (research, outstanding units, faculty, students, etc.) about their campuses which we can feature in media. It is time we share with the general public the good news about UP. Deadline: February 28, 2005. Jing will prepare a media plan which will project UP’s good image. Please note that we are not asking for details about your programs – just a general idea of what these are. We need the information to prepare the media plan.

5. Expanded Senior Citizen’s Act  
The Office of Legal Services will issue a legal opinion to guide us in the implementation of the Act. Chancellor Marita Reyes will request Dr. Mike Alfiler to study the implications of the Act on PGH. UP Manila shall also coordinate with the Department of Health regarding the implementing guidelines. Atty. Leo Battad is requested to issue the opinion as soon as possible for the guidance of our infirmaries.

6. Legal Cases  
The Office of Legal Services will try its best to resolve by February 28, 2005 all pending ADT and SDT cases. Atty. Leo will also furnish Chancellor Willy a copy of the Supreme Court decision on the PHILAB case.

OLS will also draft a letter addressed to the DBM requesting exemption from the requirements pertaining to the payment of RATA to heads of administrative units in UP Baguio, UP Mindanao and the UP Open University.

7. Payment of GMA’s Gift  
All Chancellors have certified that their campuses no longer have 2004 PS savings. Atty Leo Battad also clarified that we did not grant any ‘additional’ or ‘extra’ bonus to our employees last year. To enable us to comply with the DBM requirements for the payment of GMA’s gift, budget officers of the constituent universities shall be asked to provide the UP System Budget Office by tomorrow morning information on the number of filed positions classified as permanent, contractual and casual. The DBM circular on the payment of GMA’s gift came only today (and only after we followed up with them). The circular states that we should submit data needed “yesterday” Hence the need to immediately get data from your budget officers.

10 February 2005  
(Sgd.) EMERLINDA R. ROMAN  
President
Memorandum No. PERR-05-02: Rationalization of Vacant Items

To: All Chancellors

Vice-President for Academic Affairs
Vice-President for Administration
Vice-President for Planning and Finance

On March 25, 2004, the Department of Budget and Management issued Circular Letter No. 2004-7 which grants authority to state colleges and universities to convert or abolish vacant non-coterminous positions for reclassification and creation of new positions according to the following priorities:

• Creation of instructor positions
• Reclassification of positions
• Creation of non-faculty positions

(Please refer to the Circular for the details)

To enable us to address our need for items, (only those that are very necessary) all vacant or unfilled items shall go to a pool of vacant items the disposition of which shall rest on the President (in the case of the System) and the Chancellors (in the case of the constituent universities). The Chancellors are requested to observe strictly the guidelines embodied in the Circular. To allow some consistency in our internal guidelines, may I suggest that you consider the following:

1. Following the DBM circular, let us give priority to instructor items.
2. Let us modify immediately low grade items (Grades 1 to 7)
3. Let us consider the possibility of transferring some items or funds to other campuses.

Very Important:
1. Let us use this flexibility to respond to our most important needs.
2. Efficiency and the needs for modernization shall remain the primordial concerns when we decide on what items to create or abolish.
3. The freeze hire policy (AO 104) is still in force and any request for filling up of vacant items shall go through the same process of evaluation and review.
4. Modification of items is not a go-signal for promotion. There is as yet no call for promotion.
5. Creation of new items/modification of items shall require a personnel audit which shall include qualification requirements to be undertaken by a committee constituted by the Chancellors. All modification proposals shall be reviewed by the System.

Since modification of items needs Board of Regents approval, we have to know the justification for all your proposals. Please furnish our office a copy of your guidelines to enable us to explain to the Board in case we are asked.

14 February 2005

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-05-03: Creation of a Committee to Review Requests for Modification/Reclassification/Creation of Positions

To: Vice-President Amelia P. Guevara
Vice-President Martin V. Gregorio
Officer-in-Charge Erlinda S. Echanis

With Vice President Gregorio as Chair, you are hereby constituted into a committee to review/evaluate requests for modification/reclassification/creation of positions, taking into consideration the recent directive of the undersigned (PERR-05-02, dated 14 February 2005).

The Committee is authorized to engage the services of resource persons. Secretarial support shall be provided by Ms. Ma. Luz Hazel A. Desierto.

The members of the Committee, resource persons including its support staff shall be entitled to the honoraria for ad hoc committees, level 1. All its expenses shall be charged against the Office of the President.

18 February 2005

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-05-04: Revised Authorized Signatories of UP System Administration (UPSA) Non-MDS and MDS Disbursement Checks

To: All Concerned

Pursuant to the authority granted to the President by the Board of Regents at its 1120th meeting on 27 May 1998, Assistant Vice President Arthur S. Cayanan and Assistant Vice President Cynthia Grace C. Gregorio are hereby included in the list of officials authorized to sign UPSA check drawn against Non-MDS and MDS bank accounts of the University of the Philippines.

The following officials are the currently authorized signatories of UPSA checks.

1. Signatory of Checks drawn against non-MDS bank accounts of the University of the Philippines:

<table>
<thead>
<tr>
<th>Signatory</th>
<th>Countersignatory</th>
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<tbody>
<tr>
<td>Mr. Ricardo V. Ozoa</td>
<td>Dr. Cynthia Grace C. Gregorio</td>
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<td>OIC, UPS Cash Office</td>
<td>AVP for Administration</td>
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Alternate Signatories – up to P200,000:

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<tr>
<th>Signatory</th>
<th>Countersignatory</th>
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<tbody>
<tr>
<td>Director Victoria L.M. Catibog</td>
<td>Professor Martin V. Gregorio</td>
</tr>
<tr>
<td>System Budget Office</td>
<td>Vice President for Administration</td>
</tr>
<tr>
<td>Professor Arthur S. Cayanan</td>
<td>AVP for Planning &amp; Finance</td>
</tr>
</tbody>
</table>

2. Signatories of Checks drawn against MDS Bank Accounts of the University of the Philippines:

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<tr>
<th>Signatory</th>
<th>Countersignatory</th>
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</thead>
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<tr>
<td>Director Victoria L.M. Catibog</td>
<td>Dr. Erlinda S. Echanis</td>
</tr>
<tr>
<td>System Budget Office</td>
<td>Office-in-Charge</td>
</tr>
<tr>
<td>Professor Arthur S. Cayanan</td>
<td>Office of the VP for Planning &amp; Finance</td>
</tr>
</tbody>
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Alternate Signatories

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<th>Countersignatory</th>
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<tr>
<td>Mr. Nestor V. Abaloyan</td>
<td>Prof. Arthur S. Cayanan</td>
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<tr>
<td>System Budget Office</td>
<td>AVP for Planning &amp; Finance</td>
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<tr>
<td>Professor Arthur S. Cayanan</td>
<td>Prof. Rafael A. Rodriguez</td>
</tr>
<tr>
<td>AVP for Planning &amp; Finance</td>
<td>Vice President for Development</td>
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</table>

Alternate countersignatories:

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<th>Countersignatory</th>
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<tbody>
<tr>
<td>OIC, UPS Cash Office</td>
<td>AVP for Administration</td>
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</tbody>
</table>

Memorandum No. PERR-05-05: Period of Reenergizing

To: All Vice Presidents, Assistant Vice Presidents
University Secretary, Assistant University Secretary
Chancellors, Vice Chancellors, University Registrars
Deans, Associate/Assistant Deans, Directors
Deputy Directors, College Secretaries, Assistant Secretaries
Department Chairs and Heads of Principal Units

Until the late 1980s, the University officials were allowed to take
time off from their routine functions and responsibilities during the
summer months. Mindful of their mental and physical well-being, we
have revived this practice to save them from burning out.

The above mentioned officials may appoint officers-in-charge and visit their offices only when necessary either from 2-6 May or 9-13 May. Shifting arrangement will be left to each unit to decide. This will ensure that at any given time, there will always be an official to take care of important and official matters.

7 March 2005

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-05-06: U.P. Alumni Council Meeting
To: All University Officials
UP Faculty

All U.P. officials and faculty are invited to the U.P. Alumni Council Meeting on Friday, June 24, 2005, from 7:30 a.m. to 12:30 p.m. at the Bahay ng Alumni, U.P. Campus, Diliman, Quezon City.

The meeting is jointly sponsored by the University of the Philippines and the U.P. Alumni Association and will focus on the theme, “The Filipino Diaspora.” It is a sequel of the themes of the past two years in the hope that we will gain deeper insights into population issues and their impact on the quality of life of Filipinos. A panel of speakers who are acknowledged leaders in their field of specialization have been invited. They will speak on the following topics:

“Overview of the Philippine Labor Situation”
Speaker: Hon. Patricia Sto. Tomas
Secretary, Department of Labor and Employment

“Sociocultural; Implications of Working Overseas”
Speaker: Dr. Maruja M.B. Asis
Director of Research and Publications
Scalabrini Migration Center

“The Brain Drain Phenomenon and Its Implications for Health”
Speaker: Dr. Jaime Z. Galvez-Tan
Vice Chancellor for Research and Executive Director
National Institutes of Health
U.P. Manila

An Open Forum will follow and resolutions formulated at the end of the meeting. These resolutions will be submitted for approval by the general membership at the U.P. General Alumni-Faculty Homecoming and Reunion the following day.

Breakfast and lunch will be hosted by the UPAA and the University of the Philippines President Emerlinda R. Roman the following day.

With your participation, we anticipate a lively and interesting discussion.

8 March 2005

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-05-07: A Mandate for Growth
A Report to the Community on the UP Charter
To: All Chancellors and
Deans of Constituent Universities

With the turnover in the System administration proceeding
smoothly and about to be completed, we can now refocus our attention and our energies on the most pressing concerns and issues confronting the University.

Among these is the revision of the University Charter – a process that began a decade ago and which, despite the best efforts of several administrations, remains entangled in legislation. Allow me to report to you where things stand on this issue.

In the Senate, the previous UP Charter bill (SB 2587) failed to be passed by the last session; a new version, SB 1833, has been presented to the Senate and has been undergoing interpellation. This means that any senator can raise questions or objections and propose further changes to the Charter bill before it takes final shape.

In the House – which passed the Charter bill unanimously under the previous Congress – a new version of the bill has just emerged from the Committee on Higher and Technical Education, for referral to the Appropriations and Ways and Means Committee before it is taken up on the House floor. This draft draws on at least three major versions presented by different sponsors across the political spectrum. (Both versions of the bill may be viewed and downloaded at www.up.edu.ph)

The Senate Version
SB 1833 began as a revival of SB 2587, with wide bipartisan sponsorship. It carried the same core provisions that we sought under the old bill, namely:

- Recognition of UP as the country’s national university, affirming its special status and special needs;
- Exemption of UP employees from the Salary Standardization Law, to improve our competitiveness;
- Inclusion of a Staff Regent and stricter qualifications for membership in the BOR;
- Exemption of UP from certain taxes and duties; and
- Authority for UP to engage in certain income-generating activities to strengthen its financial position.

Over the past year, UP administration officials have dutifully attended every session for which interpellations were scheduled to help the bill’s principal sponsor, Senator Francis Pangilinan, present and defend UP’s interests on the Senate floor.

During the current round of interpellations, however, and despite other positive suggestions, certain senators have proposed amendments and interposed objections that demand our critical attention. These include the following:

1. A proposal from Senator Sergio Osmeña III to establish an oversight committee to review UP’s financial transactions, particularly as they relate to those involving the landholdings of the University;
2. A proposal from Senator Miriam Defensor Santiago to allow siblings of UP alumni to enter the University without need of an entrance examination; to include a provision against the abuse of admissions procedures; and to distinguish academic freedom from “administrative procedural due process.” Sen. Santiago is also requiring the UP administration to submit a full report on the circumstances surrounding the rejection of her late son for admission to the UP College of Law, which rejection she says “eventually caused him to commit suicide.”
3. A proposal from Senator Manuel Roxas III to remove the corporate powers of the University; and
4. A request from Senator Ma. Ana Consuelo Madrigal for answers to a long list of questions dealing with the “dao” tree issue in UP Los Baños and with certain decisions made by the UPLB Chancellor, among others.

The House Version
The yet-unnumbered House version of the UP Charter bill now has 21 sponsors on record, coming from the administration, opposition, and party-list blocs of the House. The apparently broad support for the bill, however, also reflects some compromises that have had to be made by the House committee in charge of drafting the bill to accommodate competing views and interests.

7 March 2005

(Sgd.) EMERLINDA R. ROMAN
President
The working draft used as a basis for the House version was, essentially, SB 2587, which we would have found acceptable. But since the bill is going through a new process in a new Congress, it now contains new and potentially contentious provisions that have not been discussed within the University itself. For example:

1. The House version substitutes the phrase “premier State university” for “national university,” reportedly because a private National University already exists;

2. Under Section 17, the House version provides for Consultative Assemblies at the college, university, and system levels with a representative each from various sectors. At the system level, these would be the students, academic personnel (faculty and REPS), administrative personnel, and alumni. At the CU level, they will include the recognized unions. These assemblies can address administrative and non-academic concerns, and also “act as a consultative body in the search process for deans, directors and equivalent positions in the units of the University, as may be necessary.”

3. Two sections of the bill provide for the adoption of measures to enable students and faculty members “to exercise their established religious beliefs consistent with the accepted norms and morals of society. Students shall be given options to fulfill their academic responsibilities such as but not limited to make-up classes/examinations on missed school days/examinations which coincided with the exercise of their established religious beliefs.”

In other aspects, the House draft substantively retains the provisions of SB 2587, particularly those pertaining to the University’s financial autonomy. Of course, the House version still has to pass through the Appropriations and Ways and Means Committee and undergo floor deliberations, and will likely sustain further changes.

Where we stand

It is therefore of utmost importance for us, the University community, to define where we stand vis-à-vis these provisions, and what our core beliefs, values, and interests are. The rationale behind the move to revise the Charter, a move which we initiated, promoted and supported, was the expectation of a new Charter that would strengthen, not weaken, the University. But some of the recommended provisions would reduce or remove powers and privileges which we already enjoy and want merely to codify.

The most alarming of these are the following:

• the establishment of an oversight committee to review UP’s financial transactions, which will simply make it more difficult for the University to utilize its properties to generate revenues;

• the removal of the University’s corporate powers, which would substantially deprive the University of its ability to raise supplemental funds and protect its own resources, thus making it fully dependent on the political processes that lead to the enactment of appropriations acts or on the priorities or bureaucracies of other departments of government;

• the creation of Consultative Assemblies at the college, university and system levels with a representative each from the various sectors;

• interference with faculty’s prerogative to decide on admission standards and policies, which is part of its academic mandate; and

• the granting to students of the right to “exercise their established religious beliefs” even when these should interfere with scheduled classes or examinations.

Moreover, the substitution of “premier State university” for “national university” may seem like a minor cosmetic change but actually betrays a failure to appreciate the symbolic and substantive significance of official designation as the country’s national university. We are fighting not merely for a name – indeed, the word “national” is nowhere in our title – but for the status, and for the special consideration that this status would merit.

Our vision

Clearly, we now need to review these Charter bills as they stand, and to reexamine our own position in the light of those amendments that might leave the University weaker than it was under the old Charter. A new Charter cannot come at the cost of bartering away our most basic rights and prerogatives.

I therefore urge you to consult your constituencies and convey to us their reactions to the issues mentioned above by April 15.

As a State-funded institution, the University of the Philippines remains accountable to the people’s representatives and to our democratic processes. We appreciate the efforts of the enlightened lawmakers who have worked with us to promote a fair, sensible, and progressive version of the Charter bill in both houses of Congress. However, we are also answerable to the Filipino people and to their future.

As we approach our Centennial, let this be our lawmakers’ gift to the Filipino people: a stronger Charter, a mandate for growth.

10 March 2005

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-05-10: Administrative Order No. 117, Exemption from the Four Day Work Week

To: All Vice Presidents
All Chancellors
PGH Director
Heads of Units

Attached for your reference is Administrative Order No. 117 providing for adjusted office hours for the months of April and May 2005.

Although Section 2 of the Administrative Order exempts public schools and universities with previously set summer classes from the coverage of the four (4) day work week, there is nothing in the Administrative Order which prevents the University to continue to explore ways and means to save on energy costs.

Therefore, the University of the Philippines shall continue to observe its usual hours during the month of April 2005.

However, all Vice Presidents and Chancellors shall submit a report on or before April 15, 2005 as to whether they can adopt a Four Day Work Week in May (or even earlier) and during the next semester. For your information and guidance.

31 March 2005

(Sgd.) MARVIC M.V.F. LEONEN
Officer-in-Charge of the University
DECISIONS OF THE BOARD OF REGENTS

1192th MEETING, 27 JANUARY 2005

APPOINTMENTS

The Board approved the appointments of the following:

UNIVERSITY OFFICIALS

U.P. System

Dr. Priscelina P. Legasto, renewal of additional assignment as Director, U.P. Alumni Relations, effective 1 January 2005 until 9 February 2005

TRANSFER TO PERMANENT STATUS

U.P. Visayas

Mary Joyce L. Flores, Assistant Professor 1, Cebu College, effective 27 January 2005
Natividad Virginia D. Estillore, Assistant Professor 1, Cebu College, effective 27 January 2005
Florence C. Evacitas, Assistant Professor 1, Cebu College, effective 27 January 2005

U.P. Manila

Portia Grace P. Fernandez-Marcelo, Associate Professor 4, College of Medicine, effective 27 January 2005
Benjamin P. Sablan Jr., Associate Professor 1, College of Medicine, effective 27 January 2005
Nemencio A. Nicodemus Jr., Associate Professor 1, College of Medicine, effective 27 January 2005

U.P. Los Baños

Crisanto A. Dorado, Assistant Professor 6, College of Arts and Sciences, effective 27 January 2005

EXTENSION OF SERVICE BEYOND COMPULSORY RETIREMENT AGE OF 65

U.P. Diliman

Rosa Maria J. Bautista, Law Specialist V, UP Law Complex, effective 3 February 2005 until 3 August 2005

U.P. Los Baños

Constantino D. Leonor, Professor 1, College of Arts and Sciences, effective 12 March 2005 until 31 May 2005

RENEWAL OF APPOINTMENT BEYOND AGE 65

U.P. Diliman

Magelende M. Flores, Professorial Lecturer 3, College of Arts and Letters, effective 1 November 2004 until 31 May 2005
Cesario A. Azucena Jr., Professorial Lecturer 3, School of Labor and Industrial Relation, effective 1 November 2004 until 31 October 2005
Cesar M. Mercado, Professorial Lecturer 5, College of Mass Communication, effective 1 November 2004 until 31 May 2005

Domino P. Disini Jr., Professorial Lecturer 5, College of Law, effective 1 November 2004 until 31 May 2005

REAPPOINTMENT BEYOND AGE 65

U.P. Diliman

Vicente V. Mendoza, Professorial Lecturer 5, College of Law, effective 1 November 2004 until 31 May 2005
Prospero R. Covar, Professorial Lecturer 5, College of Arts and Letters, effective 1 November 2004 until 31 May 2005

MATTERS ARISING FROM THE MINUTES OF THE 1185th MEETING (26 NOVEMBER 2004)

Letter Dated 2 November 2004 of Lorraine Carlos Salazar, Assistant Professor I, Department of Political Science, U.P. Diliman

At its 1185th meeting on 26 August 2004, the Board of Regents waived the tenure and “up-or-out rule” for the whole academic year 2004-2005 in favor of Prof. Lorraine Carlos Salazar. It was made clear, however, that after the 1st semester, Prof. Salazar could transfer to the Department of Geography, where her performance would be assessed for the purpose of tenure.

In a letter dated 2 November 2004, Prof. Salazar explained to the Board that her expertise was not suited to the Department of Geography and asked the Board to obtain an explanation from the Department of Political Science regarding its decision not to grant her tenure, particularly in light of the University’s merit system.

The Board reviewed the case of Prof. Salazar, as follows:

a. Taking note of the department’s definition of collegiality, as explained by Prof. Noel Morada, Department Chair, in his letter to President Nemenzo (15 October 2004), the Board asked about the weight given to collegiality vis-à-vis Prof. Salazar’s academic credentials (e.g., Ph.D., international publications). The Board was not satisfied with the department’s argument that the best, though implicit, measure of collegiality is the confidence vote of two-thirds of the tenured faculty. Since the basis of the vote is not explained in the letter, the Board could only conclude that collegiality outweighed academic credentials. The Board maintained that academic credentials should not be ignored.

b. The Board also differed with the department’s opinion that Prof. Salazar acted unethically by informally approaching the President and Vice President for Academic Affairs, especially as decision-making at the lower levels was not hampered or tampered with by System officials.

c. The Board further took note of other facts: that the department endorsed Prof. Salazar’s study abroad, with pay; that while she was studying abroad, the department promoted her in 2000 on the basis of her performance in graduate school; that Prof. Salazar received excellent commendations from her doctoral adviser and dissertation panel; and that she has been with the University for nine (9) years.

Finding no sufficient reason why Dr. Salazar should be denied tenure, the Board decided to take a position on the matter. Owing to the President’s membership in the department, he inhibited himself from taking part in the Board’s decision.

Board action: The Board voted to grant Dr. Lorraine Salazar tenure in the Department of Political Science.
Response of Chancellor Wilfredo P. David to the Letter Dated 27 October 2004 of Mr. Patrick R. Mcdivith, President, All U.P. Academic Employees Union, UPLB

At its 1188th meeting on 28 October 2004, the Board took up the letter of Mr. Patrick Mcdivith, President, All U.P. Academic Employees Union, UPLB. The said letter was also signed by Mary Ann Batas, Vice Chairperson, USC, UPLB, AY 2002-2003.

The President informed the Board then that it cannot just impose sanctions on Chancellor David without due process. He suggested that the Board wait for the report requested from the Chancellor.

Hereunder is the response of Chancellor David:

“This has reference to the letter to the Board of Regents (BOR) of Mr. Patrick Mcdivith, president of the All UP Academic Employees Union (AUPAEU). In his letter, Mr. Mcdivith is asking the BOR ‘to decide the fate of faculty members affected by the one-semester appointment’ and to look into other alleged ‘issues and concerns affecting the UPLB community.’

To start with, the issues and concerns that Mr. Mcdivith referred to in his letter have been rehashed over and over. I have responded to those concerns, most of which reached the BOR and the BOR decided in my favor. As President Nemenzo has requested, I will comment on each issue/concern again. It is the contention of Mr. Mcdivith that I lack the moral ascendancy to govern the constituents of U.P. Los Baños. However, Mr. Mcdivith is not unlike others who howl when they cannot get what they want.

1. “That Chancellor David’s policy on one-semester renewal violates the one-year appointment policy. The most recent cases are the 172 faculty who were granted only one semester renewal last 1st semester 2004-2005.”

I have submitted my report on this matter, a copy of which was furnished each member of the BOR (Attachment A1). A list of the affected faculty members is contained in Attachment A1.

There was no other reason for the one-semester appointment than to improve teaching performance. As Chancellor, I exercised the authority vested upon me guided by the principle that the power to appoint is discretionary bearing in mind always that I do not gravely abuse the same nor use it capriciously. As the BOR will find in the report on this issue, 91.7 percent of those affected have been renewed for this second semester. I also enclosed a copy of the list of those faculty members whose appointments were not renewed and the reason(s) for non-renewal (Attachment A2).

2. “That eight (8) faculty members of the Department of Humanities were not renewed without due cause.”

The case of the non-renewal of the six faculty members, and not eight as claimed by Mr. Mcdivith, was elevated to the Office of the President last year. President Nemenzo had decided the case on 11 May 2004 (Attachment B). In his decision, President Nemenzo ruled that Prof. Noel K. Torreta, chair of the Department of Humanities, did not commit any irregularity in connection with the non-renewal of the faculty members concerned.

The President further explained that the detailed explanations for non-renewal, which were made known to the affected faculty members, were substantial and compelling. He also noted that the proper procedure was followed in the case of these faculty members.

3. “Chancellor Wilfredo David disregarded the renewal of Prof. Charito Medina SESAM (sic), who after serving more than 20 years in the University was relieved of his position last year due to a negative comment in the SET.”

The non-renewal of Dr. Medina as a faculty member of SESAM was based not on a single student evaluation but on a consolidation of his student evaluation records through the years. Contrary to the numerically impressive rating, the pervasive negative comments and interviews with some students showed that Dr. Medina did not exert sufficient efforts to improve his teaching performance. Further, there is nothing in the U.P. Code which provides that a non-tenured faculty member will always be renewed. The issue has been resolved and it should not be raised again for lack of merit.

