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Shaping Minds That Shape the Nation

Padayon UP!
on the Path to Greatness in the 21st Century

Office of the Secretary of the University
University of the Philippines
DECISIONS OF THE BOARD OF REGENTS

1268TH MEETING, 1 APRIL 2011

MATTERS ARISING FROM THE 1267TH MEETING

Issues/Concerns on the Report of the Faculty Regent ................................................................. 1

REPORT FOR INFORMATION OF THE BOARD

A. Report Of The President ............................................................................................................. 1

Construction Agreement between the University of the Philippines and Jesus Asuncion Builders (Contractor) ................................................................. 6

Construction Agreement between the University of the Philippines and Cher-Riss Construction and Trading (Contractor) ................................................................. 7

General Construction Agreement between the University of the Philippines Manila (UPM) and PGM Construction and Plumbing Services (Contractor) ................................................................. 8

General Construction Agreement between the University of the Philippines Manila (UPM) and M.A.C. Torres Enterprise (Contractor) ................................................................. 8

Deed of Donation between University of the Philippines Foundation, Inc. (Donee) and the UPAA DC Maryland Virginia Chapter (Donor) [UP Diliman] ......................................................................................... 9

Deed of Donation between University of the Philippines Foundation, Inc. (Donee) and the UPAA DC Maryland Virginia Chapter (Donor) [UP Los Baños] ......................................................................................... 9

B. Report Of The Faculty Regent .................................................................................................. 10

C. Report Of The Staff Regent ..................................................................................................... 10

D. Report Of The Student Regent ................................................................................................ 10

GENERAL GOVERNANCE

Appointment of University Officials ............................................................................................. 11

ACADEMIC MATTERS

Graduation ad referendum of Mr. LORENZO P. JACINTO for the degree of Bachelor of Science in Chemical Engineering as of the End of Second Semester 2010-2011 for Licensure Examination ................................................................. 11

The University of the Philippines Gazette is a quarterly publication of the Office of the Secretary of the University.
Request of the President for Authority to Approve the Graduation of Students from the Different Constituent Universities who Completed all the Requirements as of the end of Second Semester 2010-2011, and Whose Graduation was Endorsed by their Respective University Councils ..............................................................11

Establishment of the Pedro Olympia, Jr.-UPAA DCMDVA UP Centennial Faculty Grant at UP Diliman and UPAA DCMDVA UP Centennial Faculty Grant at UP Los Baños .............................................................. 11

FISCAL MATTERS

UP Internal Operating Budget for CY 2011 in the amount of PhP 7.380 Million..........................................................12
UP Budget Proposal for CY 2012 in the amount of PhP 17.07 Billion ..............................................................13
Authority to Grant a Golden Jubilee Incentive Bonus to UP Baguio Faculty and Staff of Five Thousand Pesos (PhP5,000.00) Each for a Total Amount of One Million One Hundred Thousand Pesos (PhP1,100,000.00) Chargeable Against UP Baguio’s Programmed Funds ..............................................................15
Creation of the Board of Regents’ Finance Committee ..................................................................................15
Financial Presentation of Regent Albarracin ..................................................................................15

Memoranda of Agreement

General Construction Agreement

Design and Build Agreement between the University of the Philippines and the R.R. Encabo Construction and Traders (Contractor) ..................................................................................16

Academic Agreement

DOST’s Letter of Approval for the Request of UPD-EEEI for its Y3 Project Funds ..........................................................17
Memorandum of Understanding between the University of the Philippines and the Bit By Bit Development Company (BBDC) ..................................................................................18
Memorandum of Agreement between the University of the Philippines and the Meiji Pharmaceutical University, Japan (MPU) ..................................................................................19
Memorandum of Understanding between the University of the Philippines and the Meiji Pharmaceutical University, Japan (MPU) ..................................................................................19
Memorandum of Understanding between the University of the Philippines and the Japan College of Social Work (JCSW) ..................................................................................20
Memorandum of Agreement between the University of the Philippines and the National Museum of the Philippines ..................................................................................20
Memorandum of Agreement between the University of the Philippines (Second Party) and the Department of Trade and Industry – Bureau of Trade Regulatory and Consumer Protection (DTI-BTRCP) (First Party) ..................................................................................21
Memorandum of Agreement between the University of the Philippines Diliman (Second Party) and the Department of Foreign Affairs (DFA) (First Party) ..................................................................................22
Memorandum of Agreement between the University of the Philippines and the TBWA/ Santiago Mangada Puno Advertising, Inc. ..................................................................................22
Licensing Agreement between the University of the Philippines (Licensor) and the Azarias Pharmaceutical Laboratories, Inc. (Licensee) ..................................................................................23
Memorandum of Understanding between the University of the Philippines and the Intellectual Property Office of the Philippines (IPOPHL) ..................................................................................24
Memorandum of Agreement between the University of the Philippines Manila and the OmniEssence Inc. (OEI) ..................................................................................26
Memorandum of Agreement between the University of the Philippines Manila and the Department of Science and Technology – Philippine Council for Health Research and Development (DOST-PCHRD) ..................................................................................27
### ADMINISTRATIVE MATTERS

| Request for Temporary Waiver of the Faculty Tenure Rule in Favor of Prof. RICA P. CAINGLET, Assistant Professor 4, College of Arts and Sciences, UP Visayas, Effective 1 November 2010 until 26 January 2011 | 30 |
| Request for Temporary Waiver of the Faculty Tenure Rule in Favor of Prof. IRENE L. TAN, Assistant Professor 2, UP Visayas Tacloban College, Effective 1 November 2010 until 26 January 2011 | 31 |
| Request for Temporary Waiver of the Faculty Tenure Rule in Favor of Prof. CONCEPCION P. PONCE, Assistant Professor 7, Department of Chemistry, College of Arts and Sciences, UP Visayas, Effective 1 November 2010 until 16 December 2010 | 31 |
| Request for Temporary Waiver of the Faculty Tenure Rule in Favor of Prof. JONNY B. PORNEL, Assistant Professor 2, Division of Professional Education, College of Arts and Sciences, UP Visayas, Effective 1 November 2010 until 26 December 2010 | 32 |

#### Appointment of Faculty

- Transfer to Permanent Status .................................................................................................................. 32
- Extension of Appointment Beyond Compulsory Retirement Age of 65 ...................................................... 33
- Original Appointment Beyond Compulsory Retirement Age of 65 ............................................................ 33
- Renewal of Appointment Beyond Compulsory Retirement Age of 65 ....................................................... 33
- Reappointment Beyond Compulsory Retirement Age of 65 ..................................................................... 33

#### Case of FLORENDO SAMBRANO
Appealing the Decision of the President Upholding the Decision of the Chancellor of UP Los Baños Finding Mr. Sambrano Guilty of “Gross Negligence” (1259th BOR meeting held on 27 August 2010) ......................................................................................................................... 34

#### Case of PROF. PONCIANO S. MADAMBA
Appealing the Decision of the President Upholding the Decision of the Chancellor of UP Los Baños Finding Prof. Madamba Guilty of DISHONESTY in Violation of the “UP Rules and Regulations on the Discipline of UP Faculty Members and Employees” ............................................................................................................................................ 35

#### Case of JOMAR DASILAO, et al. (SDT Case No. 07-16)
Appealing the Decision of the President for Violation of Rule 1 Section (B) of the Revised Rules and Regulations Governing Fraternities, Sororities and Other Student Organizations ............................................................................................................. 36

### OTHER MATTERS

- Implementing Rules and Regulations for the University of the Philippines’ Contribution to the Siningsaysay: Philippine History in Art of UP, UPAA and Araneta Center, Inc. ................................................................................................................................................................................. 39
- Proposed “Service Recognition Pay” (additional 10-days sick leave) submitted by the Reconstituted Committee to Review Compensation and Benefits and Other Welfare Benefits for the Faculty, Administrative Staff and REPS .................................................................................................................. 40
- Update on the case of Dean of the College of Law, Prof. Mario Victor F. Leonen as requested by Student Regent Eroles .............................................................................................................................................................................. 44
- Update on the Tenure of Sarah Raymundo as requested by Staff Regent Cabrera ............................................. 46
- Concerns Raised by Regent Siguion-Reyna .................................................................................................................. 46
1269TH MEETING, 1 APRIL 2011

Oath Taking........................................................................................................................................47

MATTERS ARISING FROM THE PREVIOUS MEETINGS OF THE BOARD

Update on the Case of the Dean of the College of Law, Prof. Mario Victor Marvic MVF Leonen ........................................ 50
Update on the Case of Mr. Florendo Sambrano ...................................................................................... 50

REPORTS FOR INFORMATION OF THE BOARD

Report of the President ................................................................................................................................50

Contracts/Agreements

Design and Build Agreement between the University of the Philippines and J-Bros Construction (Contractor) .................................................................59
Construction Agreement between the University of the Philippines and DHN Construction and Development Corporation (Contractor) ........................................................................60

Report of the Sectoral Regents .................................................................................................................. 61

GENERAL GOVERNANCE

Appointment of University Officials ........................................................................................................ 62

ACADEMIC MATTERS

Institution of Three (3) Academic Programs Proposed by the Faculties of Education (FEd) and Management and Development Studies (FMDS), UP Open University ........................................................................63
Proposal of the College of Medicine, UP Manila for the Institution of the Master of Medical Anthropology & Master of Science in Medical Anthropology Programs ................................................................67
Proposal of UP Diliman for the Establishment of the Integrated Student Assistant and Peer Mentor Program (ISAPMP) ........................................................................................................ 71
Proposal for the Re-Structuring and Renaming of the College of Public Affairs, UP Los Baños .............................................. 72
Request for Waiver of BOR Rules that Limit the Number of Students Who Could be Admitted to UP Diliman via Varsity Athletics Admission System (VAAS) of the College of Human Kinetics, UP Diliman ............... 76
Confirmation of Graduation ..................................................................................................................... 76
Establishment of the UPAE Professorial Chair in Engineering at the College of Engineering, UP Diliman ......................................................... 78
Ms. Arokiaswamy Margaret Celine’s Request for Audience with the Honorable Board of Regents, Regent Reynato S. Puno or President Alfredo E. Pascual .............................................................................. 79

FISCAL MATTERS

Request for Authority to Pay the First Merit Incentive of P5,000.00 for CY 2011 to all Qualified UP Personnel ........................................................................................................ 79
Request of UP Cebu to Borrow Funds from the Undergraduate Tuition Fee Increment to Pay for Overload Honoraria of Faculty in the Amount of PhP1.28 Million ........................................................................ 80
Proposal of the School of Statistics for the Establishment of a Financial Incentive Scheme for Faculty and Non-Faculty Personnel .................................................................................................................................................................................. 80
Request of UP Manila to Increase the Cash Award of the Existing Thirteen (13) Professorial Chairs of the University from PhP75,000 to PhP100,000 Effective Calendar Year 2011 Currently Assigned to Different Degree-Granting Units of UP Manila .................................................................................................................................................................................................................. 80
Proposed Utilization Plan of the School of Economics for the 20% College Share of the Undergraduate Tuition ................................................................................................................................................................................................................................. 83
Request of UP Visayas to Increase the Graduate Tuition Fee From PhP600/unit To PhP1,000/unit .................................................................................................................................................................................................................................................. 84
Proposal of UP Visayas to Increase the Graduate Tuition Fee From PhP600/unit To PhP1,000/unit .................................................................................................................................................................................................................................................. 84
Request of UP Visayas to Increase the Graduate Tuition Fee From PhP600/unit To PhP1,000/unit .................................................................................................................................................................................................................................................. 84
Proposal of the Natural Science and Mathematics Division, UP Cebu to Institute Laboratory Fee for STAT 101 in the amount of PhP600.00 ............................................................................................................................................................................................................................................................................. 85
Programming of Unexpended Balances of UP Diliman in the Amount of Fourteen Million One Hundred Twenty Four Thousand Three Hundred Seven Pesos and 06/100 Only (PhP14,124,307.06), Certified As Available by UPD Budget Office and Accounting Offices ............................................................................................................................................................................................................................................. 86
Proposal of UP Los Banos Housing Office to Allow the Remittance of 50% of the Income of the New Dormitory to the UPLB Endowment Fund Until the Amount Used for the Construction is Fully Paid and for the Remaining 50% to be Used for the New Dormitory’s Operations, Repair and Maintenance Effective Upon Approval ........................................................................................................................................................................................................................................... 87
Contract of Lease between the University of the Philippines Open University and the International Rice Research Institute (IRRI) ................................................................................................................................................................................................................................................................................. 87
Request for the Free Use of the Audio-Visual Hall Building Located at UP Visayas Tacloban College by the Department of Social Welfare and Development, Region VIII .................................................................................................................................................................................................................................................................................. 88
Amendment to Licensing Agreement between the University of the Philippines System [University] and Maroons Boutique & Novelty Shop [Licensee] .................................................................................................................................................................................................................................................................................. 89

Memoranda of Agreement/Contracts

Memorandum of Understanding between the University of the Philippines and the Bureau of Animal Industry (BAI) .................................................................................................................................................................................................................................................................................. 89
Memorandum of Agreement amongst the University of the Philippines, Ateneo De Manila University and De La Salle University ................................................................................................................................................................................................................................................................................. 90
Agreement on Academic Exchange and Cooperation between the University of the Philippines and Tokyo Institute of Technology .................................................................................................................................................................................................................................................................................. 90
Contract of Lease between the University of the Philippines (Lessor) and Dr. Corazon F. Gatchalian (Lessee) .................................................................................................................................................................................................................................................................................. 91
Memorandum of Agreement between the University of the Philippines and the Department of Social Welfare and Development (DSWD) ................................................................................................................................................................................................................................................................................. 92
Renewal of Memorandum of Agreement between the University of the Philippines and the Advanced Science and Technology Institute (ASTI) .................................................................................................................................................................................................................................................................................. 93
Memorandum ng Kasunduan sa pagitan ng Unibersidad ng Pilipinas, sa pamamagitan ng Sentro ng Wikang Filipino (UP SWF), at SUSAN CORAZON CIPRES-ORTEGA (Pinuno ng Proyekto/Mananaliksik) .................................................................................................................................................................................................................................................................................. 95
Project Contract between the University of the Philippines Diliman and the JICA Project Office for ASEAN University Network/Southeast Asia Engineering Education Development Network (AUN/SEED-Net) .................................................................................................................................................................................................................................................................................. 96
Memorandum of Agreement between the University of the Philippines, Philippine Carabao Center (PCC) and Ms. Lilibeth Y. Cajuday (Student) .................................................................................................................................................................................................................................................................................. 96
Memorandum of Agreement between the University of the Philippines, Department of Science and Technology (DOST) and the Philippine Council for Industry, Energy, and Emerging Technology Research and Development (PCIEERD) .................................................................................................................................................................................................................................................................................. 97
Memorandum of Agreement between the University of the Philippines and the Philippine National Police Academy (PNPA) ........................................................................................................................................... 97
Memorandum of Agreement between the University of the Philippines Manila and the Philippine Nuclear Research Institute (PNRI) ........................................................................................................................................... 98
Memorandum of Agreement between the University of the Philippines and the Eurogenerics (Sponsor) ........................................................................................................................................... 98
Memorandum of Agreement between the University of the Philippines and the Lola Grande Foundation for Women and Children, Inc. (Foundation) ........................................................................................................................................... 99
Memorandum of Agreement between the University of the Philippines and the Subic Language Learning Center (SLLC) ........................................................................................................................................... 100
Memorandum of Agreement between the University of the Philippines and the Sungkyul University (SU), South Korea ........................................................................................................................................... 100
Memorandum of Agreement between the University of the Philippines Open University and the Philippine Long Distance Telephone Company (PLDT) ........................................................................................................................................... 101
Memorandum of Understanding between the University of the Philippines Open University and the Dayap Elementary School (Dayap) ........................................................................................................................................... 101
Memorandum of Understanding between the University of the Philippines Open University and The Learning Place (TLP) ........................................................................................................................................... 102
Memorandum of Understanding between the University of the Philippines Open University and the Yakap Kalikasan Tungo sa Kaunlaran ng Pilipinas, Inc. (Yakap Kalikasan) ........................................................................................................................................... 103
Memorandum of Understanding between the University of the Philippines, Hiroshima University Partnership Project for Peacebuilding and Capacity Development (HiPeC), and the South-South Network for Nonstate Armed Group Engagement (SSN) ........................................................................................................................................... 104
Interactive Multimedia Instructional Material Development Grant between University of the Philippines Mindanao and Antonio Salvador S. De Veyra (Author), Timothy R. Montes (Content Reviewer), Ma. Araceli L. Dans Lee (Instructional Designer), Lysette Maurice N. Sandoval (Language Editor), and Daryll Ian G. Nebres (Computer Programmer) ........................................................................................................................................... 105

General Construction Agreement

Construction Agreement between the University of the Philippines and R-II Builders, Inc. (Contractor) ........................................................................................................................................... 106
Construction Agreement between the University of the Philippines and Asset Builders Corporation (Contractor) ........................................................................................................................................... 107

Administrative Matters

Appointment of Vice President for Development as Signatory to Intellectual Property-Related Documents
Particularly, the Declaration of Actual Use ........................................................................................................................................... 108
Designation of UP Representatives to UP-NDC Basilan Plantations, Inc. (UNBPI) ........................................................................................................................................... 108
Request for Waiver of Equity/Interest Charge on the Monetary Contractual Obligation with the University Representing Unserved Return Service in Favor of Prof. JESSICA A. LOS BANOS, College of Business Administration, UP Diliman ........................................................................................................................................... 109
Request for Temporary Waiver of Faculty Tenure Rule in Favor of Dr. ALFRED F. PAWLIK, Associate Professor 2 of the Archaeological Studies Program, UP Diliman, Effective 1 June 2011 until 31 May 2012 ........................................................................................................................................... 110
Request for Temporary Waiver of Faculty Tenure Rule in Favor of Dr. PHILIP J. PIPER, Associate Professor 2 of the Archaeological Studies Program, UP Diliman, Effective 1 June 2011 until 31 May 2012 ........................................................................................................................................... 110
Request for Temporary Waiver of Faculty Tenure Rule in Favor of Dr. RENATO G. JOSEF, Assistant Professor, College of Public Health, UP Manila, Effective 1 June 2011 until 30 November 2011 ........................................................................................................................................... 111
Request for Temporary Waiver of Faculty Tenure Rule in Favor of Prof. FERNANDO B. GARCIA, JR., Assistant Professor, College of Public Health, UP Manila, Effective 1 June 2011 until 31 May 2012 ........................................................................................................................................... 111
Request for Waiver of Faculty Tenure Rule in Favor of Prof. EMMANUEL RYAN C. DE CHAVEZ, Assistant Professor 1, Institute of Biological Sciences, College of Arts and Sciences, UP Los Baños, for a Period of One Semester (1st Semester 2011-2012).................................................................................................................................111

Request for Waiver of Faculty Tenure Rule in Favor of Prof. JULIETA A. DELOS REYES, Assistant Professor, Department of Agricultural Economics, College of Economics and Management, UP Los Baños, Effective 1 June 2011 until 31 October 2011.................................................................112

Request for Waiver of Faculty Tenure Rule in Favor of Prof. JEROME BENEDICT P. CABANSAG, Assistant Professor 1, UP Visayas Tacloban College, effective 1 June 2011 until 31 May 2012 ...........................................................................................................112

Request for Waiver of Faculty Tenure Rule in Favor of Prof. DARIUS N. SALAUM, Assistant Professor 3, UP Visayas, Effective 1 June 2011 until 31 October 2011..............................................................................................................112

Request for Temporary Waiver of Faculty Tenure Rule in Favor of Prof. ROMMEL A. DAYA, Assistant Professor, College of Development Communication, UP Los Baños, Effective 1 June 2011 to 31 October 2011..................................................................................................................113

Request for Temporary Waiver of Faculty Tenure Rule in Favor of Prof. JUVY LIZETTE M. GERVACIO, Assistant Professor 3, Faculty of Management and Development Studies, UP Open University, Effective 1 June 2011 until 31 October 2011...........................................................................................................113

Request for Temporary Waiver of the Faculty Tenure Rule in Favor of ROBERTO C. BASADRE, Assistant Professor 5, UP Cebu, Effective 1 June 2011 until 31 October 2011..................................................................................................................114

Request for Waiver of the Required Two-Year Return Service Obligation After Sabbatical in Favor of Dr. JOSEPH S. MASANGKAY, Professor, Department Veterinary Paraclinical Sciences, College of Veterinary Medicine, Effective 2 November 2011 until 1 October 2012..............................114

Request for Waiver of Sabbatical Leave Rules in Favor of PROF. ELIFEMIO T. RASCO, JR., Professor 12, Department of Biological Science and Environmental Studies, College of Science and Mathematics, UP Mindanao, effective 1 June 2011.................................................................................................................................114

Naming of the UPLB Alumni Center’s Conference Room after Former Regent NELIA T. GONZALEZ.................................................................................................................................115

Revised Intellectual Property Rights (IPR) Policy of the University of the Philippines (Major Points for Revision)..........................................................................................................................116

Appointment of Faculty

Transfer to Permanent Status.............................................................................................................................................................................124

Extension of Appointment Beyond Compulsory Retirement Age of 65 .........................................................................................................................125

Original Appointment Beyond Compulsory Retirement Age of 65........................................................................................................................125

Renewal of Appointment Beyond Compulsory Retirement Age of 65................................................................................................................126

Reappointment Beyond Compulsory Retirement Age of 65...............................................................................................................................126

Student Appeal

Appeal to the Honorable Board of Regents of the Decision of the Office of the President in the Case University of the Philippines vs. JULIVANI I. DOLLESIN, et.al. … (SDT Case No. 07-011)..........................................................................................................................127

Appeal to the Honorable Board of Regents for Grant of Graduation Credentials in Favor of Mr. MARCELINO G. VELOSO III .........................................................................................................................132

On the Case of Mr. RALPH MALABANAN a Student of UP Los Baños.................................................................................................................................132

OTHER MATTERS

Appointment of Ms. MARIA KRISTINA CONTI as the new Student Regent vice Ms. Jaqueline Joy Eroles Effective 26 May 2011 ..............................................................................................................133

Appointment of Mr. JOSSEL I. EBESATE as the New Staff Regent vice Mr. Clodualdo Cabrera Effective May 2011........................................................................................................................................133
ADMINISTRATIVE ISSUANCES

ADMINISTRATIVE ORDERS

Administrative Order No. PAEP 11-17: Committee for the 11 April 2011 Memorial Ceremony
Administrative Order No. PAEP 11-19: Officer-in-Charge of the University
Administrative Order No. PAEP 11-20: Search Committee for the Director of the Agricultural Systems Cluster (ASC), College of Agriculture, UP Los Baños
Administrative Order No. PAEP 11-21: Search Committee for the Director of the Crop Protection Cluster (CPC), College of Agriculture, UP Los Baños
Administrative Order No. PAEP 11-15: Steering Committee – UP-AFI Joint Experimental Facility (UP Diliman South S&T Park)
Administrative Order No. PAEP 11-26: Officer-in-Charge of the University
Administrative Order No. PAEP 11-28: Designation as Officer-in-Charge of the U.P. System Accounting Office
Administrative Order No. PAEP 11-22: Cooperation between UP Diliman and UP Manila in Volunteerism Programs
Administrative Order No. PAEP 11-27: Constitution of an Ad Hoc Committee Composed of Accredited Construction Performance Evaluation (CPEs) to Assess Several Infrastructure Projects of UP Diliman
Administrative Order No. PAEP 11-30: Appointment as Officer-in-Charge of the Office of the Vice-President for Academic Affairs
Administrative Order No. PAEP 11-31: Reconstitution of the Committee to Screen Applicants for the Utilization of the Administrative Development Fund (ADF)
Administrative Order No. PAEP 11-32: Designation as Officer-in-Charge of UP Cebu
Administrative Order No. PAEP 11-33: Officer-in-Charge of the University

MEMORANDA

Memorandum No. PAEP 11-05: University Policies for Authority to Fill Plantilla Items
Memorandum No. PAEP 11-06: Four-day summer workweek, 25 April to 27 May 2011
Memorandum No. PAEP 11-07: Authority to Confer Degrees
Memorandum No. PAEP 11-08: Reconstitution of the U.P. System Disposal Committee
Memorandum No. PAEP 11-24: Half day work on Wednesday, 20 April 2011
Memorandum No. PAEP 11-09: Authorized Signatories/Alternate Signatories of the UP System Administration for Investment Order Forms
Memorandum No. PAEP 11-10: Search Process for Chancellors of UP Los Baños, UP Manila and UP Visayas
Memorandum No. PAEP 11-11: Merit Incentive for CY 2011

Memorandum: Letter Complaint of Mr. Alsidry S. Sharif Regarding Mr. Nathaniel Roldan
Board of Regents

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Chancellor, UP Mindanao

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Chancellor, UP Baguio

Prof. Enrique M. Avila, PhD
Dean, UP Cebu
Matters Arising from the 1267th Meeting

Issues/Concerns on the Report of the Faculty Regent

Regent Albarracin took note of the following matters on the report of the Faculty Regent in the previous meeting:

1. Housing for Faculty

Regent Albarracin said that he was pleased to note that the President is now looking into the matter.

2. Inconsistencies in the Standards and Policies across Units

Regent Albarracin said that it was important to make sure that there was a standard procedure across units. He said that this concern is currently being addressed as stated in the Report of the President.

Report for Information of the Board

A. Report of the President

1. Initiatives and Activities of the President

UP President’s Report to the Board of Regents
30 March 2011

Getting to Know and to Be Known to the Internal and External Stakeholders of UP

Since the time I got elected in December 2010, I have been moving around and meeting as many UP constituents, and other publics. I have met them in both formal and casual settings, individually or in groups (large and small), by sector or in mixed groups. There must have been around 50 such opportunities with UP’s main constituents (students, faculty, staff, and alumni) during the past four months.

I have also welcomed every chance to meet the University’s other publics: its benefactors, the international academic community, the diplomatic community, the private business sector, and important contacts in government. I have delivered speeches in more than 20 occasions (in UP’s campuses and outside) since my assumption of office seven weeks ago (or averaging three a week).

- **UP’s Constituent Universities**: I have been to, or participated in, events conducted by five of the seven Constituent Universities (namely, Diliman, Los Baños, Manila, Mindanao, and Open University, in that order). I will visit UP Visayas (Iloilo) in April, as its commencement speaker, and UP Baguio in May or June.

- **Diliman colleges**: In Diliman, I met the leadership and/or faculty of about half of its 26 colleges (Science, Economics, Business Administration, Law, Engineering, Arts and Letters, NCPAG, Social Work and Development, SOLAIR, Fine Arts, Mass Communication, Human Kinetics, and Home Economics). The meetings were held either in their premises or in my office. I also interacted with representatives of the organized faculty, staff, and students.
• **Students, Faculty, REPS, and Administrative Staff:** In January, I had a four-hour dialogue with an assembly of student leaders from all UP campuses, held in Diliman, the dialogue touched on various University and national issues. I met sequentially, in UP Los Baños in January and in Mindanao in February, with the administrators, faculty, students, and staff to talk about their respective concerns.

• **Focus Group Discussions:** Two whole-day Saturday sessions of focused group discussions, initiated by the VP for Academic Affairs, were held at the Executive House among selected faculty members, REPs, and students from Diliman, Manila, and Los Baños. The topics addressed were related mainly to research. The outputs from these FGDs will be used in our strategic planning exercise for the UP System.

• **Alumni and Donors:** I have had the pleasant task of meeting a number of alumni and donors during the short period I have been in office. At Bangko Sentral ng Pilipinas, I met Governor Tetangco during the Opening of the 4th Annual Lecture series by the Recipients of BSP-Donated Professorial Chairs. I received a US$30,000 endowment from UPAA DC Maryland Virginia for UP Diliman and UP Los Baños, and signed a MOA with PhilWeb Foundation for their scholarship program in UP. The alumni of the Beta Epsilon called on me to discuss their proposed donation of a 300-bed dormitory in UP Diliman. I had interactions with Mindanao-based alumni during the UPAA Regional Alumni Institute in Davao in February. I spoke at the CSWCD alumni homecoming, the UP Vanguard Ball, and the Upsilon Congress. I inducted the MassComm alumni association officers. I kept my close working relationship with the UPAA Board.

• **Speaking Engagements:** These included such occasions as the Davao Regional Alumni Institute; the Annual Conference of the Philippine Association for Counselor Education, Research and Supervision; the 13th anniversary of the National Institutes of Health; the 6th ERDT Conference; the 100th year of Chemistry; the 6th Asian Pacific Organization for Cell Biology Congress; the College of Law’s Forum on the International Criminal Court in the presence of the latter’s Presiding Judge; the JICA-sponsored Advanced IT Human Resource Development Project; the 20th International Women’s Film Festival and Diwata Award; the 16th Anniversary of the UPOU; the Opening of the 4th Annual Lecture Series by the Recipients of the BSP-Donated Professorial Chairs; the Rotary Club of Makati Meeting, etc. I will be the commencement speaker in five schools, including three UP constituent universities.

• **Other Public Appearances and Interviews:** There were the usual exhibits, retirement programs, inductions, ground-breaking ceremonies, inaugurations and book-launches-events where either I cut ribbons, gave short messages or simply gave support through my presence. And mindful of how the mass media could help, I also accepted a number of interviews on TV and radio and by newspapers.

• **The Private Sector:** Several groups took the initiative to engage me and my VP for Development, in some exploratory talks about “partnership” with the University. We must have met with some 15 of such groups. Their interests ranged from bamboo and tree plantations at the Laguna-Quezon Land Grant to urban development projects, energy projects, and securitization of UP receivables from its leases. These initial talks would give me and my development staff a gauge of what might be marketable or feasible.

• **The Diplomatic Community:** I have had occasions to converse with some members of the diplomatic community during social events, like their National Day celebrations and private dinners (e.g., US Ambassador), and during courtesy calls in my office (e.g., Chilean Ambassador). The Chinese Ambassador has invited me for dinner next week and the Japanese Ambassador is expected to come to Diliman for a memorial service the Japan alumni in UP are organizing for the victims of the recent tragedies in Japan.

• **Government Officials:** I have had dinner meetings with Secretary Abad of DBM (key to the funding of the University), Secretary Montejo of DOST (providing about PhP500 million in research funding to UP), and an undersecretary of DOTC. In various functions, I have also had the opportunity to converse with Vice President Binay (re: housing in UP), Secretary Ona of DOH (funding for our NIH), Secretary Singson of DPWH (maintenance of national road going through UP campuses), Secretary Paderanga of NEDA (national development plans), and QC Mayor Bautista (re: informal settlers and upgrading of UP Diliman roads). Among the legislators, I have had informal talks with Senate President Enrile and other Senators, and have called on some of the leaders of the House of Representatives.
Ongoing Projects

• **UP Professional Schools at Fort Bonifacio**: The Board approved on 27 March 2010 the establishment of a UP presence at Fort Bonifacio, Taguig City. The previous administration had started to negotiate with the Bases Conversion and Development Authority (BCDA) for the lease of a 4,300-sqm lot within the Fort Bonifacio Global City Institutional Area as the site for the campus.

When I got on board, I started mulling over the prospect of the BCDA allowing us to use the property for free. Senator Drilon, with whom I had confided about this idea, moved quickly and secured BCDA President Abaya’s approval in principle to convert the mode of conveyance of the lot from a lease to a donation. The formal approval of the BCDA Board is now being sought by the BCDA President.

