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University Officials

Transfer to Permanent Status

Automatic Promotion

Renewal of Appointment

Extension of Service Beyond Compulsory Retirement Age of 65

Renewal of Appointment Beyond Compulsory Retirement Age of 65

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Acting Chair, Commission on Higher Education
Hon. Emerlinda R. Roman, Co-Chair
President, University of the Philippines
Hon. Alan Peter S. Cayetano
Chair, Senate Committee on Education, Arts and Culture
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Chair, House Committee on Higher and Technical Education
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Editorial Consultants
Dr. Lourdes E. Abadingo
Dr. Carlene Pilar-Arceo

Production Staff
Levi Lusterio
Candelaria A. Bachini
ADMINISTRATIVE ISSUANCES

ADMINISTRATIVE ORDERS

Administrative Order No. PERR-08-021: Reconstitution of the Committee to Screen Applicants for the Utilization of the Administrative Development Fund

For: Vice President Arlene A. Samaniego
Assistant Vice President Ariel S. Betan
Vice Chancellor Mary Delia G. Tomacruz
Dr. Angela D. Escoto, Director – HRDO
Representative, AUPWU

An Administrative Development Fund was established in 2003 to support the administrative staff who will attend/participate in short-term training programs to enhance their skills and capabilities. To maximize the use of the Fund, the Committee is hereby reconstituted, for a term of one year, effective 1 April 2008, with Vice President Arlene A. Samaniego as Chair. The Committee shall formulate the selection criteria, procedures, guidelines, and serve as the screening body.

The Committee, including support staff, shall be entitled to honoraria consistent with rates for standing committee, level 2, as approved by the Board of Regents.

1 April 2008
(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. PERR-08-35 : Rice Subsidy/ Allowance

For: Vice President for Planning and Finance
Vice President for Administration
All Chancellors

The Board of Regents, upon the recommendation of the President’s Advisory Council, approved the increase of the first rice subsidy/allowance for 2008 from P1,000.00 to 1,500.00 to be given to the administrative personnel covered by the Collective Negotiation Agreement (CNA) between the University and the All-UP workers Union (AUPWU).

In the spirit of equity, the Board of Regents also approved that the same rice subsidy/allowance of P1,500.00 be given to the Faculty, REPS and administrative personnel not covered by the CNA between the University and the AUPWU.

This shall be charged against the current year’s Internal Operating Budget of the Constituent Universities and the Philippine General Hospital, subject to all applicable government accounting and auditing rules and regulations.

The Vice President for Administration is authorized to issue the guidelines on the implementation/supervision of distribution of the first rice subsidy/allowance.

10 June 2008
(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. PERR 08-036: Creation of an Ad Hoc Committee to Study the Feasibility of Adopting a Credit Card Payment System for Tuition and Other Fees

Please constitute yourselves into an Ad Hoc Committee to Study the Feasibility of Adopting a Credit Card Payment System for Tuition and Other Fees:

Chair: Dr. Ma. Concepcion P. Alfiler
Vice President for Planning and Finance

Co-Chair: Dr. Arlene A. Samaniego
Vice President for Administration

Members: Dr. Arthur S. Cayanan
College of Business Administration
Atty. Ana Celeste P. Bernad
Office of the Vice President for Legal Affairs
Director Josefie G. Florendo
System Budget Office
Prof. Mary Delia G. Tomacruz
Vice Chancellor for Administration
U.P. Diliman
Dr. Cayetano W. Paderanga
School of Economics
U.P. Diliman

Resource Person(s): Dr. Melinda F. Lumanta
Vice Chancellor for Administration
U.P. Open University

Secretariat: OVPFF Staff

The Ad Hoc Committee shall perform the following functions:
1. Invite selected Government service banks and private banks with credit card facilities to meet with the committee, to present the feature of their credit card facility as a possible mode of tuition payment for UP students.
2. Assess the pros and cons of using credit card as a mode of tuition payment, based on information secured from these credit card companies.
3. Determine what is the appropriate process through which the UP will select the best credit card facility, in compliance with existing government rules and regulations that apply to transactions of this nature; and
4. Submit recommendations for the approval of the President and the Board of Regents to govern the use of credit card as a mode of tuition payment.

The Chair is authorized to designate/tap the services of additional resource persons/secretariat/support staff as necessary. The Ad Hoc Committee shall be entitled to honoraria according to level 2 rates for ad hoc committees. Expenses of the Committee shall be charged against the budget for ad hoc committees. The Ad Hoc Committee shall submit its report/recommendations on or before 31 August 2008.

18 June 2008
(Sgd.) EMERLINDA R. ROMAN
President
Administrative Order No. PERR-08-35-A: Grant of 100th Anniversary (Centennial) Bonus to Officials and Employees of the University of the Philippines for Calendar Year 2008

To: All Vice Presidents, Chancellors, Vice Chancellors, Deans, Directors, and Heads of Units

Pursuant to the authority granted by the President of the Republic of the Philippines to the University of the Philippines (UP) to pay a one-time Centennial Bonus to its officials and employees, in the amount of Twenty Thousand Pesos (P20,000.00) each, in connection with UP’s 100th anniversary celebration, as an exemption from Administrative Order No. 103 s 2004 and Administrative Order No. 263 s 1996, payment of this grant to UP officials and employees is hereby ordered.

PGH employees who have received part of their Centennial bonus in 2007 when they celebrated their 100th anniversary shall be paid a one-time UP Centennial bonus of Seventeen Thousand Pesos (P17,000.00).

Payment of the Centennial bonus shall be subject to the guidelines to be issued by the Vice President for Administration.

19 June 2008

(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. 08-038: Committee for the Concepcion Dadufalza Award for Distinguished Achievement

For: Dr. Leticia Peñano-Ho
College of Education, UP Diliman

Dr. Jose Wendell P. Capili
College of Arts and Letters, UP Diliman

Dr. Galileo S. Zafra
College of Arts and Letters, UP Diliman

Please constitute yourselves into a committee to select the awardee of the Concepcion Dadufalza Award for Distinguished Achievement, with Dr. Leticia Peñano-Ho as Chair. Attached is a copy of the BOR-approved guidelines for the Award.

The deadline for submission for nomination was sometime January 2008. However, since our Office received only one nomination, we decided to extend the deadline and requested the CUs to seek out more nominees. Up to now, only one nominee has been received. For your guidance, a lone nominee is not automatically the awardee.

Please submit your recommendation to the Office of the Vice President for Academic Affairs on or before Friday, 18 July 2008. The OVPAA will serve as Secretariat to assist your Committee.

Thank you once again for your valuable service to our University.

26 June 2008

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

MEMORANDA

Memorandum No. PERR 08-10: 100 PISO Centennial Notes

Through the Subcommittee on Centennial Memorabilia Items of the UP Centennial Commission, we have come up with UP CENTENNIAL souvenir items as follows: 1) SANDAANG (100) PISO Centennial Notes, 2) Centennial Music Video, 3) Centennial Address Book, 4) UP Art Collection Coffee Table Book.

The 100 PISO Centennial notes and the Centennial DVD are now available for sale at the Office of the Vice President for Administration (OVPA). The address book will be out for sale within this month and the coffee table book will be launched at the National Museum on 11 June 2008.

The Centennial DVD entitled “ANG UNIBERSIDAD at ANG PILIPINAS – Dalawang Magkayakap na Kasaysayan” features the seven (7) constituent universities, their officials and constituents together with some UP artists and performers. This was done under the leadership of the Dean of the College of Music, UP Diliman, Professor Ramon Acaymo. It sells at P500.00 each.

The SANDAANG (100) PISO Centennial notes feature the UP Oblation overprinted on the watermark space of the 100 peso note in “4-outs” (uncut four (4) bills per piece) placed in a clear plastic inside a folder. Specimen signatures of all the UP Presidents are found at the back of the folder. This collector’s item is issued as legal tender by the Bangko Sentral ng Pilipinas. This item is being sold initially at P1,000 each.

For inquiries, you may contact the OVPA (c/o Ms. Maria Jovie P. Quijano at telephone numbers 925-0984, 925-6721, 981-8500 VOIP 2525 or at email address: ovpa@up.edu.ph). Order forms are herewith attached and may be downloaded from the UP System and Diliman websites (www.up.edu.ph and www.upd.edu.ph).

Thank you very much for your support.

17 April 2008

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR 08-011: Faculty and Staff Promotion

For: All Chancellors

We are pleased to inform you that the Department of Budget and Management (DBM) has released the Special Allotment Release Order (SARO) authorizing the University to process merit promotion for faculty and staff effective April 1, 2008.

Please bear in mind that this promotion should be selective and based solely on merit. We realize that you will need time to collect and process data to enable colleges/units to establish their priorities for the optimum utilization of the funds allocated to them. Thus, we enjoin you to make the call for promotion in your respective campuses immediately.

The Vice President for Planning and Finance shall inform you of the amounts allocated to your campuses. The implementing guidelines for faculty and non-teaching staff are attached.

As you all know, promotions in UP are possible only when additional funds are provided for this purpose by the DBM. We assure the community that we are working closely with DBM to ensure that UP will get more funds for promotion in subsequent years. I hope that this incentive will motivate us to push harder towards Excellence, Service and Leadership in UP’s next 100 years.

22 April 2008

(Sgd.) EMERLINDA R. ROMAN
President
Memorandum No. PERR 08-012: 2008 U.P. Parangal Sentenyal

To: All Chancellors
All Deans
All Directors
All Department Chairs

One of the highlights of the centennial celebrations this year is the awarding of the U.P. Parangal Sentenyal (U.P. Centennial Honors), which will be held on Monday, June 16, 2008, at the U.P. Theater (beside the Carillon) in Diliman, Quezon City. At this formal ceremony, the University will pay tribute to (1) all former U.P. Presidents who shaped this academic institution into the secular and people-oriented premier university that it is today; and (2) all the national artists and national scientists who have graduated from U.P. or who devoted their professional life to U.P., whose works have contributed significantly to the building of the Filipino nation.

In this connection, I strongly enjoin all U.P. officials, faculty and students to attend this once-in-a-century event which will surely be of great instructional and inspirational value to all members of the U.P. community.

Awardees are scheduled to arrive earlier while other guests are expected to arrive between 5:00-5:45 p.m. The awards will start promptly at 6:00 p.m. and end at around 8:30 p.m.

Attendance slips will be made available to students at the registration desk at the end of the awards.

Thank you for the usual and valued cooperation.

3 June 2008

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR 08-013: Revised Authorized Signatories/Counter-signatories of the U.P. System Administration for Non-MDS Checks

Pursuant to the authority granted to the President by the Board of Regents at its 1120th meeting held on 27 May 1998, any two of the following University officials are hereby authorized to sign as signatory and counter-signatory to all non-MDS checks drawn against the U.P. System Accounts effectively immediately:

Mr. Eduardo G. Sabat
Officer-in-Charge, U.P. System Cash Office

Prof. Ariel S. Betan
Assistant Vice President for Administration

Dr. Arlene A. Samaniego
Vice President for Administration

Dr. Lourdes E. Abadingo
Secretary of the University and of the Board of Regents

For your information and guidance.

5 June 2008

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-08-14: Reiteration of the Adoption of Energy Conservation Measures and Submission of Monthly Consumption Figures on Fuel, Power and Water

For: All Vice Presidents
All Chancellors
All Vice Chancellors for Administration
Heads of System Offices

In view of the soaring prices of petroleum products and its consequent effects on the economy, the Constituent Universities (CUs) are hereby reminded of Memorandum No. PERR-05-23 dated 22 August 2005 enjoining all CUs to:

1. Continue the adoption of the following energy conservation measures:

1.1 Cutting down on fuel consumption by “carpooling” and careful planning of official trips;
1.2 Reduction in power consumption by replacing existing lamps with energy-saving compact fluorescent lamps or light bulbs with lower wattage;
1.3 Switching off of computers if unattended for more than fifteen minutes;
1.4 Reduction of aircon usage to 6 hours (max)/day, switching on aircons at 9 AM and off at 4 PM and putting them at “FAN” mode at noon break; and
1.5 Repair of leaking pipes and taps and use of water economically.

2. Designation as Energy Conservation Officers

The Energy Conservation Officers designated in 2005, the Vice Chancellor for Administration at the CU level and the Vice President for Administration at the System level shall be responsible for your units’ implementation of energy efficiency and conservation measures.

3. Submission of monthly consumption figures on fuel, power and water

Each CU, through the Office of the Vice Chancellor for Administration (OVCA), should submit to the OVPA, a consolidated report for their campus. Colleges with several departments shall prepare their reports separately. These reports should be submitted to the OVCA for consolidation at the CU level. System offices shall submit their reports directly to OVPA.

Please accomplish the table below in Microsoft Excel format:

<table>
<thead>
<tr>
<th>Constituent University (CU) / System Office:_____________</th>
<th>Month and Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unit/College</td>
<td>Fuel (in liters)</td>
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<tr>
<td>--------------</td>
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<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Total per unit/college</td>
<td></td>
</tr>
<tr>
<td>Total per CU/ System Office</td>
<td></td>
</tr>
</tbody>
</table>

Kindly submit hard and soft copies of your report for the months of January to May 2008 to the OVPA, on or before 15 July 2008 (email: ovpa@up.edu.ph). Further, kindly submit your consolidated monthly consumption reports for the succeeding months of 2008 as per the following schedule:
MEMORANDUM NO. PERR-08-15: ADDITIONAL GUIDELINES FOR THE 2008 MERIT PROMOTION/STEP INCREASE(S) OF ADMINISTRATIVE PERSONNEL AND NON-TEACHING REPS

Kindly take note that the following administrative personnel and non-teaching REPS may be considered for the 2008 merit promotion/step increase(s):

1. Those who have not been promoted later than 31 December 2006; and
2. Those who were hired before 1 January 2006.

MEMORANDUM NO. PERR-08-37: GRANT OF ONE-SHOT “SAGAD” MERIT AWARD

For: All Vice Presidents
All Chancellors

The “Sagad” merit award is granted to faculty, REPS and staff who satisfy the Guidelines for Merit Promotions 2008 but are no longer promotable due to any of the following reasons:

a. They have reached the peak of their present position and there is no higher position they can be promoted to (e.g., career division chiefs/directors, Professors 11 and 12 (SG 29), University Professors); and
b. The unit staffing pattern does not warrant higher positions notwithstanding the higher qualifications possessed by personnel therein (e.g., masters or doctorate degree holders in administrative offices where unit staffing pattern does not require this educational attainment or if such positions exist, these are already occupied by qualified incumbents).

Faculty members who hold the ranks of Professor 11 and 12 and University Professors and who satisfy the Guidelines for Merit Promotion 2008 may be recommended for a one-shot monetary reward of Five Thousand Pesos (P5,000.00) provided, in the case of those being promoted to these ranks, that the promotion does not involve an increase in salary.

REPS and Administrative personnel who have at least very satisfactory performance rating for the last 2 consecutive rating periods but are no longer promotable due to any of the reasons cited above, may be recommended for a one-shot monetary award of Three Thousand Pesos (P3,000.00).

Funds for the “Sagad” merit award shall come from the savings of the units and the awards shall not be released before the merit promotion is received.

DECISIONS OF THE BOARD OF REGENTS

1232ND MEETING, 30 MAY 2008

MATTERS ARISING FROM THE 1231ST MEETING
27 MARCH 2008

On the Letter-Appeal of Mr. EMMANUEL WIJANGCO

Mr. Emmanuel Wijangco was a former U.P. graduate student of the Department of English and Comparative Literature, who was denied readmission to the doctoral studies program in Comparative Literature due to his MRR status. Mr. Wijangco’s request for readmission was denied by the University Council’s Committee on Student Admissions, Progress and Graduation. This decision was sustained by the U.P. Diliman Chancellor and by the President of the U.P. System.

At its 1231st meeting held on 27 March 2008, the Board of Regents agreed to form a Regents’ Committee to study the appeal of Mr. Wijangco. This Committee was composed of Regents Felix Librero, Shahana Abdulwahid and Gari Tiongco.

In its report to the Board at its 1232nd meeting held on 30 May 2008, the Committee took note of the following chronology of events relevant to an action by the Board of Regents on Mr. Wijangco’s appeal:

1. May 23, 2003 -- President Nemenzo sustained the decision of then UPD Chancellor Emerlinda R. Roman not to grant the appeal of Mr. Wijangco.
2. April 20, 2004 -- Mr. Wijangco, 20 days short of one year after President Nemenzo denied his appeal, filed a case with the RTC of Quezon City, instead of an appeal to the BOR, which should have been the appropriate action.
3. Oct. 16, 2007 -- UP filed a Motion for Reconsideration for two reasons:
   (a) academic freedom; and
   (b) Mr. Wijangco did not exhaust all means of seeking redress, including an appeal to the BOR.
4. Oct. 28, 2007 -- Mr. Wijangco, 12 days after UP filed its MR with the RTC, filed an appeal before the BOR through a letter to BOR Chair.

The important points to consider according to the Committee are the following:

1. Between May 23, 2003, the date that then President Nemenzo denied Mr. Wijangco’s appeal and October 28, 2007, the date that Mr. Wijangco filed an appeal before the BOR, are four years, five months, and 5 days. This is hardly an indication that student concerned was in a hurry to have his case resolved. In fact, it appears that his appeal to the BOR was an afterthought that was perhaps influenced by the Motion for Reconsideration filed by the University.
2. By filing a case with the RTC of Quezon City before filing an appeal before the BOR, Mr. Wijangco actually forfeited his right to appeal before the BOR.
3. Considering that Mr. Wijangco has filed a case with the RTC of Quezon City and still filed an appeal before the BOR, one would think, quite logically, that Mr. Wijangco is actually in search of a decision that is beneficial to him rather than a decision that is just. Put another way, Mr. Wijangco’s action fits that of forum shopping.”

The Committee recommended that the BOR simply return to Mr. Wijangco his letter of appeal addressed to the BOR Chair with the note that the BOR has not and shall not take any action on Mr. Wijangco’s appeal as he has forfeited the right to appeal before the BOR given that he has already filed a case with the RTC of Quezon City prior to filing an appeal before the BOR.

Board action: The Board agreed to return to Mr. Wijangco his letter of appeal since he has forfeited the right to appeal before the Board of Regents given that he has already filed a case with the RTC of Quezon City.

MATTERS ARISING FROM THE 1220TH MEETING
2 MAY 2007

Status Report on the Faculty Medical Arts Building (FMAB) Project of UP Manila-Philippine General Hospital

At its 1214th meeting held on 26 October 2006, the Board of Regents approved the Terms of Reference of the UPM-PGH FMAB Project. This entails the performance of a winning bidder/developer to lease and operate the PGH Dispensary Building as the UPM-PGH FMAB.

On 29 February 2008, the Philippine General Hospital Director reported that the Daniel Mercado Medical Center (DMMC) submitted its final proposal for the project “Lease with Conversion, Rehabilitation, Development and Operation of the PGH Dispensary Building at the UPM-PGH Faculty Medical Arts Building (FMAB)” to the Special Bids and Awards Committee (SBAC). In this proposal, DMMC offered a revised bid of PhP600,000.00 monthly rental for a lease contract of 25 years minimum, including a provision of advanced prepayment from the doctors for clinic rental of at least 10 years. This proposal runs counter to the Terms of Reference previously approved by the Board of Regents. The SBAC therefore declared the offer not acceptable.

The DMMC submitted an “improved offer” on 27 February 2008, as follows:

- Rental fee of P650,000.00 per month
- Lease term of 25 years
- Doctor’s prepayment for 5 years at P600,000.00 per square meter

The Director then reported that the SBAC had yet to meet on DMMC’s latest proposal.

On 20 May 2008, the Office of the Secretary of the University and of the Board of Regents received the following report:

“On 5 May 2008, the Daniel Mercado Medical Center submitted another “improved offer” for the project,” (Lease with Conversion, Rehabilitation, Development and Operation of the PGH Dispensary Building as the UPM-PGH Faculty Medical Arts Building (FMAB)). The proposal still requires an advance rental deposit from doctors to ensure their commitment and good faith in the project. However, to make it less burdensome for them, the following terms were revised as follows:

1. The rental prepayment period for doctors’ clinics was reduced from five (5) years to two (2) years; and
2. The rental rate was lowered from Six Hundred Pesos (PhP600.00) per square meter to Four Hundred Pesos (PhP400.00) per square meter

The Special Bids and Awards Committee (SBAC) will consider this proposal as DMMC’s final bid offer for the project.

The SBAC has started its active search for other interested individual/groups: Four (4) groups were invited to attend an exploratory talk with the committee. Three (3) groups confirmed their attendance while the other one, Biopath Clinical Diagnostics, sent a letter signifying interest in the project and requesting to reset the meeting to a later date. Since time is of the essence, SBAC has to stick with the original plan.

On 7 May 2008, the exploratory talk with the representatives from International Health & Diagnostic Services, Inc., United Diagnostic Laboratory, Inc., and Dr. Nicolas Molon was held to introduce the FMAB project. After the presentation about the project and the open forum, they were requested to submit their Letter of Intent on or before 9 May 2008 and their eligibility documents on or before 16 May 2008.

On 9 May 2008, Dr. Nicolas Molon reiterated his desire to confer, negotiate and enter into possible agreement with the SBAC on the FMAB project.

Although Biopath Diagnostics failed to attend the exploratory talk, it still signified its interest in the project so it was provided the Terms of Reference, Eligibility Checklist, Minutes of the Meeting and the tentative schedule of activities for the project.

The eligibility documents submitted by Dr. Nicolas Molon and Biopath Clinical Diagnostics will be checked.

On 21 May 2008, a clarification meeting with eligible groups will be conducted prior to the submission of proposals on 28 May 2008. Evaluation of bid offers will be made from 29 May 2008 to 3 June 2008. SBAC will recommend award on 4 June 2008.”

The President explained that U.P. Manila-PGH is putting up a Medical Arts Building to encourage the doctors to stay, as well as entice the pay patients to go to PGH. This project would be income generating for the hospital.

The FMAB project is now three years in the making. There is difficulty, the President said, in attracting developers. Initially, there was just the proposal from the Daniel Mercado Medical Center (DMMC). The proposal, however, runs counter to the Terms of Reference approved by the Board.

There are now three (3) interested parties to the project: International Health and Diagnostic Services, Inc., United Diagnostic Laboratory, Inc. and Dr. Nicolas Molon. The President instructed Dr. Carmelo Alfiler to do a background check on these organizations. She said, it is important to know the track record of these organizations and the people behind them. These would help the Board make a division.

PGH Director Alfiler informed the Board that this is a pioneering project in the sense that it would promote group practice. It would also be easier for the management team of the building as they would be dealing with a just limited number of doctors instead of hundreds of doctors.

Board action: NOTATION.

REPORT OF THE PRESIDENT

Charter Information Dissemination Fora

To enable the U.P. constituents to fully understand the provisions of the New U.P. Charter, three Charter Information Dissemination Fora have been scheduled, as follows:

4 June 2008 - U.P. Diliman

This will be attended by System Officials, Chancellors, Vice-Chancellors, Deans, Directors, Union Leaders, Student Leaders of
U.P. Diliman, U.P. Manila, U.P. Los Baños, U.P. Baguio and U.P. Open University. The Alumni, Faculty and Student Regents have also been invited.

5 June 2008 - U.P. Visayas Iloilo

This will be attended by the Chancellor, Vice-Chancellors, Deans, Union Leaders, Student Leaders, Alumni Officials of U.P. Visayas.

6 June 2008 - U.P. Mindanao

This will be attended by the Constituents of U.P. Mindanao.

Board Action: NOTATION.

Centennial Activities

The President invited the Regents to the following centennial activities:

1. 16 June 2008 Centennial Awards Night 6:00 p.m. U.P. Theater

2. 18, 19, & 20 June 2008 Centennial Concert Cultural Center of the Philippines

3. 21 June 2008 Alumni Homecoming Araneta Coliseum

The President informed the Board that tickets would be sent out as soon as these are made available.

Faculty, staff and students will be given free admission to the concert.

For the Centennial Concert, U.P. is spending about P4 Million to P4.5 Million from the P100 Million given by President Arroyo to the University. This amount will go to the artists who will be performing; to the Director; to the scriptwriter and the stage design. The CCP has given U.P. discount. The University is also getting sponsorship from big organizations. The first night will be sponsored by Congress. Each Chamber of Congress will be donating P5 Million. Coca-cola will sponsor the second night with P5 Million donation. The third night will be sponsored by PAGCOR which is giving P5 Million and PCSO (made possible with the help of Regent Nelia T. Gonzalez) which is giving P3 Million. Landbank is also giving P2 Million but Landbank does not want this publicized.

All the money U.P. will get will go to a Centennial Scholarship Fund which will be launched on 18 June 2008.

Opening of the UAAP Season

The UAAP Season opens on 5 July 2008 at the Araneta Coliseum. The University hosts this year’s UAAP.

Board Action: NOTATION.

POLICY MATTERS APPROVED

Request for a temporary waiver of faculty tenure rule in favor of Prof. ROGER A. LUYUN, JR., Assistant Professor 2, Institute of Agricultural Engineering (IAE), College of Engineering and Agro-industrial Technology (CEAT), U.P. Los Baños, effective 1 June 2008 – 31 October 2008

Prof. Luyun was appointed Assistant Professor 2 on 06 June 2005. He has satisfied two of the minimum requirements for tenure namely: MS degree and satisfactory teaching performance. His article entitled, “Effects of Partial Penetration on the Characteristic Well Losses of Naturally Developed Tubewells,” has been accepted for publication in the *Philippine Journal of Agricultural and Bio-systems Engineering (PJABE)*. The unit was informed that due to the backlog in the printing of issues of PJABE, the earliest date of publication of the issue containing Prof. Luyun’s article is June 2008.

Another technical paper which he wrote is undergoing review with the *Journal of Hydrology* (Elsevier).

Prof. Luyun is currently pursuing doctoral studies in Kagoshima University, Japan on study leave without pay status. Yet, he has repeatedly expressed his desire to serve the University upon completion of his Ph.D. degree. As a center of excellence in Agricultural Engineering, the Institute of Agricultural Engineering needs to maintain a number of PhD holders in conformity with its faculty development program. As such, the unit has continuously requested the renewal of Prof. Luyun’s appointment because of the belief that his expertise will greatly contribute to the further strengthening of its research and academic programs.

Board action: APPROVAL.

Request for a temporary waiver of faculty tenure rule in favor of Prof. MARION LUX Y. CASTRO, Assistant Professor 2, Institute of Agricultural Engineering (IAE), College of Engineering and Agro-industrial Technology (CEAT), U.P. Los Baños, effective 1 June 2008 – 31 October 2008

Prof. Castro has been with the UPLB for almost 5 years now. She was promoted to Assistant Professor 2 (from an Instructor position) on 1 July 2005. She has satisfied two of the minimum requirements for tenure namely: MS degree and satisfactory teaching performance. Her article entitled, “Biomass Energy Technology Transfer in the Philippines: Assessment and Strategy Formulation,” has been accepted for publication in the *International Energy Journal* (IEJ): 07-10-066).

Board action: APPROVAL.

Request for a temporary waiver of faculty tenure rule in favor of Prof. MA. ZENIA D. MARIVELES, Assistant Professor 1, Division of Humanities, U.P. Visayas Tacloban College, effective 1 June 2008 to 31 October 2008

Prof. Mariveles earned the degree of Bachelor of Science in Education major in Physical Education from the Philippine Normal College in 1987. She also earned the degree M.S. Physical Education from the College of Human Kinetics in U.P. Diliman on 2 November 2003.

Prof. Mariveles was initially hired by U.P. Visayas Tacloban College as Instructor 1 of Physical Education (P.E.) in June 1995. She was upgraded to Assistant Professor 1 effective 1 June 2004, three months after she submitted the proof of graduation of her Master’s degree from U.P. Diliman. She served U.P. Visayas Tacloban
College for one year before her transfer to U.P. Los Baños in June 2005.

Since U.P. Visayas awarded her local fellowship/study leave grant for two years and a half to enable her to obtain a Master’s degree, she is required to fully serve her return service obligation in U.P. Visayas. In view of this, U.P. Los Baños did not renew her temporary appointment at the end of the First Semester of 2005-2006. Consequently, Prof. Mariveles was constrained to return to U.P. Visayas in November 2005.

Prof. Mariveles concluded the three year prescriptive period given to assistant professors to satisfy the minimum publication requirements for tenure on 31 May 2007. To comply with the required publication, Prof. Mariveles submitted a photocopy of her research article that would be published in a local peer reviewed journal. The College APC of U.P. Visayas Tacloban College, however, recommended the renewal of her temporary appointment, instead of tenure, for SY 2007-2008.

On 18 July 2007, Dr. David A. Genotiva, Editor of Pagsubay, issued a certification stating that Prof. Mariveles’ research article entitled, “In Bislig, Tanauan, A Dance: Notes of the Kuratsa and its Dancers” has been refereed and accepted for publication in the November 2007 issue of the Pagsubay Journal. This journal is a refereed publication of the Graduate School of Eastern Visayas State University (EVSU). Dr. Dominador O. Aguirre, Jr., Dean of EVSU, further noted the certification of Dr. Genotiva.

Since Prof. Mariveles would soon satisfy all the basic requirements for tenure especially the publication, the Board of Regents approved the request of U.P. Visayas for the waiver of Article 178 of the U.P. Code in favor of Ms. Mariveles sometime in August 2007. This facilitated the renewal of her temporary appointment as Assistant Professor 1 effective 1 June 2007 until 31 May 2008. The approval was granted as a stop gap measure to allow Assistant Professor Mariveles to teach while U.P. Visayas Tacloban College is still working on her tenure.

This recommendation is submitted in favor of Prof. Mariveles while her tenure is being processed.

Board action: APPROVAL.

Request for a temporary waiver of faculty tenure rule in favor of Prof. DULCE MARIA DERIADA-MANAOG, Assistant Professor 2, Division of Humanities, College of Arts and Sciences, U.P. Visayas, effective 1 June 2008 to 31 October 2008

Prof. Deriada-Manaog has earned the following degrees:
1. Bachelor of Arts with major in Broadcast Communication from U.P. Visayas in March 1998;
2. Master of Arts with major in English Language and Literature Teaching from Ateneo de Manila University (AdMU) in March 2004.

The University initially hired her as Lecturer 1 from 1 July to 31 October 1999 and was reappointed several times as indicated below:
1. Lecturer 1 from 1 January to 31 March 1999;
2. Substitute Instructor 1 in the First Semester of SY 2003-2004;
3. Lecturer 1 in the Second Semester of the same school year; and
4. Instructor 3 on temporary status effective 1 June 2004.