4. “His ‘no talk attitude’ (conscious evasion) if not antagonizing the complainants, hampers the full exercise of the democratic rights and welfare of constituents, such as redress of grievances, transparency of decisions, impartial trials, non-interference on autonomous institutions (such as student paper and council) and other rights guaranteed under the U.P. Charter and Philippine Constitution.”

Mr. Mcdivith generalizes that I antagonize complainants, hamper the full exercise of democratic rights and welfare of constituents, etc., but he does not specifically cite such occasions or instances. Empty generalizations have no place in an issue where actions or decisions must be made with bases and such bases must be factual and supported by evidence. I take exception to his claim that I “hamper… welfare of constituents.” I believe that the records of proceedings of the BOR and other bodies in UPLB will bear out the fact that I initiated and supported moves toward granting benefits for constituents.

5. “Chancellor David has signed waivers for those affected by the “5 up or out” policy of the University, which should have been the work of the BOR and is a case of insubordination.”

Mr. Mcdivith claim is based on false information. The truth of the matter is I wrote the BOR last November 10 to request for a waiver of the up-or-out/tenure rule for 13 of our faculty members who are affected by the said policy (Attachment C). I did not sign such waivers as Mr. Mcdivith claims. I know the extent of my authority.

6. “He approved a research conducted by a graduate student titled, ‘Characterization of Infectious Laryngotracheitis (ILT) Virus Isolates from Indonesia and the Philippines’, without permission from the UPLB Institutional Biosafety Committee. Ironically, the Chancellor himself formed the said committee.”

A Chancellor does not approve a thesis or research topic of a graduate student. Approval of graduate thesis and the conduct of the research subsequent thereto is a matter addressed to the discretion of the faculty adviser of the graduate student and the panel. What happened was that in March 2002, there was an outbreak of Infectious Laryngotracheitis Virus (ILT) Virus in Batangas. Dr. Hope G. Rovira, assistant professor of microbiology, requested the use of the UPLB Virology Laboratory for analysis of isolated viruses collected from the outbreak. I approved the request. Dr. Rovira informed the Bureau of Animal Industry (BAI) about her research in the hope of helping the BAI control the outbreak. The BAI approved the request of Dr. Rovira for permit to import materials, such as positive isolates, vaccine virus strains and positive hyperimmune sera, which will be used to characterize the local strains and verify the results.

Discovering later that Dr. Rovira should have applied for a biosafety permit from the UPLB Institutional Biosafety Committee before importing the isolates, she destroyed the isolates without using them at all. She wrote a letter of apology to the committee which later on gave her permission to proceed with the study using local strains. The issue has long been settled. It can be verified with the BAI.

7. “Chancellor David has committed cases of abuse of authority, ranging from, but not limited to outright interventions of committees’ decisions against students, faculties (sic), and non-academic personnel (sic). Some of these cases are not tackled yet at the BOR level.”
Mr. Mcdivith claims that I gravely abuse my authority and yet I have not received any document from the BOR reprimanding me or warning me. The truth is that the alleged abuse of authority exists only in the mind of Mr. Mcdivith. He accuses me of outright intervention with decisions of committees without specifying the names of the said committees. Committees are recommendatory in nature. Committees are formed to establish facts and recommend a course of action.

8. “Chancellor David is the first Chancellor in the history of UPLB who intervened in the selection process of UPLB Perspective’s Editor-in-Chief last Academic Year. He also pushed for a referendum last 13 August 2003 for the Perspective’s budget proposal (the first in the history of the publication). This has no legal basis at all and violates Republic Act 7079 or the Campus Journalism Act of 1991.”

There is nothing in the provisions of Republic Act No. 7079 which provide that school authorities should have no hand in the funds of school paper. Hence, the said law was not violated. In the case of the UPLB Perspective, the Chancellor as provided for in the Rules and Regulations Governing the Publication of the UPLB Perspective as approved by the BOR is the authority to approve its budget for each semester. Since the University holds in trust the funds of the Perspective because it comes from the Student Fee that every bona fide UPLB student pays every semester, the funds must be used only for legitimate expenses of the student newspaper. The referendum was welcomed by students and provided the transparency requested by the previous chairman of the University Student Council.

With regard to the selection of the editor of the UPLB Perspective, the BOR had ruled on the issue and upheld the Chancellor’s decision in the appointment of its editor-in-chief. To explain it further, I wish to point out that when the records of the editorial examination were submitted, especially the tabulated scores, I took note of the apparent attempt by student members of the Editorial Examination Committee to deliberately give low scores to two candidates. A grave injustice and a graver violation of the spirit of fair play could have been perpetrated if I had not acted on it decisively.

9. “Last 2003, a multi-sectoral alliance was formed to call for the ouster of Chancellor Wilfredo David.”

The multi-sectoral alliance apparently consisted of people in the University who have axes to grind. Hence the alliance failed in its objective. They denounced my actions and will continue to denounce my every move because they do not like my way of implementing the rules and policies of the University.

The AUPAEU is not the recognized union to represent the administrative personnel and the faculty in UP. It may have registered itself as a union but registration did not confer on it the authority to demand certain actions from the U.P. administration or make demands.

I have tried to answer every point raised by Mr. Mcdivith. I hope that with my answers I have clarified these issues. I wish to reiterate that these are old issues which have been answered previously and which have been decided by the Board in my favor.

Thank you very much.

Very truly yours,

WILFREDO P. DAVID
Chancellor

Board action: Notation

POLICY MATTERS APPROVED

Appointment of Dr. Martesio C. Perez as Professor Emeritus of the Department of Neurosciences, U.P. Manila

Dr. Martesio C. Perez is one of the pioneers of Neurosciences in the Philippines. It was through his efforts that the sections of Neurology (Department of Medicine), Neurosurgery (Department of Surgery) and Neurophysiology (Department of Physiology) were integrated under one umbrella, through the establishment of the Department of Neurosciences. Dr. Perez was likewise involved in transforming the Neurosciences curriculum into the problem-based and integrated curriculum that it presently is.

Dr. Perez has published in both local and international scientific journals.

Proposal of the College of Science, U.P. Baguio to Abolish the Diploma in Science Program

Rationale

The Diploma in Science program was instituted by the Division of Natural Sciences and Mathematics in 1994 to address the problem of inadequate training of science and mathematics teachers in the secondary level. However, the program has never been implemented because the efforts to solicit scholarship grants for prospective enrollees then failed. The Department of Science and Technology – Science Education Institute, one of the main government agencies which aimed to upgrade secondary science and mathematics teaching, offered scholarship grants under the Certificate Programs in Science and Mathematics in selected node institutions, as a solution to the problem.

U.P. Baguio (then U.P. College Baguio) was one of the thirteen such node institutions in the entire country. The project did not include Diploma programs for the scholarship grants. This was because the Department of Education (then the DECS) prescribed Certificate programs for teachers who are non-science/mathematics majors and Masters programs (MAT/MA Ed with major in science/mathematics) for the majors. This is to ensure that the obtained degree will be used in their promotion scheme. Local and provincial government units also considered the recommendation of the DECS.

Thus, the Diploma in Science program has never been offered. The decision to finally phase out the program came when the unit noted that other higher educational institutions, specifically state colleges and universities have instituted masters programs which are equivalent to the Diploma in Science Program. Such programs are in response to the initial problem of upgrading the training of secondary science and mathematics teachers.

The College of Science then directed its efforts to help upgrade science and mathematics training of tertiary teachers. Initially, the College targeted such teachers in their extension activities, specifically the Summer Institute in the Natural Sciences and Mathematics. The Department of Mathematics and Computer Science (then Discipline of Mathematics) offered the Master of Arts (Mathematics Education) in 1991 and was later upgraded to the Master of Science in Mathematics in 2001. Such a move enabled them to work with the Commission on Higher Education which recognized the Disciplines of Biology, Mathematics and Physics as Centers of Development in 1998. They also got scholarship grants from CHED for the M.S. in Mathematics program since Summer 2002. Thus, the College of Science resolved to focus in implementing curricular programs which will uplift the level of science and mathematics education and research in the country, specifically in the Northern Luzon Region.

The U.P. Baguio University Council has endorsed the abolition of this program.
Proposal of the Department of Language, Literature and the Arts, College of Arts and Communication, U.P. Baguio for the Institution of Bachelor of Fine Arts (Visual Arts)

Background and Rationale

The Fine Arts Program of the University of the Philippines Baguio was established in 1985 when the former Division of Humanities adopted the Certificate in Fine Arts program, major in painting, from U.P. Diliman. Since its adoption, the program has undergone two major revisions: the first in 1995 when the Visual Communication major was added, and the second in 2001 when the CFA was reworked to become the Certificate in Visual Arts (CVA). These revisions were prompted by the need to address new requirements in fine arts education and the changing demands of the visual arts profession.

The present proposal to institute a baccalaureate program in Fine Arts is prompted by the same need. Moreover, the proposal will professionalize Fine Arts education at U.P. Baguio. It will also be recalled that when the U.P. College Baguio was preparing for its transformation into a constituent university, the Committee to Review U.P. College Baguio formed by President Francisco Nemenzo submitted the opinion that the Fine Arts certificate program was ripe for elevation to a full bachelors’ program, given the fact that three of its full-time faculty have master’s degrees.

The proposed BFA curriculum is an expanded version of the existing Certificate in Visual Arts program (to be revised as Certificate in Fine Arts [Visual Arts]). The addition consists mostly of general education courses, core courses, and major courses. A graduate of the CFA (Visual Arts) program will only need about two or three additional semesters of academic work to earn a BFA degree.

Goals and Objectives

The introduction of a bachelor’s program in Fine Arts comes at a very opportune time. The University of the Philippines Baguio, as the newest constituent university of the U.P. System, is currently firming up its position as the leading institution of higher learning in the North. The BFA program supports this goal. In 2001, when the CFA program was proposed, the Division of Humanities articulated its intention to produce and develop artists who will be able to “(1) draw on indigenous concepts and regional cultural motifs, to enrich their work and also to help in the preservation of local cultural traditions; (2) discover and tap alternative sources of material for art-making; (3) engage in art production and activities connected to civic concerns.” With the institution of a full-blown bachelor’s program in Fine Arts, the U.P. Baguio will be in a better position to accomplish this goal.

Potential Demand

All of the 31 students enrolled in CVA have expressed their intention to proceed to BFA upon completion of the certificate program. CVA graduates (10) of the last two years have expressed the same thing.

In the survey conducted by the Department among secondary school students of Baguio in 2003, the respondents were asked, among others: “If and when the Bachelor of Visual Arts degree program is offered in SY 2005-2006, would you consider this program as a possible choice for your college course when you apply for the UPCAT?” Of the potential UPCAT applicants among the respondents, 293 said “Yes” and 694 wrote “Maybe.” These particular respondents came from a total of 1,201 who indicated interest in the humanities. The BFA program expects to attract similarly inclined students from the other parts of the country who will be taking the UPCAT. The program also hopes to tap graduates of DepEd’s Special Arts Program in secondary schools in the Cordillera and nearby regions.

Program Administration

The BFA (Visual Arts) program shall be administered by the Department of Language, Literature and the Arts, with the Department Chair exercising direct supervision. The over-all administration of the program shall rest on the College Dean.

Admission and Application Requirements

The BFA program will admit (1) UPCAT qualifier who pass the Talent Determination Test (TDT); (2) graduates of the CFA program of the College, or of other Fine Arts certificate programs in the U.P. System, provided they have a 2.75 GWA; (3) shifters from the College or other units of U.P. Baguio, provided they have earned at least 15 academic units and passed the TDT; (4) transfers from within the U.P. System, provided they have earned at least 30 academic units and passed the TDT; and transfers from other institutions, provided they have earned at least 33 academic units with a 2.0 GWA and passed the TDT; and (5) second degree applicants, provided they have passed the TDT (talent test and interview components only).

The Talent Determination Test consists of the following components: (1) talent test; (2) IQU test; (3) study/work habits and attitude test; and (4) interview. Components (1) and (4) will be administered by the College; (2) and (3), by the Office of Guidance and Counseling of U.P. Baguio.

All applicants will have to fill out the official FA Program Application Form (UPB-CAC Form FA-1), in addition to their fulfilling the admission/entry criteria and other standard university requirements.

This proposal was approved by the University Council of U.P. Baguio on 21 January 2005.

Proposal to Merge the National Poison Control and Information Service and the PGH-Poison Control and Information Unit and Be Named National Poison Management and Control Center

Background

Poisoning in the Philippines has become a major problem in the recent past with the influx of chemicals utilized for agricultural, industrial and public health purposes. The misuse and abuse of pharmaceutical agents and the noticeable alarming rise in the incidence of substance abuse contribute to the problem of poisoning.

In 1975, the Science of Toxicology was introduced in the country with the establishment of a Poison Control Center at the Philippine General Hospital. This was in response to the increasing incidence of poisoning brought about by indiscriminate use of pesticides. Activities of the center focused on the management of acute poisoning cases and the conduct of relevant researches. The true picture of poisoning in the country remained unknown because data generated during this period came mainly from PGH Poison Control Center. Such situation highlighted the urgency of setting up a national poison control center and its network of satellite centers to take responsibility and assume the lead role for all matters related to poisoning in the country.

In 1991, the Poisons Control and Information Service Network (PCISN) was created through a grant from the International Development Research Center (IDRC) which was entered into by the U.P. Manila Chancellor and the said Canadian Agency. The main objective of the project was to meet the growing needs for prevention and improved management of poisoning cases. The UP-PGH Poison Control Center was renamed to become the National Poison Control and Information Service (NPCIS) with PGH serving as training and service hospital through its Poison Control Center and the Department of Pharmacology assuming the coordinating responsibility with the other departments of the hospital. Additional support to strengthen the services was received from the Gesselschaft fu Technische Zusammenarbeit (GTZ).

The NPCIS, in partnership with DOH, established the poison control and information service network thereby creating satellite poison centers in the different regions of the country also in 1991. As part of the project funded by the IDRC, Dr. Antonio Periquet, DOH Secretary and Dr. Ernesto Domingo, U.P. Manila Chancellor signed a
MOA in 2 June 1992. Dr. Juan Flavier, the Secretary of Health, reaffirmed the said agreement in 25 September 1992.

In 1995-1996, a proposal for the institutionalization and funding of the NPCIS was submitted to the Office of the President of the University of the Philippines. However, action on the proposal did not materialize. Since then, the NPCIS has retained a service and has continuously been receiving its budget from different agencies such as the Department of Health, Philippine Charity Sweepstakes Office while PGH accommodates the service by providing the office space and shouldering the water and electric utilities.

Since the creation of the National Poison Control and Information Service (NPCIS) in 1991, it has remained a service based at the University of the Philippines Manila. As a project, it works with the different clinical departments of the Philippine General Hospital (PGH) with regard to management of poisoning cases and training of resident physicians and clinical fellows. It also collaborates with the Basic Science Departments, particularly the Department of Pharmacology, on the academic training of the clinical fellows, the conduct of postgraduate courses, and the strengthening of the toxicology laboratory.

Its scope of responsibilities has expanded beyond providing a clinical treatment service at the PGH. True to the Memorandum of Agreement signed by the U.P. Manila Chancellor and Secretary of the Department of Health on 2 June 1992, the NPCIS has continued to address the problems concerning issues of poisoning in the whole country by conducting health assessment activities, training courses and researches that are relevant for policy formulation.

The NPCIS was recognized as a temporary unit in the College of Medicine by virtue of a College Circular NO. 2003-A32 issued then by Dean Ramon L. Arcadio on 21 March 2003.

The PGH-PCIU was created on 23 July 2003 by then Director Juan Pablo R. Nañagas through Memorandum NO. 2003-73.

Since poisoning still remains a major problem in the country and both the NPCIS and the PGH-PCIU share similar functions, it is proposed that both units be merged as one organization which will be named as the National Poison Management and Control Center.

**Rationale**

The National Poison Management and Control Center envisions to promote Healthy Filipino in a Toxic-Free Environment through Poisoning Prevention and Control. The Center is truly committed to protect the Filipino from exposure to hazardous chemicals, substances and drug overdoses by ensuring a safe-healthy environment and to minimize the loss of and harm to lives brought about by these products. It also aims to provide the adequate training in toxicology and proper management of poisoning cases, embarking on activities that promote the concept of toxicovigilance.

**Proposed Performance Rating Instrument for the REPS of the U.P. System**

Performance evaluation is a major determinant of personnel efficiency, development and advancement. It also aids in the enhancement of organizational effectiveness and productivity. In addition, it serves as one of the bases of equitable reward for individual contributions to organizational performance. It can be used for recommendation for retention, tenure and/or promotion. In order for it to be truly meaningful, it has to adopt the unique characteristics of various positions in the establishment of specific norms.

**Highlights of the proposed instrument**

Following a well-defined vision and mission of the organization, long term and short term goals are set. These provide the structure and flow of the organization as well as the specific duties and responsibilities of each individual member.

Each unit will be expected to define the levels of performance, viz-a-viz, its objectives, as well as the standards that will be equivalent to the proposed ratings of 4-3-2-1. The work standards must be determined by the unit at the very start before the ratings are given. The “unit” in this case may refer to the College, Institute, Center, Department, etc. where the REPS may be affiliated with. The unit head is expected to distribute workload equitably and/or reasonably.

The REPS are expected to do any one or a combination of the following performance measures: Research (R), Extension (E) and Professional Services (PS). The instrument designed is flexible enough to recognize the differences in the kinds of work that the REPS undertake in the different units and CU’s of the U.P. System. The total workload should however be 100% or 12 units (patterned after the faculty 12-unit workload, which is being adopted by UPLB).

If other performance measures are applicable to some REPS, such as Instruction (I) and Administrative Duties (AD), minimum and maximum target limits are set for each performance measure. The limits are as follows:

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This is to maximize the potential functions of the REPS in the performance of their duties and responsibilities.

The instrument consists of Part I (Workload), Part II (Critical Factors) and a provision for Part III (Intervening tasks/workload). Compared to the PES for the Administrative Staff, the Committee proposed a ratio distribution of 80:20% for Part I and Part II, respectively, to reflect greater emphasis on output-based performance evaluation for the REPS.

Part II was retained despite some suggestions during the consultation/orientation meetings in some campuses/units to remove it since the Committee maintained that performance evaluation should still include attitude/behavior related to work. The Supervisor’s rating (60%) and the REPS’ self-rating (40%) will however be accomplished in separate sheets to avoid bias when accomplishing Part II. The Head of the unit’s APC will assign a staff who will compute for the score.

This proposed performance evaluation system can use either the manual or electronic format. Each unit can decide which format to adopt.

In the course of the consultations and orientations in the different units and some campuses, some suggestions were also raised. The Committee noted the following:

1. If a REPS accomplished/produced outputs on top of the set standard for Outstanding, the employee should be eligible for incentive/remuneration.
2. For REPS assigned intervening tasks and overload work, a reward system should be implemented (overload incentive/remuneration).
3. A REPS Service Record (similar to the one used by the faculty) in lieu of Daily Time Record should be used.

**Proposed Amendments to the Incentive Package for Visiting Faculty [and staff] to U.P. Mindanao from Other U.P. campuses, Who Will Be Assigned for at Least 1 Semester But Not More than 2 Academic Years**

Proposed amendments to the incentive package for visiting faculty [and staff] to U.P. Mindanao from other U.P. campuses, who will be assigned for at least 1 semester but not more than 2 academic years, as approved at the 1152nd meeting of the BOR on 26 July 2001 and amended at the latter’s 116th meeting on 23 May 2002 and 116th meeting on 2 December 2002 (Words in capital letters and those underlined are to be added; bracketed words are to be deleted)

1. FIFTY PERCENT (50%) [thirty-five percent (35%)] of the basic annual salary (i.e. immediately prior to assignment) as incentive allowance;
2. Free housing unit or actual rental cost not exceeding P5,000 [P3,500] monthly, excluding utilities, for a period of not more than 2 years;

3. P1,500 [500] monthly allowance for the spouse and children under 18 [21] years of age, as well as for parents of single faculty/staff who are dependent on them for not more than two years on condition that they join the faculty/staff in U.P. Mindanao;

4. Free relocation cost to and from Davao City which shall include transportation fare of the faculty/staff and his/her dependents; Provided, that the relocation cost shall not exceed P10,000 to be supported by official receipts;

5. FIVE [four] free round trip transportation costs, to be enjoyed anytime of the year; PROVIDED THAT THOSE WHO DO NOT SERVE FOR THE WHOLE YEAR WILL HAVE TO REIMBURSE THE UNIVERSITY OF THESE TRANSPORTATION COSTS;

6. Faculty/staff who would eventually decide to transfer to U.P. Mindanao can only enjoy a total of three (3) years incentive package, inclusive of the two (2) year visiting professor privilege. They will no longer enjoy their home visit allowance AFTER THE THIRD YEAR.

7. This program is good only until July 1, 2007 [2005-2006] unless renewed.

**FINANCIAL MATTERS APPROVED**

**Programming of U.P. Diliman’s CY 2004 Excess Income in the Total Amount of P2,935,692.83**

Programming of U.P. Diliman’s CY 2004 excess income in the total amount of P2,935,692.83, certified as available by the U.P. Diliman Accounting Office broken down as follows:

<table>
<thead>
<tr>
<th>Fund: Revolving Fund (164)</th>
<th>Equipment Outlay</th>
<th>P2,935,692.83</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

This amount will be used for the purchase of various equipment for U.P. Diliman programs. It is understood that disbursements from this programmed amount shall be subject to the usual accounting and auditing laws, rules and regulations.

**Reprogramming of U.P. Diliman’s Personal Services (PS) Savings for CY 2004 amounting to P27,451,620.00**

Reprogramming of U.P. Diliman’s Personal Services (PS) savings for CY 2004 amounting to P27,451,620.00, certified as available by the U.P. Diliman Budget Office to be utilized as follows:

<table>
<thead>
<tr>
<th>Programs</th>
<th>A. General Admin &amp; Support Services</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>General Fund</td>
</tr>
<tr>
<td>Maintenance &amp; Other Operating Expenditures</td>
<td>16,451,620.00</td>
</tr>
</tbody>
</table>

The amount will be used to pay U.P. Diliman MERALCO bills. It is understood that disbursements from this reprogrammed amount shall be subject to the usual accounting and auditing laws, rules and regulations.

**Reprogramming of UP-PGH Savings from Obligations from CY 2001 Allotment for Equipment Outlay in the Amount of P12,376,922.02**

Reprogramming of UP-PGH savings from obligations from CY 2001 allotment for Equipment Outlay in the amount of P12,376,922.02, certified as available by the UP-PGH Chief Accountant.

The amount shall be utilized to procure badly needed equipment for the hospital.

Any obligations/disbursements from this amount shall be subject to the usual accounting and auditing rules and regulations.

**Proposed Compensation Scheme for Chair/Members of the Student Disciplinary Tribunal (SDT)**

The Financial Policy Operations Committee (FPOC) recommends the following compensation scheme for the chair/members of the SDT:

<table>
<thead>
<tr>
<th>Chair or Members</th>
<th>FROM*</th>
<th>TO**</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chairman</td>
<td>P1,000 per hearing not to exceed P4,000 per case terminated P1,000 per hearing not to exceed P4,000 per case terminated</td>
<td></td>
</tr>
<tr>
<td>Members</td>
<td>P700 per hearing not to exceed P2,800 per case terminated P1,500 per hearing not to exceed P6,000 per case terminated</td>
<td></td>
</tr>
<tr>
<td>Secretary</td>
<td>P4,000 per case terminated P6,000 per case terminated P2,400 per case terminated P4,000 per case terminated</td>
<td></td>
</tr>
<tr>
<td>Consultants</td>
<td>None P4,000 per case terminated P4,000 per case terminated</td>
<td></td>
</tr>
</tbody>
</table>

*Approved by the BOR on 27 April 1998

**Proposal of the Division of Physical Sciences and Mathematics, College of Arts and Sciences, U.P. Visayas for the Institution of Laboratory Fees for Math 173 and Math 174 under the Revised Curriculum of the Bachelor of Science in Applied Mathematics**

<table>
<thead>
<tr>
<th>Course/Description</th>
<th>No. of Units</th>
<th>Laboratory Fees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Math 173 – Numerical Methods I</td>
<td>3</td>
<td>P500.00</td>
</tr>
</tbody>
</table>

Numerical Methods for solving roots of single nonlinear equations and systems of linear equations, polynomial interpolation, numerical differentiation and integration.