• **UP-Ayala Land Technohub (UP North S&T Park Project)**: UP and Ayala Land, Inc., have held initial meetings to resolve VAT issues and other concerns on the financial aspects of the Technohub Contract. Representations with the Quezon City Government are being arranged to resolve tax issues (arising from the default of the previous lessee) on the AIT building. Developer/lessee Ayala Land’s proposed expansion plans for the eastern section of the 38-hectare leased premises have been submitted and are being reviewed by the Office of Design and Planning Initiatives (OVPD-ODPI). UP will reiterate its position to decline the request by Representative Winnie Castelo for the University to donate part of the UP North S&T Park East Triangle for the development of an Iglesia Ni Cristo Central Park.

• **UP-AFI Joint Experimental Facility**: Not much progress has been achieved in the development of the facility which is a joint venture with the Ayala Foundation, Inc. I am reactivating the Steering Committee that is supposed to monitor the fulfillment of the objectives of the Memorandum of Agreement on the project; the performance by the Parties of their obligations, or the exercise of their rights; and compliance with applicable University rules, issuances or guidelines.

• **Development of the UP Sierra Madre Properties**: On October 13, 2009, UP and the PNOC Development and Management Corporation (PNOC-DMC) signed a Memorandum of Agreement to evaluate the feasibility of undertaking water resources and energy-generating projects in the UP Los Baños land grants. The MOA would enable the PNOC-DMC to undertake the evaluation of the University’s Quezon Land Grants, Laguna-Quezon Land Grants, and Makiling Forest Reserve over a three-year period.

The PNOC-DMC has submitted its initial report, which is being reviewed by the Office of Design and Planning Initiatives (ODPPI) and the Office of the Vice President for Legal Affairs (OVPLA). The Land Grant Management Office (LGMO) will submit its Master Plan for the Sustainable Development of the UP Sierra Madre Properties for endorsement to the Board of Regents (Target: May 2011 BOR meeting). This will form the basis for evaluating project proposals and other initiatives for the Land Grants.

New Initiatives

• **Faculty and Staff Housing**: I have initiated discussions with Pag-IBIG for the financing of housing projects for our faculty and staff. The Pag-IBIG management is offering UP loans with zero interest rate and payable over 10 years. The zero interest rate is most welcome, but we intend to negotiate for the stretching of the term to up to 15 years. Financing in the aggregate amount of around P400 million is being discussed for a total of about 800 units within three or four phases. The initial phase will provide financing for 100 units. In exchange for the zero interest rate, UP is being asked to provide technical assistance in the design of low-cost housing units. The target for the MOU signing with Pag-Ibig is before the end of April 2011. A volunteer alumnus is assisting us put the project together.

• **e-UP Project**: A major initiative of my administration is the design, development and implementation of an integrated University-wide Information and Communication Technology (ICT) System. Its main components are Policy Formulation and Planning, and Information System Development and Deployment. I have organized a project team consisting of UP professors and volunteer alumni experts (the presidents of Informatics and iOne
Resources, respectively). Two sub-teams will be set up: one for technical and another for marketing, with the latter handling the raising of funds for the project.

Upcoming Events

- **UP President S.P. Lopez Centenary**: Certain UP constituents have proposed that we celebrate the 100th birthday anniversary of former UP President S.P. Lopez in May this year with a series of events and other activities. I have constituted a committee, headed by former Faculty Regent Judy Taguiwalo, to conceptualize, plan and direct the celebrations. Appropriate invites will be sent to the Regents.

- **President Benigno Simeon C. Aquino III at UPD’s 100th Commencement Program**: The President has accepted the University’s offer of an honorary degree and has likewise agreed to be this year’s Speaker at UP Diliman’s 100th Commencement Exercises. Needless to say, the full presence of the Board in this event will be most appreciated by all.

- **UP President’s Investiture**: Please save the date. We have set my investiture for 15 September 2011. I shall deeply appreciate the presence of the members of the Board at this event.

- **Strategic Planning Exercise**: A Strategic Planning Workshop is planned for 04-06 May 2011, to be participated in by the Executive Staff of my administration and the Chancellor of UP Diliman, our flagship campus. At this exercise, we will define the strategic initiatives of the University for the next six years. This exercise will serve as the initial phase of a strategic planning process that would require consultation with various stakeholders of the University.

Issues and Concerns

- **UP Cebu Agitations**: A group of faculty, students, and staff in UP Cebu has brought charges against Enrique Avila (Dean of UP Cebu), Alsidry Sharif (Acting Budget Officer of UP Cebu), and Ernesto Pineda (Lecturer and Consultant of UP Cebu).

These charges include:
- Technical malversation of funds in violation of Art. 220 of the Revised Penal Code;
- Entering into disadvantageous contracts in violation of Section 3 (g) of RA 3019;
- Unlawful composition of Bids and Awards Committee in violation of Section 11, Article V of RA 9184;
- Arbitrary and discriminatory acts against faculty and staff in violation of Section 3 (f) of RA 3019 and the UP Charter;
- Receiving money from job order employees in violation of Section 3 (b) of RA 3019; and,
- Arbitrary removal of student representation in the Executive Committee and College Committees in violation of the UP Charter.

The mass action against Dean Avila started on 1 March 2011. Since then, there have been calls for the President to take immediate action by ordering the preventive suspension of Dean Avila. In response, I keep on saying that while my administration adheres to accountability and democratic governance as we listen to the concerns of all sectors, there is a need to observe the rule of law and to keep within the bounds of due process. Below is a summary or chronology of events.

- 2 March – A written petition against Dean Avila and company reached my office.
- 3 March – The Student Regent relayed to President Pascual the invitation of sectors of UP Cebu for a consultation.
- 4 March – President Pascual requested the Vice-President for Administration to go to Cebu, as the former’s previous commitments prevent him from going there himself.
- 7 March – VPA left for Cebu.
- 8 March – VPA met with the concerned sectors, including Dean Avila et al. and returned to Manila.
- 14 March – VPA submitted his written report to President Pascual to the effect that the concerned sectors at UP Cebu had been advised to file a formal complaint.
17 March – President Pascual received the formal complaint dated 15 March, which was forwarded to the VP for Legal Affairs for a quick review.

18 March – Upon recommendation of VPLA, President Pascual signed a memorandum designating a UP lawyer to conduct a preliminary investigation of the complaint.

30 March – The preliminary investigation was conducted in Cebu.

Meanwhile, Kabataan Party-List Representative Raymond V. Palatino filed House Resolution No. 1091 asking the Committee on Civil Service and Professional Regulations to conduct an investigation on the alleged corruption and grave abuse of discretion committed by Dr. Avila.

2. Academic Calendars and Contracts/Agreements

a. Academic Calendars for SY 2011-2012 of the Following Constituent Universities

1. UP Manila
2. UP Baguio

The President approved the above by virtue of the authority granted him by the Board of Regents.

b. Amended Academic Calendar of UP CEBU for SY 2011-2012

The Calendar has been submitted to the Board at its 1267th meeting held on 2 March 2011. The amendments are as follows:

<table>
<thead>
<tr>
<th></th>
<th>First Semester</th>
<th>Second Semester</th>
<th>Summer</th>
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<tbody>
<tr>
<td>Deadline for Clusters to</td>
<td></td>
<td></td>
<td>From: Fri, 6 April</td>
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<tr>
<td>Submit Approved List of</td>
<td></td>
<td></td>
<td>To: Tue, 10 April</td>
</tr>
<tr>
<td>Candidates for Graduation</td>
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<td></td>
<td></td>
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<tr>
<td>For SS 2011-2012</td>
<td></td>
<td></td>
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<tr>
<td>College Council Meeting</td>
<td></td>
<td></td>
<td>From: Sat, 14 Apr</td>
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<tr>
<td>to Approve Candidates</td>
<td></td>
<td></td>
<td>To: Wed, 11 Apr</td>
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<tr>
<td>for Graduation</td>
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<tr>
<td>For Summer 2011</td>
<td>From: Sat, 9</td>
<td></td>
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<tr>
<td></td>
<td>July To: Wed, 6</td>
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<tr>
<td>For FS 2011-2012</td>
<td></td>
<td>From: Sat, 10 Dec</td>
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<td></td>
<td>To: Wed, 7 Dec</td>
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<tr>
<td>For SS 2011-2012</td>
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<td></td>
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<tr>
<td>End of Classes</td>
<td></td>
<td></td>
<td>From: Fri, 18 May</td>
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<td>To: Thu, 17 May</td>
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<td>Final Examination</td>
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<td></td>
<td>From: Mon, 21 – Tue,</td>
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<td>Graduating Students</td>
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<td></td>
<td>22 May</td>
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<td></td>
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<td>To: Fri, 28 – Mon, 21</td>
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</tbody>
</table>

The President approved the above amendments by virtue of the authority granted him by the Board of Regents.
c. Contracts/Agreements of the following:

UP Diliman

Construction Agreement between the University of the Philippines and the Jesus Asuncion Builders (Contractor)

Project: Proposed Rehabilitation Works at NIGS Building

Mode of Procurement: Public Bidding in accordance with RA 9184 and its Implementing Rules and Regulations

Amount of Contract: PhP9,456,082.11

Statement of Compliance: Pertinent Laws (RA 9184), the Government Procurement Reform Act and Implementing Rules and Regulations (IRR), and the University Delineation of Authority, have all been complied with.

Particulars:

a. For and in consideration of the performance and accomplishment of the works and the correction of any defects therein, the University shall pay the Contractor the total amount of PhP9,456,082.11 subject to pertinent laws on government contracts and auditing procedures. The said Contract Price is inclusive of all duties, taxes, licenses, premiums, fees and charges which may accrue by virtue of the works, such as but not limited to permit and registration fees, municipal and personal property taxes, fees for storage or consumption, employment taxes, payments and contributions imposed by law, and insurance;

b. The relationship of the University to the Contractor is that of an independent contractor. Nothing in the Agreement shall be construed as creating an employer-employee relationship between the University and the Contractor, its sub-contractors, employees, agents, or workers.

c. The Contractor shall indemnify, hold free and harmless, and defend at its own expense the University and its officials, agents, employees, or workers, from and against all suits, claims, demands, and liabilities of any nature or kind, including costs and expenses associated therewith, arising out of acts or omissions of the Contractor, its employees, workers, or sub-contractors in the performance of any activity in connection with the works, including those that may be initiated by its employees, workers, agents, sub-contractors, or by any other entity or person against the University by reason of or in connection with the works;

d. The Agreement and the Contract Documents mentioned in the Agreement shall be interpreted in a manner as to render harmony to ensure the full and satisfactory completion of the works. In case of doubt or conflict between and among any items or provisions of the Contract Documents, and/or between and among any of the Contract Documents and the Agreement, the Contractor shall refer the same in writing to the University for clarification and guidance. The clarification or determination made by the University shall be binding and conclusive upon the Parties;

e. The Agreement shall be governed by and construed in accordance with the laws of the Republic of the Philippines and the Parties thereby submit to the exclusive jurisdiction of the competent Courts of Quezon City; Provided, that prior to any resort to the filing of an action in court or any quasi-judicial body, the parties shall endeavor to amicably settle any dispute according to the provisions of Republic Act No. 9285 otherwise known as the “Alternative Dispute Resolution Act of 2004”, Provided further, that disputes that are within the competence of the Construction Industry Arbitration Commission to resolve shall be referred thereto in accordance with Executive Order No. 1008, otherwise known as the “Construction Industry Arbitration Law”; and

f. Should any provision of the Agreement be declared illegal, invalid or unconstitutional by the court of law, the rest of the other provisions not affected thereby shall remain valid, subsisting and binding.

Period of Contract: 120 Calendar Days as specified in the Notice to Proceed issued by the University

Date Notarized: 9 February 2011
Construction Agreement between the University of the Philippines and Cher-Riss Construction and Trading (Contractor)

**Project:** Proposed Site Development of National Science Complex (Package 3)

**Mode of Procurement:** Public Bidding in accordance with RA 9184 and its Implementing Rules and Regulations

**Amount of Contract:** PhP2,571,363.42

**Statement of Compliance:** Pertinent Laws (RA 9184), the Government Procurement Reform Act and Implementing Rules and Regulations (IRR), the University Delineation of Authority, have all been complied with.

**Particulars:**

a. For and in consideration of the performance and accomplishment of the works and the correction of any defects therein, the University shall pay the Contractor the total amount of PhP2,571,363.42 subject to pertinent laws on government contracts and auditing procedures. The said Contract Price is inclusive of all duties, taxes, licenses, premiums, fees and charges which may accrue by virtue of the works, such as but not limited to permit and registration fees, municipal and personal property taxes, fees for storage or consumption, employment taxes, payments and contributions imposed by law, and insurance;

b. The relationship of the University to the Contractor is that of an independent contractor. Nothing in the Agreement shall be construed as creating an employer-employee relationship between the University and the Contractor, its sub-contractors, employees, agents, or workers.

c. The Contractor shall indemnify, hold free and harmless, and defend at its own expense the University and its officials, agents, employees, or workers, from and against all suits, claims, demands, and liabilities of any nature or kind, including costs and expenses associated therewith, arising out of acts or omissions of the Contractor, its employees, workers, or sub-contractors in the performance of any activity in connection with the works, including those that may be initiated by its employees, workers, agents, sub-contractors, or by any other entity or person against the University by reason of or in connection with the works;

d. The Agreement and the Contract Documents mentioned in the Agreement shall be interpreted in a manner as to render harmony to ensure the full and satisfactory completion of the works. In case of doubt or conflict between and among any items or provisions of the Contract Documents, and/or between and among any of the Contract Documents and the Agreement, the Contractor shall refer the same in writing to the University for clarification and guidance. The clarification or determination made by the University shall be binding and conclusive upon the Parties;

e. The Agreement shall be governed by and construed in accordance with the laws of the Republic of the Philippines and the Parties thereby submit to the exclusive jurisdiction of the competent Courts of Quezon City; Provided, that prior to any resort to the filing of an action in court or any quasi-judicial body, the parties shall endeavor to amicably settle any dispute according to the provisions of Republic Act No. 9285 otherwise known as the “Alternative Dispute Resolution Act of 2004”, Provided further, that disputes that are within the competence of the Construction Industry Arbitration Commission to resolve shall be referred thereto in accordance with Executive Order No. 1008, otherwise known as the “Construction Industry Arbitration Law”; and

f. Should any provision of the Agreement be declared illegal, invalid or unconstitutional by the court of law, the rest of the other provisions not affected thereby shall remain valid, subsisting and binding.

**Period of Contract:** 90 Calendar Days as specified in the Notice to Proceed issued by the University

**Date Notarized:** 8 February 2011
UP Manila

General Construction Agreement between the University of the Philippines Manila (UPM) and the PGM Construction and Plumbing Services (Contractor)

Project: Renovation of Tissue Culture Laboratory-National Institutes of Health

Mode of Procurement: Public Bidding – 17 November 2010

Amount of Contract: PhP435,778.71

Statement of Compliance: Pertinent Laws (RA 9184), the Government Procurement Reform Act and Implementing Rules and Regulations (IRR), the University Delineation of Authority, have all been complied with.

Particulars:

a. The Contractor shall:
   1. 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;
   2. 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;
   3. 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
   4. Render warranty services on all works performed in accordance with the provisions of the Agreement and the Contract Documents.

Period of contract: Twenty (20) Working Days reckoned from the date of receipt of the Notice to Proceed

Date signed: 17 December 2010

General Construction Agreement between the University of the Philippines Manila (UPM) and the M.A.C. Torres Enterprise (Contractor)

Project: Rehabilitation of Plumbing System, National Institutes of Health Building

Mode of Procurement: Public Bidding – 03 November 2010

Amount of Contract: PhP2,232,940.38

Statement of Compliance: Pertinent Laws (RA 9184), the Government Procurement Reform Act and Implementing Rules and Regulations (IRR), and the University rules and regulations have all been fulfilled/complied with in the execution/signing of the contract.

Particulars:

a. The Contractor shall:
   1. 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;

2. 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;

3. 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

4. Render warranty services on all works performed in accordance with the provisions of the Agreement and the Contract Documents.

Period of contract: Sixty (60) Calendar Days reckoned from the date of receipt of the Notice to Proceed

Date notarized: 04 January 2011

Deed of Donation between the University of the Philippines Foundation, Inc. (Donee) and the UPAA DC Maryland Virginia Chapter (Donor)

Donation: USD $17,605.63

Project: Establishment of the PEDRO OLYMPIA, JR.-UPAA DCMDVA UP Centennial Faculty Grant at the Institute of Chemistry, UP Diliman

Particulars:

a. The donation shall be used to support the establishment and awarding of a faculty grant to be known as the PEDRO OLYMPIA, JR.-UPAA DCMDVA UP Centennial Faculty Grant at the University of the Philippines Diliman (to a qualified beneficiary from the Institute of Chemistry every three years, unless no others qualify);

b. The Donee shall manage the Donation and only its earnings may be used in awarding the PEDRO OLYMPIA, JR.-UPAA DCMDVA UP Centennial Faculty Grant;

c. The PEDRO OLYMPIA, JR.-UPAA DCMDVA UP Centennial Faculty Grant 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 enumerated terms; and

d. The Agreement may be amended by mutual consent of the Donor and the Donee; and

e. The Donee hereby accepts and acknowledges receipt of the Donation and expresses its sincere appreciation to the Donor.

Date notarized: 2 February 2011

Deed of Donation between University of the Philippines Foundation, Inc. (Donee) and the UPAA DC Maryland Virginia Chapter (Donor)

Donation: USD $17,605.63

Project: Establishment of the UPAA DCMDVA UP Centennial Faculty Grant at UP Los Baños

Particulars:

a. The donation shall be used to support the establishment and awarding of a faculty grant to be known as the UPAA DCMDVA UP Centennial Faculty Grant at the University of the Philippines Los Baños;

b. The Donee shall manage the Donation and only its earnings may be used in awarding the UPAA DCMDVA UP Centennial Faculty Grant;

c. The UPAA DCMDVA UP Centennial Faculty Grant 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-
enumerated terms; and

d. The Agreement may be amended by mutual consent of the Donor and the Donee; and

e. The Donee hereby accepts and acknowledges receipt of the Donation and expresses its sincere appreciation to
the Donor.

Date notarized: 2 February 2011

B. REPORT OF THE FACULTY REGENT

Faculty Regent Dalmacio informed the Board that she had visited UP Baguio last 21 March and UP Visayas Iloilo
last 28-29 March. UP Visayas and UP Mindanao have similar problems regarding housing. The Faculty Regent was
glad that President Pascual was addressing the housing problem of the faculty members.

Both UP Visayas and UP Mindanao had aired their concerns on the criteria for tenure and promotion, specifically,
on the requirement of the number of publications. They wanted a review of the criteria, and to know whether or
not there were other outputs that could be considered equivalent to publications, i.e., creative works of those in the
Humanities and Social Sciences area.

Faculty Regent Dalmacio said that she is in the process of consolidating all the information that she had gathered
from the different campuses through her e-mail, and that she would be disseminating the consolidated report to the
different sectors.

Lastly, Faculty Regent Dalmacio said that she forwarded to the concerned offices e-mails she received which she
feels were not of her concern as Faculty Regent.

C. REPORT OF THE STAFF REGENT

Staff Regent Cabrera informed the Board that the System-wide Election for the next Staff Regent would commence
on 13 April 2011 from 6 a.m. to 3 p.m., and that on 14 April 2011, the results would be announced. The next Staff Regent
would be participating in the May 2011 meeting of the Board.

At this point, the Staff Regent took the opportunity to thank the Administration for its full support in the
successful conduct of the elections.

D. REPORT OF THE STUDENT REGENT

Student Regent Eroles reported to the Board that the System-wide deliberation for the next Student Regent was
held on 4-5 April 2011 in UP Mindanao. There were six nominees for the Student Regent seat: two from UP Los Baños;
three from UP Diliman, and one from UP Visayas Tacloban College. The results would be out by 5 April 2011.

The Student Regent, like the Staff Regent, also thanked the Administration for its full support in the conduct of the
search for the next Student Regent.
GENERAL GOVERNANCE

APPOINTMENT OF UNIVERSITY OFFICIALS

UP System

Dr. CARMENCITA D. PADILLA as Executive Director, Philippine Genome Center, effective 1 March 2011 until 28 February 2014

UP Diliman

Dr. LORNA I. PAREDES as Vice-Chancellor for Academic Affairs, effective 2 March until 30 April 2011
Dr. LUIS G. SISON as Vice-Chancellor for Research and Development, effective 2 March until 30 April 2011
Dr. ELIZABETH S. ENRIQUEZ as Vice-Chancellor for Student Affairs, effective 2 March until 30 April 2011
Dr. MARY DELIA G. TOMACRUZ as Vice-Chancellor for Administration, effective 2 March until 30 April 2011

ACADEMIC MATTERS

Graduation *ad referendum* of Mr. LORENZO P. JACINTO for the degree of Bachelor of Science in Chemical Engineering as of the End of Second Semester 2010-2011 for Licensure Examination

The President, by virtue of the authority delegated him by the Board of Regents at its 1048th meeting held on 26 March 1992, approved on 22 March 2011 the graduation *ad referendum* of Mr. Lorenzo.

The University Registrar certifies that, as of the end of Second Semester 2010-2011 (17 April 2011), he has completed all the requirements for his degree.

His graduation has been recommended by the faculty of the College of Engineering in their letter dated 16 March 2011 and by the University Council, *ad referendum*.

This request is being made to enable Mr. Jacinto to submit his requirements for registration to the Professional Regulatory Commission (PRC) for the Chemical Engineering Board Examination. The deadline for submission is 24 March 2011.

**Board Action:** CONFIRMATION.

Request of the President for Authority to Approve the Graduation of Students from the Different Constituent Universities Who Have Completed all the Requirements as of the End of Second Semester 2010-2011, and Whose Graduation was Endorsed by Their Respective University Councils

This request is being made in view of the early Commencement Exercises set by many of the Constituent Universities. It is understood that the graduation of students approved by the President is, moreover, subject to confirmation by the Board of Regents.

**Board Action:** APPROVAL.

Establishment of the Pedro Olympia, Jr.-UPAA DCMDVA UP Centennial Faculty Grant at UP Diliman and UPAA DCMDVA UP Centennial Faculty Grant at UP Los Baños

**Donor:** UPAA District of Columbia Maryland Virginia Chapter (UPAA DCMDVA)

**Support Fund:** US$17,605.63
Fund Management: UP Foundation, Inc.

(Previously, the Board had approved four similar awards being funded by the UPAA DCMDVA. Thus, the current recommendation would leave only one of the seven one-per-campus awards, which the UPAA DCMDVA had committed three years ago in connection with the University’s centennial observance.)

Particulars:

1. Only the interest earnings of the support fund can be used;
2. The UP Diliman Grant shall be available to UP Diliman’s Institute of Chemistry every three years; and
3. The University policies/processes shall be observed.

Board Action: APPROVAL.

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**FISCAL MATTERS**

UP Internal Operating Budget for CY 2011 in the amount of PhP 7,380 Million

<table>
<thead>
<tr>
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<th>(In Thousand Pesos)</th>
<th>%</th>
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<tbody>
<tr>
<td></td>
<td>Amount</td>
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</tr>
<tr>
<td>General Fund</td>
<td>PhP 6,175,743</td>
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<tr>
<td>Revolving Fund</td>
<td>PhP 1,204,902</td>
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</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>PhP 7,380,645</strong></td>
<td><strong>100.00%</strong></td>
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The table below shows the details of the allocation for Personal Services (PS), Maintenance and Other Operating Expenses (MOOE), and Capital Outlay (CO).

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<thead>
<tr>
<th>PARTICULARS</th>
<th>TOTAL</th>
<th>(In Thousand Pesos)</th>
<th>CO</th>
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</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>CO</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>MOOE</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>TOTAL</td>
<td></td>
</tr>
<tr>
<td>Total General Fund</td>
<td>6,175,743</td>
<td>5,295,620</td>
<td>6,175,743</td>
</tr>
<tr>
<td>CUs</td>
<td>4,693,370</td>
<td>4,116,435</td>
<td>4,693,370</td>
</tr>
<tr>
<td>PGH</td>
<td>1,482,373</td>
<td>1,179,185</td>
<td>1,482,373</td>
</tr>
<tr>
<td><strong>Total Revolving Fund</strong></td>
<td>1,204,902</td>
<td>328,419</td>
<td>797,644</td>
</tr>
<tr>
<td>CUs</td>
<td>665,384</td>
<td>196,075</td>
<td>444,032</td>
</tr>
<tr>
<td>PGH</td>
<td>539,518</td>
<td>132,344</td>
<td>353,612</td>
</tr>
<tr>
<td><strong>GRAND TOTAL</strong></td>
<td><strong>7,380,645</strong></td>
<td><strong>5,624,039</strong></td>
<td><strong>1,677,767</strong></td>
</tr>
<tr>
<td>CUs</td>
<td>5,358,754</td>
<td>4,312,510</td>
<td>1,020,967</td>
</tr>
<tr>
<td>PGH</td>
<td>2,021,891</td>
<td>1,311,529</td>
<td>656,800</td>
</tr>
</tbody>
</table>

*Includes Automatic Appropriations for Retirement & Life Insurance Premiums (RLIP) of PhP 423.775 million (CUs-PhP 333.801 million and PGH – PhP 89.974 million)

Board action: APPROVAL.
# UP Budget Proposal for CY 2012 in the amount of PhP 17.07 Billion

<table>
<thead>
<tr>
<th>Amount ('000)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseline, CY 2011 GAA (With CHED Ceiling)</td>
</tr>
<tr>
<td>Additional Requirement</td>
</tr>
<tr>
<td><strong>Total</strong></td>
</tr>
</tbody>
</table>

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

## I. UP System and Constituent Universities

### A. Personal Services

1. Additional Faculty Items for UP Diliman, UP Los Baños, UP Manila, UP Visayas, UP Mindanao, UP Open University, UP Baguio and UP Cebu 222,104
2. Regularization of Existing Casual REPS/Admin Positions including Pahinungod 66,705
3. Hazard Pay Component of the Magna Carta for Health Workers for UP Manila 34,000
4. Faculty/Staff/Research Development 1,293
5. Lump sum for allowance/honoraria for UP Manila Clinical Faculty (WOC) 25,000
6. Lump sum for honoraria, allowances and overload teaching 5,752
7. Philippine Genome Center 2,500

**Sub-total** 357,354

### B. MOOE

1. Engineering R&D for Technology 300,000
2. National Science Complex 10,000
3. National Institute of Molecular Biology & Biotechnology (BIOTECH), UPLB 20,000
4. Scholarship 100,000
5. Philippine Genome Center 50,000
6. Ugnayan ng Pahinungod, UP Manila 10,593
7. Additional MOOE to meet budget deficiencies for existing programs & projects 441,284

**Sub-total** 931,877

### C. Capital/Equipment/Land & Land Improvement Outlays

1. Capital Outlays (Building and Structures Outlay) 4,379,711
   - UP Diliman 224,673
   - Engineering Research & Development for Technology (ERDT) 400,000

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**April - June 2011**

**UP Gazette**

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<table>
<thead>
<tr>
<th>University/Center</th>
<th>Funding (P)</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Science Complex</td>
<td>200,000</td>
</tr>
<tr>
<td>School of Statistics</td>
<td>120,000</td>
</tr>
<tr>
<td>UP Los Baños</td>
<td>123,000</td>
</tr>
<tr>
<td>UP Manila</td>
<td>1,506,364</td>
</tr>
<tr>
<td>UP Visayas</td>
<td>188,790</td>
</tr>
<tr>
<td>UP Mindanao</td>
<td>1,095,384</td>
</tr>
<tr>
<td>UP Open University</td>
<td>30,000</td>
</tr>
<tr>
<td>UP Baguio</td>
<td>40,200</td>
</tr>
<tr>
<td>UP Cebu</td>
<td>281,300</td>
</tr>
<tr>
<td>UP System Administration</td>
<td>20,000</td>
</tr>
<tr>
<td>Philippine Genome Center</td>
<td>150,000</td>
</tr>
</tbody>
</table>

2. **Equipment Outlays**

<table>
<thead>
<tr>
<th>Equipment Outlays</th>
<th>Funding (P)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering Research &amp; Development for Technology (ERDT)</td>
<td>280,000</td>
</tr>
<tr>
<td>National Science Complex</td>
<td>100,000</td>
</tr>
</tbody>
</table>

3. **Land and Land Improvement Outlays**

<table>
<thead>
<tr>
<th>Land and Land Improvement Outlays</th>
<th>Funding (P)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>189,740</td>
</tr>
</tbody>
</table>

**Sub-total**

| Sub-total                          | 5,305,337   |

**D. Provision for Centennial Fund under R.A. 9500**

1. **UP System Administration - Additional MOOE**

<table>
<thead>
<tr>
<th>UP System Administration - Additional MOOE</th>
<th>Funding (P)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>300,000</td>
</tr>
</tbody>
</table>

**Sub-total**

| Sub-total                          | 300,000     |

**Total, UP System and other CUs**

| Total, UP System and other CUs       | 6,894,568   |

**II. PGH**

**A. Personal Services (787 items and other benefits)**

<table>
<thead>
<tr>
<th>Personal Services (787 items and other benefits)</th>
<th>Funding (P)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Deficiency in allowances &amp; other benefits</td>
<td>136,232</td>
</tr>
<tr>
<td>2. Deficit in Health Workers’ Benefits (Full implementation of RA 7305)</td>
<td>68,227</td>
</tr>
<tr>
<td>3. Terminal Leave Benefits</td>
<td>67,036</td>
</tr>
</tbody>
</table>

| Total, PGH                                       | 878,976     |

**B. MOOE**

| MOOE                                             | 1,008,000   |

**C. Capital Outlay**

| Capital Outlay                                   | 912,096     |

| Total, PGH                                       | 3,356,071   |

**GRAND TOTAL**

| GRAND TOTAL                                     | 10,250,639  |

The Budget Proposal for CY 2012 will be submitted to the Department of Budget and Management and the Commission on Higher Education.

**Board action:** APPROVAL.
Authority to Grant a Golden Jubilee Incentive Bonus to the UP Baguio Faculty and Staff Members of Five Thousand Pesos (PhP5,000.00) Each for a Total Amount of One Million One Hundred Thousand Pesos (PhP1,100,000.00) Chargeable against the UP Baguio’s Programmed Funds

The University of the Philippines Baguio is celebrating its Golden Jubilee Anniversary this year. On 22 April 2011, the UP Baguio will commemorate its 50th Anniversary having been inaugurated as a degree-granting unit in 1961. The UP Baguio is proud to report that it has gone a long way since then, having been elevated to the status of the 7th Constituent University of the UP System in 2002.

In line with the celebration of its 50th Anniversary as a degree-granting unit to be held on 22 April 2011, the UP Baguio is requesting to grant a Golden Jubilee Incentive Bonus to its faculty and staff members in the amount of PhP5,000 each.

It is understood that the disbursements shall be subject to the usual accounting and auditing laws, rules and regulations.

Board action: APPROVAL.