On 15 June 2005, one school year after earning her Master’s degree from AdMU, she was upgraded to Assistant Professor 1. On 1 July 2005, she was again promoted to Assistant Professor 2. Provision of Article 178 of the U.P. Code, Prof. Deriada-Manaog will be concluding her 3rd year of service without tenure on 14 June 2008.

Prof. Deriada-Manaog has been teaching courses in Communication (I, II, III), English 11 and some major subjects in Literature. She consistently obtained “Very Good” to “Excellent” ratings from her students for her teaching performance from the Second Semester of SY 2005-2006 until the First Semester of SY 2007-2008. She is open-minded and encouraging in class, imparts her lessons with clarity, and can easily get along well with her colleagues.

The University hired stant Prof. Prieto-Carolino as Instructor 3 on 13 June 2002. After three years, she was given both a regular plantilla item and a promotion to Assistant Professor rank on 15 June 2005. She got promoted again to Assistant Professor 3 on 1 July 2005. By 14 June 2008, she will be completing the three-years given to assistant professors to satisfy the publication requirement for tenure.

The DAPC of the Division of Social Sciences has recommended tenure for Prof. Prieto-Carolino and the same was favorably endorsed to the U.P. System last 16 April 2008. The recommendation was made after the Office of the Vice-Chancellor for Research and Extension had certified that the research article she co-authored has been accepted and included for publication in the Danyag: UPV Journal of Humanities and Social Sciences, Volume 13, No. 1 (June 2008). The inclusion of her research article in the said publication has been duly certified (dated 19 March 2008) by the Vice-Chancellor for Research and Extension of U.P. Visayas.

This recommendation is submitted in favor of Prof. Deriada-Manaog while her tenure is being processed.

Board action: APPROVAL.

Request for a temporary waiver of faculty tenure rule in favor of Prof. ALICE PRIETO-CAROLINO, Assistant Professor 3, Division of Social Sciences, College of Arts and Sciences, U.P. Visayas, effective 1 June 2008 to 31 October 2008

The University hired stant Prof. Prieto-Carolino as Instructor 3 on 13 June 2002. After three years, she was given both a regular plantilla item and a promotion to Assistant Professor rank on 15 June 2005. She got promoted again to Assistant Professor 3 on 1 July 2005. By 14 June 2008, she will be completing the three-years given to assistant professors to satisfy the publication requirement for tenure.

The DAPC of the Division of Social Sciences has recommended tenure for Prof. Prieto-Carolino and the same was favorably endorsed to the U.P. System last 16 April 2008. The recommendation was made after the Office of the Vice-Chancellor for Research and Extension had certified that the research article she co-authored has been accepted and included for publication in the Danyag: UPV Journal of Humanities and Social Sciences, Volume 11, NO. 2 (December 2006). Her research article is entitled, “Community Organizing and Livelihood Development: Insights from the FRMP in Sapian Bay.”

When the Office of the Vice President for Academic Affairs, however, required a hard copy of Prof. Prieto-Carolino’s article, it was ascertained that the actual printing of the December 2006 issue was not yet finished and its publication was scheduled to come out in June 2008. The Office of the Vice President for Academic Affairs informed the Division that the recommendation for the tenure of Prof. Prieto-Carolino could not be favorably endorsed until a hard copy of her research article is submitted.

This recommendation is submitted in favor of Prof. Prieto-Carolino while waiting for the release of her publication.

Board action: APPROVAL.
Prof. Cinco graduated cum laude with the degree of Bachelor of Science in Geology from U.P. Diliman in 1981. He finished the degree of Master of Management major in Business Management from U.P. Visayas Cebu College in 1999.

Prof. Cinco was initially hired by U.P. Visayas Cebu College as substitute Instructor 1 of the Division of Management on 1 November 2000. His appointment status was changed from substitute to temporary on 1 June 2001 and at the same time his rank was upgraded to Instructor 4. On 1 June 2005, he was again promoted to Assistant Professor 2 when he was considered for the position that was vacated by another faculty member (Assistant Professor Elizabeth J. Aworuwa).

On 19 September 2005, Prof. Cinco was finally given a regular item and was subsequently promoted again on 26 September 2005 to Assistant Professor 5 rank. Prof. Cinco would be concluding the three-year prescriptive period given to assistant professors to satisfy the minimum publication requirement for tenure by 5 June 2008.

In compliance with the required publication, Prof. Cinco secured a certification from the Office of the Vice-Chancellor for Research and Extension stating that his research article would be published in the June 2008 issue of Danyag: UPV Journal of Humanities and Social Sciences, Volume 13, No. 1. The title of his research article is “Assessment of Productivity and Financial Growth of Credit Cooperatives in the Visayas.”

The CAPC of UPVCC requests waiver of Article 178 of the U.P. Code in favor of Prof. Cinco for one semester of SY 2008-2009. This is to enable UPVCC to renew his temporary appointment while his research article is being laid out for the forthcoming June 2008 issue of UPV Danyag. UPVCC further gave the following reasons to support their request for waiver of Article 178 of the U.P. Code:

1. Extending Prof. Cinco’s temporary appointment for one semester will allow the College to build up experiential conditions that will pave the way for UPVCC to keep up with the mature campuses like U.P. Diliman, U.P. Los Baños and U.P. Manila.
2. His students have consistently rated him “Excellent” for his teaching performance since he started teaching at U.P. Visayas Cebu College.
3. UPVCC is assured of one good teacher at least for another one full semester and also of one published research paper since Prof. Cinco’s research article has been finally accepted for publication in Danyag.
4. His extension for one full semester does not impede institutional excellence but creates it.

Given Prof. Cinco’s educational qualifications, teaching performance, and forthcoming publication, UPV is recommending the waiver of Article 178 for the First Semester, SY 2008-2009 in his favor while his tenure is still being processed.

Board action: APPROVAL.

The appointment of Prof. Michiyo Y. Reyes of the Asian Center, a Japanese national, as Assistant Professor 4 ended on 19 May 2008. She is currently in the final stage of her dissertation for Ph.D. in Philippine Studies in U.P. Diliman. Prof. Reyes has been rated very satisfactory by her students as reflected in her 1.39 average SET score for academic years 2006-2007 and 2007-2008. She has a book chapter entitled, “The Memory of the Sea: The Dmeg Courtship Song salun dumay” in Junction Between Filipinos and Japanese: Transborder Insights and Reminiscences, published by Kultura’t Wika in 2007. Further, Prof. Reyes has been a major intermediary of the Asian Center with Japan Foundation, the Japanese Embassy and other institutions, and has helped the Center in the acquisition of pedagogical aids for its Japan Studies courses.

Prof. Reyes has met all the requirements for tenure – at least a master’s degree or equivalent degree, satisfactory or better teaching performance, and sole or lead authorship of a refereed journal article (Faculty Manual 2003, p.65). Her foreign citizenship, however, prevents U.P. Diliman from recommending her for tenure.

U.P. Diliman is studying the matter of hiring foreign nationals. Given the objective of internationalization by universities, U.P. must find a way to optimize the services of foreign experts (faculty and researchers) if tenure is not feasible.

Prof. Tharayil has served his unit well and is very competent and dedicated faculty member. U.P. Diliman is recommending the extension of Prof. Tharayil’s appointment effective 1 June 2008 until 31 May 2009.

Board action: APPROVAL.
“Models which Realize Bimodal Cycles” has been accepted by *Matimyas Matematika* for the Volume 30, Nos. 2-3 2007 issue. Further, he is currently the only Ph.D. in the Institute of Mathematics who has formal training in Modern Theory of Dynamical Systems (chaos and fixed point theory), an important area of Applied Mathematics that the Institute is developing.

Prof. Takenouchi has met all the requirements for tenure – at least a master’s degree or equivalent degree, satisfactory or better teaching performance, and sole or lead authorship of a refereed journal article (Faculty Manual 2003, p.65). His foreign citizenship, however, prevents U.P. Diliman from recommending him for tenure.

U.P. Diliman is studying the matter of hiring nationals. Given the objective of internationalization by universities, U.P. must find a way to optimize the services of foreign experts (faculty and researchers) if tenure is not feasible.

Dr. Yoshifumi Takenouchi has served his unit well and is very competent and dedicated faculty member. U.P. Diliman is recommending the extension of Dr. Takenouchi effective 1 June 2008 until 31 May 2009.

**Board action:** APPROVAL

**Requests of Dr. Manuel Jose C. Dioquino for:**

1. The crediting of three (3) months actual services rendered, from 18 June to 16 September 2007, and his payment of P284,605.13 (U.P. Official Receipt No. 1616531 dated 26 November 2007), as for and equivalent to full compliance with the required two (2)-year return service after a sabbatical; and

2. The waiver of P7,485.50 in interest penalties, representing the period 17 September- 25 November 2007 during which Dr. Dioquino’s request for advice on his return service compliance was under consideration/study by the pertinent Diliman offices prior to his payment.

**Particulars:**

Dr. Dioquino was granted sabbatical for the period 1 June 2006-31 May 2007. Required under existing University policy to render two years of return service, Dr. Dioquino reported back for duty at the College of Business Administration on 18 June 2007 and was given a teaching load, inclusive of two BA 101 (Introduction to Business Management) classes. He accelerated his teaching to finish the courses and submitted his grades manually on 16 September 2007. He signified to commence his optional retirement on 17 September 2007, on which day he is deemed to have rendered two (2) months and twenty-eight (28) days, or 90 days, from June 18-September 16, 2007, in return service vis-à-vis the required twenty-four (24) months.

Applying by analogy the University’s scholarship/ fellowship policy of requiring, in lieu of a return service, the full reimbursement of the total expenses incurred by the University for Dr. Dioquino’s sabbatical, his total contractual obligation to the University, as computed by the Diliman Accounting Office is as follows:

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total expenses incurred by U.P.</td>
<td>P325,263.00</td>
</tr>
<tr>
<td>Add: 12% Interest for the period</td>
<td></td>
</tr>
<tr>
<td>September 17-November 25, 2007</td>
<td>P 7,485.50*</td>
</tr>
<tr>
<td>Total contractual obligation</td>
<td>P332,748.50</td>
</tr>
<tr>
<td>Less: Payment per OR No. 1616531</td>
<td>P284,605.13**</td>
</tr>
<tr>
<td>Balance</td>
<td>P 48,143.37***</td>
</tr>
</tbody>
</table>

The Sabbatical Policy requires immediate report-back for a two(2)-year duty. The policy is silent on the imposition of interest in case of breach (in contrast, fellowship grants/study leaves expressly require a return service requirement, with the obligation to reimburse, in case of breach, plus equity charge and interest until fully paid). In view of Article 1956 of the New Civil Code which provides that no interest may be imposed unless expressly stipulated in writing, the request for waiver of interest penalties may be favorably considered.

The three (3)-month actual service plus cash payment of P284,605.13 being equivalent to the total expenses by the University may be deemed by the Board as full compliance with the return service obligation. Consequently, Dr. Dioquino’s contractual obligation to the University will be considered fully paid.

**Board action:** APPROVAL

* subject of request for waiver
**subject of request to be credited as partial payment
***subject of request for waiver due to actual return service rendered

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**Proposal to Merge and Restructure the UPLB Management Information Systems Unit and the Los Baños Computer Center to Establish the UPLB Information Technology Center (UPLB-ITC)**

I. **Executive Summary**

As it is today, UPLB effectively carries out its three-fold mandate of instruction, research and extension. But with the continuing quest of UPLB to be distinctively excellent in the areas of agriculture, biotechnology, environment, and engineering as well as in ecotourism, the need for an “added value” in the delivery of its services is very important. Given the challenges of tertiary education in the new economy and to strengthen UP as an international university, information technology (IT) is one of the key tools to achieve value addition which can be fully harnessed with the establishment of a dedicated IT unit.

Currently, the IT support of UPLB is being addressed by two separate units- the Management Information Systems (MIS) Unit and the Los Baños Computer Center. To maximize the effectiveness of these units and the use of existing resources, merging is proposed. The merged office will then be restructured to achieve the best fit with respect to the university thrust and programs and will be renamed as the UPLB Information Technology Center (UPLB-ITC). To strengthen the capability of the restructured unit, hiring of additional staff and allocation of fund for equipment purchase and network maintenance are requested. This will also pave way to the creation of the IT Advisory Board.

The primary goal of UPLB-ITC is to incorporate information technology in all facets of the university operations, resulting in a modernized and efficient environment for instruction, research, extension, and administrative processes. For 2008, trainings and projects are lined up such as the Virtual LAN Mesh and UPLB VoIP implementation. These will not only improve interconnectivity but will also generate savings on routers and cost of maintaining PSTN phones.

II. **Background**

The UPLB Management Information Systems Unit (MIS) was created under the Office of the Vice Chancellor for Planning and Development on the 912th meeting of the BOR on March 29, 1979. Its main function is to design and develop the information gathering, processing, storage, and retrieval capability of UPLB.

The Los Baños Computer Center (LBCC), on the other hand, was established as one of the units under the Institute of Mathematical Sciences and Physics (IMSP) when the latter was founded in 1982. In 1986, the LBCC was placed under the Office of the Vice Chancellor for Planning and Development to manage an IBM mainframe donated by the defunct Agricultural Resource Center. In 1995, the LBCC was
transferred once again and merged with the Division of Computer Science of IMSP to form the Institute of Computer Science (ICS), and the unit provided leadership and coordination for the use of information technology in the campus particularly technical support and training. Early this year, it was placed under the Office of the Vice Chancellor for Planning & Development, parallel with the MIS Unit.

III. Rationale

The need for an integrated IT unit for UPLB arose from the fact that all modern organizations need one to remain globally competitive. Usually, the bigger the organization, the larger the support it needs from the IT unit. For years, however, the IT support for UPLB came almost exclusively from the faculty and staff of the ICS who worked during their spare time. Given the size of UPLB in terms of area and number of students, faculty and staff, it is but appropriate for UPLB to have a dedicated IT unit composed of individuals who can devote full-time information technology services.

To strengthen the IT capability of UPLB, merging of the two units is the best option. This will bring together the technical staff and pool the IT resources of the University. This move will relieve the ICS of its administrative services and allow it to concentrate in instruction. The merging of the LBCC and MIS will ensure close coordination of IT infrastructure and IT software development.

Finally, the renaming of the merged units into the UPLB Information Technology Center is intended to reflect that none of these two units will be placed under the other, but will merge equally and essentially become a new unit that is responsible for all IT operations in UPLB.

IV. Proposed Action

A. Merging of the LBCC and MIS and renaming of the unit

The Los Baños Computer Center and the Management Information Systems Unit shall cease to exist as standalone units and selected staff from both units will be placed in a new unit which shall be called the UPLB Information Technology Center (UPLB-ITC).

The vision of the UPLB-ITC is to transform the way UPLB works by incorporating information technology in all facets of the university operations, resulting in a modernized and enabling environment for creative and scientific pursuit. To achieve this, the Center shall perform the following functions:

1. To provide up-to-date IT services, support and maintenance to the whole UPLB campus.
2. To maintain or increase the number of end-users who have quality access to the campus network.
3. To create and enforce standards for data formats used for internal communication.
4. To develop in-house IT applications for the purpose of streamlining traditional processes and opening the window for new ways of intercampus communication, recordkeeping, accounting and methods of teaching.
5. To provide persistent training and support for UPLB employees regarding IT matters so they can concentrate solely on their jobs.
6. To continually research and explore new methods and applications of IT that may be beneficial to UPLB and its constituents.
7. To provide a venue for students inclined in Information Technology to acquire early skills and experience beneficial for an IT career.

The staff of the UPLB ITC shall be composed of the existing personnel of the MIS and three technical staff of the LBCC under the Institute of Computer Science. To augment the workforce, some faculty members of the ICS will also be tapped. Additional support staff will also be hired.

B. Organizational Structure of the UPLB-ITC

The ITC will be placed under the administrative supervision of the Office of the Vice-Chancellor for Planning & Development (OVCPD).

The proposed organizational structure is presented as follows:

The new structure includes the creation of the UPLB Advisory Board for IT Affairs to provide overall direction of the ITC. It shall be composed of the following individuals:

1. Chancellor of UPLB
2. Vice-Chancellors of UPLB
3. Director of the UPLB Institute of Computer Science
4. Director of the UPLB ITC

C. Allocation of Funds

Should this proposal be approved by the Board, UPLB shall request that it be authorized to draw from the reprogrammed funds approved by the Board of Regents at its meeting held on 25 January 2008.

The reprogrammed funds will be allocated for the following UPLB-ITC projects and programs for 2008-2009:

1. Implementation of a campus-wide Virtual LAN Mesh
   It is the intention of this project to replace the whole infrastructure with a few key components and do away with the routers. Each recommended router costs PHP 12,000. Because there are approximately 85 campus units defined by the network topology, the campus wide Virtual LAN Mesh will save PhP 1.2 million.

2. UPLB Fiber Optic and Intranet Repair and Maintenance
   This project also involves replacing aging core switches in the fiber optic backbone of the campus, and making it compatible with the VLAN project mentioned above.

3. UPLB System One Cluster Implementation
   From our previous experiences with System One performance, we will require increased server performance to
Proposal for the Creation of a U.P. Los Baños Housing Trust Fund

U.P. Los Baños proposes the establishment of a U.P. Los Baños Housing Trust Fund, to which the proceeds from staff housing occupancy fees and land use rentals will be deposited. The Trust Fund shall be used for the MOOE of the U.P. Los Baños Housing Office (not to exceed 60% of the annual income and only 30% of their share shall be for contract labor) and capital buildup for the construction of new staff housing facilities and the reacquisition of private housing units on University land (at least 40% of the annual income). At present, there are forty (40) private housing units on University land that are covered by different kinds of agreements/instruments (i.e. deed of conditional sale, promissory notes approved by the Board of Regents in 1958, promissory notes approved by then Vice President Dioscoro Umali, loan contracts, and agreements approved by the College of Forestry administration). U.P. Los Baños shall endeavor to acquire these housing units by invoking its right of first refusal as provided in Chapter II, Article I, Section 1.c of the 1988 Revised University of the Philippines Los Baños Staff Housing Policies, Rules and Regulations. Any unspent MOOE of the U.P. Los Baños Housing Office will revert back to the Trust Fund.

Board action: APPROVAL.

Proposal to Rename the Staff Housing Office (SHO) to become the U.P. Los Baños Housing Office (UHO) and Expand its Mandate

To be able to effectively implement the U.P. Los Baños housing policies, rules and regulations, U.P. Los Baños proposes that the Staff Housing Office be renamed as the U.P. Los Baños Housing Office (UHO). The UHO will now have jurisdiction not only over the U.P. Los Baños Staff Housing but also the housing units of private entities and affiliated agencies on University land. The proposed mandate of the UHO is “to manage the University’s housing facilities with efficiency and efficacy. It shall assist the Chancellor in the formulation of U.P. Los Baños’ policies, rules and regulations on matters concerning the housing units of U.P. Los Baños, private parties, and affiliated agencies and implement the same.”

It is also proposed that the UHO Chief be entitled to an honorarium in the amount of P39,600 per year. At present, the SHO Chief receives a RATA of P72,000 per year.

Board action: APPROVAL.

FINANCIAL MATTERS APPROVED

Allocation of the 2008 Promotion Fund

The Department of Budget and Management has released the Special Allotment Release Order (SARO) allocating PhP 20 Million for merit promotion for University faculty and staff effective 1 April 2008. After consultation with all the Chancellors, they agreed that this promotion fund be allocated as follows:

1. Merit Promotion (for plantilla items)
   1.1 80% of the fund will be allocated for faculty promotion effective 1 April 2008
   1.2 20% of the fund will be allocated for non-teaching personnel (REPS and administrative staff) effective 1 April 2008
2. Merit Awards (for faculty and staff who have reached the maximum level of their current salary grade) – one shot award as follows:

2.1 Faculty: P5,000.00
2.2 REPS: 3,000.00
2.3 Adm.Staff: 3,000.00

PS savings may be utilized to fund merit awards.

Board action: APPROVAL.

U.P. Internal Operating Budget for 2008

The President of the University requests approval of the University's Internal Operating Budget for CY 2008 in the amount of P7,637 million. Funding sources are as follows:

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount (in Thousand Pesos)</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td>6,523,576</td>
</tr>
<tr>
<td>Revolving Fund</td>
<td>1,113,706</td>
</tr>
<tr>
<td>Total</td>
<td>7,637,282</td>
</tr>
</tbody>
</table>

The Table below details the allocation for Personal Services (PS), Maintenance and Other Operating Expenses (MOOE), and Capital Outlay (CO).

Realignment of the balance in the amount of P624,271.44 from the reprogrammed fund of P7,000,000 for the renovation of the Faculty Medical Arts Building to Maintenance and Other Operating Expenses (MOOE) of the Philippine General Hospital, U.P. Manila

The realigned amount shall be utilized for the preventive maintenance/repair of equipment, patient safety, fiscal operations and legal services, all rebounding to better patient services.

It is understood that any obligations/disbursements from this amount shall be subject to the usual accounting, auditing and regulating rules and regulations.

Board action: APPROVAL.

Budget Proposal for CY 2009 in the amount of P14.354 Billion

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount ('000)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseline, CY 2008 GAA</td>
<td>6,232,649</td>
</tr>
<tr>
<td>Additional Requirement</td>
<td>8,121,286</td>
</tr>
<tr>
<td>Total</td>
<td>14,353,935</td>
</tr>
</tbody>
</table>

The additional requirements over and above the baseline budget are the following:

A. UP System and Constituent Universities

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount ('000)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Centennial Promotion</td>
<td>20,000</td>
</tr>
<tr>
<td>2 Additional Faculty Items for UP Manila, UP Visayas, UP Mindanao &amp; UP Open University</td>
<td>191,771</td>
</tr>
<tr>
<td>3 Regularization of Existing Casual</td>
<td>47,903</td>
</tr>
<tr>
<td>4 Hazard Pay Component of the Magna Carta for Health Workers for UP Manila</td>
<td>34,000</td>
</tr>
<tr>
<td>5 Faculty/Staff/Research Development</td>
<td>5,750</td>
</tr>
<tr>
<td>6 Lump-Sum for allowance/honoraria for UP Manila Clinical Faculty</td>
<td>20,000</td>
</tr>
<tr>
<td>7 LS for honoraria, allowances and overload teaching</td>
<td>14,567</td>
</tr>
<tr>
<td>8 Provision for CY 2007 10% salary adjustment</td>
<td>244,362</td>
</tr>
<tr>
<td>Sub-total</td>
<td>578,353</td>
</tr>
</tbody>
</table>

II. MOOE

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount ('000)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Engineering Research &amp; Development for Technology (ERDT)</td>
<td>102,741</td>
</tr>
<tr>
<td>2 National Science Complex</td>
<td>300,000</td>
</tr>
<tr>
<td>3 Additional MOOE to meet budget deficiencies for existing programs &amp; projects</td>
<td>472,574</td>
</tr>
<tr>
<td>Sub-total</td>
<td>875,315</td>
</tr>
</tbody>
</table>
The Budget Proposal for CY 2009 will be submitted to the Department of Budget and Management and the Commission on Higher Education.

Board action: APPROVAL.

Proposal to Increase the Rice Subsidy From P1,000.00 to P1,500.00

Under the Memorandum of Agreement to Amend the Collective Negotiation Agreement (CNA) entered into by and between the University of the Philippines and the All UP Workers’ Union and which was approved by the Board of Regents at its 1230th meeting last 29 February 2008, “The University agrees, subject to the condition provided in Article XIII, Section 1 and the availability of funds, to provide:

a. Rice subsidy, a minimum of two sacks of rice of approximately 50 kg, with a maximum of P1,000 each…”

Because of the rising prices, it is now proposed that the first rice subsidy/allowance for 2008 be given to the rank and file employees of the University be increased from P1,000 to P1,500.

In the spirit of equity, it is further proposed that the same rice subsidy/allowance of P1,500 be given to the Faculty, REPS and administrative personnel not covered by the CNA between the University and the All UP Workers’ Union.

The amount to be allocated to the subsequent rice subsidies will be subject of discussion with the Union during the current round of CNA negotiation.

Board action: APPROVAL.

Request of the College of Business Administration to Charge a Course Audit Fee for Graduate Program Courses, Research Consultant’s Honorarium and Foreign Student’s Fee

The request emanates from the Memorandum of Cooperation signed by the President of the University of the Philippines and the Rector of Hasanuddin University on 4 February 2008. This agreement was approved by the Board of Regents in its 1230th meeting last 29 February 2008 held at U.P. Mindanao.

The agreement enumerates the types of joint academic activities the two universities can undertake in general terms but does not include implementing rules that would specifically guide the actions of the academic units. Hasanuddin University has informed the U.P. College of Business Administration that eleven doctoral students are arriving this academic year 2008-2009 and five in SY 2009-2010 under a Ph.D. “sandwich program.”

For this reason, the College of Business Administration is requesting that they be allowed to charge the students a course audit fee for graduate program courses audited, research consultant’s honorarium and foreign student’s fee as follows:

- **Course Audit Fee (for graduate program courses audited)**: P2,500/unit
- **Foreign Student’s Fee (to be used for Personal Services cost for Visiting Students’ Program Administration)**: US$500/trimester/semester per student
- **Dissertation Faculty Consultants’ Fee (to be paid to the Faculty Consultants)**: P10,000/trimester/semester per student

Board action: APPROVAL.

Opening of a Separate Modified Disbursement System (MDS) Account for Research Projects Funded by the Department of Science and Technology (DOST)

This is to recommend for approval of the Board of Regents the opening of a separate MDS account (Trust Fund) exclusive for DOST funded research projects.

The opening of a separate MDS for DOST will separate DOST funds from UPS General Fund. DOST funds are disbursed for specific research projects covered by a Memorandum of Agreement confirmed by the Board of Regents.

The COA, DBM and DOF Joint Circular No. 1-97, dated 2 January 1997, specifically Section 4.4, allows the opening of a separate MDS account for Trust Funds.

Board action: APPROVAL.

APPOINTMENTS

The Board approved the appointments of the following University Officials:

**U.P. System**

Prof. ISABELITA O. REYES as Director, U.P. System Information Office, effective 1 May 2008 until 30 April 2011

Dr. SUE LIZA C. SAGUIGUIT as Dean, College of Human Ecology, effective 1 June 2008 until 31 May 2011

**U.P. Los Baños**

The Board approved the appointments of the following University Officials:

**U.P. System**

Prof. ISABELITA O. REYES as Director, U.P. System Information Office, effective 1 May 2008 until 30 April 2011

Dr. SUE LIZA C. SAGUIGUIT as Dean, College of Human Ecology, effective 1 June 2008 until 31 May 2011
*Dr. DOMINGO E. ANGELES as Dean, College of Agriculture, effective 1 July 2008 until 30 June 2011

U.P. Open University

Dr. MA. THERESA DE VILLA as Dean, Faculty of Education, effective 1 June 2008 until 31 May 2011

U.P. Diliman

Prof. Aileen S. Alva as Assistant Professor 1 (Salary Grade 18-1), College of Business Administration, effective 30 May 2008

TRANSFER TO PERMANENT STATUS

U.P. Diliman

Prof. Marie Therese Angeline P. Bustos as Assistant Professor 2 (Salary Grade 19-1), College of Education, effective 30 May 2008

Prof. Nona M. Cachio as Assistant Professor 1 (Salary Grade 18-1), College of Home Economics, effective 30 May 2008

Prof. Mary Grace R. Concepcion as Assistant Professor 1 (Salary Grade 18-1), College of Arts and Letters, effective 30 May 2008

Prof. Carlos P. Tatel, Jr. as Assistant Professor 1 (Salary Grade 18-1), College of Social Sciences and Philosophy, effective 30 May 2008

U.P. Manila

Prof. Francisco C. Manalo as Assistant Professor 2 (part-time), College of Medicine, effective 30 May 2008

Prof. Paulo Ma. N. Pagkatipunan as Associate Professor 3 (part-time, Salary Grade 23-4), College of Medicine, effective 30 May 2008

Prof. Edward H.M. Wang as Associate Professor 5 (part-time, Salary Grade 25-5), College of Medicine, effective 30 May 2008

U.P. Los Baños

Prof. Abigail B. Morales as Assistant Professor 1 (Salary Grade 18-1), College of Veterinary Medicine, effective 30 May 2008

Prof. Gem D. Encarnacion as Assistant Professor 2 (Salary Grade 19-1), College of Arts and Sciences, effective 30 May 2008

U.P. Open University

Prof. Marie-Sol P. Hidalgo as Assistant Professor 1 (Salary Grade 18-1), Faculty of Education, effective 30 May 2008

AUTOMATIC PROMOTION

U.P. Diliman

Prof. Meliton B. Juanico as Professor 4 (Salary Grade 27-5), College of Social Sciences and Philosophy, effective 2 November 2007

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* Taken up in Executive Session. Likewise, in executive session, the Board agreed to defer action on the directorship of the Crop Protection Cluster of UPLB.
REAPPOINTMENT BEYOND
COMPULSORY RETIREMENT AGE OF 65

U.P. Diliman

Prof. Mauricia D. Borromeo as Professorial Lecturer 1, College of Music, effective 1 June 2008 until 31 May 2009

U.P. Open University

Prof. Cerenilla A. Cruz as Professorial Lecturer 1, Faculty of Management and Development Studies, effective 7 June 2008 until 17 October 2008
Prof. Paz H. Diaz as Senior Lecturer 3, Faculty of Management and Development Studies, effective 7 June 2008 until 17 October 2008

ACADEMIC MATTERS APPROVED/CONFIRMED

Confirmation of the graduation of students from the different Constituent Universities (CUs) approved by the President by virtue of the authority given her by the Board of Regents at its 1231st meeting on 27 March 2008

At its 1231st meeting held on 27 March 2008, the Board of Regents authorized the President to approve the graduation of students from the different Constituent Universities who completed all the requirements as of the end of the Second Semester, 2007-2008, subject to its confirmation. This is in view of the early Commencement Exercises set by many of the Constituent Universities.

1. U.P. DILIMAN
2. U.P. LOS BAÑOS
3. U.P. MANILA
4. U.P. VISAYAS
5. U.P. BAGUIO
6. U.P. MINDANAO
7. U.P. OPEN UNIVERSITY

Board action: CONFIRMATION.
(The lists confirmed by the Board are on file at the OSU Records.)