3 units (2 hours lecture, 3 hours laboratory)
Math 174 – Numerical Methods II
Numerical Methods for solving ordinary and partial differential equations, spline and least-square approximation, optimization and selected advanced topics in numerical methods.
3 units (2 hours lecture, 3 hours laboratory)

<table>
<thead>
<tr>
<th>Course/Description</th>
<th>No. of Units</th>
<th>Laboratory Fees</th>
</tr>
</thead>
<tbody>
<tr>
<td>CoE 121 Introduction to Digital Signal Processing</td>
<td>4u (3h lec, 3h lab)</td>
<td>P390.00</td>
</tr>
<tr>
<td>CoE 127 Audio and Speech Signal Processing</td>
<td>3u (2h lec, 3h lab)</td>
<td>P390.00</td>
</tr>
<tr>
<td>CoE 129 Real-Time Digital Signal Processing</td>
<td>3u (2h lec, 3h lab)</td>
<td>P390.00</td>
</tr>
<tr>
<td>CoE 135 Operating Systems</td>
<td>3u (2h lec, 3h lab)</td>
<td>P390.00</td>
</tr>
<tr>
<td>CoE 151 Computer Networks</td>
<td>4u (3h lec, 3h lab)</td>
<td>P390.00</td>
</tr>
<tr>
<td>CoE 153 Advanced Computer Networks</td>
<td>3u (2h lec, 3h lab)</td>
<td>P390.00</td>
</tr>
<tr>
<td>EEE 11 Programming Fundamentals</td>
<td>3u (2h lec, 3h lab)</td>
<td>P390.00</td>
</tr>
<tr>
<td>EEE 13 Programming Applications in Electrical and Electronics Engineering</td>
<td>3u (2h lec, 3h lab)</td>
<td>P390.00</td>
</tr>
<tr>
<td>CoE 23 Synthesis of Sequential Circuits</td>
<td>3u (2h lec, 3h lab)</td>
<td>P500.00</td>
</tr>
<tr>
<td>EEE 8 Digital Circuits I</td>
<td>3u (2h lec, 3h lab)</td>
<td>P500.00</td>
</tr>
<tr>
<td>CoE 197* Special Topics in Computer Engineering</td>
<td>3u (2h lec, 3h lab)</td>
<td>P500.00</td>
</tr>
<tr>
<td>ECE 117 Instrumentation Electronics</td>
<td>3u (2h lec, 3h lab)</td>
<td>P500.00</td>
</tr>
<tr>
<td>ECE 141 Digital Communications</td>
<td>3u (2h lec, 3h lab)</td>
<td>P500.00</td>
</tr>
<tr>
<td>ECE 159 Microwave Engineering II</td>
<td>3u (2h lec, 3h lab)</td>
<td>P500.00</td>
</tr>
<tr>
<td>EEE 107 Introduction to Communication Systems</td>
<td>3u (2h lec, 3h lab)</td>
<td>P500.00</td>
</tr>
<tr>
<td>ECE 197* Special Topics in Electronics &amp; Communications Engineering</td>
<td></td>
<td></td>
</tr>
<tr>
<td>EEE 35 Signals and Systems</td>
<td>4u (3h lec, 3h lab)</td>
<td>P390.00</td>
</tr>
<tr>
<td>EE 121 Introduction to Power Electronics</td>
<td>4u (3h lec, 3h lab)</td>
<td>P500.00</td>
</tr>
<tr>
<td>EEE 1 Essentials of Electrical and Electronics Engineering</td>
<td>4u (3h lec, 3h lab)</td>
<td>P500.00</td>
</tr>
<tr>
<td>EE 146 Electrical Power Laboratory</td>
<td>1u (3h lab)</td>
<td>P300.00</td>
</tr>
<tr>
<td>EE 151 Power System Operation</td>
<td>3u (2h lec, 3h lab)</td>
<td>P500.00</td>
</tr>
<tr>
<td>EE 197* Special Topics in Electrical Engineering</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Laboratory fees depend on the number of units

Justification
The revised curriculum of the Bachelor of Science (Applied Mathematics) has a laboratory component for Math 173 and Math 174. The inclusion of a laboratory component is necessary since the said courses require many program implementations that need to be done through computers. The laboratory fee is needed to cover cost of computer supplies, maintenance of the laboratory as used or replacement costs of computers.

Actual cost based on the computer usage computation is P727.83. Thus, with the proposed laboratory fee of P500.00, the University will still subsidize said courses.

The survey conducted by the College showed that majority or 95% of the 42 students consulted were amenable with the proposed institution of the laboratory fee.

No. of students affected : 46
No. of students consulted : 42
No. of student in favor : 40

Proposal of the Department of Electrical and Electronics Engineering, College of Engineering, U.P. Diliman to Institute Laboratory Fees

ACADEMIC MATTERS APPROVED/CONFIRMED

Graduation of Students from the Different Constituent Universities of the U.P. System Who Completed All Their Requirements as of the End of First Semester/Trimester 2004-2005

Graduation of students from the different constituent universities of the U.P. System who completed all their requirements as of the end of First Semester/Trimester 2004-2005, (or as of the dates indicated in the lists) and whose graduation was endorsed by their respective University Councils and the President:

1. U.P. Los Bahos
2. U.P. Manila
3. U.P. Mindanao
4. U.P. Visayas
5. U.P. Baguio

Board action: Approval

Graduation of the U.P. Manila Students as of the End of the First Semester 2004-2005

Graduation of the following U.P. Manila students whose graduation as of the end of the First Semester 2004-2005 was endorsed by the University Council and approved by the President:
Memorandum of Understanding with the University of the East
Memorandum of Understanding entered into by and between the University of the Philippines and the University of the East
Project: Academic exchange
Particulars:
  a. Exchange of faculty members;
  b. Joint research activities;
  c. Participation in lectures, seminars and academic meetings;
  d. Exchange of institutional periodicals, academic materials, cultural, artistic, and other information; and
  e. Special short-term academic programs.
Effectivity: Three (3) years subject to availability of funds and may be renewed by mutual consent
Date signed: 20 December 2004

Memorandum of Agreement with the Department of Education
Memorandum of Agreement entered into by and between the University of the Philippines and the Department of Education
Project: Gurong Pahinungod
Particulars:
  a. U.P., through the Ugnayan ng Pahinungod/Oblation Corps of each constituent university, shall:
    1) Recruit and screen young graduates who are subject-matter specialists in English, Mathematics, Science or History and willing to teach as Gurong Pahinungod volunteers in the public elementary or high school in any assigned province for a period of one school year;
    2) Orient and develop the Gurong Pahinungod volunteers with the pahinungod spirit and prepared for full-time public school teaching and service to the community for their period of assignment;
    3) Provide training in pedagogical skills, through its College of Education, U.P. Integrated School, Open University and other units in Diliinan and other constituent universities, to make the Gurong Pahinungod volunteers effective public school teachers in their areas of assignment;
    4) Monitor and evaluate the performance of the Gurong Pahinungod volunteers and provide them additional training, as necessary, in the subject-matter of specialization, community work, pedagogy and other significant topics;
    5) See to it and certify to the DepEd that the Gurong Pahinungod volunteers have passed and undergone rigorous training in pedagogy;
    6) Provide the necessary teaching materials, monthly stipend, transportation allowance to, and from, the area of assignment, insurance coverage, and other benefits deemed necessary for the welfare of the Gurong Pahinungod volunteers;
    7) Prepare and submit an annual report to the DepEd Secretary on the performance of the Gurong Pahinungod volunteers, the status of the Program and the funds received from the DepEd, and such other reports as may be requested by the DepEd from time to time.
  b. The DepEd shall:
    1) Provide U.P., through the Office of the Vice President for Public Affairs, a grant of P5,000,000.00, per school year, to defray the costs of the Program, as specified in the Agreement and which forms an integral part hereof. The grant shall be inclusive of a 10% contingency in the event of high inflation rates within the three year duration of this Agreement;
    2) Select the public schools and communities that require the Gurong Pahinungod intervention, provided that, in no case shall the DepEd assign any of the Gurong Pahinungod volunteers to areas that shall expose them to hazardous working conditions or imperil their safety and security;
    3) Undertake the necessary supervision of the Gurong...
Memorandum of Agreement with the Department of Science and Technology (DOST) and the Philippine Research Council for Advanced Science and Technology Research and Development (PCASTRD)

Memorandum of Agreement entered into by and among the U.P. Diliman through the Department of Electrical and Electronics Engineering (DEEE), the Department of Science and Technology (DOST) and the Philippine Research Council for Advanced Science and Technology Research and Development (PCASTRD)

Project: Developing Microelectronics Education

Particulars:

a. The PCASTRD Grant shall be in the amount of P2,138,016.00 to be expended as allocated in the approved and revised Project Line-Item Budget. The Revised Guidelines Governing the Grants-in-Aid Program of DOST shall govern the implementation of the project.

b. The Project shall be undertaken by U.P. Diliman through the Department of Electrical and Electronics Engineering in accordance with the approved project proposal and shall be monitored by PCASTRD. The proponent shall submit to DOST accomplished and audited financial reports within one (1) month after the completion of the project.

Date signed: 19 November 2004

Memorandum of Agreement with Consuelo J. Paz

Memorandum of Agreement entered into by and between U.P. Diliman (sa panamagitan ng U.P. Diliman Sentro ng Wikang Filipino [UPD-SWF]) and Consuelo J. Paz (Awtor)

Project: Muling ilimbag at ipagbibli ang aklat na pinamagatang Ang Wikang Filipino Atin Ito (Akda)

Particulars:

a. Ibinigay ng Awtor sa UPD-SWF at eksklusibong karapatan na muling ilimbag at ipagbibili, sa Pilipinas at saanman, ang aklat na pinamagatang Ang Wikang Filipino Atin Ito (mula rito ay tatawaging “Akda”). Subalit kapag hindi mailimbag ng UPD-SWF ang nasabing aklat sa loob ng isang taon mula sa muling paglimbag nito, magkakaroon ng karapatan ang Awtor na ipalimbag ang aklat sa ibang pabliser, pagkatapos mabigyan ng dalawang buwan notis ang U.P. Diliman.

b. Ang karapatan-ari ay kapwa na UPD-SWF at sa Awtor.

Date signed: 30 November 2004

Memoranda of Agreement with National Electrification Administration (NEA)

Memoranda of Agreement entered into by and between U.P. Diliman through the National Engineering Center, under the Energy Engineering Program, College of Engineering and National Electrification Administration (NEA)

a. Competency Training and Certification Program for Distribution Utility Managers and Engineers

Particulars:

The U.P. Diliman and NEA shall jointly undertake research, training and technical advisory programs within the framework of R.A. 9136 otherwise known as the “Electric Power Industry Reform Act,” to meet the following objectives:

a. To prepare the Electric Cooperatives (ECs) in operating and competing under the deregulated electricity market;

b. To strengthen the technical capability and financial viability of ECs;

c. To review and upgrade regulatory policies with a view to enhancing the viability of ECs as electric utilities;

d. To enhance the capacity of NEA as guarantor for purchases of electricity in the Wholesale Electricity Spot market by ECs and small Distribution Utilities; and

e. To reduce the system losses of electric cooperatives with the end view of pegging the national average system loss to less than ten percent (10%) by 2010.

The U.P. Diliman through the National Engineering Center, under the Energy Engineering Program of the College of Engineering in consultation with NEA shall develop and organize a Competency Training and Certification program for Distribution Utility Managers and Engineers to develop advanced and specialized skills in the following areas:

a. Distribution System Analysis, Planning and Design for compliance with the Philippine Grid and Distribution Codes;

b. Distribution System Operation and Maintenance for safety, reliability and efficiency;

c. Distribution Utility Economics, Ratemaking and Tariff Design; and

d. Electricity Trading under the Wholesale Electricity Spot market.

Effectivity: Shall be effective and enforceable for 2 years upon signing of the parties

Date signed: 20 December 2004

b. Restructuring of the electric power industry in the Philippines

Particulars:

The Parties agree to cooperate in pursuing various energy-related projects such as, but not necessarily limited to:

a. Joint Research and Development Projects;

b. Joint Symposia, Trainings, Seminars, Workshops and Conferences;

c. Joint Publications and Exchange of Data and Information; and

d. Other activities deemed necessary and appropriate.

The NEA and U.P. Diliman agree to assume and perform the following:

a. Provide assistance in undertaking specific tasks;

b. Provide assistance in research activities relating to the power industry, particularly electric distribution and electrification; and

c. Provide extension services.

Date signed: 20 December 2004

Publication Agreements with Various Authors

Publication Agreements entered into by and among the U.P. Diliman (Publisher) and the following:

a. Dr. Teodoro M. Santos, Author

Article: Growth of Copper Production: Determinants and Empirical Evidence. (Social Science Diliman Volume 2, Number 2, July-December 2001)

b. Dr. Emmanuel S. De Dios, Author

Article: Rationality in Economic Thought: Methodological Ideas on the History of Political Economy. (Social Science Diliman Volume 2, Number 2, July-December 2001)
The program shall cover two (2) Summer and two (2) Semester terms commencing on the Summer 2004, it being understood that the academic requirements must have been completed within each of the two (2) Summer and two (2) Semester terms; provided, that the scholars shall comply with and abide by the existing University and College rules and policies governing admission and performance.

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), in the amount of P576,428.65;
e. Remit the amount due directly to the UP-CED in two installments, as follows:
   First installment - P345,857.19 on 15 May 2004
   Second installment - P230,571.46 on 15 April 2007, subject to the provision on renewal and extension under Sec. 1, Article III of this Agreement.

U.P. Diliman, through the College of Education, shall do the following tasks:

a. Provide a graduate program in Language Education (with thesis) and conduct the Summer Master’s Program leading to a Degree of Master of Arts in Education major in Language Education to the scholars after completion of all academic and other requirements of the program.

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;
d. Award the Diploma for the degree of Master of Arts in Education major in Language Education to the scholars after completion of all academic and other requirements of the program.

Effectivity: Two (2) years commencing on the date of the signing and may be extended for another two (2) years, upon mutual agreement of the Parties.

Date signed: 11 January 2005

U.P. Diliman through the College of Education shall do the following tasks:

1. DepEd and UP-CED shall jointly plan, establish and implement a customized Summer Graduate Scholarship Program leading to a degree of Master of Arts in Education major in Language Education for eight (8) elementary English teachers across the country.
2. The program shall cover five (5) Summer terms commencing on the Summer 2004, it being understood that the academic requirements must have been completed within each of the five (5) Summer terms.

U.P. Diliman through the College of Education shall do the following tasks:

1. Provide a graduate program in Language Education (with thesis) and conduct the Summer Master’s Program leading to a Degree of Master of Arts in Education major in Language Education;
2. Provide the venue, facilities, competent faculty and academic resources for the duration of the program;
3. Provide the DepEd Scholarship Committee with periodic reports on the performance and status of the scholars and final evaluation of the program; and
4. Award the Diploma for the degree of Master of Arts in Education major in Language Education to the scholars after completion of all academic and other requirements of the program.

DepEd shall do the following tasks:

1. Select the teachers who will be the recipients of the program;
2. Promulgate the necessary rules and regulations for the grant of scholarships and the terms of conditions;
3. Provide stipend for teacher-scholars who will participate in the program;
4. Provide funds for the payment of tuition and other school fees, management fees plus overhead fee (15% of the total amount), in the amount of P517,555.20 for a maximum of 8 participants;
5. Remit the amount due directly to the UP-CED in two installments, as follows:
   First installment - P345,036.80 on 15 May 2004
   Second installment - P172,518.40 on 15 April 2007, subject to the provision on renewal and extension under Sec. 1, Article III of this Agreement.

Effectivity: Shall take effect immediately upon signing by the Parties and shall be valid for 3 years

Date signed: 11 January 2005

Joint Declaration for Cooperation with Tokyo University of Marine Science and Technology

Joint Declaration for Cooperation entered into by and between U.P. Diliman and Tokyo University of Marine Science and Technology...
Memorandum of Agreement with the Province of Laguna (DOT)

Memorandum of Agreement entered into by and between U.P. Diliman (through the Asian Institute of Tourism) and the Department of Tourism (DOT)

Project: Domestic Tourism Marketing Workshop (June 15-18, 2004, Bohol)

Particulars:
- The U.P. Diliman through AIT shall:
  a. Design a Domestic Tourism Development Marketing Workshop;
  b. Manage and facilitate the workshop;
  c. Develop and package the materials needed for the conference-workshop; and
  d. Evaluate the conference-workshop and submit a Terminal Report two weeks after its conduct.
- The DOT shall:
  a. Designate an official liaison person or team to collaborate with AIT;
  b. Provide working papers for the preparation of the conference workshop;
  c. Facilitate the processing of papers, i.e., MOA, release of payment to implement the Memorandum;
  d. Ensure the dissemination of all necessary communication and coordinate schedules in preparation for the three (3)-day conference-workshop;
  e. Ensure that all administrative and logistical requirements of the conference-workshop are met; and
  f. Pay the total amount of P110,000.00 fifteen (15) days after submission of the Terminal Report.

Date signed: 15 June 2004

U.P. Los Baños

Memorandum of Agreement with the Province of Laguna

Memorandum of Agreement entered into by and between U.P. Los Baños and the Province of Laguna

Project: Third renewal on the use of a 35 sq.m. lot within the Makiling Forest Reserve for the Radio Repeater System for the Bantay Krimen program of the Province of Laguna

Particulars:
- Province of Laguna shall assign a guard for the security of various communication equipment kept and installed in the area.
- Province of Laguna shall assume the responsibility of cleaning and planting trees on the leased premises and to prevent any person from squatting inside and in immediately adjacent areas.
- No other improvement shall be introduced in the leased premises without the prior written consent of the UPLB.
- The radio repeater system intended for the Bantay Krimen should be open to the public and employees of UPLB who have a licensed radio transmitter to communicate via the repeater system.
- Upon expiration or termination of the agreement, any and all improvements made on the MFR leased area shall be owned by UPLB at no cost.

Effectivity: Shall take effect on the date the Agreement is signed by the parties and shall continue to take effect for 3 years

Date signed: 13 December 2004

OTHER MATTERS

Motion for Reconsideration of Respondent Lolita A. Lagman in Administrative Case No. 95-21

1. For review on motion for reconsideration is the decision of the Board of Regents (BOR) issued on 26 February 2004, affirming on appeal the decision of the Office of the President dated 5 December 2003. The Board found respondent Lolita A. Lagman liable for Misconduct, and imposed upon her the penalty of One Year Suspension. Further, respondent was directed to immediately vacate the subject housing unit and to pay all arrears due to the University, with the warning that her continued occupation of the unit would merit the filing of a new charge of Grave Misconduct against her.

2. Records show that in her appeal before the BOR, respondent assailed the decision of the President based on the following grounds:
   “2.1 It violates the due process and equal protection clause of the Constitution as enshrined in Article III, section 1 which states that – "No person shall be deprived of life, liberty and property without due process of law nor shall any person be denied the equal protection of the laws."
   “2.2 It (sic) is a blatant and grave abuse of discretion.
   “2.3 It is guilty of the kind of hypocrisy that it pretends to denounce; and
   “2.4 It is an incompetent and ignorant implementation of justice and the law.”

3. These grounds relied upon by the respondent were, however, refuted by the University General Counsel, as follows:
   “3.1 Respondent cannot assail the decision of the Office of the President based on the case of the seventeen (17) administrative and non-academic personnel who were awarded housing units by then Chancellor Claro T. Llaguno in Administrative Order No. 99-42 and the case of Noel Marquina, who was also granted a housing unit by Chancellor Emerlinda R. Roman in Administrative Order No. ERR 00-009. The decision to award housing units to the 18 employees did not reach the level of the President so as to give him the opportunity to review the same, unlike in this case. Hence, insofar as the Office of the President is concerned, there is no point of comparison between the cases being relied upon by respondent and her case. This is also to say that respondent’s charge of favoritism has no factual basis to stand on.
   “3.2 Be that as it may, respondent cannot seek solace in the equal protection clause of the Constitution. The equal protection clause is designed to prevent any person or class from being singled out as a special subject of hostile or discriminating legislation. It behooves upon the Office of the President to see to it that rules are obeyed and not broken. Respondent violated these rules and regulations. She should be made to bear the corresponding penalty. Indeed, the Office of the President is only upholding the rule of law when it affirmed the decision of Chancellor E. R. Roman holding respondent liable as charged for misconduct, for violating these rules and regulations.
   “3.3 Respondent cannot claim grave abuse of discretion on the part of the Office of the President. The Office of the President merely applied the rules.
“3.4 Finally, respondent cannot claim that she was denied due process. In administrative proceedings, due process simply means an opportunity to be heard. Respondent was afforded ample opportunity to air her side and present evidence in her defense. Upon consideration of the merits of the case, however, the evidence on record proved respondent guilty of the charge against her.”

4. Respondent now seeks for a reconsideration of the BOR decision on the grounds summarized as follows:

4.1 There is basis for comparison between the case of respondent and the 18 other cases.

4.2 There is blatant violation of the equal protection clause in that respondent is being discriminated against by the U.P. administration while those who belong to the same class or category as her enjoy the benefits which the current administration refuse to accord to respondent.

4.3 There is grave abuse of discretion because the decision is violative of the equal protection clause.

4.4 There is violation of respondent’s right to substantive due process.

5. The grounds being relied upon by respondent in her motion for reconsideration are nothing but a rehash of the grounds she cited in support of her appeal before the BOR. Thus, the following points are being reiterated.

5.1 The arguments raised by respondent are erroneously anchored on the principles of “equal protection of the law” and “due process.” Respondent is insistent on a misplaced invocation of these legal principles.

5.2 Equal protection of the law means that a person or class or persons shall not be denied the protective mantle of the law, which is enjoyed, by other persons or other cases in like circumstances in their life, liberty, their property and in the pursuit of happiness. (Missouri, 159 U.S. 673). Respondent cannot invoke “equal protection of the law” because she violated the rules. The records show that respondent is in possession of a housing unit without being officially given such award. Inanuishag, a violation of the rules ought to be punished not protected. Indeed, it bears reiterating that the Office of the President is only upholding the rule of law when it affirmed the decision of Chancellor Emerlinda R. Roman holding respondent liable as charged for misconduct, for violating the rules.

5.3 Respondent tries to argue her case by citing as precedent the award of housing units in previous 18 cases to employees, who were charged of violating the University Housing Rules and Regulations. Respondent cannot assail the decision of the Office of the President based on the case of the seventeen (17) administrative and non-academic personnel who were awarded housing units by then Chancellor Claro T. Laguno in Administrative Order No. 99-42 and the case of Noel Marquina, who was also granted a housing unit by Chancellor Emerlinda R. Roman in Administrative Order No. ERR 00-009. The decision to award housing units to the 18 employees was done not as a matter of right but in exercise of the Chancellor’s discretion. Furthermore, said decisions were not brought to the appellate jurisdiction of the President so as to give him the opportunity to review the same, unlike in this case. Hence, it bears emphasis that insofar as the Office of the President is concerned, there is no basis for a valid comparison between the cases being relied upon by respondent and her case.

5.4 Moreover, the implication of Respondent’s argument is that other employees who are similarly occupying housing units illegally could now demand from the University the award of such housing unit. If this were so, it would lead to an absurd situation. This cannot be allowed. Otherwise, they will be doing injustice and be discriminatory to the greater majority of employees who follow the rules in obtaining the award of housing units from the University.

5.5. On the other hand, the essence of due process is simply to be heard or an opportunity to explain one’s side, or to seek reconsideration of the action or ruling complained of. (National Police Commission vs. Bernabe, 532 SCRA 74) Thus, respondent’s claim of denial of due process should be given scant consideration. As borne out by the records, she was given ample opportunity to be heard and that her case was decided both on procedural and substantive considerations.

5.6 Respondent’s counsel now threatens the BOR in the subject motion for reconsideration that it “can be held liable for violation of the Anti-Graft Law and Government Officials and Employees.” However, the Respondent’s counsel is quick with his apologies for such use of strong language. After all, a lawyer should exercise greater care and circumspection in the preparation of pleadings and refrain from using abrasive and offensive language (Yangson vs. Salandanan, 68 SCRA 42).