Creation of the Board of Regents Finance Committee

Chair Licuanan suggested the creation of a BOR Finance Committee. The Committee’s task would be to examine the details of the proposals submitted by the different constituent universities. The Committee would study the proposal ahead of time and would be making the recommendations to the Board. Chair Licuanan requested Regent Albarracin to head the Finance Committee.

Regent Albarracin said that he would gladly accept the position as Chair of the Committee.

Chair Licuanan asked for volunteers to be members of the Committee. She said that a committee of three would be fine. She asked Regent Gladys Tiongco to be part of the Committee.

Regent Tiongco said that she was willing to help Regent Albarracin. Regent Tiongco asked Faculty Regent Ida Dalmacio to join the Committee.

Regent Albarracin requested Regent Dalmacio to be a member of the Committee.

Regent Dalmacio thanked the Regents for the confidence given to her. She asked whether she could be assisted by her administrative staff.

President Pascual said that the Faculty Regent may bring her Administrative Officer with her to help her go through the financial plans.

The BOR Finance Committee was created with Regent Albarracin as Chair with Regent Tiongco and Dalmacio as members to be assisted by the Vice President for Planning and Finance.

Financial Presentation of Regent Albarracin

Regent Albarracin said he wanted to learn how the University gets and spends the money, so he made a study using 2009 data.

The first slide shows a chart where the University gets its money. The University is very dependent on funds provided by the National Government, and the challenge is how the University could increase its fund over time. He said that the number of projects, like the Ayala TechnoHub should be increased. The UP President is looking at increasing the interest yield from the trust funds and he thinks getting donations from alumni and friends is also one source of funds so that the University would be less dependent on the government.

President Pascual said that it was important to highlight that the tuition fee accounts for a very small part of the cost of education in UP, and this was also what he was trying to explain to students who are complaining about the tuition fee increases.

The next slide shows how the University uses its money. The biggest expenditure is the Personal Services and MOOE. Regent Albarracin said that his observation was that the MOOE is very inadequate because there are new buildings being constructed, and that the MOOE is not increased to provide for the buildings’ maintenance which is the reason why the buildings become dilapidated. The savings go to Christmas Bonuses and the like.

The breakdown of the Personal Services shows that 43% goes to academic teaching and roughly 25% goes to research. The following are the issues on the breakdown of the Personal Services: (1) If the University wants to be...
a research university, would a fourth of the budget be sufficient, or would there be a need to expand the fund for research? and (2) Would the portion for the administrative and REPS be acceptable?

The last slide deals with the number of teaching and non-teaching employees. Regent Albarracin asked if the ratio of teaching to non-teaching was acceptable. He cited the Ateneo de Manila University and the University of San Carlos as examples, where Ateneo de Manila University and the University of San Carlos, a 1:1 ratio and the University of San Carlos, a 2:1 ratio. During the term of President Pascual, there are at least 444 faculty members who will be turning 65 years old. The issue is how to replace the PhD and the MS faculty who would be retiring. The more controversial issue is when the non-teaching employees retire. Regent Albarracin is wondering if, after the non-teaching employees retire, they would not be replaced, and the savings from the unfilled items could go to the remaining non-teaching employees. The Regent said that, roughly, there would be around 20%-increase in the compensation of the non-teaching employees who would remain.

Regent Albarracin said that his presentation was just a bird’s eye view of the structure of the University’s finances and some questions could be raised.

President Pascual said that, in his dialogue with the administrative staff, the message that he sent was that there was a need to make the operation of the University efficient for their own benefit, so that the compensation package could be improved. The staff would be provided with tools through ICT systems that would be put in place.

Chair Licuanan said that the government pattern was to streamline in order to have better-qualified and well-compensated staff.

Regent Albarracin said that there should be no retrenchment, and that they should just wait for people to retire.

Regent Puno asked what factors were being considered in fixing the proper ratio. Regent Albarracin thinks that UP is differently situated compared with the other universities. One big difference, he said, is the land that is under the jurisdiction of the University of the Philippines. Ateneo would not have the same kind of land to supervise and UP may need more administrative personnel in order to discharge properly its functions.

Chair Licuanan thinks that this is not yet the proper time to discuss the issues being raised. At this point, the Chair thanked Regent Albarracin for the presentation and for sharing his insights.

(The Power Point Presentation of Regent Albarracin is on file at the OSU RECORDS section.)

MEMORANDA OF AGREEMENT

GENERAL CONSTRUCTION AGREEMENT

Design and Build Agreement between the University of the Philippines and the R.R. Encabo Construction and Traders (Contractor)

Project: Design and Build of the Proposed Acacia Residence Hall/Law Centennial Dormitory

Amount: PhP180,025,600.93

Mode of Procurement: Public bidding [18 November 2010] in accordance with RA 9184 and its Implementing Rules and Regulations

Particulars:

a. For and in consideration of the performance and accomplishment of the Works and the correction of any defects therein, the University shall pay the Contractor the total amount of PhP180,025,600.93 subject to pertinent laws on government contracts and auditing procedures;

b. The contract price is inclusive of all duties, taxes, licenses, premiums, fees and charges which may accrue by virtue of the Project, such as but not limited to permit and registration fees, municipal and personal property taxes, fees for storage or consumption, employment taxes, payments and contributions imposed by law, and insurance. All such fees shall be for the account of the Design and Build Contractor. Any exemption in the payment of the foregoing shall be credited to the University. The Design and Build Contractor is obligated to inform the University. In writing of any exemptions obtained by or granted to it with respect to taxes, licenses and other fees;
c. No changes or adjustments shall be made on the contract price by reason of escalation in currency, the price of materials, tools, equipment, or labor supervening during the course of the Project, except under conditions and guidelines specified by law. The payment escalation costs shall be subject to the unilateral and written approval of the University and to availability of funds;
d. Should the University require the Design and Build Contractor to perform additional work not required under the Agreement, the additional cost of such work shall be added to the contract price. Should any work or portion of the Project be omitted, the cost of work omitted shall be deducted from the Contract Price. In such cases, the cost of additions or deductions shall be subject to prior written agreement by both parties, upon recommendation of the Office of the Campus Architect before execution or implementation of any such requirements; and
e. Any amount payable to the Design and Build Contractor may be compensated against liquidated damages payable to the University under the Agreement.

In the Procurement of Civil Works for this Project, the requirements of RA 9184 and its Implementing Rules and Regulations, as well as the University’s Delineation of Authority have been complied with.

Period of Contract: 270 Calendar Days as specified in the Notice to Proceed issued by the University

Board action: APPROVAL.

ACADEMIC AGREEMENT

UP Diliman

DOST’s Letter of Approval for the Request of UPD-EEEI for its Y3 Project Funds

Title of the Program: Chip Design Program of Engineering Research and Development Technologies (ERDT) Semiconductor and Electronics Track

Parties to the Project: Department of Science and Technology (DOST), University of the Philippines Diliman through the Electronics and Electrical Engineering Institute (UPD-EEEI), and the Philippine Council for Industry, Energy and Emerging Technology Research and Development (PCIEERD)

Implementing Unit: UP Diliman – Department of Electrical and Electronics Engineering

Amount of the Project: PhP18,312,165.97

Particulars:

The release of the financial grant of PhP18,312,165.97 shall be subject to the project’s budget utilization, fund availability, and the following conditions:

a. That all pertinent provisions of the Memorandum of Instruction covering the project and AO 006 – Guidelines for the Grants-in-Aid Funds of DOST and its Agencies and AO 004 – Amendment to AO 006 shall be in full force and effect unless otherwise provided therein;
b. That results of the project shall be governed by DOST Memorandum Circular No. 001, series of 2002;
c. That the approved work and financial plans are strictly followed and that any deviation shall have to be approved by DOST through the PCIEERD prior to the execution;
d. That the annual accomplishment and financial reports on this grant shall be submitted by UPD-EEEI to PCIEERD within a month after the year of implementation and PCIEERD shall submit the said reports to DOST after the receipt thereof;
e. That proper acknowledgment of the financial and other assistance by DOST shall be given due credit in all reports, articles and news releases;
f. That in addition to the semi-annual and annual progress reports, a technical report in publishable form shall be submitted at the end of the project period; and
g. That all income/interest derived from the program/project, if any, and all unexpended balance after the
termination of the program/project shall be reported immediately and remitted to DOST at the end of the
program/project duration.

Period of the Contract: 1 September 2010 to 31 August 2011
Date notarized: 26 November 2010
Board action: CONFIRMATION.

Memorandum of Understanding between the University of the Philippines and the Bit By Bit Development Company (BBDC)

Project: Re-Staging of the Dulaang UP’s Play, “Orosman at Zafira” at SM Mall of Asia
Implementing Unit: Department of Speech Communication and Theater Arts (DSCTA), through its laboratory
arm, the Dulaang Unibersidad ng Pilipinas (DUP)

Particulars:

Obligations of BBDC:
a. Pay UPD the total amount of PhP2,250,000.00, net of taxes, in accordance with the schedule;
b. Shoulder the venue rental fee for the SM Mall of Asia Centerstage theater with the standard theater complements as indicated
   in the performance schedule;
c. Shoulder the rental costs of the necessary sounds and light systems outside the standard theater complements as indicated
   in the performance schedule;
d. Secure and/or undertake publicity, promotions, and marketing activities for the show;
e. Undertake the printing of tickets, posters, and souvenir programs;
f. Provide food for the actors and production staff during rehearsals and performances at the show venue;
g. Provide UPD at least ten (10) complimentary tickets for those performances whose ticket inventory remain completely
   controlled by BBDC and which has not otherwise been sold to show buyers. BBDC shall determine the dates of these
   performances and communicate the same to UPD; and
h. Undertake all/other incidental expenses not included in the approved budget.

Obligations of UP Diliman:
a. Mount, stage and perform the Show pursuant to the performance schedule;
b. Hire, employ and/or engage, at its own expense, the necessary artistic staff, production staff and artists necessary for the    Show. This includes, but is not limited to the following:
   b.1. Pay talent fee/wages of all cast, musicians, production crew and other personnel;
   b.2. Secure insurance coverage for all such personnel;
   b.3. Design and construct the stage/set, one assembly and one disassembly, costumes, props and related
       paraphernalia;
   b.4. Provide or rent musical instruments to be used by musicians, if needed;
   b.5. Pay all royalties due the authors, writers, composers, lyricists, musicians and performers included in the show; and
   b.6. Pay all taxes and fees due on said talent fees, wages, royalties, etc.
c. Participate in all forms of publicity and promotions conducted by the Producer such as interviews, radio/television and
   press conferences, without additional fees if within Metro Manila;
d. Assist BBDC in promoting the Show; and
  
e. Document the performance of the Show in high-quality video, audio and photo for archival purposes; and provide BBDC
 one copy of the video and audio.

Duration: February 4 to 26, 2011 (15 performances)
Date notarized: February 4, 2011
Board action: CONFIRMATION.
Memorandum of Agreement between the University of the Philippines and the Meiji Pharmaceutical University, Japan (MPU)

Project: Educational and Academic Cooperation

Implementing Unit: Marine Science Institute, College of Science, UP Diliman

Particulars:

Assistance shall be carried out, subject to availability of funds and approval of UPMSI and the MPU through such programs or activities of common interest as:

1. Exchange of faculty members;
2. Training and exchange of students;
3. Cooperation in research activities;
4. Organization of seminars and academic meetings;
5. Exchange of academic materials and other scientific information; and
6. Other activities as mutually agreed upon.

Effectivity: Shall remain in force for a period of five (5) years from the date of the last signature

Date signed: 12 January 2011

Board action: CONFIRMATION.

Memorandum of Understanding between the University of the Philippines and the Meiji Pharmaceutical University, Japan (MPU)

Project: Academic Collaboration

Implementing Unit: Marine Science Institute College of Science, UP Diliman

Particulars:

Under the Memorandum of Agreement signed by the University of the Philippines, Marine Science Institute (UP-MSI) and the Meiji Pharmaceutical University, Japan (MPU), both universities shall jointly initiate the collaboration program promoted and supported by the Japan Society for the Promotion of Science (JSPS), the institutions, agree to cooperate with each other as follows:

a. Name of the collaboration program: Asian African Science Platform Program, that is designed by JSPS to create high potential research hubs in selected fields within the Asian and African region, while fostering the next generation of leading researchers, by establishing sustainable collaborative relations among Japanese and other Asian and African institutes;
b. Research topics for the project: Development of effective methods for early diagnosis and treatment of intractable diseases utilizing characteristics of biologically active natural products and enzyme;
c. Forms of Collaboration Programs:
   • Exchange of faculty members, researchers and graduate students;
   • Exchange of information;
   • Implementation of project-related joint research activities;
   • Joint use of facilities and research materials such as the Philippine blue sponge and other marine organisms, in connection with the development of new antitumor agents based on marine alkaloids and approach to reveal the biological actions on this drug;
   • Conduct of joint seminars and other scientific meetings; and
   • Other cooperative activities that are mutually agreed upon.
Period of the Project: 1 April 2010 to 31 March 2013 (three years)

Date signed: 12 January 2011

Board action: CONFIRMATION.

Memorandum of Understanding between the University of the Philippines and the Japan College of Social Work (JCSW)

Project: Academic Cooperation

Implementing Unit: College of Social Work and Community Development, (CSWCD)

Particulars:

It is agreed that UP Diliman CSWCD and JCSW will work together to promote the following:

a. Exchange of publications, information, and other educational and research materials;
b. Collaboration of faculty and research scholars;
c. Cooperation in the implementation of student internship, study abroad and exchange programs;
d. Joint research in the field of social work;
e. Professional meetings for education and research;
f. Faculty exchange;
g. Student exchange;
h. Staff and faculty development; and
i. Program exchanges for the advancement of social work.

Effectivity: Effective on 3 November 2010 and shall continue for a period of five (5) years ending in 2015

Date notarized: 10 February 2011

Board action: CONFIRMATION.

Memorandum of Agreement between the University of the Philippines and the National Museum of the Philippines

Project: Academic Cooperation

Particulars:

a. On the request of either UP Diliman or the Museum, the other Party shall permit any of its personnel, as may be needed, to render appropriate services to the requesting party, subject to civil service rules and regulations;
b. Upon request by UP Diliman or the Museum, the other party shall allow its personnel to use its respective library and laboratory facilities subject to the parties’ respective guidelines;
c. UP Diliman and the Museum shall encourage specialists from different disciplines represented in the Museum divisions and UP Diliman units to collaborate in research of common interest to the parties. Terms of Reference covering such collaboration shall be jointly drawn up and agreed upon by both parties;
d. Upon request of either UP Diliman or the Museum, the requested party shall furnish a copy of any other contract arising from the Agreement;
e. The Museum shall accept UP Diliman students for internship in any relevant area. Terms of Reference covering such internship shall be jointly drawn up and agreed upon by both parties;
f. Upon mutual consent, UP Diliman may be designated as an off-site storage facility for scientific materials subject to the direct supervision and control of the Museum; and
g. The UP Diliman and Museum agree that they will respect and abide by each other’s rules and regulations imposed by their respective mandates.

**Effectivity:** Effective upon the completion of the signature of both parties and shall remain in full force and effect for a period of three (3) years

**Date notarized:** 17 February 2011

**Board action:** CONFIRMATION.

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**Memorandum of Agreement between the University of the Philippines (Second Party) and the Department of Trade and Industry – Bureau of Trade Regulatory and Consumer Protection (DTI-BTRCP) (First Party)**

**Project:** Capability Building for DTI Arbitration and Hearing Officers

**Implementing Unit:** UP Law Center

**Particulars:**

a. The parties will jointly conduct a Capability Building for DTI Arbitration and Hearing Officers on February 2-4, February 9-11 and February 16-18, 2011. For this purpose, the parties shall agree upon the specific topics and the lecturers for the Seminar;

b. Subject to paragraph 1 of the MOA and per Terms of Reference, the Second Party shall take charge of the design of the modules and its implementation;

c. The First Party shall:
   • Provide and shoulder the costs for the food and venue of the activities;
   • Provide the audiovisual equipment; and
   • Be responsible for the invitation and identification of the participants to the seminar.

d. The First Party shall defray the cost involved in the seminar in the amount of PhP299,640.00 for the Three sessions, inclusive of taxes and charges.

**Effectivity:**

February 2-4, 2011 (First Session)
February 9-11, 2011 (Second Session)
February 16-18, 2011 (Third Session)

**Date notarized:** 14 February 2011

**Board action:** CONFIRMATION.
Memorandum of Agreement between the University of the Philippines Diliman (Second Party) and the Department of Foreign Affairs (DFA) (First Party)

**Project:** Mandatory Continuing Legal Education (MCLE) Seminar

**Amount of the Project:** PhP4,500.00 per participant with a minimum of 30 participants

**Implementing Unit:** UP Law Center

**Period of the Project:** 10-21 January 2011

**Particulars:**

a. The Parties will jointly conduct an MCLE accredited seminar from January 10 to 21, 2011. For this purpose, the parties shall agree upon specific topics and the lecturers for the Seminar;

b. Subject to paragraph 1 of the MOA, the Second Party shall take charge of the design of the modules and its implementation including the accreditation of the participants’ attendance by the MCLE Committee;

c. The First Party shall:
   • Provide and shoulder the costs of the venue and refreshments;
   • Provide the audiovisual equipment; and
   • Be responsible for the invitation and identification of the participants to the seminar.

d. The First Party shall defray the cost involved in the seminar or the amount of PhP4,500 per participant;

**Date notarized:** 2 February 2011

**Board action:** CONFIRMATION.

Memorandum of Agreement between the University of the Philippines and the TBWA/ Santiago Mangada Puno Advertising, Inc.

**Project:** Grant of Scholarship, internship program and thesis grants

**Implementing Unit:** College of Fine Arts, UP Diliman

**Particulars:**

a. UP and TBWA/Santiago Mangada Puno shall cooperate to undertake the following program and activities for the Visual Communication Students:
   • Full tuition and monthly living allowance in his/her senior year;
   • Thesis Grant Awards;
   • Internship Program at the TBWA/Santiago Mangada Puno;
   • Sponsorship of Lecture/Workshop series on current Advertising Funds; and
   • Sponsorship of an Adjunct Professor at the Visual Communication Department of the UP College of Fine Arts.

b. UP and TBWA/Santiago Mangada Puno shall designate their respective representatives who shall jointly formulate the substantive mechanics and other details of the aforementioned programs and activities, which shall include addressing in particular the ownership of intellectual property that may be created as a result of such programs and activities.

**Date notarized:** 4 February 2011

**Board action:** CONFIRMATION.
Licensing Agreement between the University of the Philippines (Licensor) and the Azarias Pharmaceutical Laboratories, Inc. (Licensee)

Project: “Field-of-Use” rights of Lagundi Pediatric Syrup (“Technology”) to Azarias to produce, market and sell

Implementing Unit: Office of the Vice Chancellor for Administration (OVCA) and Office of the Vice Chancellor for Research (OVCR)

Particulars:

License Grant

a. The Licensor grants to Licensee, subject to the terms and conditions of the Agreement, a non-exclusive license to make, have made and use, Licensed Product in Licensed Territory to market, distribute, and sell Licensed Product in Licensed Sales Territory. Nothing in the paragraph shall preclude the inventors from using the Technology for their own personal and professional research;

b. The Licensor is not precluded from granting a license to a Third Party, provided, however, that any such grant of a license by Licensor shall be subject to the following conditions:
   b.1. The Licensor shall notify the Licensee in writing of the intention of the Licensor to grant a new license;
   b.2. The terms and conditions of the new license shall not unduly favor the new Licensee or unduly put Licensee at a disadvantage; and
   b.3. The identity of the new Licensee shall be disclosed by Licensor to Licensee.

c. Subject to the prior written approval of the Licensor, the Licensee may export the Licensed product and sell the same to other Licensed sales territory upon payment of additional upfront technology license fee and royalty as may hereafter be agreed upon by the parties. The parties understand and agree that the product for export is Lagundi pediatric syrup as cough remedy and for the control of asthma.

Responsibilities

a. Licensor shall provide Licensee with a technology manual containing information relevant to the Technology as well as other relevant data that may be required to enable Licensee to correctly manufacture, test and analyze, and adequately sell Licensed Product;

b. Licensor shall facilitate training of Licensee’s personnel on the different aspects of manufacturing Licensed Product. Such training shall be conducted by the Technology Developer, with the coordination of the Licensor, the fees for which shall be borne by Licensee;

c. Licensor shall assist Licensee in developing linkages with government agencies like the Department of Health in promoting the use of the Licensed Product. It shall also assist Licensee in obtaining permits and licenses from government or private agencies and or entities for the manufacture, marketing, distribution, and sale of Licensed Product whenever necessary;

d. Licensee shall allow Licensor and Technology Developer access to the technical and quality control operations when need or circumstances so arise;

e. Licensee shall ensure that quality control measures and standards are adhered to in the manufacture of the Licensed Product, including those portions of the production process that are sub-contracted;

f. Licensee shall ensure creation of a separate product line for the Licensed Product from existing lagundi-based product/s, if any, under a new proprietary name;

g. Licensee shall ensure a differentiation of the Licensed Product from the existing lagundi-based product/s, if any, by submitting a comprehensive comparison of production and marketing plans as provided in the Agreement; and

h. Licensee shall ensure the dedication of facilities for the sole purpose of Licensed Product’s processing, manufacture, and quality control.
Payments

a. For the license granted to Licensee, under the Agreement, Licensee will pay to Licensor a non-refundable upfront technology license fee in the amount of PhP100,000.00 upon signing of the Agreement. The Licensor shall issue an official receipt simultaneous with the actual receipt of the fee thereof;
b. For the license granted to Licensee under the Agreement, Licensee will pay to Licensor an earned royalty as follows: Two Percent (2%) of Gross Domestic Sales for five (5) years for Licensed product covered in whole or in part by any combination of Patent Rights and Know-How;
c. Royalties on Gross Domestic Sales during the first six months of each calendar year shall be paid by the Licensee to the Licensor not later than September 30 of the same year. Royalties on Gross Domestic Sales during the second six calendar months of each calendar year shall be paid to the Licensor not later than 31 March of the following year;
d. All monies due to the Licensor under the Agreement shall be paid in Philippine Pesos;
e. All fees and royalties due to the Licensor under the Agreement not received when due will be subject to an interest rate of fifteen percent (15%) per annum compounded monthly at the first of each calendar month from due date until date of actual payment. Payments received by Licensor will be applied first to the outstanding interest due and then to the outstanding principal due. Payment of such interest, however, shall not limit Licensor from exercising any and all other rights it may have as a consequence of the lateness or delay in any payment due to the Licensor by the Licensee;
f. If Licensee is at the time prevented from manufacturing, distributing or selling Licensed Product as a result of labor dispute, government action, fire or any force majeure, or if such interruption of Licensee’s business continue for more than 30 days, and as a result of such interruption, Licensee fails to earn a sufficient amount from its entire business to be able to pay royalties due under the Agreement, then Licensee shall be exempted from the payment of such royalties for the same period. Licensee, however, shall notify Licensor in writing of such interruption of business within fifteen (15) days of its occurrence; and
g. All payments due to the Licensor as stipulated shall be net of the Philippines taxes on all payments relating to the technology transfer arrangement. Accordingly, the Licensee holds the Licensor or any of its departments, units, officials and constituents free from any and all liabilities, fines, penalties and related costs thereto.

Effectivity: The Agreement shall be in full force and effect from the date of signing and shall remain in effect for a period of five (5) years, unless otherwise terminated by operation of law or pursuant to the terms and conditions of the Agreement.

Date notarized: 24 January 2011

Board action: CONFIRMATION.

Memorandum of Understanding between the University of the Philippines and the Intellectual Property Office of the Philippines (IPOPHL)

Project: Establishment of a “Patent Library” in UP Manila

Implementing Unit: Office of the Vice-Chancellor for Research

Particulars:

The IPOPHL shall:
a. In cooperation with other institutions and local patent professionals, conduct the necessary knowledge orientation and skills training for the University-UPM to open and operate a PATENT LIBRARY in its premises and deliver the following services: patent searches, patent drafting and assistance in patent prosecution services. IPOPHL shall design all training programs to fit the needs of University-UPM and ensure that the professional fees or honoraria, travel expenses and accommodations of trainers and mentors are paid for by WIPO and other institutions;
b. Institute standards, guidelines and manuals for the operation and monitoring of the PATENT LIBRARY, as well as issue instructions from time to time to constantly improve efficiencies or address issues, in order to facilitate the efficient operations of the PATENT LIBRARY and create synergy and leverage the resources and outputs of all PATENT LIBRARIES including the aggregation of markets and forging collective concerns and actions;

c. Together with the University-UPM and stakeholders of the PATENT LIBRARY, may formulate a business plan, with cost and revenue structures, that will enable the PATENT LIBRARY to become a viable self-sustaining entity. For this purpose, should fees be charged by the PATENT LIBRARY for services rendered, said fees may be regulated by IPOPHL, subject only to applicable University rules and regulations;

d. Negotiate with international suppliers, donor institutions and other service-providers to offer preferential rates and favorable terms and conditions to benefit the PATENT LIBRARY; and

e. Promote the PATENT LIBRARY to stakeholders and prospective clientele through government channels, advocacy activities and other public awareness endeavors.

The University-UP Manila shall:

a. Provide the necessary office space, furniture and fixtures, computer equipment and broadband Internet connection for at least two (2) work stations for the PATENT LIBRARY located within its premises;

b. Commission on its account the following personnel for the PATENT LIBRARY on or before February 01, 2011:
   b.1. at least two (2) technical experts who are knowledgeable in medicine and other related technical fields of science for the conduct of patent searches;
   b.2. one (1) administrative staff to perform secretarial tasks in the preparation of reports and documentation as well as provide other administrative functions; and
   b.3. one (1) head of office to supervise the over-all operation of the PATENT LIBRARY, function as the Contact Person representing the institution for all PATENT LIRBRARY coordination and liaison to IPOPHL, WIPO, other partners and clients and stakeholders.

c. Dedicate the same person to the PATENT LIBRARY for the entire duration of the Agreement considering the extensive training that the personnel will undergo and the nature of their work which requires continuous practice to attain the required competence;

d. Commit to send its PATENT LIBRARY personnel and manager to all training and capacity-building programs organized by IPOPHL and shoulder their daily subsistence allowance and/or expenses and time during the event and intervention period;

e. Take turns with other Host Institutions, to provide the venue for training and other events related to PATENT LIBRARY;

f. Manage the day-to-day operation of the PATENT LIBRARY and comply with the agreed standards, guidelines and manuals for the operation and monitoring of the PATENT LIBRARY issued by IPOPHL;

g. Provide a steady stream of demand for patent information and patent filing so that the PATENT LIBRARY personnel can hone their skills through constant practice, starting with an initial selected group of clients (researchers, business, etc.);

h. Provide IPOPHL with the required assessment, reports and other feedback inputs of PATENT LIBRARY services, including the inputs in the finalization of the business model of the PATENT LIBRARY;

i. Coordinate with IPOPHL the formal launching and opening of the PATENT LIBRARY to the general public and promote the PATENT LIBRARY services to target markets;

j. Serve the community through the PATENT LIBRARY by conducting patent searches, drafting patents and assisting patent applicants; and

k. Eventually, conduct its own training to the community to continue spreading patent searching and drafting skills to the community.

Effectivity: Effective upon signing by all parties concerned and shall remain in force and effect until completion of Project on 31 December 2012 unless renewed by mutual consent of the parties.

Date notarized:    24 January 2011

Board action:    CONFIRMATION.
Memorandum of Agreement between the University of the Philippines Manila and the OmniEssence Inc. (OEI)

Project: Workshop on “Dental Practice Management (DPM 101): A Comprehensive Course on the Principles of Ethical Marketing Planning and a Word of Mouth Advertising for Building your Practice”

Implementing Unit: College of Dentistry, UP Manila

Particulars:

Responsibilities of Respective Parties:

UPM through the College of Dentistry shall be responsible for:

a. Utilizing its name, organization and network to promote and do the actual selling of the Course to target participants;
b. Providing a faculty member in-charge;
c. Helping facilitate registration and payment for the Course;
d. Preparing and issuing the Certificates of Attendance to the participants;
e. Providing a venue, audiovisual equipment for the conduct of the Course - whether within the building of the UP College of Dentistry or in any available appropriate venue agreed upon by both parties, inside the premises of UPM (optional); and
f. Any other additional responsibility that both parties may agree upon.

OmniEssence shall be responsible for:

a. The overall organization, marketing planning, event management of the Course, including the printing of brochures, posters and registration forms;
b. Research and development of the concept of, and the course module, including all intellectual property that go into the development of the Course;
c. Course Director and Speaker/s’ fees, withholding taxes, accommodations (if necessary);
d. Providing the organizational infrastructure for registration, collections and payment (if needed via credit card or check);
e. Accounting and disbursement services;
f. Determining venue (if not within UPM) and basic equipment required;
g. Workshop tools, including review materials;
h. AM/PM Snacks and Lunch for each day of the Course;
i. Backdrop and Physical Arrangements; and
j. Other miscellaneous expenses.

Effectivity: Effective for an initial period of two (2) years beginning 1 September 2010

Date notarized: 20 December 2010

Board action: CONFIRMATION.
Memorandum of Agreement between the University of the Philippines Manila and the Department of Science and Technology – Philippine Council for Health Research and Development (DOST-PCHRD)

Project: Turn-over of Activities on Intellectual Property and Technology Transfer (IPTT) from DOST-PCHRD to UP Manila as the Research & Development Institute (RDI) Generator of Medicinal Plant and Products

Implementing Unit: Office of the Vice-Chancellor for Research

Particulars:

The Parties expressly agree that the official turn-over of activities on IPTT from DOST-PCHRD to the University and the latter’s acceptance thereof shall be subject to the following terms and conditions:

Entitlement To and Assignment of Intellectual Properties (IPs) and Intellectual Property Rights (IPRs):

Pursuant to RA No. 10055, all IPs and IPRs, such as, but not limited to copyright, letters, patent, certificates of registration of utility models and industrial designs, trade secrets, and know-how, relating to and/or otherwise arising from innovations and technologies on medicinal plant products and processes and other technologies as listed in the MOA which were funded by DOST-PCHRD in collaboration with and generated from the R&D activities of UPM are, by these presents, hereby assigned, transferred, ceded and conveyed by DOST-PCHRD in favor of the University, effective 9 September 2010. Accordingly, any and all legal rights and interests, reliefs and remedies thereto as provided and may hereafter be provided for by law to DOST-PCHRD as the holder/assignee and/or applicant of said IPs and IPRs therefore are, by these presents, likewise assigned, transferred ceded and conveyed by DOST-PCHRD in favor of the University.

Licensing of Technologies:

Pursuant likewise to the provisions of RA No. 10055 and other applicable and related laws and further to the assignment of the IPs and IPRs, DOST-PCHRD, by these presents, also cede, transfer and convey to the University all its rights and interests as licensor of the technologies arising from and/or related to said IPs and IPRs in favor of technology adopters/licensees effective on 9 September 2010. Accordingly, any and all licenses for the transfer of the technologies therefore, including renewals, in favor of third parties shall be undertaken and entered into by the University. It is, however, expressly agreed upon by the parties that the rights and interests on any licenses that were entered into by DOST-PCHRD on or before 8 September 2010 other than the royalties therefore as hereafter stated, shall exclusively pertain to and remain valid and effective in favor of DOST-PCHRD during the term thereof or until their expiration, termination or rescission, as the case may be.