N.B.
President Roman explained the case of those students from U.P. Diliman who were allowed to graduate despite the fact that they had pending cases. She said that the University Council of Diliman at its 95th meeting held on 19 April 2006 adopted a policy that “all graduating students who have complied with all the academic requirements for graduation must be recommended for graduation without prejudice to the final determination of the disciplinary cases and without prejudice to the appropriate corrective measure to be undertaken by the University should the decision be against them.”

This policy was reaffirmed during the University Council’s 103rd meeting held on 23 April 2008, upon the motion of Dean Salvador Carlota of the College of Law.
Vice President Marvic Leonen added that the current policy of U.P. Diliman is that if there are pending cases at the first level, i.e. Student Disciplinary Tribunal (SDT) level, apply the rule of presumption of innocence which is also enshrined in the SDT Rules approved by the University Council and the Board of Regents. If after graduation their cases are resolved and that they are proven guilty, the University can still do something about it (e.g. withdrawal of the degree, which the University has done in the past).

PROFESSORIAL CHAIRS ESTABLISHED

Establishment of the Pozzolanic Philippines, Inc. Professorial Chair at the College of Engineering, U.P. Diliman

Donation: PhP 600,000.00
Donor: Pozzolanic Philippines, Inc.
Fund Management: U.P. Engineering Research and Development Foundation, Inc. (UPERDFI)

Board action: APPROVAL.

Establishment of the Estelito P. Mendoza Centennial Professorial Chair in Law, College of Law, U.P. Diliman

Donation: PhP 1,500,000.00
Donors: Children of Atty. Estelito P. Mendoza (Susan A. Mendoza, Mary Agnes Cecille M. Zulueta, Mary Eleanor A. Mendoza, Michael A. Mendoza, Joseph A. Mendoza)
Fund Management: U.P. Foundation, Inc. (UPFI)

Board action: APPROVAL.

Establishment of the CARD-MRI Professorial Chair in Microfinance and Social Development in U.P. Los Baños

Donation: PhP600,000.00
Donor: Center for Agriculture and Rural Development, Inc. (CARD, Inc.)
Fund Management: The endowment fund will be deposited at the CARD Bank, Inc., San Pablo City Branch

Board action: APPROVAL.

Establishment of the Robert and Ninfa Saturnino Springer Centennial Professorial Chair in Nutrition at the College of Home Economics, U.P. Diliman

Donation: US$36,137.82
Donor: Robert and Ninfa Springer
Fund Management: FUPFA

Board action: APPROVAL.

Establishment of Professorial Chairs at the College of Business Administration, U.P. Diliman

Board action: APPROVAL.
MATTERS CONFIRMED BY THE BOARD

Naming of the U.P. PGH Tissue Bank as the “Norberto R. Agcaoili Memorial Tissue Bank”

Background

In recognition of the late Dr. Norberto R. Agcaoili’s contribution and pioneering endeavors to the establishment and realization of his vision for tissue banking in the Philippines, the Department of Orthopedics is requesting to name the UP-PGH Tissue Bank as the “Norberto R. Agcaoili Memorial Tissue Bank” to immortalize Dr. Agcaoili’s pioneering work on tissue banking in the country. Dr. Agcaoili finished his residency training at UP-PGH Department of Orthopedics in the year 1976. He also held office as the Department’s 3rd Chairman from 1994-1997. Among his contributions is the establishment of the UP-PGH Tissue Bank.

The tissue bank in the Philippines started in 1984 as a research project which was awarded by the International Atomic Energy Agency (IAEA) to Dr. Norberto Agcaoili, then a Consultant of the Department of Orthopedics in UP-PGH. He became its chief scientific investigator of the project entitled “The Preparation and Clinical Use of Irradiated Sterilized Bone and Skin Allografts in the Philippines.” He is credited for having started the field of tissue banking in the Philippines.

On 6 May 1990, the Tissue Bank building at the U.P. College of Medicine was turned over to Dr. Agcaoili by then Dean Dr. Marita V.T. Reyes through the Department of Orthopedics under the chairmanship of Dr. Napoleon M. Apolinario. Since then, donor screening, tissue processing and packaging have been done in the said building. The allografts were sent to the PNRI for radiation-sterilization (terminal sterilization using a Cobalt 60) course and microbiological testing. Storage and distribution of materials were done at the Tissue Bank Building upon the return of the sterile grafts from the PNRI.

Dr. Agcaoili realized that the need for bone grafts was great but the supply at the bank was low. It was his dream, with the initiative of his study, to create an awareness and generate other centers in the country to develop their own particular interest in tissue banking. He hoped that allografts might be readily available to recipients needing them. And because of the tissue bank project started in PGH by Dr. Agcaoili, other centers have now set up their own Tissue Banks. Because of his pioneering works and hard work to achieve the realization of his vision for tissue banking in the country, Dr. Agcaoili is appropriately called “The Father of Tissue Banking in the Philippines.”

This request is in compliance with the U.P. Guidelines for the Naming of Buildings, Structures, Streets, Parks and Other Places in the University as approved by the President on 27 July 2004 and by the Board of Regents on 26 August 2004. It has been shown that the late Dr. Norberto Agcaoili has exceptional or exemplary achievements in his field and made significant contributions to the University and the entire medical profession, and thus, can be looked upon as a role model of the youth.

Naming of the Main Building occupied by the School of Economics as “The Jose Encarnacion, Jr. Hall”

The faculty, students, alumni and staff of the School of Economics respectfully seek the University’s approval for the renaming of the main building occupied by the School of Economics (known as the PCED Main Building) as the Jose Encarnacion, Jr. Hall, and more exclusively, Encarnacion Hall, effective 17 November, in the year of the University’s 100th founding, and coinciding with Professor Encarnacion’s 80th birth anniversary.

This is to honor the memory of the late Jose Encarnacion, Jr., University Professor, National Scientist, and the longest-serving dean of the School of Economics (1974 to 1994). Dean Encarnacion defined the shape and future direction of what the School of Economics is today. He devoted his entire life to the University and its noblest ideals. The dedication of the physical structure with which he was most closely associated and in whose completion he was personally involved honors not only him but the University as well.

The Committee on Naming Buildings, the Dean of the School of Economics, the Chancellor of U.P. Diliman, and the Office of Legal Services favorably endorsed the request.

MEMORANDA OF AGREEMENT

The Board confirmed the following:

U.P. System

Memorandum on Academic Cooperation between the University of the Philippines and the Zhejiang Gongshang University

Purpose: To develop academic and educational cooperation and promote mutual understanding between two universities

Particulars:

a. Both universities agree to develop the following collaborative activities in areas of mutual interest, on the basis of equality and reciprocity:
   a.1 exchange of faculty, researchers and other research and administrative staff;
   a.2 exchange of students;
   a.3 conduct of collaborative research projects;
   a.4 conduct of lectures and symposia;
   a.5 exchange of academic information and materials; and
   a.5 promotion of other academic cooperation as mutually agreed upon.

b. The development and implementation of specific activities based on this Agreement will be separately negotiated and agreed upon between the faculties, schools or institutes which carry out the specific projects. Both universities agree to carry out these activities in accordance with the laws and regulations of the respective countries after full consultation and approval.

c. Should any collaborative research activity under this Agreement result in any potential for intellectual property, both universities shall seek an equitable and fair understanding as to the ownership and other property interests that may arise. This understanding shall be based on the laws, rules and guidelines then implemented in each university;

d. This Agreement may be amended or modified by a written agreement signed by the representatives of both universities; and

e. In the event of any unforeseen incident during collaborative activities in either country, both universities agree to negotiate a mutually acceptable solution. As far as practicable these solutions shall be incorporated in the specific agreements mentioned.

Effectivity: Valid for a period of five (5) years from the date of signing.
Date notarized: 7 May 2008

Contract between the University of the Philippines, Commission on Higher Education (CHED) and Prof. DANIEL L. MABAZZA (Grantee)

Subject: CHED Support for Paper Presentations in International Conferences

Particulars:

CHED has embarked on several research expertise development programs to fulfill its mandate, one of which is entitled “Support for
Amendment and Supplemental Memorandum of Agreement between the University of the Philippines and the Manila Water Company, Inc. (MWCI)

Subject: The Provision and/or Improvement of water and sewerage services of Manila Water Company, Inc. to the University of the Philippines Diliman Campus and the Development of a Joint Training Program for U.P. engineering students

Particulars:

a. The parties have agreed to amend the provisions of Item 7, Article I and Supplement Item 8, Article I of the Memorandum of Agreement, as follows:

a.1 Item 7, Article I of the present MOA provides that: “Only legitimate UP homeowners or locators shall be allowed interconnection to the Sewerage Treatment Plant (STP).” For this purpose, MWCI shall coordinate with and seek the University’s approval prior to any interconnection with the homeowners and/or locators. For those not previously approved or cleared, MWCI shall require proof that the University has given prior consent to such interconnection.”

The above-quoted provision shall be amended and should now read as follows:

“7. MWCI shall give priority to legitimate UP homeowners, locators or establishments who would wish to be interconnected to the STP. MWCI, however, in coordination with UP, may allow such interconnections with any other UP homeowners and locators. It is understood and agreed that the interconnection agreements between MWCI and such homeowners/locators are solely between said parties.

7.1 Moreover, UP shall allow MCWI to interconnect to the Sewerage System and STP. MWCI, however, in coordination with UP, may allow such interconnections with any other UP homeowners and locators. It is understood and agreed that the interconnection agreements between MWCI and such homeowners/locators are solely between said parties.

MWCI shall bill, collect and receive payments from UP and/or homeowners/locators in UP Diliman Campus for sewer charges, the rates of which shall be in accordance with the Concession Agreement. The rates of sewer charges to be billed or collected from UP and/or homeowners/locators in UP Diliman Campus will only be made upon prior consultation with the University and subject to final approval by the UP Board of Regents, which approval shall not be unreasonably withheld. The sewer charges shall be incorporated in the MWCI water bill commencing from the date of commissioning of the Sewerage System and the STP.”

Items 8.1, 8.1.1, 8.1.2 and 8.1.3 shall be added as sub paragraphs of the above-quoted provision/paragraph, which shall read as follows:

“8.1 UP Diliman, through its Chancellor, has approved and agreed that starting January 2006, MWCI shall charge and collect from the buildings/establishments owned by UP and located inside the UP Diliman Campus which are interconnected to the Sewerage System and STP monthly sewer fees in the amount equivalent to forty percent (40%)
of the said building's/establishment's monthly water charges/billings. The said “sewer fees” shall be billed together with but on top of the monthly water bills.

8.1.1 The said “sewer fee” rate which is 40% of the “water bill” is a discounted rate. It is presently 10% lower than the rate being charged to other customers which is presently at 50%.

8.1.2 It is understood that only UP owned buildings/establishments are given such discounted rate. The other customers/locators inside UP Campus are charged/to be charged the standard rate of 50%.

8.1.3 The aforesaid discounted rate shall continue to be observed until that time when MWCI will reduce its present sewer fee rates of 50% and implement such new/reduced rates. Effective said date, the said new/reduced rates shall be implemented uniformly to all customers, including the UP owned buildings/establishments. The rates being charged by MWCI for such sewer fees to all the other customers shall be the same rate to be charged for the UP buildings/establishments.

Date notarized: 31 January 2008

Memorandum of Agreement between the University of the Philippines, University of the Philippines Alumni Association, (UPAA) and the Enchanted Kingdom, Inc. (EKI)

Subject: Provision of support to UP by raising needed funds and other activities

Particulars:

The Enchanted Kingdom, Inc. shall:

a. provide a special edition EKI-UPAA Lifetime Membership Card to all UP Alumni who register from May 2008 to December 2009;
b. provide the following discounts on their Park admission tickets upon presentation of the special edition EKI-UPAA Lifetime Membership Card at EKI Makati Sales Office or at the Santa Rosa Group Sales Office up to December 31, 2009
   b.1 One Hundred Pesos (PhP100.00) off every purchase of an EKI Regular Days Pass with a maximum purchase of ten tickets per card/day.
c. donate to the UP Centennial Fund Ten Pesos (PhP10.00) from every EKI Day Pass purchased using the special edition EKI-UPAA Lifetime Membership Card;
d. turn over all monthly collections and receipts to UP-UPAA with supporting documents on or before the 15th day of the succeeding month.

The UP and UPAA shall:

a. support EKI in terms of providing resource persons and information materials if needed;
b. authorize EKI to use the official UPAA and UP Centennial logos in its posters, leaflets and advertising materials in connection with the campaign. The authorization granted shall not in any way be interpreted to mean the use of the official UPAA and UP centennial logos on any souvenir item or merchandise being sold or to be sold by EKI in its theme park;
c. provide EKI space for a promotion booth in all major UP Centennial events to create awareness and encourage UPAA members to avail of the special edition EKI-UPAA Lifetime Membership Card;
d. duly acknowledge EKI as a major partner in the UP Centennial celebrations;
e. endeavor to provide media and publicity campaign for the participation of EKI in the UP Centennial celebration;
f. issue official receipts for the donations received and shall correspondingly issue Certificate of Donations and tax-exempt documents for corporate donations in accordance with the regulations of the Bureau of Internal Revenue (BIR);
g. have possession and custody of the funds donated to the UP Centennial Fund project and any disbursements thereof shall be for the exclusive benefit of the project and programs dedicated to the identified beneficiaries; and
h. provide EKI with any update or progress report on the programs adopted and pursued for the beneficiaries which were funded and supported by the donations made through EKI, and to make periodic reports upon liquidation of such donations.

The parties affirm their commitment to the UP Centennial celebrations and agree to work closely with each other in achieving the goals of the Agreement.

Date signed: 12 May 2008

Contract of Lease between the University of the Philippines (Lessor) and the The International Society of Phi Kappa Phi, U.P. Chapter represented by Dr. Gilda C. Rivero (Lessee)

Leased Premises: One Room located at the Lobby of Fonacier Hall, U.P. Alumni Center

Date notarized: 15 March 2008

Memorandum of Agreement between the University of the Philippines Diliman; American Chamber of Commerce of the Philippines, Inc. (ACCP); American Chamber Foundation of the Philippines, Inc. (ACFPI); Interactive Language Solutions, Inc. (ILS); and the Hopkins International Partners, Inc. (Hopkins)

Project: Promotion of English Language Proficiency

Particulars:

a. U.P. Diliman shall:
   a.1 Be responsible for technical facilities;
   a.2 Be responsible for project deliverables to be completed on or before July 31, 2008;
   a.3 Provide manpower commitment;
   a.4 Be responsible for implementation and training;
   a.5 Take charge of financial responsibilities; and
   a.6 Submit reporting requirements according to dates that will be mutually agreed upon.
b. ACFPI shall act as fund manager for UPS-PEP according to an agreed-upon budget at the start of the said project.

c. ACCP through the PEP Project Secretariat shall:
   c.1 Oversee implementation of the project;
   c.2 Coordinate with U.P. Diliman, ILS, Hopkins, and ACFPI on the conduct of activities;
   c.3 Coordinate with U.P. Diliman on project mobilization;
   c.4 Monitor progress of the project;
   c.5 Working with U.P. Diliman, shall submit periodic reports on the DynEd trainees’ performance and DynEd test scores as tracked by the DynEd Records Manager to UPS Foundation;
   c.6 Submit a report to UPS Foundation on the TOEIC scores of the teachers, upon informing them that said results will be disclosed for the private use of UPS Foundation; and
   c.7 Submit a terminal report on the project to ACFPI and UPS Foundation, including financial reports.

d. ILS shall:
   d.1 Install DynEd software on twenty (20) computers valid for one year;
   d.2 Facilitate training for English faculty and computer laboratory tutors/technical staff of U.P. Diliman in effective use of DynEd courseware and methods. Training will take place in a place and time mutually acceptable to all parties, will last for three (3) full days and will be executed by a DynEd certified teacher trainer;
   d.3 Provide installation services and reasonable technical and pedagogic support for U.P. Diliman to use DynEd. ILS’s support will be in the form of initial DynEd training and ongoing online, e-mail and telephone assistance for the technical and pedagogic staff of U.P. Diliman;
   d.4 Supply one (1) complete set of DynEd Documentation aside from the documentation available in each of the DynEd licensed computers in U.P. Diliman; and
   d.5 Conduct regular audit on all pertinent DynEd files, including, but not limited to DynEd’s Record manager and log files.

e. Hopkins shall:
   e.1 Administer the TOEIC certification tests to a total of 50 teachers of English, teachers of other subjects taught in English and/or top DynEd-trained students;
   e.2 Work with ACCP through the PEP Project in informing the test-takers that a summarized report of their scores will be disclosed solely for private use; and
   e.3 Tabulate the TOEIC test results and submit to ACCP through the PEP Project and UPS Foundation a summary of the test scores.

Effectivity: Effective upon signing and shall remain in force and effect for one (1) year

Date notarized: 21 February 2008

Variation Letters to the Coral Reef Research Contracts between the University of the Philippines Diliman through the Marine Science Institute (UPD-MSI) and the University of Queensland (UQ)

1. Modelling & Decision Support Working Group of the Coral Reef Targeted Research (CRTR) and Capacity Building for Management Program

Principal Investigator: Dr. Porfirio Aliño
Grant: USD$ 19,000.00
Particulars:

The letter confirms that UQ and the University of the Philippines have agreed to vary the terms of the agreement governing conduct of the Project as follows:

Schedule 1: 2008 Project Schedule and Budget

UQ will pay to the University of the Philippines USD $19,000.00 during 2008 as part of the sub-grant for the CRTR Project, for the activities outlined.

All other terms in the Project agreement remain unaltered.

Date notarized: 14 March 2008

2. Restoration & Remediation Working Group of the Coral Reef Targeted Research (CRTR) and Capacity Building for Management Project

Principal Investigator: Dr. Edgardo D. Gomez
Grant: USD$ 39,030.00
Particulars:

The letter confirms that UQ and the University of the Philippines have agreed to vary the terms of the agreement governing conduct of the Project as follows:

Schedule 1: 2008 Project Schedule and Budget

UQ will pay to the University of the Philippines USD $39,030.00 during 2008 as part of the sub-grant for the CRTR Project, for the activities outlined.

All other terms in the Project agreement remain unaltered.

Date notarized: 14 March 2008

3. Coral Reef Targeted Research within the Philippines Centre of Excellence of the Coral Reef Targeted Research (CRTR) and Capacity Building for Management Project

Principal Investigator: Dr. Edgardo D. Gomez
Grant: USD$ 254,588.00
Particulars:

The letter confirms that UQ and the University of the Philippines have agreed to vary the terms of the agreement governing conduct of the Project as follows:

Schedule 1: 2008 Project Schedule and Budget

UQ will pay to the University of the Philippines USD $254,588.00 during 2008 as part of the sub-grant for the CRTR Project, for the activities outlined. The sub-grant includes:

- Philippine CoE – Co-ordination and Project Budgets (USD$ 248,723.00)
- NOAA (RSWG) - Direct sub-grant (Eileen Penaflor travel) (USD$5,865.00)

All other terms in the Project agreement remain unaltered.

Date notarized: 14 March 2008

Memorandum of Agreement between the University of the Philippines Diliman through the College of Education (UPD-CED) and the Department of Education (DepEd)

Project: 14-month Graduate Scholarship Program (Leading to a degree of Master of Arts in Education major in Language Education)

Particulars:

a. DepEd and UPD-CED shall jointly plan, establish and implement a customized 14-month graduate scholarship program leading to a degree of Masters of Arts in Education major in Language Education for eighteen (18) secondary
Memorandum of Understanding between the University of the Philippines Diliman through the Marine Science Institute (UPD-MSI) and the Marine Environment and Resources Foundation, Inc. (MERF)

Project: Marine Science Development

Particulars:

a. MERF shall support the University’s marine science research, extension and institutional development;

b. In recognition of the support of MERF, the University shall make available the facilities of the UP-MSI for the activities under the Agreement subject to pertinent laws and University policies;

c. The programs/activities under the Agreement, such as research contracts, leases, contributions to University development programs, or any action to implement the Agreement shall be mutually discussed by the parties, and subject to pertinent laws and University policies, and shall be covered by a separate and specific written agreement. It is understood, however, that any personnel hired/trained by MERF for its purposes shall be for its own account;

d. MERF shall hold the University and its officials and employees free from and blameless in case of from any claims, damage, liability, or responsibility to any person or property arising out of or as a consequence of the implementation of the programs/activities under the Agreement.

Effectivity: Effective upon execution by the parties and shall continue to be in force and effect for a period of three (3) years

Date signed: 12 March 2008

Amendment No. 1 to the Joint Research Agreement between the University of the Philippines Diliman through the U.P. Population Institute (UPPI) and the Nihon University through the Nihon University Population Research Institute (NUPRI)

Amendment: Section 3 of Article 5 of the Joint Research Agreement

Particulars:

Section 3 of Article 5 is replaced in its entirety with the following:

a. Of the expenditures relating to the Philippine Longitudinal Study of Aging (PLSOA) shall be PhP 7,683,976.22. In the event that additional costs arise due to unforeseen circumstances, separate consultations between the parties shall be held with respect to the bearing of those additional cost; and

b. All other terms and conditions shall remain the same.

Date signed: 31 March 2008

Memorandum of Agreement between the University of the Philippines Diliman through the Office of the Vice-Chancellor for Research and Development and the National Research Council of the Philippines (NCRP)

Project: Frequency Dependence of the Solid-Liquid Phase Transition for Granular Polyeorane Beads

Implementing Unit: Office of the Vice-Chancellor for Research and Development (OVCRD)
Memorandum of Agreement between the University of the Philippines Diliman through the U.P. Training Center for Applied Geodesy and Photogrammetry (UP-TCAGP) (Second Party) and the National Mapping and Resource Information Authority (NAMRIA) (First Party)

Memorandum of Agreement between the University of the Philippines Diliman through the Center for Local and Regional Governance (CLRG), National College of Public Administration and Governance (NCPAG) and the Bureau of Small and Medium Enterprise Development (BSMED)

Proponent: Dr. Marisciel Palima


Particulars:

BSMED shall provide the necessary support to UP-CLRG, NCPAG to include the following:

a. Convene the Consultative Group for regular meetings to clarify the content, review/edit the output of the consultant, and
recommend the final form of the handbook. The group will be composed of representatives from BSMED and other cooperating partners;

b. Provide the UP-CLRG, NCPAG with relevant data/information based on existing studies and projects of LGU practices;

c. Source secondary data on good practices and impact of streamlined processes from development partners such as GTZ, IFC. The Asia Foundation, CIDA, private or government institutions such as AIM, Leagues of Cities and Municipalities of the Philippines, DOF-Bureau of Local Government Finance, PCCI and DILG;

d. Provide the needed project funds in the amount of PhP730,000.00 to UP-CLRG, NCPAG subject to the usual auditing and accounting rules and regulations; and

e. Secure all intellectual property rights necessary for the publication of the second edition of the handbook “Streamlining Business Registration in LGUs: Good Practices”, and hold UP-CLRG, NCPAG, and its officials, employees and other agents, free and harmless from any liability that may arise as a result of infringement of any such intellectual property right.

UP-CLRG, NCPAG shall perform all tasks necessary for the project, to include but not limited to the following:

a. Engage in regular discussion or consultation with DTI-BSMED and the Consultative Group (CG);

b. Study all available relevant data, gather, and analyze other required documents. Review and update the data in the 1st edition particularly the good practices, the LGUs and the agencies involved;

c. Determine other good practices by reviewing all available documentation, which may be recommended by the CG;

d. Based on the assessment, choose a set of good practices that will be highlighted in the handbook (subject to the approval of the CG). Translate the good practices into tools detailing steps on how to implement them. These tools will constitute the toolkit, which may include general recommendations and cautions, methodologies, illustrations, flowcharts, and forms to implement a good practice;

e. Prepare draft contents of the handbook for presentation to the CG;

f. Revise the handbook based on the inputs of the CG;

g. Submit a camera-ready format of both hard and soft copies of the 2nd edition to BSMED; and

h. Submit to BSMED an expense report within thirty (30) days upon completion of the project.

Effectivity: Effective upon the date of signing

Date signed: 1 April 2008

Memorandum of Understanding between the University of the Philippines Manila (UPM) and the Collegio de Sta. Lourdes of Leyte Foundation, Inc. (CSLLFI)

Project: Educational and Scientific Cooperation

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

Particulars:

PRSP undertakes:

a. to develop with UPOU and PRSP, academic programs on public relations; and

b. to provide content and experts for the agreed outputs following the PRSP standards of professional and ethical practices of public relations in the Philippines.

UP-CMC undertakes, subject to University policies and procedures:

a. to develop with UP-CMC and PRSP, academic programs on public relations; and

b. to implement the programs created, in distance mode.

UPPOU undertakes, subject to University policies and procedures:

a. to develop with UP-CMC and PRSP, academic programs on public relations; and

b. to implement the programs created, in residential mode.

CMCFI undertakes:

a. to provide project management services; and

b. to support the marketing efforts of the parties.

Effectivity: Effective upon signing of the parties

Date notarized: 16 April 2008

U.P. MANILA

Memorandum of Agreement between the University of the Philippines Manila (UPM) and the Collegio de Sta. Lourdes of Leyte Foundation, Inc. (CSLLFI)

Project: Educational and Scientific Cooperation

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

Particulars:

a. UPM and CSLLFI, wishing to enhance the existing cooperative relations among them, join in the following agreement on educational and scientific cooperation;

b. To the extent feasible, UPM and CSLLFI will encourage contact and cooperation among their faculty members, department and research institutions, including the autonomous universities of UP, under the provision of the agreement;

c. UPM and CSLLFI will endeavor to cooperate in education and research;

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

d.1 joint research;

d.2 consultancy services;

d.3 exchange of information, including, but not limited to research publications;

d.4 participation in seminars, lectures and academic meetings; and

d.5 exchange of faculty for part-time teaching.

e. UPM and CSLLFI shall identify specific academic projects that they may decide to undertake collaboratively within the period of effectivity of the agreement. The details and other implementing guidelines shall be agreed upon in writing by the parties in subsequent specific agreements, which shall form integral part/s of the main Agreement.

f. Acknowledging that each of them have invested in the development and training of their respective faculty members and academic personnel, UPM and CSLLFI agree not to solicit for employment or “pirate” each others’ faculty members and academic personnel. Any recruitment of a faculty shall require the prior written consent of the university/college to which the faculty member belongs, subject to the following pre-requisites:

f.1 the transfer of the faculty shall not result to the disruption of ongoing academic programs or projects of his/her university/college;

f.2 the faculty shall be required to settle any outstanding obligations with his/her university/college; and
On 6 December 2007, two bids were received and opened: Ideal Management Group, Inc. and MTC Opto-Medic, Inc. The UP Manila Bids and Awards Committee 2 determined that the proposal of Ideal Management Group, Inc. is responsive and complying, and the most advantageous to the government.

**Particulars:**
- a. Before the start of, and during the operations, the Lessee must submit a list of any equipment and paraphernalia brought into the leased premises to the Office of Engineering and Technical Services (OETS) for approval. Electrical equipment should not be used without clearance from the OETS and the PGH Director;
- b. Any and all improvements to be made in the leased premises shall be approved by the Lessor. Such improvements shall become the property of the Lessor after the termination of the Contract without need for reimbursing the Lessee for the cost/expenses incurred in putting up said improvements;
- c. The Lessee shall install a price list of all authorized items, prominently displayed at the site, in accordance with the price tag law, provided that, in the sale of its items the Lessee shall make use of a cash register duly issued or accredited by the BIR or issue the necessary official receipt for such sales;
- d. The Lessee shall not sell tobacco, alcoholic beverages or drugs of any form;
- e. The Lessee shall not sublease, assign or transfer its rights to the leased premises or any portion thereof to any other person;
- f. The Lessee may engage the services of private security guards, charged to its account, but only upon prior clearance from the U.P. Manila Police and upon approval by the PGH Director, subject to pertinent University rules and regulations; and
- g. The Lessee shall be billed monthly for its Electric charges by the PGH Accounting Office through the OETS.

**Space Rental:** P60,000.00 per square meter plus 5% share on gross sales, payable during the first five days of each and every month

**Effectivity:** Effective for a period of two (2) years commencing upon actual operations of the Optical Shop but not later than sixty (60) days after the signing of the contract

**Date signed:** 25 March 2008

**Two Supplemental Contracts of Lease between U.P Manila and the Goodwill Trading Co., Inc. (GTCI) (Lessee)**

**Project:** Supplemental Contract for the Operation of the UP Manila Bookstore on an extended period

**Implementing Unit:** Office of the Vice-Chancellor for Administration

**Particulars:**
- a. After the negotiation conducted by the UP Manila Bids and Awards Committee 2 to operate the UP Manila Bookstore providing the terms and conditions deemed beneficial and advantageous to UP Manila, a Contract of Lease was entered into between the Lessor and the Lessee for a period of three (3) years commencing after actual operations of the UP Manila Bookstore and a renewal for a period of two (2) years from 1 March 2006 until 29 February 2008;
- b. The Terms and Conditions of the contract are still being reviewed;
- c. The selection of the lesslee should be through public bidding;
- d. The bidding and subsequent award of the contract were not resolved before the expiration of the contract;
- e. The Fiscal Policy and Operations Committee recommended the extension of the contract on a monthly basis;
- f. The parties agreed to enter into this Extension Contract covering the period 1 March 2008 to 31 March 2008 under the same terms and conditions as provided for in the 1 March 2006 until
Memorandum of Agreement between the U.P. Open University (UPOU) and the Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCARRD)

Project: Development of a Training Manual on Consortia Management and Operations

Particulars:

The PCARRD shall:

a. Provide all relevant materials for the development of the Training Manual;
b. Jointly identify, with UPOU, the course writer and reader;
c. Pilot test the Training Manual in four (4) consortia;
d. Release the amount of PhP 350,000.00 to UPOU for the activities related to the development of the Training Manual; and
e. Coordinate with UPOU regarding matters relating to the Project.

The UPOU shall:

a. Develop and submit to PCARRD a Training Manual on Consortium Management and Operations based on the course framework/design approved by PCARRD and within the schedule agreed upon;
b. Jointly identify, with PCARRD, the course writer and reader;
c. Pilot test the Training Manual in distance education mode;
d. Submit Official Receipt to PCARRD for the funds released in the implementation of the project; and
e. Closely coordinate with PCARRD-IDD regarding matters relating to the implementation of the Project.

Effectivity: Effective upon signing of the parties and shall be implemented starting 1 July 2007 and shall continue to remain in force unless earlier terminated or revised upon prior written notice of thirty (30) days. The termination shall not prejudice any ongoing activities related to the Program.