6. Considering that respondent did not raise any new matter in her motion for reconsideration, it is submitted that the same be denied for lack of merit.

Board action: Denial of Respondent Lolita Lagman’s Motion for Reconsideration.

Appeal of Respondent Pedro B. Novillos in ADT Case No. WPD-03-019 98-034

1. This case was filed against Respondent on 19 November 2002 for being notoriously undesirable, for misconduct, gross neglect of duty, habitual tardiness and habitual absenteeism in violation of University Rules and of Section 22, Rule IV, Civil Service Rules and Regulations in relation to Book V of Executive Order 292 on account of Respondent’s neglect to perform at least 18 specific tasks assigned to him, for being habitually absent and tardy during the period January to June 2002 and for taking an UPLB motorcycle without authorization and for personal ends.

2. Respondent filed an Answer dated 26 November 2002, whereby he pleaded guilty to all the offenses charged and sought clemency and forgiveness for his actions. During the hearing held on 17 December 2002, Respondent admitted that the Answer he filed was of his own volition and reiterated his plea for forgiveness. With Respondent’s formal acceptance and admission of guilt in all the offenses charged, the ADT recommended the penalty of dismissal as the finding of guilt for three charges, particularly gross neglect of duty, unauthorized use of property and being notoriously undesirable, merited the same. Chancellor David adopted the recommendation of the ADT.

3. In his appeal to the Office of the President, Respondent reiterated his admission of all the offenses attributed to him and sought clemency because he was burdened with worry over his terminally ill child. Respondent also sought consideration for his lengthy service.

4. In a decision dated 5 April 2004, the Office of the President held that Respondent’s explanation cannot serve as a valid and satisfactory justification for his numerous acts and omissions. The Office of the President thus affirmed the penalty of dismissal imposed by Chancellor David since Respondent has not shown any justifiable ground to merit a reversal of the same.

5. On 23 May 2004, Respondent, through counsel, filed a Notice of Appeal to the Board of Regents on the ground that: (a) No hearing was actually conducted before Respondent’s services were terminated; and (b) the decision of Chancellor David was implemented despite the fact that the decision was not final and executory considering the pendency of the appeal.

6. The claim of Respondent that no hearing was actually conducted
before Respondent’s services were terminated is not correct. Respondent was afforded an opportunity to be heard. The records will show that a hearing was held on 17 December 2002 whereby Respondent admitted the Answer he filed (whereby he pleaded guilty to all the offenses charged) and, instead of presenting evidence, sought clemency and forgiveness for his actions. Therefore, it cannot be claimed that no hearing was conducted.

7. The argument that the decision was implemented despite pendency of the appeal, cannot serve as a basis to reverse the decision of the Office of the President in view of the express admission of guilt by Respondent. Moreover, Section 47 of the Uniform Rules on Administrative Cases in the Civil Service provides that:

Section 47. Effect of Filing. - An appeal shall not stop the decision from being executory, and in case the penalty is suspension or removal, the respondent shall be considered as having been under preventive suspension during the pendency of the appeal, in the event he wins the appeal.

Board action: Denial of the appeal of the Respondent on the decision of the Office of the President affirming the penalty of dismissal imposed on him by Chancellor Wilfredo P. David.

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Appeal by Respondent Joss Dunross Aquino in the Case of U.P. vs. Joss Dunross Aquino (For: Violations of Rule 3, Item 6, and Rule 3, Item 7, UPIS Rules and Regulations on Student Conduct and Discipline)

In Respondent’s Appeal, respondent assailed the decisions of the U.P. President both dated 4 June 2003 affirming on Appeal the Orders of U.P. Diliman Chancellor Emerlinda R. Roman dated 11 October 2000 and 21 November 2000. The 11 October 2000 Order upheld the recommendation of the UPIS Student Welfare Committee (SWC) finding the respondent Joss Dunross Aquino, a Grade 10 student at the U.P. Integrated School, guilty of violation of Rule 3 Item 6 for possession of deadly weapon (balisong case) of the UPIS Rules and Regulations on Student Conduct and Discipline (RRSCD). On the other hand, the Order dated 21 November 2000 found the respondent guilty of violating Rule 3, Item 7 of the UPIS RRSCD for the offense of organizing/joining fraternities. Both orders imposed the penalty of dismissal on respondent from UPIS.

His appeal before the BOR is anchored on the argument that more than two years’ delay in rendering the decision on appeal before the case was decided by the President was in violation of respondent’s right to the speedy administration of justice, and that the respondent was wrongfully held guilty for an act not charged.

As factual background, in the balisong case, the U.P. Diliman Chancellor upheld the recommendation of the SWC to dismiss the respondent considering that there is substantial evidence consisting of the testimony of the student teacher who witnessed the incident, to show that he indeed possessed the balisong, and that he was afforded due process. The President found the Chancellor’s decision in order.

Thereafter, he entered into a Compromise Agreement with the UPIS before the Regional Trial Court of Quezon City where he filed a Petition for Certiorari, that he be allowed to appeal the Chancellor’s order and to continue his studies, pending his appeal.

On 21 November 2000, however, the Chancellor issued another order finding him guilty of organizing/joining fraternities, and imposed upon him the penalty of dismissal.

There is ample evidence on record to show that respondent violated the UPIS rule against organizing/joining fraternities, such as the fact-finding sessions leading to the conclusion that respondent joined and helped organized the Tau Gamma Phi/Tau Gamma Sigma at the UPIS. He was likewise afforded procedural due process every step of the way.

The Office of the President disagrees with the respondent that he has been denied his right to speedy administration of justice on the following grounds:

1. He has not been denied his right to speedy administration of justice. In Caballero v. Alfonso, Jr. (153 SCRA 153 [1987]), the Supreme Court mentioned that “speedy disposition of cases” is a relative term and is consistent with delays and depends upon the circumstances. What the Constitution prohibits are unreasonable, arbitrary and oppressive delays, which render rights nugatory.

At the time the President decided respondent’s case in 2003, the President inherited 62 cases for disposition. Twenty-nine (29) new
cases were added soon after. Thus, the President had to prioritize the resolution of cases beginning with the earliest cases for disposition upon the President’s assumption into office in 1999. Whatever delay in the disposition of respondent’s case is therefore not unreasonable, arbitrary or oppressive.

2. When he entered into a Compromise Agreement with UPIS, respondent very well knew that his privilege to continue his studies, and possibly to graduate at UPIS, is still dependent on the outcome of his Appeal.

However, the Office of the President recommends that since the respondent has already finished all his academic units at the UPIS, then respondent’s request to credit all the units earned by him at the UPIS be granted, without, however conferring respondent’s graduation.

Board action: Denial of Respondent’s Appeal. The Board however, granted the request of respondent that all the units earned by him at the UPIS be credited, without conferring his graduation.

On the Case of a UPLB Faculty Who Committed Plagiarism

The President brought to the attention of the Board the case of an untenured faculty of UPLB who plagiarized his Ph.D. dissertation. This was brought to his attention by the adviser of the lady who wrote the original thesis. The President has been informed that the University where the faculty obtained his Ph.D. has withdrawn the degree on grounds of academic fraud.

The faculty admitted to plagiarism. His request is for the University to stop the investigation as he offered to resign effective 15 April 2005.

It is the sentiment of the Board to let the case go through the normal course, i.e., for the investigation to proceed. The University should give the signal that it does not condone acts of intellectual dishonesty.

Creation/Establishment of a Trust Fund for the Office of Legal Services, U.P. System

The Office of Legal Services, U.P. System is requesting the establishment of a Trust Fund pursuant to the authority granted by the Board of Regents in its 1080th meeting held on 29 September 1994. Under paragraph A (2) of the BOR-approved Guidelines on the Special Faculty Development Fund, 10% of the collections made by the Office of Legal Services shall be retained to form part of its MOOE. The Board can just give them the funds they need as it has done in the past.

The certification of Ms. Celeste P. Mamaril, Officer-in-Charge, Diliman Accounting Office, dated 27 September 2004 shows an amount of P1,327,848.20, representing 10% of total September 1995-August 2004 collections to initially constitute the “OLS Trust Fund.”

Highlights of the Discussion:

1. Regent Sarmiento objected to the creation/establishment of the OLS Trust Fund saying that it is improper and inappropriate because it is like giving a reward to an office in the university. If the amount is to be set aside as additional MOOE for OLS, the Board can just give them the funds they need as it has done in the past.

2. Atty. Battad wanted to put on record that the Trust fund was created in 1994 by the Board of Regents. It says that, “Henceforth, a trust fund shall be created for the Office of the Legal Services and all the Legal Offices.” So when they saw this, what they only wanted was to have it enforced. When they made inquiries from the Accounting Office, they were told that since the time that the Trust Fund was approved by the Board of Regents in 1994, the 10% taken from the Special Faculty Development Fund was never put in an OLS Trust Fund because this has not been created. Therefore all they wanted was an establishment pursuant to a previously approved Board resolution. But if the Board now wants to withdraw or repeal that previously approved Board resolution, then she submits to its decision.

3. Regent Sarmiento still maintained that this trust fund is illegal because it gets a share of what was collected from payments made by reneging scholars. If it is the intention of the University General Counsel to have some funds to improve her office, she can be assured that the Board can, as they have done in the past, increase the appropriation or provide funds for their MOOE.

4. Atty. Battad said that they also wanted some leeway so that when they want to conduct trainings, seminars or workshops, they have money from which they could immediately draw from.

5. Regent Cao said that he could not recall a time when the System Administration did not augment the budget of offices under the U.P. System that lacked in MOOE. He said that the Board should just assure the OLS that in the event that they would need additional MOOE, they can apply for additional funding.

6. Atty. Battad said that their objective here is for the 10% to be added to their existing MOOE.

7. Regent Cao explained that this has no net effect on the OLS budget because when the rational formula for allocating MOOE is used, the allotment for the OLS trust fund and OLS’ regular budget will be merged. The formula will not give them budget in excess of what they need. He suggests that OLS just go through the usual process of writing the President to request for additional MOOE.

8. Vice President Echanis added that units like the Office of Admissions and the U.P. Press who have their own trust funds are not allocated MOOE anymore. They prepare their budget based on their trust funds. So if OLS pushes through with the trust fund, they will lose their MOOE.

Board action: The Board recalled the authority to create the trust fund for the Office of Legal Services and the Legal Offices of the Constituent Universities as approved at its 1080th meeting on 29 September 1994.

The Board noted the following:

Letter of President Francisco Nemenzo in Memory of Professor Concepcion Dadufalza

In Memory of Professor Concepcion Dadufalza

Instead of a funeral oration, I wrote a letter to Ching last night and I would like to read it aloud

Dear Ching,

Thank you for devoting your life to UP. Thank you for giving the best of yourself and being a model teacher to several generations of UP students.

I did not have the privilege of having you as a teacher, but I heard so much about you. In alumni reunions I interview people at random to find out what they remember of UP. When I ask who are their most unforgettable teachers, your name always crops up. You taught them to love English literature. You nurtured their creativity. You fired up their imagination.

I will always be grateful to you for trusting my capacity to lead. You endorsed me for Dean of the College of Arts and Sciences and later for President. Yet you never asked me a favor. Not once did you give me a problem. Not once did you complain. I was very flattered to learn that you keep a memoranda. You even used one as the frontispiece of a textbook you edited.

UP will never be the same without you, Ching. With your passing, we feel that part of us died as well. But your memory will always remain in all of us. The faculty members who were once your students and, in their unique ways, have
Memorandum of Agreement and Surety Agreement with Violeta Galang Escultura Represented by Her Husband, Edgar Escultura

Memorandum of Agreement and Surety Agreement entered into by and between U.P. Diliman (Second Party) and Violeta Galang Escultura represented by her husband, Edgar Escultura (First Party)

Subject: Settlement of contractual obligation of Ms. Violeta G. Escultura, Reneging Fellow

Particulars:
The First Party agrees to pay to the Second Party the amount of P200,000.00, as down payment, immediately upon execution of the Agreement. For the remaining balance of her contractual obligation, the First Party agrees to pay to the Second Party, as follows: by 31 January 2005, the amount of P200,000.00, and by 31 March 2005, the amount of P246,230.02.

Date signed: 20 December 2004.

Deed of Donation and Acceptance Covering a Donation of the Amount of $62,000.00 from Dr. Aida Baltazar for the Establishment of Dr. Aida Baltazar Hypertension Fellowship II in the Department of Medicine, Philippine General Hospital, U.P. Manila

Terms of Fellowship Training:
1. Duration: Two years in a reputable US medical center with facilities for clinical research in hypertension.
2. Stipend: US$2,500/month paid in advance within the first five days of the month and deposited by bank draft to the savings account of the Fellow in the US starting with the second month. The first month's stipend will be handed to him/her directly shortly before his/her departure.

The cost of the one-way economy class plane ticket from Manila to US will be issued one week prior to the date of departure and US to Manila one week before returning.
3. A MOA shall be executed between the Fellow and U.P. Manila. In case the Fellow changes his/her mind about returning to the College, he/she shall refund the cost of the fellowship and transportation in order to allow a replacement for his/her position.
4. Management of the Fellowship Fund: The total expenses for 2 years that include the airfare and miscellaneous expenses shall be placed as lump sum in a time deposit at the PNB-PGH branch, renewable every 31 days. The interest earned will allow for miscellaneous expenses and inflation. The co-signatories are the Dean, College of Medicine and Chair, Department of Medicine.

Qualifications of a Grantee:
1. Must be a graduate of a 2-year fellowship in Nephrology from the Department of Medicine, UP-PGH, with a certificate from the subspeciality board.
2. Must have a special interest in further training in hypertension and in teaching at UP-PGH thereafter.
3. Must submit as certificate of good moral character from the Chair, Department of Medicine or the consultant who has supervised the fellow during his/her term in PGH.
4. Must have at least a Clinical Faculty appointment at the U.P. College of Medicine.

Memorandum of Agreement with Intel Technology Philippines, Inc. for a Donation of P1,255,080.00

Memorandum of Agreement entered into by and between the University of the Philippines Foundation, Inc. and Intel Technology Philippines, Inc. for a donation of P1,255,080.00

Particulars:
a. The donation shall be used to upgrade and strengthen the educational technology and other professional education courses of major teacher education institution in the Philippines by providing them high quality curriculum and materials; develop competencies among the faculty of major teacher education institutions to prepare future teachers in using and integrating information and communication technology in school curricula; develop a pool of future teachers who will be leaders in using and integrating information and communication technology in school curricula in order to improve the learning of students.
b. The donation shall be used exclusively to pursue the above-indicated objectives.
c. The Donee shall provide the Donor a statement of account and supporting documents, such as but not limited to, third party invoices, official receipts and other relevant documents on the utilization of the Donation.
d. The Donee shall provide the Donee a copy of the Donee’s BIR Certificate of Tax Exemption and PCNC on the utilization of the Donation.
e. The Donee shall provide the Donor an original copy of the Certificate of Donation (BIR Form 2322) upon receipt of every donation or portion thereof and shall provide the said copy to the BIR.
f. After the completion of the project, the Donee shall submit to the Donor the preliminary unaided financial report/s (including photocopies of supporting documents and technical reports, within one month, and the final audited financial report/s signed by the Donee’s Resident Auditor, within two (2) months after such completion. In case additional funding is needed, the Donee shall submit a partial liquidation of expenses (at least 70% of the total amount of donation made so far) prior to release of the requested additional funding.
g. The Donee shall allow the Donor to audit the financial records related to the project prior to the submission of disbursement documents, provided that the Donor shall give the Donee notice at least 24 hours prior to the date of such audit.
h. Should any part of this Agreement be judicially declared null and void, such nullity shall not affect the validity of the remaining provisions hereof.
i. The use of the company name/s of the Donor or the use of any of the trademarks owned by the Donor’s parent company, Intel Corporation, in any advertisement and/or any disclosure of this Agreement or financial details as well as any other proprietary content of this Agreement, without the prior written approval/permission from the Donor or Intel Corporation to use so or disclose the same, shall not be allowed. Any violation of this provision may be a cause for the termination of this Agreement by the Donor, without incurring any liability on its part and without any limitation to enforce its rights under law or equity for any prejudice or damage that may have been caused as a result of any unauthorized use or disclosure.
j. The Donee accepts and acknowledges receipt of this donation and expresses its appreciation gratitude to the Donor.

Date signed: 19 November 2004

Memorandum of Understanding with the Philippine Canine Club, Inc. (PCCI)

Memorandum of Understanding entered into by and between the U.P. Los Baños and the Philippine Canine Club, Inc. (PCCI)

Project: Philippine Canine Club, Inc. Scholarship Grant for deserving students who intend to pursue a Doctor of Veterinary Medicine degree
Particulars:

a. The scholarship grant shall be utilized to provide full support starting in the first year of the pre-veterinary curriculum until graduation of two scholars who are enrolled in the DVM curriculum.

b. The scholarship fund will be spent in accordance with the following items of expenditures:

1) commutable matriculation & other school fees, not to exceed
   $P7,000/sem $P7,500/sem
2) stipend for 5 months
   $P4,000/month $P5,000/month
3) book allowance & other school supplies
   $P2,000/sem $P2,500/sem
4) administrative cost of
   15% of the total grant

c. The scholarship shall not be withdrawn or terminated nor the amount thereof be reduced without the consent of UPLB. However, this MOU may be terminated by UPLB on written notice at any time, upon initiation of the Dean, College of Veterinary Medicine, if, by reason of unforeseen developments, the welfare of the U.P. System will best be served by such termination.

Effectivity: Beginning the Second Semester of School Year 2004-2005
Date signed: 24 November 2004

1193rd MEETING, 24 FEBRUARY 2005

Before the adoption of the agenda, the Chairman formally congratulated President Emerlinda R. Roman and expressed his sincere appreciation for President Francisco Nemenzo who has contributed a lot to the development of the UP System.

APPOINTMENTS

The Board approved the appointments of the following:

UNIVERSITY OFFICIALS

U.P. System

Dr. Amelia P. Guevara as Vice President for Academic Affairs, effective 1 March 2005 to serve at the pleasure of the
Prof. Martin V. Gregorio as Vice President for Administration, effective 1 March 2005 to serve at the pleasure of the President
Dr. Erlinda S. Echanis as Officer-In-Charge, Office of the Vice President for Planning and Finance, effective 1 March 2005 to serve at the pleasure of the President
Prof. Rafael A. Rodriguez as Vice President for Development, effective 1 March 2005 to serve at the pleasure of the President
Dr. Cristina Pantoja-Hidalgo as Vice President for Public Affairs, effective 1 March 2005 to serve at the pleasure of the President
Prof. Marvic Mario Victor F. Leonen as Vice President for Legal Affairs, effective 1 March 2005 to serve at the pleasure of the President
Dr. Lourdes E. Abadinao as Secretary of the University and of the Board of Regents, effective 1 March 2005 to serve at the pleasure of the President
Dr. Lilian A. de las Llagas as Assistant Secretary of the University and of the Board of Regents, effective 1 March 2005 to serve at the pleasure of the Secretary of the University
Dr. Florinda B. De Fiesta-Mateo as Assistant Vice President for Academic Affairs, effective 1 March 2005 to serve at the pleasure of the Vice President for Academic Affairs

Dr. Cynthia Grace C. Gregorio as Assistant Vice President for Administration, effective 1 March 2005 to serve at the pleasure of the Vice President for Administration

Prof. Arthur S. Cayanan as Assistant Vice President for Planning and Finance, effective 1 March 2005 to serve at the pleasure of the Vice President for Planning and Finance

Dr. Jaime D.L. Caro as Assistant Vice President for Development, effective 1 March 2005 to serve at the pleasure of the President for Development

Prof. Ulpiano P. Ignacio, Jr. as Assistant Vice President for Development, effective 1 March 2005 to serve at the pleasure of the Vice President for Development

Dr. Lydia R. Arcellana as Assistant Vice President for Public Affairs, effective 1 March 2005 to serve at the pleasure of the Vice President for Public Affairs

Dr. Lynda R. Arcellana as Director, Office of Alumni Relations, effective 1 March 2005 until 29 February 2008

Prof. Isabelita Reyes as Director, System Information Office, effective 1 May 2005 until 30 April 2008

U.P. Diliman

Dr. Sergio S. Cao as Chancellor, effective 1 March 2005 until 29 February 2008

U.P. Los Baños

Dr. Ramon A. Razal as Dean, College of Forestry and Natural Resources, effective 3 January 2005 until 2 January 2008

TRANSFER TO PERMANENT STATUS

U.P. Manila

Fernando M. Sison, Associate Professor 3, College of Public Health, effective 24 February 2005

U.P. Visayas

Ma. Rowena V. Villaroma, Assistant Professor 1, Cebu College, effective 24 February 2005

U.P. Los Baños

Christian Joseph R. Camagun, Assistant Professor 6, College of Agriculture, effective 24 February 2005

EXTENSION OF SERVICE BEYOND COMPULSORY RETIREMENT AGE OF 65

U.P. Diliman

Evelina M. Vivencio, Professor 4, College of Education, effective 10 January 2005 until 31 May 2005
Brenda V. Fajardo, Professor 8, College of Arts and Letters, effective 19 February 2005 until 31 May 2005
Vivencio R. Jose, Professor 12, College of Arts and Letters, effective 13 January 2005 until 31 May 2005

U.P. Los Baños

Romeo B. Obedoza Jr., Associate Professor 5, College of Public Affairs, effective 20 February 2005 until 11 April 2005
RENEWAL OF APPOINTMENT BEYOND AGE 65

U.P. Manila

Florencio-Isagani S. Medina III, Professorial Lecturer I, College of Arts and Sciences, effective 1 November 2004 until 31 May 2005

REAPPOINTMENT BEYOND AGE 65

U.P. Manila

Lupe F. Abarquez, Senior Lecturer 2, National Teacher Training Center for the Health Professions, effective 28 March 2004 until 31 October 2004

MATTERS ARISING FROM THE MINUTES OF THE

1191st MEETING (10 DECEMBER 2004)

Request of UPLB for Reprogramming of P2,539,911.60 from Capital Outlay to MOOE

The said amount is intended for the project “Extension of Hydraulic Laboratory Building”, College of Engineering and Agro-industrial Technology.

The project was awarded to J.D. Legaspi Construction and its contract expired last 27 June 2004. Only 36% of the project has been accomplished as of 31 August 2004. With this, the UPLB administration has decided to take over the project and complete it by administration through “pakyaw labor”.

This item was withdrawn from the agenda of the 1191st meeting of the Board of Regents held on 10 December 2004 since the Board wanted more details, i.e. why only 36% of the project has been completed as of 31 August 2004, noting that the Contract with J.D. Legaspi Construction expired on 27 June 2004.

On 27 January 2005, Chancellor David wrote to the Chair of the Board explaining the details of this case.

The project has been awarded to the contractor on 2 September 2003 with contract duration of 300 calendar days or contract validity date until 27 June 2004. Since the University, through the UPLB Campus and Development Office (CPDO), has been closely monitoring the project, UPLB noticed significant work slippage and unsatisfactory performance on the part of the contractor. On not a few occasions, UPLB authorities caught the contractor trying to use undersized reinforcement bars and resorting to unacceptable construction methods.

Based on these observation, CPDO has informed J.D. Legaspi Construction, as early as 22 March 2004, that the University will take over the project if it will not improve its performance.

Considering that the University’s expectations have not been satisfactorily met, by 30 August 2004, the University formally instructed and notified the contractor to discontinue operations since UPLB has decided to take over the project and complete it by administration through “pakyaw labor”. At that time, the project was only 36% complete. However, despite the notice, J.D. Legaspi Construction continued working on the project until 30 September 2004. Hence, as of last inspection, which was on 31 October 2004, the contractor was able to complete 45.77% of the project.

As of date, J.D. Legaspi Construction has already collected P1,283,473.01 (32.95% of the contract amount), and is still billing up for the rest of their remaining collectibles amounting to 12.82% of the contract amount. UPLB, however, is still studying the legality and merit of their last billing since it was on their own volition that they continued working on the project despite the order to discontinue operations.

Board action: Approval of the request to reprogram the amount of P2,539,911.60 from Capital Outlay to MOOE subject to the following conditions:

1. Vice Pres. Gregorio shall inform other campuses about this particular case so they will exercise more prudence when they enter into contracts.
2. UPLB shall monitor the construction ensuring it is done according to specifications; and
3. UPLB shall submit a report to the Board after completion of the project.