Mutual Assistance and Cooperation in the Management of IPs, IPRs and IPTT:

Parties shall mutually assist and cooperate in the management of IPs, IPRs and IPTT with the end-in-view of realizing and effecting the declared policies and objective of RA No. 10055 for the good of the public and the nation.

Date notarized: 20 January 2011

Board action: CONFIRMATION.

Supplemental Memorandum of Agreement between the University of the Philippines Manila and the Department of Science and Technology – Philippine Council for Health Research and Development (DOST-PCHRD)

Project: A Study of the Environmental Determinants of Leptospirosis in Metro Manila Using Geographic Information System (GIS) [part of the project entitled “Prevention and Control of Leptospirosis in the Philippines”]

Implementing Unit: College of Public Health, UP Manila
Amount of the Project: PhP988,205.00

Particulars:

**Obligations of DOST-PCHRD Assistance:**

a. Provide technical assistance relevant to the achievement of the Project objectives; and
b. Provide other forms of assistance to the Project in coordination with other government agencies in matters requiring their attention or cooperation insofar as these are relevant to the Project and within the capability of DOST-PCHRD.

**Obligations of UP Manila:**

a. Submit to DOST-PCHRD quarterly technical progress and financial reports on schedule as indicated in the Agreement;
b. Submit to DOST-PCHRD the Terminal Technical Report in publishable form in three (3) copies, at least two (2) hard copies and one (1) electronic copy, not later than two (2) months after project completion. This report shall be submitted together with a list of personnel involved and list of equipment purchased (DOST Forms 3B, 5 and 6). In the case of a program, a consolidated program report shall also be submitted in addition to individual project reports;
c. Submit to DOST-PCHRD the Terminal Audited Financial Report within two (2) months after the completion of the Project;
d. Hire project personnel on contractual basis and co-terminous with the Agreement;
e. Ensure the continuity of the Project by notifying DOST-PCHRD of instances such as, when the Project Leader will be absent from his/her station for a period not exceeding ten (10) consecutive working days and designating a responsible project official to oversee the operations of the Project in his/her absence; and
f. Provide assistance to DOST-PCHRD in pursuance of transfer and utilization of R and D results.

**Effectivity:** One (1) year from 1 August 2010 to 31 July 2011

**Date signed:** 3 September 2010

**Board action:** CONFIRMATION.

UP Open University

Memorandum of Agreement amongst the University of the Philippines Open University, UP Open University Foundation, Inc. (UPOUFI), and the Local Government Unit of Mauban, Quezon (Mauban-LGU)

**Project:** Comprehensive Faculty Development Program for the Pambayang Kolehiyo ng Mauban (PKM) Phase 2

**Particulars:**

**Duties and Responsibilities of Mauban-LGU:**

a. Recommend possible scholars based on the manpower development program and needs of PKM and taking into consideration the admission requirements of the selected UPOU programs;
b. Provide needed coordination with other parties during project monitoring and evaluation;
c. Allocate and release to the UPOU Foundation the amount of PhP911,350.00 to cover the cost of the Project according to the total project costs projected in the detailed budget in the project document;
d. Assist in establishing necessary linkages with local and foreign agencies and private sectors to help attain success of the Project; and
e. Appoint a representative to the Project Management Committee.
Duties and Responsibilities of UPOU:

a. Evaluate and facilitate participants’ application to the graduate degree programs based on its existing academic policies;
b. Coordinate with Mauban-LGU for the final screening and selection of the scholars;
c. Provide the needed support services usually provided to its regular students to increase chances of course/program completion;
d. Make available its resources and facilities for academic and project-related activities;
e. Undertake project monitoring and evaluation in coordination with Mauban-LGU and UPOU Foundation to ascertain progress of implementation, status of fund utilization and compliance with policies and guidelines covering the Project;
f. Assist in establishing necessary linkages with local and foreign agencies and private sectors to help attain success of the Project; and
g. Appoint a representative to the Program Management Committee.

Duties and Responsibilities of UPOU Foundation:

a. Prepare the necessary project documents for discussion and approval by Mauban-LGU. Approved project shall form an integral part of the Agreement;
b. Facilitate enrolment of the selected scholars to the formal/graduate degree program of UPOU;
c. Conduct the non-formal component of the Project;
d. Facilitate the training of scholars for online tutorials;
e. Assist the participants in integrating their course activities and requirements to relevant community services;
f. Provide complimentary assistance through network linking with other government agencies and non-government agencies to ensure success of the Project;
g. Undertake project monitoring and evaluation in coordination with Mauban-LGU and UPOU to ascertain progress of implementation, status of fund utilization and compliance with policies and guidelines covering the Project;
h. Receive and manage project funds and maintain proper accounting records and supports;
i. Allocate its share in the cost of implementing the project as and when needed;
j. Submit semesteral progress report on the academic performance of the scholars and terminal report as indicated in the Project’s schedule of activities; and
k. Appoint a representative to the Project Management Committee.

Effectivity: Effective upon signing and shall remain in force for the entire duration of the Project Period (48 months – November 2010 until October 2014)

Date notarized: 22 December 2010

Board action: CONFIRMATION.

Memorandum of Agreement between the University of the Philippines Open University and the Philippine KOICA Fellowship Association, Inc. (PHILKOFA)

Project: School Caravan Activity with the theme “Opening Up Awareness on Biodiversity”

Goal: Train a core group of selected students who will be called “Earth Ambassadors” and help promote awareness in their schools and in their communities about the importance of conserving biodiversity.

Objectives:

a. To empower Earth Ambassadors who have the knowledge and skills as stewards of the environment;
b. To train the Earth Ambassadors on the use of digital media in helping conserve biodiversity and protect the environment;
c. To identify the benefits that humans get from our biodiversity;
d. To determine the harmful effects of destroying our biodiversity and our environment;
e. To identify the harmful effects of climate change;
f. To appreciate the importance of conserving biodiversity;
g. To explain the uses of digital media in helping protect the environment; and
h. To help promote biodiversity conservation in schools and communities.

Particulars:

Responsibilities of UPOU:

a. Hold a Lecture Series to the Earth Ambassadors (Grades 3 to 6) on biodiversity, climate change and environmental protection;
b. Conduct story-telling sessions to little Earth Ambassadors (Grades 1 to 2);
c. Hold Film Showings on biodiversity in schools, for the duration of the Project;
d. Hold a Poster-Making Contest;
e. Hold a Tree-Planting Activity in the chosen school/university campuses;
f. Conduct a Forum on Blogging and Digital media in the UPOU campus for the Earth Ambassadors;
g. Train the earth ambassadors on the use of digital media in promoting environmental awareness;
h. Facilitate the convention/planning workshop of the Earth Ambassadors from different schools; and
i. Monitor the activities of the Earth Ambassadors.

Responsibilities of PHILKOFA:

PHILKOFA shall provide funding for the Project in the amount of PESOS: Twenty Thousand Pesos (PhP20,000.00), which shall cover expenses for:

a. Out-of-Pocket expenses for food, transportation, badges, and other necessary supplies and materials; and
b. Seedlings for the Tree-Planting Activity.

Effectivity: Effective upon signing by the Parties and shall remain in effect until terminated by either Party, subject to a mandatory prior written notice period of at least thirty (30) days or until such time that the financial grant under the Project has been awarded and the funds therefore have been allocated, whichever comes first.

Date notarized: 4 January 2011

Board action: CONFIRMATION.

ADMINISTRATIVE MATTERS

Request for Temporary Waiver of the Faculty Tenure Rule in Favor of Prof. RICA P. CAINGLET, Assistant Professor 4, College of Arts and Sciences, UP Visayas, Effective 1 November 2010 until 26 January 2011

The Department of Chemistry recommends the waiver of Article 178 for Assistant Professor Rica P. Cainglet effective 1 November – 26 January 2011.

Asst. Prof. Rica P. Cainglet obtained her MSc Chemistry degree from the University of the Philippines Diliman in July 2006 and was promoted to the rank of Asst. Prof. 1 in November 2006 and finally, to Asst. Prof. 4 in 2010. Her graduate training and her special interest in Bioinorganic Chemistry have helped strengthen the BS Chemistry program where she handles Inorganic Chemistry and Organic Chemistry courses with Very Good to Excellent ratings.

She has shown potential in research. Her collaborative research work on “Electrochemical and Spectroscopic Studies of CO2 Reduction Product Using Polynuclear Rhenium Complexes,” has appeared as part of the Proceedings of the 21st Philippine Chemistry Congress, and a related paper, “Electrolytic Reduction of Carbon Dioxide Using Polynuclear Rhenium (I) Complexes has been adjudged as Best Scientific Poster during the 27th Annual PAASE Meetings and
Symposium and 2007 International Science and Technology Conference. She is also currently part of the research team on the bioethanol project of UP Visayas.

Her research entitled, "Evaluation of Antioxidant Properties of Bignay (Antidesma bunius) and Duhat (Syzgium cumini) wines using FRAP, DPPH and Total Phenolic Content Assays," has been published already in the Philippine Journal of Natural Sciences Vol 14 No. 1 (2009).

Asst. Prof. Cainglet has continually worked for her professional growth by attending various trainings such as the CHED training in Analytical Chemistry (October 2007); Biosensors training (October 2007), and the International Training Workshop on Marine Biotech Applications, Qingdao, China (September 2008).

She continues to willingly render service to the University and larger community in various capacities as committee chair/member, resource person, adviser, research paper evaluator, etc. She is also well-respected by her peers that she was chosen as Chairperson of the Department of Chemistry in UP Visayas. Under her leadership, the Department of Chemistry has shown much potential in research and extension as evidenced by an increase in percentage of its faculty engaging in research and/or extension activities.

With the qualifications and dedication, Prof. Cainglet has proven her value and potential to the Department of Chemistry.

The UPV Academic Personnel and Fellowship Committee in its 24 February 2011 meeting, recommended the grant of waiver of Article 178 for the period 1 November 2010 until 26 January 2011 as a stop gap measure in favor of Prof. Cainglet. This recommendation is made to facilitate the continuity of Prof. Cainglet’s service since her permanent appointment took effect on 27 January 2011.

**Board action:** APPROVAL.

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**Request for Temporary Waiver of the Faculty Tenure Rule in Favor of Prof. IRENE L. TAN, Assistant Professor 2, UP Visayas Tacloban College, Effective 1 November 2010 until 26 January 2011**

The Academic Personnel Committee of the Division of Natural Sciences and Mathematics strongly recommends the renewal of the Temporary Appointment of Prof. Irene L. Tan as Assistant Professor 2 and a waiver of Article 178 effective 1 November 2010 to 26 January 2011 for the following reasons:

1. Prof. Tan was recommended for tenure and the endorsement letter and supporting documents were submitted last 20 September 2010 through the Office of the Dean;
2. Based on the information provided by the HRDO through a phone conversation last 4 February 2011, the Board of Regents approved the tenure of Prof. Tan but effective 27 January 2011; and
3. Prof. Tan was given a teaching load during the requested period while awaiting the decision of the Board of Regents on her application for tenure.

The UPV Academic Personnel and Fellowship Committee, in its 24 February 2011 meeting, recommended the grant of waiver of Article 178 for the period 1 November 2010 until 26 January 2011 as a stop gap measure in favor of Prof. Irene L. Tan. This recommendation is made to facilitate the continuity of Prof. Tan’s service since her permanent appointment took effect on 27 January 2011.

**Board action:** APPROVAL.

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**Request for Temporary Waiver of the Faculty Tenure Rule in Favor of Prof. CONCEPCION P. PONCE, Assistant Professor 7, Department of Chemistry, College of Arts and Sciences, UP Visayas, Effective 1 November 2010 until 16 December 2010**

Asst. Prof. Concepcion P. Ponce has been with the University since 1999. In the length of time she has served, she has been consistently rated Very Good to Excellent in the students’ evaluation of her teaching performance. She has been a very dedicated, hands-on thesis adviser to several BS Chemistry and MChem students. She has also been productive in Research. Her work is mostly on the use of nanotechnology to develop new materials. Before she left for her PhD, she has been developing humic acid-rich sorbent material for heavy metals and selected compounds. She has presented her work in several conferences both local and international. In Extension, she has been invited to be a resource person in science teachers’ trainings. Her interest involved innovations in science teaching.
The Department is proud that she has been accepted to the PhD (Chemistry) program from the University of Saskatchewan in Saskatoon, Canada and she is there now. This is an opportunity for her to further increase her knowledge and strengthen her research capabilities. This pursuit is in line with the Department’s Faculty Development Plan. Her area of specialization is in Physical Chemistry with applications in diagnostic and energy.

She has been recently granted her tenure after her article on “Germicidal lamp assisted synthesis of silver and gold nanoparticles” (UPV Journal of Natural Sciences, Vol 14, No. 1, 2009) has been published. Her tenure is effective 17 December 2010.

The UPV Academic Personnel and Fellowship Committee in its 24 February 2011 meeting recommended the grant of waiver of Article 178 for the period 1 November 2010 until 16 December 2010 as a stop gap measure in favor of Prof. Concepcion P. Ponce. This recommendation is made to facilitate the continuity of Prof. Ponce’s service since her permanent appointment took effect on 17 December 2010.

Board action: APPROVAL.

Request for Temporary Waiver of the Faculty Tenure Rule in Favor of Prof. JONNY B. PORNEL, Assistant Professor 2, Division of Professional Education, College of Arts and Sciences, UP Visayas, Effective 1 November 2010 until 26 December 2010

Prof. Pornel’s transfer to permanent status was recommended to take effect on 1 November 2010; prior to this date, he was on temporary status and he has complied with all the requirements needed for the permanency.

His research article entitled, “A New Model for Likert Scale Data Analysis” has been published in the June 2009 UPV Journal of Natural Sciences. Moreover, the research study he has undertaken with other HS faculty has been scheduled for publication last June 2010 in DANYAG (UPV Journal). This is entitled “A Study on Motivations, Deterrents Needs and Attitude Towards Research Undertakings of Public Secondary School Teachers.”

Prof. Pornel is presently undertaking postgraduate study for Ph.D. in Education (Math Education) under the UP Open University program. He is an Awardee of the DOST Scholarship Grant under the Accelerated Science and Technology Human Component (Distance Mode). He graduated last 2003 from UP Visayas with the degree of Master of Education (Mathematics). He, too, was a grantee for one and a half-year scholarship for a research training in Statistics in Kobe University under the Momkagusho Program.

Prof. Pornel has been involved in numerous extension activities, particularly, in the Philippine Statistical Association of which he is a very active member. His expertise in statistical research has been a great contribution to the UP High School Iloilo (UPHSI) Special Science students undertaking scientific research. With his achievements and intellectual capabilities, he is, indeed, an asset to UPHSI as well as UP Visayas.

The UPV Academic Personnel and Fellowship Committee, in its 24 February 2011 meeting, recommended the grant of waiver of Article 178 for the period 1 November 2010 until 16 December 2010 as a stop gap measure in favor of Prof. Jonny B. Pornel. This recommendation is made to facilitate the continuity of Prof. Pornel’s service since his permanent appointment took effect on 17 December 2010.

Board action: APPROVAL.

APPOINTMENT OF FACULTY

Transfer to Permanent Status

UP Diliman

Prof. Ronahlee A. Asuncion as Assistant Professor 5 (Salary Grade 21-1), School of Labor and Industrial Relations, effective 1 April 2011

Prof. Maria Pythias B. Espino as Assistant Professor 1 (Salary Grade 22-4), College of Science, effective 1 April 2011

Prof. Tessa Maria T. Guazon as Assistant Professor 2 (Salary Grade 19-1), College of Arts and Letters, effective 1 April 2011
UP Los Baños

Prof. Vida Q. Carandang as Assistant Professor 1 (Salary Grade 20-1), College of Forestry and Natural Resources, effective 1 April 2011

Prof. Analyn L. Codilan as Assistant Professor 2 (Salary Grade 19-1), College of Forestry and Natural Resources, effective 1 April 2011

Prof. Rosario V. Tatlonghari as Assistant Professor 1 (Salary Grade 18-1), College of Development Communication, effective 1 April 2011

Extension of Appointment Beyond Compulsory Retirement Age of 65

UP Diliman

Prof. Evelyn L. Tan, Professor 12 (Salary Grade 29-8), College of Science, effective 28 February 2011 until 31 May 2011

UP Visayas

Prof. Minda J. Formacion, Professor 12 (Salary Grade 29-8), College of Arts and Sciences, effective 18 November 2011 until 31 October 2012

Original Appointment Beyond Compulsory Retirement Age of 65

UP Diliman

Prof. Merl C. Hokenstad, Jr., Visiting Professor, College of Social Work and Community Development, effective 30 January 2011 until 12 February 2011

UP Cebu

Prof. Elisa G. Lapa, Professorial Lecturer 2, Professional Education Division, effective 12 March 2011 until 19 June 2011

Renewal of Appointment Beyond Compulsory Retirement Age of 65

UP Visayas

Prof. Aurora Fe C. Bautista as Professorial Lecturer 2, College of Arts and Sciences, effective 1 July 2011 until 30 June 2012

UP Cebu

Prof. Josefina C. Carvajal as Professorial Lecturer 2, Professional Education Division, effective 12 March 2011 until 19 July 2011

Prof. Ernesto P. Pineda as Professorial Lecturer 5, Management Division, effective 1 January 2011 until 2 April 2011

Reappointment Beyond Compulsory Retirement Age of 65

UP Diliman

Prof. Corazon R. Estrella as Professorial Lecturer 5, College of Business Administration, effective 1 November 2010 until 31 October 2011

Board action: APPROVAL.
STAFF APPEAL

Case of FLORENDO SAMBRANO Appealing the Decision of the President Upholding the Decision of the Chancellor of UP Los Baños Finding Mr. Sambrano Guilty of “Gross Negligence” (1259th BOR meeting held on 27 August 2010)

This refers to the appeal of Mr. Florendo Sambrano to the Board of Regents for a lower penalty from the decision of then President Roman (who affirmed the earlier decisions of the UPLB Chancellor and the Administrative Disciplinary Tribunal) dismissing him from the service for the grave offenses of gross negligence and serious violations of civil service rules.

Staff Regent Cabrera reserves his right to further look into the case and to consider lowering the penalty of one (1) year suspension imposed on Mr. Sambrano. On the other hand, he is thanking the Vice President for Legal Affairs for coming up with a review which properly presented the cases in such a way that it can be easily understood. Hence, Regent Cabrera said that Mr. Sambrano is requesting that his cases be reviewed again because according to Mr. Sambrano, there are other points that were not considered in the review. Mr. Sambrano wishes to further appeal his cases to lower the penalty of one (1) year suspension imposed on him.

Chair Licuanan thinks that the cases of Mr. Sambrano should not have been brought to the Board but rather should have been handled administratively.

Staff Regent Cabrera said that Mr. Sambrano has two cases, one of which is with regard to his unsatisfactory Performance Evaluation Ratings. The Performance Evaluation case reached the Board because Mr. Sambrano was appealing the penalty of dismissal from service imposed by the Chancellor and affirmed by the President which is in accordance with the University rules. In the previous meetings of the Board, it was decided that the Board has no jurisdiction over the case.

Faculty Regent Dalmacio noticed that, there is a big difference in the recommendation and the assessment of facts submitted by the new administration and the previous administration. Regent Dalmacio corrected the Staff Regent in saying that Mr. Sambrano is appealing the decision on his Performance Evaluation when in fact the said case is not included in the recommendation. The Faculty Regent seeks the opinion of Regent Puno with regard to the differing opinions on the same case, when the same facts and the same data were presented.

Chair Licuanan also inquired on how to interpret one case as Gross Negligence at one point and after re-evaluation it is no longer Gross Negligence but Simple Refusal to Perform Official Duty.

Regent Puno said that it is not possible for him to make an intelligent opinion on the two (2) contrasting recommendations because he does not have the records. He again said that the Board should be cautious in reversing previous decisions made by the former President. Regent Puno requested time to study the case, look at the records and evidences because of evidence precision presented by the parties are the ones involved. To reconcile the two (2) conflicting findings of facts there is need to see the records in order to come up with an intelligent and fair decision.

Faculty Regent Dalmacio moved to create a Regent’s Committee to further study the case of Mr. Sambrano to come up with a fair and intelligent decision as suggested by Regent Puno.

Regent Siguion-Reyna said that at her end she always wanted to proceed with caution in expelling/dismissing people from their jobs. Based on what she read, one of the accusations against Mr. Sambrano was Gross Negligence of duty which was not really gross negligence of duty but a conscious refusal on the part of Mr. Sambrano to carry out an order which he deemed was not going to be in conjunction with the auditing paper that was going to be released.

Regent Puno said that one of the questions is whether the refusal to perform official duty could be categorized as gross refusal or whether there was some reason why Mr. Sambrano made the refusal. If his refusal does not have a basis, it would be categorized as gross negligence.

Regent Puno pointed out the statement in the Memorandum of Vice President Danilo Concepcion which states, “Mr. Sambrano, represented by Attys. Jose and Cristobal Fernandez waived his right to submit any reply.” In other words, Mr. Sambrano did not contest the evidences submitted. The defense of Mr. Sambrano was cited by Regent Puno which is on the same page (page 4 of the Legal Memorandum submitted by the Office of the Vice President for Legal Affairs); Mr. Sambrano’s excuse in not submitting on time five successive monthly fuel allowance reports is because of the escalating price of gasoline. Regent Puno inquired whether the position of Mr. Sambrano was the same position when he was asked to submit a report or that was his position during the investigation.

Vice President Danilo Concepcion replied in the affirmative that as per records received by this office, it was the position of Mr. Sambrano why he did not submit on time the monthly fuel allowance reports.

Regent Puno again inquired if Mr. Sambrano took that position at the time when his supervisor asked him to submit the monthly fuel allowance report.

Vice President Danilo Concepcion said that it is not clear in the records when Mr. Sambrano invoked the said position.
Regent Puno stressed the importance on when Mr. Sambrano invoked the said position because if that was his good faith position he should have said that earlier. This is the reason why it is important to see the records.

Regent Albarracin reminded the body that Faculty Regent Dalmacio has a pending motion which is to create a Regent’s Committee to further study the case.

Chair Licuanan restated the Motion presented by Faculty Regent Dalmacio, Motion to form a Regent’s Committee to further study the case of Mr. Sambrano particularly in the light of different perceptions of what he was accused of.

Staff Regent Cabrera said that the Motion of Faculty Regent Dalmacio is a reiteration of the suggestion of the previous administration to create a Regent’s Committee but apparently it was not constituted. Staff Regent Cabrera agreed with what Regent Puno said that there is a need to review the records.

Regent Cabrera also agreed with the Motion presented by Faculty Regent Dalmacio to create a Regent’s Committee to further study the case of Mr. Sambrano.

Having the Motion of Faculty Regent Dalmacio seconded by Regent Cabrera the Chair requested Regent Puno to be part of the Regent’s Committee together with Regent Gladys Tiongco to be assisted by the Vice President for Legal Affairs, Prof. Danilo Concepcion.

The Regent’s Committee will submit its report at the next month’s Board meeting.

Regent Puno requested that the records on the case of Mr. Sambrano be forwarded to them as soon as possible.

Chair Licuanan instructed Vice President Danilo Concepcion to furnish the Regent’s Committee with the necessary documents.

**Board action:** DEFERRED. The Board created a Regent’s Committee to study further the case of Mr. Sambrano and come up with a fair and intelligent decision in the light of the different perceptions of what he was accused of. The Committee will be Chaired by Regent Puno with Regent Tiongco as member to be assisted by the Vice President for Legal Affairs.

(The Legal Memorandum from the Office of the Vice President for Legal Affairs is on file at the OSU RECORDS section.)

**FACULTY APPEAL**

**Case of PROF. PONCIANO S. MADAMBA Appealing the Decision of the President Upholding the Decision of the Chancellor of UP Los Baños Finding Prof. Madamba Guilty of DISHONESTY in Violation of the “UP Rules and Regulations on the Discipline of UP Faculty Members and Employees”**

Regent Puno asked what cases are appealable to the Board. If there are no rules the Board could provide one.

Chair Licuanan said the Vice President for Legal Affairs and President Pascual could give the Board the statutes and the Board can delegate the powers.

President Pascual said that the Secretariat distributed to the Board the matrix of all the powers and duties of the Board as provided in the new Charter and in the Handbook of Existing Delineation of Authority. The said matrix could be thoroughly discussed by the Board.

Chair Licuanan said that technically everything is appealable to the Board but the Board needs to decide what appeals to accept.

Regent Puno said that the Board can ask the assistance of the Vice President for Legal Affairs to classify the cases which should go to the Board. He added that the Board has the discretion to review all actions where they think injustice has been committed.

Chair Licuanan opined that there should be a certain set of circumstances which would encourage the Board to accept an appeal if there is a violation in the process.

President Pascual informed the Board that with regard to the appeal of Prof. Madamba his recommendation is to sustain the previous decision which is dismissal from service.

After discussing the penalty imposed upon Mr. Dasilao, Regent Albarracin inquired if the penalty imposed upon Prof. Madamba could be reconsidered.

At this point Chair Licuanan said that the question of Regent Albarracin is valid because a case can be reconsidered. The Chair was thinking if the Board could have a rule of thumb as regard reconsidering cases. Chair Licuanan said that it could be a rule of thumb that if the Board is sustaining the recommendation it is carried but if the Board is reversing the recommendation then the Board will have to study the case thoroughly.
Regent Puno said that reconsidering a case is done only in extremely exceptional cases. The Regent said that, like in the Supreme Court, the penalty is not really that permanent, an option could be taken by the Board. In other words, even if a student is expelled, it is not yet permanent.

Regent Siguion-Reyna requested for additional documents pertinent to the case of Prof. Madamba.

Chair Licuanan said that, perhaps, if the Board will be asked to make a decision, the body should really study the case carefully.

President Pascual said that there are really different circumstances like in the case of Prof. Madamba wherein he was charged of plagiarism, copying the work of his students without proper acknowledgement. While on the other hand, the case of the student, Mr. Dasilao the President said that he is not in the position to make such recommendation as expulsion. That is the reason why President Pascual said that he is open to changing the penalty from expulsion (as stated in the Rule Book) to one (1) year suspension. According to President Pascual, the Board’s decision should not just be based on the strict implementation of what the rule books say. Instead, the Board should exercise its judgement more judiciously.

Regent Siguion-Reyna said that she is ready to make a decision on the case of the student but she is hesitant to bring up to a vote the case of Prof. Madamba. At this point Regent Siguion-Reyna said that before the Board make its final decision on the appeal of Prof. Madamba, she is just curious on where Prof. Madamba stands in the realm of Chancellor Velasco’s affections.

Chair Licuanan said that nobody knows the answer to Regent Siguion-Reyna’s inquiry as to what realm of Chancellor Velasco’s affections Prof. Madamba stands.

Board action: DEFERRED pending submission of additional documents pertinent to the case. Vice President for Legal Affairs, Prof. Danilo Concepcion to classify cases which should be referred to the Board, and provide basis on matters with legal implications.

(The Legal Memorandum from the Office of the Vice President for Legal Affairs is on file at the OSU RECORDS section.)

STUDENT APPEAL

Case of JOMAR DASILAO, et al. (SDT Case No. 07-16) Appealing the Decision of the President for Violation of Rule 1 Section (B) of the Revised Rules and Regulations Governing Fraternities, Sororities and Other Student Organizations

Regent Siguion-Reyna put on record her apprehension on the recommendation to not allow Mr. Jomar Dasilao to graduate. The reason for such apprehension is the inconsistencies in the deliberations. The Regent quoted a section which states, “In light of respondent-appellants’ expulsion, he cannot be allowed to graduate from the University.” In other words, the appeal is being denied. He is being dismissed because “A UP graduate has not only earned all the academic requirements for graduation, but must have conducted himself or herself in such manner as befits a UP student.” The Regent feels that such penalty is too much because she thinks the student has already learned his lessons. She is thinking of the parents of the student, where the student is going and the effect of expulsion and not allowing Mr. Dasilao to graduate would have ended his progression in society. Regent Siguion-Reyna said that she wants to give Mr. Dasilao another chance.

Student Regent Eroles said that, one issue in the case was the change in the penalty imposed on Mr. Dasilao after appealing to the President the suspension imposed by the Chancellor. The Student Regent sought clarification as to why the penalty of one (1) year suspension was modified to expulsion when there was an appeal to lower the penalty.

Chair Licuanan said that there is a system of appeals in the University. She inquired if it is possible that the appeal ends at the level of the President so that it would rarely come to the Board.

President Pascual said that the student is appealing to the Board to reverse the decision of the President. Based on personal experience of the President as regards disciplinary cases, it is really very difficult to decide because there is a need to balance justice with equity and either equity or justice prevails depending on the composition of the Board. There is a lot of subjectivity involved in the decision-making process.

At this point, Chair Licuanan inquired if the balancing act has to be done by the Board or should it take place at the level of the administration.

President Pascual said that the Charter states that the Board has the last say on student disciplinary cases.
Regent Puno inquired if he gets the concern of the Student Regent correctly that she is wondering why after Mr. Dasilao appealed the penalty of one (1) year suspension, it became expulsion. Regent Puno explained that the regulation on appeals is that it opens up everything and therefore it is possible to have a graver penalty once a decision is appealed.

Regent Puno also inquired on what procedure is being followed by the University when it comes to appeals. Does it mean that when an administrative case is being appealed, the appellant is opening himself/herself to the imposition of a graver offense with higher penalty?

Regarding the concern of Regent Siguion-Reyna, Regent Puno asked if there are similarly situated cases wherein the respondent was graduating, was found guilty of an offense and meted with the right penalty; but the Board, exercising its inherent power for humanitarian considerations, lowered the penalty.

In response to the issues raised by Regent Puno, President Pascual said that in his own experience, given that the Board is composed of lawyers and non-lawyers, decisions have been made not purely on legal grounds. President Pascual said that, indeed, the Board, has on occasion, modified penalties.

Regent Puno cited as an example decisions made in the Judiciary, where they do not have the option to lower penalties but only to pronounce the penalty according to the law. There are instances though when the Supreme Court recommends to the President of the Republic very exceptional cases for the latter to exercise his pardoning power. Regent Puno said that in UP, the Board is the ultimate power; thus, it could exercise the power to mitigate the penalty.

President Pascual suggested the Board asks the Vice President for Legal Affairs what the rule book says with regard to penalty on the case at hand.

Vice President Concepcion informed the Board that Mr. Dasilao was found guilty; but the one (1) year suspension has no basis according to the Office of the President because according to the Revised Rules and Regulations Governing Fraternities, Sororities and Other Student Organizations (“the Rules”), the penalty for such offense is expulsion. Vice President Concepcion believes that based on the Charter, the Board has the power to modify the penalty for humanitarian reasons.

Regent Tiongco said that the consideration that could be given is to adopt the original penalty of one (1) year suspension and to give Mr. Dasilao the chance to graduate from the University.

Regent Puno said that if the other Regents have the thinking that the Board has the power to lower the penalty, he instructed Vice President Danilo Concepcion to look for precedent cases where the penalty of expulsion was modified due to special considerations.

President Pascual said that, when he was still Regent, he had come across such cases of penalties having been lowered by the Board. The often issue was the message sent to students when penalty is modified, especially in cases that involve fraternities. Mr. Dasilao would not be the first graduating student involved in a case for which the penalty imposed was modified.