Date notarized: 3 January 2008

Memorandum of Agreement between the U.P. Open University (UPOU) and the CAHBRIBA Alternative School Foundation (CAHBRIBA)

Grant: Financial Assistance under the “Hon. Francis Pangilinan Scholarship Grant Providing Opportunities for Education Through Distance Education” in the amount of P500,000.00

Particulars:

a. UPOU and CAHBRIBA agree to divide the Grant as follows:
   a.1 60% or P300,000 shall be allocated to at least six (6) scholars of CAHBRIBA enrolled in any degree or non-degree program in UPOU; and
   a.2 40% or P200,000 shall be allocated to at least four (4) scholars of UPOU, enrolled in any of its degree or non-degree program;
b. The Grant shall be in the custody of UPOU and any and all expenses for the enrollment of the scholars of both parties shall be charged against the Grant;
c. UPOU shall give a statement to CAHBRIBA showing the expenses charged against its 60% allocation. Any balance remaining after all expenses of the scholars of CAHBRIBA have been deducted from its share as provided above, shall be given to CAHBRIBA after the end of the school year during which the scholars of CAHBRIBA are enrolled. The balance may be used by CAHBRIBA for its CASF Innovative Action Research Program;
d. Once the remaining balance is surrendered to CAHBRIBA, UPOU shall have no responsibility or liability relating to the said amount, and it is understood that CAHBRIBA shall thereafter submit its own report or statement relating to the use of the funds, directly to the office of Hon. Francis Pangilinan; and
e. UPOU shall have no reporting requirements to CAHBRIBA in relation to its own 40% allocation. However, UPOU shall continue to submit its financial report/statement of the use of its own allocation, directly to the office of Hon. Francis Pangilinan.

Amount: PhP 500,000.00
Effectivity: Effective upon execution
Date notarized: 7 March 2008

Memorandum of Agreement between the U.P. Open University (UPOU) and the Science Education Institute (SEI)

Program: Accelerated Science and Technology Human Resource Development Program-Science Education Component

Particulars:

a. SEI shall decentralize the implementation of the Program specifically the monitoring of scholars and the release of financial and technical assistance, by enrolling the services of a Project Director to be designated by the UPOU Chancellor;
b. The Project Director shall adhere to the approved policies and guidelines of the Program as defined in the S&T Scholarship Handbook;
c. Both parties shall monitor the progress of each individual scholar enrolled in UPOU;
d. The Project Director shall create a Steering Committee. The composition of the Screening Committee will be: The Project Director (Chair), one (1) representative from SEI, the Ph.D. in Education Program Chair, the Subject Area Specialist/Area Leader/Coordinator/Area Representative for each area (Biology, Chemistry, Mathematics, and Physics);
e. Progress reports shall be submitted on a semestral basis by the Project Director to SEI;
f. The parties shall meet periodically for policy direction and shall endeavor to resolve issues and concerns encountered in the management and implementation of the Program; and
g. When applicable, coordination with other parties/institutions may be resorted to for the smooth implementation of the Program.

Effectivity: Effective upon signing of the parties and shall be implemented starting 1 July 2007 and shall continue to remain in force unless earlier terminated or revised upon prior written notice of thirty (30) days. The termination shall not prejudice any ongoing activities related to the Program.

Date notarized: 3 January 2008

Memorandum of Understanding between the U.P. Open University (UPOU) and the Institute for Coop Excellence (Coop Institute)

Program: Development of courses and provision of access to quality on-line and blended (mixed face-to-face and on-line) training and education for selected managers, officers and staff of the cooperatives sector in the Philippines
Particulars: 
**The UPOU shall, subject to University standards, rules and regulations:**

- a. Offer enterprise-related non-formal courses such as the Personal Entrepreneurial Development (PED), New Enterprise Planning (NEP), Introduction to Electronic Commerce (ECOM), Human Resource Management-Industrial Relations and Management in the Philippine Setting (HRM-IRM) hereinafter collectively referred to as the “Existing Courses,” to cooperative members, officers, management and staff of the COOP Institute, as part of the laddered program;
- b. Develop, publish/produce new courses and materials such as the repackaged modules developed and produced by the Coop Institute for its officers, managers and staff;
- c. Deliver/Offer the repackaged modules in the immediately preceding paragraph initially as, stand-alone non-degree courses, and later, as part of the focused non-formal Certificate of Entrepreneurship Course (CEC);
- d. Develop and deliver the Existing Courses and newly developed courses into a ladderized type of certificate course, diploma and/or master's degree in Entrepreneurship Management (CEM, DEM, and/or MEM) with Cooperative Management (CoopM) as one of the fields of specialization;
- e. Conduct orientation sessions on open and distance learning focusing on how cooperatives could be capacitated through UPOU; and
- f. Promote the cooperative spirit and advocate reforms to strengthen the Philippine cooperative sector.

**The Coop Institute shall:**

- a. Market the courses directly to the primary coops which are expected to cover the costs of the Program from their education and training funds or staff development funds and guarantee the enrolment of at least 15 qualified cooperative members, managers, staff and officers per course, in the Existing Courses and/or in the newly developed entrepreneurship and related courses of the UPOU;
- b. Source funds needed to implement the Program, more specifically the delivery of the Existing Courses and the development and delivery of the newly conceptualized courses, including the printing/production of new course materials leading to CED, and possibly to CEM, DEM and/or MEM with a field of specialization in CoopM; and
- c. Organize information campaigns and seminars to promote interest in distance learning and cooperative entrepreneurship and service to the nation.

All program/course materials produced by UPOU by virtue of and pursuant to the Agreement shall be owned by UPOU. Since the Coop Institute shall cover part of the costs of the (course development) Program, the Coop Institute shall be acknowledged accordingly. The Coop Institute shall respect the academic freedom of UPOU in utilizing any of these program/course materials in accordance with the UPOU’s academic policies and objectives.

**Effectivity:** Effective on the date of signing by both parties and shall remain in force until either party wishes to terminate, provided a written notification is served at least three (3) months before the effective date of the termination.

**Date notarized:** 12 March 2008

**Memorandum of Agreement between the U.P. Open University (UPOU) and the U.P. Open University Foundation, Inc. (Foundation)**

**Activities:** Modernization of UPOU facilities and equipment, Pag-aalay, Paghalag ng Tagni-tagneing Aklana, selling of various UPOU memorabilia, and other similar activities

**Obligation and Rights of UPOU:**

- a. Make the general plan for the Centennial Activities;
- b. Supervise the Foundation’s preparation and organization of the Centennial Activities;
- c. Monitor the Foundation’s management of the funds used for, and earned from, the conduct of the Centennial Activities;
- d. Receive payment from the Foundation for the use of its necessary technical and physical support facilities for the conduct of the Centennial Activities; and
- e. Make final policy decisions on the preparation and organization of the Activities by the Foundation.

**Obligation of the Foundation – The Foundation shall:**

- a. Undertake the preparation and organization of the Centennial Activities including setting-up of the central administrative organization to competently support the activities;
- b. Coordinate and cooperate with UPOU in its performance of its obligation in sub-paragraph (a) above, provided the UPOU shall be responsible for policy decisions relating to the preparations and organization of the Centennial Activities;
- c. Manage the funds remitted in accordance with the program and budget set forth and keep financial records and accounts of the funds so managed, which shall be made available to the inspection and examination of UPOU;
- d. Pay in advance, the promotion and marketing expenses for the Centennial Activities;
- e. Compensate UPOU for the use of physical and technical support facilities for the Centennial Activities; and
- f. Remit to UPOU the latter’s corresponding share in the administrative costs incurred for the Centennial Activities which shall be allocated pursuant to Article III of the 1998 MOA.

**Effectivity:** Effective upon the date of signing until the conclusion of the Activities but in no case beyond 31 December 2009

**Date notarized:** 7 March 2008

**OTHER MATTERS**
On 18 February 2003, the Chancellor of U.P. Wimbledon, filed a Formal Charge against respondent Beatonie, alleging that his Beatonie’s offensive gestures and remarks with perceived sexual undertones have resulted in creating a hostile work environment for the complainant which constitutes a Case para 2(iii) of Sexual Harassment in violation of Section 9(1) & 6 of Rule 9 of the U.P. Anti-Sexual Harassment Rules on Sexual Harassment Courts Resolution No. 01-9499.

On 2 February 2003, respondent Beatonie filed his Answer, denying all the allegations of complainant Wimbledon.

Subsequently, the Vice Chancellor for Administration constituted a Hearing Committee comprised of Mr. Mansoor Ansari, Mr. Tariq Ansari, and Mr. Feroz Ansari from the College of Social Work and Community Development and Mr. Ali Ansari from the College of Basic Education.

The complainant presented their evidence on 29 and 30 March 2005 and 1 April 2005, after which respondent presented their on 21 and 24 May 2005.

On 4 April 2005, Choudhary Yuvaraj Choudhary of the U.P. Anti-Sexual Harassment Office (U.P. ASHR) was appointed as a member of the Committee to pass the essential elements of sexual harassment during the direct examination as clarified by the U.P. ASHR.

In light of the evidence, the Hearing Committee decided to stop the proceedings, noting the practical problems that the U.P. ASHR is not willing to prosecute the case. Since the private prosecutor is acting only under the direct instruction of the U.P. ASHR, the proceedings could not continue.

On 29 August 2005, the complainant Wimbledon filed a Petition to the Delhi Administrative Court with the motion to obstruct the present Chancellor of U.P. Wimbledon, Chancellor, and the U.P. ASHR.

On 15 August 2005, the Office of the President issued an Order granting the Petition and assumed jurisdiction over the case under Article 92 of the University Code.

In view of the President’s Order, the Hearing Committee issued an Order to the complainant to stop the proceedings of the U.P. ASHR and to restrict the complainant from proceeding with the Petition in the Delhi Administrative Court.

The President of the University, in accordance with the U.P. ASHR, has the power to take action against the complainant and to appoint a new panel of the Committee without the U.P. ASHR’s approval.

On 17 December 2005, the complainant issued a Petition to the Delhi Administrative Court with the motion to obstruct the present Chancellor of U.P. Wimbledon, Chancellor, and the U.P. ASHR.

On 18 January 2006, the Chancellor of the University issued an Order granting the Petition and assumed jurisdiction over the case under Article 92 of the University Code.

In view of the President’s Order, the Hearing Committee issued an Order to the complainant to stop the proceedings of the U.P. ASHR and to restrict the complainant from proceeding with the Petition in the Delhi Administrative Court.

The President of the University, in accordance with the U.P. ASHR, has the power to take action against the complainant and to appoint a new panel of the Committee without the U.P. ASHR’s approval.

Since respondent Beatonie is guilty of two counts of sexual harassment, the severity of the penalty shall be guided by Section 9 of the U.P. ASHR Resolution No. 01-9499, which provides as follows:

"If respondent Beatonie is found guilty of two or more charges of sexual harassment, the penalty to be imposed shall be that corresponding to the more serious charge or charge and the not shall be considered in aggravating circumstances." (Evidence supplied)

Since respondent Beatonie is found guilty of two charges of sexual harassment, the severity of the charge or charge is considered in aggravating circumstances. Respondent is thus sentenced to the penalty of thirty-five (35) days suspension.


In an Order dated 17 October 2007, respondent was directed in the Appeal Memorandum Order (15) days from receipt of the Order.

It can only be 26 November 2007, however, that respondent was able to file the appeal memorandum for the consideration of the Board of Regents (BOR). In BOR upholds respondent’s findings of the President, for allegedly failing to comply with the facts and law.

Respondent claims that it is not just to conclude that the acts complained of, amount to sexual harassment as defined under the law.

In support of his appeal, respondent alleges that U.P. Resolution No. 01-9499 is a mere administrative and procedural rule. The application and adoption of the procedure by the University, certainly exceeds what the substantive law (84 A 1777) provides. Hs argues that the law 84 A 1777 has been taken as a whole, the acts committed would not have amounted to sexual harassment as defined under the law.

Contrary to respondent’s allegations, the U.P. Anti-Sexual Harassment Rules was promulgated not in compliance with U.P. Resolution No. 01-9499.

The Board of Regents (BOR), as the highest policy-making body of U.P. and the person to prosecute such cases and court and therefore promulgated the U.P. Anti-Sexual Harassment Rules as an expression of U.P. commitment to stamp out the occurrence of sexual harassment in the community.

It can only be 26 November 2007, however, that U.P. is not bound by the law passed by the Ministry of U.P. Resolution No. 84 A 1777 in applying U.P. Resolution No. 01-9499, in relation to the U.P. Anti-Sexual Harassment Rules. In a government entity, U.P. applies the U.P. Resolution No. 01-9499 as regulatory rules to its U.P. Anti-Sexual Harassment Rules.

In light of the foregoing, the Office of the President and the CCB have no legal obligations, as respondent is not to impose the punishment U.P. on sexual harassment by taking the other provisions of U.P. Resolution as a whole.

Note: Although corroborating evidence may lend greater credibility to a witness’s testimony, it is important to note that the lack of corroboration, or cumulative evidence does not disprove the accuracy or admissibility of testimony. Here, witnessed to the fact that complainant’s evidence is sufficient to produce a guilty, the same agent to be truthful and reliable.

In particular, respondent was found liable for sexual harassment in the incident alleged in para. 2 of the Formal Charge.
Concept Paper of Faculty Regent Felix Librero Entitled “Towards the Establishment of Career Paths for the REPS of the University of the Philippines System”

Faculty Regent Librero presented to the Board a concept paper entitled “Towards the Establishment of Career Paths for the REPS of the University of the Philippines System” for endorsement to the U.P. System Administration for appropriate study by the different sectors in the constituent universities of the U.P. System. The intention of this concept paper is to develop an appropriate proposal to solve the perennial problem of the REPS sector in the University. It is hoped that a proposal to this end be formulated, approved, and implemented under the U.P. Charter of 2008.

Hereunder is the proposal:

Problem Situation

The problem of the REPS (Research, Extension and Professional Staff) has become a perennial problem which refuses to disappear primarily because the “solutions” that have been applied in the past have been basically inappropriate and tangential. The REPS population is greatest at UPLB, and there are significant numbers of REPS at UPD and UPM. All other constituent universities do have in their ranks research, extension, and professional staff. However, it is at UPLB, UPD, and UPM where the problems of the REPS are felt most seriously.

Brief historical note. At UPLB, the REPS concept was a creation of a modernizing U.P. College of Agriculture that started in the early 60s. Initially, those employed as research assistants and training assistants were classified as administrative staff, when the dichotomy of personnel was academic staff and administrative staff. In fact, during that time the research and training assistants, at one point, were even referred to as non-academic staff.

In the early 1970s when U.P. became a System, the classification of Research, Extension and Professional Staff (REPS) was coined as a classification of personnel doing work that could neither be classified purely as teaching nor administrative. During that time, the teaching staff enjoyed a better deal compared to the research and training staff and so there was clamor from the research and training personnel that they be treated equally with the academic staff and be evaluated alongside with the Instructors for promotion purposes.

With an increasing emphasis in government of the significance of science and technology as an ingredient in national development efforts, there came some kind of a bonanza for the research staff who received better remuneration package than the Instructors at that time. The research staff wanted to be evaluated again as research staff rather than as academic staff since their work was research anyway. After some years, the University rectified this apparent injustice to the Instructors, so there was an improvement in the benefit package for the faculty. Again, the research and training staff claimed that they should be evaluated for promotion purposes alongside with the Instructors because their function was essentially academic.

Today, some have been reclassified and given titles as Research Assistant Professors, Research Associate Professors, or Research Professors. In a recent study, Ms. Rosario Bantayan, herself a Research Associate, reported that at UPLB there are a total of 398 REPS. Of these, nine (9) have a rank of Research Assistant Professor, 12 Research Associate Professor, and three Research Professor, for a total of 24, which is only six (6) percent of the total number of REPS at UPLB.

In the same study, Bantayan reported that some 253 (>63%) have earned graduate degrees (72 Ph.D.s and 181 Master’s degrees). Ideally, these individuals should have the rank with an SG 18, but data show that there are only 174 with SG 18. Only 74 have SG 20, 24 have SG 22, and four (4) have SG 24. Three hundred four (76%) are at least 41 years old, which could possibly mean that these individuals shall retire from UPLB. Eleven of these are aged at least 61 years old. About 63% of the REPS population at UPLB has been with UPLB for at least 21 years, many of whom have permanent appointments and, therefore, tenured.

Needless to say, the issue of the REPS is a serious issue, one that needs to be resolved permanently. Now is the best time to search for a permanent solution to the problem, which shall be implemented under the U.P. Charter of 2008.

Proposed Solution

The perceived solution to the problem is the establishment of career paths for all the personnel of the University of the Philippines System. These career paths, for lack of appropriate terminologies at this point, may be called temporarily as:

University Instruction for faculty members who would hold positions ranging from Teaching Fellows (or whatever appropriate terminology for those in the teaching staff with the rank equivalent to the old title of Instructor) to University Professor. This track is actually existing and is included in DBM’s position classification standards.

Administration and Management for the administrative staff, who would have positions ranging from Administrative Aide to Division Head or Director. This track is existing, based on the nomenclature of positions released by the DBM.

Science and Technology Development for researchers, who would have the positions of Research Associate to Scientist. This career path needs to be established.

Continuing Education and Professional Service for extension staff, trainers, and professional staff performing professional services, who would have the position ranging from, say, Training Associates (for those in the professional training sector) or dental aides (etc.) to Training Director or Director of the Medical Staff, Chief Legal Counsel, or similar titles. This also needs to be established. To be sure, some of these titles mentioned are existing, but there remains need for
organizing a distinctive professional directions or career paths for workers concerned.

Obviously, these career path labels are not final and they do have specific limitations. The idea, however, is to arrive at appropriate labels that would be both meaningful and acceptable to the sectors concerned. The important point is, by adopting a career path for these major lines of services or functions in the University, such functions are actually professionalized because each career path would have specific entry and upgrading and upward movement requirements and criteria. Furthermore, with an official career system within the university, appropriate budgetary allocations would be justified and become available for remuneration and upgrading of all personnel who shall be subject to a level playing field when it comes to promotion requirements and policies.

Each career track shall have its own entry criteria and criteria for promotion. Personnel who wish to shift career tracks will have to satisfy the entry and promotion criteria for the career track that they are entering.

Further Justification for the Proposal

The proposed solution may be viewed as a starting point for a careful and rigorous construction of an appropriate system of professionalization and remuneration for U.P. personnel under the U.P. Charter of 2008.

Under this concept, the idea of the trilogy of functions is viewed as a highly dynamic interplay of the three functions of instruction, research and extension (IRE). The primary actors in this trilogy of functions are the faculty members whose dominant function is teaching, the researchers whose dominant function is to conduct research, and the extension and professional staff whose dominant function is to perform professional services. The professional staff comprised, for example, of health services personnel, legal personnel, training personnel, and other groups have been clustered with the extension staff and the resultant grouping is now called the extension and professional staff, hence the sectoral nomenclature of research, extension, and professional staff (REPS).

The four groups of university workers for which four career paths are being proposed perform functions that are interrelated. However, to insure efficiency and effectiveness, each function is performed as dominant function by one major group of individuals. When it comes to evaluation of performance, therefore, those individuals hired to perform a specific major function are to be evaluated significantly on their performance of that dominant function. They will, however, still be evaluated on their performance of the other functions in the trilogy of functions in the university.

It may be worth pointing out that this proposal would work for two reasons. First, professionalization of the work required is institutionalized. Satisfying a set of criteria for entry into the service as well as implementing a set of criteria for upward mobility in the organization, it is believed, would enhance professionalism among the university personnel. Second, tenure is introduced into the process of establishing career paths so that personnel, when they join the university, will know where they are heading once they become part of the University.

Suggested Course of Action

The issue is not to approve or disapprove the idea, but to discuss its merits and demerits, and to take action accordingly. The following are expected courses of action on this concept paper:

1. The BOR endorses this concept paper for discussion in all sectors at all levels in the University of the Philippines System for the following purposes:
   1.1 To determine the merits and demerits of the concept or idea from the point of view of the various sectors of the University, particularly those affected sectors; and

2. Under the auspices of the Office of the Vice President for Administration, collate all the feedback from the various constituent universities of the U.P. System and use such feedback information as basis for the formulation of a formal proposal.

3. The formal proposal shall be referred back to the constituent universities for appropriate further discussions. Feedback collected from this second round of discussion shall then be consolidated and incorporated into the draft proposal, which shall be discussed further in the PAC. On the basis of discussions and decisions in the PAC, a final proposal shall be prepared.

4. The PAC shall endorse the final proposal to the Board of Regents for action.

Board action: The Board authorized the President to have this concept paper studied by the Chancellors of the different Constituent Universities. The Secretary of the University and of the Board of Regents was then instructed by the President to disseminate copies of the concept paper to the different CU's and to notify the Chancellors that this will be taken up in the next meeting of the President’s Advisory Council.

Request of President Emerlinda R. Roman for Authority to Travel to Tehran, Iran from 22 -25 July 2008

The President requests permission to travel on official time to Tehran, Iran from 22-25 July 2008, inclusive of travel time, to attend the signing of the Memorandum of Agreement with the University of Tehran, and to meet with Iranian education officials.

The University of Tehran will take care of the return airfare and accommodation. From UP, the President requests the following:

1. payment of her salary during the period;
2. the usual pre-travel allowance; and
3. the portion of the daily subsistence allowance (DSA) intended for incidentals.

The President also requests permission to use official passport and exemption from payment of travel tax.

Board action: APPROVAL.

Request of President Emerlinda R. Roman for Authority to Travel to Berlin, Germany from 26 -31 October 2008

The President requests permission to travel on official time to Berlin, Germany from 26-31 October 2008, inclusive of travel time, to attend the First ASEM Rector’s Conference, with the theme “Between Tradition and Reform: Universities in Asia and Europe at the Crossroads”.

The ASEAN University Network will take care of the return airfare and accommodation. From UP, the President requests the following:

1. payment of her salary during the period;
2. the usual pre-travel allowance; and
3. the portion of the daily subsistence allowance (DSA) intended for incidentals.

The President also requests permission to use official passport and exemption from payment of travel tax.

Board action: APPROVAL.
Request of President Emerlinda R. Roman for Authority to Travel to Taipei, Taiwan from 12-15 November 2008

The President requests permission to travel on official time to Taipei, Taiwan from 12-15 November 2008, inclusive of travel time, to attend the 2008 Conference of Asian University Presidents (CAPs) at National Taiwan University (NTU)

The NTU will take care of the accommodation. From UP, the President requests the following:
1. payment of her salary during the period;
2. the usual pre-travel allowance; and
3. the portion of the daily subsistence allowance (DSA) intended for incidentals.

The President also requests permission to use official passport and exemption from payment of travel tax.

Board action: APPROVAL

Update on the U.P. Visayas Cebu College by Chancellor Glenn D. Aguilar

Chancellor Glenn D. Aguilar gave the Board an update on the development of U.P. Visayas Cebu College, one of the Centennial Projects of President Emerlinda R. Roman. The highlights of his presentation are as follows:

• U.P. Visayas Cebu College has six (6) divisions, namely: Humanities, Management, Natural Sciences, Mathematics, Professional Education and Social Sciences.
• The College’s Department of Computer Science is a CHED Center of Excellence in Information and Technology Education.
• These are the completed projects in terms of campus renewal and renovation: third floor of the Arts and Sciences building; the toilets and comfort rooms; the library building; the audio visual and conference rooms; the administration building; Arts and Science lobby.
• The Mass Communication Laboratory has been renovated through a grant from Congressman Del Mar.
• The U.P. Alumni Association of Cebu sponsored the renovation, painting and improvement of the Oblation, including the landscaping and the improvement of the area around the Oblation.
• Ongoing project is the development of the campus for which the services of Professors Espina and Espina from U.P. Diliman have been engaged. In time, the Espinas’ proposal will be presented for Board action.

President Roman informed the Board that U.P. Visayas Cebu College was given P14 Million from the gift of President Macapagal Arroyo to U.P.

According to the President, there are indications of willingness of Mayor Tom Osmeña to give U.P. six (6) hectares of the South Road Properties. This is a reclaimed area, a very nice property, but it is still barren. They want a magnet that will attract industry. The thinking is that U.P.’s presence will attract the industry. The next request is for money to put up a building so U.P. can offer an MBA program. The College of Business Administration is willing to help in Continuing Education Programs.

The Yulo property is still there but is populated by informal settlers. The Board has already decided to sell it. The New Charter, however, prohibits U.P. from selling it.

The President thanked the Board for the support it has been giving to U.P. Visayas Cebu College. She also congratulated Chancellor Aguilar and Dean Avila for the campus’ transformation.

The Board NOTED the following:

Appointment of Hon. NELIA T. GONZALEZ as Acting Member, Board of Regents, University of the Philippines dated 18 March 2008 vice Hon. Manuel V. Pangilinan

Certified Copy of Republic Act No. 9500 dated 29 April 2008 entitled “AN ACT TO STRENGTHEN THE UNIVERSITY OF THE PHILIPPINES AS THE NATIONAL UNIVERSITY”

Barangay Resolution No. 09, series of 2008 of Barangay Pulabato, Municipality of Tampakan, Province of South Cotabato for the establishment of a U.P. Extension College at Barangay Pulabato, Tampakan, South Cotabato

Endorsement letter dated 17 March 2008 of the Acting Municipal Vice Mayor Relly A. Leysa, Municipality of Tampakan, South Cotabato.

Approval by the U.P. Diliman Chancellor of the Request of the Director of the Marine Science Institute to Collect a Minimal Fee of P5.00/Child and P10.00/Adult from Visitors Who Conduct their Field Trip in the Bolinao Marine Laboratory (BML) in Bolinao, Pangasinan

The money to be collected will be used for educational materials such as posters, fliers, and handouts that will be distributed to visitors and surrounding LGUs to promote environmental awareness.

Basis for the amount:

In AY 2006-2007, BML had 3904 visitors from 36 schools, colleges, and universities. Other visitors were from government agencies, foreign embassies, and private individuals. The Institute envisions giving handouts to each visitor, and posters to visiting schools.

Assumption: 3500 visitors; 35 schools visiting

Cost:

IEC materials for each visitor @ P2.00
Per handout x 3500 visitors P 7,000.00

Posters for visiting schools @500
Per poster x 35 schools P17,500.00

Total Cost - P24,500.00

Cost/No of visitors = P24,500/3500 = P7.00
(average of P5 and P10 entrance fee)

Amendments in the U.P. Diliman Academic Calendar for AY 2008-2009

In view of the Proclamation 1463 from the Office of the President of the Philippines, which was released after the U.P. Diliman Academic Calendar of AY 2008-2009 was approved, U.P. Diliman is requesting to amend the following dates included under HOLIDAYS DURING THE ACADEMIC YEAR.

• Independence Day (12 June, Thursday) will be celebrated on 9 June, Monday
• Ninoy Aquino Day (21 August, Thursday) will be celebrated on 18 August, Monday
• Rizal Day (30 December, Tuesday) is retained on its original day.
• Araw ng Kagitingan (9 April 2009, Thursday) will be celebrated on 6 April, Monday.
• Labor Day (1 May 2009, Friday) is retained on its original day.

The President, by virtue of the authority delegated to her by the Board of Regents, has approved the proposed amendments in the U.P. Diliman Academic Calendar for AY 2008-2009.

Civil Service Commission Resolution No. 08-0630 Benjamin I. Erasga – re: leave credits

The Office of the Vice President for Legal Affairs would like to report that last 14 April 2008 the Civil Service Commission en banc promulgated its Resolution No. 08-0630 in the case entitled, “Erasga, Benjamin I. RE: Leave Credits,” wherein the Commission upheld the University of the Philippines’ autonomy. As stated in the Resolution, the Civil Service Commission said:

“Since the Board of Regents of UP is vested with the power to, among others, grant to professors, instructors, lecturers and other employees of the University in its discretion leave of absence under such regulations as it may promulgate, and other provisions of law to the contrary notwithstanding (Section 6 (e), Act No. 1870 “The Charter of the University of the Philippines, as amended”), the Commission rules that the grant of leave credits during Erasga’s study leave of absence on official time without pay by UP is in order.

WHEREFORE, the Commission rules that the grant of leave credits to Benjamin Erasga by the University of the Philippines (UP) during the time of his study leave on official time without pay is in order.

(The copy of the Resolution is on file at the OSU Records.)

DEEDS OF DONATION

Deed of Donation between U.P. Engineering Research & Development Foundation (UPERDFI) and the Pozzolanic Philippines, Inc. (Donor)

Donation: PhP 600,000.00 for the establishment of the Pozzolanic Philippines, Inc. Professorial Chair Award to be established at the College of Engineering, U.P. Diliman

Particulars:

a. The Donee accepts and acknowledges receipt of the donation made in its favor by the Donor and expresses its appreciation and gratitude for the kind generosity of the Donor; and
b. The Donee acknowledges that it shall be liable for all taxes that may be imposed relative to the Deed of Donation.

Date notarized: 22 April 2008

Deed of Donation between Susan A. Mendoza, Mary Agnes Cecille M. Zulueta, Mary Eleanor A. Mendoza, Michael A. Mendoza, and Joseph A. Mendoza (Donors) and the U.P. Foundation, Inc. (UPFI) (Donee)

Donation: PhP 1,500,000.00

Purpose: Establishment of the Estelito P. Mendoza Centennial Professorial Chair in Law to be established at the College of Law, U.P. Diliman

Fund Management: U.P. Foundation, Inc. (UPFI)

Particulars:

a. The donation shall be used for the establishment of a Centennial Professorial Chair in Law at the College of Law, University of the Philippines Diliman, in honor of the Donors’ father, Estelito P. Mendoza, an alumnus of the University (High School, ’46; A.A. ’48; LL.B ’52) and who served the University for twenty years as a member of the law faculty;

b. The Centennial Professorial Chair in Law shall be awarded in accordance with the applicable policies and guidelines of the University of the Philippines in effect as of such awarding, not inconsistent with the above-stated terms and following conditions: (a) full-time Professor(s) of the University of the Philippines, College of Law, Diliman; and (b) acknowledged scholar(s) in the field of law;

c. The agreement may be amended by mutual consent of the Donors and the Donee.