Update: The Office of the Vice President for Administration issued Memorandum No. 05-035 dated 28 February 2005 to inform all CUs of this particular case and to enjoin the Chancellors to be more careful and prudent when they enter into contracts.

POLICY MATTERS APPROVED

Proposal to Adopt U.P. Diliman’s Practice of Giving a 6-Month Renewable Appointment and Honorarium to Section/Division Chiefs with No Corresponding Plantilla Item or Appointment Paper

At its 1186th meeting on 30 September 2004, the Board approved the aforementioned proposal. It is now proposed that the same be approved for the U.P. System Administration and CUs which may have a need for it. Specifically it is proposed:

1. That Section and Division Chiefs SG 18 and above be given appointment papers as Section/Division Chiefs without additional honorarium.
2. That Section/Division Chiefs below SG 18 but with MA/MS degree be given six (6) month renewable appointment as Section/Division Chiefs and honorarium of P1,000.00 per month.
3. That Section/Division Chiefs below SG 18 but without MA/MS degree be given three (3) month renewable appointment as Officer-in-Charge and honorarium of P1,000.00 per month.

Proposal to Change the Rank and Title of the University General Counsel to Vice President for Legal Affairs

Justification:

This proposal only seeks to change the rank and title of the University General Counsel. No new office shall be created.

The proposal does not entail any new function. It only makes the rank and title of the office commensurate with the General Counsel’s current responsibilities. The General Counsel is not only lead counsel, s/he also performs managerial functions. Within the scope of his/her responsibilities and under the direction and control of the President of the University, the General Counsel also represents the University system in legal and some policy fora not within the scope of expertise of any of the current vice presidents. The proposal also clarifies the relationship of those who are directly accountable to the President of the University.

The change in rank and title will facilitate the performance of the current functions and responsibilities of the General Counsel by removing doubts relating to the nature of the office and its relationship to the current organizational structure of the U.P. System.

Incidentally, the change in rank and title increases the possibility that the Vice President for Legal Affairs will be chosen from among the ranks of the regular faculty of the University of the Philippines especially from its College of Law.

Detailed explanation

(1) The functions of the University General Counsel are provided in Executive Order No. 96-01. This executive order is consistent with the spirit and intent of the resolution of the Board of Regents at its 943rd meeting on 31 July 1981. Executive Order No. 96-01 was duly noted by the Board of Regents at its 1096th meeting on 23 April 1996.
(2) The change in rank of the University General Counsel will only entail a change in the compensation by one salary grade level (SG 28 to SG 29). All other benefits enjoyed by current vice presidents
are now being enjoyed by the University General Counsel (e.g. administrative load credits, leave privileges, medical benefits).

(3) No new office shall be created by the proposed change in rank and title of the University General Counsel.

(4) The change in title and rank will increase the possibility that the Vice President for Legal Affairs will come from the regular faculty of the College of Law of the University of the Philippines. Apart from a higher compensation package, it increases the stature of the office.

Proposal that UP-funded Scholarships Cover the Insurance of Recipients Taking NSTP

Justification: Since the NSTP law requires insurance, U.P. scholarships should include this as a benefit.

Request of U.P. Press to Open an Account with the Bank of Philippine Islands (BPI)

The U.P. Press is requesting permission to open an account with BPI, Katipunan Branch. This is required for the U.P. Press to avail of the multi-payment gateway to make their payment terms more flexible and encourage more people to purchase books.

In his letter dated 16 December 2004 to Vice President Ma. Serena I. Diokno, Assistant Governor Diwa C. Guinigundo pointed out that there is no need for the U.P. Press to seek permission from the Bangko Sentral ng Pilipinas (BSP). The BPI’s application for internet banking facility has been approved by the BSP and thus, is authorized to provide such services. Under BSP regulations, private banks with BSP-approved internet banking facility are allowed to accept payment of fees/other charges for the account of the departments, bureaus, offices and agencies of the government as well as all government-owned and controlled corporations provided that the funds accepted/collected are treated as deposit liabilities (thus, the need to open an account with said bank) subject to existing regulations on government deposits and shall not exceed the minimum working balance of the said government entities.

The opening of the account with BPI is subject to approval by the Board of Regents. At its 1120th meeting on 27 May 1998, the Board provided that:

“.C.A. The opening of bank accounts with any bank other than those enumerated in C3 (i.e. Philippine National Bank, the Philippine Veterans Bank, the Land Bank of the Philippines or any other authorized government depository banks) shall be submitted to the Board of Regents for approval.”

FINANCIAL MATTERS APPROVED

Reprogramming of UP-PGH Savings from Prior Years Payables from CY 2002 to CY 2003 in the Amount of P6,356,182.41

Reprogramming of UP-PGH Savings from prior years payables from CY 2002 to CY 2003 in the amount of P6,356,182.41, certified as available by the UP-PGH and U.P. Manila Chief Accountants, to be utilized as follows:

<table>
<thead>
<tr>
<th>Services</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Services</td>
<td>P 100,000.00</td>
</tr>
<tr>
<td>Maintenance &amp; Other</td>
<td>P 5,988,009.53</td>
</tr>
<tr>
<td>Operating Expenses</td>
<td>P 268,172.88</td>
</tr>
<tr>
<td>Total</td>
<td>P 6,356,182.41</td>
</tr>
</tbody>
</table>

The amount shall be utilized to augment the deficiency in the UP-PGH allotment for CY 2004 particularly for electricity and water and commutation of leave of medical doctors who finished their residency and to procure badly needed equipment for the hospital.

Any obligations/disbursements from this amount shall be subject to the usual accounting and auditing rules and regulations.

Programming of Revolving Fund

Programming of Revolving Fund to the following funds:

- “U.P. Modernization” Endowment Fund* P 546,400,704.56
- “Support for Higher Education” Endowment Fund* P 136,600,176.14
- P 683,000,880.70

* Only interest income will be utilized for annual expenditures.

Allocation of the Annual Excess Income over Expenses to the “UP Modernization” Endowment Fund (80%) and the “Support for Higher Education” Endowment Fund (20%)

ACADEMIC MATTERS APPROVED

Establishment of Professorial Chair and Faculty Grant for the College of Education

Establishment of the following professorial chair and faculty grant for the College of Education

1. U.P. College of Education’s Research and Development Foundation Professorial Chair (P30,000 yearly)

The professorial chair shall be awarded to a regular faculty member, tertiary level, of the College.

2. U.P. College of Education’s Research and Development Foundation Faculty Grant (P15,000 yearly)

The faculty grant shall be awarded to a faculty member of the college following the university guidelines on faculty grant.

Establishment of the Johnny B. Pellicer Professorial Chair in Medical Informatics at the College of Medicine

Dr. Fiameta V. Pellicer, family and friends have donated the amount of US$20,000.00 which will remain deposited in UPMASA Permanent Endowment Fund. UPMASA-PEF will take charge of disbursing the cash award of $1,000.00 to be given every year to the Professorial Chair grantee.

MEMORANDA OF AGREEMENT

The Board confirmed the following:

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

U.P. Diliman

Memorandum of Agreement with the Philippine Council for Aquatic and Marine Research and Development (PCAMRD)

Memorandum of Agreement entered into by and between U.P. Diliman through the Marine Science Institute (MSI) and the Philippine Council for Aquatic and Marine Research and Development (PCAMRD)

Project: National Aquatic Resources Research and Development Systems (NARRDS)

Particulars:

To ensure the effective implementation of the NARRDS Program, PCAMRD-DOST shall:

a. Provide central direction, leadership and coordination of scientific research and technological development in fisheries and aquatic resources in support of the Philippine development goals and the DOST’s mission in making a difference by applying S & T through R & D in society, economy and environment;
b. Program the allocation of the government’s budget for fisheries and aquatic resources R & D program;

c. Monitor, evaluate and coordinate all R & D programs and projects on fisheries and aquatic resources;

d. Serve as repository of research information which shall in turn be disseminated to the NARRDS; and

e. Support the upgrading of capability of researchers of the NARRDS through degree and/or non-degree training programs.

U.P. Diliman, through the Marine Science Institute, shall:

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Implementing Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Conduct and implement R&amp;D programs and projects in its assigned responsibilities, specifically basic and applied research significant to national development;</td>
<td></td>
</tr>
<tr>
<td>b. Assist PCAMRD-DOST in the coordination of R&amp;D activities of the zonal centers;</td>
<td></td>
</tr>
<tr>
<td>c. Conduct training programs for researchers and trainers from the zonal centers and zonal-member institutions;</td>
<td></td>
</tr>
<tr>
<td>d. Coordinate with PCAMRD-DOST in strengthening linkages with other government and non-government organizations in project and program implementation and other research and development-related activities;</td>
<td></td>
</tr>
<tr>
<td>e. Assist PCAMRD-DOST in packaging technologies for verification, piloting and dissemination including formulation of policies for the management and conservation of fisheries and aquatic resources; and</td>
<td></td>
</tr>
<tr>
<td>f. Support PCAMRD-DOST in the dissemination of appropriate technologies and/or scientific information to the zonal centers, zonal-member institutions, fisherfolk/fishfarmers, and the industry.</td>
<td></td>
</tr>
</tbody>
</table>

Effectivity: Effective upon signing by the parties for a period of 5 years

Date signed: 2 February 2004

Memorandum of Agreement with the Department of Social Welfare and Development (DSWD)

Memorandum of Agreement entered into by and between U.P. Diliman through the U.P. Computer Center (UPCC) and the Department of Social Welfare and Development (DSWD)

Project: Internet and Network Infrastructure strengthening component of the OTSFS (Online Transaction System for Frontline Services) Project

Particulars:

Responsibility of UPCC:

- UPCC, as stipulated on the submitted project proposal, shall give a recommendation for the most prudent network infrastructure design that will take into account DSWD’s budget and its expected outputs;

- Upon mutual agreement of both parties, UPCC shall devise an implementation plan for the recommended network infrastructure, wherein the components of the implementation plan are again subject to the mutual agreement of both parties; and

- UPCC shall form a project management team.

Responsibility of DSWD:

For and in consideration of the services of the contract, DSWD shall transfer the amount of P8,074,000.00 for the implementation of the OTSFS project, and P400,000.00 for Project Management for a total amount of P8,474,000.00 to UPCC, subject to the Notice of Cash Allocation (NCA) issued by the Department of Budget and Management (DBM) to the DSWD.

Effectivity: Effective upon signing

Date signed: 25 January 2005

Memorandum of Agreement with the Philippine Council for Advanced Science and Technology Research and Development (PCASTRD)
- Qualified staff from either institution may be called upon to participate in the procedure or delivery of care in other institution.
- Foreign qualified consultants invited to participate or assist in the Program by any of the staff from either institution may do so provided they comply with the proper legal procedures for their participation or assistance.
- A program coordination and monitoring unit with representatives from each institution shall take charge of coordination and monitoring of activities with each other and within its respective institution.

• Facilities and Equipment:
  - The facilities of either institution may be harnessed on as-needed basis and special equipment may be shared as needed.
  - Utilization of these facilities and equipment shall be compensated for by the patient or third party sponsor.
  - The costs, expenses, damages and injuries which arise out of or in connection with the transfer and use of these facilities and equipment including but not limited to damage in transit shall be chargeable to the account of the institution that sought the transfer.
  - The institution that sought the transfer of the shared equipment shall be primarily responsible for obtaining the special insurance coverage for the shared equipment for the duration of the transfer and use thereof for a particular liver transplant operation or case.

b. Revenue
  • Both institutions are to be correspondingly remunerated for all actual and incidental costs and expenses related to the use and operation of the facilities and equipment including compensation for the use of shared equipment.
  • Professional services are to be paid for as per private arrangement with the patient or the third party sponsor.

- Publication and Other Outputs
  • All scientific publications, reports and research outputs produced by virtue of and pursuant to this Agreement shall be jointly owned by the Institutions and any publication or report arising from the activities undertaken by virtue of and pursuant to this Program shall clearly identify UPM-PGH and MCC as sources of the output for all patients served and materials acquired.
  • The rights to inventions, innovations, royalties and other intellectual property rights derived from the activities in pursuit of the Program shall be governed by RA 8293 otherwise known as the Intellectual Property Code of the Philippines.

Effectivity: 28 January 2005 to 27 January 2006  
Date signed: 28 January 2005

OTHER MATTERS

Appeal of Respondent J. Ricardo H. Moreno in SDT Case No. 2000-007

1. On appeal is the decision of the Office of the President dated 5 August 2004 affirming the SDT Decision dated 7 March 2003 finding respondent J. Ricardo H. Moreno guilty of violating Rule I, Section 1, Paragraph E of the Revised Rules and Regulations Governing Fraternities, Sororities and Other Student Organizations (RRRGFSOSO, for brevity), and imposing upon respondent the penalty of EXPULSION.

2. On 27 August 2004, Respondent through counsel, elevated the matter before the Board of Regents following the aforesaid denial of his appeal.

3. Respondent received a copy of the decision on 18 August 2004, and filed the subject appeal on 27 August 2004, within the 10-day period.

4. In his appeal, Respondent assails the aforesaid decision, claiming the Office of the President erred in ruling that he was a member of the Sigma Rho Fraternity at the time of the incident; and that he is the owner/possessor of the bag and its contents subject of the case.

Such assignment of errors is substantially the same as the one raised in his earlier appeal before the Office of the President.

5. Respondent’s appeal therefore raises essentially the same issues already resolved and passed upon by the Office of the President.

6. This case arose when the Acting U.P. Police Chief endorsed to SDT Chair Atty. Dan Magat a Case Report dated 17 February 2000 against Respondent Moreno for carrying or Possession of Dangerous and Deadly Weapons within the campus in violation of Rule I, Section 1, Paragraph E of the RRRGFSOSO.

Rule I, Section 1, Paragraph E provides:

SECTION 1. Members and officers of fraternities, sororities and other student organizations shall be subject to disciplinary action for the following acts and shall be penalized as follows:

E. Any such member, or officer found carrying or possessing within University premises any firearm, molotov bomb, pillbox or other explosives, knife with a blade longer than two and a half (2 ½ ) inches, metal pipe, or any other dangerous or deadly weapon, and banned substances enumerated under the Dangerous Drugs Act (R.A. No. 6425, as amended) shall be expelled from the University; Provided however, that stones, baseball bats, nightsticks, rattan sticks or similar wooden instruments, paper cutters, tear gas, scalpels, ice-picks and other similar objects capable of causing physical injuries shall be deemed dangerous and deadly weapon if the erring person possesses them in preparation for or immediately before, during, or after an attack, confrontation or rumble; Provided, further, that possession of such objects by two (2) or more members or officers shall be deemed to be in preparation for an attack, confrontation or rumble.

7. Upon finding a prima facie case against Respondent, a formal charge was made against him on 23 March 2000.

8. The SDT in its Decision dated 7 March 2003 found Respondent guilty as charged and recommended the imposition of the penalty of expulsion.

9. In his letter-appeal dated 3 September 2003 to the Office of the President, Moreno sought the reversal of the SDT Decision, arguing: (1) he was not a member of any fraternity during the “incident,” and (2) the law enforcers failed to establish the nexus between him and the bags containing his personal items and dangerous weapons.

10. In affirming the SDT Decision, the Office of the President held that an examination of the evidence on record clearly shows the findings of facts of the SDT to be amply supported by substantial evidence.

11. Upon review of the records of this case, the Office of the President opines there is substantial evidence supporting the conclusion that Respondent is a member of the Sigma Rho Fraternity as of 15 February 2000. Respondent, who was a college freshman at that time, was identified to be one of those seated at the Sigma Rho Tambayan bench while there was an on-going rumble between said fraternity and the Alpha Phi Beta. When asked by the responding policemen as regards the ownership of a bag situated in front of him, he answered “Sa bros.” When told that the bags would be searched, he protested. When told that such search was not illegal and being done because of a rumble between his fraternity
and the Alpha Phi Beta and for the purpose of protecting U.P. students including him, he remained silent. When the lead pipes and other weapons were being brought out of the bag, appellant took flight.

12. As to whether Respondent is the owner/possessor of the bag subject of this case, the Office of the President has already passed upon this question, opining that the presence of personal items bearing Respondent’s name inside said bag would lead any reasonable person to conclude that the bag and all its contents belong to Respondent.

13. Even assuming for the sake of argument that respondent is not the owner of the bag, he is still liable for violating the aforesaid rule for being in constructive possession of the bag containing deadly weapons as it was subject to his control and management.

14. While University records show Respondent has been a consistent college/university scholar and has finished his course in three and a half years with a weighted average of 1.77593, the Office of the President has maintained that Respondent cannot invoke such a highly satisfactory academic performance to shield himself from the consequences of his actions. True, an institution of learning has a contractual obligation to afford its students a fair opportunity to complete the course they seek to pursue. However, when a student commits a serious breach of discipline, as in respondent’s case, he forfeits his contractual right (Licup vs. University of San Carlos, 178 SCRA 637).

Highlights of the discussion:

1. Respondent has completed all the academic requirements and was supposed to graduate in 2003. His graduation has been delayed for two years pending resolution of his case. If the Board decides to affirm the decision of former President Nemenzo, Respondent shall be expelled and not allowed to graduate.

2. According to the Chair, the penalty of expulsion would prohibit a student from enrolling in other schools. Atty. Battad said that there have been cases where expelled students were able to transfer to other schools. This is a matter of policy of the accepting school.

3. Atty. Battad maintained that there is a finding of guilt in this case and that the only penalty imposed under the rules is expulsion. She said that the Board is bound by the rules. If the Board decides not to impose the penalty of expulsion, it first has to change the rules. She also believes this might set a bad precedent because there had been many students who were expelled and they had to face the consequences of their action.

4. Chairman De La Rosa pointed out that the guilt is one thing and the other is the penalty to be imposed. The Respondent was proven guilty as charged but the actual imposition of the penalty is up to the body to decide.

5. Atty. Battad maintained that the Board has no discretion on that because based on the rules, as approved by the Board itself, the only penalty imposed is expulsion. Unless the Board changes the rules, the penalty cannot be amended.

6. Regent Sarmiento corrected Atty. Battad by saying that the Board of Regents can correct anything that has been done.

7. Chairman De La Rosa agreed saying that the Board of Regents can actually commute the punishment for humanitarian reason in this case considering that he is already graduating. The penalty of expulsion would be reasonable if it was done immediately. But to allow him to finish the course and afterwards tell him he cannot graduate and not get a diploma is a terrible punishment for an offense which did not actually harm anyone.

8. In reply to Regent Eduardo’s question on whether the Board was now revising the rules, Chairman De La Rosa said that the Board was not; rather it was deciding on how to apply the rule.

9. President Roman asked Atty. Battad if the Board needs to revise the rules before it can exercise its power to be more compassionate.

10. Atty. Battad replied that the result would still be like the Board is going against its own rules.

11. Regent Sarmiento said that the Board is revising the rule by making the penalty less harsh.

12. Atty. Battad replied that if the Board comes up with a lower penalty than what is already stated in the rules, henceforth, all those who have been expelled, because they have also finished their academic requirements, might now apply for the same treatment to ask for commutation.

13. Regent Sarmiento stated that this is a case to case basis. The Board is not taking the rules and generalizing that it should be measurable in every case. This is a single case they are deciding on and reversing.

14. Atty. Battad suggested that it would be prudent for the Board to defer action and study the matter further because the implication might be far reaching. She reiterated that the Board can always revise the rules because it is the one who approved them. But if the Board changes the rules for the Moreño case, then it should have a very compelling reason why it is exercising its authority now for Moreño.

15. Regent de los Santos said that whatever the Board prescribes now will be prospective and not retroactive for others to come to the Board to request for reconsideration.

16. President Roman saw it as the Board exercising its prerogative. The decision not to expel him and to give him a lesser penalty does not automatically revise the rules. The Respondent is appealing the decision of the President. The Board has not decided yet.

17. The decision of the former President, according to Atty. Battad is to affirm the SDT recommendation that he be expelled. The Board is an appellate body in this particular case so Respondent is appealing to it. Now if the Board is inclined to give him a lesser penalty, it should focus on determining the condition that makes the Respondent deserving a lesser penalty.

18. Chairman De La Rosa noted that the Respondent is graduating and in the past three years he believes that the Respondent has not committed any infraction against the University nor has been proven that he was indeed actively participating in any fraternity activities, rumble, etc.

19. Chairman De La Rosa clarified that by this the Board is not setting a precedent; it is just exercising its own judgment.

20. The Student Regent was asked about his views on the matter and he said that he agrees that the Board should now decide because the case has already dragged on for three years. But he was also interested in finding out the condition that makes this case “unique.”

21. President Roman recalled that when this case went through her office as Chancellor of U.P. Diliman, she had a hard time making a decision that she discussed this with the Executive Committee. The Executive Committee was divided. The reason is first, the Respondent claims that he was not a fraternity member at that time and therefore, if he is not a fraternity member, the rules on fraternities do not apply to him. It was very difficult to establish that he was indeed a member at that time the offense was committed. Second, the Respondent claimed he was just in the vicinity of the College of Law with a bag. There was no rumble going on at that specific time. When he was asked to open the bag, it contained deadly weapons. To President Roman, it is different when you are caught when there is a rumble going on because it is obvious you will use it for the rumble. These two things influenced her, bringing doubts in her mind, and she was worried about the career of the boy. Because of these doubts, she remembered not recommending expulsion. She asked Atty. Battad to check what her recommendation was. She did write her opinion on the case.

22. Atty. Battad said Chancellor Roman’s recommendation then was a reversal of the SDT decision because there was no clear evidence to show that Moreño was guilty of the charge. The personal items found in his bag were not sufficient evidence. However, in the decision of the Office of the President, it said that all are legally substantial and the evidences were there so it affirmed the decision.
of the SDT. Atty. Battad still reiterated that it was up to the Board to change the rules if it wants to suspend them and impose a lesser penalty for compelling reasons.

23. Considering the circumstances surrounding the case shared by President Roman, Chairman De La Rosa believed that the Board can already decide on the matter. However, the Board should consider the things that have been raised by Atty. Battad and the Student Regent on the uniqueness of this case so in the future this decision will not be invoked as a precedent.

24. The President asked the level of comfort of the Board. If everyone is comfortable then the Board can decide. If not, the Board can defer action.

25. Regent Sarmiento suggested the Board should take a vote before making a decision. The Chairman agreed to the suggestion and asked who were in favor of deciding on the case at that moment rather than deferring. Everyone voted for deciding on the case.

26. The Board agreed to a commutation of the penalty.

27. Atty. Battad clarified that the Respondent was supposed to graduate in March 2003. President Roman said he finished his course in 3 ½ years. The SDT finished the case in Feb 2003. The recommendation of the Chancellor came in October 2003 and the decision of the President came in July 2004. Therefore his graduation has been delayed for more than two years.

28. The Board decided that the two years delay of his graduation is already the Respondent’s penalty and no new penalty will be imposed on him.

Board action: The Board reduced the penalty of expulsion on Mr. Ricardo H. Moreño to two years suspension which he has already served since the decision on the case has already been delayed for two years.

Confirmation of the Reclassification of Positions for the Reorganization of the U.P. Diliman Budget Office

Confirmation of the Reclassification of Positions for the Reorganization of the U.P. Diliman Budget Office, as approved by the Board of Regents at its 1074th meeting on 1 February 1994 and at its 1077th meeting on 27 May 1994

The reclassification of positions for the reorganization of the U.P. Diliman Budget Office has not been implemented due to inaction by the Department of Budget and Management (DBM). In line with DBM Circular No. 2004-7, issued on 25 March 2004 which provides budget and management flexibilities for state universities and colleges, the same is being submitted to the Board of Regents for confirmation. Confirmation is requested to enable the University to fill up the reclassified positions which are fully funded.

It is understood that the filling up of the reclassified positions shall be subject to the existing rules of the University and that of the Civil Service Commission.