Regent Puno inquired if the victim appealed to increase the penalty of the respondent. The Regent said that if the victim appealed that the penalty be increased, it is possible for the administration to increase the penalty.

Regent Tiongco explained that the Respondent-Appellant appealed to the Office of the Chancellor and the Office of the Chancellor forwarded the appeal to the Office of the President for decision. She said that the Office of the Chancellor should have made the decision at its level because it is familiar with the circumstances of the case, instead of forwarding the case to the Office of the President.

Vice President Concepcion said that it is stated in the Rules of Procedures that the case could be appealed to the Office of the President through the Chancellor.

Chair Licuanan clarified that the President should have made a decision and not bring the matter to the Board.

Regent Tiongco said that the procedure should be revised, the Chancellor can be given the authority to decide.

Chair Licuanan said that at this point, she feels more comfortable going back to the original penalty of one (1) year suspension.

Regent Puno said that with respect to the complainant, the decision of one-year suspension was final since the complainant did not appeal.

Chair Licuanan agreed with Regent Puno and said that the Board is just legalistic about following what the rule book says as regard imposition of penalty on a particular offense.

The Chair said that the body is ready to decide on the case of Mr. Dasilao by exercising its powers to bring back the original penalty of one (1) year suspension.

President Pascual said that he is willing to reconsider his recommendation and he is leaving the matter to the Board.

Regent Puno said that it would be best if the President could give a recommendation for the Board to act.

President Pascual opined that on the basis of humanitarian reason, he is comfortable to going back to the original penalty of one (1) year suspension.
Chair Licuanan at this point said that the Board accepts the recommendation of the President.

Regent Albarracin registered his dissent on the recommendation to lower the penalty imposed upon Mr. Dasilao on the basis that the Board should uphold the decision made by the administration because it went through the investigation process.

In light of the development in the discussion, President Pascual suggested to form a Legal Committee of the Board to assist in coming up with a more consistent basis in making decisions, such as on the case of Mr. Dasilao which involves a lot of legal aspects.

Chair Licuanan said that there is no need to create such committee because the Vice President for Legal Affairs could provide legal advice since he attends Board meetings.

Regent Tiongco agreed with Chair Licuanan that the Vice President for Legal Affairs could recommend and the Board could go over the recommendations made.

Chair Licuanan suggested the possibility of lessening the number of cases that reaches the Board.

President Pascual clarified to the Board that, according to the Vice President for Legal Affairs, the appeal is not made to the President but to the Board of Regents. The previous President has decided to expel Mr. Dasilao; that is the reason why he is now appealing to the Board.

President Pascual added that he is not in a position to alter the recommendation because what is being appealed to the Board is the decision of the previous President.

Regent Siguion-Reyna moved to revert to the original penalty of one (1) year suspension imposed upon Mr. Jomar Dasilao.

Chair Licuanan said that as a general rule the Board should uphold the decision of the past President.

Regent Puno opined that he also proceeds from the same principle that, as much as possible, the Board should affirm the decision of the past President. But in the case of Mr. Dasilao, there is no reason for the Board to make the affirmation because it is the respondent who is appealing and not the victim. The reason why the Board is reversing the decision of the previous administration is because the victim did not appeal; thus, the Board does not have the power to impose a heavier penalty.

Chair Licuanan at this point said that the Board has already decided to grant the appeal of Mr. Dasilao to revert to the original penalty of one (1) year suspension and the basis of the decision is well stated by Regent Puno and the dissent of Regent Albarracin is well taken by the body.

President Pascual suggested adopting the basis of the decision as stated by Regent Puno so that it would be clear. The President requested the Secretary of the Board of Regents to include in the decision the rationale for the decision so that in future cases, the Board would be guided accordingly.

Regent Puno emphasized the need for correctness of action of the Board especially on legal matters because the Board could be sued by the respondents if the decision is not right.

**Board action:** The Board agreed to modify the recommendation to grant the appeal of Mr. Dasilao to revert to the original penalty of one (1) year suspension. The decision was based on the fact that the victim did not appeal the original decision to ask for a heavier penalty. The Board also took note of the dissent of Regent Albarracin.

(The Legal Memorandum from the Office of the Vice President for Legal Affairs is on file at the OSU RECORDS section.)
Implementing Rules and Regulations for the University of the Philippines’ Contribution to the Siningsaysay: Philippine History in Art of UP, UPAA and Araneta Center, Inc.

During the 1267th Meeting of the Board of Regents held on 2 March 2011, the Board confirmed the Memorandum of Agreement and Addendum (to the Memorandum of Agreement dated 27 January 2011) among UP, UPAA and Araneta Center, Inc. for the production and maintenance of the “Siningsaysay: Philippine History in Art” exhibit.

Under the said Memorandum of Agreement, UP will contribute PhP5,000,000.00 for the production, maintenance and goals of the Exhibit.

Hereunder is the Implementing Rules and Regulations being submitted for the consideration of the Board to govern the disbursement of the PhP5,000,000.00 contribution of UP:

IMPLEMENTING RULES AND REGULATIONS FOR THE UNIVERSITY OF THE PHILIPPINES’ (UP’s) CONTRIBUTION TO THE SININGSAYSAY: PHILIPPINE HISTORY IN ART OF UP, UPAA AND ARANETA CENTER, INC.

WHEREAS, on 27 January 2011, the University of the Philippines (UP), University of the Philippines Alumni Association (UPAA) and the Araneta Center, Inc. entered into a Memorandum of Agreement and Addendum (to the Memorandum of Agreement dated 27 January 2011) for the production of a 30-painting exhibit entitled “Siningsaysay: Philippine History in Art” depicting the history of the Philippines which shall be jointly launched by the Parties in October 2011;

WHEREAS, the UP Board of Regents in its 1267th Meeting held on 2 March 2011 confirmed the aforesaid Memorandum of Agreement and Addendum (to the Memorandum of Agreement dated 27 January 2011);

WHEREAS, to support the production, maintenance and goals of the exhibition, the Parties agreed that they shall contribute the total amount of TEN MILLION PESOS (PhP10,000,000.00) to fund the Project, broken down as follows:

a. UP shall contribute FIVE MILLION PESOS (PhP5,000,000.00);

b. Araneta Center, Inc. shall contribute THREE MILLION PESOS (PhP3,000,000.00); and

c. UPAA shall contribute TWO MILLION PESOS (PhP2,000,000.00)

WHEREAS, the Parties agreed that NINE MILLION PESOS (PhP9,000,000.00) of the PhP10,000,000.00 shall be used as honoraria (inclusive of materials) for the artists commissioned to do the paintings for the Exhibition and ONE MILLION PESOS (PhP1,000,000.00) shall be used for administrative, curatorial and miscellaneous expenses;

NOW, THEREFORE, the following implementing Rules and Regulations has been promulgated by the Board of Regents to govern the disbursement of the FIVE MILLION PESOS (PhP5,000,000.00) contribution of UP to the “Siningsaysay: Philippine History Art” Project:

1. The amount of FIVE MILLION PESOS (PhP5,000,000.00) shall be used to defray the honoraria of the artists who will participate in the project and the honoraria for the curatorial and other professional services in accordance with the schedule approved by the UP President.

2. A copy of this Implementing Rules and Regulations shall be submitted to the UPAA and the Araneta Center, Inc.

Board action: APPROVAL.
Proposed “Service Recognition Pay” (additional 10-days sick leave) submitted by the Reconstituted Committee to Review Compensation and Benefits and Other Welfare Benefits for the Faculty, Administrative Staff and REPS

Hereunder is the Report and Recommendation on the Proposed “Service Recognition Pay” submitted by the Reconstituted Committee to Review Compensation and Benefits and Other Welfare Benefits for the Faculty, Administrative Staff and REPS:

Report and Recommendation on the Proposed
“Service Recognition Pay”
(10 days leave: cumulative and commutable)

Committee to Review Compensation and Benefits, and other Welfare Benefits to (sic) the Faculty, Administrative Staff, and REPS

Members:

Regent Gladys S.J. Tiongco, Regent-in-Charge
Dr. Maragtas S.V. Amante, Vice President for Administration
Dean Aura Castillo-Matias, UP College of Engineering
Mr. Jossel Ebesate, Chief, Nursing Services, PGH-UP Manila
Mr. Arnulfo Anoos, National President, All UP Workers’ Union
Prof. Melania Abad, Secretary General, All UP Academic Employees Union (AUPAEU)

Summary

It is recognized that faculty, REPS and staff have distinct functions, qualifications and contributions to the work of the University. Equity in the grant of incentives and welfare benefits must be holistic and integrated, and not segmented between the faculty, research, professional and extension staff (REPS) and administrative employees.

In 2007, the UP Board of Regents (BOR) approved the grant of ten (10) days sick leave to the faculty, cumulative and commutable to cash upon retirement. Another five (5) days sick leave was added in 2010. To promote equity, the UP Board of Regents may favorably consider the grant of ten (10) days cumulative and commutable leave for the administrative staff and REPS as “service recognition pay.”

Other options is to name this benefit: “service gratuity pay”; “longevity recognition pay”; or simply “gratuity pay”, to thank the staff for their long years of service, patience and sacrifice.

The grant of this benefit is within the power of the UP Board of Regents under RA 9500: An Act to Strengthen the University of the Philippines as a National University, Section 13(k) “…to fix and adjust salaries and benefits of faculty members and other employees…”.

To ease the pressure on the cash flow, the UP Board of Regents may wish to consider the staggered implementation of this benefit, given option for partial payment for 3, 5, 7 or 10 days, depending on the availability of funds.

Background

The UP currently has about 12,488 personnel – 3,857 authorized faculty items; 5,151 authorized staff items (with 1,400 research, extension and professional staff or REPS); together with 3,500 PGH employees, UP has a total of about 8,631 administrative and REPS. The current faculty and staff ratio is 1.33 staff for every faculty (excluding PGH staff, contractual, project and agency employees).

In the 1260th meeting of the UP BOR on 24 September 2010, Honorable Staff Regent Clodualdo E. Cabrera proposed a “10 days sick leave”, cumulative and commutable to cash upon retirement, as an “equity” (equivalent) to the additional sick leave granted to the faculty. Honorable Regent Edgardo J. Angara moved to create a “Committee to Review Compensation and Benefits, and other Welfare Benefits for the Faculty, Administrative Staff, and REPS.” The UP Board of Regents adopted this proposal, and asked Regent Gladys S.J. Tiongco to be the Regent-in-Charge.

The Minutes of the 3rd meeting on 30 November 2010 states that “…the Committee agreed [in principle] on the “10 days additional privilege for the administrative personnel and REPS, which would not be called “sick leave” but something like “severance pay”.”
Faculty benefit: 15 days commutable and cumulative sick leave

Section 6 of Civil Service Laws and Rules provide that: “Teachers shall not be entitled to the usual vacation and sick leave, but to proportional vacation pay (PVP) of seventy (70) days of summer vacation plus fourteen (14) days of Christmas vacation…” Many teachers use the summer and Christmas breaks to do research, write reports, attend workshops or conferences, plan modules, and do other teaching-related activities.

The UP Board of Regents (BOR) in its 1226th meeting held on 25 October 2007 approved the grant of cumulative and commutable sick leave benefit to members of the faculty (regular, full-time) for a period equivalent to ten (10) days for every year of full time service. This is commutable (to cash) only upon:

1. Compulsory retirement at the age of 65; or
2. Optional retirement due to serious/severe illness as defined by Philhealth.

The minutes of the UP BOR’s 1226th meeting also provide that “faculty members who get seriously ill may avail of sick leave with pay charged to this benefit but cannot monetize a portion thereof, before retirement.” The UP BOR’s approval of this benefit indicated that the Constituent Universities (CUs) of UP will need a total of PhP133.5 million between 2008 and 2012 (five years) derived from CU savings.

Table 1. Required Amount for Faculty Retirees for 10-days Sick Leave Benefit

<table>
<thead>
<tr>
<th>Year</th>
<th>Total</th>
<th>Diliman</th>
<th>Los Baños</th>
<th>Manila</th>
<th>Visayas</th>
<th>Other CUs</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>20.9</td>
<td>12.2</td>
<td>3.2</td>
<td>2.5</td>
<td>2.6</td>
<td>0.5</td>
</tr>
<tr>
<td>2009</td>
<td>21.1</td>
<td>11.0</td>
<td>5.6</td>
<td>3.3</td>
<td>0.8</td>
<td>0.4</td>
</tr>
<tr>
<td>2010</td>
<td>23.6</td>
<td>11.8</td>
<td>5.3</td>
<td>4.2</td>
<td>2.4</td>
<td>0.0</td>
</tr>
<tr>
<td>2011</td>
<td>32.2</td>
<td>15.0</td>
<td>9.1</td>
<td>3.8</td>
<td>3.4</td>
<td>0.4</td>
</tr>
<tr>
<td>2012</td>
<td>35.7</td>
<td>17.0</td>
<td>10.0</td>
<td>4.9</td>
<td>3.6</td>
<td>0.0</td>
</tr>
<tr>
<td>TOTAL</td>
<td>133.5</td>
<td>67.0</td>
<td>33.2</td>
<td>18.7</td>
<td>12.8</td>
<td>1.3</td>
</tr>
</tbody>
</table>

Note: Other CUs: UP Mindanao, Open University and UP Baguio

Subsequently, in the 1255th meeting of the UP BOR on 27 May 2010, the grant of cumulative and commutable sick leave benefits to faculty was amended. The amendment states:

“Faculty members (regular, full-time) [shall] be granted sick leave benefits for a period equivalent to **15 days per year of full-time service, cumulative and commutable** upon compulsory retirement or upon optional retirement due to serious or severe illness as defined by Philhealth.

The additional five (5) days sick leave credits earned per year of service shall be on top of the 10 days sick leave credits that the faculty members were granted retroactive to the date of their original appointment, as approved in the 1226th meeting of the UP BOR on 25 October 2007.”

**Formula:**

(a.) From date of original appointment to May 2010 (1226th UP BOR, 25 October 2007)

Sick leave credits (number of days) = Number of years of service as regular full-time faculty x 10 days

(b.) From June 2010 onwards:

Sick leave credits (number of days) = Number of years of service as regular full-time faculty x 15 days.
Nature of the benefit: from “sick leave” to “service recognition pay”

The discussions in the Committee recognized the hierarchy of jobs in the University. Faculty, REPS and staff have distinct functions, qualifications and contributions to the work of the University. Equity in the grant of incentives and welfare benefits must be holistic and integrated, and not segmented between the faculty, REPS and staff.

The original proposal was to grant ten (10) days of Sick Leave, equivalent to the faculty benefit for ten (10) days (later raised to 15 days), over and above the equivalent Summer and Christmas leaves for teachers.

In contrast, administrative staff and REPS are covered by Rule XVI Section 1 of Civil Service Rules and Regulations:

“Entitlements to leave privileges. In general, appointive officials … and employees of the government whether permanent, temporary or casual, who render work during the prescribed office hours, shall be entitled to 15 days vacation and 15 days sick leave annually, with full pay exclusive of Saturdays, Sundays, public holidays, without limitation as to the number of days of vacation and sick leave that they may accumulate.”

Thus sick leaves are covered by Civil Service law, for employees. “Severance Pay” in the private sector on the other hand refers to the separation pay for redundancy due to new machines, reorganization or mergers; or separation from the service due to litigation, discipline and other causes. Other benefits which are already granted could not be duplicated: such as hazard pay, study leave with pay, and special leaves granted via the Collective Negotiation Agreement (CNA) – nursing leaves (2 days), job-related sick leaves (3 days), etc.

The UP Board of Regents may favorably consider the grant of 10 days cumulative and commutable leave for the administrative and REPS as “service recognition pay”. Other options to name this benefit: “service gratuity pay”; “longevity recognition pay”; or simply “gratitude pay”, to thank the staff for their long years of service, patience and sacrifice.

Unintended effect: Incentive for early retirement

The committee also considered a possible unintended effect of the grant of the “service recognition pay”: many employees in their senior years (especially those in the 60+ age bracket) maybe attracted to apply for early retirement, rather than foster loyalty, longevity or seniority in the service. Thus, many skilled and experienced employees may suddenly leave. This will reduce the number of employees and the plantilla payroll, as well as reduce the number of employees covered by the Collective Negotiation Agreement (CNA), due to the reduction in the number of union members. On the other hand, this will contribute to the reduction of the faculty and staff ratio to attain the goal of 1 faculty to 1 administrative staff (1:1 ratio) or even lower.

Cost estimates and options for staggered payment

Table 2. Number of expected retirees, 2011 to 2014

<table>
<thead>
<tr>
<th>Unit/CU</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>System</td>
<td>4</td>
<td>2</td>
<td>2</td>
<td>6</td>
</tr>
<tr>
<td>Diliman</td>
<td>58</td>
<td>53</td>
<td>56</td>
<td>51</td>
</tr>
<tr>
<td>Manila</td>
<td>6</td>
<td>5</td>
<td>8</td>
<td>8</td>
</tr>
<tr>
<td>PGH</td>
<td>7</td>
<td>16</td>
<td>15</td>
<td>26</td>
</tr>
<tr>
<td>Baguio</td>
<td>0</td>
<td>2</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Los Baños</td>
<td>21</td>
<td>38</td>
<td>50</td>
<td>54</td>
</tr>
<tr>
<td>Open U</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Visayas</td>
<td>8</td>
<td>4</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Mindanao</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>TOTAL</td>
<td>104</td>
<td>120</td>
<td>140</td>
<td>156</td>
</tr>
</tbody>
</table>
Table 3. Cost estimate for the “service recognition pay” or “gratuity pay”

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 days</td>
<td>10.3</td>
<td>11.9</td>
<td>13.4</td>
<td>16.4</td>
<td>52.0</td>
</tr>
<tr>
<td>7 days</td>
<td>17.1</td>
<td>19.8</td>
<td>22.2</td>
<td>27.3</td>
<td>86.4</td>
</tr>
<tr>
<td>5 days</td>
<td>23.9</td>
<td>27.7</td>
<td>31.1</td>
<td>38.3</td>
<td>121.0</td>
</tr>
<tr>
<td>10 days</td>
<td>34.1</td>
<td>39.6</td>
<td>44.5</td>
<td>34.9</td>
<td>153.1</td>
</tr>
</tbody>
</table>

Assumptions: maximum or full leave credit applied (10 days). These are preliminary estimates, subject to verification of final data on retirees from the CUs.

Notes: Current salary rates are used (DBM NCC 2010). It is expected that rates will be higher by July 2011, and 2012 when the last tranche of the SSL3 will be implemented with funds from the national government. New rates however are not yet available.

Please note that for 2011, the amount required for faculty sick leave credits (10 days) was estimated at PhP32.2 million compared with the PhP34.4 million required for the REPS and administrative staff.

Implementation: Recommendation

The UP Board of Regents may wish to consider the staggered implementation of this benefit, given options for partial payment for 3, 5, 7 or 10 days, depending on the availability of funds. The following options in the modality would provide the University some flexibility in the payment of the benefit, due to limited capacity to pay.

Staggered payment. Due to limited funds to pay for the benefit, it would be advantageous for retirees to exercise the option for staggered payments, to ensure savings. Staggered or scheduled payments may include an immediate payment for only three (3) or five (5) days, but the rest will be payable in staggered amounts until payment is fully completed in five years.

Variation A: Staggered payment by salary grade bracket: higher salary grade brackets may choose to have less number of days paid initially (i.e., 3 days in the first year, 5 days in the next year, etc.). Lower salary grade brackets may be provided the option for full payment (10 days); or five days during the first year, three days in the second year; and two days in the third year.

Variation B: Staggered payment based on need. REPS and administrative staff may exercise the option to have their payments scheduled based on need, as insurance for the future.

Based on the approval of the UP BOR, guidelines similar to that of the faculty will be developed for the REPS and administrative staff.

Formula 1: Calculation of “service recognition leave” or “gratuity leave” credit

From date of original appointment to 1 April 2011 (UP BOR meeting)

Service recognition leave credits (number of days) =
Number of years of service as regular full time employee x 10 days

Formula 2: Money value of sick leave credits = S x F x D

Where S = later monthly salary under the current DBM National Compensation Circular (NCC) 2010
F = Constant Factor (0.0478087)
D = total number of sick leave credits (unused sick leaves)
In other words:

“Service recognition pay” or “gratuity pay” = \(0.0478087 \times \text{number of years of service} \times \text{latest monthly salary at time of retirement} \times \text{number of days (10 days if granted)}\)

**Formula 3:** Civil Service rules and regulations provide for the following computation of the constant factor

\[
\frac{12 \text{ months}}{365 \text{ days} - (104 + 10)} = \frac{12 \text{ months}}{251 \text{ days}} = 0.0478087
\]

Where 365 = number of calendar days in a normal year (not leap year)
104 = total number of Saturdays & Sundays in a year (rest days)
10 = number of legal holidays (EO 292) in a year
12 = number of months in a year

**Example:** Employee A retires at age 65, with 30 years of service, Salary Grade 10 Step 1 monthly is PhP14,641

**Formula 1:** “Service recognition” (or gratuity) leave credits = 30 years x 10 days = 300 days

**Formula 2:** Money value of 10 days gratuity pay = \(0.0478087 \times \text{PhP14,641} \times 300 \text{ days} = \text{PhP209,990 due to Employee A}\)

**Board action:** The Board agreed to approve in principle the proposed 10-days additional leave benefit for administrative staff and REPS and decided to leave it to the administration to work out the implementation details and the feasibility of which option to recommend to the Board in its succeeding meeting for final approval.

The Regent Finance Committee was tasked to study the details of the proposal together with the Vice President for Planning and Finance, Dr. Lisa Bersales.

*(Documents are on file at the at the OSU Records Section.)*

**Update on the case of Dean of the College of Law, Prof. Mario Victor F. Leonen as requested by Student Regent Eroles**

President Pascual gave the Board an update about the issues/concerns on the Dean of the College of Law, Prof. Leonen. He informed the Board that the term of incumbent Dean Leonen is expiring at the end of April and Diliman is currently in the process of selecting a Dean. The new Chancellor of UP Diliman has organized the Search Committee composed of Deans.

The President said that the incumbent Dean signified his intention to be nominated again. The Search Committee would be the body that would pass judgment on how they would look at the incumbent Dean with respect to the issues raised against him.

President Pascual said that the reason why the former Chancellor was not able to form the Committee that the board asked of him was because he could not get members to agree to serve the Committee given that the incumbent Dean of the College of Law has had extensive dealings with the people who were being considered for membership in the Committee. On the other hand, the new Chancellor thought that there is really not much basis for creating another Committee to investigate given the limited time remaining on the term of the incumbent Dean.

Regent Albarracin said that the plagiarism issue of Dean Leonen could be a good precedent if it is properly investigated and decided.

Chair Licuanan thinks that Regent Albarracin has a good point but the term of the former Chancellor was ending when the Board tasked him to create a Committee to investigate the plagiarism issue against Dean Leonen. In this regard, the Chair said that the Board will just have to wait for another plagiarism issue.

President Pascual explained that the Search Committee would decide in terms of their choice and would not make an explicit judgment on the plagiarism issue of Dean Leonen.
Chair Licuanan opined that, it seems that what is being proposed is that the issue is moot and academic because the term of the incumbent Dean is ending and the plagiarism issue of Dean Leonen would be considered by the Search Committee when they evaluate Dean Leonen for possible reappointment. Chair Licuanan asked the body if they are willing to accept that the Search Committee will not deal directly with the plagiarism issue.

Regent Tiongco inquired if the inaction of the former Chancellor for not forming a Committee to investigate the plagiarism issue of Dean Leonen is reflective of the Board. She also inquired on the status of the swift action of former Chancellor Cao in accepting the resignation of Dean Leonen.

President Pascual explained that the term of former Chancellor Cao was ending when the Board asked him to form the Committee. President Pascual agreed with the observation of Regent Tiongco that decisions of the Board should not be routinely disregarded by members of the faculty.

Regent Puno said that the Search Committee could proceed with its task as a Search Committee and it is up to them whether or not to consider the name of Dean Leonen. The pendency of the resignation letter of Dean Leonen is not a disqualification to be nominated but a factor to be considered by the Committee and it is up to the Board to consider his name.

Regent Tiongco inquired if it is not unfair on the part of Dean Leonen that there is an unresolved plagiarism issue hanging above his head.

Regent Puno opined that the Search Committee should look at important key factors in selecting a Dean, i.e., does the person have a pending letter of resignation? There is also a possibility that the plagiarism issue may become moot and academic.

President Pascual said that he was not part of the deliberation of the Board when the plagiarism issue of Dean Leonen was discussed. His understanding was that, the issue being decided upon is whether or not to accept the resignation of Prof. Leonen as Dean of the College of Law. There was no move to prosecute Dean Leonen with regard to the plagiarism issue.

Chair Licuanan recalled that Chief Justice Puno inquired on how the issues on Dean Leonen were handled by the Board. The body agreed to send back the matter to the Chancellor and ask him to form a Committee. Under normal circumstances, the mandate of the Committee was to investigate whether or not plagiarism was committed.

Regent Puno said that the following were the things considered by the Board in its previous meetings:
1. Ambiguity of the resignation letter of Dean Leonen - The Board cannot say if it is an irrevocable resignation.
   It cannot be determined if there was admission of plagiarism on the part of Dean Leonen.
2. There was no formal charge of plagiarism filed against Dean Leonen by the group of lawyers.

With these considerations, the Board decided to refer the matter to a Committee of Peers. Given the circumstances, the pending letter of resignation of Dean Leonen does not disqualify him from being nominated again as Dean, according to Regent Puno.

At this point Chair Licuanan opined that the body is not yet ready to make a decision on the resignation and plagiarism issue of Dean Leonen. Chair Licuanan asked the body on how they want to go about the matter when all the points are already well taken and to a certain extent, the Search Committee would handle part of addressing the issue but not to determine whether or not there is plagiarism and the Board has not acted on the resignation letter of Dean Leonen.

Regent Puno said that the Chancellor does not have the authority to accept the resignation because it was the Board who appointed Dean Leonen. That was the reason why the former President endorsed to the Board the resignation of Dean Leonen.

Regent Puno inquired if the new Chancellor could resolve the issue within one or two weeks so that the Search process can be suspended for one or two weeks to give the Chancellor time to resolve the issue of whether or not to accept the letter of resignation.

President Pascual said that the new Chancellor is not accepting any responsibility whether to accept or not the resignation letter of Dean Leonen. In any case, if the new Chancellor has to form a Committee to abide by the decision of the Board there is more time to do so.

Regent Puno said that if the Chancellor does not have the time to create the Committee, then, it is up to the Board to take the necessary action. There is the impression that the Board is not acting on the issues.

Chair Licuanan inquired if there are clamors regarding the issue on Dean Leonen because she has not encountered one.

Regent Tiongco said that the people have forgotten about it.

Regent Puno said that it is not the fault of the Board that there was no decision on the issue but it was the fault of the Chancellor because the Committee was not formed. The Diliman Chancellor should communicate to the Board that a Committee was not formed and it is too late to form the Committee to investigate the issues. Now he is sending the issue back to the Board.
President Pascual said that the motion is to ask the Chancellor of UP Diliman to write the Board and report on the attempt to organize the Committee.

The Secretary of the Board of Regents was tasked to communicate to the Chancellor the decision of the Board.

Update on the Tenure of Sarah Raymundo as requested by Staff Regent Cabrera

President Pascual informed the Board that the case of Ms. Sarah Raymundo is being resolved; he is in agreement with the new Chancellor of UP Diliman to look for a place for Ms. Raymundo.

Concerns Raised by Regent Siguion-Reyna

Regent Siguion-Reyna requested that the following matters be tabled for discussion in the next meeting of the Board:

1. Clarification on the Requirement for female applicants in UPOU
   Regent Siguion-Reyna is wondering why female applicants are requested to submit a photocopy of their marriage license.
   Chair Licuanan requested the Vice President for Legal Affairs to look into the legal implication of the requirement.

2. Establishment of Law Admission Examination in Various Areas of the World
1269TH MEETING, 3 JUNE 2011

OATH TAKING

Chair Licuanan administered the Oath to new Student Regent Ma. Kristina C. Conti and new Staff Regent Jossel I. Ebesate.

University of the Philippines

PANUNUMPA SA KATUNGKULAN

Ako, si MA. KRISTINA C. CONTI ng UP Diliman, na hinirang sa katungkulan bilang STUDENT REGENT, ay taimtim na sumusumpa na tutuparin ko nang buong husay at katapatan, sa abot ng aking makakaya, ang mga pananagutan ng aking kasalukuyang posisyon at ang iba pang iaatas sa akin sa ilalim ng Republika ng Pilipinas; na aking itataguyod at ipagtanggol ang Konstitusyon ng bansa; na tunay akong mananalig at tatalima rito; na susundin ko ang mga batas ng Republika at mga alituntunin ng Unibersidad ng Pilipinas; na kusa kong babalikatin ang mga pananagutang ito nang walang ano mang pasubali o hangaring umiwas.

KASIHAN NAWA AKO NG DIYOS.

__________________________
MA. KRISTINA C. CONTI

Sedula Klase _______ Bilang _____________
Kinuha sa ___________________________
Petsa ________________________________

Nilagdaan at pinanumpaan sa harap ko ngayong ika-3 ng Hunyo 2011 sa Lungsod ng Quezon, Pilipinas.

__________________________
PATRICIA B. LICUANAN
Chair
Board of Regents
PANUNUMPA SA KATUNGKULAN

Ako, si **JOSSEL I. EBESATE** ng UP Manila, na hinirang sa katungkulan bilang STAFF REGENT, ay taimtim na sumusumpa na tutuparin ko nang buong husay at katapatan, sa abot ng aking makakaya, ang mga pananagutan ng aking kasalukuyang posisyon at ang iba pang iataas sa akin sa ilalim ng Republika ng Pilipinas; na aking itataguyod at ipagtatanggol ang Konstitusyon ng bansa; na tunay akong mananalig at tatalima rito; na susundin ko ang mga batas ng Republika at mga alituntunin ng Unibersidad ng Pilipinas; na kusa kong babalikatin ang mga pananagutang ito nang walang ano mang pasubali o hangaring umiwas.

KASIHAN NAWA AKO NG DIYOS.

__________________________
JOSSEL I. EBESATE

Sedula Klase ______ Bilang ____________
Kinuha sa ___________________________
Petsa _______________________________

Nilagdaan at pinanumpaan sa harap ko ngayong ika-3 ng Hunyo 2011 sa Lungsod ng Quezon, Pilipinas.

__________________________
PATRICIA B. LICUANAN
Chair
Board of Regents
Presentation of Citation to outgoing Staff Regent Clodualdo E. Cabrera

President Pascual presented a citation to outgoing Regent Clodualdo E. Cabrera, which read as follows:

Awards this

CITATION

to

Regent Clodualdo E. Cabrera

For unselfishly serving with distinction as the first Staff Regent from 29 May 2009 until 1 April 2011;

For giving meaning and value to the mandate of the new UP Charter on the role of the Staff Regent as representative of the REPS and administrative support personnel;

For living up to the expectations of his sectoral constituents who gave him an overwhelming historical mandate as the University’s First Staff Regent;

For raising the quality of unionism in the public sector by his living example in transforming the All UP Workers’ Union from its humble beginnings to its present status as a household name in advancing the cause of employee welfare and benefits; among others, the granting of the additional leave benefit, rice allowance, increase of SAGAD Award for REPs and administrative personnel; and

For demonstrating to the outside world that the ethos of social activism and service to the nation cuts across all ranks of university workers: students, faculty, researchers and administrative support personnel.