Date notarized: 9 May 2008

Memorandum of Agreement between the University of the Philippines Los Baños and the Center for Agriculture and Rural Development, Inc. (CARD)

Project: Establishment of the CARD-MRI Professorial Chair in Microfinance and Social Development

Donation: PhP600,000.00

Particulars:

a. The grant shall be known as the CARD-MRI Professorial Chair which shall be open to all professors in U.P. Los Baños whose field of endeavor is on microfinance and social development;

b. The grant shall be used exclusively to finance and support the CARD-MRI Professorial Chair in Microfinance and Social Development;

c. The U.P. General Guidelines on Professorial Chairs shall be made applicable to the professorial chairholder;

d. The CARD Inc. hereby agrees and binds itself to remit the sum of P600,000.00 for the professorial chair. The amount shall be used as an endowment fund to continually finance the professorial chair through its interest earnings;

e. UPLB further agrees to maintain the endowment fund deposited at the CARD Bank Inc., San Pablo City Branch, with a premium interest rate of 6% per annum; and

f. The professorial chair carries an incentive of P36,000.00 per annum.

Amount: P600,000.00 endowment fund for the Professorial Chair

Effectivity: Effective First Semester SY 2008-2009 and upon confirmation by the Board of Regents

Date notarized: 5 February 2008
Donations remitted to the U.P. Foundation, Inc.:

<table>
<thead>
<tr>
<th>DONOR</th>
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<th>Amount Peso (PhP)</th>
<th>Purpose/Beneficiary</th>
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<td>P5,000,000</td>
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<td>Math Department Teacher’s Award</td>
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<td>UP Mindanao Department of Biological Sciences &amp; Environmental Studies</td>
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<td>UPAA New Jersey</td>
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<td>Dr. Leonor Zamuco</td>
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<td>Mr. Oscar G. Josef</td>
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<td>Mr. Bernardo and Mrs. Dorothy Lim</td>
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<td>Mr. Lionel T. Gomez</td>
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**CONTRACTS AND AGREEMENTS**

_The Board noted the following:_

**U.P. SYSTEM**

Internet Services Agreement between the University of the Philippines System through the U.P. Diliman Interactive Learning Center (UP-DILC) and the Philippine Global Communications, Inc. (Philcom).

Services: Provision of Internet Services for the University’s Centennial Online Lecture Series

Particulars:
The Office of the Vice President for Academic Affairs with its project “Centennial Online Lecture Series” through DILC is in need of Internet Services from an Internet Service Provider known as ISP. On 12 October 2007, the UP System conducted a public bidding in accordance with law among different establishments offering Internet Services and after due evaluation, DILC decided to accept the bidder PHILCOM, the same being the lowest and most advantageous to the government.

**Obligations of PHILCOM:**

a. Within thirty (30) calendar days upon receipt of the Notice of Award from DILC, PHILCOM, through its authorized technical support staff, shall install the necessary hardware, such as router, modem or cable modem, and software to allow Internet connectivity;

b. Should PHILCOM fail to complete the installation within the specified period, PHILCOM shall be liable to DILC for an
amount computed at the rate of one-tenth of one percent (0.1%) of the total contract price for the contract period for every day of delay;
c. PHILCOM shall guarantee an unhampered 2x 2048kbps/2x 2048 CIR, 2x2048 kbps upstream to the Internet and 2x2048 kbps downstream from the Internet via Leased Line with bursting capabilities up to 2048 kbps each. The connection service shall be available to the DILC twenty-four (24) hours a day, seven (7) days a week, while the Agreement is in effect;
d. PHILCOM shall provide, free of charge, on-call technical support service, supported by well-experienced Technical Support Staff, accessible twenty-four (24) hours a day, seven (7) days a week;
e. PHILCOM shall provide on demand accessibility of bandwidth metering and utilization reports via Internet;
f. PHILCOM shall provide a dedicated Customer Relations Manager for all concerns regarding billing, collection, technical and other requirements;
g. PHILCOM shall provide one-time installation and configuration of the DILC router for security purposes;
h. PHILCOM shall reinstall Leased Line Internet connection in case of transfer of the DILC site, subject to billing and conformance of both parties. The one-time cost of transferring the physical line shall not affect the monthly recurring charges;
i. PHILCOM and DILC’s communication link shall be via dedicated wired leased line. The service shall include this link. PHILCOM is responsible for the necessary arrangements to make such connection;
j. Provisioned channel should not apply any filtering on inbound or outbound streams except in cases where the source IP addresses emanating from DILC’s side are incorrect, or in other related cases, only to ensure network’s security. DILC and PHILCOM shall agree on reasonable filters that shall be imposed in this respect. No content filtering of any kind shall be imposed;
k. No proxy server shall be positioned within the clear channels provisioned under this proposal, except as may be mutually agreed upon between DILC and PHILCOM;
l. PHILCOM shall guarantee a Round trip time (latency) from DILC’s router up to PHILCOM’s U.S. Mainland border router(s) of less (better) than 300ms;
m. PHILCOM agrees to ensure the security and privacy of the University’s information streams to the extent possible;
n. PHILCOM agrees to provide routing services to the University, such that:
   n.1 traffic destined for locally-peered shall not be oued through dedicated Internet path, but rather through PHILCOM’s local backbone;
   n.2 DILC’s IP block(s) and AS number(s) shall be advertised to the Internet through PHILCOM’s routers, and BGP reachability shall be provided.
o. PHILCOM agrees to provide at least one /24 IP block;
p. PHILCOM agrees to provide a web-network management interface, accessible to DILC, which will allow the latter to monitor compliance with bandwidth agreements. If the provisioned channels pass through multiple router hops, monitoring shall be provided on each of these router hops, up to the upstream UDP-based Internet service provided. An MRTG webpage will be sufficient for this purpose. Full documentation on the facility shall be provided to DILC;
q. PHILCOM will provide advance notification at least 48 hours before scheduled service interruptions. PHILCOM will provide rebates based on a formula for downtimes exceeding four (4) hours. For downtimes exceeding 24 hours, PHILCOM shall provide an acceptable backup connection;
r. PHILCOM shall respond to a trouble call with qualified technical personnel within four (4) hours from the time the trouble is reported. PHILCOM shall provide an escalation matrix;
s. PHILCOM shall provide DILC a 1GB of space total for Email hosting and 1 GB space total for Web hosting Services;
t. In the event of Internet Service interruption, the DILC shall inform PHILCOM through its authorized coordinator assigned to receive complaints from the DILC. Within one (1) hour from receipt of notice of interruption – whether written or through phone or email – PHILCOM shall determine in its reasonable judgment the cause of the interruption. If the interruption is due to breakdown of PHILCOM equipment and facilities, PHILCOM shall restore the Internet service within eight (8) hours. Leased line downtime hours shall immediately commence after this period;

Should PHILCOM fail to provide the leased Line service within the specified period, PHILCOM shall provide DILC rebates computed using the following formula:

\[
\text{(No. of downtime hours) / (24x30) x Monthly recurring charges}
\]

If the leased line downtime shall exceed one (1) hour, PHILCOM shall provide an alternate connection through Dedicated Dial Up (DDU) or Digital Subscriber’s Line (DSL).

u. In accordance with Executive Order No. 398, to wit:
   “(q) The Contractor shall pay taxes in full and on time and that failure to do so will entitle DILC to suspend payment for any services delivered by the private contracting party. Further, the Contractor shall regularly present, within the duration of the Contract, a tax clearance from the Bureau of Internal Revenue as well as copy of its income and business tax returns duly stamped and received by the Bureau of Internal Revenue and duly validated with the tax payments made thereon.”

Obligations of DILC:
DILC shall abide by all appropriate laws (International, Philippine, or other relevant judicial laws) relating to the use of the Internet Service. DILC shall abide by the generally acceptable rules of conduct relating to the proper use of Internet resources such as:

a. Observe network etiquette, promote efficient use of the network, and minimize unnecessary traffic by checking the local resources before taking an access to those at distant sites;
b. Not encode unauthorized entry into any network or computer system;
c. Not transmit any offensive [content] or any violation of the applicable laws and/or regulation pertinent hereof;
d. Be responsible for the maintenance of its equipment, peripherals and devices attached to PHILCOM’s facilities. DILC further agrees to exercise due diligence and care in the use of any PHILCOM owned equipment, which are in its possession and control; and

e. Allow PHILCOM authorized engineers immediate and free access to DILC where the internet connection is located during office hours for the purpose of installation, inspection, maintenance or repair of PHILCOM facilities if and when such are deemed required by PHILCOM.

Contract Price: P65,964.00 per month inclusive of the Value Added Tax (VAT)
Effectivity: Effective for a period of one (1) year commencing 20 December 2007
General Construction Agreement between the University of the Philippines System and the Plano Builders (Contractor)

Project: Proposed Construction of the College of Arts and Communication Building, U.P. Baguio
Implementing Unit: Office of the Vice-Chancellor for Administration, U.P. Baguio
Amount of Contract: PhP 19,500,000.00
Period of Contract: 240 calendar days reckoned from the date of receipt of the Notice to Proceed
Mode of Procurement: Public Bidding was conducted on 22 October - 8 December 2007, in accordance with RA 9184 and its Implementing Rules and Regulations. Plano Builders submitted the lowest complying bid.

The Chancellor certifies that the provision of RA 9184 in the procurement of the supply of labor and materials for the infrastructure project was followed. The contract for the infrastructure project was approved and signed by the UP President after an evaluation of the contract and the needed attachments.

Particulars:

The Contractor shall:

a. Supply and provide all labor, materials, tools, and equipment, including power and water, transportation and other facilities, services and all related work for the Project, in accordance with the issued plans, drawings, schedule, technical specifications, and other related contract documents, necessary to prosecute the work to completion, as called for in the Plans and Scope of Works;

b. At its own expense, be responsible for the unloading, unpacking, and inspection of all contract-furnished materials, machinery, and equipment delivered to the construction site, and shall also be responsible for the storage, control, transportation, safekeeping, and any other necessary arrangement for such materials, machinery, and equipment within the site;

c. Ensure adequate protection at all times of all materials, machinery, and equipment in the construction site against damage, robbery, and pilferage, and shall be responsible for any damage or loss; and

d. Render warranty services on all work performed in accordance with the provisions of the Agreement.

Date notarized: 24 January 2008

U.P. MANILA

General Construction Agreement between the University of the Philippines Manila (UPM) and the MDEC Corporation (MDECC)

Project: Proposed Oblation Plaza
Implementing Unit: Office of the Vice-Chancellor for Administration
Contract Price: PhP 2,852,425.87
Duration: Thirty (30) calendar days reckoned from the date of receipt of the Notice to Proceed

Particulars:

The subject agreement passed through the usual procedures, including a public bidding which was conducted on 9 January 2008 where MDECC submitted the single responsive bid. All the required supporting documents, namely: Surety Bond equivalent to thirty percent (30%) of the total amount of the contract and a bank guarantee equivalent to ten percent (10%) of the total contract price, have been submitted and/or complied with.

The Contractor shall:

a. Supply and provide all labor, materials, tools, and equipment, including power and water, transportation and other facilities, services and all related work for the Project, in accordance with the drawings, schedule and specifications necessary to prosecute the work to completion, ready for use by the University;

b. At its own expense, be responsible for the unloading, unpacking, and inspection of all contract-furnished materials, machinery, and equipment delivered to the construction site, and shall also be responsible for the storage, control, transportation, safekeeping, and any other necessary arrangement for such materials, machinery, and equipment within the site;

c. Ensure adequate protection at all times of all materials, machinery, and equipment in the construction site against damage, robbery, and pilferage, and shall be responsible for any damage or loss; and

d. Render warranty services on all work performed in accordance with the provision of the Agreement and the Contract Documents.

Contract Price: PhP 2,852,425.87
Duration: Thirty (30) calendar days reckoned from the date of receipt of the notice to proceed
Date signed: 29 February 2008

Supplemental Contract for Janitorial Services between the University of the Philippines Manila (UPM) and the Philcare Manpower Services (PMS) (Agency)

Implementing Unit: Office of the Vice-Chancellor for Administration
Period of Contract: 9 January 2008 to 8 February 2008

Particulars:

a. After a public bidding conducted by the U.P. Manila Bids and Awards Committee 2 to select the janitorial agency providing the terms and conditions deemed most advantageous to U.P. Manila and PGH, a Contract for Janitorial Services was entered into between the University and the Agency for a period of one (1) year from 09 January 2007 until 08 January 2008 wherein the University engaged the services of the Agency to render janitorial and maintenance services at the various specified areas of the U.P. Manila Central Administration and other Academic Units, and at the various specified areas of the Philippine General Hospital of the University for the aforementioned period;

b. The bidding for the next contract is still ongoing;

c. The award of the contract could not be resolved before the expiration of the contract;

d. The BAC 2 recommended the extension of the contract on a monthly basis;

e. The parties agreed to enter into the Extension Contract covering the period 9 January 2008 to 8 February 2008 under the same terms and conditions as provided for in the 9 January 2007 until 8 January 2008 Contract; and

f. The parties agreed that the University shall have the right to retain the Cash and Performance Bonds issued by the Agency in favor of the University for three (3) months starting from the date of the termination of the Contract for Janitorial Services (Granting additional period to Agency) on 8 February 2008.

Date notarized: 1 February 2008
Supplemental Contract for Janitorial Services between the University of the Philippines Manila (UPM) and the Philicare Manpower Services (PMS) (Agency)

**Implementing Unit:** Office of the Vice-Chancellor for Administration  
**Period of Contract:** 9 February 2008 to 8 March 2008  
**Particulars:**  
- a. After a public bidding conducted by the U.P. Manila Bids and Awards Committee 2 to select the janitorial agency providing the terms and conditions deemed most advantageous to U.P. Manila and PGH, a Contract for Janitorial Services was entered into between the University and the Agency for a period of one (1) year from 09 January 2007 until 08 January 2008 wherein the University engaged the services of the Agency to render janitorial and maintenance services at the various specified areas of the U.P. Manila Central Administration and other Academic Units, and at the various specified areas of the Philippine General Hospital of the University for the aforementioned period;  
- b. The bidding for the next contract is still ongoing;  
- c. The award of the contract could not be resolved before the expiration of the contract;  
- d. The BAC 2 recommended the extension of the contract on a monthly basis;  
- e. The parties agreed to enter into the Extension Contract covering the period 9 February 2008 to 8 March 2008 under the same terms and conditions as provided for in the 9 January 2007 until 8 January 2008 Contract; and  
- f. The parties agreed that the University shall have the right to retain the Cash and Performance Bonds issued by the Agency in favor of the University for three (3) months starting from the date of the termination of the Contract for Janitorial Services (Granting additional period to Agency) on 8 March 2008.

**Date signed:** 19 March 2008

Supplemental Contract for Security Services between the University of the Philippines Manila (UPM) and the 168 Security and Allied Services, Inc., reference to which is hereby made and the same to form an integral part of the Contract. Further, the parties agreed that the University shall have the right to retain the Cash and Performance Bonds issued by the Agency in favor of the University for three (3) months starting from the date of the termination of this Contract for Security Services (Granting Additional Period to Agency) on January 31, 2008.

**Date signed:** 26 March 2008

Supplemental Contract for Security Services between the University of the Philippines Manila (UPM) and the 168 Security and Allied Services, Inc. (168SASI) (Agency)

**Project:** Supplemental Contract for security services to guard and protect the Academic and Administration Buildings of the University  
**Implementing Unit:** Office of the Vice-Chancellor for Administration  
**Period of Contract:** 1 February 2008 to 29 February 2008  
**Particulars:**  
- a. After a public bidding conducted by the U.P. Manila Bids and Awards Committee 2 to select the security agency providing the terms and conditions deemed most advantageous to U.P. Manila and PGH, a Contract for Security Services was entered into between the University and the Agency for a period of one (1) year from 09 January 2006 to 08 January 2007 wherein the University engaged the services of the Agency to guard and protect the Academic and Administration Buildings of the University;  
- b. The bidding for the next contract is still ongoing;  
- c. The award of the contract could not be resolved before the expiration of the contract;  
- d. The BAC 2 recommended the extension of the contract on a monthly basis;  
- e. The parties agreed to enter into the Extension Contract covering the period 9 February 2006 to 8 March 2006 under the same terms and conditions as provided for in the 9 January 2006 until 8 January 2007 Contract; and  
- f. The parties agreed that the University shall have the right to retain the Cash and Performance Bonds issued by the Agency in favor of the University for three (3) months starting from the date of the termination of the Contract for Security Services (Granting additional period to Agency) on 29 February 2008.

**Date signed:** 19 March 2008

Supplemental Contract for Security Services between the University of the Philippines Manila (UPM) and the 168 Security and Allied Services, Inc. (168SASI) (Agency)

**Project:** Supplemental Contract for security services to guard and protect the Academic and Administration Buildings of the University  
**Implementing Unit:** Office of the Vice-Chancellor for Administration  
**Period of Contract:** 1 March 2008 to 31 March 2008  
**Particulars:**  
- a. After a public bidding conducted by the U.P. Manila Bids and Awards Committee 2 to select the security agency providing the terms and conditions deemed most advantageous to U.P. Manila and PGH, a Contract for Security Services was entered into between the University and the Agency for a period of one (1) year from 09 January 2006 to 08 January 2007 Contract for Security Services between U.P. Manila and 168 Security and Allied Services, Inc., reference to which is hereby made and the same to form an integral part of the Contract. Further, the parties agreed that the University shall have the right to retain the Cash and Performance Bonds issued by the Agency in favor of the University for three (3) months starting from the date of the termination of this Contract for Security Services (Granting Additional Period to Agency) on 29 February 2008.
October 31, 2007, wherein the University engaged the services of the Agency to guard and protect the Academic and Administration Buildings of the University.

b. The bidding for the next contract is still on going.

c. The award of the contract could not be resolved before the expiration of the contract.

d. The BAC 2 recommended the extension of the Contract on a monthly basis.

e. The parties agreed to enter into this Extension Contract covering the period of March 1, 2008 to March 31, 2008 under the same terms and conditions as provided for in the November 1, 2006 to 7:00 am of October 31, 2007 Contract for Security Services between U.P. Manila and 168 Security and Allied Services, Inc., reference to which is hereby made and the same to form an integral part of the Contract. Further, the parties agreed that the University shall have the right to retain the Cash and Performance Bonds issued by the Agency in favor of the University for three (3) months starting from the date of the termination of this Contract for Security Services (Granting Additional Period to Agency) on January 31, 2008.

Date signed: 26 March 2008

U.P. BAGUIO

Contract for Janitorial Services between U.P. Baguio and the Mckleene Premium Products, Inc. (Agency)

Project: Janitorial services for buildings located at UP Baguio Campus

Implementing Unit: Office of the Vice-Chancellor for Administration

Amount of Contract: PhP 1,247,859.36 per annum for twelve (12) janitors plus PhP 11,985.00 representing 51 Saturdays at P235.00/Saturday service rendered by 1 janitor for one (1) year

Period of Contract: Effective for a period of one (1) year beginning May 1, 2007 – April 30, 2008

Mode of Procurement: Public Bidding

The Chancellor certifies that the renewal of contract for the janitorial services was made as per contract provision that renewal of contract shall be limited to two (2) times only. After a thorough evaluation of the services, the contract was renewed for the period 1 May 2007-28 April 2008.

Particulars:

The scope of work to be undertaken by the contractor includes:

a. Sweeping, mopping, spot scrubbing and polishing floors;

b. Thorough cleaning, sanitizing and disinfecting of toilets, toilet bowls and washrooms, applying, sanitizing and disinfecting agents on commodes, urinals and wash basins;

c. Dusting and/or damp-wiping of other vertical and horizontal surfaces, racks, cabinets, doors, windows, and fixtures/furniture including telephone units, electric fans, air conditioners and exhaust fans;

d. Cleaning glass panes and panels;

e. Collection and emptying of trash and other disposable points;

f. Gardening in certain areas;

g. Arranging of classroom chairs and cleaning of blackboards; and

h. Other duties that may be assigned by the Campus Maintenance Officer from time to time.

Date notarized: 20 May 2007

Supplemental Contract for Janitorial Services between U.P. Baguio and the Mckleene Premium Products, Inc. (Agency)

Implementing Unit: Office of the Vice-Chancellor for Administration

Amount of Contract: PhP 207,976.36 per annum for two (2) additional janitors plus PhP 11,985.00 representing 51 Saturdays at P235.00/Saturday service rendered by 1 janitor for one (1) year

Period of Contract: August 1, 2007 until April 30, 2008

Brief Justification: Two (2) additional janitors were needed for the new College of Social Sciences – Cordillera Studies Center Building

Date notarized: 2 October 2007


Services: Security services

Implementing Unit: Office of the Vice-Chancellor for Administration

Amount of Contract: PhP 2,007,599.60 per annum or PhP 167,299.95 per month for 15 security guards


Mode of Procurement: Public Bidding. The Agency’s bid was determined to be the most advantageous to the University. The Chancellor certifies that the provisions of RA 9184 in the procurement of the security services were followed.

Particulars:

a. The Agency shall provide fifteen (15) licensed, qualified, and uniformed guards with authorized and licensed firearms, at the prescribed buildings and premises everyday including Saturdays, Sundays and holidays, to fully and adequately guard and protect from injuries, damages and losses of whatever nature, extent or description through assault, trespass, arson, theft, robbery, mischief or any unlawful act, or negligence, the said buildings, the faculty, students, personnel, visitors and properties located therein and all the cars parked in the premises; provided that the number of security guards may be increased or decreased by mutual agreement of the parties, depending upon the security requirements of the University, Provided further that the Agency shall have a pool of reserve guards to ensure the presence of adequate relievers whenever the need arises;

The Agency shall adopt a guarding scheme of three (3) shifts of eight (8) hours each, deploying fifteen (15) guards per day, in accordance with the following schedules:

First Shift 7:00 am – 3:00pm 5 security guards

Second Shift 3:00 pm – 11:00pm 5 security guards

Third Shift 11:00 pm – 7:00am 5 security guards

b. The Agency shall assign duly licensed security guards who, before discharging their duties as such, shall submit to the University 201 files to include the following documents:

b.1 Clearance from the Philippine National Police and the Regional Trial Court, respectively, of the place where they reside, certifying that they have no criminal record, that they have not been convicted of any offense and there is no pending criminal case against them;

b.2 A clearance from a government physician certifying that they are physically fit for the job;

b.3 A certification from the Agency that they are of good moral character, courteous, honest and not an alcoholic;

b.4 A certification from the Agency that they have completed the training course/program for security guards and that they are not mere trainees;
b.5 A certified photocopy of their respective license and serial numbers; and
b.6 Drug test and neuro-psychiatric test results.

The University shall have the right to ask for, and the Agency shall be bound to furnish security guards other than the ones actually assigned to the premises, if for any reason the security guards so assigned become unacceptable to the University; and

c. The Agency shall be responsible for the supervision and control of its Security Guards and other personnel assigned to the University. The Agency hereby warrants its faithful compliance with its obligations as the employer of such security guards or personnel. The University shall not in any way be held responsible or be liable for any claim or damages, or injury or death arising from or suffered by such security guards or personnel, or occurring in the course of the performance of their duties or functions. In this regard, the Agency shall maintain and keep the University free and harmless from any liability or charges imposed upon the Agency or violation of the New Labor Code, its amendments or any law or ordinance, and in proper cases, indemnify the University for any liability or charge imposed or sought to be imposed upon the University by reason of its contract with the Agency. It shall likewise keep the University free and harmless from all claims, demands, suits or judgments, including costs and expenses arising out of or by reason of injury or damage to property or injury to or death of persons due to operations of the Agency.

The Agency, shall inform and make its security guards aware of their general and specific instructions, and orient them on University policies, and the rules and regulations in their respective areas of assignment.

The University, through UP Baguio Police Force, shall monitor the actual delivery of security services by such security guards and personnel at their assigned posts. For this purpose, the Agency hereby recognizes the right of the University to dialogue or meet with security guards and other personnel. The UP Baguio Police Force shall submit a report of its monitoring of the Agency every 15th and 30th of the month to the University, through the UP Baguio Police Force, shall monitor the actual delivery of security services by such security guards and personnel at their assigned posts. For this purpose, the Agency hereby recognizes the right of the University to dialogue or meet with security guards and other personnel. The UP Baguio Police Force shall submit a report of its monitoring of the Agency every 15th and 30th of the month to the University, through the UP Baguio Police Force.

The University shall have the right to ask for, and the Agency shall be bound to furnish security guards other than the ones actually assigned to the premises, if for any reason the security guards so assigned become unacceptable to the University; and

The Agency hereby warrants its faithful compliance with its obligations as the employer of such security guards or personnel. The University shall not in any way be held responsible or be liable for any claim or damages, or injury or death arising from or suffered by such security guards or personnel, or occurring in the course of the performance of their duties or functions. In this regard, the Agency shall maintain and keep the University free and harmless from any liability or charges imposed upon the Agency or violation of the New Labor Code, its amendments or any law or ordinance, and in proper cases, indemnify the University for any liability or charge imposed or sought to be imposed upon the University by reason of its contract with the Agency. It shall likewise keep the University free and harmless from all claims, demands, suits or judgments, including costs and expenses arising out of or by reason of injury or damage to property or injury to or death of persons due to operations of the Agency.

The Agency, shall inform and make its security guards aware of their general and specific instructions, and orient them on University policies, and the rules and regulations in their respective areas of assignment.

The University, through UP Baguio Police Force, shall monitor the actual delivery of security services by such security guards and personnel at their assigned posts. For this purpose, the Agency hereby recognizes the right of the University to dialogue or meet with security guards and other personnel. The UP Baguio Police Force shall submit a report of its monitoring of the Agency every 15th and 30th of the month to the University, providing copies thereof to the Office of the Vice-Chancellor for Administration, UP Baguio.

**Date notarized:** 9 July 2007


**Services:** Security services

**Implementing Unit:** Office of the Vice-Chancellor for Administration

**Amount of Contract:** PhP 22,306.66 per month for the additional two (2) security guards

**Period of Contract:** July 20, 2007 – June 30, 2008

**Justification:** The supplemental contract is necessary for the deployment of two (2) additional guards to secure the new College of Social Sciences-Cordillera Studies Complex

**Date notarized:** 15 August 2007

**Internet Connection Agreement between the University of the Philippines Baguio and the MOZCOM Incorporated**

**Services:** Provision of Internet and other Services for UP Baguio with 1024 kbps CIR

**Implementing Unit:** Office of the Vice-Chancellor for Administration

**Amount of Contract:** PhP 25,000.00 per month

**Mode of Procurement:** Public Bidding. The Chancellor certifies that the provisions of RA 9184 in the procurement of internet services were followed.

**Particulars:**

Mozcom agreed to provide Internet and other related services to UP Baguio at the latter’s address located at Governor Pack Road, Baguio City. It is understood that UP Baguio shall notify Mozcom of any change of office address at least thirty (30) days prior to such in location. Mozcom shall comply and provide the following requirements.

a. Leasedline 1024Kbps CIR. All bandwidth figures should be provisioned and guaranteed from the termination point at the University of the Philippines Baguio, Baguio City through ISP’s network, all the way to the ISP’s border router in U.S. Mainland; b. Communication link between ISP and UP shall be via dedicated leased line(s). The service shall include this link and the ISP is responsible to make the necessary arrangements to make such connection;

c. Provisioned channels should not apply any filtering on inbound or outbound streams except in cases where the source IP addresses emanating from UP’s side are incorrect, or in other related cases only to ensure network security. The University and the selected ISP shall agree on reasonable filters that shall be imposed in this respect. No content filtering of any kind shall be imposed;

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

e. Mozcom agreed to ensure the security and privacy of the University’s information streams to the extent possible;

f. Mozcom agreed to provide routing services to the University, such that traffic destined for locally peered ISPs shall not be routed through the dedicated Internet path, but rather through the ISP’s local backbone;

g. Mozcom agreed to provide a network management interface, accessible to the University, which will allow the latter to monitor compliance with bandwidth agreements. If the provisioned channels pass through multiple router hops, monitoring shall be provided on each of these router hops, up to the upstream US-based Internet service provider. An MRTG web page will be sufficient for this purpose; and

h. Mozcom agreed to provide 7 x 24 technical support for problems relating to the services contracted herein. The ISP should provide advance notification at least 48 hours before scheduled service interruptions. The ISP should respond to a trouble call with a qualified technical personnel within one (1) hour from the time the trouble is reported.

**Effectivity:** Effective as of 16 March 2008 and shall continue in force for a term of one (1) year, or from 16 March 2008 to 16 March 2009, unless sooner terminated pursuant to this Agreement

**Date notarized:** 14 April 2008

**1233RD MEETING, 19 JUNE 2008**

**MATTERS ARISING FROM THE 1220TH MEETING**

**2 MAY 2007**

Update on the U.P. Manila – PGH Faculty Medical Arts Building Project (FMAB)

The Terms of Reference for this project were approved by the Board of Regents at its 1214th meeting held on 26 October 2006.

On 29 February 2008, Dr. Carmelo A. Alfiler, Director of the Philippine General Hospital reported to the Board of Regents that the
Daniel Mercado Medical Center (DMMC) submitted its final proposal for the project “Lease with Conversion, Rehabilitation, Development and Operation of the PGH Dispensary Building as the UPM-PGH Faculty Medical Arts Building (FMAB)” to the Special Bids and Awards Committee (SBAC). The proposal, however, runs counter to the Terms of Reference previously approved by the Board of Regents. The SBAC therefore declared the offer not acceptable. The DMMC submitted an “improved offer” on 27 February 2008.

At the 1232nd meeting of the Board held on 30 May 2008, Director Alfiler reported that the SBAC has started its active search for other interested individuals/groups. Four groups were invited to attend an exploratory talk with the Committee. On 7 May 2008, the exploratory talk with the representatives from International Health and Diagnostic Service, Inc., United Diagnostic Laboratory, Inc., and Dr. Nicolas Molon was held to introduce the FMAB Project.

The President instructed Dr. Alfiler to do a background check on these organizations. She said it is important to know the track record of these organizations and the people behind them. These would help the Board make a decision.

On 18 June 2008, a day before the meeting of the Board, the Office of the Secretary of the University and of the Board of Regents received the Minutes of the Meeting of the SBAC for the FMAB held on Tuesday, 10 June 2008.

**Highlights of the Minutes are as follows:**

The Committee informed Dr. Nicolas S. Molon, Chairman of the Board, Advance Medical Systems, Inc. (AMSI) that the financial analysis made by the Technical Subcommittee showed the unstable financial standing of their corporation. It needs additional equity infusion to put its existing business in financially healthy condition.

In view of the above situation, the Committee suggested that AMSI present a cash deposit certificate from a bank specially committed to the project or put up an entirely new entity with the required authorized capitalization.