Board action: Confirmation

The Board noted the following:

Letter Dated 17 January 2005 of Senior Deputy Executive Secretary, Waldo Q. Flores Authorizing the Travel to Singapore of President Emerlinda R. Roman from 29 June to 3 July 2005

Letter dated 17 January 2005 of Senior Deputy Executive Secretary, Waldo Q. Flores authorizing the travel to Singapore of President Emerlinda R. Roman from 29 June to 3 July 2005 to participate in the APRU President’s Round Table from 30 June to 1 July, as well as the APRU 9th Annual President’s Meeting on 2 July, to be hosted by the National University of Singapore

This authority entitles Dr. Roman to pre-departure expenses, round-trip airfare, and daily subsistence allowance as prescribed in the aforesaid Order, chargeable against the U.P. International Linkages Fund, subject to the availability thereof and to accounting and auditing requirements.

Request of President Emerlinda R. Roman to Travel to France from 2 to 9 April 2005 to Sign an Agreement with the Universite de la Sorbonne Nouvelle-Paris III

Except for her salary during the period and the usual pre-travel allowance, there will be no other government expense involved in this trip as the Government of France through its embassy in Manila will take care of everything.

Note: The Chairman has already endorsed the request of President Emerlinda R. Roman to President Gloria Macapagal-Arroyo for travel authority.

Appointment of the Members of the Board of Regents, University of the Philippines

Appointment of the following members of the Board of Regents, University of the Philippines

- Georgina R. Encanto - Acting Member* vice Filemon T. Berba, Jr.
- Edmundo M. Varona - Acting Member *
- Salcedo L. Eduardo - Faculty Regent for a term expiring on 31 December 2005, vice Sergio S. Cao
- Ken Leonard B. Ramos - Student Regent for a term expiring on 31 December 2005, vice Marco Dominic M. delos Reyes

* A letter was sent to Her Excellency President Gloria M. Arroyo on 11 February 2005 to clarify the following concerns: (1) Appointment as "Acting Members; (2) Terms of the appointed members; (3) Appointment of a member of the faculty as a member of the BOR other than as a faculty regent

Scholarship Grant Donated by NATASHA in the Amount of P1,900,000.00

The grant shall take effect in the first semester, 2005-2006.

Note: The Board noted with appreciation the scholarship grant by NATASHA.

Academic Calendars of Campuses for Academic Year 2005-2006

Academic calendars of the following campuses for academic year 2005-2006

1. U.P. Los Baños
2. U.P. Visayas

Deed of Donation and Acceptance Entered into by and between U.P. Diliman (Donee) and Geodetic Systems Technologies, Inc. (Donor)

Deed of Donation and Acceptance entered into by and between U.P. Diliman (Donee) and Geodetic Systems Technologies, Inc. (Donor) for the following donation: ERSI Software (valued at P16,000,000.00) consisting of the following licenses:

- 10 Licenses ARC GIS 8.1
- 10 Licenses ARCVIEW 3.2a
- 10 Licenses ARCVIEW Spatial Analysis
- 10 Licenses ARCVIEW 3D Analyst
- 10 Licenses ARCVIEW Network Analyst
- 10 Licenses ARCVIEW Survey Analyst
- 1 License Arcpad

End-user: Department of Geodetic Engineering, College of Engineering
Date signed: 7 February 2005

Deed of Donation and Acceptance Entered into by and between U.P. Diliman (Donee) and Geonalytika Technical and Consultancy Services (Donor)

Deed of Donation and Acceptance entered into by and between
U.P. Diliman (Donee) and Geonalytika Technical and Consultancy Services (Donor) for the following donations:

- Set of Global Positioning System (GPS) consisting of the following:
  - 2 units ASHTECH Survey Grade GPS Dimension Receiver with accessories
  - 1 unit Tripod
  - 1 unit Power Pole
  - 1 unit GPS 5.0 Baseline Post Processing Software
  - 1 unit Magellan ProMark V GPS Receiver
  - 1 unit Magellan Sub-meter Kit (post-processing)
  - 1 unit CMT MC-5 Computer/Controller
  - 1 unit GPPS 5.0 Baseline Post Processing Software
  - 1 unit Power Pole
  - 1 unit Tripod
  - 2 units ASHTECH Survey Grade GPS Dimension Receiver with accessories

- Geomatics Software consisting of:
  - 1 unit Geomage Pro Lightweight Application for Image Processing and Geographic Data Analysis
  - 1 unit GeoView 3-D Interactive Visualization and Spatial Analysis System

- Sciences, effective 21 March 2005

- Sciences, effective 21 March 2005 until 28 February 2008

- Sciences, effective 21 March 2005

U.P. Diliman

Orlando L. Galang, Professorial Lecturer 1, College of Business Administration, effective 1 June 2005 until 31 May 2006

Magdaleno B. Albaraccin Jr., Professorial Lecturer 5, College of Business Administration, effective 1 June 2005 until 31 May 2006

**MATTERS ARISING FROM THE MINUTES**

**1193rd MEETING ON 24 FEBRUARY 2005**

**APPOINTMENTS**

The Board approved the appointments of the following:

**UNIVERSITY OFFICIALS**

**U.P. System**

Dr. Florinda De Fiesta-Mateo, original additional assignment as Director, Office of Institutional Linkages, effective 1 March 2005 until 28 February 2008

Dr. Maria Luisa T. Camagay, original additional assignment as Director, U.P. Press, effective 1 April 2005 until 31 March 2008

**TRANSFER TO PERMANENT STATUS**

**U.P. Los Baños**

Nancy A. Tandang, Assistant Professor 1, College of Arts and Sciences, effective 21 March 2005

**U.P. Visayas**

Leni Y. Dejeto, Assistant Professor 1, UP Tacloban College, effective 21 March 2005

**EXTENSION OF SERVICE BEYOND COMPULSORY RETIREMENT AGE OF 65**

U.P. Diliman

Lorna L. De Vera, Associate Professor 7, College of Education, effective 12 February 2005 until 31 May 2005

Solita C. Monsod, Professor 9, School of Economics, effective 29 July 2005 until 28 July 2006

Lina B. Diaz De Vera, Professor 6, College of Education, effective 25 September 2004 until 31 May 2005

Lina J. Valcarcel, Professor 12, College of Business Administration, effective 22 March 2005 until 21 March 2006

Manuel S. Alba, Professor 6, College of Business Administration, effective 1 June 2005 until 31 May 2006

RENEWAL OF APPOINTMENT BEYOND COMPULSORY RETIREMENT AGE OF 65

**U.P. Diliman**

Opinion on the Issues Raised by U.P. President Emerlinda R. Roman Relating to the Recent Appointments Issued by the President of the Republic to the U.P. Board of Regents

- President Emerlinda R. Roman presented to the Board the legal memorandum sent by Chairman Bernardino R. Abes of the Malacañang Search Committee. This is in response to the issues she has raised concerning the appointment of Hon. Edmundo M. Varona and Dr. Georgina R. Encanto as Acting Members of the Board of Regents, University of the Philippines. These issues are as follows:
  a.1 Validity of the “acting” appointment issued by the President;
  a.2 Term of office not specified; and
  a.3 Appointment of a member of the faculty as a member of the BOR other than as a faculty regent.

- On the validity of “acting” appointments, the legal memorandum provides that “the power to appoint vested in the President includes the power to make temporary or acting appointments, unless she is otherwise specifically prohibited by the constitution or law, or a temporary appointment is repugnant to the nature of the office to be filled.”

  Under existing provisions of the law, the President of the Philippines may temporarily designate an officer already in the government service or any other competent person, to perform the functions of a U.P. BOR member, pending the appointment of a permanent member. The only limitation provided by law is that such temporary designation shall in no case exceed one (1) year.

  The legal memorandum, likewise states that there is no specific provision in the U.P. Charter that prohibits “acting” or “temporary” appointments, a power that is expressly granted to the President under the Administrative Code.

- Under the Malacañang legal memorandum, since the appointments of Mr. Varona and Dr. Encanto to the Board of Regents were intended as temporary or “acting” appointments only, the same can be withdrawn or revoked by the President through the appointment of a permanent member in the BOR. In other words, the nature of their appointments necessarily required that no term of office be specified therein.

- The last part of the legal memorandum states that “in order to comply with the provisions of the U.P. Charter, Dr. Encanto should resign as professor of the University of the Philippines prior to her acceptance of her appointment as Acting Member of the BOR.”

- The President informed the Board that Dr. Encanto was sent a copy of the letter of Chairman Bernardino R. Abes, including the legal memorandum, “Opinion on the Issues Raised by U.P. President Emerlinda R. Roman Relating to the Recent Appointments Issued by the President to the U.P. Board of Regents.”

- Because of this opinion, the Secretary of the Board was instructed to convey to Dr. Encanto the sentiment of the President and some members of her Executive Staff as well as the sentiment of some of the Regents that until the issue on her appointment is resolved, the Board Secretariat will not send her copies of the Board agenda.
This, according to the President was done so as not to embarrass the Board and Dr. Encanto.
g. In a talk with Chairman Abes, the latter told the President that if Dr. Encanto wishes to challenge the legal opinion of the Malacañang Search Committee, she can go to the Department of Justice or she can take the Search Committee to court. The matter of her attendance in the Board meeting is up to the Regents to decide.
h. Regent delos Santos inquired if Dr. Encanto can reassure her faculty position, granting she resigns to accept appointment in the Board of Regents
i. The President said she can reapply. There is no rule which says she cannot get back her old rank. The more important issue is whether she can be reappointed with tenure.
j. The Board confirmed the action taken, i.e. not providing Dr. Encanto the materials for the Board meeting on 21 March 2005. This is in the light of the opinion of the Search Committee of the President of the Republic that “Dr. Encanto should resign as professor of the University of the Philippines prior to her acceptance of her appointment as Acting Member of the U.P. BOR.”

Handbook on Protocol in the University of the Philippines

The Secretary of the University and of the Board of Regents informed the Board of the completion of the final draft of the Handbook on Protocol in the University of the Philippines. The Handbook contains proper practices of protocol, for the information and guidance of the U.P.’s constituents in interactions, among themselves as well as with officialdom and dignitaries within the University and without. It aims to keep the University of the Philippines in step with proper behavior in social situations compatible with accepted practice.

The Committee that worked on the Handbook was chaired by Prof. Ludendorff Decenteceo. It had for its members the following: Dr. Lourdes E. Abadingo, Ms. Carmencita Loyola, Ms. Carla Noroña, Ms. Ma. Rosario Navarro and Ms. Azucena Cabrales. The committee had for its Consultant/Editor, former Regent Oscar M. Alfonso.

MATTERS ARISING FROM THE MINUTES
1192ND MEETING ON 27 JANUARY 2005

Letter Dated 11 March 2005 of Dr. Noel M. Morada, Chair, Department of Political Science, College of Social Sciences and Philosophy, U.P. Diliman to the Honorable Members of the Board, through the President, Emerlinda R. Roman, Reacting to the Board’s Decision to Grant Tenure to Prof. Lorraine C. Salazar

a. In this letter, Dr. Morada raised procedural, substantive, and policy issues to the Board in connection with its decision to grant tenure to Prof. Lorraine C. Salazar

a.1. The procedural issues include the following:

a.1.1 No copies of the Department of Political Science’s letter of 15 October 2004 to former U.P. President Francisco Nemenzo were distributed to the members of the Board.

a.1.2 The 15 October 2004 letter was read only partially by then Vice President for Academic Affairs Diokno.

a.1.3 President Nemenzo did not mention to the BOR what transpired during his meeting on 15 October 2004 with some members of the faculty of the Department of Political Science.

a.1.4 Professor Salazar requested the BOR to ask the Department to provide explanation but the BOR never formally asked the Department to explain in writing.

a.1.5 The BOR simply inferred, albeit wrongly from the Department’s letter of 15 October 2004, the basis of the Department’s decision.

a.2. The substantive issues are the following:

a.2.1 Professor Salazar simply requested the BOR to ask the Department for an explanation of its negative tenure decision in her case. She did not ask for the Board to grant her tenure.

a.2.2 Factual errors in the BOR’s understanding of the Department’s basis for the decision: thought that the Department ignored academic credentials and collegiality out-weighed academic credentials.

a.2.3 System officials “did not tamper or hamper” decision at lower levels: the letter of 15 October 2004 also discussed why the case of Professor Salazar should not be linked to the tenure of three other faculty members.

a.2.4 Professor Salazar’s claim of “grave abuse of discretion” on the part of the tenured faculty of the Department is false.

a.2.5 Her claim that she was not given any explanation concerning the original decision on the one-year waiver of “tenure or out” rule and subsequent negative tenure decision is also false.

a.2.6 Her promotion in 2000 was a “corrective” promotion and not based on her performance in her graduate studies.

a.2.7 The practice of the Department supporting study leaves of non-tenured faculty members does not mean an assurance that they will be tenured.

a.3. The policy issues are the following:

a.3.1 Departmental autonomy in tenure decision based on existing principles, rules and practice of the University.

a.3.2 How could the BOR grant tenure without any recommendation from the unit?

a.3.3 How could the BOR reverse its original decision in August 2004 on the basis of inaccurate and incomplete information?

a.3.4 Serious implications of the case to the University’s existing principles, rules and practice of granting tenure.

b. Dr. Morada said that, “we continue to hope that the Board will reconsider its decision after it has weighed the merits of our explanation in this letter.”

c. The President shared with the Board the letter/memorandum of CSSP Dean Zosimo E. Lee and Chancellor Sergio S. Cao, respectively

c.1 In his letter, Dean Lee pointed out that even if the Board of Regents should reaffirm its earlier decision to grant tenure to Dr. Salazar, the situation would become untenable for her in the Political Science Department. The Dean fears that she will be ostracized and isolated. It will not be a psychologically healthy environment for her. The Dean recommends that Dr. Salazar be allowed to remain in the Geography Department where she has somehow been able to adjust and the Geography Department actually wants her to stay so that they can beef up their social theory deficiency.

c.2 In his memorandum to the President, Chancellor Cao made the following points.

c.2.1 That the procedural defect attending the BOR decision-making that was cited in the Morada letter be settled by providing the Department with the officially transcribed and BOR-approved minutes of the meeting in question. The transcripts will solve the issue of whether the quality and quantity of information supplied to the BOR in said meeting was sufficient to allow an enlightened decision on the Salazar tenure.

c.2.2 A succeeding issue is whether the information which is now available to the BOR via the Morada letter, is both relevant and persuasive so as to allow for reconsideration and/or reversal.
c. 2.3 Since the Department of Political Science has reserved its right to raise the matter before the University Council as well as considering the Council’s meeting will be held subsequent to the BOR meeting, the BOR may want to defer action on the Morada letter until the University Council shall have had an opportunity to deliberate on the matter.

Board action: The Board agreed to defer action on the Morada letter until it has reviewed all the documents pertinent to the case.

POLICY MATTERS APPROVED

Proposed Amendment to the Incentive Package for Visiting Faculty to U.P. Mindanao from Other Campuses, Who Will Be Assigned for at Least 1 Semester But Not More than 2 Academic Years

Proposed amendment to the incentive package for visiting faculty to U.P. Mindanao from other campuses, who will be assigned for at least 1 semester but not more than 2 academic years, as approved at the 1152nd meeting of the BOR on 26 July 2001 and amended at the latter’s 1160th meeting on 23 May 2002, 1166th meeting on 2 December 2002 and 1192nd meeting on 27 January 2005 (words in capital letters are to be added)

1. Fifty percent (50%) of the basic annual salary (i.e. immediately prior to assignment) as incentive allowance;
2. Free housing unit or actual rental cost not exceeding P5,000 monthly, excluding utilities, for a period of not more than 2 years;
3. P1,500 monthly allowance for the spouse and children under 18 years of age, as well as for parents of single faculty who are dependent on them for not more than two years on condition that they join the faculty in U.P. Mindanao;
4. Free relocation cost to and from Davao city which shall include transportation fare of the faculty and his/her dependents; Provided, that the relocation cost shall not exceed P10,000 to be supported by official receipts;
5. Five free round trip transportation costs, to be enjoyed anytime of the year; provided that those who do not serve for the whole year will have to reimburse the university of these transportation costs;
6. Faculty who would eventually decide to transfer to U.P. Mindanao can only enjoy a total of three (3) years incentive package, inclusive of the two (2) - year visiting professor privilege. They will no longer enjoy their home visit allowance after the third year.
7. This program is good only until AY 2006-2007 unless renewed.

THE INCENTIVE PACKAGE SHALL BE MADE AVAILABLE ONLY TO REGULAR, TENURED MEMBERS OF THE FACULTY WITH THE RANK OF AT LEAST ASSISTANT PROFESSOR.

Proposal to Upgrade the Salary Grade (SG) of the University Legal Counsels of the Constituent Universities (CUs), Excluding U.P. Diliman*

This proposal, prepared in consultation with the Chief Legal Officers (CLOs) of the Constituent Universities (CUs), seeks to increase the annual allocation for legal staff of the respective CU Legal Officers, who are hired on a contractual basis. The increased budget would give the respective CU Legal Offices the leeway to propose the appropriate SG of a recommended applicant, taking into account his/her experience, or to adjust the SG of presently employed ULCs according to their performance, years of service, and length of experience.

Justification
a. There is need to standardize the SGs of CLOs and ULCs in the CUs.
b. The increase in SGs of ULCs will greatly boost the morale of lawyers. It will provide incentive for the presently employed U.P. lawyers to remain in its service, to work with dedication and efficiency, and to devote more time for U.P. cases than is possible under the moment.
c. There is need to offer a better package of salary and benefits for lawyers in order to attract the services of competent and experienced lawyers to attend to the numerous U.P. cases presently pending with respective CU Legal Officers.
d. The increase in the SGs would be able to approximate the salary scheme in other government offices or medium size lawyers. The usual basic salary rate for starting lawyers, without experience, in medium size law offices is from P20,000.00 to P22,000.00. For lawyers with about 3 to 5 years experience, the basic salary rate ranges from P25,000.00 to P27,000.00. In other government offices, lawyers with sufficient experience are generally given an item from SG 24 to 26 (or even higher), with RATA, depending on the number of years of experience and qualifications.
e. The SGs corresponding to the above legal staff designation and position title has not been substantially upgraded since the early 1990s, despite the increasing cost of living.

The CUs except for U.P. Los Baños have endorsed this proposal.

Proposal for the Upgrading of Salaries of U.P. Diliman Legal Office (UPDLO) Lawyers

In view of the recent rationalization and upgrading of the Salary Grades of the University Legal Counsels at the System level (Office of Legal Services, “OLS”), and in order to greatly boost the morale of U.P. Diliman Legal Office (UPDLO) lawyers and encourage competent and experienced counselors to attend to the numerous U.P. cases presently pending with UPDLO. Unless U.P. can offer a better package of salary and benefits, it would be as it is now, extremely difficult to attract the services of lawyers for U.P.

2. The usual basic salary rate for a starting lawyer, without experience, in medium size law offices is from P20,000.00 to P22,000.00.
3. The increase in Salary Grade will add more prestige to the positions of University Legal Counsel and CLO. The increase in step levels on the other hand will encourage lawyers to remain in the service of the University and to work with dedication and efficiency.
4. With the upgrading of the Salary Grade levels of the Office of Legal Services lawyers (approved by the Board of Regents at its 1182nd meeting held on 27 May 2004), there is likewise a need to adjust the salary grade levels of UPDLO lawyers in order to maintain the ecology balance in the concerned offices.
5. The work of the University Legal Counsel entails all around legal skills and experience necessary to address the demands of actual judicial and administrative litigations, conducting preliminary investigation, drafting and review of contracts, providing legal advice and services during bidding, etc. In other government offices, lawyers with experience sufficient to address such legal needs are generally given an item from Salary Grade 24 to 26 or even higher, with RATA, depending on the number of years of experience and qualifications.

6. U.P. Diliman is the biggest autonomous unit of the University of the Philippines System with the biggest number of faculty, non-academic personnel and students. Necessarily, the legal requirements of U.P. Diliman are also considerable.

*U.P. Diliman has a separate proposal.
7. The CLO of U.P. Diliman is saddled with the difficult task of organizing and delivering the legal services to the biggest autonomous unit of the University System. The CLO, aside from taking on the legal functions of the office also has to contend with the administrative functions as head of a unit of U.P. Diliman. The CLO also has to attend the OCES meeting and other meetings where the position of the UPDLO needs to be considered. As far as the legal position of U.P. Diliman is concerned, the buck stops at the CLO. The Salary Grade 27 is therefore justified.

8. The adjustment of the Salary Grades of the UPDLO lawyers was promised along with the adjustment of the Salary Grades of the OLS lawyers. When the adjustment of Salary Grades was approved by the Board of Regents, the UPDLO lawyers were not included.

Proposal of U.P. Manila to Rename the Office of Personnel Services (OPS) to Human Resource Development Office (HRDO), Add Functions to the Office and Put it under the Headship of a Faculty on an Additional Assignment Basis

Background

In 1988, during the U.P. Manila reorganization, the OPS was established and was mandated to process and safe keep records of U.P. Manila personnel and promptly disseminate all new policies affecting administrative personnel. Since then, the U.P. Manila constituency has increased to a total number of 1,497 employees in the academic units (excluding those in the Philippine General Hospital) as of August 18, 2004. This is composed of 523 regular faculty, 417 non-regular faculty, 91 REPS and 466 administrative personnel.

With the necessity to grow with the times, the OPS performed its mandate in relation to recruitment, selection, appointment, evaluation of performance, staff and career development planning taking into account national and university policies.

Although they did more than what they were mandated to accomplish, efficiency and responsiveness of the office in the discharge of the needed services was less than satisfactory.

Proposal

1. Rename the Office of Personnel Services to HUMAN RESOURCE DEVELOPMENT OFFICE

2. Add the following functions:
   - DEVELOP & IMPLEMENT UNIFORM STANDARDS FOR RECRUITMENT, SELECTION, COMPENSATION OF FACULTY, REPS AND ADMINISTRATIVE PERSONNEL
   - DEVELOP & MONITOR PLANS FOR CAREER DEVELOPMENT OF FACULTY, REPS & ADMINISTRATIVE PERSONNEL
   - DEVELOP & IMPLEMENT UNIFORM STANDARDS FOR EVALUATION OF PERFORMANCE OF FACULTY, REPS & ADMINISTRATIVE PERSONNEL
   - STUDY & MAKE RECOMMENDATIONS ON RATIONALIZATION OF BENEFITS FOR FACULTY, REPS AND ADMINISTRATIVE PERSONNEL TO ENSURE FAIRNESS & EQUITY IN THE DISTRIBUTION OF MATERIAL & NON-MATERIAL REWARDS
   - SERVE AS SECRETARIAT FOR BOTH ACADEMIC PERSONNEL AND FELLOWSHIP COMMITTEE & ADMINISTRATIVE PERSONNEL BOARD

3. Creation of a FACULTY HEADSHIP position on an additional assignment basis, with entitlements similar to those enjoyed by constituent university directors with the following functions:
   - INITIATE THE NEEDED REORGANIZATION IN THE OFFICE TO INCREASE ITS EFFICIENCY & RELEVANCE
   - DIRECT & SUPERVISE MANPOWER AUDIT IN THE HRDO INITIALLY AND EVENTUALLY IN THE WHOLE UNIVERSITY MAKING PERIODIC UPDATES AVAILABLE TO MANAGEMENT
   - OVERSEE THE IMPLEMENTATION OF THE PERSONNEL DATA TRACKING SYSTEM AND COMPUTERIZATION OF PERSONNEL RECORDS
   - DEVELOP MANPOWER PLANNING SYSTEM WHICH WILL PROVIDE GUIDELINES FOR REDEPLOYMENT & OR RETOOLING OF FACULTY, REPS & ADMINISTRATIVE PERSONNEL IN THE LIGHT OF CHANGING THRUSTS & ENROLLMENT PATTERNS IN THE VARIOUS PROGRAMS OF THE UNIVERSITY

The Director IV/Internal Auditor shall head the Internal Audit Office.
There is a necessity to grow with the times to increase efficiency, responsiveness and relevance.

Note: This was endorsed by the President’s Advisory Council (PAC) at its 210th meeting held on 16 March 2005.