Given this 3rd day of June in the year of our Lord, Two Thousand and Eleven, in Diliman, Quezon City, Philippines.

(sgd) ALFREDO E. PASCUAL
President

Attested:

(sgd) LILIAN A. DE LAS LLAGAS
Secretary of the University
and of the Board of Regents
MATTERS ARISING FROM THE PREVIOUS MEETINGS OF THE BOARD

Update on the Case of the Dean of the College of Law, Prof. Mario Victor Marvic MVF Leonen

(See Annex A for the letter of Chancellor Caesar A. Saloma dated 20 April 2011.)

Update on the Case of Mr. Florendo Sambrano

Regent Puno informed the Board that the Regents’ Committee created to study the case of Mr. Florendo Sambrano had its first meeting and they have started deliberating on issues presented in the case. The Committee was not able to put a conclusion on the case because the records containing exhibits offered by the parties were not submitted to the Regents’ Committee. Upon receipt of these records the committee will hold another meeting.

Regent Puno said that he would be reporting on the Committee’s findings and recommendations in the next Board meeting.

REPORTS FOR INFORMATION OF THE BOARD

REPORT OF THE PRESIDENT

1. Initiatives and Activities of the President

Hereunder is the report of President Pascual

“UP President’s Report to the Board of Regents
1 April - 2 June 2011

Planning Activities by the New UP Administration

• My executive staff and I had the initial phase of our strategic planning exercise during a two and a half-day retreat at the MMLDC in Antipolo on 4-6 May. Strategic initiatives were identified to achieve excellence in the University’s core functions of teaching, research and public service; and to attain operational efficiency and financial sustainability in support of these functions.

• The “admin” side of UP’s leadership, formally organized into the system-wide Fiscal Policies and Operations Committee (FPOC), had its agenda-setting exercise last 17 May. A pre-drawn list of perceived weaknesses in UP’s administrative and fiscal management was discussed by the group led by the VP for Administration and the VP for Planning and Finance. In my opening remarks, I exhorted the group to exert their utmost efforts in reducing personnel and operating costs in order to generate savings that could fund programs to benefit faculty and staff.

APRU’s 15th Annual President’s Meeting and Tsinghua University’s Global Summit of University Presidents 2011 (22-25 April 2011, Beijing)

• UP is the only Philippine university which is a member of the Association of Pacific Rim Universities (APRU). I understand that whenever permitted by their schedule, my predecessors had tried their best to attend at least APRU’s annual presidents’ summit. This was my first.

• This year’s meeting was held alongside Tsinghua University’s Global Summit of University Presidents (GSUP), a first. Tsinghua was also celebrating its centennial. Twenty-nine APRU presidents participated in the events led by President Gu Binglin of the host university, and APRU President Henry T. Yang of the University of California Santa Barbara. There were, in addition, about 100 non-APRU presidents from North America, Europe, and Asia, who attended the GSUP events. The receptions, the presentations / speeches / breakout discussions and the celebratory events were common activities for all; then there was an APRU-only business meeting.
Among the interesting GSUP plenary session speakers were:

- Gu Binglin, President, Tsinghua University – talked about challenges and opportunities brought about by globalization, balancing between global and local needs in defining institutional mission, and forging better linkages with global partners while maintaining one’s unique culture and traditions.

- Andrew Hamilton, Vice-Chancellor, The University of Oxford – described Oxford’s commitment to preserve and build upon tradition while striving for continuous improvement and innovation.

- Max Price, Vice-Chancellor, The University of Cape Town – highlighted the university’s role in promoting economic growth and social development and its role in promoting freedom of thought, speech, political accountability, and human rights.

- Junichi Hamada, President, The University of Tokyo – spoke about the important role of the university in envisaging the future development of Japan after the crisis brought about by the recent earthquake.

- Stuart McCutcheon, Vice-Chancellor, The University of Auckland – talked about the importance of collaboration to improve the quality of life, how to recover from disasters, and some technical matters like 3D imaging of earthquakes.

- Robert Birgeneau, President, University of California Berkeley – explained the evolving financial model of the American public university with declining state government funding and the need to rely more on tuition fees and philanthropic donors.

The breakout sessions covered the following topics:

- University governance – centralization vs. decentralization, autonomy and accountability, real value added from the board.

- Interdisciplinary research and development – societal and global issues as drivers of interdisciplinary research in natural sciences as well as social sciences.

- Social responsibilities of leading universities – growing expectation of the people and the need for paying back to society.

- Trends in international collaboration – need for sharing of knowledge globally, while protecting intellectual properties.

- Strategic planning for universities – normally done if there is a new president; need to engage external stakeholders; need to preserve local culture; importance of financial issues in strategic planning. I participated in this session and spoke about our own plan in UP to go through a strategic planning exercise.

- The APRU business meeting discussed the organization’s financial report and the various activities undertaken during the past year (e.g., 8th APRU Senior Staff Meeting held on 8-11 March 2011 in Chulalongkorn University).

Meeting with Hanban (Chinese Language Council) on the proposed Confucius Institute in UP Diliman

- Before the trip to Beijing, I met with Chinese Ambassador in Manila, H.E. Liu Jian Chao to talk about the proposal over dinner at the latter’s official residence.

- The establishment of Confucius Institutes in various parts of the world is an ongoing endeavor of the Chinese government to promote the Chinese language and culture.

- While in Beijing for the APRU meeting, I met with officials of Hanban (Chinese Language Council) over lunch to move the long pending proposal to establish a Confucius Institute in UP Diliman. Hanban reiterated its continuing interest in the proposal. I pointed out that UP is finalizing its plan and will submit it to Hanban in due course.

President Benigno Simeon C. Aquino III in UPD & UPCM Commencement Exercises

On 17 April, we were all witness to President Aquino’s visit to UP Diliman, the conferment of Doctor of Laws (honoris causa) upon him, and his commencement address to the graduating class. We were also witness to some protest actions which were not entirely unexpected.

President Aquino has formally answered the issues raised in the letter handed to him by the Student Regent during the graduation ceremonies.

President Aquino was a commencement speaker again at another UP graduation event – the UP Manila College of Medicine’s 102nd Commencement Exercises and the Philippine General Hospital’s Internship Closing Ceremonies on 22 May at the SMX Convention Center, Mall of Asia, Pasay City.
Commencement Speeches

- I served as the commencement speaker in UP Manila (15 April), UP Visayas (26 April) and UP Open University at Los Baños (7 May).

The 2011 Philippine Biodiversity Expedition

- UP has partnered with the California Academy of Sciences to jointly undertake this 2011 Philippine Biodiversity Expedition. With support from one of the Academy’s trustees, William Randolph Hearst III, the expedition was launched with a press conference on 2 May at UP CIDS. It will be concluded with a presentation of preliminary findings to the public at a symposium on 8 June at NISMED auditorium in UP Diliman. The study involves documentation of the biodiversity in shallow-water, deep-sea, plain or lowland and mountain environments in and around Luzon.

More Contacts with Current and Potential Business Partners

- Courtesy-callers continued to drop in during my third and fourth months in office. I took note that the next wave included the bankers – those handling UP’s moneys, as well as those of the UP Provident Fund and the UP Foundation. If we are to have good grip on UP’s finances, how we make idle money grow should not be a haphazard undertaking.
- On their invitation, I had a lunch meeting with brothers Jaime and Fernando Zobel of the Ayala Land, Inc. (ALI), UP’s partner in the development of UP-Ayala Technohub on Commonwealth Avenue and the East Campus (UPIS) on Katipunan Avenue (C-5). We were joined by Professor Emeritus Randy David, a friend of Fernando Zobel. It was a general discussion on ALI projects in UP Diliman. For the information of the Board, negotiation of the contract for the East-Campus development is progressing and we target contract signing towards the end of June.
- Representatives of a consortium proposing to develop the MRT-9 project (to run from Technohub to Quiapo) made a presentation to UP on 10 May. The consortium, which is led by Dr. Walter Brown (a UP alumnus), is considering the possibility of leasing portions of the open areas at the sides of the University Avenue within UP Diliman to serve as site for an underground depot for their trains. On their subsequent request, the consortium was allowed to conduct a survey of the UP Diliman areas they are considering for the depot. The consortium is expected to submit a proposal following the survey. Discussions so far are very preliminary and with no commitment being indicated by UP.
- On 17 May, I attended a dinner meeting with the officers and directors of the Philippine Chamber of Commerce and Industry (PCCI) led by its President, Ambassador Francis Chua, a UP alumnus and former Regent. I talked about the plans of my administration, including our program for protecting the intellectual properties resulting from UP’s research projects and promoting their commercialization. PCCI offered assistance in IP protection and commercialization.

IRRI Board Meeting

- I attended my first IRRI Board meeting on 13 to 14 April which was held right here in the country (at its Los Baños headquarters) where I got a glimpse of the functions of the world research Institute which UPLB hosts in its campus, as well as its ongoing researches and projects.
- A more comprehensive orientation awaits new members like me at the gathering in Rome late this month. As UP President, I am an ex-officio member of IRRI’s Board of Directors.

UP Visayas 30th Anniversary in Miag-ao

- UP Visayas had a celebration to mark its 30th year of presence in Miag-ao on 31 May. It also launched the UPV - Miag-ao Friendship Day.
- While in Iloilo, I took the opportunity to meet with the UPV Management Team (Chancellor, Vice Chancellors and Deans) on the following day (1 June) to discuss with them the plans and programs of my administration and the problems and challenges they are facing in UPV. VP for Development Elvira Zamora joined me in the meeting.
Receptions and Events Hosted

- Our University Professors Emeriti and Professors Emeriti are a rich source of wisdom and a willing resource for ideas on how to move UP forward. I had long exchanges with a large group of them over dinner on 5 April at the Executive House.
- In solidarity with the Japanese people, and simultaneous with those of other sympathizers elsewhere in the world, UP held a simple but touching memorial ceremony on 11 April in Quezon Hall for the victims of the Japan earthquake and tsunami exactly one month after and at the same hour when the catastrophes struck. Japan scholars at UP and Embassy officials were present. The event was covered by Philippine and Japanese media.
- The media is a free and unpaid vehicle that can bring UP’s achievements to the consciousness of the nation. I had fellowship dinner with print and broadcast journalists on 13 May at the Executive House. It was an occasion to share with them the key agenda of my administration following conclusion of Phase 1 of my team’s strategic planning exercise.
- Heads of the seven ERDT consortium members (UP, Ateneo de Manila University, De La Salle University, Mapua Institute of Technology, Central Luzon State University, San Carlos University, and Mindanao State University-IIT) came together in UP’s Board Room on 25 May to renew the memorandum of understanding that was first inked in 2007. ERDT (Engineering Research and Development for Technology Program) is one initiative through which UP is able to take a leadership role in higher education.
- On 27 May, we launched the S.P. Lopez birth centennial celebration with a program and a photo exhibit at the Vargas Museum attended by UP students, faculty, and staff, as well as family members. There will be other activities in the next few months to commemorate the former UP President’s contributions to UP and the country. Former Faculty Regent Judy Taguiwalo is chair of the commemoration committee.

UP in the News: Recent Issues and Concerns

- The death in a traffic accident on Commonwealth Avenue of CMC journalism faculty Prof. Lourdes “Chit” Estella-Simbulan, spouse of former Faculty Regent Roland Simbulan of UP Manila in mid-May, has once again brought to fore the issue of road safety. I have used this sad event to call attention of the authorities to several studies conducted by our own National Center for Transportation Studies (NCTS) which should be put to good use for the welfare not only of UP’s constituents but Metro Manila’s residents.
- The killing of UPLB’s long-serving forestry technician, Mr. Elpidio C. Malinao, was also in the headlines in mid-May. Mr. Malinao, who was one of the ten UPLB employees guarding the Makiling Forest Reserve, was shot dead by a motorcycle-riding assailant after coming from a court hearing in Bay, Laguna on a case filed by UPLB against some Makiling intruders. In my statement, I expressed grief and indignation over the killing, highlighted the hazards associated with protecting our environment, and sounded the need to seek government assistance in the tough task of safeguarding the Makiling Forest Reserve.

Upgrading of Sites and Facilities

- The fully upgraded Carillon bells and the new Carillon Plaza were formally turned over by the UP Alumni Association to the University on 11 April. The new bells have been written about a number of times elsewhere. The Plaza, on the other hand, should be a nice open-air venue for concerts and the likes especially during the summer months. A number of alumni contributed to make it possible.
- I also attended on 7 May the ground-breaking of the new College of Science Administration Building, which is the last building to be constructed in the National Science Complex, and the inauguration of the CS Amphitheater, which boasts of the first membrane structure in the country.

The 2011 QS Asian University Rankings

President Pascual informed the Board that UP has been ranked number 62 in the 2011 QS Asian University Rankings. UP ranked ahead of Ateneo which is ranked number 65. The criteria used for the ranking is being reviewed closely by the administration to see how UP is ranked and to make sure that UP is not disadvantaged. Correct information were not provided since the previous administration opted not to participate in such rankings.

Regent Puno said that it is an achievement to rank ahead of Ateneo.

Congressman Regent J.E. Angara requested for a perspective on how UP performed in the past years’ rankings.
President Pascual said that Congressman Regent J.E. Angara would be furnished a copy of the previous years’ rankings as requested.

Regent Albarracin said that one of the indicators used in the ranking is the composition of international faculty and international students. In this regard, there is a need to look into the issue about foreign professors who could not be granted permanent appointment.

President Pascual opined that the existing law of the country prohibits the grant of permanent appointment to foreigners. He assured Regent Albarracin that the administration is looking closely into the appointment of foreign professors.

**On the Socialized Tuition and Financial Assistance Program (STFAP) Issue**

President Pascual distributed to the Board a matrix showing the classification of students under the different brackets. It would be noted that a very high proportion of students fall under Bracket B (Annual Gross Family Income of more than PhP500,000 but not more than PhP1,000,000) and an incredibly low number of undergraduate students were classified under Bracket A (Annual Gross Family Income of more than One Million). In UP Diliman alone, there are twenty-nine (29) students who were classified under Bracket A. The numbers do not correlate with the number of student-driven cars in Diliman. The STFAP Bracket Data prompted the revised certification requirement for freshmen claiming to be in the default Bracket B.

President Pascual said that he received an initial report saying that the number of students classified under Bracket A has gone up and therefore there is a need to promote transparency in the implementation of STFAP and ensure the integrity of the program. The administration is exerting parallel efforts to raise the number of students falling in the lower brackets particularly Brackets E1 and E2 (Annual Gross Family Income from PhP0 – PhP80,000). Students falling in Brackets E2 are not paying any tuition and they are receiving PhP12,000 stipend per semester. President Pascual said that he would be presenting a report to the Board regarding STFAP at the proper time.

Student Regent Conti informed the Board that she got reports from UP Cebu and UP Visayas that there is Bracket A1 and A2 being presented to freshmen and all freshmen were classified under Bracket A. She added that there is an issue on the administration regarding the standard implementation of the bracketing of STFAP.

The Student Regent said that she sought clarification from the administration regarding the report she received and she was informed that there have been no changes except for the following additional requirements: Income Tax Return [ITR] for the last year or a copy of the employment contract if parent(s) is/are Overseas Foreign Worker[s], and a vicinity map of the family residence, duly notarized for a student to be classified under Bracket B.

In response to the concern raised by Student Regent Conti, President Pascual said that the administration will take the necessary action to make sure that all the CUs are aligned in implementing the STFAP. He said that when he took over, he found out that there were a lot of variations in the way things are being done across the different CUs. The President said that these issues are being addressed little by little.

**On the Admission Policy**

Regent Siguion-Reyna asked if it is true that there are students who get admitted to the University through the so-called regional scoring.

President Pascual answered in the affirmative.

President Pascual added that his administration is reviewing the admission policy. He said that he cannot agree to a situation where UP Diliman has a different standard for admission when compared with the other campuses. Factors that would determine potential leadership which is currently not being measured by the entrance exam would be introduced to give good bias in favor of those coming from the good private and public schools.

Senator Regent E.J. Angara suggested reviewing the three-decade old admission policy. The Regent Senator stressed that a positive feature of the old admission policy is that the students were geographically and socially represented. He added that there would come a time when UP would no longer be socially represented because of the bias in favor of car-driving students. A persistent criticism during budget hearings is the beneficiary of the budget.

Chair Licuanan asked Senator Regent E.J. Angara if he is proposing a systematic study of the admission policy.

Senator Regent E.J. Angara replied in the affirmative and added that the Board needs to devote one day for a planning session to look into the admission policy.

In response to the comments of Senator Regent E.J. Angara, President Pascual said that the administration is trying to study closely the initiative of one Congressman. The aim is to have such initiative replicated because students from poor high schools are not familiar with the way the UPCAT is being administered. A review would therefore be of help.
This Congressman selected the top graduating high school students in his congressional district and placed the students in a review program for UPCAT. Because of the program, around 30% of about 120 students qualified. This was twice the national passing average. The Congressman did not stop there. He provided the admitted students with financial assistance to ensure that they were able to enroll.

The other thing that the present administration is doing, according to President Pascual, is the intensive campaign of getting students from the provincial areas to take the UPCAT. He said that people think that there is no need to promote UP but for him, it is UP’s responsibility to get students from remote areas to apply for admission to UP. President Pascual informed the Board that he keeps on telling his team that UP is in a competitive mode to get the best students wherever they are, and give them the brand of UP education.

Senator Regent E.J. Angara said that this is the best time for President Pascual to announce the potential changes in the admission policy in the University so that the tax that supports education would become more representative and equitable. He reiterated the need for the Board to sit down and discuss the admission policy of the University.

2. For Information of the Board: Matters Acted Upon by the President/ Chancellors by Virtue of the Authority Granted to Them

By virtue of the authority granted him by the Board of Regents, the President approved the following:

a. Academic Calendars for AY 2011-2012 of the Master of Management (MM) Program of the UP Diliman Extension Program in Pampanga and UP Diliman Extension Program in Olongapo

Key information are as follows:

- The calendar pertains to the trimester school year (as approved by UPD Council) of the Master of Management offerings in UPDEPP and UPDEPO.
- The calendar has been harmonized with the semester-based general UPD Calendar proposed for AY 2011-2012; and
- The first, second and third trimesters are programmed to meet for 35 instruction hours (including the final examination). The total hours satisfy the 32-hour minimum for a two-unit academic credit, which applies to the program’s course offerings.

**Board action:** NOTATION.

b. Addendum to the Approved UP Manila Academic Calendar for AY 2011-2012

This is a request from the College of Medicine to add the date of their Commencement Exercises to the UP Manila Academic Calendar which will be on 27 May 2011.

**Board action:** NOTATION.

c. Amendments to AY 2011-2012 UP Manila Academic Calendar for the UP College of Medicine

1. First Semester

1.1. Start of First Semester classes be moved from 14 June 2011 (Tuesday) to 13 June 2011 (Monday)
1.2. Last Day of classes be moved from 11 October 2011 (Tuesday) to 14 October 2011 (Friday)

2. Second Semester

2.1. Start of Second Semester classes be moved from 11 November 2011 (Friday) to 7 November 2011 (Monday)
2.2. Resumption of classes from Christmas break be moved from 3 January 2012 (Tuesday) to 2 January 2012 (Monday)
This request is being made because Learning Unit classes are being divided into sets of modules on a per week basis; it is vital that a week of classes be completed to enhance the conduct of the courses.

Board action: NOTATION.

d. **UP Cebu’s Academic Calendar of the Graduate Program Under the Trimester Scheme for AY 2011-2012**

The President approved the above by virtue of the authority granted him by the Board of Regents.

Board action: NOTATION.

e. **Deed of Donation and Acceptance of the following:**

1. **Deed of Donation between the UP Alumni Engineers, Inc. (Donor) and the UP Engineering Research & Development Foundation, Inc. (UPERDFI) (Donee)**

   **Purpose:** Establishment of the UPAE Professorial Chair in Engineering at the College of Engineering, UP Diliman

   **Support Fund:** PhP1,500,000.00

   **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;
   b. The Donee warrants that the donated sum shall be utilized solely and exclusively for the purpose intended by the Donor;
   c. The Donee acknowledges that it shall be liable for all taxes that may be imposed relative to the Deed of Donation.

   Date notarized: 11 March 2011

   Board action: NOTED with appreciation.

2. **Deed of Donation between the DMCI Project Developers Incorporated (Donor) and the UP Engineering Research & Development Foundation, Inc. (UPERDFI) (Donee)**

   **Purpose:** Establishment of the DMCI Project Developers Incorporated Faculty Retention and Development Fund at the College of Engineering, UP Diliman

   **Support Fund:** PhP695,000.00

   **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;
   b. The Donee warrants that the donated sum shall be utilized solely and exclusively for the purpose intended by the Donor;
   c. The Donee acknowledges that it shall be liable for all taxes that may be imposed relative to the Deed of Donation.

   Date notarized: 11 March 2011

   Board action: NOTED with appreciation.
3. Deed of Donation between MacArthur V. De Los Reyes (EE ’68) and Josefina Parras-De Los Reyes (Donors) and the UP Engineering Research and Development Foundation, Inc. (Donee)

**Purpose:** Establishment of The Ariston I. Delos Reyes Centennial Professorial Chair in Energy Engineering, The MacArthur V. and Josefina P. Delos Reyes Professorial Chair in Electrical Engineering, and The Dominador I. Ilio Centennial Professorial Chair in Energy Engineering at the College of Engineering, UP Diliman

**Support Fund:** USD$100,000.00

**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 Donors
b. The Donee warrants that the donated sum shall be utilized solely and exclusively for the purpose intended by the Donors; and
c. The Donee acknowledges that it shall be liable for all taxes that may be imposed relative to the Deed of Donation and that it shall undertake to furnish donors copy of the official receipt evidencing payment of said taxes if there is any or such other documents necessary to comply with the BIR’s regulation regarding donation.

**Date notarized:** 15 April 2011

**Board action:** NOTED with appreciation.

4. Deed of Donation and Acceptance between the University of the Philippines (Donee) and the Government of Japan (Donor)

**Donation:** Various Equipment as follows:

- HP 300 Sheet Stacker
- Smart Phone
- Cisco Layer 2 Managed Switch and Managed Router
- Cisco WLAN Controller and Access Point
- Cisco Unified IP Phone
- Avaya Call Center Basic Software and Communication Mgmt Software
- Avaya Media Server and Media Gateway
- Nortel Network Switch
- Avaya Software support for Call Center and IP Phones

**Beneficiary Unit:** UPITTC

**Terms and Conditions:**

a. The equipment listed and described above shall be for the exclusive use and operation of the UP-ITTC Program;
b. The Donee shall be responsible for the operation and maintenance of the said equipment;
c. The Donor warrants that the equipment donated are free from claim/s of third parties, and holds the Donee free from any liability arising there from;
d. Any other tax liability on the donation shall be borne by the Donee;
e. In case any one or more of the provisions contained herein shall, for any reasons, be held invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provisions of the Agreement, and the remaining valid provision shall be enforceable to the fullest extent; and
f. The Donee hereby accepts and acknowledges receipt of the donation made in its favor by the Donor, and expresses appreciation and gratefulness for the liberality and generosity of the Donor.

Date notarized: 9 April 2011

Board action: NOTED with appreciation.

5. Deed of Donation between the University of the Philippines Los Baños and Former Regent Nelia T. Gonzalez (Donor)

Project: Naming of the UPLB Alumni Center’s Conference Room after Former Regent Nelia T. Gonzalez Conference Room

Particulars:

UPLB shall be obligated to:

a. Assist in the provision of specifications of facilities, equipment and other furnishing that will be placed inside the conference room; and
b. Subject to compliance with requirements under the University of the Philippines Naming Rights Policy (approved by the Board of Regents at its 1249th meeting on 25 September 2009), grant permission to place the “Nelia T. Gonzalez Conference Room” marker on the wall of the conference room to indicate that it is a beneficiary of Nelia T. Gonzalez Conference Room Project.

Regent Nelia T. Gonzalez shall be obligated to:

a. Shoulder the costs of facilities, equipment and other furnishings of the UPLB Alumni Center Conference Room which include the following:

- 6 units conference table measuring 1.8 meters length (specifications provided by the UPLB-DPDO);
- 2 units conference table measuring 1.2 meters length (specifications provided by the UPLB-CPDO);
- 2 units conference table measuring 1 meter length (specifications provided by the UPLB-CPDO);
- 22 swivel chairs (specifications provided by the UPLB-CPDO);
- 6 mint green swivel chairs (specifications provided by the UPLB-CPDO);
- 1 unit LCD projector;
- 1 unit projection screen;
- 1 unit laptop;
- 1 set sound system; and
- 1 unit fire extinguisher.

b. Purchase and deliver the above-mentioned facilities, equipment and furnishings to the UPLB Alumni Center; and
c. Provide for the continuing upkeep and maintenance of the room and everything therein as needed.

Duration: Effective upon signing by both parties and shall remain effective unless otherwise mutually terminated by parties

Date signed: 2 March 2011

Board action: NOTED with appreciation.
Design and Build Agreement between the University of the Philippines and J-Bros Construction (Contractor)

Project: Design and Build of the Proposed NSC Site Development – Road Network Extension

Mode of Procurement: Public Bidding in accordance with RA 9184 and its Implementing Rules and Regulations

Amount of Contract: PhP19,868,711.12

Statement of compliance: Pertinent laws (RA 9184), the Government Procurement Reform Act and Implementing Rules and Regulations (IRR), University Delineation of Authority, have been complied with.

Particulars:

Scope of Work:

1. The Design and Build Contractor shall provide and perform for the University the architectural, engineering and construction services and responsibilities set forth in the Terms of Reference;
2. In the implementation of the Project, the Design and Build Contractor shall provide such qualified and experienced technical personnel as are required to carry out the services, as prescribed in the Terms of Reference, including but not limited to:

   b.1. For Design Services
      I. Civil Engineer
      II. Electrical Engineer
      III. Sanitary Engineer
      IV. Geotechnical Engineer

   b.2. For Consultation Services
      I. Project Manager
      II. Project Engineer
      III. Materials Engineer
      IV. Electrical Engineer
      V. Mechanical Engineer
      VI. Sanitary Engineer
      VII. Foreman

Period of Contract: 240 Calendar Days as specified in the Notice to Proceed issued by the University

Date Notarized: 29 March 2011

Board action: NOTATION.
Construction Agreement between the University of the Philippines and DHN Construction and Development Corporation (Contractor)

Project: Proposed Conversion of CSLAB to CS Library

Mode of Procurement: Public Bidding in accordance with RA 9184 and its Implementing Rules and Regulations

Amount of Contract: PhP21,423,366.07

Statement of compliance: Pertinent laws (RA 9184), the Government Procurement Reform Act and Implementing Rules and Regulations (IRR), University Delineation of Authority, have been complied with.

Particulars:

a. For and in consideration of the performance and accomplishment of the WORKS and the correction of any defects therein, the University shall pay the Contractor the total amount of PhP21,423,366.07 subject to pertinent laws on government contracts and auditing procedures. The Contract Price is inclusive of all duties, taxes, licenses, premiums, fees and charges which may accrue by virtue of the WORKS, such as but not limited to permit and registration fees, municipal and personal property taxes, fees for storage or consumption, employment taxes, payments and contributions imposed by law, and insurance.

b. The relationship of the University to the Contractor is that of an independent contractor. Nothing in the Agreement shall be construed as creating an employer-employee relationship between the University and the Contractor, its sub-contractors, employees, agents, or workers.

c. The Contractor shall indemnify, hold free and harmless, and defend at its own expense the University and its officials, agents, employees, or workers, from and against all suits, claims, demands, and liabilities of any nature or kind, including costs and expenses associated therewith, arising out of acts or omissions of the Contractor, its employees, workers, or sub-contractors in the performance of any activity in connection with the WORKS, including those that may be initiated by its employees, workers, agents, sub-contractors, or by any other entity or person against the University by reason of or in connection with the WORKS;

d. The Agreement and the Contract Documents mentioned in the Agreement shall be interpreted in a manner as to render harmony to ensure the full and satisfactory completion of the WORKS. In case of doubt or conflict between and among any items or provisions of the Contract Documents, and/or between and among any of the Contract Documents and the Agreement, the Contractor shall refer the same in writing to the University for clarification and guidance. The clarification or determination made by the University shall be binding and conclusive upon the Parties;

e. The Agreement shall be governed by and construed in accordance with the laws of the Republic of the Philippines and the Parties thereby submit to the exclusive jurisdiction of the competent Courts of Quezon City; Provided, that prior to any resort to the filing of an action in court or any quasi-judicial body, the parties shall endeavor to amicably settle any dispute according to the provisions of Republic Act No. 9285 otherwise known as the “Alternative Dispute Resolution Act of 2004”, Provided further, that disputes that are within the competence of the Construction Industry Arbitration Commission to resolve shall be referred thereto in accordance with Executive Order No. 1008, otherwise known as the “Construction Industry Arbitration Law”; and

f. Should any provision of the Agreement be declared illegal, invalid or unconstitutional the rest of the other provisions not affected thereby shall remain valid, subsisting and binding.

Period of Contract: 270 Calendar Days as specified in the Notice to Proceed issued by the University

Date Notarized: 23 March 2011

Board action: NOTATION.
1. Report of the Faculty Regent

Hereunder is the Report of Faculty Regent Dalmacio which was distributed to the members of the Board of Regents on 3 June 2011:

"Included in the Action Plan which I forwarded during the search for Faculty Regent is the promotion of the democratic participation of all the UP personnel in university governance in matters affecting the rights and welfare of all UP constituents (Action Plan #7).

I had the opportunity to meet with the Research, Extension and Professional Staff (REPS) of UPLB and was able to get some concerns and problems related to the (a) minimum qualification standards (MQS) specifically for researchers with MS degree and (b) minimum requirements for appointment of research and extension staff with a master’s or doctoral degree to the rank of assistant professor (research/extension), associate professor (research and extension), or professor (research/extension) for UP Los Baños. The details pertaining to the above concerns will be forwarded to the proper University Official for study and action and only the general observations will be mentioned in this report.

a. The REPS agree that they are expected to produce more publications than the faculty and they pose no objection to the BOR-approved guidelines re: Proposed Minimum Requirements for appointment of REPS with MS or doctoral degree; however, they noticed some unfair and biased criteria for promotion of the MS degree holders to a higher rank as compared to their colleague with PhD degree.

b. The proposed MQS, currently being used to evaluate REPS for appointment/promotion to appropriate rank for UPLB research and extension staff for salary grades 16 and up, which requires more publications for MS degree holders, is being suggested to be used only for initial appointment of REPS. However, once an MS degree holder and PhD holder satisfy the initial requirements for the rank, both of them will be required to meet the same set of guidelines and criteria to be promoted to the next higher rank.

c. The number of publications required for the REPS to be appointed as research/extension faculty is considerably much higher than the number required for the faculty. There is also a requirement for sole/senior authorship which is not required for the faculty. This Minimum Qualification Standards for Determining Academic Rank of UPLB Research and Extension Staff, particularly the requirements for salary grades 20, 22 and 24 were approved by the UP Board of Regents (BOR) in its 1083rd meeting on 26 January 1995 while the Research/Extension faculty designations were approved by BOR on 21 June 1996. Any changes in the provisions therefore would necessitate BOR action.