AMSI is amenable to the idea of putting up a new corporation. It will be given two weeks to submit to the SBAC the proof of its application for registration to the Securities and Exchange Commission.

**For its part, AMSI made the following request to SBAC:**

1. That the duration of the lease contract be extended to 25 years instead of 15 years; (Attty. Docena said that a contract for 15 years renewable for 10 years might be more workable)
2. That they would be allowed to have an exploratory talk with the Departments of Radiology and Pathology prior to the signing of the contract;
3. That they would be assured of at least 100 faculty members that would hold clinic at the FMAB otherwise they would be allowed to get doctors outside of UP-PGH;
4. That the monthly rental would be collected per department; (This may be included in the Memorandum of Agreement with the departments)
5. That the clinic operation is from 8:00 a.m. to 8:00 p.m. and the pharmacy and diagnostic services operation is 24 hours. An agreement regarding the monitoring/controlling doctors regarding referral of diagnostic services to the FMAB was also requested;
6. The use of the “filmless system” in the Radiology Department; (Attty. Docena agreed with the idea as long as there is provision for confidentiality)
7. That the Six Million Pesos (PhP6,000,000.00) cash security deposit be converted to other acceptable forms like title, instruments and equipment, the cost of which should be equivalent/more than the required performance security; (SBAC will consider this request provided that AMSI will add on additional equipment at any given year to cover the depreciation cost of the equipment)
8. That the elevators be put up beside each other instead of separated from one another to minimize the cost of construction.

The SBAC will inform and seek approval from the upper management about the above mentioned requests.

The technical components of the project specifically the details of the floor plan will be coordinated with the Technical Sub-Committee in the next few days. A pre-bid conference will be set after the submission of the eligibility requirements.

Mr. Florizel de Pano, President and General Manager, Biopath Clinical Diagnostics, Inc. was called in by the SBAC.

After the usual introduction, Mr. Gula (Member, Technical Sub-committee) informed Mr. De Pano about Biopath’s losing operation in 2006 and 2007. To this, Mr. De Pano replied that he could put up additional funds to operate the FMAB project, but he was no longer interested to submit any proposal because he thinks that the FMAB project being just a simple lease rental will just duplicate any other clinic/doctor’s office outside PGH. He said the university should think “out of the box” and should have “niche product.” He added that the spaces allotted for the revenue earner services like the pharmacy, laboratory and imaging services were too small for the winning bidder to get a good return on his investment. He also said that Sixty Million Pesos is too high an investment for a rental scheme.

He suggested that an ad-hoc committee composed of mass communication experts and PR companies be constituted to come up with a marketing strategy to attract investors and donors. He even offered to donate PhP500,000.00 to pay for the services of its members and for the supplies and materials that would be used during this process.

He said, UP-PGH should do the renovation, rehabilitation and conversion works at the FMAB.

In essence, Mr. De Pano would want to see PGH or FMAB as a solid ground like a “bahay” where alumni would want to go back and develop and share their expertise.

The perspective of Mr. De Pano was well taken by the committee which thanked him for his suggestion of changing paradigm to meet the U.P. dream for this centennial year.

The President said there seem to be no solid proponents for this project. She instructed the Secretary of the University and of the Board of Regents to relay this concern to the Chancellor of U.P. Manila. They should, according to the President, look for more solid developers.

**POLICY MATTERS APPROVED**

**Request for a temporary waiver of faculty tenure rule in favor of Prof. RICHELLE G. ZAFRA, Assistant Professor 1, Department of Civil Engineering, College of Engineering and Agro-Industrial Technology (CEAT), U.P. Los Baños, effective 1 June 2008 until 31 October 2008**

Prof. Zafra will soon be able to satisfy the publication requirement for her tenure. Her article entitled “Detection and Measurement of Cracks in Concrete Structures Using Image Processing” has been accepted by and will appear in the *Philippine Journal of Agricultural and Biosystems Engineering*.

Currently, Professor Zafra is the Officer-in-Charge of the Civil Engineering Department and has been working very hard on faculty
request for a temporary waiver of faculty tenure rule in favor of Prof. AILEEN M. ANGELES-JARA, Assistant Professor 3, Department of Forest Products and Paper Science, College of Forestry and Natural Resources (CFNR), U.P. Los Baños, effective 1 June 2008 until 31 May 2009

Prof. Jara completed her Master of Science in Forestry (Wood Science and Technology) degree in December 2003 and had a journal article entitled “Seasoning characteristics of 25 mm thick lumber from plantation grown mahogany” already accepted for publication in the FPRDI Journal. The FPRDI Journal is a refereed journal published by the Forest Products Research and Development Institute, Department of Science and Technology that deals with results of original research in the area of wood and non timber forest products. Unfortunately, due to technical problems beyond Prof. Jara’s control, the journal publication was delayed until December 2008.

Prof. Jara shows excellent potential as an educator and researcher. Her expertise in Wood Seasoning, Wood Physics, Timber Mechanics and Engineering Economics contributes significantly in the research and Instruction functions of the Department. Prof. Jara has a very satisfactory student evaluation in the past four (4) years (1.25 or better) and academic adviser to several undergraduate students working on drying properties of Philippine hardwoods.

Board action: APPROVAL.

Request for a temporary waiver of faculty tenure rule in favor of Dr. BENJAMINA PAULA G. FLOR Assistant Professor 6, College of Development Communication, U.P. Los Baños, effective 1 June 2008 until 31 October 2008

Dr. Flor, through lateral entry, was appointed Assistant Professor 6 on 7 July 2005. She obtained her Ph.D. in Development Communication from the University of the Philippines Los Baños in 1997.

Her article entitled “Governance Communication and School Development in Rural and Remote Areas of Lao PDR” has been accepted for publication in the Philippine Journal of Development Communication, maiden issue of which shall be off-the-press in August-September 2008.

For the past three years, Dr. Flor has shown very good performance as faculty member, researcher and extension worker. As a faculty member, she has handled eight undergraduate courses from the most basic to the advanced (DEVCE 10, DEVCE 30, DEVCE 70, DEVCE 133, DEVCE 134, DEVCE 197, DEVCE 198, DEVCE 199), and three graduate courses (DEVCE 205, DEVCE 212, DEVCE 215) on top of her being Chair of the Department of Development Broadcasting and Telecommunications since 2006. She has also been advising both undergraduate (27 graduates) and graduate students.

As a researcher, she has been awarded a Diamond Jubilee Professorial Chair including independent researches with the Commonwealth of Learning on Open Distance Learning. As an extension worker, she has served as resource person in some international, national, and local organizations in the fields of broadcast technology, strategic planning, radio planning and production.

As indicated by her student evaluation results, Dr. Flor is dearly loved by her students, both in the undergraduate and graduate levels, due to her mastery of the subject matter, creative teaching methodologies, and collegial relationships with them. She got the most outstanding senior faculty award in 2005, most congenial faculty and most outstanding senior faculty for the second time in 2007 from the UPLB Development Communicators’ Society.

The College has only four Ph.D. holders at present and losing one would greatly hamper the college faculty complement especially for the
graduate level. The College of Development Communication is actually among the top three highest in terms of graduate students’ enrolment in UPLB.

Board action: APPROVAL.

Request for a temporary waiver of faculty tenure rule in favor of Prof. ANNALYN P. FLORES, Assistant Professor 1, College of Arts and Sciences, U.P. Manila, effective 1 June 2008 until 31 May 2009

Prof. Flores’ research manuscript “Choice and Enjoyment of Physical Education Subjects Among Male and Female College Students in U.P. Manila” has been peer reviewed and recommended by the reviewer for publication in the U.P. Manila Journal.

Prof. Flores will be handling more than 12 units of teaching load this First Semester, AY 2008-2009 but with her impending loss, the schedule of the PE classes, especially the dance classes will be affected. The department will surely suffer if an extension will not be permitted.

Board action: APPROVAL.

FINANCIAL MATTERS APPROVED

Request of the U.P. Manila Chancellor for Authority to Use the Amount of P6,066,554.24, from the Reprogrammed Funds of UPLB as Approved by the Board of Regents at its 1229th Meeting dated 25 January 2008

The Chancellor of U.P. Los Baños is requesting authority to use the amount of P6,066,554.24, from the reprogrammed funds of UPLB as approved by the Board of Regents at its 1229th meeting dated 25 January 2008. Said amount will be used for the UPLB Information Technology Center (UPLB-ITC), as follows:

<table>
<thead>
<tr>
<th>MOOE</th>
<th>Equipment Outlay</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>P1,728,700.00</td>
<td>P4,337,854.24</td>
<td>P6,066,554.24</td>
</tr>
</tbody>
</table>

The use of these funds will be in accordance with existing accounting and auditing rules and regulations. These funds are available as certified to by the UPLB Budget Office.

The Board of Regents at its 30 May 2008 meeting approved the establishment of the UPLB-ITC.

Board action: APPROVAL.

Proposal to Add One Thousand Pesos (P1,000.00) U.P. Contribution to Provident Fund Members for the Year 2008

Background

The University contributes P100.00/month per Provident Fund member or a total of P1,200.00/member per year. One time the University contributed P5,000 to Provident Fund members, at some other time it gave P2,000 per member.

Last year, the Board of Trustees of the Provident Fund noted that the University overpaid the Fund in the total amount of P10,000,000.00.

The Board of Trustees requested that the said overpaid amount be kept by the Provident Fund, to be distributed to the members as part of their equity.

The Board [of Regents] noted the request, but no approval was granted.

Last 14 June 2008 in the last meeting of the Board of Trustees, the Board [of Regents] again requested that the P10 Million Fund be kept in the Fund as U.P.’s additional contribution to the members’ fund. At present there are 9,179 Provident Fund members.

Recommendation

It is proposed that the University, in its Centennial year, grant members of the Provident Fund an additional One Thousand Pesos (P1,000.00) U.P. Contribution in addition to the annual contribution of P1,200.00 per member. This will be given only for this year when the University is celebrating its 100th year. The additional contribution will be charged against the Ten Million Pesos (P10 Million) overpayment to the Provident Fund. Thus, there will be no cash outlay on the part of the University.

Board action: APPROVAL.

Proposed Incentive Package for Visiting Faculty to U.P. Manila School of Health Sciences Extension Campus in Baler, Aurora

The Chancellor of U.P. Manila recommends the following incentive package for visiting faculty to U.P. Manila School of Health Sciences Extension Campus in Baler, Aurora from other campuses, who will be assigned for at least one semester but not more than two academic years:

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 P5,000.00 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. Manila School of Health Sciences Extension Campus;
4. Free relocation cost to and from Baler, Quezon which shall include transportation fare of the faculty and his/her dependents; Provided, that the relocation cost shall not exceed P30,000.00 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. Manila School of Health Sciences Extension Campus 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; and
7. This program is good only until AY 2009-2010 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.

Board action: APPROVAL.

One-Time Centennial Bonus

In view of the approval granted by President Gloria Macapagal-Arroyo authorizing the University to pay a one-time centennial bonus to its officials and employees in the amount of ₱20,000.00 each in connection with UP’s 100th Anniversary Celebration, the President requests BOR approval of the use of UP Income for this purpose.

Board action: APPROVAL.

Request of the PGH Director for Authority to Use THIRTY-SIX MILLION PESOS (Php 36,000,000) from the CORPUS of the Special Endowment Fund for the Philippine General Hospital to Pay the U.P. Centennial Bonus of PGH Personnel

The CORPUS amounts to Php 75,975,714.32 as of February 2008, as certified available by the Chief Accountant of U.P. Manila. The requested amount shall be used for the UP Centennial Bonus of the PGH personnel.

The requested amount shall be returned to the CORPUS in monthly installments for two (2) years starting CY 2009.

It is understood that any obligations/disbursements from this amount shall be subject to the usual accounting, budgeting and auditing rules and regulations.

The Chancellor of U.P. Manila and the President of the University have endorsed this request.

Board action: APPROVAL.

APPOINTMENTS

The Board approved the appointments of the following:

UNIVERSITY OFFICIALS

U.P. System

Prof. THEODORE O. TE as Vice President for Legal Affairs, effective 23 June 2008, to serve at the pleasure of the President

U.P. Los Baños

Dr. AVELINO D. RAYMUNDO as Director, Crop Protection Cluster, College of Agriculture effective 1 July 2008 until 30 June 2011

U.P. Mindanao

Prof. MIGUEL D. SOLEDAD as Vice Chancellor for Administration, effective 1 July 2008, to serve at the pleasure of the Chancellor

Prof. SYLVIA B. CONCEPCION as Dean, School of Management, effective 1 July 2008 until 30 June 2011

PROFESSORS EMERITI

U.P. Los Baños

Dr. MILAGROSA R. MARTINEZ-GOSS, Institute of Biological Sciences, effective upon retirement

Dr. ERNESTO P. LOZADA, Institute of Agricultural Engineering, College of Engineering and Agro-Industrial Technology, effective upon retirement

The above were recommended by the Committee on Professor Emeritus Appointments and have been endorsed by the President.

TRANSFER TO PERMANENT STATUS

U.P. Diliman

Prof. Ernesto P. Adorio as Assistant Professor 7 (Salary Grade 21-5), U.P. Diliman Extension Program in Pampanga, effective 19 June 2008

Prof. U Z. ELISERIO as Assistant Professor 2 (Salary Grade 19-1), College of Arts and Letters, effective 19 June 2008

Prof. Joseph Gerard T. Reyes as Assistant Professor 3 (Salary Grade 19-3), College of Engineering, effective 19 June 2008

Prof. Maria Sagrario R. Simbulan as Assistant Professor 2 (Salary Grade 19-1), U.P. Diliman Extension Program in Pampanga, effective 19 June 2008

U.P. Los Baños

Prof. Niño Alejandro Q. Manalo as Assistant Professor 3 (Salary Grade 19-3), College of Economics and Management, effective 19 June 2008

U.P. Open University

Prof. Primo G. Garcia as Assistant Professor 2 (Salary Grade 19-1), Faculty of Management and Development Studies, effective 19 June 2008

AUTOMATIC PROMOTION*

U.P. Manila

Dr. Carmelo A. Alfiler as Professor 12 (Salary Grade 29-8), College of Medicine, effective 27 September 2007

EXTENSION OF SERVICE BEYOND COMPULSORY RETIREMENT AGE OF 65

U.P. Diliman

Prof. Carmen A. Abubakar as Professor 9 (Salary Grade 28-8), Institute of Islamic Studies, effective 1 June 2008 until 31 May 2009

Prof. Leonor M. Briones as Professor 12, (Salary Grade 29-8), National College of Public Administration and Governance (NCPAG), effective 1 June 2008 until 31 May 2009

Prof. Susan S. Navarro as Assistant Professor 6 (Salary Grade 21-8), School of Economics, effective 1 June 2008 until 31 May 2009

* Automatic Promotion as per Executive Order No. 508 entitled “Instituting the Lingkod Bayan Award as the Presidential Award for Outstanding Public Service,” dated 2 March 1992. As group awardee in the 2007 Presidential Lingkod Bayan Award, Dr. Alfiler is entitled to an automatic promotion to the next higher position.
RENEWAL OF APPOINTMENT BEYOND COMPULSORY RETIREMENT AGE OF 65

U.P. Diliman

Prof. Frank G. Flores as Professorial Lecturer 5, College of Arts and Letters, effective 1 June 2008 until 31 May 2009
Prof. Leticia G. Del Valle as Professorial Lecturer 1, College of Music, effective 1 June 2008 until 31 May 2009
Prof. Antonio A. Hidalgo as Professorial Lecturer 1, College of Arts and Letters, effective 1 June 2008 until 31 May 2009
Prof. Vivencio R. Jose as Professorial Lecturer 5, College of Arts and Letters, effective 1 June 2008 until 31 May 2009
Prof. William A. Longacre as Visiting Professorial Lecturer 5, Archeological Studies Program, effective 1 June 2008 until 31 May 2009
Prof. Maria Clara V. Ravina as Professorial Lecturer 5, College of Arts and Letters, effective 1 June 2008 until 31 May 2009

U.P. Manila

Dr. Carmencita S. Loyola as Professorial Lecturer 3, College of Public Health, effective 1 June 2008 until 31 May 2009

REAPPOINTMENT BEYOND COMPULSORY RETIREMENT AGE OF 65

U.P. Manila

Dr. Leonor C. Lago as Professorial Lecturer 5, College of Dentistry, effective 1 June 2008 until 31 May 2009

PROFESSORIAL CHAIRS ESTABLISHED

Upgrading of the UPAA Toronto Professorial Chair with an additional donation of C$10,000 from the UPAA Toronto

Donation: C$10,000.00
Donor: UPAA Toronto

As of 31 March 2008, the Chair has a balance of PhP1,035,051.18.

Board action: APPROVAL.

Establishment of the Holcim Philippines Professorial Chair in Civil Engineering, College of Engineering, U.P. Diliman

Donation: PhP1,500,000.00
Donor: Holcim Philippines, Inc.
Fund management: U.P. Engineering Research and Development Foundation, Inc.

Board action: APPROVAL.

Establishment of two Philex Professorial Chairs and one Faculty Grant for the Department of Mining, Metallurgical and Materials Engineering (DMMME), College of Engineering, U.P. Diliman

The PhP50 Million Philex donation (allocated equally to the U.P. Diliman College of Engineering Department of Mining, Metallurgical and Materials Engineering and the U.P. Diliman College of Science National Institute of Geological Sciences) was reported to the Board of Regents at its 1226th meeting held on 25 October 2007.

This recommendation pertains to the use of the PhP10 Million portion for the College of Engineering, to particularly benefit its Department of Mining, Metallurgical and Materials Engineering (DMMME)

Name of Award: Philex Professorial Chair (2)
Support Fund: PhP3.0 Million
Name of Award: Philex Faculty Grant (1)
Support Fund: PhP1.5 Million

Awarding Terms:
- Only the earnings of the support fund shall be used
- The awardee shall be a regular DMMME faculty member handling courses in mining and/or metallurgy who has served as such for not less than one year
- Subject to annual review, the award shall be effective for two years
- University policies and processes on the matter that are not inconsistent with the above terms and are in effect at the time of awarding shall apply.

The PhP2.5 Million remainder of the PhP10 Million is programmed for student scholarships, as also provided for in the donation agreement.

Board action: APPROVAL.

MEMORANDA OF AGREEMENT

The Board confirmed the following:

U.P. System

Memorandum of Agreement between the University of the Philippines System and the J-SYS Philippines, Inc. (Company)

Purpose: Donation of funds to the UP System Information Technology Foundation, Inc. (UPSITFI) to support scholarship on Information Technology at the UP-ITTC

Particulars:
- The Company agrees to be a Major Donor to sponsor the schooling for one (1) year of five (5) scholars on a full-time Information Technology Program at the UP-ITTC;
- The Scholars chosen shall be entitled to 100% free tuition without stipend, which shall be paid by UPSITFI;
c. The Company shall cause UPSITFI to release sufficient funds to the University to cover the tuition and other fees and charges payable by the scholars to UP-ITTC for their studies at the UP-ITTC;

d. The Company may select its recipients, who may be any of its employees, or signify its preference to UP, through the UP-ITTC Scholarship Committee, to pre-screen applications and recommend three (3) nominees for its consideration; Provided, that if the chosen recipient/s shall be required to take other language proficiency or skills examinations, the same shall be funded by the Company;

e. The academic performance of the scholars is subject to the review of the University at the end of each academic quarter, in accordance with the criteria set by the UP ITTC Scholarship Committee for maintaining the scholarship. Should the scholars’ performance be rated unsatisfactory, the unexpended amount of the scholarship may earlier be withdrawn or awarded to other qualified recipients, subject to applicable University rules and regulations on scholarships;

f. The Company has the option to hire its scholars at the end of the scholarship period, subject to terms and conditions as may be agreed upon between the Company and the scholars;

g. In consideration of its liberality and generosity, the Company shall be entitled:

   g.1 To be acknowledged in the UP ITTC website and marketing brochures for a period of one (1) year, for the duration of the scholarship grant;
   g.2 To have its company logo and link in the UP ITTC website, and such other company details presented in UP ITTC press releases as a Major Donor;
   g.3 To receive a certificate of recognition;
   g.4 To use UP ITTC’s logo and link for its website, with proper acknowledgement to UP and/or UP ITTC as the owner of such logo and link;
   g.5 To have access to the directory of UP ITTC non-scholar graduates; and
   g.6 To be a member of the Friends of the UP ITTC Foundation, with invitation to major Foundation events.

h. J-SYS Philippines, Inc. represents and warrants to UP that it has legal power and authority to execute and deliver the Agreement and to perform all the terms and conditions required to be performed;

i. In case any one or more of the provisions contained 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 the Agreement, and the remaining valid provision shall be enforceable to the fullest extent and

j. Both parties agree to execute such other documents and instruments that may be necessary to implement the Agreement.

Effectivity: Effective immediately upon execution.

Date notarized: 16 November 2007

Memorandum of Agreement between the University of the Philippines System and the Tsukiden Software Philippines, Inc. (Company)

Purpose: Donation of funds to the UP System Information Technology Foundation, Inc. (UPSITFI) to support scholarship on Information Technology at the UP-ITTC

Particulars:

a. The Company agrees to be a Major Donor to sponsor the schooling for one (1) year of one (1) scholar on a full-time Information Technology Program at the UP-ITTC;

b. The Scholar chosen shall be entitled to 100% free tuition without stipend, which shall be paid by UPSITFI;

c. The Company shall cause UPSITFI to release sufficient funds to the University to cover the tuition and other fees and charges payable by the scholar to UP-ITTC for their studies at the UP-ITTC;

d. The Company may select its recipient, who may be any of its employees, or signify its preference to UP, through the UP-ITTC Scholarship Committee, to pre-screen applications and recommend three (3) nominees for its consideration; Provided, that if the chosen recipient/s shall be required to take other language proficiency or skills examinations, the same shall be funded by the Company;

e. The academic performance of the scholar is subject to the review of the University at the end of each academic quarter, in accordance with the criteria set by the UP ITTC Scholarship Committee for maintaining the scholarship. Should the scholar's performance be rated unsatisfactory, the unexpended amount of the scholarship may earlier be withdrawn or awarded to other qualified recipients, subject to applicable University rules and regulations on scholarships;

f. The Company has the option to hire its scholar at the end of the scholarship period, subject to terms and conditions as may be agreed upon between the Company and the scholar;

g. In consideration of its liberality and generosity, the Company shall be entitled:

   g.1 To be acknowledged in the UP ITTC website and marketing brochures for a period of one (1) year, for the duration of the scholarship grant;
   g.2 To have its company logo and link in the UP ITTC website, and such other company details presented in UP ITTC press releases as a Major Donor;
   g.3 To receive a certificate of recognition;
   g.4 To use UP ITTC’s logo and link for its website, with proper acknowledgement to UP and/or UP ITTC as the owner of such logo and link;
   g.5 To have access to the directory of UP ITTC non-scholar graduates; and
   g.6 To be a member of the Friends of the UP ITTC Foundation, with invitation to major Foundation events.

h. Tsukiden Software Philippines, Inc. represents and warrants to UP that it has legal power and authority to execute and deliver the Agreement and to perform all the terms and conditions required to be performed;

i. In case any one or more of the provisions contained 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 the Agreement, and the remaining valid provision shall be enforceable to the fullest extent and

j. Both parties agree to execute such other documents and instruments that may be necessary to implement the Agreement.

Effectivity: Effective immediately upon execution.

Date notarized: 24 April 2008

Memorandum of Agreement between the University of the Philippines System and the Human Resocia Co. Ltd. (Company)

Purpose: Donation of funds to the UP System Information Technology Foundation, Inc. (UPSITFI) to support scholarship on Information Technology at the UP-ITTC

Particulars:

a. The Company agrees to be a Major Donor to sponsor the schooling for one (1) year of four (4) scholars on a full-time
Memorandum of Agreement between the University of the Philippines System and the Fujitsu Ten Solutions Philippines, Inc. (Company)

Purpose: Donation of funds to the UP System Information Technology Foundation, Inc. (UPSITFI) to support scholarship on Information Technology at the UP-ITTC

b. The Scholars chosen shall be entitled to a 100% free tuition without stipend, which shall be paid by UPSITFI;
c. The Company shall cause UPSITFI to release sufficient funds to the University to cover the tuition and other fees and charges payable by the scholars to UP-ITTC for their studies at the UP-ITTC;
d. The Company may select its recipients, who may be any of its employees, or signify its preference to UP, through the UP-ITTC Scholarship Committee, to pre-screen applications and recommend three (3) nominees for its consideration; Provided, that if the chosen recipient/s shall be required to take other language proficiency or skills examinations, the same shall be funded by the Company;
e. The academic performance of the scholars is subject to the review of the University at the end of each academic quarter, in accordance with the criteria set by the UP ITTC Scholarship Committee for maintaining the scholarship. Should the scholars’ performance be rated unsatisfactory, the unexpended amount of the scholarship may earlier be withdrawn or awarded to other qualified recipients, subject to applicable University rules and regulations on scholarships;
f. The Company has the option to hire its scholars at the end of the scholarship period, subject to terms and conditions as may be agreed upon between the Company and the scholars;
g. In consideration of its liberality and generosity, the Company shall be entitled:
g.1 To be acknowledged in the UP ITTC website and marketing brochures for a period of one (1) year, for the duration of the scholarship grant;
g.2 To have its company logo and link in the UP ITTC website, and such other company details presented in UP ITTC press releases as a Major Donor;
g.3 To receive a certificate of recognition;
g.4 To use UP ITTC’s logo and link for its website, with proper acknowledgement to UP and/or UP ITTC as the owner of such logo and link;
g.5 To have access to the directory of UP ITTC non-scholar graduates; and

g.6 To be a member of the Friends of the UP ITTC Foundation, with invitation to major Foundation events.
h. Human Resocia Co. Ltd. represents and warrants to UP that it has legal power and authority to execute and deliver the Agreement and to perform all the terms and conditions required to be performed;
i. In case any one or more of the provisions contained 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 the Agreement, and the remaining valid provision shall be enforceable to the fullest extent; and
j. Both parties agree to execute such other documents and instruments that may be necessary to implement the Agreement.

Effectivity: Effective immediately upon execution.

Date notarized: 11 March 2008

Particulars:
a. The Company agrees to be a Major Donor to sponsor the schooling for one (1) year of two (2) scholars on a full-time Information Technology Program at the UP-ITTC;
b. The Scholars chosen shall be entitled to 100% free tuition without stipend, which shall be paid by UPSITFI;
c. The Company shall cause UPSITFI to release sufficient funds to the University to cover the tuition and other fees and charges payable by the scholars to UP-ITTC for their studies at the UP-ITTC;
d. The Company may select its recipients, who may be any of its employees, or signify its preference to UP, through the UP-ITTC Scholarship Committee, to pre-screen applications and recommend three (3) nominees for its consideration; Provided, that if the chosen recipient/s shall be required to take other language proficiency or skills examinations, the same shall be funded by the Company;
e. The academic performance of the scholars is subject to the review of the University at the end of each academic quarter, in accordance with the criteria set by the UP ITTC Scholarship Committee for maintaining the scholarship. Should the scholars’ performance be rated unsatisfactory, the unexpended amount of the scholarship may earlier be withdrawn or awarded to other qualified recipients, subject to applicable University rules and regulations on scholarships;
f. The Company has the option to hire its scholars at the end of the scholarship period, subject to terms and conditions as may be agreed upon between the Company and the scholars;
g. In consideration of its liberality and generosity, the Company shall be entitled:
g.1 To be acknowledged in the UP ITTC website and marketing brochures for a period of one (1) year, for the duration of the scholarship grant;
g.2 To have its company logo and link in the UP ITTC website, and such other company details presented in UP ITTC press releases as a Major Donor;
g.3 To receive a certificate of recognition;
g.4 To use UP ITTC’s logo and link for its website, with proper acknowledgement to UP and/or UP ITTC as the owner of such logo and link;
g.5 To have access to the directory of UP ITTC non-scholar graduates; and

g.6 To be a member of the Friends of the UP ITTC Foundation, with invitation to major Foundation events.
h. Fujitsu Ten Solutions Philippines, Inc. represents and warrants to UP that it has legal power and authority to execute and deliver the Agreement and to perform all the terms and conditions required to be performed;
i. In case any one or more of the provisions contained 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 the Agreement, and the remaining valid provision shall be enforceable to the fullest extent; and
j. Both parties agree to execute such other documents and instruments that may be necessary to implement the Agreement.

Effectivity: Effective immediately upon execution.

Date notarized: 24 April 2008
Memorandum of Agreement between the University of the Philippines System and the Advanced World Solutions, Inc. (Company)

Purpose: Donation of funds to the UP System Information Technology Foundation, Inc. (UPSITFI) to support scholarship on Information Technology at the UP-ITTC

Particulars:

a. The Company agrees to be a Major Donor to sponsor the schooling for one (1) year of scholars on a full-time Information Technology Program at the UP-ITTC;

b. The Scholars chosen shall be entitled to 100% free tuition without stipend, which shall be paid by UPSITFI;

c. The Company shall cause UPSITFI to release sufficient funds to the University to cover the tuition and other fees and charges payable by the scholars to UP-ITTC for their studies at the UP-ITTC;

d. The Company may select its recipients, who may be any of its employees, or signify its preference to UP, through the UP-ITTC Scholarship Committee, to pre-screen applications and recommend three (3) nominees for its consideration; Provided, that if the chosen recipient/s shall be required to take other language proficiency or skills examinations, the same shall be funded by the Company;

e. The academic performance of the scholars is subject to the review of the University at the end of each academic quarter, in accordance with the criteria set by the UP ITTC Scholarship Committee for maintaining the scholarship. Should the scholars’ performance be rated unsatisfactory, the unexpended amount of the scholarship may earlier be withdrawn or awarded to other qualified recipients, subject to applicable University rules and regulations on scholarships;

f. The Company has the option to hire its scholars at the end of the scholarship period, subject to terms and conditions as may be agreed upon between the Company and the scholars;

g. In consideration of its liberality and generosity, the Company shall be entitled:

  g.1 To be acknowledged in the UP ITTC website and marketing brochures for a period of one (1) year, for the duration of the scholarship grant;

  g.2 To have its company logo and link in the UP ITTC website, and such other company details presented in UP ITTC press releases as a Major Donor;

  g.3 To receive a certificate of recognition;

  g.4 To use UP ITTC’s logo and link for its website, with proper acknowledgement to UP and/or UP ITTC as the owner of such logo and link;

  g.5 To have access to the directory of UP ITTC non-scholar graduates; and

  g.6 To be a member of the Friends of the UP ITTC Foundation, with invitation to major Foundation events.

h. Advanced World Solutions, Inc. represents and warrants to UP that it has legal power and authority to execute and deliver the Agreement and to perform all the terms and conditions required to be performed;

i. In case any one or more of the provisions contained 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 the Agreement, and the remaining valid provision shall be enforceable to the fullest extent; and

j. Both parties agree to execute such other documents and instruments that may be necessary to implement the Agreement.