FINANCIAL MATTERS APPROVED

Proposed Reclassification of the Administrative Development Fund to an Administrative Personnel Development Endowment Fund

As an endowment fund, only the interest income of the Fund will be utilized for administrative development programs, such as:
1. Skills enhancing training programs/seminars
2. Undergraduate Programs

Reprogramming of the Amount of P128,626,693.13 Representing Accumulated Unexpended Balances of Prior Years’ Obligations under General Fund 101

Reprogramming of the amount of P128,626,693.13 representing accumulated unexpended balances of prior years’ obligations under General Fund 101, certified as available by the Chief Accountant of the U.P. System Accounting Office, as follows:

<table>
<thead>
<tr>
<th>Fund</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.P. Centennial Fund</td>
<td>P 20,000,000.00</td>
</tr>
<tr>
<td>Doctoral Studies Fund</td>
<td>P 108,626,693.13</td>
</tr>
<tr>
<td></td>
<td>P 128,626,693.13</td>
</tr>
</tbody>
</table>

It is understood that any obligation/disbursement that will be made against this appropriation shall be subject to the usual accounting and auditing rules and regulations.

Productivity Incentive Bonus (PIB) for FY 2005

The PIB shall be given to all U.P. personnel who have rendered at least satisfactory service during the previous year. The amount of P2,500 shall be given and this will be sourced from the following:

<table>
<thead>
<tr>
<th>Fund</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td>P 2,000.00</td>
</tr>
<tr>
<td>Revolving Fund</td>
<td>P 500.00</td>
</tr>
</tbody>
</table>

MEMORANDA OF AGREEMENT

The Board confirmed the following:

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

U.P. System

Amendment to Annex A (The Selection Committee) of the Memorandum of Agreement with Dr. David Wurfel Confirmed by the Board at its 1179th BOR Meeting on 26 February 2004

Amendment to Annex A (The Selection Committee) of the Memorandum of Agreement between the University of the Philippines System and Dr. David Wurfel confirmed by the Board at its 1179th BOR meeting on 26 February 2004 (bracketed words/numbers are to be deleted, words in capital letters and those underlined are to be added)

Composition. The Selection Committee shall be composed of not more than [five (5)] SEVEN (7) members consisting of the following persons:
1. The incumbent Vice President for Academic Affairs (“VPAA”) of the University of the Philippines shall sit as chairperson of the committee;
2. THE DEAN OF THE ASIAN CENTER AND THE THIRD WORLD STUDIES DIRECTOR, AS EX OFFICIO MEMBERS;
3. The authorized representative of the First Party;
4. Three (3) other persons, well known and respected in their fields and who have contributed to peace, social justice, agrarian reform, environmental protection, human rights and/or democratic reform, to be selected by the President of the University of the Philippines from a list of nominees to be submitted by the Vice President for Academic Affairs and the First Party’s representative.

Memorandum of Agreement with the Kaisa Para Sa Kaunlanan, Inc. (KPSKI)

Memorandum of Agreement entered into by and between the University of the Philippines System and the Kaisa Para Sa Kaunlanan, Inc. (KPSKI)

Project: Proposal to have the entire Library Building air-conditioned in order to preserve its priceless collections

Particulars:

a. KPSKI, for and in consideration of its generosity and liberality, and its desire to help preserve the priceless collections of the Library, agrees to donate, exclusively for the use of the Library, and within a period not later than six months from execution hereof, brand new air-conditioning units and other necessary equipment, for installation in such areas of the Library as shall be agreed upon between KPSKI and U.P.;

b. U.P., through its Office of the Campus Architect, shall provide KPSKI with the specifications of the air-conditioning units, suitable for the Library, based on considerations of electrical load capacities and financial outlay for electrical consumption and maintenance;

c. KPSKI shall undertake such further additional costs and expenses necessary to complete the installation of the air-conditioning units, including, but not limited to, labor, supplies, materials and equipment, which installation shall, at all times, be supervised by the U.P.’s Office of the Campus Architect;

d. KPSKI represents and warrants to U.P. that it has the corporate power and authority to execute and deliver this Agreement, and to perform all the terms and conditions hereof required to be performed, which execution and delivery of this Agreement and the performance of the terms and conditions have been duly authorized or approved by its Board of Trustees;

e. In case any one or more of the provisions contained herein shall, for any reason, be held invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provision of this Agreement which shall remain valid and enforceable to the fullest extent;

f. Both parties agree to execute a Deed of Donation and other relevant documents which shall contain the full agreement of the parties.

Date signed: 15 October 2004

Memorandum of Agreement with Takushoku University, Japan

Memorandum of Agreement entered into by and between the University of the Philippines and Takushoku University, Japan

Subject: Scientific, Educational and Cultural Cooperation

Particulars:

a. Exchange of students;

b. Visits by and exchange of faculty and staff for research, teaching and study;

c. Exchange of information in fields of interest to both parties; and

d. Other relevant research and educational activities of mutual interest;

e. Both parties understand that all financial agreements for the above areas of cooperation will need to be negotiated for each type of activity and subject to the availability of funds.
Also, both parties will determine details of each activity, including the management of all intellectual property rights pertaining to research jointly produced under the terms of this Agreement, and in subsequent addenda to the Agreement.

Effectivity: Effective upon the date of signature by the representative of the respective institutions or 5 years and may be automatically extended for 5-year intervals

U.P. Diliman

Memorandum of Agreement Entered into by U.P. Law Center
Memorandum of Agreement entered into by and between U.P. Law Center and the following:

a. Integrated Bar of the Philippines-Cotabato Chapter
Subject: Mandatory Continuing Legal Education (MCLE) accredited Seminar Series for the members of the bar
Particulars:
   The parties hereto will jointly conduct an MCLE accredited Seminar Series for the members of the bar. For this purpose, the parties shall agree upon the specific topics, the lecturers and the schedule for the Seminar Series.
   Date signed: 30 September 2004

b. Integrated Bar of the Philippines-Negros Oriental Chapter
Subject: Mandatory Continuing Legal Education (MCLE) accredited Seminar Series for the members of the bar
Particulars:
   The parties will jointly conduct an MCLE accredited Seminar Series for the members of the bar. For this purpose, the parties shall agree upon the specific topics, the lecturers and the schedule for the Seminar Series.
   Date signed: 19 January 2005

Memorandum of Agreement with the Civil Service Commission (CSC)
Memorandum of Agreement entered into by and between the U.P. Law Center and the Civil Service Commission (CSC)
Subject: Mandatory Continuing Legal Education (MCLE) accredited Seminar Series for the lawyers of the Civil Service Commission (CSC)
Particulars:
   a. The parties hereto will jointly conduct an MCLE accredited Seminar Series for the members of the bar. For this purpose, the parties shall agree upon the specific topics, the lecturers and the schedule for the Seminar Series.
   b. The Seminar shall be conducted on 21-25 February 2005, for a total of five (5) whole day sessions.
   c. The CSC shall pay the amount of P5,000.00 per lawyer-participant and P4,500.00 each for non-lawyer participants.
   Date signed: 22 February 2005

Memorandum of Agreement with the Ministry of Education, Science and Technology, Republic of Kenya through the Strengthening of Mathematics and Science Education at Secondary Education (SMASSE) Project
Memorandum of Agreement entered into by and between U.P. Diliman through the National Institute for Science and Mathematics Education Development (U.P. NISMED) and the Ministry of Education, Science and Technology, Republic of Kenya through the Strengthening of Mathematics and Science Education at Secondary Education (SMASSE) Project
Project: Improve the quality of mathematics and science education at the school secondary level
Particulars:
   Responsibilities of U.P. NISMED:
   a. To furnish SMASSE, free of charge, copies of its publications and instructional materials;
   b. To allow SMASSE to adopt and use U.P. NISMED’s publications and materials in SMASSE’s in-service training, research and information dissemination activities (for non-commercial purposes), provided there is due recognition and acknowledgment of U.P. NISMED;
   c. To provide SMASSE personnel and selected teachers from Sub-Saharan African countries with opportunities for its staff’s participation in U.P. NISMED’s programs/activities;
   d. To participate, whenever feasible, in SMASSE’s workshops, seminars, training programs, and other activities deemed suitable providing that adequate funds are made available for the purpose;
   e. To conduct joint workshops with SMASSE on science and mathematics education;
   f. To conduct collaborative researches in science and mathematics education with SMASSE upon request; and
   g. To offer training opportunities to SMASSE personnel and selected teachers from Sub-Saharan African countries in science and mathematics education.

Responsibilities of SMASSE:
   a. To furnish U.P. NISMED, free of charge, copies of its publications and instructional materials;
   b. To allow U.P. NISMED to adopt and use SMASSE’s publications and materials free of charge in U.P. NISMED’s in-service training, research and information dissemination activities (for non-commercial purposes), provided there is due recognition and acknowledgment of SMASSE;
   c. To provide U.P. NISMED with opportunities for U.P. NISMED’s staff participation in SMASSE’s programs/activities;
   d. To participate, whenever feasible, in U.P. NISMED’s international/regional conferences workshops, seminars, training programs, and other activities deemed suitable, provided that adequate funds are made available for the purpose;
   e. To conduct joint workshops with U.P. NISMED on science and mathematics education;
   f. To conduct collaborative researches in science and mathematics education with U.P. NISMED upon request; and
   g. To allow SMASSE Project personnel and selected teachers from Sub-Saharan African countries with opportunities for its staff’s participation in U.P. NISMED’s programs/activities, provided there is due recognition and acknowledgment of SMASSE.

Effectivity: Effective immediately upon signing by the parties for a period of 3 years
Date signed: 18 February 2005

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 National Institute of Physics (NIP) and the Philippine Council for Advanced Science and Technology Research and Development (PCASTRD)
Project: Financial Grant for Institution Development Program
The PCASTRD Grant shall be in the amount of P2,300,000.00 to be expended by the Grantee for the acquisition of equipment.
Particulars:
   Obligation of the Grantee:
   a. 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;
   b. The Grantee shall provide suitable accommodation for, and exercise utmost care in using them;
   c. Maintenance and repair shall be the responsibility of the Grantee, and the expenses shall be for its account; and
Memorandum of Agreement with the Bangko Sentral ng Pilipinas (BSP)

Memorandum of Agreement entered into by and between the Institute of Judicial Administration, U.P. Law Center [Second Party] and the Bangko Sentral ng Pilipinas (BSP) [First Party]

Subject: Eleven activities of the Mandatory Continuing Legal Education (MCLE)

Particulars:
Obligation of the Second Party:

The Second Party agrees to produce and deliver to the First Party its services strictly in accordance with the terms described in item 1 of the agreement. The Second Party shall not deviate, modify or amend the same unless with prior notice and approval of the First Party.

Obligation of the First Party:

a. Provide the venue for the training;
b. Provide the necessary facilities and equipment requested at least one week in advance by the Second Party;
c. Ensure the proper attendance of the participants to the training;
d. Provide meals and snacks to the Second Party and its employees/associates for the duration of the training; and
e. Pay the Second Party the amount of P246,647.50.

Date signed: 28 February 2005

U.P. Los Baños

Memorandum of Understanding with the College of Agriculture and Life Sciences, Cornell University (U.S.A.)

Memorandum of Understanding entered into by and between U.P. Los Baños and the College of Agriculture and Life Sciences, Cornell University (U.S.A.)

Subject: Academic Exchange

Particulars:

a. Linkages will be strengthened by university personnel visits and exchanges between the collaborating institutions.
b. Significant opportunities will exist for cooperative research at the collaborating institutions.
c. Every effort will be made to encourage productive relationships and exchanges in all agricultural related fields identified by interested members of collaborating institutions.
d. There will be considerable benefits when graduate students are provided with opportunities for conducting at least some of their research abroad.
e. Collaborating parties agree to exchange as widely as is practicable such items as scientific publications and journals, university calendars, prospectus, text books, course outlines and reference materials.

Effectivity: Effective when signed by all parties and will have a duration of 5 years, after which extension, modification or other changes may be made as agreed to by all parties

Date signed: 1 February 2005

Memorandum of Agreement with Don Bosco College (DBC)

Memorandum of Agreement entered into by and between U.P. Los Baños and Don Bosco College (DBC)

Subject: Authorization of UPLB personnel to teach at Don Bosco on a non-full-time basis

Particulars:

a. The authorization to teach for UPLB personnel does not include the authorization to hold administrative position in DBC. Allowing UPLB personnel to hold administrative position shall be a ground for pre-terminating this agreement.

b. UPLB personnel serving in the DBC shall be given reasonable compensation by the latter institution in accordance with its salary administration plan, policies and rules provided that UPLB faculty given teaching assignments in the DBC shall be appointed to equivalent ranks.

Effectivity: Effective for 3 years beginning 2nd Semester AY 2004-2005 until AY 2006-2007 unless terminated earlier as may be mutually agreed upon, or as exigencies of the service in either institution may require.

Date signed: 28 January 2005

U.P. Manila

Memorandum of Agreement with the Local Government of Sto. Tomas, Batangas (LGSTB)

Memorandum of Agreement entered into by and between U.P. Manila and the Local Government of Sto. Tomas, Batangas (LGSTB)

Project: Implementation of Community-Based Health Programs in the Communities of Sto. Tomas, Batangas

Implementing Unit: College of Medicine

Particulars:

Responsibilities of U.P. College of Medicine:

a. Continue to assist the communities in the development of a self-sustaining CBHP in the Municipality of Sto. Tomas, Batangas;
b. Continue to assist the Rural Health Unit (RHU) in providing clinical services in the communities, barangay health stations and RHU II, conduct training of various health professionals, staff and local indigenous health workers; and research relevant to the needs and stage of the development of the health programs;
c. Coordinate with the Local Government in the joint planning, design and implementation of educational programs geared towards health manpower development and the CBHP in the communities;
d. Meet regularly with the Local Government to discuss the progress of the program;
e. Facilitate appropriate implementation of solutions by the communities to their own health problems; and
f. Assist the RHU and the communities in the development of evaluation and monitoring tools.

Responsibilities of the Local Government of Sto. Tomas, Batangas:

a. Continue to make available to U.P. College of Medicine (UPCM) provisions for operations, supplies and materials as may be necessary for the implementation of the Community-Based Health Programs (CBHP);
b. Consult and coordinate with the UPCM in identifying the particular localities where CBHP will continue to be implemented;
c. Continue to make available to UPCM provisions for insurance, maintenance and operating expenses of one (1) ambulance;
d. Continue to make available to UPCM a furnished staff house which will be utilized for operation of the CBHP; and
e. Continue to provide the program with a driver and institutional worker.

Effectivity: Effective upon signing by respective representatives of the parties for 2 years until December 2006

Date signed: 14 December 2004

OTHER MATTERS

Recommendation of the Office of Legal Services on the Appeal of Ferdinand Manahan IV, SDT Case No. 2001-022

The case arose out of the complaint filed by Ms. Rhea Victoria Gabieta for sexual abuse in violation of Sec. 2 (m) defined in the Rules and Regulations on Student Conduct and Discipline (RRSCD) as other form of Misconduct.

Following the conclusion of proceedings in this case before the Student Disciplinary Tribunal (SDT), Respondent Manahan was found
President Roman is referring the motion for extension of time and appeal to the Board of Regents (BOR) on the following grounds:

1. The RRRGFSOSO does not provide for the remedy of a motion for reconsideration from the President’s decision. The proper action is an appeal to the Board of Regents within ten (10) days from receipt of the President’s decision under Section 4 of the RRRGFSOSO.

2. It would not be proper for the President to entertain the appeal considering that the SDT Decision was rendered while she was still U.P. Diliman Chancellor.

It is suggested that Mr. Adaoag be required to file his Appeal Memorandum within thirty (30) days after his case is calendared for discussion in the BOR meeting.

Board action: APPROVAL of the suggestion that Mr. Adaoag be required to file his Appeal Memorandum within thirty (30) days after his case is calendared for discussion in the BOR meeting.

Proposal: An Academic Costume For Graduates of the Ph.D. Fisheries Program, U.P. Visayas

Proponent: College of Fisheries and Ocean Sciences

Background/Rationale

The Ph. D. Fisheries program is the first and so far the only Doctor’s program in U.P. in the Visayas. The degree will be conferred on its first graduate during the coming Commencement Exercises for AY 2004 – 2005. The event therefore is a milestone in the history of the University and the College.

The wearing of regalia for ceremonial rites especially during graduations is a time-honored custom observed throughout the academic world. The pattern of the academic dress is similarly steeped in tradition and symbolism both of which the College wishes to continue. The wearing of distinctive apparel during Commencement Exercises will set apart the graduates of its Doctor’s program from the rest of the graduating class befitting the standing of those who are considered to have achieved mastery of the discipline. Perhaps in time, there will also be distinctive costumes for graduates of other Ph. D. programs that the University might offer in the future.

In view of the above, the CFOS proposes to prescribe to the graduates of its Doctor’s program an academic costume to wear during Commencement Exercises.

Description of Proposed Academic Costume

Gown

The gown is of black velvet with bell-shaped sleeves. It is open in front but must be worn closed by fasteners near the neckline. The gown is trimmed with facings down the front and three bars across the sleeves. The facings and crossbars are of aquamarine-colored velvet symbolizing the discipline of aquatic sciences/fisheries. The length of the gown must be at least three inches below the knee. For ladies, the length of the dress worn underneath the costume must be shorter than the academic gown.

Hood

The hood has panels at the sides. It is black velvet lined with silk bearing the University colors of forest green with a maroon chevron. The hood also bears an edging of aquamarine velvet.

Cap

The cap is a beret of black velvet. A long tassel of gold is fastened to the middle point of the top of the cap.

Other Apparel

Visible articles of apparel worn by graduates should be of dark colors to harmonize with the academic costume. Shoes should be black.

Board action: Approval
The Board noted the following:

Letter of Ricardo M. de Ungria, Chancellor, U.P. Mindanao, to President Emerlinda R. Roman to Redeploy the Administrative Assistant and UR II Positions of the U.P. Mindanao Cultural Center (UPMCC) to the Office of the Vice-Chancellor for Academic Affairs and the Office of Research, Respectively, and to Base Temporarily the UPMCC under the Office of the Chancellor until such time that It Is Attached to One Academic Unit

On 31 January 2005, an Administrative Order was issued to effect this management decision.

The final placement of the UPMCC will be made after it has been aligned with the academic functions of the university.

As soon as the Office of the Chancellor is able to get a replacement for the museum curator who is resigning effective 31 March 2005, the office will form a committee comprised of the new museum curator and the chairs of the Department of Social Sciences and the Department of Food Science and Chemistry in order to come up with a fresh concept towards a museum that will blend the concerns of these two disciplines, like a food museum.

This reorganization will enable the university to harmonize its efforts and make the most of its meager resources in fulfilling its mandate in this island.

Terminal Report Re: Nadine Rosario M. Morales vs. The Board of Regents of the University of the Philippines (SC-G.R. No. 161172)

The Supreme Court already decided the above-captioned case in favor of the University of the Philippines, with finality. The background of the case is as follows:

Nadine Rosario M. Morales (Ms. Morales) was a former Speech Pathology student of U.P. Manila who transferred to U.P. Diliman, and enrolled in the European Languages undergraduate program under the College of Arts and Letters. Upon her transfer, she elected French as her major and German as minor. The curriculum required her to complete 141 units in the University, 27 of which should be electives in her minor field of study.

During the first semester of School Year 1997-1998, Ms. Morales enrolled in the subjects German 10 and German 11 where she obtained the grades of 1.0 in both subjects. At the start of the second semester, however, Ms. Morales changed her language minor from German to Spanish, while maintaining French as her major.

By the end of the first semester of school year 1999-2000, she was included in the list of candidates for graduation with “probable honors” for having a General Weighted Average of 1.729, making her a candidate for cum laude honors. Her grades of 1.0 in German 10 and 11 were included in the computation.

However, Ms. Morales was denied of cum laude honors. Her grades in the subjects German 10 and 11, which she took when her minor was still German, were excluded in the computation of her GWA. Thus, bringing her GWA to 1.760. Such grade is lower than the minimum weighted average grade required for the conferment of cum laude honors.

Eventually, Ms. Morales appealed her case to the Board of Regents, which denied her appeal based on Article 410 of the University Code. Assailing the decision of the BOR as erroneous, Ms. Morales filed a petition for Certiorari and Mandamus before the RTC, which was resolved in her favor. U.P. for its part filed a Motion for Reconsideration, which was denied by the said court. Upon the denial, U.P. appealed said order to the Court of Appeals (CA). Ms. Morales questioned said appeal due to the fact that the CA has no jurisdiction over the case since it only involves questions of law. However, the CA overturned the decision of the RTC.

Ms. Morales filed a Petition for Review of the CA decision. However, the Supreme Court denied the petition on 13 December 2004 and upheld the decision of the CA.

The Supreme Court held that it has jurisdiction over the case and that it is not deterred to proceed with the judicial determination of the foregoing case since rules of procedure should not be applied in its rigid and technical sense, for they are adopted to help secure, not override, substantial justice. Acquiring jurisdiction thereby, the Supreme Court proceeded by ruling further that the discretion of schools in granting honors to its students is part of academic freedom, unless there is a grave abuse of discretion in its exercise. Therefore, absent any showing that there is a grave abuse of discretion, the Courts may not disturb the University’s decision not to confer honors on Ms. Morales.

Thereafter, Ms. Morales filed a motion for reconsideration and motion to defer the case to the Supreme Court en banc.

However, on 9 February 2005, the Supreme Court denied the motions of Ms. Morales with finality.

Notice of Garnishment

a. The President informed the Board of a Notice of Garnishment because of a contract entered into by U.P. Los Baños during the time of Chancellor Aspiras.
b. The contract was for the construction of the old chemistry building which was not completed but they were still paying from P5 to P6M. They filed the case in court. The lawyers in Los Baños missed the appeal period which is statutory.
c. This was discovered by Vice President Leonen during his first term as University General Counsel. The System’s Office of Legal Services then took over the case and filed an action to stop the execution and for admission of the appeal. This went all the way up to the Supreme Court. The latter denied U.P.’s appeal.
d. There is now a move for suspension of the garnishment. The former General Counsel has filed for Certiorari and Prohibition and was able to get a Temporary Restraining Order for twenty (20) days and this expired on 20 March 2005.
e. The worst case scenario, according to Vice President Leonen is for the Development Bank of the Philippines to release the P16 M within the next two or three days.
f. The denial of the Writ of Preliminary Injunction has not been issued so the Office of Legal Services is exhausting all other remedies.
g. Vice President Leonen assured the Board that the problem is being addressed and that new mechanisms are being put in place to avoid repetition of this case.

Deed of Donation and Acceptance Entered into by and between U.P. Manila (Donee) and Ms. Edita R. Baradi (Donor), for a Donation of US$10,000.00 for the Establishment of the Natividad G. Reyes Professorial Chair at the College of Dentistry

Particulars:

a. The selection of the Professorial Chair grantee shall be handled by U.P. Manila in accordance with the University rules.
b. The Donee accepts and acknowledges receipt of the donation made in its favor by the Donor and expresses its appreciation and gratitude for the liberality and generosity of the Donor. The Donee warrants that only the income of the donated sum shall be utilized solely and exclusively for the purpose intended for the College of Dentistry by the Donor.