Consultation with some faculty members of UP Baguio (March 21, 2011) and of UPV Miag-ao (March 28, 2011) and UPV Iloilo City (March 29, 2011)

Some suggestions/comments aired during the meeting:

- To enable collaboration among developed CUs and “younger” campuses, there can be a “System Research Program” which can be led by “mature” CUs which have facilities and seasoned researchers. This can also be a form of mentoring.
- That hiring of faculty be based on area of specialization and not necessarily on the number of students since in some cases, the ratio of faculty: students would be sufficient but expertise to answer specific training may not be met.
- Establishment of elementary school for children of staff members within the campus or in close proximity to the campus
- The instrument used for promotion and the action on the promotion of the faculty at each level should be made known to the faculty member.
- Points earned by the staff which have not been considered during a call for promotion can be “banked” and can be credited in the succeeding round of promotion.
• The basis for establishing the number of students registered in a class before a multiplier is applied in giving teaching load credit should be clear.
• The cost for improvement of facilities which are not necessarily for direct use by the students be allowed to be charged to tuition fees

Commencement exercises attended

• UP Manila, April 15, 2011
• UP Diliman, April 17, 2011
• UP Los Baños, April 26, 2011
• UP Open University, May 7, 2011

Board action: NOTATION.

GENERAL GOVERNANCE

APPOINTMENT OF UNIVERSITY OFFICIALS

UP System

Prof. NOREEN P. ESCULTURA as Director, System Budget Office, effective 1 June 2011 until 31 May 2014
Prof. SYLVIA E. CLAUDIO as Director, University Center for Women’s Studies, effective 1 June 2011 until 31 May 2014
Prof. CRISTOPHER S. ESPINA as Director, Office of Design and Planning Initiatives, effective 1 June 2011 until 31 May 2014
Prof. REYNALDO L. GARCIA as Director, Technology Licensing Office, effective 1 June 2011 until 31 May 2014
Atty. MA. MAGDALENE A. TAN as Director, System Accounting Office

UP Diliman

Prof. DANILLO L. CONCEPCION as Dean, College of Law, effective 3 June 2011 until 2 June 2014*
Prof. JOSE MARIA BALMACEDA as Dean, College of Science, effective 1 June 2011 until 31 May 2014

*taken up in EXECUTIVE SESSION

UP Baguio

Prof. TEOFINO C. MACABIOG as Director, Office of Student Affairs, effective 1 June 2011 until 31 May 2012

UP Open University

Prof. PATRICIA B. ARINTO as Dean, Faculty of Education, effective 1 June 2011 until 31 May 2014

UP Mindanao

Prof. SYLVIA B. CONCEPCION as Dean, School of Management, effective 1 July 2011 until 30 June 2014
Institution of Three (3) Academic Programs Proposed by the Faculties of Education (FEd) and Management and Development Studies (FMDS), UP Open University, as follows:

- Bachelor of Education Studies
- Master of and Diploma in Land Valuation and Management
- Master of and Diploma in International Health

These three (3) programs have undergone a series of review by the Curriculum and other Advisory bodies of the University and System. These have been revised and enhanced accordingly incorporating earlier comments and recommendations. Consequently, these have been approved by the UPOU University Council in its 36th meeting held on 6 April 2011.

1. Proposed Institution of the Bachelor of Education Studies (BES) Program

   **Rationale**

   Education is the linchpin of development. It is through education that individuals and communities develop the knowledge and skills necessary to improve their health and livelihood, preserve the environment, and promote democracy, peace, social justice, and sustainable development. Recognition of the vital role of education in individual, national and global development underpins international agreements to work towards achieving Education for All (EFA). It is also recognition of education as “a major catalyst for human development”, along with the emergence of the knowledge society that informs the 21st century discourse on lifelong learning. In the knowledge society, the exponential growth of knowledge, rapid technological advancement, and socio-cultural complexity and change make continuing education a necessity for all.

   Expanding education provision to all sectors and throughout the life cycle requires a cadre of education professionals with a critical understanding of educational priorities and challenges especially in a developing country context, as well as the competencies for organizing learning environments into systems that would address these challenges and foster effective lifelong learning. Current undergraduate programs in education in the Philippines including the University of the Philippines focus on the development of teachers for the formal basic education sector (i.e., teaching in the primary/elementary grades and in secondary schools). The proposed Bachelor of Education Studies (BES) program, with specializations in Alternative Education Systems (AES) and in Instructional Design and Technology (IDT), will complement these teacher education programs by developing education professionals for various types of education work — not just teaching but also instructional materials development and education research — in diverse contexts.

   **Program Goal**

   The program as a whole aims to develop education professionals who have:

   1. a critical perspective on the role of education and the challenges faced by educational systems in a modern developing society in a global context;
   2. a strong foundation in the key concepts and disciplines of education, including philosophy, psychology, history, and social and cultural theory;
   3. skills in the design and delivery of educational programs, including skills in instructional design, assessment and student support, curriculum development and instructional materials development using a range of educational technologies;
   4. skills for the systematic study of education policy and practice, including research literacy, argumentation, and the communication of educational ideas; and
   5. a holistic, integrative, reflexive and research-based approach to learning and education, including their own education as professionals and as lifelong learners.
In addition, the specialization in Alternative Education Systems aims to develop education professionals with:
1. a deep appreciation of the various contexts and modalities of education and learning, including education in multicultural settings, alternative forms of education, and informal learning; and
2. skills in the design, delivery, and evaluation of alternative education programs.

The specialization in Instructional Design and Technology aims to develop education professionals with:
1. a holistic understanding of the potential benefits of technologies for education as well as the conditions necessary for technologies to be effective in educational contexts; and
2. skills in the design, development, use, management, and evaluation of learning resources, tools, and environments.

All courses are designed to contribute to the achievement of these program outcomes, particularly through course activities requiring critical reflection, integration (both within each course and across courses), research and design skills, and service learning. However, some courses will focus on certain outcomes more than others.

Board action: APPROVAL

2. Proposed Institution of the Diploma in Land Valuation and Management (DLVM) and the Master of Land Valuation and Management (MLVM)

Background and Rationale

The Faculty of the Management and Development Studies (FMDS) of the UP Open University has developed and offered a Continuing Professional Education Program on Land Valuation (CPELV). It aims to address the need for high quality valuation education and professionalize the land and real property sector. The four (4) course-program consists of (1) an introduction to land valuation; (2) development controls and construction; (3) land laws and planning for development; and (4) statutory valuation.

To a great extent, it is a pioneering program since no academic institution in the country has methodically ventured in the field of study and practice of land valuation. In contrast, in advanced countries and in some ASEAN countries, land (or property) valuation is a recognized field with dedicated baccalaureate and graduate programs.

The FMDS’s experience with its first offering of the four courses has been quite encouraging. In a formal student evaluation of these courses, an overwhelming majority of students rated as good to excellent various aspects of the courses, including instructors’ performance, assignments and study materials. Informally, many students have expressed interest in enrolling in the other courses currently offered as well as additional courses in advanced valuation and land asset management. Because of the positive student evaluation of the courses, the UPOU is offering the courses for a second time, this time with the addition of the courses on advanced valuation and land asset management.

Land valuation draws from various fields, including economics, business administration, law, environmental science, urban and regional planning, sociology and other related disciplines, in order to study, value, plan and maximize the contribution of land in development.

The Philippines’ land and property sector has an unrealized potential to become a major engine of economic development. It has been estimated that 50-75% of the country’s wealth is in the form of real estate, yet the sector has contributed a mere 6.3% to the GNP in the past 10 years. Many issues plague the sector, including the lack of generally applied standards of practice, resulting in large disparities in the valuation of the same properties. In government, widespread undervaluation of property for tax purposes results in loss of revenue. In the private sector, unreliable valuations lead to ill-informed decisions on investments in real property.

The weaknesses of valuation practice in the Philippines stem from (1) inadequate efforts to regulate the practice and upgrade its standards, and (2) the lack of competent and qualified valuers. The Philippine Government is attempting to address these two issues by legislative efforts such as the passage of the Real Estate Service Act (RESA) last 29 June 2009 and ongoing work to pass the Valuation Reform Act (VRA).

In particular, the VRA calls for the adoption of standards of practice based on the International Valuation Standards which shall be known as the Philippine Valuation Standards. Even before the passage of the VRA,
the Department of Finance officially adopted the Philippine Valuation Standards last 19 October 2009, thus requiring all local government assessors and DOF assessors to conduct valuations in the manner prescribed by the standards (DOF Department Order No. 37-09). Thus, regardless of the final form of the VRA, the Philippine Valuation Standards will be implemented not just by government assessors but by private appraisers as well, since the private sector has worked actively for the adoption of these standards. Currently, debates on the VRA focus on alternative institutional mechanisms to implement the standards, as the adoption of the standards is no longer in question.

While the Philippine Valuation Standards, which is an adaptation of international standards, exists on paper, its influence to current local valuation practices has yet to materialize. Having the majority of the country’s valuers and property managers practicing in accordance with international standards is a vision that could be realized in the medium to long-term, given the present state of the sector in the country. The goal of adopting international standards of practice must be matched with efforts to improve the competency of the current corps of valuers and property managers, including those in the existing pool and those being recruited into the profession. Thus, the recently enacted RESA calls for the provision of formal education in valuation and requires licensed valuers to undergo continuing professional education (CPE). In addition, the RESA transferred the licensure of valuers from the Department of Trade and Industry to the Professional Regulatory Commission, thus officially elevating the practice of valuation from a trade to a profession.

The proposed Diploma in Land Valuation and Management (DLVM) and the Master of Land Valuation and Management (MLVM) programs will build on the advocacy of the continuing education program (CPELV) and will similarly address the need for high quality valuation education that will be accessible to private and government valuers and property managers throughout the country and elsewhere in the world. It also targets those wishing to enter the valuation and property management profession. The corps of knowledgeable and competent valuers and property managers who will emerge from this program will help the government recover the appropriate level of tax revenues from properties, promote the growth of the real estate industry and pave the way towards a globally competitive Philippine property sector. The MLVM also hopes to develop in the sector a perspective of land valuation and management for sustainable development.

Program Goals

The Diploma in Land Valuation and Management (DLVM) program and Masters in Land Valuation and Management (MLVM) are ladderized programs; that is, graduates of the DLVM may continue on to the MLVM program. The goals of these two programs are to:

a. Develop professional valuers and property managers whose standards of practice and service shall be globally competitive and will promote the growth of the real estate industry; and
b. Develop professional valuers and property managers who thoroughly understand the land valuation and management sector’s potential and actual contribution to sustainable development, and are motivated to contribute to bridging this gap.

Additionally, the MLVM program has a third goal, which is to:

c. Contribute to the land valuation and management body of knowledge by encouraging research in the field

Graduates of either program will have the competencies of globally competitive professional valuers and property managers as well as the awareness of the role of the sector in sustainable development. Additionally, graduate of the MLVM program will have the ability to conceptualize, plan and conduct research that will contribute to the advancement of the study and practice and land valuation and management (the ‘body of knowledge’ goal). Research in the field, particularly on local practices, is important given the present state of knowledge in land valuation and management in the country. MLVM students will have an additional year to complete a thesis as well as to take a research methods course and a course on land investment.

Graduates of the DLVM and MLVM programs will be equipped to render globally competitive professional services governed by international standards of practice. This is because the programs will develop competencies identified by the International Valuation Standards Council (IVSC) as those that must be possessed and/or acquired by today’s professional valuer. These competencies include (1) problem solving, analytical and research
skills; (2) personal skills; (3) communication and listening skills; (4) technology skills; (5) project management skills; and (6) professional judgment skills.

Drawing from these IVSC-defined competencies, the MLVM and DLVM programs will develop students who will be able to:

- Conduct valuation of real property based on research and analysis on the social, economic, governmental and environmental forces that influence properties and property markets;
- Apply industry-related knowledge and skills to develop insights about the dynamics, trends, challenges, priorities and leading practices related to valuation and management of land;
- Generate solutions to unstructured problems in unfamiliar settings in the realm of land valuation and management;
- Defend valuation results formally in writing and verbally;
- Manage real properties based on an analysis of its value and with the aim of maximizing the latter; and
- Perform the above in accordance with the internationally recognized code of ethics.

The courses of the DLVM and MLVM programs are designed to develop the above competencies, as well as provide a thorough understanding of generally recognized approaches, methods and techniques, commonly known as the land valuation and management body of knowledge. To an extent, all courses will develop all competencies listed above. However, some courses will emphasize certain competencies more than others and/or will have identifiable modules that focus on particular competencies.

Board action: APPROVAL.

3. Proposed Institution of the Diploma in International Health (DIH) and the Master of International Health (MIH)

Rationale

In recent decades, key threats to health are increasingly seen as being outside the direct influence of the health sector, unfairly distributed across social classes, influenced by factors that cross national boundaries, and arising from complex social and environmental determinants of health. A series of global transitions, among these, urbanization, population aging, and climate change, are creating a new context for health and development. The rapid spread of the deadly SARS in 2003 followed by the A-H1N1 influenza pandemic scare in 2007 have brought home the point that communicable diseases can now wreak havoc across the globe. In addition, communities around the world increasingly feel the impact of natural disasters and climate change, industrial accidents and other health emergencies that can rapidly become hazards to international health, safety, and security. These health issues arise from a complex of cultural, political, and environmental factors. Thus, they need to be dealt with in the broader context of economic and social development within and across nations, and addressed through international and inter-sectoral action.

It is in this context of global health safety that international health finds its relevance. International health is a field focusing on public health across regional or national boundaries. It seeks to (a) understand health problems in a global context; (b) compare factors that affect the health of people in resource-poor and transitional economies around the world; and (c) develop means of disease reduction and health protection and promotion for these populations. The discipline of international health is based on recognition of the fact that no country, regardless of capability or wealth, can protect itself from disease outbreaks and other health problems without the cooperation of others. Countries need to work together to identify risks and act to contain and control health hazards.

Over the past four decades, international health has been considered a track or area of specialization in public health and later evolved as a discipline itself. While there are a few universities in Asia offering programs in international health, none deliver the program through distance education. Moreover, there is currently no Philippine university offering a degree program in international health. The UP Open University seeks to offer a Diploma in International Health (DIH) that can lead to a Master of International Health (MIH) degree in fulfillment of its mandate to offer through open and distance learning degree programs that are responsive to the needs of individual learners and the global society.

While most of the international health programs offered by universities in the Asia Pacific Region focus heavily on communicable and non-communicable disease control, the proposed UPOU DIH, as well as the MIH
program, is envisioned to give equal emphasis to health promotion and health systems development. This is in recognition of the fact that poorly resourced governments suffer the greatest burden of disease because health promotive and disease preventive programs are not sustained, aside from having poor resources for the treatment of disease. While the program does not overlook the significance of communicable and non-communicable diseases in international health, these areas are addressed in the current Master of Public Health program that is offered by UPOU and the College of Public Health of UP Manila, and other public health programs offered by the latter.

This program proposal was developed following a round-table discussion with academics, international health practitioners, public health practitioners, and program development officers from the UP College of Medicine, UP College of Public Health, Bureau of International Health Cooperation of the Philippine Department of Health, Philippine Nurses’ Association, Philippine Health Insurance, Inc., School of Population Health of the University of Melbourne, Christoffel Blindenmission Manila, and Christoffel Blindenmission Indonesia. Later, experts from the World Health Organization were consulted for the drafting of some of the proposed courses. Past and current research project involvements of some UPOU faculty members with the Philippine Department of Health, World Health Organization, other universities in the Asia Pacific Region, and local and international non-government organizations provided venues for peer reviews on the drafts of the proposal.

Program Goals

Both the DIH and the MIH programs aim to develop international health professionals who are able to:

- Design health programs that address significant global health problems and issues (e.g., pandemics, industrial accidents, disasters, health effects of environmental change) that are informed by a critical understanding of the global political, economic, environmental, and cultural systems and how these relate to health and development;
- Implement services that work in a global context for health promotion and development in accordance with international and local policies, directions, and ethical standards;
- Evaluate health development programs and strategies across different settings, both local and international, whether rural or urban, especially in middle-and low-resource countries; and
- Engage in effective collaboration with important international organizations as well as non-government organizations for the improvement of health, taking into account the interplay of political, economic, environmental, and cultural factors in different development settings especially in middle and low-resource countries.

In addition to the aforementioned program goals, the MIH program also aims to develop international health professionals who are able to

- Contribute to the continuously evolving discipline of international health through research generation.

Board action: APPROVAL.

Proposal of the College of Medicine, UP Manila for the Institution of the Master of Medical Anthropology & Master of Science in Medical Anthropology Programs

Rationale

Advances in medical care and health systems have enabled the alleviation of many of the ills of humanity. Nonetheless, it is also increasingly becoming apparent that development and utilization of modern biomedical interventions have inherent limits, and have had variable effectiveness particularly among divergent populations and societal circumstances. The applicability and actual utilization of medical interventions are determined not only by the intrinsic character of these agents, or even the diseases for which these have been designed, but perhaps more importantly by the prevailing social context. The social, cultural, economic and other humanistic dimensions that affect the delivery of medical care therefore need to be better appreciated, understood, and integrated particularly by health policy makers and providers. It is with this perspective that Medical Anthropology, which brings the body of knowledge that can optimally focus on the interaction between the said dimensions and medical care provision, is now being proposed as a graduate program to be offered by the UP College of Medicine.
In particular, Medical Anthropology can uniquely provide the following approaches and insights:

First, at the level of the individual, medical anthropology dissects beliefs and practices, looking particularly at symbols and meanings and how these impact on people’s behavior. Medical anthropology relates health beliefs and practices to a broader cultural framework, including people’s values, norms, worldviews, and religions. The discipline emphasizes cross-cultural surveys, an important point given the cultural plurality in the Philippines.

At another level, medical anthropology looks at the social contexts in which symbols and meanings are formed. It is concerned with how people learn about health and illness, specifically the roles played by social institutions such as families, communities, religious groups, schools, and mass media. This perspective also looks into the “sick role” and health-seeking behavior of patients and their networks of relatives and friends, and how these change with each consultation with a health care provider. Medical anthropology, in conjunction with sociology, also looks at the different sectors of health care: (a) the professional, (b) the folk and (c) the popular.

At the third level, medical anthropology offers models of political economy to dissect the macro structures that affect health and illness, from government policies to promotional practices of drug companies, from health financing schemes to legislative initiatives. This perspective also emphasizes how power relations in society affect health and illness, from workplace relations between employers and employees to gender relations. The political economy perspective also looks at global health, to examine how processes of globalization impact on health, illness and health care.

Finally, medical anthropology offers cultural ecological perspectives, showing how genetics, demography, the natural environment and culture interact. Sometimes referred to as a medical ecological perspective, this level of analysis shows how health and disease are functions of the interaction of human culture and the natural environment.

There is a rapidly growing interest in the possibilities of using new paradigms for understanding health, illness, and health care. Medical anthropology, a field which has become quite developed in western countries, offers many of these paradigms, developed over the last 50 years by practitioners throughout the world.

In the Philippines, there are only five people who have formally trained in medical anthropology programs, despite a growing demand for such trained professionals. Only the University of the Philippines offers medical anthropology courses – with undergraduate courses at both the Diliman and Manila campuses and a graduate course at Diliman. The latter, however, are not meant to establish expertise in the area.

On a more pragmatic level, practitioners of Medical Anthropology are needed for the following:

a. Medical and health professional training institutions– With the trend toward more problem-oriented curricula, there is a need for medical anthropologists who can teach courses that orient students toward an understanding of health and illness as they relate to society, culture, politics, economics and ecology. The University of the East has a graduate program in diabetes where they actually require medical anthropology, and yet have no faculty member who can tackle the course. Ateneo de Manila also has graduate programs for health professionals but no full-time faculty of their own to teach a core course on Health, Culture and Society. Its medical school also has a strong component for social medicine, including medical anthropology, but has no full-time faculty to handle lectures in this area. Even the University of the Philippines is hard-pressed for people to handle a variety of courses related to health and society in the College of Medicine, including Community and Family Medicine subjects, Perception and Values in Medicine.

Ultimately, medical, nursing and other health professional institutions which are able to introduce a strong social orientation in their training will produce graduates who will be more effective in their clinical practice, being able to tap into the social and cultural contexts of patients.
b. Research institutions – Health research institutions often need social scientists to advise them on their research on a host of issues, for example, tropical diseases research, HIV/AIDS prevention, policy environment studies, impact evaluation. Medical anthropologists are sorely needed to help design and implement these research projects. Major donors such as the World Bank, the German GIZ, the US Agency for International Development (USAID) the British Department for International Development (DFID) are only a few of the institutions that have called for research proposals on society and health but often get little participation from the Philippines and Asia because of a lack of trained medical anthropologists.

c. Service institutions – For both government agencies, particularly the Department of Health, and non-government organizations (NGOs) involved in health care, the lack of medical anthropologists has often resulted in poorly planned health interventions, ranging from inappropriate information and education materials to poor patient’s adherence with medication (e.g., for tuberculosis, or for antiretrovirals in HIV/AIDS) or with other health advice. The losses are immeasurable because of the lack of input from trained medical anthropologists.

The growing demand for medical anthropologists is not just in the Philippines but the entire region. Yet, there is no degree program being offered for medical anthropology anywhere in Southeast and East Asia. UP would be the first institution to offer such a degree program.

In 2003, the then Social Medicine Unit of the UP Manila College of Medicine conducted a survey to determine the needs for those who want to specialize in the field of medical anthropology. Survey forms were distributed among the following groups - partner agencies of the sections of the Social Medicine Unit, Residents and Interns of UPM-PGH and Faculty of UP Manila and non UP-Manila. Thirty-three (33) individuals have already expressed interest in registering in the course. They come from diverse fields including family medicine, community medicine, health policy, psychiatry/mental health, endocrinology, reproductive and sexual health. Ten (10) have expressed interest in enrolling in 2004. The latest market study conducted by the Social Medicine Unit of the College of Medicine in the last semester of Academic Year 2007 for the MS in Medical Anthropology within UP Manila had eighteen (18) individuals who expressed their interest to register on the course with eight (8) faculty coming from the College of Dentistry and two (2) Associate Dentist, Seven (7) from the clinical departments of the College of Medicine and one from the Basic Science department.

These market studies were conducted only for UP Manila but there have also been many inquiries from other government agencies (notably the Department of Health) and non-government organizations.

Program Goals

The main goal of the proposed program is to train a corps of medical anthropologists who can contribute to health care by adopting a multi-level understanding of health and medical care as they relate to culture, society, politics, economics and ecology. This goal is in line with the stated Vision of the College of Medicine, which states, to wit, “a community of scholars highly competent in the field of medicine with a heightened social consciousness … (and) committed to the development of Philippine society…”

The proposed courses introduce students to the general study of this specialization. Basic concepts and theories used by medical anthropologists in their research and analysis are discussed, and main fields of study are delineated. Students learn how illness, well-being, health and health care can be studied as social and cultural phenomena. Students also discuss the practical relevance of such an approach, and become acquainted with methodological approaches in medical anthropology.

In consonance with the research thrusts of the University, the program has the additional goal of promoting research competencies in the field of Medical Anthropology by way of a Masters of Science degree. Nonetheless, to allow interested professionals access to the field, a non-thesis option is also offered.

The Master of Medical Anthropology program (MMA), which is the non-thesis degree alternative, is designed to train medical professionals, teachers in medical and health professional schools, and people working in health and development programs to enhance their medical competence through a more culturally-sensitive approach.

The Master of Science in Medical Anthropology (MScMA) requires additional units of coursework and a thesis. It is designed for those who wish to acquire competence for doing cross-cultural research around health and medical issues and pursue an academic career.

The terminal competencies of the future graduates of the two graduate programs may be summarized as follows (with the shaded blocks indicative of the emphasis on the stated competency for the corresponding courses):
Mapping of Courses with Students’ Expected Roles and Competencies

<table>
<thead>
<tr>
<th>Program</th>
<th>Envisioned Professional Roles</th>
<th>Competencies</th>
<th>Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td>MMA</td>
<td>Researcher</td>
<td>analytically review, design and conduct, as well as communicate the findings of cross-cultural research in health and medicine</td>
<td>MA 201 MA 210 MA 231 MA 251 MA 298 MA 299.1 MA 299.2 Electives MA 300</td>
</tr>
<tr>
<td></td>
<td>Educator</td>
<td>have knowledge and skills to be able to provide undergraduate instruction in topics related to Medical Anthropology</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Service Provider</td>
<td>provide guidance for undertakings necessitating expertise in the field</td>
<td></td>
</tr>
<tr>
<td>MScMA</td>
<td>Research Interpreter or Analyst</td>
<td>analytically review as well as communicate, particularly to lay persons, the findings of cross-cultural research in health and medicine</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Trainer</td>
<td>have expert knowledge and skills to be able to provide graduate and undergraduate instruction in topics related to Medical Anthropology</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Service Provider</td>
<td>provide guidance for undertakings necessitating expertise in the field</td>
<td></td>
</tr>
</tbody>
</table>

Program Structure

All students are to be initially enrolled in the MScMA program. After they have satisfactorily finished 12 units of core courses and before they enroll in the thesis course, students will have to officially communicate should they opt to pursue the MMA program instead. Such a request may be made only once, and is subject to the approval of the Program Committee.

COURSEWORK

Comparative Presentation of Recommended Courseworks for MMA and MScMA

<table>
<thead>
<tr>
<th>MScMA Course</th>
<th>Units</th>
<th>MMA Course</th>
<th>Units</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Year, First Semester</td>
<td>3</td>
<td>First Year, First Semester</td>
<td>3</td>
</tr>
<tr>
<td>MA 201</td>
<td>3</td>
<td>MA 201</td>
<td>3</td>
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<tr>
<td>MA 211</td>
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<td>MA 211</td>
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<tr>
<td>MA 231</td>
<td>3</td>
<td>MA 231</td>
<td>3</td>
</tr>
<tr>
<td>MA 299.1</td>
<td>3</td>
<td>MA 299.1</td>
<td>3</td>
</tr>
<tr>
<td>First Year, Second Semester</td>
<td>3</td>
<td>First Year, Second Semester</td>
<td>3</td>
</tr>
<tr>
<td>MA 221</td>
<td>3</td>
<td>MA 221</td>
<td>3</td>
</tr>
<tr>
<td>MA 299.2</td>
<td>3</td>
<td>MA 298</td>
<td>3</td>
</tr>
<tr>
<td>MA 298</td>
<td>3</td>
<td>Elective Course 1</td>
<td>3</td>
</tr>
<tr>
<td>Elective Course 1</td>
<td>3</td>
<td>Elective Course 2</td>
<td>3</td>
</tr>
</tbody>
</table>
Proposal of UP Diliman for the Establishment of the Integrated Student Assistant and Peer Mentor Program (ISAPMP)

Concept

The proposed program addresses a student welfare issue. It shall provide additional benefits to Student Assistants (SAs) who need additional support to allow them to continue with their studies. It also provides support to Peer Mentors (PMs), who assist the University in mentoring students who need help to survive the rigorous academic demands of their programs.

Proponents

Vice-Chancellor Elizabeth L. Enriquez, Ph.D.
Prof. Ruby G. Alcantara, Ph.D.
Prof. Christine C. Hernandez, Ph.D.
Prof. Maria Vanessa L. Oyzon, Ph.D.

Implementing/Cooperating Agencies

Office of the Vice-Chancellor for Student Affairs (OVCSA)
Office of Student Housing (OSH)
Office of Scholarships and Student Services (OSSS)
Diliman Learning Resource Center (DLRC)

Targeted date of implementation

1st Semester AY 2011-2012

Beneficiaries

Student Assistants and Peer Mentors under brackets E, D and C.

Objectives of the Program

1. to provide incentives to Peer Mentors (PMs);
2. to increase the benefits of Student Assistants (SAs) under SA allocations funded by PS lump sum 10.210.010.10; and
3. to allocate SA hours instead of slots to the different units.

Justification

The Student-Assistant Program of the OSSS has been undersubscribed for quite some time. Despite the increase in allowance two years ago, a considerable number of slots have been unused. A perennial complaint from offices who request to use their SA allocation and those who request for an SA is the non-turnout of applicants. Increasing the benefits of the program to students is expected to encourage them to apply as SAs. The program will provide not only opportunities for students to augment their school and living allowance but will also fulfill the current gap in the number.
of personnel in the different units. Aside from the training that the students will get from offices in an academic setting, the program will provide additional help to financially challenged students without the need for them to leave the campus. Time allotted for academic activities is lost when students seek extra sources of income outside the campus.

Since the operation of the Diliman Learning Resource Center in 1998, the contribution of students who act as Peer Mentors has not been recognized. Efforts have been made to compensate them for their role but these have been declined by the students themselves, who have remarked that such acts would be contrary to the spirit of student volunteerism, which is the driving force behind the center. To acknowledge the contribution Peer Mentors and to encourage more students to volunteer their time and talent to the center, incentives are proposed.

Parallel to this proposal is the proposition to allocate SA hours instead of the present fixed number of SA slots to the different units. An office may hire any number of SAs provided the total combined number of hours of their service does not exceed the unit’s allotment. By adopting this scheme, units will have maximum opportunity to enjoy their respective allocations even if not all SAs may render the maximum number of hours of 120/month/SA.

The President’s Advisory Council (PAC) at its 272nd meeting held on 3 May 2011 endorsed the proposal for approval of the Board.

Board action: APPROVAL.

Proposal for the Re-Structuring and Renaming of the College of Public Affairs, UP Los Baños

Rationale for the Restructuring

The creation of the College of Public Affairs (CPAf) on 29 January 1998 was prompted “by the need to attune academic programs of the UP Los Baños in the pursuit of its mission to promote nationalism and development in the face of profound changes occurring in the global environment” (CPAf creation document 1998). Five applied social science units comprised the new college. After more than a decade of existence, CPAf finds itself at a crossroad.

Several factors impinge on the core business of providing its functional services of instruction, research and extension, to wit: 1) With attrition and other factors, about half of the faculty and staff had left the college; while 2) admitting that at the onset of its creation, the five different Institutes had their own formative and routine frameworks leading to their specialization and recognition by outside stakeholders in studying rural development dynamics and problematics, it cannot be emphasized that as a unified College, it had not developed a mechanism for synergy; 3) Given an almost “Institute-exclusive” recognition and area of excellence, the pervasive clamor of defining what is public affairs remains an awkward reality; 4) Finally, the newer realities/challenges posed, such as survival amidst an ever growing competitive environment brought about by new/strengthened academic programs by other graduate schools and the external concern for national food security, rural development, rural industrialization and urbanization, and decentralized governance make imperative a re-imagination of the dynamics of rural development from an internal UPLB domain of Agriculture, Biotechnology and Environment.

This proposal aims to align the structure of the CPAf to be able to achieve its vision to be a center of excellence in governance and development studies through trans-disciplinary approaches. It also supports the vision provided in the new UP charter to be a graduate and a research university.