Effectivity: Effective immediately upon execution.

Date notarized: 31 January 2008

Memorandum of Agreement between the University of the Philippines System and the Morson Japan Co., Ltd. (Company)

Purpose: Donation of funds to the UP System Information Technology Foundation, Inc. (UPSITFI) to support scholarship on Information Technology at the UP-ITTC

Particulars:

a. The Company agrees to be a Major Donor to sponsor the schooling for one (1) year of two (2) scholars on a full-time Information Technology Program at the UP-ITTC;

b. The Scholars chosen shall be entitled to 100% free tuition without stipend, which shall be paid by UPSITFI;

c. The Company shall cause UPSITFI to release sufficient funds to the University to cover the tuition and other fees and charges payable by the scholars to UP-ITTC for their studies at the UP-ITTC;

d. The Company may select its recipients, who may be any of its employees, or signify its preference to UP, through the UP-ITTC Scholarship Committee, to pre-screen applications and recommend three (3) nominees for its consideration; Provided, that if the chosen recipient/s shall be required to take other language proficiency or skills examinations, the same shall be funded by the Company;

e. The academic performance of the scholars is subject to the review of the University at the end of each academic quarter, in accordance with the criteria set by the UP ITTC Scholarship Committee for maintaining the scholarship. Should the scholars’ performance be rated unsatisfactory, the unexpended amount of the scholarship may earlier be withdrawn or awarded to other qualified recipients, subject to applicable University rules and regulations on scholarships;

f. The Company has the option to hire its scholars at the end of the scholarship period, subject to terms and conditions as may be agreed upon between the Company and the scholars;

g. In consideration of its liberality and generosity, the Company shall be entitled:

  g.1 To be acknowledged in the UP ITTC website and marketing brochures for a period of one (1) year, for the duration of the scholarship grant;

  g.2 To have its company logo and link in the UP ITTC website, and such other company details presented in UP ITTC press releases as a Major Donor;

  g.3 To receive a certificate of recognition;

  g.4 To use UP ITTC’s logo and link for its website, with proper acknowledgement to UP and/or UP ITTC as the owner of such logo and link;

  g.5 To have access to the directory of UP ITTC non-scholar graduates; and

  g.6 To be a member of the Friends of the UP ITTC Foundation, with invitation to major Foundation events.

h. Morson Japan Co. Ltd. represents and warrants to UP that it has legal power and authority to execute and deliver the Agreement and to perform all the terms and conditions required to be performed;

i. In case any one or more of the provisions contained 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 the Agreement, and the remaining valid provision shall be enforceable to the fullest extent; and

j. Both parties agree to execute such other documents and instruments that may be necessary to implement the Agreement.

Effectivity: Effective immediately upon execution.

Date notarized: 9 October 2007
Memorandum of Agreement between the University of the Philippines System and the System Renovation, Inc. (Company)

Purpose: Donation of funds to the UP System Information Technology Foundation, Inc. (UPSITFI) to support scholarship on Information Technology at the UP-ITTC

Particulars:
   a. The Company agrees to be a Major Donor to sponsor the schooling for one (1) year of scholars on a full-time Information Technology Program at the UP-ITTC;
   b. The Scholars chosen shall be entitled to 100% free tuition without stipend, which shall be paid by UPSITFI;
   c. The Company shall cause UPSITFI to release sufficient funds to the University to cover the tuition and other fees and charges payable by the scholars to UP-ITTC for their studies at the UP-ITTC;
   d. The Company may select its recipients, who may be any of its employees, or signify its preference to UP, through the UP-ITTC Scholarship Committee, to pre-screen applications and recommend three (3) nominees for its consideration; Provided, that if the chosen recipient/s shall be required to take other language proficiency or skills examinations, the same shall be funded by the Company;
   e. The academic performance of the scholars is subject to the review of the University at the end of each academic quarter, in accordance with the criteria set by the UP ITTC Scholarship Committee for maintaining the scholarship. Should the scholars’ performance be rated unsatisfactory, the unexpended amount of the scholarship may earlier be withdrawn or awarded to other qualified recipients, subject to applicable University rules and regulations on scholarships;
   f. The Company has the option to hire its scholars at the end of the scholarship period, subject to terms and conditions as may be agreed upon between the Company and the scholars;
   g. In consideration of its liberality and generosity, the Company shall be entitled:
      g.1 To be acknowledged in the UP ITTC website and marketing brochures for a period of one (1) year, for the duration of the scholarship grant;
      g.2 To have its company logo and link in the UP ITTC website, and such other company details presented in UP ITTC press releases as a Major Donor;
      g.3 To receive a certificate of recognition;
      g.4 To use UP ITTC’s logo and link for its website, with proper acknowledgement to UP and/or UP ITTC as the owner of such logo and link;
      g.5 To have access to the directory of UP ITTC non-scholar graduates; and
      g.6 To be a member of the Friends of the UP ITTC Foundation, with invitation to major Foundation events.
   h. System Renovation, Inc. represents and warrants to UP that it has legal power and authority to execute and deliver the Agreement and to perform all the terms and conditions required to be performed;
   i. In case any one or more of the provisions contained 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 the Agreement, and the remaining valid provision shall be enforceable to the fullest extent; and
   j. Both parties agree to execute such other documents and instruments that may be necessary to implement the Agreement.

Effectivity: Effective immediately upon execution.
Date notarized: 16 November 2007

Memorandum of Agreement between the University of the Philippines System and the ACCEL Co., Ltd. (Company)

Purpose: Donation of funds to the UP System Information Technology Foundation, Inc. (UPSITFI) to support scholarship on Information Technology at the UP-ITTC

Particulars:
   a. The Company agrees to be a Major Donor to sponsor the schooling for one (1) year of scholars on a full-time Information Technology Program at the UP-ITTC;
   b. The Scholars chosen shall be entitled to 100% free tuition without stipend, which shall be paid by UPSITFI;
   c. The Company shall cause UPSITFI to release sufficient funds to the University to cover the tuition and other fees and charges payable by the scholars to UP-ITTC for their studies at the UP-ITTC;
   d. The Company may select its recipients, who may be any of its employees, or signify its preference to UP, through the UP-ITTC Scholarship Committee, to pre-screen applications and recommend three (3) nominees for its consideration; Provided, that if the chosen recipient/s shall be required to take other language proficiency or skills examinations, the same shall be funded by the Company;
   e. The academic performance of the scholars is subject to the review of the University at the end of each academic quarter, in accordance with the criteria set by the UP ITTC Scholarship Committee for maintaining the scholarship. Should the scholars’ performance be rated unsatisfactory, the unexpended amount of the scholarship may earlier be withdrawn or awarded to other qualified recipients, subject to applicable University rules and regulations on scholarships;
   f. The Company has the option to hire its scholars at the end of the scholarship period, subject to terms and conditions as may be agreed upon between the Company and the scholars;
   g. In consideration of its liberality and generosity, the Company shall be entitled:
      g.1 To be acknowledged in the UP ITTC website and marketing brochures for a period of one (1) year, for the duration of the scholarship grant;
      g.2 To have its company logo and link in the UP ITTC website, and such other company details presented in UP ITTC press releases as a Major Donor;
      g.3 To receive a certificate of recognition;
      g.4 To use UP ITTC’s logo and link for its website, with proper acknowledgement to UP and/or UP ITTC as the owner of such logo and link;
      g.5 To have access to the directory of UP ITTC non-scholar graduates; and
      g.6 To be a member of the Friends of the UP ITTC Foundation, with invitation to major Foundation events.
   h. ACCEL Co., Ltd. represents and warrants to UP that it has legal power and authority to execute and deliver the Agreement and to perform all the terms and conditions required to be performed;
   i. In case any one or more of the provisions contained 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 the Agreement, and the remaining valid provision shall be enforceable to the fullest extent; and
   j. Both parties agree to execute such other documents and instruments that may be necessary to implement the Agreement.

Effectivity: Effective immediately upon execution.
Date notarized: 16 November 2007
Memorandum of Agreement between the University of the Philippines System and the NEC Telecom Software Philippines, Inc. (Company)

Purpose: Donation of funds to the UP System Information Technology Foundation, Inc. (UPSITFI) to support scholarship on Information Technology at the UP-ITTC

Particulars:

a. The Company agrees to be a Major Donor to sponsor the schooling for one (1) year of two (2) scholars on a full-time Information Technology Program at the UP-ITTC;
b. The Scholars chosen shall be entitled to 100% free tuition without stipend, which shall be paid by UPSITFI;
c. The Company shall cause UPSITFI to release sufficient funds to the University to cover the tuition and other fees and charges payable by the scholars to UP-ITTC for their studies at the UP-ITTC;
d. The Company may select its recipients, who may be any of its employees, or signify its preference to UP, through the UP-ITTC Scholarship Committee, to pre-screen applications and recommend three (3) nominees for its consideration; Provided, that if the chosen recipient/s shall be required to take other language proficiency or skills examinations, the same shall be funded by the Company;
e. The academic performance of the scholars is subject to the review of the University at the end of each academic quarter, in accordance with the criteria set by the UP ITTC Scholarship Committee for maintaining the scholarship. Should the scholars’ performance be rated unsatisfactory, the unexpended amount of the scholarship may earlier be withdrawn or awarded to other qualified recipients, subject to applicable University rules and regulations on scholarships;
f. The Company has the option to hire its scholars at the end of the scholarship period, subject to terms and conditions as may be agreed upon between the Company and the scholars;
g. In consideration of its liberality and generosity, the Company shall be entitled:
   g.1 To be acknowledged in the UP ITTC website and marketing brochures for a period of one (1) year, for the duration of the scholarship grant;
   g.2 To have its company logo and link in the UP ITTC website, and such other company details presented in UP ITTC press releases as a Major Donor;
   g.3 To receive a certificate of recognition;
   g.4 To use UP ITTC’s logo and link for its website, with proper acknowledgement to UP and/or UP ITTC as the owner of such logo and link;
   g.5 To have access to the directory of UP ITTC non-scholar graduates; and
   g.6 To be a member of the Friends of the UP ITTC Foundation, with invitation to major Foundation events.
h. NEC Telecom Software Philippines, Inc. represents and warrants to UP that it has legal power and authority to execute and deliver the Agreement and to perform all the terms and conditions required to be performed;
i. In case any one or more of the provisions contained 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 the Agreement, and the remaining valid provision shall be enforceable to the fullest extent; and

j. Both parties agree to execute such other documents and instruments that may be necessary to implement the Agreement.

Effectivity: Effective immediately upon execution.
Date notarized: 16 November 2007

Memorandum of Agreement between the University of the Philippines System and the Fujitsu Ten Solutions Philippines, Inc. (Company)

Purpose: Donation of funds to the UP System Information Technology Foundation, Inc. (UPSITFI) to support scholarship on Information Technology at the UP-ITTC

Particulars:

a. The Company agrees to be a Major Donor to sponsor the schooling for one (1) year of five (5) scholars on a full-time Information Technology Program at the UP-ITTC;
b. The Scholars chosen shall be entitled to 100% free tuition without stipend, which shall be paid by UPSITFI;
c. The Company shall cause UPSITFI to release sufficient funds to the University to cover the tuition and other fees and charges payable by the scholars to UP-ITTC for their studies at the UP-ITTC;
d. The Company may select its recipients, who may be any of its employees, or signify its preference to UP, through the UP-ITTC Scholarship Committee, to pre-screen applications and recommend three (3) nominees for its consideration; Provided, that if the chosen recipient/s shall be required to take other language proficiency or skills examinations, the same shall be funded by the Company;
e. The academic performance of the scholars is subject to the review of the University at the end of each academic quarter, in accordance with the criteria set by the UP ITTC Scholarship Committee for maintaining the scholarship. Should the scholars’ performance be rated unsatisfactory, the unexpended amount of the scholarship may earlier be withdrawn or awarded to other qualified recipients, subject to applicable University rules and regulations on scholarships;
f. The Company has the option to hire its scholars at the end of the scholarship period, subject to terms and conditions as may be agreed upon between the Company and the scholars;
g. In consideration of its liberality and generosity, the Company shall be entitled:
   g.1 To be acknowledged in the UP ITTC website and marketing brochures for a period of one (1) year, for the duration of the scholarship grant;
   g.2 To have its company logo and link in the UP ITTC website, and such other company details presented in UP ITTC press releases as a Major Donor;
   g.3 To receive a certificate of recognition;
   g.4 To use UP ITTC’s logo and link for its website, with proper acknowledgement to UP and/or UP ITTC as the owner of such logo and link;
   g.5 To have access to the directory of UP ITTC non-scholar graduates; and
   g.6 To be a member of the Friends of the UP ITTC Foundation, with invitation to major Foundation events.
h. Fujitsu Ten Solutions Philippines, Inc. represents and warrants to UP that it has legal power and authority to execute and deliver the Agreement and to perform all the terms and conditions required to be performed;
i. In case any one or more of the provisions contained shall, for any reason, be held invalid, illegal or unenforceable in any
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respective, such invalidity, illegality or unenforceability shall not
affect any other provision of the Agreement, and the remaining
valid provision shall be enforceable to the fullest extent; and
j. Both parties agree to execute such other documents and
instruments that may be necessary to implement the Agreement.

Effectivity: Effective immediately upon execution.
Date notarized: 4 December 2007

Memorandum of Agreement between the University of the
Philippines and the Medical College of Wisconsin, Inc. (MCW)

Project: Study of Marine and Forest Biodiversity
Implementing Unit: U.P. Manila College of Medicine/U.P. Diliman
Marine Science Institute

Particulars:
a. Patents and licenses will be owned jointly by MCW and U.P.,
each of which shall have an equal and undivided interest in the
Inventions, as well as any patents issuing thereon.
b. Licensing of jointly-owned Inventions shall occur only by
mutual agreement between MCW and U.P. Neither party
shall independently file a patent or grant a license to a third
party without prior written agreement obtained from the other.
c. MCW, through its Research Foundation, shall take the lead in
identifying potential licensees and negotiating license
agreement(s) following consultation with U.P.
d. MCW and U.P. shall consult regularly with each other with
regard to patent application and prosecution matters, and
each shall receive the approval of the other Party prior to
incurring out-of-pocket expenses that would be subject to
Section II hereunder.
e. Unless otherwise agreed with respect to a particular potential
patent, MCW and U.P. will undertake to file, prosecute, enforce,
and maintain U.S. and Philippine patents in their respective
jurisdictions and shall consult with each other with regard to
patent applications in other countries. Both parties may retain
counsel to prepare and prosecute patent applications and
enforce patents directed to the applications. Both parties shall
be signatories to any application, licensing agreement or other
protection or use of the intellectual property.

Effectivity: Effective upon approval/confirmation of the Board of
Regents
Date signed: 21 April 2008

U.P. Diliman

Memorandum of Agreement between the University of the
Philippines and the Bonifacio Art Foundation Inc. (BAFI)

Purpose: Science Museum Exhibits
Implementing Unit: College of Fine Arts, U.P. Diliman

Particulars:
BAFI is responsible for the following:
a. conceptualization of the exhibit;
b. providing the scientific advice, or the appointment of a scientist
who will serve as a resource person to UPCFA in the design
process of the exhibit;
c. providing the budget for exhibit development and visualization
in the amount that will be mutually agreed upon by BAFI and
UPCFA;
d. evaluation and approval of UPCFA’s recommended exhibit
design;
e. evaluation and approval of UPCFA’s recommended timeline
for exhibit design;
f. evaluation and approval of UPCFA’s recommended material
costing and other related expenses;
g. payment of the honoraria of UPCFA in the amount that will be
mutually agreed upon by BAFI and UPCFA;
h. ensuring that UPCFA is given due recognition for the exhibits
it has designed in a manner consistent to the overall concept of
the exhibition as determined by BAFI; and
i. assignment of a responsible coordinator for the program.

UPCFA is responsible for the following:
a. visualization of exhibits considering the integration of aesthetic
and functional qualities;
b. recommending to BAFI a fabricator for exhibit designs where
none is assigned;
c. coordination with the assigned scientists and fabricators in
developing the prototypes of the exhibit, and in undertaking
design modifications when necessary;
d. submission of cost estimates for proposed exhibit designs,
individual exhibits or group of exhibits as the case may be, for
BAFI’s approval;
e. submission of presentation drawings of exhibit designs;
f. submission of working drawings, specifications and costing;
g. submission of estimated timelines of projects to include the
different phases of work from concept to production;
h. submission of the necessary documentation to facilitate the
payment of honoraria of UPCFA; and
i. assignment of a responsible coordinator for the program.

Date signed: 23 May 2008

Memorandum of Agreement between U.P. Diliman Foundation
(Donee), The ASTEC Power International Limited – Philippine
Branch (Current Donor) and The ASTEC International Limited
(Prior Donor)

Project: Donations of (1) ASTEC Professorial Chair in Power
Electronics in the amount of P240,000.00 per year and (2)
Research Grants in the amount of P250,000.00 per year

Particulars:
a. The Current Donor agrees to donate the Sums of Philippine
Currency (a) for the maintenance of the Professorial Chair in
Power Electronics established at the Department of Electrical
and Electronics Engineering and (b) in order to assist with the
purchase of various equipment, materials and components
which are needed for related research activities and projects
being undertaken in the said Department;
b. The Donee hereby accepts and acknowledges receipt of the
donation made and the indication of donation to be made in
its favor by the Current Donor and expresses its appreciation
and gratitude for the liberality and generosity of the Current
Donor. It is hereby understood that the Donee’s acceptance of
the said donation is subject to the confirmation of the U.P.
Diliman Foundation, Inc.’s Board of Trustees and by the U.P.
Board of Regents. Upon the confirmation of the donation given
every year, the Donee hereby agrees to issue to the Current Donor a
Certificate of Donation; and

The agreement supersedes the Deed of Donation and
Acceptance dated 26 September 1996.

Effectivity: Effective upon signing by the parties and shall continue to
be effective up to 31 July 2010
Date signed: 12 March 2008
Amendment to the Memorandum of Agreement between the University of the Philippines and the U.P. Engineering Research and Development Foundation, Inc. (Foundation)

Project: Management of Operations of the National Hydraulic Research Center (NHRC)

Particulars:

a. The term of the agreement was for ten (10) years which commenced on 17 November 1997 and ended on 17 November 2007;

b. Notwithstanding the expiration of the Memorandum of Agreement, the Foundation has remaining contractual obligations to complete an on-going NHRC project with the National Power Corporation (NAPOCOR);

c. The Foundation, in its letter dated 14 November 2007 expressed its desire to extend the Agreement for the purpose of accommodating the project with NAPOCOR;

d. The University grants the request of the Foundation, subject to the following conditions: (1) the Amendment to the Memorandum of Agreement shall automatically be terminated upon completion of NHRC’s project with NAPOCOR and (2) the Amendment to the Memorandum of Agreement is approved by the University’s Board of Regents; and

e. The University agrees to renew/amend the aforesaid Memorandum of Agreement with the Foundation, and herein Foundation accepts the same.

Effectivity: This Amendment to the Memorandum of Agreement shall be automatically terminated upon completion of the project and issuance of the invoice to NAPOCOR by NHRC

Date notarized: 28 May 2008

U.P. Los Baños

Internet Service Agreement between the University of the Philippines Los Baños (University) and the Primeworld Digital Systems, Inc. (Service Provider)

Service: Provision of “8.0 Mbps Internet Connection to U.P. Los Baños

Amount: PhP1,950,000.00

Mode of Procurement: Public Bidding conducted on 30 August 2007

Particulars:

Primeworld shall:

a. supply and provide all labor, materials, tools, and equipment, including power, transportation and other facilities, services and all related work for the project. It shall further provide schedule, technical specifications, and other related contract documents, necessary to prosecute the work to completion;

b. provide a host and service monitoring facility to monitor the actual bandwidth usage of the internet; and

c. furnish UPLB with a performance bond equivalent to 5% of contract price (P97,500.00).

UPLB shall:

a. pay monthly bills and other relevant invoices by the Provider within 15 days upon receipt of invoice; and

b. thru the Institute of Computer Science, oversee and monitor all phases of the project covered under this Agreement, conduct regular inspection of the ongoing work and its premises, including the inspection of the materials and supplies being used for the project.

Effectivity: Effective for a period of two (2) years from the date of execution at which time the parties may negotiate to extend the agreement a further term.
U.P. Mindanao

Supplemental Contract between the University of the Philippines (Lessee) and Leo G. Victorio (Lessor)

Lease: Lease of a building located at Anda corner Rizal Street, Davao City

Contract Amount: Monthly rental of P121,000.00 plus VAT if applicable

Particulars:

a. The Supplemental contract shall extend the Contract of Lease between U.P. System and Mr. Leo G. Victorio for the use of the Terraza Milesa Building.

b. The Lessor shall allow the extension of this contract of lease upon the monthly rent of the Lessee in the amount of P121,000 plus VAT if applicable.

c. The Lessee shall be allowed to use the area or space as stated in the original lease contract.

Justification for Extension: This Supplemental Contract is hereby entered upon as a measure to maintain the operations of the University and to avoid the interruption of service

Justification for Retroactivity: School of Management delayed in deciding whether to extend or terminate the contract of lease of Terraza Milesa Building

Compliance to law: All pertinent laws and rules on the execution of the contract are complied with.

Period of contract: 1 April 2008 until 31 May 2009

Date notarized: 9 April 2008

Effectivity: Effective immediately upon signing and shall be effective for the second semester of school year 2007-2008

Date notarized: 27 March 2008

OTHER MATTERS

Request of President Emerlinda R. Roman for Authority to Travel to Tainan, Taiwan from 8-13 November 2008

The President requests permission to travel on official time to Tainan, Taiwan from 8-13 November 2008 inclusive of travel time to attend the Southeast and South Asia and Taiwan Universities (SATU) Presidents’ Forum on “Global Humanity Challenges and Pressing Responsibilities of Research Universities” to be held on 9-13 November 2008 in Tainan, Taiwan.

The SATU will take care of the airfare, accommodation and local transportation. From U.P., the President requests the following:

1. payment of her salary during the period;
2. the usual pre-travel allowance of P1,500; and
3. per diem for incidental expenses to be taken from the U.P. International Linkages Fund.

The President also requests exemption from payment of travel tax.

Board action: APPROVAL.

Appeal to the Board of Regents Filed by Mr. Ronald O. Chua In Re: One-Year Suspension

Hereunder is the President’s memorandum for the Board of Regents, dated 10 June 2008:

“This is an appeal to the Board of Regents filed by Mr. Ronald O. Chua [“RESPONDENT CHUA”] on the Decision of this Office dated 04 April 2008 affirming the findings of the EXE-COM, but modifying the penalty, increasing it from one (1) year, to two (2) years’ suspension, giving due consideration to the code of ethics of lawyers.

This case involves a violation of Section 2 (a) of the Rules on Student Conduct and Discipline, which punishes “any form of cheating in the examinations or any act of dishonesty in relation to [a student’s] studies”.

In its decision dated 23 August 2007, the EXE-COM affirmed the decision of the Dean of the College of Law, finding respondent Chua guilty of violating Section 2 (a) of the Rules on Student Conduct and Discipline.

Respondent Chua filed his Motion for Reconsideration of the EXE-COM decision, which was treated as an appeal by this Office, considering that a motion for reconsideration is not an available remedy.

On 04 April 2008, this Office rendered its decision in the said case, denying the appeal and finding as follows:

“… [I]t is clear that respondent Chua knowingly and deliberately refused to comply with specific instructions of
putting all bags and notes in front of the room prior to the start of the exams. Respondent Chua instead placed his notes under his thigh or was in his person and easily accessible to him at the time of the exam. Given these circumstances, there is no doubt that these already constitute cheating, an act of dishonesty punishable under Section 2(a) of the Rules on Student Conduct and Discipline (“RULES”).

“Respondent Chua claims that it is his intention to shelve the notes inside the compartment of the tables at the College of Law, and that the absence of such compartment was what brought him to put the notes under his thigh. This is a lame excuse.

“Moreover, even assuming that respondent Chua’s claims of intending to put the document in the compartment of this table were true, said document is still readily accessible to him for purposes of cheating. Likewise, such act is a clear defiance of the instruction to place all bags and notes in front of the classroom.

“Respondent Chua cannot hide behind the fact that said document has miniscule fonts or that there was no need for him to cheat, considering that Prof. Ongkiko gave his tips prior to the exam as these are self-serving. As to the fonts, while they may not be glaring, they are clearly readable just the same.

“Time and again, we have stated that any form of dishonesty has no place in this University. That this had to happen in a professional school such as the College of Law – where students are taught not just the rudiments of the law, but also honesty, candor and their other ethical responsibilities as lawyers and officers of the court – is unacceptable.

“… [C]heating is a serious violation of the rules and regulations of the University. When left unchecked, it corrupts the character of the students. Thus, the University will not hesitate to impose the appropriate penalty under the rules of the University when cheating is proven by substantial evidence as in this case. Moreover, it undermines the academic integrity of the University. Thus, the University shall not hesitate to impose the appropriate penalty under the rules when cheating is found committed by a student.”

Respondent Chua’s assignment of errors have been discussed and considered thoroughly in the President’s decision. There being no new matters raised in his appeal, we therefore recommend that his appeal be dismissed for lack of merit.”

Board action: DENIAL of the appeal.

CONTRACTS/ AGREEMENTS

The Board noted the following:

U.P. Manila

General Construction Agreement between the University of the Philippines Manila and the Asia Pacific Business and Industrial Systems (APBISI)

Particulars:

The contractor shall:

a. Perform and complete the project within the contract period;

b. Secure all pertinent permits required by any government office or agency in connection with the project;

c. Comply with all laws, rules and regulations promulgated by the government of the Republic of the Philippines, including those on labor, environment, safety and sanitation, those regulating the construction industry, and other pertinent laws;

d. Immediately notify the University, if it finds that any portion of the agreement or part of the contract documents are contrary to any law, rule or regulation;

e. Take all precautionary measures to ensure the safety and convenience of the workers and the general public and to take all appropriate steps to prevent damage or injury to persons or property in or about or adjacent to the premises where the work is being performed;

f. Warrant and guarantee that all materials to be used for the project are new, first class, free from hidden defects, and fully comply in every respect with the specifications, approved samples, and other requirements of the contract documents;

g. Warrant and guarantee that all materials to be used for the project are new, first class, free from hidden defects, and fully comply in every respect with the specifications, approved samples, and other requirements of the contract documents;

h. In the event of pretermination its representatives, personnel, or sub-contractors voluntarily turn over the project to the University in no case continue occupying the premises and its surroundings;

i. Leave the work in good order upon completion;

j. Be responsible for the storage and safekeeping of all University supplied materials, if any, fully turned over to its custody by the University;

k. Assume full responsibility for the acts, omissions, or negligence of its employees, workers, agents, and those of its sub-contractors and their employees, as well as for all other persons doing work under this agreement;

l. Hold free and harmless from, and hereby binds and obligates itself to indemnify the University for liabilities, losses, damages, injuries including death, claims, demands, suits, proceedings, judgments, awards, fines, penalties, and all expenses of whatever kind and nature arising from and by reason of this agreement, due to its negligence, act, omission, delay, conduct, breach of trust of, or non-observance or violation of this agreement, or those of its employees, agents, representatives, or sub-contractors; and

m. Agree to comply with all such provisions and the warranties required under the contract documents.

Pertinent laws (RA 9184, the Procurement Law), University rules and regulations have been fulfilled/complied with in the execution/signing of the contract.

Period of Contract: The Contractor shall perform and complete the project to the satisfaction of the University within Twenty (20) working days reckoned from the date of receipt of the Notice to Proceed

Date notarized: 16 May 2008
DEED OF DONATION

Deed of Donation between U.P. Engineering Research and Development Foundation, Inc. and HOLCIM Philippines

Donation: One Million Five Hundred Thousand Pesos for the establishment of a HOLCIM Philippines Professorial Chair in Civil Engineering to be established at the College of Engineering, U.P. Diliman

Particulars:

a. The Donee accepts and acknowledges receipt of the donation made in its favor by the donor and expresses its appreciation and gratitude of the kind generosity of the donor; and

b. The Donee acknowledges that it shall be liable for all taxes that may be imposed relative to the Deed of Donation.