Date signed: 18 January 2005

Academic Calendars for Academic Year 2005-2006

Academic Calendars of the following campuses for Academic Year 2005-2006:

1. U.P. Open University
2. U.P. Baguio
SEPARATIONS FROM THE SERVICE

U.P. Diliman

4th Quarter 2004

Bienvenido V. Arcena, Plumber II, Campus Maintenance Office, effective 29 October 2004 (death)

Charmaine A. Belza, Teaching Associate, College of Science, effective 1 November 2004 (non-renewal)

Nestor C. Gamo, Utility Foreman II, College of Science, effective 31 December 2004 (optional retirement)

Katrina Renee B. Gelvezon, Instructor 2, College of Arts and Letters, effective 16 October 2004 (resignation)

Froilan L. Hong, Professor 6, College of Architecture, effective 5 October 2004 (compulsory retirement)

Juanita L. Israel, Data Entry Machine Operator II, University Library, effective 1 December 2004 (disability retirement)

Blanche Louida D. Reyes, Administrative Assistant, UP Extension Program in Pampanga, effective 1 December 2004 (transferred to DOH)

Bernardo S. Santiago, Supply Officer I, School of Labor and Industrial Relations, effective 4 December 2004 (compulsory retirement)

Mario Martin M. Tayag, Jr., University Research Associate I, Building Research Services, National Engineering Center, effective 31 December 2004 (resignation)

Jackson V. Yang, Assistant Professor 3, Institute of Library and Information Sciences, effective 1 November 2004 (resignation)

1st Quarter 2005

Delia R. Alcalde, University Researcher II, School of Urban and Regional Planning, effective 7 February 2005 (compulsory retirement)

Myrna M. Aliñabon, Houseparent IV, Office of the Vice-Chancellor for Student Affairs, effective 13 February 2005 (compulsory retirement)

Guillermo G. Barcelo, Carpenter II, Campus Maintenance Office, effective 25 March 2005 (compulsory retirement)

Jesus C. Cabudoy, Institute of Biology, College of Science, effective 1 January 2005 (compulsory retirement)

Perdengada Y. Custodio, Houseparent III, Office of the Vice-Chancellor for Student Affairs, effective 29 January 2005 (compulsory retirement)

Alejandro Oliver T. De Guzman, Information Technology Officer II, Computer Center, effective 15 January 2005 (resignation)

Antonio B. Dipol, Computer Programmer II, Computer Center, effective 13 January 2005 (optional retirement)

Romeo M. Dixon, University Research Associate I, College of Science, effective 1 January 2005 (non-renewal)

Elvin R. Ebreo, Assistant Professor I, College of Arts and Letters, effective 1 February 2005 (resignation)

Jean Christophe Gaillard, Associate Professor I, College of Social Sciences and Philosophy, effective 25 January 2005 (resignation)

Esmeralda L. Ilaga, Cook II, Cash Office, effective 7 January 2005 (compulsory retirement)

Francisco Nemenzo, UP President and Professor 12, College of Social Sciences and Philosophy, effective 9 February 2005 (compulsory retirement)


Danilo S. Sayaman, Steward, Office of the University Registrar, effective 17 January 2005 (death)

Eduardo P. Ybera, Householder Attendant III, Office of the Vice-Chancellor for Student Affairs, effective 10 February 2005 (compulsory retirement)

U.P. Los Baños

Rogelio A. Ambrosio, Communication Equipment Operator III, College of Arts and Sciences, effective 5 January 2005 (retirement)

Herminia V. Arenas, Administrative Officer I, College of Agriculture, effective 14 March 2005 (retirement)

Doris L. Benzon, College Librarian IV, Office of the Vice-Chancellor for Instruction, effective 8 January 2005 (retirement)

Gloria P. Cabrera, Data Entry Machine Operator III, College of Agriculture, effective 3 January 2005 (retirement)

Reynan P. Calderon, University Research Associate II, College of Public Affairs, effective 15 February 2005 (transfer)

Mariano R. Calinisan, Data Entry Machine Operator III, Office of the Vice-Chancellor for Administration, effective 5 January 2005 (retirement)

Purificacion S. Candelario, Utility Worker II, College of Agriculture, effective 1 February 2005 (retirement)

Eduardo A. Dacanay, Professor 4, College of Human Ecology, effective 10 March 2005 (retirement)

Eduardo C. Fernandez, University Researcher IV, College of Agriculture, effective 29 January 2005 (retirement)

Joyce M. Flores, Assistant Professor 1, College of Veterinary Medicine, effective 3 January 2005 (retirement)

Arlene G. Francisco, Utility Worker II, College of Agriculture, effective 1 January 2005 (separation)

Virgilio V. Garcia, Professor 8, College of Agriculture, effective 28 March 2005 (retirement)

Ricardo M. Gaylon, Farm Worker I, College of Agriculture, effective 5 January 2005 (retirement)

Adolfo V. Jogo, Security Guard III, Office of the Vice-Chancellor for Community Affairs, effective 1 January 2005 (retirement)

Corazon M. Maiguez, Data Entry Machine Operator II, Office of the Vice-Chancellor for Planning and Development, effective 19 January 2005 (retirement)

Carmen O. Manalo, Records Officer I, College of Agriculture, effective 1 February 2005 (retirement)

Celia A. Mendez, Clerk IV, College of Arts and Sciences, effective 17 February 2005 (retirement)

Fellicidad P. Mercado, Administrative Officer III, Office of the Vice-Chancellor for Planning and Development, effective 3 January 2005 (retirement)

Jaime G. Montesur, University Researcher II, College of Agriculture, effective 8 March 2005 (retirement)
Romeo B. Obredoza, Jr., Associate Professor 5, College of Public Affairs, effective 20 February 2005 (retirement)

Maria Lourdes M. Osalla, Laboratory Aide II, College of Veterinary Medicine, effective 3 January 2005 (retirement)

Lucila M. Pecadizo, University Researcher II, College of Agriculture, effective 5 January 2005 (retirement)

Dante N. Peson, University Extension Specialist II, College of Forestry and Natural Resources, effective 23 March 2005 (retirement)

Leovini S. Pua, Administrative Assistant, College of Agriculture, effective 13 March 2005 (retirement)

Ma. Imelda C. Ramirez, Data Controller I, College of Human Ecology, effective 1 January 2005 (separation)

Felixberto E. Ramos, Utility Worker II, Office of the Vice-Chancellor for Community Affairs, effective 1 January 2005 (retirement)

Richard B. Rivera, Instructor 3, College of Engineering and Agro-Industrial Technology, effective 1 January 2005 (resignation)

Juanito B. Sangalang, Associate Professor 5, College of Agriculture, effective 3 January 2005 (resignation)

Dominador R. Silang, Laboratory Technician II, Office of the Vice-Chancellor for Research and Extension, effective 26 March 2005 (retirement)

Evangeline Tan, University Extension Specialist III, College of Forestry and Natural Resources, effective 4 January 2005 (retirement)

Danilo T. Tandang, Laboratory Technician I, College of Arts and Sciences, effective 1 March 2005 (resignation)

Rosalie H. Viray, Administrative Officer III, College of Engineering and Agro-Industrial Technology, effective 17 January 2005 (retirement)

U.P. Manila

3rd Quarter 2004

Ronalyn Petronila Javier Calalang, Nurse I, Philippine General Hospital, effective 5 September 2004 (resignation)

Evram Vasquez Corral, Medical Officer IV, Philippine General Hospital, effective 1 July 2004 (completion of training)

4th Quarter 2004

Ma. Theresa Migrino Concepcion, Medical Officer III, Philippine General Hospital, effective 1 December 2004 (resignation)

Edzel Gomez Duquitan, Medical Officer III, Philippine General Hospital, effective 30 November 2004 (resignation)

Marie Jane Katipunan Furgay, Nurse IV, Philippine General Hospital, effective 24 December 2004 (optional retirement)

Edwin Inocencio Sochayseng, Medical Officer III, Philippine General Hospital, effective 24 November 2004 (resignation)

1st Quarter 2005

Cayetano Figueroa Abejuela, Administrative Officer I, Philippine General Hospital, effective 31 January 2005 (optional retirement)

Editha M. Alalayin, Cashier III, Central Administration, effective 14 January 2005 (resignation)

Victor Federico Billones Apecion, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)

Aletha Sheila Simeon Acio, Nurse I, Philippine General Hospital, effective 1 January 2005 (resignation)

Archimedes Lee Dominguez Aghahan, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)

Ailyn Isaia Agdeppa, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)

Elisa Antonio Ahillion, Medical Officer III, Philippine General Hospital, effective 7 February 2005 (resignation)

Mei Ye Seguerra Alguire, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (transferred to Cebu Medical Center)

Sweet Almira Tapodoc Ali, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (transferred to CRMC)

Sweet “C” Barangan Alipon, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)

Marites H. Almelor, Supply Officer I, College of Arts and Sciences, effective 14 January 2005 (dropped from the rolls)

Pauline Aliones Alonday-Pugay, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)

Maribel Rufo Amante, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)

Andrew Espinosa Ang, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)

Mario Ramos Aquino, Jr., Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)

Mary Jane Magat Arganda, Nurse II, Philippine General Hospital, effective 24 February 2005 (resignation)

Catherine Yap Acedillo, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)

Mina Nolasco Astejada, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)

Elizabeth Antonio Asuncion-Siazon, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)

Rodesa Valenzuela Bacon, Nurse II, Philippine General Hospital, effective 15 January 2005 (resignation)

Quintin Piamonte Bagay, Jr., Nurse I, Philippine General Hospital, effective 21 February 2005 (resignation)

Chuchie Labalan Baitan, Nurse II, Philippine General Hospital, effective 7 March 2005 (resignation)

Gwyneth Giselle Pineda Bautista, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)

Maria Rhida Mongapa Bautista, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)

Maria Rowena Renano Bautista-Valerio, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)

Robert Valde Belleza, Physical Therapist II, Philippine General Hospital, effective 15 March 2005 (resignation)

Agustin Fernandez Biason, Nurse II, Philippine General Hospital, effective 15 March 2005 (resignation)

Joseph Dominic Midel Bichara, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)

Alma Joy P. Bitera-Morin, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)

Maila Michelle Sabater Bongcayao, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)

Minerva Casabuena Bordador, Nurse III, Philippine General Hospital, effective 21 March 2005 (resignation)

Jamilah Z. Borja, Instructor 1, College of Arts and Sciences, effective 1 January 2005 (resignation)

Ma. Reina Asis Borlaza, Nutritionist Dietitian II, Philippine General Hospital, effective 20 January 2005 (resignation)

Ferdinand Saturnino Brauner, Medical Officer III, Philippine General Hospital, effective 7 March 2005 (resignation)

Arvin Guce Briones, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)

Octavius Francis Cobson Buduhan, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Xander Asu Buenafe, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Richele Mabanag Butac, Nurse II, Philippine General Hospital, effective 10 March 2005 (resignation)
Regina May Palmez Cabuang, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Irene Gayo Cacas, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Ulysis Aguilar Calinisan, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Anne Marie Gertrudes Grino Caseñas, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Robert Anunciacion Casin, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Arturo Paulino Castro, Jr., Medical Officer III, Philippine General Hospital, effective 1 January 2005 (transfer to NKI)
Aleta Ignacio Chan, Medical Technologist II, Philippine General Hospital, effective 21 January 2005 (resignation)
Narciso Magtibay Chan, Jr., Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Jesse Adalbert Lim Chua, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Joel Villanueva Chua, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
John Steven Chua Chun, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Maria Carla Dizon Coliat, Medical Officer III, Philippine General Hospital, effective 15 February 2005 (resignation)
Geoffrey Jovero Corpuz, Medical Officer V, Philippine General Hospital, effective 1 January 2005 (completion of training)
Jose Anthony Panalo Cortez, Nurse II, Philippine General Hospital, effective 15 January 2005 (dropped from the rolls)
Janet Villar Cortezaano, Nurse III, Philippine General Hospital, effective 27 January 2005 (resignation)
Conrad Russel Y. Cruz, Medical Officer III, Philippine General Hospital, effective 28 January 2005 (resignation)
Madonna De los Reyes Cruz, Nurse II, Philippine General Hospital, effective 6 January 2005 (resignation)
Romillie Eugenio Cruz, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Sieffried Pendon Cuaresma, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Jocelyn Rhodora Basilio Cuyugan, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Gaudelia Velasco Dalagan, Nurse II, Philippine General Hospital, effective 3 January 2005 (resignation)
Helen Hilario De Chavez, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Arnold Santos De Guzman, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Maila S. De Guzman, Clerk III, Central Administration, effective 1 January 2005 (expiration of appointment)
Helen Grace J. Dela Paz-Pesigan, Associate Professor 1 (part-time), College of Medicine, effective 31 March 2005 (resignation)
Aldous Morales De Leon, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Mark Anthony Ayuyao De Lusong, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Amor Yulo Dela Cruz, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Melissa Anastacio Dela Cruz, Nursing Attendant II, Philippine General Hospital, effective 16 January 2005 (resignation)
Milagros Cortez Dela Cruz, Nursing Attendant II, Philippine General Hospital, effective 31 March 2005 (compulsory retirement)
Cecille Rayos Dela Paz, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Joyce Maliwat Demano, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Moel Alfaro Diaz, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Jose Baltazar Canilosa Dimatulae, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
April Grace Dela Cruz Dion-Berbosa, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Danilo Samson Dizon, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Grace De Ramos Dizon, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Eleanor Adriano Dominguez, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Eleanor Chan Du, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Maria Evangeline Daquil Duque, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Jocelyn Reyes Elises, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Natalsha Beva Emano-Elagezi, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Erwin Medrano Eslava, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Elizabeth Espiritu Espino-Stribel, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Immaculate Frilles Fabros, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Maria Luisa Laborte Fagarang, Nurse II, Philippine General Hospital, effective 1 March 2005 (resignation)
Pamela Danga Fajardo, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Ellen Joy Tupaz Fantilaga, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Andro Jesus Hipolito Fernandez, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Berlin Yu Fernando, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Rommel Fernando Fernandez, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Nilo Vincent De Guzman Florcruz II, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Maria Cresencia Regaspi Gacoba, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Rodrigo Castro Galapate, Utility Worker II, Philippine General Hospital, effective 1 January 2005 (resignation)
Gaugin Protacio Gamboa, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Evelyn Go Gapuz, Medical Officer V, Philippine General Hospital, effective 1 January 2005 (completion of training)
Joel Bayca Garcia, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Jovito Calapini Garcia, Executive Assistant I, Philippine General Hospital, effective 16 February 2005 (compulsory retirement)
Roland Mark Mercado Gigataras, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Veneranda S. Geronimo, HRMO V, Central Administration, effective 16 March 2005 (transferred)
Frederick Philip Basaca Gloria, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Federico Cano Gomez, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Edna Villegas Gonzaga, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Earl Robledo Gonzales, Medical Officer V, Philippine General Hospital, effective 1 January 2005 (completion of training)
Emily Nicolas Gonzalez, Pharmacist III, Philippine General Hospital, effective 1 February 2005 (resignation)
Jasmine Fernandez Gundajao, Clerk III, Philippine General Hospital, effective 1 January 2005 (resignation)
Herbert Guiambao Gutierrez, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Athena Jane Ocampo Halol, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Terence G. Henares, Assistant Professor 3, College of Pharmacy, effective 31 March 2005 (resignation)
Azalea May Castro Heredia, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Imeline Junio Howard-Troncales, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Irish Meregillano Ignacio, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (termination of appointment)
Charlie Mamanao Ilac, Jr., Nurse II, Philippine General Hospital, effective 15 March 2005 (resignation)
Joy Grace Garrote Jerusalem, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Isabel T. Koh, Professor 11, School of Health Sciences, effective 25 February 2005 (retirement)
Catherine Lisondra Krings, Medical Specialist III (part-time), Philippine General Hospital, effective 1 February 2005 (resignation)
John Joseph Ocampo Lacede, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Marlon Obbia Lajo, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Liberty Thelma Valois Lauchengco, Nurse II, Philippine General Hospital, effective 7 March 2005 (optional retirement)
Reggie Angeles Layug, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Dave Roy Beltran Leal, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Danilo Rabe Legita, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
David Dexter Valenzuela Limoso, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Allan Pabelona Linganay, Utility Worker I, Philippine General Hospital, effective 1 February 2005 (resignation)
Dennis Jerome Reyes Lorca, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Airish Lemosbog Lugao, Pharmacist III, Philippine General Hospital, effective 6 January 2005 (resignation)
Liberty Francisco Maala, Nurse II, Philippine General Hospital, effective 3 March 2005 (resignation)
Clark Santoni Maarat, Nurse II, Philippine General Hospital, effective 7 January 2005 (resignation)
Danilo Obedencio Magalong, Computer Programmer II, Philippine General Hospital, effective 1 January 2005 (optional retirement)
Vivian Anselmo Manalo, Nurse II, Philippine General Hospital, effective 21 January 2005 (resignation)
Vanessa Masajo Manila, Nurse II, Philippine General Hospital, effective 10 January 2005 (transferred to UPCN)
Joshua Ares Marcos, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Melvin Marfega, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Violeta Lavaro Martic, Nursing Attendant II, Philippine General Hospital, effective 25 February 2005 (resignation)
Marelyn Villacorte Matic, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Angela Kartina Lim Medina, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Niña Mendoza Medina-Gonzales, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Plaridel Purisima Medrano, Nurse II, Philippine General Hospital, effective 28 March 2005 (resignation)
Iris Jolly Joanna Castillo Mencias, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Vinia P. Mendoza, University Researcher I, National Institutes of Health, effective 15 March 2005 (resignation)
Marion Alva Mesina Mesina-Bayana, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Jeanette Chua Molina, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Generosa R. Moreno, Accountant III, Central Administration, effective 11 January 2005 (resignation)
Jay Sunday Sotomil Morin, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Marivic Bigata Mostajo, Nurse II, Philippine General Hospital, effective 23 February 2005 (resignation)
Aida Milambiling Murall, Human Resources Management Officer IV, Philippine General Hospital, effective 8 February 2005 (compulsory retirement)
Maria Victoria Reyes Narciso, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Ma. Enedina E. Oaferina, Information Officer I, College of Medicine, effective 4 February 2005 (dropped from the rolls)
Armando Fontanilla Ocampo, Electrician II, Philippine General Hospital, effective 16 March 2005 (compulsory retirement)
Cherie Cantos Ocampo, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Gina Leano Oligario, Nursing Attendant II, Philippine General Hospital, effective 25 March 2005 (resignation)
Maria Cristina Gonzales Ong, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Zenaida Ferlarca Orpilla, Ward Assistant, Philippine General Hospital, effective 13 March 2005 (compulsory retirement)
Carol Marjorie Hermoso Pialsco-Flavier, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Antonieta Dancel Palafox, Nurse VI, Philippine General Hospital, effective 14 February 2005 (compulsory retirement)
Lia Aileen Marasigan Palleo, Medical Officer V, Philippine General Hospital, effective 1 January 2005 (completion of training)
Jaymie Fe Potenciano Panuncialman, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Remigio Sta. Ana Paragas, Utility Worker II, Philippine General Hospital, effective 1 January 2005 (optional retirement)
Nestor S. Pareja, Professor 10, College of Medicine, effective 3 February 2005 (retirement)
Florian Cascasan Pasang, Nurse II, Philippine General Hospital, effective 25 March 2005 (resignation)
Ivy Dimatacet Patdu, Medical Officer III, Philippine General Hospital, effective 31 January 2005 (resignation)
Erodulf Lacerna Petilla, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Ricardo Patton Yo Yo, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Joselito Rubiano Pulido, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Julius Proceso Ronan Quiñalda, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Raquel Joaquin Quino, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Ma. Angela Isabel Discaya Quizon, Medical Officer III, Philippine General Hospital, effective 14 January 2005 (resignation)
Sharon Perocho Rafil, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Oliver Galindez Rafín, Nurse III, Philippine General Hospital, effective 17 March 2005 (resignation)
Catherine Renee Bulan Reyes, Medical Officer V, Philippine General Hospital, effective 1 January 2005 (completion of training)
Maria Cristina Dominguez Reyes, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Jayson Divino Rodriguez, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Fernando Antonio Baccay Roque, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Merhamar Lakibul Sabitirul, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Judel Relosa Salazar, Nurse II, Philippine General Hospital, effective 2 January 2005 (resignation)
Shelly Shia Sales, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Leah B. Samaniego-Gonzaga, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Erwin Ryan Medina Samson, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Daisy Ocave Sanchez, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Valerie Dayao Santiago, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Joel Agapito Santos, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Michael Chua Santos, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Jill Francil Serdoncillo, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Felipe Orpella Serrano, Draftsman III, Philippine General Hospital, effective 16 January 2005 (death)
Lia Abigail Feliciano Siapno, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Karla Kristine Pilar Silverio-Fernando, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Lovell Cristina Zuniga Sison, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Cherrie Mae Cortez Sison, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Heinrik Martin Jude Sampedo Strebel, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Glendy Salvacion Suing, Nurse I, Philippine General Hospital, effective 1 January 2005 (resignation)
Ma. Angeles Bedruz Sumagui, Accountant I, Philippine General Hospital, effective 16 January 2005 (resignation)

Carlo Emmanuel Joston Sumpaico, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
John Eymard Cadiz Sy, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Marichu Deblois Taisonera, Nursing Attendant II, Philippine General Hospital, effective 10 January 2005 (resignation)
Babie Normita Fuentes Talip, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Anna Marlesa Hofer Tamano, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Jennifer Jalad Tan, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Kathleen Perez Tan, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Aileen C. Tantianco, Medical Officer III, Philippine General Hospital, effective 28 February 2005 (resignation)
Marianne Blythe Santos Tecarro, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Emily Jane Villena Tecson, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Jose Velasco Tecson III, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Ma. Pamela Velasco Tecson, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Cristina Talavera Tiongson, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Ernesto Ramirez Torato, Jr., Medical Technologist II, Philippine General Hospital, effective 1 March 2005 (resignation)
Neil Stephen Angelo Acebuque Torres, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Gemma Leonora Barredo Uy, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Juanito Umali Uy, Jr., Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Jowina Varca-Pulido, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Jowina Anne M. Varca-Pulido, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Irina Wagan Velarde, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Walter De Leon Villanueva, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Eric Talag Vinulado, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)
Elmira Cruz Viyo, Medical Officer III, Philippine General Hospital, effective 5 January 2005 (resignation)
Dante R. Walu, Driver II, Central Administration, effective 7 March 2005 (retirement)
Alvin Chan Wei, Medical Officer IV, Philippine General Hospital, effective 1 January 2005 (completion of training)
Mario Adrian Mehez Zafra, Medical Officer III, Philippine General Hospital, effective 1 January 2005 (completion of training)

U.P. Visayas

Rodolfo A. Abina, Utility Worker II, UPV Tacloban College, effective 1 January 2005 (retirement)
Dominador A. Alapar, Driver II, College of Arts and Sciences, effective 1 January 2005 (retirement)
Mary Li G. Arandela, Clerk II, Chancellor Committee on Culture and the Arts, effective 1 January 2005 (resignation)
Alex J. Buelos, Clerk III, College of Arts and Sciences, effective 17 February 2005 (death)
For improving the well-being of the University faculty, by creating

For encouraging efficiency and creativity in University teaching, 

For revitalizing the UP General Education Program, by expanding

For instituting the UP Modernization Program which enhanced,

For defending the integrity and autonomy of the University

CITATION OF EXCELLENCE TO
PRESIDENT FRANCISCO NEMENZO

The UP Diliman is honored to present this Citation of Excellence to FRANCISCO NEMENZO

For instituting the UP Modernization Program which enhanced, through improved facilities and upgraded equipment, the learning and teaching environment of the University’s students and faculty, its research capabilities and administrative performance, as well as the University’s presence on the world wide web;

For revitalizing the UP General Education Program, by expanding the range of courses offered, enlivening teaching, and emphasizing the tradition of critical thought as both an appreciation of the interrelatedness of the domains of knowledge, and as a habit of questioning and evaluating everything to arrive at one’s own conclusion, instead of settling for dogma and complacent belief;

For encouraging efficiency and creativity in University teaching, and increased research and creative output through the establishment of the President’s Award for Innovation in Teaching, the University Professors Grant, the Creative and Research Scholarship Program, the International Award for the Arts and Gawad Para sa Natatanging Publikaon sa Filipino, and the International Publications Award;

For improving the well-being of the University faculty, by creating the Doctoral Studies Fund which aims to develop a critical number of specialists in selected fields, thereby contributing to the University’s respected pool of faculty with strong research orientations; and for motivating University faculty to improve their teaching ability, research competence and productivity, scholarly performance, dedication to service, and academic growth, by providing higher overload pay and merit promotions;

STATEMENT OF PRESIDENT FRANCISCO NEMENZO ON THE CHOICE OF HIS SUCCESSOR

Statement on the Choice of My Successor
Honorable Colleagues:
I earnestly appeal that we break the tie in this meeting. We have to spare the University from a leadership crisis similar to that of 1956-1958, when the failure of the Board of Regents to elect a President for two years provoked the first student strike in Diliman and gave critics plenty of ammunition for UP bashing. To prolong the deadlock until four of the current Regents are replaced will surely displease a community that values its academic freedom and institutional autonomy. The ensuing controversy is going to make it difficult for the next President to govern.

Choosing between two well-qualified candidates is indeed a difficult task. For me it is also a painful choice, because Ambassador ESPIRITU is an old friend who voted for me in 1993 and again in 1999. I will always remember that with gratitude.

But I cannot allow personal friendship and utang na loob to color my judgment of who is best for the University. As Chancellor of UP Diliman, Dr. ROMAN has amply demonstrated her capacity for academic leadership and management. She is well accepted in the UP community, not only in Diliman but also in the other constituent universities.

Naturally, I am concerned about the continuity of the policies and programs I initiated. Of this I can be certain, with Dr. ROMAN at the helm.