Date notarized: 21 May 2008

SEPARATIONS FROM THE SERVICE

U.P. DILIMAN

Aceremo, Gisella M., Associate Professor 2, College of Arts and Letters, effective 31 May 2008 (Optional Retirement)

Acosta, Lourenz R., Instructor 1, College of Engineering, effective 31 May 2008 (Resignation)

Alvarez, Franklin Rahf D., Instructor 1, College of Engineering, effective 31 May 2008 (Resignation)

Bravo, Cesar S., Engineer III, Office of the Campus Architect, effective 5 May 2008 (Resignation)

Cruz, Eunice V., Law Reform Specialist IV, College of Law, effective 1 May 2008 (Resignation)

Dator, Rommel P., University Research Associate I, Natural Sciences Research Institute, effective 1 June 2008 (Resignation)

David, Ma. Pamela C., Instructor 3, College of Engineering, effective 3 April 2008 (Resignation)

Del Rosario, Ricardo C.H., Associate Professor 7, College of Science (Mathematics) effective 1 June 2008 (Resignation)

Dela Cruz, Ester B., Professor 10, College of Social Sciences and Philosophy, effective 16 May 2008 (Retirement)

Dela Cruz, Ernesto O., Associate Professor 1, College of Engineering, effective 9 May 2008 (Resignation)

Doliente, Jude S., Assistant Professor 4, College of Business Administration, effective 1 April 2008 (Resignation)

Dulaman-Banawa, Betty L., Instructor 2, College of Science (Mathematics) effective 10 June 2008 (Resignation)

Galban, Normita T., University Researcher II, College of Social Sciences and Philosophy, effective 27 June 2008 (Dropped from the Rolls)

Gardon, Jaime H., Laborer II, College of Human Kinetics, effective 17 June 2008 (Retirement)

Gomez, James Paul S., University Research Associate I, Natural Sciences Research Institute, effective 1 June 2008 (Resignation)

Gonzales, Dushinka S., Associate Professor 4, College of Fine Arts, effective 1 June 2008 (Resignation)

Hernandez, Eric L., Instructor 3, College of Arts and Letters, effective 12 April 2008 (Resignation)

Kazanidis, Priscilla A., Assistant Professor 7, College of Science (Mathematics) effective 1 June 2008 (Resignation)

Laurel, Celeste V., Instructor 5, U.P. Integrated School, effective 31 May 2008 (Resignation)

Luntao, Febe Soledad M., Associate Professor 7, College of Arts and Letters, effective 1 June 2008 (Reason)

Mandigma, Alexander B., Instructor 1, College of Science (Mathematics), effective 20 June 2008 (Resignation)

Monsod, Solita C., Professor 11, School of Economics, effective 1 June 2008 (Resignation)

Morales, Hannah Hazel A., Instructor 5, College of Science (Chemistry), effective 31 May 2008 (End of Temporary Appointment)

Navarro, Milagros P., Professor 12, College of Science (Mathematics), effective 31 May 2008 (ESBCR)

Ongay, Ismail D., Special Policeman, U.P. Diliman Policeman, effective 4 May 2008 (Resignation)

Pacione, Adeline A., Instructor, College of Engineering, effective 31 May 2008 (Resignation)

Peralta, Genandrialine L., Professor 1, College of Engineering, effective 9 June 2008 (Resignation)

Perez, Grace G., Assistant Professor 7, School of Statistics, effective 30 May 2008 (Resignation)

Pintor, Glenn M., Assistant Professor 2, College of Engineering, effective 31 May 2008 (Resignation)

Pobre, Kristina Faye R., University Research Associate I, College of Science (Marine Science Institute) effective 30 June 2008 (end of Contract)

Ponce, Yvonne Diane M., Instructor 1, National Institute of Physics, effective 31 May 2008 (End of Contract)

Quibuyen, Floro C., Associate Professor 3, Asian Center, effective 1 June 2008 (Optional Retirement)

Ramirez, Joven A., Instructor 3, College of Science (Chemistry), effective 31 May 2008 (End of Temporary Appointment)

Requinta, Pompeyo E., Assistant Professor 3, College of Arts and Letters, effective 6 May 2008 (Resignation)

Rosales, Maria A., Instructor 2, College of Science (Mathematics), effective 1 May 2008 (Resignation)

Siao, Paul C., Instructor 1, College of Science (Mathematics), effective 31 May 2008 (End of Temporary Appointment)

Supriano, Lucia P., Nurse II, U.P. Health Service, effective 17 May 2008 (Resignation)

Tordecilla, Ma. Jennifer B., Assistant Professor 4, College of Home Economics, effective 1 June 2008 (Resignation)

Tuazon, Anna Cristina A., Instructor 4, College of Social Sciences and Philosophy, effective 2 June 2008 (Resignation)

Villareal, Marjo V., University Research Associate I, Natural Sciences Research Institute, effective 1 June 2008 (Resignation)

Wong, Richmond N., Instructor 3, College of Science (Mathematics) effective 31 May 2008 (Resignation)
<table>
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<tr>
<th>Name</th>
<th>Position and College</th>
<th>Date of Action</th>
<th>Reason for Action</th>
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<tr>
<td>Yabes, Jonathan G.</td>
<td>Assistant Professor 1, School of Statistics, effective 1 June 2008</td>
<td>Resignation</td>
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<td>U.P. LOS BAÑOS</td>
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<tr>
<td>Acda, Reynaldo L.</td>
<td>Professor 7, College of Engineering and Agro-Industrial Technology, effective 8 May 2008 (Dropped from the Rolls)</td>
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<tr>
<td>Aguilah, Mae Joanne B.</td>
<td>Instructor 4, College of Arts and Sciences, effective 1 June 2008</td>
<td>Non-renewal</td>
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<tr>
<td>Ajoc, Christine Joyce G.</td>
<td>Instructor 2, College of Arts and Sciences, effective 1 June 2008</td>
<td>Transfer</td>
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<tr>
<td>Anday, Vilma G.</td>
<td>College Librarian V, Office of the Vice-Chancellor for Community Affairs, effective 12 April 2008</td>
<td>Compulsory Retirement</td>
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<tr>
<td>Andres, Corazon C.</td>
<td>Pharmacist III, Office of the Vice-Chancellor for Community Affairs, effective 12 April 2008</td>
<td>Compulsory Retirement</td>
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<tr>
<td>Ani, Dindo T.</td>
<td>Instructor 2, College of Engineering and Agro-Industrial Technology, effective 1 June 2008</td>
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<td>Araneta, Katherine S.</td>
<td>Instructor 3, College of Arts and Sciences, effective 1 June 2008</td>
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<td>Atega, Teresita A.</td>
<td>University Researcher II, College of Agriculture, effective 16 June 2008</td>
<td>Transfer</td>
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<tr>
<td>Atienza, Crisita Carmen H.</td>
<td>Instructor 2, College of Arts and Sciences, effective 1 June 2008</td>
<td>Resignation</td>
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<tr>
<td>Bacani, Carla June E.</td>
<td>Instructor 1, College of Arts and Sciences, effective 1 June 2008</td>
<td>Resignation</td>
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<td>Balba, Maria Leah D.</td>
<td>Instructor 3, College of Arts and Sciences, effective 1 June 2008</td>
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<tr>
<td>Balido, Isidro P.</td>
<td>Administrative Aide IV, College of Agriculture, effective 22 May 2008</td>
<td>Compulsory Retirement</td>
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<tr>
<td>Balobalo, Angelina M.</td>
<td>Administrative Assistant II, College of Forestry and Natural Resources, effective 24 May 2008</td>
<td>Compulsory Retirement</td>
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<td>Batino, Cel Andrea A.</td>
<td>Instructor 1, College of Arts and Sciences, effective 1 June 2008</td>
<td>Resignation</td>
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<td>Bonso, Jeliza S.</td>
<td>Instructor 2, College of Arts and Sciences, effective 31 May 2008</td>
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<td>Busway, Julius A.</td>
<td>Instructor 2, College of Arts and Sciences, effective 1 June 2008</td>
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<td>Cardenas, Allan Jay P.</td>
<td>Instructor 1, College of Arts and Sciences, effective 1 June 2008</td>
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<td>Castillo, Lourdes V.</td>
<td>Associate Professor 6, College of Arts and Sciences, effective 5 April 2008</td>
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<td>Collado, Lilia S.</td>
<td>Assistant Professor 7, College of Agriculture, effective 16 June 2008</td>
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<td>Crisostomo, Johanna A.</td>
<td>Instructor 2, College of Arts and Sciences, effective 1 June 2008</td>
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<td>Daniel, Christy S.</td>
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<td>De Jesus, Resa J.</td>
<td>Assistant Professor 3, College of Human Ecology, effective 1 June 2008</td>
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<td>Dela Peña, Kristoffer O.</td>
<td>Instructor 2, College of Arts and Sciences, effective 1 June 2008</td>
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<td>Delomen, Michael Leonardo C.</td>
<td>Instructor 2, College of Arts and Sciences, effective 1 June 2008</td>
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<td>Doquilla, Rosendo B.</td>
<td>Administrative Aide VI, College of Forestry and Natural Resources, effective 30 June 2008</td>
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<td>Fidelino, Leila Cristina R.</td>
<td>Instructor 2, College of Arts and Sciences, effective 31 May 2008</td>
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<td>Flores, Giovanni A.</td>
<td>Assistant Professor 1, College of Arts and Sciences, effective 1 June 2008</td>
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<td>Galapo, May Roxanne A.</td>
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<td>Gatil, Cesar B.</td>
<td>Administrative Aide V, Office of the Vice-Chancellor for Planning and Development, effective 26 May 2008</td>
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<td>Gordoncillo Mary Joy N.</td>
<td>Assistant Professor 6, College of Veterinary Medicine, effective 24 June 2008</td>
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<td>Gravador, Ruelyn S.</td>
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<td>Hernandez, Alvin B.</td>
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<td>Lagat, Donato M.</td>
<td>Security Guard III, Office of the Vice-Chancellor for Community Affairs, effective 2 June 2008</td>
<td>Death</td>
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<tr>
<td>Laauan, Maria Claret B.</td>
<td>Assistant Professor 1, College of Arts and Sciences, effective 1 June 2008</td>
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<td>Laude, Tiffany P.</td>
<td>Assistant Professor 1, College of Economics and Management, effective 1 June 2008</td>
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<td>Leander, Liza P.</td>
<td>Assistant Professor 1, College of Engineering and Agro-Industrial Technology, effective 31 May 2008</td>
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<td>Madrid, Val Randolf M.</td>
<td>Instructor 1, College of Arts and Sciences, effective 1 June 2008</td>
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<tr>
<td>Magno, Armliza C.</td>
<td>Assistant Professor 1, College of Arts and Sciences, effective 1 June 2008</td>
<td>Non-renewal</td>
<td></td>
</tr>
<tr>
<td>Magnostay, Maria H.</td>
<td>Research Assistant Professor 6, College of Agriculture, effective 2 May 2008</td>
<td>Optional Retirement</td>
<td></td>
</tr>
<tr>
<td>Maligalg, Benjamin Joseph S.</td>
<td>Instructor 1, College of Arts and Sciences, effective 14 April 2008</td>
<td>Resignation</td>
<td></td>
</tr>
<tr>
<td>Manalo, Cervinia V.</td>
<td>Assistant Professor 1, College of Arts and Sciences, effective 1 June 2008</td>
<td>Resignation</td>
<td></td>
</tr>
<tr>
<td>Maranan, Gghis B.</td>
<td>Instructor 3, College of Engineering and Agro-Industrial Technology, effective 8 April 2008</td>
<td>Resignation</td>
<td></td>
</tr>
<tr>
<td>Martinez, Maria Eloisa Z.</td>
<td>Instructor 3, College of Arts and Sciences, effective 1 June 2008</td>
<td>Non-renewal</td>
<td></td>
</tr>
<tr>
<td>Matulac, Luningning A.</td>
<td>Assistant Professor 7, College of Development Communication, effective 1 June 2008</td>
<td>Optional Retirement</td>
<td></td>
</tr>
<tr>
<td>Navarro, Rudy S.</td>
<td>University Researcher V, College of Agriculture, effective 13 May 2008</td>
<td>Compulsory Retirement</td>
<td></td>
</tr>
<tr>
<td>Olvida, Alberto T.</td>
<td>Administrative Aide III, College of Arts and Sciences, effective 12 June 2008</td>
<td>Death</td>
<td></td>
</tr>
<tr>
<td>Pascua, Charytee P.</td>
<td>Instructor 2, College of Engineering and Agro-Industrial Technology, effective 15 April 2008</td>
<td>Resignation</td>
<td></td>
</tr>
<tr>
<td>Pastor, Pauline Joy A.</td>
<td>Instructor 1, College of Arts and Sciences, effective 30 April 2008</td>
<td>Resignation</td>
<td></td>
</tr>
<tr>
<td>Plaza, Mark Christian P.</td>
<td>Instructor 3, College of Engineering and Agro-Industrial Technology, effective 1 June 2008</td>
<td>Non-renewal</td>
<td></td>
</tr>
<tr>
<td>Rala, Virginia B.</td>
<td>Household Attendant II, Office of the Chancellor, effective 9 April 2008</td>
<td>Compulsory Retirement</td>
<td></td>
</tr>
<tr>
<td>Ramirez, Orly M.</td>
<td>Instructor 1, College of Arts and Sciences, effective 1 June 2008</td>
<td>Non-renewal</td>
<td></td>
</tr>
<tr>
<td>Resurreccion, Feliscismo P.</td>
<td>Agricultural Technician II, College of Agriculture, effective 2 May 2008</td>
<td>Optional Retirement</td>
<td></td>
</tr>
<tr>
<td>Rubio, Roberto P.</td>
<td>Associate Professor 7, College of Forestry and Natural Resources, effective 1 June 2008</td>
<td>Optional Retirement</td>
<td></td>
</tr>
<tr>
<td>Salazar, Katherine S.</td>
<td>Instructor 2, College of Arts and Sciences, effective 1 June 2008</td>
<td>Non-renewal</td>
<td></td>
</tr>
<tr>
<td>Tolentino, Nancy R.</td>
<td>Administrative Assistant II, Office of the Vice-Chancellor for Instruction, effective 30 May 2008</td>
<td>Compulsory Retirement</td>
<td></td>
</tr>
<tr>
<td>Valenzuela, Jesus Felix B.</td>
<td>Instructor 2, College of Arts and Sciences, effective 1 June 2008</td>
<td>Non-renewal</td>
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<tr>
<td>Vargas, Moises B.</td>
<td>Administrative Assistant II, College of Public Affairs, effective 12 April 2008</td>
<td>Compulsory Retirement</td>
<td></td>
</tr>
<tr>
<td>Vega, Lolita L.</td>
<td>Associate Professor 6, College of Development Communication, effective 30 April 2008</td>
<td>Compulsory Retirement</td>
<td></td>
</tr>
<tr>
<td>Victoria, Julie Rose A.</td>
<td>Instructor 2, College of Arts and Sciences, effective 1 June 2008</td>
<td>Non-renewal</td>
<td></td>
</tr>
</tbody>
</table>
Yago, Erwin M., Instructor 2, College of Engineering and Agro-Industrial Technology, effective 15 April 2008 (Resignation)

**U.P. MANILA**

Abad-Santos, Luz M., Associate Professor 7 (pt), College of Medicine, effective 13 April 2008 (Compulsory Retirement)

Arenas, Charles Leonard G., Senior Lecturer 1, College of Dentistry, effective 31 May 2008 (Resignation)

Baltazar, Alan P., Assistant Professor 6, School of Health Sciences, effective 30 May 2008 (Death)

Bautista, Krisette Y., Lecturer 1, College of Allied Medical Professions, effective 1 June 2008 (Expiration of Appointment)

Chang, Robert L., Clinical Associate Professor and Attending Surgeon, College of Medicine, effective 1 June 2008 (Resignation)

Crisologo, Julius Caesar A., Administrative Aide V, Central Administration, effective 2 April 2008 (Expiration of Appointment)

Crisostomo, Marilyn E., Associate Professor 2, College of Public Health, effective 1 May 2008 (Resignation)

Cua, Lolita L., Clinical Associate Professor and Attending Physician, College of Medicine, effective 18 April 2008 (Resignation)

Dela Sena, Carlo C., Lecturer 2, College of Arts and Sciences, effective 1 June 2008 (Expiration of Appointment)

Estabillo, Cherry Rose R., Senior Lecturer 1, College of Arts and Sciences, effective 1 June 2008 (Expiration of Appointment)

Estolano, Nerissa Anne T., Assistant Professor 4, College of Public Health, effective 17 May 2008 (Resignation)

Ferrolino, Mylene Hazelle Anne C., Assistant Professor 1, College of Arts and Sciences, effective 31 May 2008 (Resignation)

Gutierrez, Filipinas E., Assistant Professor 5, College of Arts and Sciences, effective 1 June 2008 (Resignation)

Hernandez, Errol P., Professorial Lecturer 1, College of Dentistry, effective 31 May 2008 (Expiration of Appointment)

Juego, Joannalyn B., Instructor 2, College of Allied Medical Professions, effective 1 June 2008 (Expiration of Appointment)

Lapitan-Garcia, Zenaida J., Guidance Services Specialist II, Central Administration, effective 14 April 2008 (Resignation)

Lozano, Gemalyn H., Instructor 3, College of Arts and Sciences, effective 1 June 2008 (Transfer)

Mariano, Jenny Rose C., Administrative Aide VI, Central Administration, effective 2 May 2008 (Resignation)

Mariano, Leonardo M. Jr., Instructor 1, College of Allied Medical Professions, effective 1 June 2008 (Expiration of Appointment)

Mendoza, Lambert G., Instructor 5, College of Arts and Sciences, effective 1 June 2008 (Transfer)

Montano, Paul Ireneo P., University Research Associate 1, College of Public Health, effective 2 June 2008 (Resignation)

Morales, Maria Lourdes M., Administrative Aide VI, Central Administration, effective 1 April 2008 (Resignation)

Morante, Mary Jean C., University Extension Specialist I, Central Administration, effective 1 April 2008 (Resignation)

Ramos, Regina S., Lecturer 1, College of Arts and Sciences, effective 1 June 2008 (Expiration of Appointment)

Rivera, Thelma A., Associate Professor 6, College of Pharmacy, effective 1 June 2008 (Compulsory Retirement)

Rodriguez, Deanna Frances S., Instructor 2 (pt), College of Allied Medical Professions, effective 31 May 2008 (Expiration of Appointment)

Salonga, Dianna Cristine J., Instructor 1 (pt), College of Allied Medical Professions, effective 31 May 2008 (Expiration of Appointment)

Solis, Anna Lisa R., Lecturer 1, College of Arts and Sciences, effective 1 June 2008 (Expiration of Appointment)

Valenzuela, Julius John V., Administrative Officer 1, National Institutes of Health, effective 31 May 2008 (Resignation)

Veloso, Verner Gregory S., Senior Lecturer 2, College of Arts and Sciences, effective 1 June 2008 (Expiration of Appointment)

Villaneuva, Salvador Luis R., Clinical Associate Professor and Attending OB-Gynecologist/MS, College of Medicine, effective 1 April 2008 (Resignation)

Villarama-Cellona, Clarissa D., Clinical Associate Professor and Attending Physician, College of Medicine, effective 31 May 2008 (Resignation)

**PHILIPPINE GENERAL HOSPITAL**

Adriano, Marionette C., Medical Officer III, effective 30 June 2008 (Resignation)

Arabit, Emma A., Nurse II, effective 8 June 2008 (Resignation)

Arroza, Mary Grace D., Nurse II, effective 9 May 2008 (Resignation)

Asinas, Areve O., Physical Therapist II, effective 1 June 2008 (Resignation)

Asuncion, Warren Michael A., Nurse II, effective 8 April 2008 (Resignation)

Baniqued, Al Ryan L., Nurse II, effective 12 May 2008 (Resignation)

Bautista, Evelyn N., Nurse II, effective 18 April 2008 (Resignation)

Calvo, Aileen L., Pharmacist III, effective 1 June 2008 (Resignation)

Catibog, Catherine Jennifer M., Medical Officer III, effective 1 June 2008 (Optional Retirement)

Colina, Emily R., Medical Technologist II, effective 1 May 2008 (Resignation)

Consunji, Catherine Denise A., Medical Officer III, effective 1 May 2008 (Resignation)

De la Cruz, Rachel N., Nursing Attendant I, effective 16 June 2008 (Resignation)

Diaz, Danica Blanca A., Pharmacist III, effective 4 April 2008 (Resignation)

Diaz, Ma. Lowella C., Medical Technologist II, effective 17 April 2008 (End of Appointment)

Diego, Jose Raymund N., Administrative Aide IV (MPO I), effective 16 May 2008 (Resignation)

Domingo, Francis M., Nurse I, effective 23 May 2008 (Resignation)

Duaman, Elaine Joyce P., Psychologist II, effective 12 June 2008 (Resignation)

Enorme, Rosauro E., Accountant I, effective 1 April 2008 (Resignation)

Espallardo, Rosarie R., Nurse II, effective 19 June 2008 (Resignation)

Evasco, Noel E., Admin Aide VI (Electrician II), effective 10 April 2008 (Dropped)

Flores, Leila S., Nurse II, effective 2 June 2008 (Resignation)

Gonzales, Evilina G., Nurse III, effective 13 June 2008 (Resignation)

Jaucian, Alfredo Jr. L., Nurse II, effective 20 June 2008 (Resignation)
Larioza, El Nora G., Nurse II, effective 16 June 2008 (Resignation)
Lopez, Ma. Lea D., Nursing Attendant II, effective 26 June 2008 (Optional Retirement)
Lumbra, Melinda L., Nursing Attendant II, effective 15 June 2008 (Optional Retirement)
Macutay, Margaret B., Nurse II, effective 31 May 2008 (Resignation)
Maejain, Frances Claire S., Nurse I, effective 10 April 2008 (Resignation)
Maramag, Arl Leneaus M., Radiologic Technologist II, effective 1 June 2008 (Resignation)
Masaga, Christian C., Medical Technologist II, effective 16 June 2008 (Resignation)
Medina, Jerry C., Administrative Aide I (UW I), effective 13 May 2008 (Optional Retirement)
Miranda, Manuel June G., Nurse II, effective 2 June 2008 (Resignation)
Montiel, Kenneth Paula T., Nurse II, effective 26 June 2008 (Resignation)
Navarette, Jacqueline C., Pharmacist III, effective 10 June 2008 (Resignation)
Ongchua, Dorothy M., Nurse III, effective 15 May 2008 (Resignation)
Pantig, Ma. Imelda V., Laboratory Aide II, effective 1 May 2008 (Resignation)
Presnillo, Concepcion G., Administrative Aide VI (Utility Foreman), effective 16 April 2008 (Optional Retirement)
Prota, Easter Joy P., Medical Officer III, effective 15 April 2008 (Resignation)
Quigao, Yvonna P., Nurse II, effective 26 May 2008 (Resignation)
Racelis, Grace P., Pharmacist III, effective 16 May 2008 (Resignation)
Ramos, Imelda L., Pharmacist III, effective 8 May 2008 (Resignation)
Recinto, Ma. Victoria D., Nurse II, effective 26 June 2008 (Resignation)
Reyes, Ma. Rosary Anne S., Medical Technologist II, effective 1 May 2008 (Resignation)
Reyes, Tricia H., Medical Technologist II, effective 1 April 2008 (Resignation)
Ridon, John Paul Terry L., Medical Officer III, effective 12 April 2008 (Resignation)
Rivera, Laura Li E., Pharmacist III, effective 8 June 2008 (Resignation)
Sebullen, Cherryl C., Nurse II, effective 13 April 2008 (Resignation)
Silungan, Mary Ann L., Nurse II, effective 15 April 2008 (Resignation)
Sotalbo, Maricon E., Nurse II, effective 1 April 2008 (Resignation)
Tabiana, Jocelyn G., Nurse II, effective 15 June 2008 (Resignation)
Trinidad, Julie Ann A., Nutritionist-Dietitian II, effective 13 June 2008 (Resignation)
Tulio, Amabelle Noreen M., Nurse II, effective 14 April 2008 (Resignation)
Uy, Timothy James Y., Medical Technologist II, effective 4 April 2008 (Resignation)
Valderama, Gemma M., Nurse II, effective 6 June 2008 (Resignation)
Villanueva, Salvador Luis R., Medical Specialist III, PT, effective 1 April 2008 (Resignation)
Viloria, Christian Deo N., Pharmacist III, effective 1 June 2008 (Resignation)
Zapanta, Ma. Elena R., Medical Officer III, effective 4 June 2008 (Resignation)

U.P. VISAYAS

Abcede, Rene Jr. C., Instructor 2, UPV Cebu College, effective 1 June 2008 (Expiration of Appointment)
Balibe, Medarune P., Instructor 3, UPV Tacloban College, effective 1 June 2008 (Expiration of Appointment)
Barrios, Angeles B., Administrative Officer IV, Accounting Services, effective 1 May 2008 (Death)
Basilio, Rodolfo Y., Administrative Aide V, Campus Maintenance and Development Office, effective 21 April 2008 (Retired)
Bono, Adrian V., Instructor 1, UPV Cebu College, effective 1 June 2008 (Expiration of Appointment)
Cabrini, Paul A., Instructor 1, UPV Cebu College, effective 1 June 2008 (Expiration of Appointment)
Cabrieto, Jedelyn D., Instructor 1, College of Arts and Sciences, effective 1 June 2008 (Expiration of Appointment)
Calamba, Winsor B., Assistant Professor 1, UPV Cebu College, effective 1 June 2008 (Expiration of Appointment)
Daya, Estrella C., Assistant Professor 5, UPV Tacloban College, effective 1 April 2008 (Retired)
Eliaib, Robert John M., Instructor 1, College of Arts and Sciences, effective 1 June 2008 (Expiration of Appointment)
Fernandez, Rey Joseph S., Assistant Professor 1, UPV Cebu College, effective 1 June 2008 (Expiration of Appointment)
Lucerno, Josiery L., Student Records Evaluator 1, Office of the Registrar, effective 1 April 2008 (Resignation)
Manticaion, Ian Vincent C., Instructor 1, UPV Cebu College, effective 1 June 2008 (Expiration of Appointment)
Matero, Marie Jane J., Assistant Professor 4, UPV Cebu College, effective 1 June 2008 (Expiration of Appointment)
Mende, Michael Mark B., Assistant Professor 5, UPV Cebu College, effective 1 June 2008 (Expiration of Appointment)
Muyong, Jon Mark C., Administrative Officer 1, Office of the Vice-Chancellor for Research and Extension, effective 10 June 2008 (Expiration of Appointment)
Nuñal, Sharon N., University Research Associate 1, NIMB and Biotech, effective 1 April 2008 (Resignation)
Onida, Daryl V., Assistant Professor 1, UPV Tacloban College, effective 1 June 2008 (Expiration of Appointment)
Patiño, Chito L., Instructor 3, UPV Cebu College, effective 1 June 2008 (Expiration of Appointment)
Ravas, Dennis M., Instructor 1, UPV Tacloban College, effective 1 June 2008 (Expiration of Appointment)
Recabar, John Ryan M., Instructor 1, College of Arts and Sciences, effective 1 June 2008 (Expiration of Appointment)
Reyes, Fe N., Associate Professor 7, UPV Cebu College, effective 1 June 2008 (Retired)
Ritter, Mary Richelle V., Administrative Assistant II, Office of the Vice-Chancellor for Administration, effective 9 April 2008 (Retired)
Salera, Sherwin B., Instructor 3, UPV Cebu College, effective 1 June 2008 (Expiration of Appointment)
Simacio, Harry Cris N., Instructor 2, UPV Tacloban College, effective 1 June 2008 (Expiration of Appointment)
Tabares, Eme Grace D., Instructor 1, College of Arts and Sciences, effective 1 June 2008 (Expiration of Appointment)
Tisto, Ariel C., Assistant Professor 1, UPV Tacloban College, effective 1 June 2008 (Expiration of Appointment)
Torres, James L., Professor I, College of Arts and Sciences, effective 18 June 2008 (Retired)
Tumilba, Michelle B., Instructor 5, College of Fisheries and Ocean Sciences, effective 18 June 2008 (Expiration of Appointment)
Ubaldo, Jonathan P., Instructor 1, UPV Cebu College, effective 1 June 2008 (Expiration of Appointment)

U.P. OPEN UNIVERSITY

Garcia, Judith Stephanie B., University Researcher 1, Multimedia Center, effective 1 April 2008 (Resignation)

U.P. MINDANAO

Belida, Joseph T., Assistant Professor 1, College of Sciences and Mathematics, effective 1 June 2008 (Resignation)
Canuday, Jose Joel F., Assistant Professor 2, College of Humanities and Social Sciences, effective 1 June 2008 (Resignation)
Fedillaga, Albert Joseph A., Instructor 2, College of Science and Mathematics, effective 1 June 2008 (Resignation)
Miro, John Vincent Q., Instructor 1, College of Science and Mathematics, effective 1 June 2008 (Resignation)
Perez, Claveland Q., Executive Assistant 1, College of Science and Mathematics, effective 1 June 2008 (Resignation)
Rubas, Ligaya C., Assistant Professor 1, School of Management, effective 1 June 2008 (Resignation)
Toloco, Mitchell Rey M., Instructor 2, College of Science and Mathematics, effective 1 June 2008 (Resignation)

U.P. BAGUIO

Boquiren, Rowena R., Professor 5, College of Social Sciences, effective 10 April 2008 (Retirement)
Calde, Nimreh L., Instructor 1, College of Social Sciences, effective 1 June 2008 (Expiration of Appointment)
Esquejo, Kristoffer R., Instructor 1, College of Social Sciences, effective 1 June 2008 (Expiration of Appointment)
Flor-Ramos, Vida S., Instructor 7, College of Arts and Communication, effective 1 June 2008 (Expiration of Appointment)
Ingel, Maria Lourdes L., Instructor 1, College of Social Sciences, effective 1 June 2008 (Expiration of Appointment)
Jimenez, Ruby Rosa A., Assistant Professor 1, College of Arts and Communication, effective 1 June 2008 (Expiration of Appointment)
Klug, Teresita Q., Assistant Professor 1, Institute of Management, effective 1 June 2008 (Expiration of Appointment)
Ladia, Mary Ann J., University Researcher 1, Cordillera Studies Center, effective 1 April 2008 (Resignation)
Lumanlan, Charisse Anne C., Instructor 1, College of Arts and Communication, effective 1 June 2008 (Expiration of Appointment)
Sta. Ana, Mary Catherine P., Instructor 1, College of Arts and Communication, effective 1 June 2008 (Expiration of Appointment)
Villegas, Maria Filomena J., Instructor 1, College of Arts and Communication, effective 1 June 2008 (Expiration of Appointment)

HISTORICAL DOCUMENT

Message of U.P. President Emerlinda R. Roman read during the Foundation Day of U.P. Diliman on 18 June 2008

A birthday is always cause for celebration. A 100th birthday is certainly even greater cause.
I think most of us are here in UP by choice, and take pride and pleasure in our work, be it as members of the faculty, as students, or as administrative staff. But too much of our time is spent mired in the mundane and the routine. Too many of our efforts are focused on carrying out our numerous responsibilities, while keeping our heads above water.
Sometimes we forget the many things we have to be glad about. Allow me to remind you of one of them.
It is not given to many to be involved in work about whose usefulness and value there can be no doubt. It is not given to many to be able to do such work in surroundings so beautiful, and so conducive to both physical and mental well-being.
Sometimes, we may not get all the support we require. Sometimes, we may have to struggle long and hard for something so obviously needed, as we had to struggle for the new UP Charter. But, I think we can be confident in the knowledge that almost everyone in the country wishes UP well, and wants to see it prosper. And this, too, is a remarkable blessing.
Of course things could be better. Things could always be better. There are undeniable constraints under which we continue to operate, and this despite our new Charter and the recognition of UP as the National University.
But few institutions in this country can boast of a resource as rich as what we have here - the largest concentration of gifted, imaginative, energetic, and dedicated human beings. And though we may not always agree on certain issues, both big and small, I think we are one in our commitment to the University and what it stands for: academic excellence, leadership, and service.
So, for this day – indeed for this week, the high point of our centennial celebrations – let us put aside our differences and our apprehensions. This is not a time for bitterness or disenchantment or cynicism.
Though there may be rocky patches ahead, I am full of optimism that UP will negotiate them creatively and steadily, as it has done all these years.