CPAf’s Creation Rationale

The CPAf was established to do the following (CPAf creation document 1998):

1. Develop, refine and access a body of knowledge, theories, and principles to make public affairs and development a trans-disciplinary field of study and a cutting-edge of local and national development efforts;
2. Operationalize and demonstrate socially-viable approaches, mechanisms, and institutional arrangements for promoting and effecting public service at the local and national levels;
3. Educate, train, and provide continuing education to a cadre of professionals in the field of public affairs and development; and
4. Provide assistance and collaboration in policy analysis and advocacy, implementation and evaluation of programs and services, and dissemination of policy research outputs in response to changing community/client needs.

Public Affairs and Development as a Trans-disciplinary field of Study

Trans-disciplinarity is a specific form of inter-disciplinarity in which boundaries between and beyond disciplines are transcended and the knowledge and perspectives from different scientific disciplines as well as non-scientific
sources are integrated (Klein et al. 2001). As trans-disciplinarity originates from the increasing demand for relevance and applicability of academic research to the challenges of our complex society, some prefer to center the definition around societal challenges rather than around academic research. Another definition of trans-disciplinarity then is a new form of learning and problem solving, involving cooperation among different parts of society; which includes the academia, in order to meet complex challenges. Solutions are devised together with other stakeholders and through mutual learning, the knowledge of participants are enhanced.

College of Public Affairs at the UPLB

The document creating CPAf stipulated the following public issues and concerns to be the College’s problem focus: food security, land reform and land use, governance, strategic planning, population, environment, education, agrarian and rural development, and cooperatives. Five institutes were formed to compose the new college. These are as follows: 1) Agricultural Credit and Cooperative Institute (ACCI), (now renamed as the Institute of Cooperatives and Bio resource Enterprise Development (ICOPED) and was re-integrated to the College of Economics and Management (CEM) effective November, 2010); 2) Institute of Agrarian and Rurban Development Studies (IARDS) which was formerly the Institute of Agrarian Studies (IAS), 3) Institute of Community Education (ICE) which came from the defunct Department of Agricultural Education and Rural Studies (DAERS), a department under the College of Agriculture, 4) Institute of Development Management and Governance (IDMG), which was the Department of Development Management under the College of Economics and Management; and 5) Institute of Strategic Planning and Policy Studies (ISPPS), which was formerly the Center for Policy and Development Studies, under the Office of the Chancellor

Since 2007, CPAf has been reviewing its academic programs and sponsoring workshops and symposia to update information on the theories and practice in its area of scholarship. In the process, it became evident that CPAf’s niche is in the general area of policy, institutions and governance studies in support of the changing rural development context.

Trends in Student-Faculty Ratio

Amongst the five institutes, the graduate student faculty ratio is low at ACCI and IARDS which is about 1:1 in 1999 to 1:2.5 in 2010. ICE had a student faculty ratio of 1:13 in 1999 to 1:34 in 2010; IDMG has a student faculty ratio of 1:36 in 1999 to 1:18 in 2010. ISPPS has constant faculty ratio of 1:10 for the past ten years. This re-structuring proposal can also effect a more even student faculty ratio for the College.

CPAf’s Showcase of Successes

CPAf’s dynamism since its creation in 1998 has produced innovations, among others: (1) a new Masters program in Public Affairs and a Masters of Science program in Development Management and Governance; (2) related research and extension work including methodology development in the frontier areas of governance, food and nutrition security, public entrepreneurship, biotechnology policy, climate change adaptation and rural development planning, agricultural sustainability and communities in transition, and (3) grassroots computing for narrowing the digital divide. The current proposal aims to sustain these innovations to produce more public goods and further energize it via greater internal collaboration through a one-faculty one-College structure.

The New CPAf

Vision and Mission Statements and Core Values

Collectively, and with coaching from the CPAf External Review Committee, the following vision, mission and core value statements were formulated in a September 2007 Workshop:

CPAf’s Vision:

CPAf is an academic institution with distinctive excellence in development studies and governance in support of national development goals in the agriculture and rural sectors and communities in transition.

CPAf’s Mission:

By means of trans-disciplinary approaches, CPAf shall develop human and institutional capacities in the areas of local development policy, governance and community development consistent with our values and traditions while taking into account the demands of globalization.
CPAf’s Core Values

a. We believe that participation is a right of every individual to engage in spirited nation building.
b. We believe in the enlargement of capacities of people, organizations and institutions.
c. We conduct ourselves with utmost transparency and integrity.
d. In all these, we adhere to the utmost standards of professionalism that earn respect and being accountable in all that we do.

Proposed Organizational Structure

The proposed organizational structure is presented in Figure 1. The proposal is for a one-faculty-one college structure following a matrix organization. The functional chart which also indicates the programs of the college is in Figure 2. It is proposed that the College’s functions will be lodged in three units: an academic unit, the Institute for Governance and Rural Development (IGRD); a trans-disciplinary research and extension unit, proposed to be named as Community Innovations Studies Center (CISC) and a policy center, the Center for Strategic Planning and Policy Studies (CSPPS).

All faculty members will be housed in the academic unit but they will join the research and policy centers where their research projects are programmatically located. This will now promote more synergy, more interdisciplinary, multi-disciplinary and trans-disciplinary and time-bound work.

The staff offices under the Office of the Dean are the Administrative Support Services and the Knowledge Management Office (KMO). The Administrative Support Services will be pooled and deployed to units in need of the service. KMO will be responsible for packaging knowledge products that are generated in the centers, the library, the computer laboratory and the college MIS.

There is also going to be an Executive Committee to be composed of the Dean as chair, and Directors of the IGRD, CISC and the CSPPS, the Administrative Officer of the CPAf, and the KM head; as well as the university prescribed coordinators for instruction, research and extension as members. It is further proposed that IGRD be assigned a Deputy Director who will assist the Director in his/her various functions.

Figure 1. Proposed CPAf Organogram
Figure 2. Proposed CPAf Functional Chart
Board action: APPROVAL.
Request for Waiver of BOR Rules that Limit the Number of Students Who Could be Admitted to
UP Diliman via Varsity Athletics Admission System (VAAS) of the College of Human Kinetics,
UP Diliman

For School Year 2011-2012, the VAAS Committee of UP Diliman would like to admit via VAAS a total of one
hundred sixty (160) new UP Diliman students based on an initial shortlist of 187 submitted by the College of Human
Kinetics (CHK). All of the 160 students went through a screening process held by the CHK Varsity coaching staff and
were ranked according to technical skills, athleticism and potential in their respective sporting events. A total of 637
applicants participated in the try-outs that were held mostly in March and April 2011.

The current quota of 120 was set by the BOR on 29 January 2004 (1178th meeting) and it includes students who
will become members of the UP PEP Squad and the Filipiniana Dance Troupe. In 2004, there were only 23 sporting
events in the UAAP. At present there are already 28 sporting events excluding the street dance competition which is
a demonstration sport. In the past four years starting SY 2007-2008, the number of UP Diliman students admitted via
VAAS always exceeded 120.

Each varsity team consists of a Line-up group that will compete officially in the UAAP and a Buffer group for
reserves.

The President endorses the admission of additional forty (40) students via VAAS taking into account that six (6) of
the 40 students are qualified for admission to other UP units even without VAAS. In addition, 14 students are to join
the PEP Squad which is not covered by the 120 quota subject to confirmation by the Board of Regents.

Board action: APPROVAL.

Confirmation of Graduation

The President, by virtue of the authority given by the Board of Regents at its 1268th meeting held on 1 April 2011,
approved the graduation of the following students who completed all the requirements as of the end of Second Semester
2010-2011/Second Trimester 2010-2011, except those with pending disciplinary cases, if any:

1. UP Diliman approved by the UP Diliman University Council at its 117th meeting held on 11 April 2011

1.a. Confirmation of Graduation with Honors (Cum Laude) of Ms. CONCEPCION RITA KATHERINE C.
ABRUGENA for the degree of Bachelor of Fine Arts major in Painting, College of Fine Arts as of the end of
the Second Semester, 2010-2011

Her graduation with honors was favorably endorsed by Chancellor Caesar A. Saloma.

1.b. Confirmation Ad Referendum the graduation of Mr. LORENZO P. JACINTO for the degree of Bachelor of
Science in Chemical Engineering as of the end of the Second Semester, 2010-2011, for licensure examination
purposes

His graduation has been recommended by the faculty of the College of Engineering and by the University Council,
ad referendum.

Board action: CONFIRMATION.

2. UP Manila approved by the UP Manila University Council at its 84th meeting held on 7 April 2011

2.a. Confirmation of Graduation of 151 UP Manila College of Medicine students as of the end of Second Semester
2010-2011

These candidates were endorsed during the meeting of the College of Medicine Faculty Council and by the
UP Manila University Council at its 84th regular meeting held on 7 April 2011, with the provision that these
students would complete all the academic requirements including the internship training which ended on 30
April 2011.
2.b. Confirmation of Graduation with Honors (Cum Laude) of Ms. CARMINA R. ARENILLO, BA Organizational Communication and Ms. KRISTIANNE JOY T. DIWA, B.S. Public Health as of the end of the Second Semester, 2010-2011

A recomputation of their grades showed that Ms. Arenillo got a GWA of 1.668 while Ms. Diwa got a GWA of 1.718 qualifying both of them to graduate with honors (cum laude).

A referendum was conducted last 8 April until 13 April 2011 for the UP Manila University Council.

2.c. Withdrawal of Graduation of Mr. LEO Z. FREDERICK CRUZ, BA Development Studies for Second Semester AY 2010-2011

His name was included in the list of candidates for graduation with an asterisk indicating that he has a pending SDT case.

Board action: CONFIRMATION.

3. UP Los Baños approved by the UP Los Baños University Council in its meeting held on 18 April 2011

Board action: CONFIRMATION.

4. UP Baguio approved by the UP Baguio University Council at its 42nd meeting held on 31 March 2011

Board action: CONFIRMATION.

5. UP Open University approved by the UPOU University Council at its 36th meeting held on 6 April 2011

Board action: CONFIRMATION.

6. UP Mindanao approved by the UP Mindanao University Council at its 32nd meeting held on 8 April 2011

Board action: CONFIRMATION.

7. UP Visayas approved by the UP Visayas University Council at its 94th meeting held on 15 April 2011

Board action: CONFIRMATION.

8. UP Cebu approved by the UP Cebu College Council at its 1st meeting held on 13 April 2011

Board action: CONFIRMATION.
Establishment of the UPAE Professorial Chair in Engineering at the College of Engineering, UP Diliman

**Donor:** UP Alumni Engineers, Inc.

**Support Fund:** PhP1,500,000.00

**Fund Management:** UP Engineering Research & Development Foundation, Inc. (UPERDFI)

The donated sum shall be utilized solely and exclusively for the purpose intended by the Donor. The awarding shall observe University policies and processes on professorial chairs.

**Board action:** APPROVAL.

Establishment of the DMCI Project Developers Incorporated Faculty Retention and Development Fund at the College of Engineering, UP Diliman

**Support Fund:** PhP695,000.00

**Fund Management:** UP Engineering Research & Development Foundation, Inc. (UPERDFI)

Donated sum shall be utilized solely and exclusively for the purpose intended by the Donor. The awarding shall observe University policies and processes on professorial chairs.

**Board action:** APPROVAL.

Establishment of the The Ariston I. Delos Reyes Centennial Professorial Chair in Energy Engineering, The MacArthur V. and Josefina P. Delos Reyes Professorial Chair in Electrical Engineering, and The Dominador I. Ilio Centennial Professorial Chair in Energy Engineering at the College of Engineering, UP Diliman

**Donors:** MacArthur V. Delos Reyes and Josefina P. Delos Reyes

**Support Fund:** USD$100,000.00

**Fund Management:** UP Engineering Research & Development Foundation, Inc. (UPERDFI)

Donated sum shall be utilized solely and exclusively for the purpose intended by the Donor. The awarding shall observe University policies and processes on professorial chairs.

**Board action:** APPROVAL.

Creation of Five (5) Professorial Chairs in UP Manila

The five (5) Professorial Chairs are intended for the following units:

- College of Medicine
- College of Arts and Sciences
- College of Public Health
- College of Dentistry
- Philippine General Hospital (for whoever is the incumbent Director)
The proposed cash award of PhP100,000 per awardee per annum shall be given starting Calendar Year 2011. The cash award shall be funded from UP Manila’s share from the income generated from rent of the UPM PGH Faculty Medical Arts Building.

Board action: APPROVAL.

Ms. Arokiaswamy Margaret Celine’s Request for Audience with the Honorable Board of Regents, Regent Reynato S. Puno or President Alfredo E. Pascual

This refers to the letter request submitted by Ms. Arokiaswamy Margaret Celine (“Arokiaswamy”) to the Office of Legal Service. In a letter dated 21 January 2011, Arokiaswamy had previously demanded return of four (4) copies of her thesis, as well as refund for her diploma fee.

In a letter dated 15 March 2011, the Office of the President denied Arokiaswamy’s request, on grounds that the University reserves the right to keep in its possession all submitted work of its students and lack of proof substantiating the request for refund.

Prior to her receipt of the letter from the Office of the President, Arokiaswamy submitted a letter to the Office of Legal Services dated 21 March 2011, reiterating her demand for return of her thesis and refund for diploma fee. Arokiaswamy requested an audience with the University President, Regent Reynato S. Puno, or the Board of Regents in the event her demands are denied.

The Office of Legal Service finds no merit in Arokiaswamy’s request for audience, given that the President had sound legal and practical basis to deny her demands.

However, it is respectfully submitted that any audience granted her rests upon the discretion of the Honorable Board of Regents, Regent Reynato S. Puno, and President Alfredo E. Pascual.

Further, Arokiaswamy has had a long, turbulent history with the University and it is respectfully suggested that any dialogue with her could facilitate finally putting to rest all cases between Arokiaswamy and the University and its officials.

Board action: NOTATION.

FISCAL MATTERS

Request for Authority to Pay the First Merit Incentive of P5,000.00 for CY 2011 to all Qualified UP Personnel

The President requests authority to pay the first merit incentive of P5,000.00 for CY 2011 to all qualified UP Personnel.

The merit incentive is given to qualified UP personnel in recognition of their dedicated service to the University. This will also inspire them to be more efficient, productive and creative.

Board action: APPROVAL.

Request of UP Manila for Authority to Borrow From the Interest Earnings of the UP Manila Special Endowment Fund (SEF) in the Amount of PhP8 Million, certified as available by UP Manila Chief Accountant, be utilized as follows:

<table>
<thead>
<tr>
<th>Personal Services</th>
<th>PhP8,000,000.00</th>
</tr>
</thead>
<tbody>
<tr>
<td>To augment the Personal Services requirement (Overload Honoraria, Lecturer’s Pay, Hazard Pay and other Benefits for CY 2011)</td>
<td></td>
</tr>
</tbody>
</table>

It is understood that the disbursements shall be subject to the usual accounting and auditing laws, rules and regulations.

Board action: APPROVAL.
Request of UP Cebu to Borrow Funds from the Undergraduate Tuition Fee Increment to Pay for Overload Honoraria of Faculty in the Amount of PhP1.28 Million

The UP Cebu Dean requests that UP Cebu be allowed to borrow funds from the undergraduate tuition fee increment to cover the overload honoraria of the faculty in the amount of PhP1.28 Million while awaiting release by the Department of Budget and Management of the SSL 3rd tranche and computation of the PS savings.

In the 1216th meeting of the Board of Regents dated 15 December 2006, the Board of Regents approved the increase in the undergraduate tuition as well as the policy guidelines in the Report of the De Dios Committee, which included matters on the income utilization of the increase. It provided that UP’s income from the revised tuition and other fees will be used to cover the following:

- Increasing cost of power and other utilities;
- Procurement of equipment and upkeep of facilities;
- Purchase of books and maintenance of journal and library subscriptions; and
- Enhancement of teaching and research.

There being no definitive approval by the BOR that said tuition increment may be used to pay the overload honoraria, prior approval by the BOR should be obtained for the purpose.

Board action: APPROVAL.

Proposal of the School of Statistics for the Establishment of a Financial Incentive Scheme for Faculty and Non-Faculty Personnel

This is to respectfully endorse for your consideration the proposal of the School of Statistics for the establishment of a Financial Incentive Scheme for its faculty and non-teaching personnel. The School is proposing this to further motivate them to stay, produce research output and mentor graduate and undergraduate students. The incentives will be drawn from the trust funds of the School of Statistics (Graduate Tuition Fee Increase and 20% share in the Undergraduate Tuition).

The following are the details and proposed rules and corresponding incentives as prepared by the School of Statistics:

1. Mentoring of PhD, MS and MOS Students

   **Rationale:** To contribute in pursuing the goal of UP as a research university, it is necessary that the graduate program regularly and increasingly produce graduates. These graduates are expected to contribute large amounts of knowledge from their researches while doing their dissertation/thesis. The role of an adviser is very crucial in mentoring the students so that they can optimize their potential as knowledge contributors.

   **Requirement for the Award:** Signed approval sheet of Dissertation/Thesis

   **Amount:** Advisers of PhD students will receive PhP20,000 cash incentives for every student who graduates while advisers of MS or MOS students will receive PhP5,000 for every student who graduates.

   **Expected Cash Requirement Per Year:** PhP115,000

2. Outstanding Teacher in Statistics 101

   **Rationale:** Statistics 101 is an introductory course in statistics taken by many undergraduate students in UP Diliman. This can be considered as a venue to push our advocacy efforts towards appreciation of the discipline among non-statistics students, and later on by the society in general. The award is intended to recognize teachers who adhere to excellence in teaching introductory statistics. This should be given every first and second semesters only.
Requirement for the Award: Certification of the Director for Undergraduate Studies

Amount: Every semester (excluding Summer), teachers of Statistics 101 will be rated following the criteria below. The Stat 101 faculty with the highest score for the semester will receive PhP5,000. The second and third will receive PhP3,000 each.

Criteria:  

i. Adjusted average of Part III of SET – 75%  
- The SET score will be adjusted using mixed model with teacher and class size effect eliminated before averaging

ii. Verbatim comments of the students on the teacher from SET = 25%

Expected Cash Requirements per Year: PhP22,000

3. Outstanding Teacher in Statistics Major (BS) Courses

Rationale: There is also a need to motivate the faculty to teach the Stat major students very well. With a good foundation at the undergraduate levels, the graduates will provide an excellent supply of students to our graduate programs. In recognition of their teaching excellence, cash incentives will be given to the faculty. This should be given every first and second semesters only.

Requirement for the Award: Certification of the Director for Undergraduate Studies

Amount: Every semester (excluding Summer), teachers of Statistics major courses will be rated following the criteria below. The faculty teaching Stat major courses with the highest score for the semester will receive PhP5,000. The second and third will each receive PhP3,000 each.

Criteria:  

i. Adjusted average of Part III of SET – 75%  
- The SET score will be adjusted using mixed model with teacher and class size effect eliminated before averaging

ii. Verbatim comments of the students on the teacher from SET = 25%

Expected Cash Requirements per Year: PhP22,000

4. Outstanding Teacher in Graduate Courses

Rationale: While the graduate programs focus on research, instruction is still very crucial in preparing students in research work. Thus, we would like to provide the incentive to recognize the best graduate faculty who share to the graduate students the basic skills they need to pursue research in the statistical science and its applications. This should be given every first and second semester.

Requirement for the Award: Certification of the Director for Graduate Studies

Amount: Every semester (excluding Summer), teachers of graduate courses will be rated following the criteria below. The faculty with the highest score for the semester will receive PhP8,000. The faculty with the second highest rating will receive PhP5,000.

Criteria:  

i. Adjusted average of Part III of SET – 75%
The SET score will be adjusted using mixed model with teacher and class size effect eliminated before averaging

ii. Verbatim comments of the students on the teacher from SET = 25%

**Expected Cash Requirements per Year:** PhP26,000

### 5. Outstanding Staff

**Rationale:** The administrative staff and the research & extension personnel (REPs) are important support for the faculty to deliver the basic function of the university (teaching, research and extension). Thus, cash incentives will be provided to recognize the quality of the support services rendered by the staff for the academic function of the School.

**Requirement for the Award:** Certification of the College Secretary

**Amount:** Every year, the top two (2) staff will receive PhP5,000 each.

**Criteria to be used by a committee chaired by the Dean:**

1. Timely completion of tasks 40%
2. Quality of output 40%
3. Feedback from colleagues 10%
4. Feedback from faculty 10%

**Expected Cash Requirement per Year:** PhP10,000

### 6. Publication in Non-ISI, Refereed Journal

**Rationale:** Research is not completed until results are disseminated to its intended beneficiaries, usually readers of scientific journals. New researchers would sometimes find it difficult to publish in an ISI-indexed journal. Researchers may also find readers of some non-ISI-indexed journals more appropriate for their work. This incentive will be provided to encourage the faculty to develop a habit of submitting their research outputs to journals for possible publication.

**Requirement for the Award:** Copy of the Title Page and Table of Contents of the Journal, and full copy of the paper.

**Amount:** For single authorship, a faculty/staff of the School of Statistics will receive PhP15,000. The cash incentive will be divided equally if there are several authors in the paper. Only the regular faculty and staff of the School can claim the incentive.

**Expected Cash Requirements per Year:** PhP75,000

### 7. Lecture Notes Writing Grant

**Rationale:** Textbooks are usually created starting from lecture notes of teachers. Also, if the amount of time spent in collecting materials to be included in the course content can be cut so that the teacher can focus on increasing the depth of topics, then greater impact on the cognitive function of the students can be expected. Thus, faculty members should be encouraged to develop these lecture notes and make it available for others who may be teaching the
same course later. The faculty members who will first develop the materials will have the privilege of developing it into a book later should he/she decide to do so.

**Requirement for the Award:** Certification of Director for Graduate or Undergraduate Studies that the following have been submitted in hard copy and electronic formats:

i. Expanded syllabus (2- or 3-levels with time allocation)
ii. Lecture Notes
iii. Powerpoint presentations

**Amount:**

For undergraduate courses, PhP20,000 per course.
For graduate courses, PhP40,000 per course.
The amount will be split equally if there are two or more authors for a course.

**Expected Cash Requirement per Year:** Will vary depending on the number of course notes developed until these notes are available for all courses.

This proposed Financial Incentive Scheme of the School of Statistics was endorsed by the UP Diliman FPOC chaired by then Vice Chancellor Mary Delia G. Tomacruz.

**Board action:** APPROVAL.

**Request of UP Manila to Increase the Cash Award of the Existing Thirteen (13) Professorial Chairs of the University from PhP75,000 to PhP100,000 Effective Calendar Year 2011 Currently Assigned to Different Degree-Granting Units of UP Manila**

The proposed increase of PhP25,000 per awardee will require a total amount of PhP325,000 per annum and will be funded from the interest income of the Special Endowment Fund of UP Manila.

The Chief Accountant of UP Manila issued a Statement of Fund Availability certified by the Chief Accountant.

**Board action:** APPROVAL.

**Proposed Utilization Plan of the School of Economics for the 20% College Share of the Undergraduate Tuition**

<table>
<thead>
<tr>
<th>Item Description</th>
<th>Indicative Share</th>
<th>Proposed Allocation for 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Undergraduate scholarships (needs-based, not primarily merit-based)</td>
<td>15%</td>
<td>225,000</td>
</tr>
<tr>
<td>2 Support to faculty teaching services (including but not limited to hiring of teaching assistants for the preparation of course materials, grading exercises and problem sets, proctoring tests)</td>
<td>15%</td>
<td>225,000</td>
</tr>
<tr>
<td>3 Support to UPSE computer laboratory (including but not limited to hiring of IT persons on contractual basis for system upgrading, computer hardware &amp; software upgrading)</td>
<td>20%</td>
<td>300,000</td>
</tr>
<tr>
<td>4 Support to UPSE library (including but not limited to computer hardware &amp; software updating, hiring of student assistants, acquisition of library materials)</td>
<td>25%</td>
<td>375,000</td>
</tr>
</tbody>
</table>
The Board of Regents at its 1255th meeting held on 27 May 2010 approved the proposal of UP Diliman to allocate every year funds equivalent to 20% of the tuition collected from the undergraduate programs according to a distribution formula developed in consultation with the Deans at the meeting of the Chancellor with the Deans held on 23 January 2010. The allocation formula is based on the number of units serviced by each academic unit for each academic program. The share of the School of Economics in the 20% will be computed following a specific formula.

The allocation of a part of tuition income to the academic units is to rationalize resource allocation in UP Diliman in line with the UP System Plan (2005-2011) as approved by the Board of Regents. The allocation will also encourage the units to prioritize their projects subject to the funds available to them.

The proposal of UP Diliman which was approved by the BOR in May 2010 did not include the utilization plan of the School, thus this endorsement.

The proposed annual utilization plan is formulated with the objective of enhancing the services of the School of Economics to its undergraduate programs.

**Board action:** APPROVAL.

### Request of UP Visayas to Utilize Unclaimed Deposit Fee in the total amount of PhP1,789,980.49 for Scholarships and Other Student-Related Activities

As of 31 December 2010, UP Visayas has, on record, collected a total amount of PhP1,789,980.49 from Student Deposit fees as reported by the Accounting Office of UP Visayas. These fees are required only from first year students who enroll for the first time at the University. This one-time fee of P100/student is usually collected on the first semester of the first year and is refundable after graduation, upon presentation/return of the official receipt issued.

It is UP Visayas’ opinion that the students who have already graduated and have since left the University are no longer interested to have their P100 deposit fees refunded. In order to maximize the utilization of this fund, hence this request:

Utilization of PhP1.5 Million as seed capital for investment, the interest earnings of which shall be used for Scholarships and other student-related activities. The Office of Student Affairs and the UPV Scholarships Committee shall be tasked to work out the guidelines for the use of this interest income for the specific purpose.

The current balance of PhP289,980.49 shall be reserved for release to students as refund.

**Board action:** APPROVAL.

### Proposal of UP Visayas to Increase the Graduate Tuition Fee From PhP600/unit To PhP1,000/unit

**Existing Rate:** PhP600/unit implemented since 2003

**Proposed Rate:** PhP1,000/unit effective AY June 2011, to apply to incoming new/first year students only

**Proposed Utilization:**

- **30%** For instructional/learning facilities to include: the acquisition of computers with licensed software, multimedia devices and other instructional aids for the Colleges’ graduate programs;
- **30%** For student support and development such as but not limited to cost/expenses of graduate students

---

<table>
<thead>
<tr>
<th></th>
<th>Support to administrative offices (including but not limited to staff development, office equipment such as computers, and additional registration expenses)</th>
<th>15%</th>
<th>225,000</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Facility improvement, ground and building improvements</td>
<td>10%</td>
<td>150,000</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>100%</strong></td>
<td><strong>1,500,000</strong></td>
<td></td>
</tr>
</tbody>
</table>
in participation/formal presentations of conferences within the Philippines, as recommended by their respective Colleges;

20% For scholarship and study loan assistance programs; funds to be built up at the level of the colleges; after the first 5 years, the Colleges will review the status and use of these funds; and

20% MOOE augmentation; use of increments in the trust fund to supplement meager MOOE specific for the administration of the graduate programs.

Results of Graduate Students’ Survey/Consultation:

A. Survey held during the period May-June 2010

Total no. of students enrolled during the period (excluding UP Cebu College): 434

<table>
<thead>
<tr>
<th>Students Surveyed</th>
<th>Yes</th>
<th>No</th>
<th>No Answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>No.</td>
<td>% of Total</td>
<td>No.</td>
<td>%</td>
</tr>
<tr>
<td>139</td>
<td>60%</td>
<td>60</td>
<td>43.2%</td>
</tr>
</tbody>
</table>

B. Total number of students who attended the Graduate Students Orientation/Consultation held on 18 June 2010 and on 17 July 2010 during which the proposal was discussed/presented: 225

Board action: APPROVAL.

Request Exemption from Administrative Order No. 103, s. 2004 to Purchase Toyota Hi-Ace Commuter Van, 15-seater which Approximately Costs Around PhP1,241,000.00 Funded from Internally Generated Income of UP Diliman for the Use of the College of Social Work and Community Development

The vehicle will be for the official use of UP Diliman CSWCD faculty, students and staff in doing their field work instruction program that entails travel by faculty supervisors and students to partner communities of the College within and outside Metro Manila.

At present CSWCD is using an 11-year old vehicle [Toyota Hi-Ace Commuter Van], which undergoes repair almost every month. Its other van, purchased in 1995 was already condemned as unserviceable. It would be more cost-effective to purchase a new one rather than shoulder the continuing maintenance cost.

The said request is urgently needed to replace the old and dilapidated van which will be utilized to transport faculty fieldwork supervisors, and students enrolled in courses that require fieldwork activities outside UP Diliman campus.

Board action: APPROVAL.

Proposal of the Natural Science and Mathematics Division, UP Cebu to Institute Laboratory Fee for STAT 101 in the amount of PhP600.00

The Natural Sciences and Mathematics Division of UP Cebu proposes to institute a laboratory fee in Stat 101. The revision of Math 101 (Elementary Statistics) to Stat 101 (Elementary Statistics) was approved on 28 May 2010. One major change of the course is the implementation of a laboratory component. Since its implementation in June 2010, no laboratory fee has been charged. Laboratory supplies and materials needed in this course have to be charged to the fees of other statistics laboratory courses. This practice has compromised the needs of the ‘earning’ laboratory courses. It is therefore necessary to institute laboratory fees to Stat 101 as supplies and materials for laboratory use are not subsidized by the College or the University.
Date of Implementation

The approved institution of laboratory fees will take effect in the semester immediately following the date of its approval and shall be implemented only to the new first year students who are enrolled in Stat 101.

Proposed Laboratory Fee

The laboratory fee in Stat 131 of PhP600.00 was approved by the Board on 27 May 2010. To make the laboratory fee uniform to all statistics courses offered by NSMD of UP Cebu, a laboratory fee of PhP600 in Stat 101 is proposed.

Consultation with BS Management Students and the Student Councils

The proposal to institute a laboratory fee of PhP600.00 was presented to BS Management students. Stat 101 or Math 101 is a required course in the BSM program curriculum. The computations were presented in detail to the students. After the presentation, the students were requested to indicate in provided sheets if they approve/disapprove the proposal. Attendance in the presentation of the proposal is summarized below:

<table>
<thead>
<tr>
<th>Year Level</th>
<th>Number of Students who Attended</th>
<th>Number (Percent) of Students who Approved</th>
<th>Number (Percent) of Students who Disapproved</th>
</tr>
</thead>
<tbody>
<tr>
<td>First</td>
<td>42</td>
<td>42 (100)</td>
<td>0 (0)</td>
</tr>
<tr>
<td>Second</td>
<td>50</td>
<td>40 (80)</td>
<td>10 (20)</td>
</tr>
<tr>
<td>Third</td>
<td>41</td>
<td>29 (71)</td>
<td>12 (29)</td>
</tr>
<tr>
<td>Fourth</td>
<td>39</td>
<td>39 (100)</td>
<td>0 (0)</td>
</tr>
<tr>
<td>Total</td>
<td>172</td>
<td>150 (87)</td>
<td>22 (13)</td>
</tr>
</tbody>
</table>

All (100%) first year and fourth year BSM students who attended the presentation approved the said proposal. Meanwhile, 80% of the second year and 71% of the third year students who attended the presentation approved of the proposal. In totality, 87% of all the BSM students who attended the presentation approved the proposal to institute a laboratory fee of PhP600.00 in Stat 101.

The proposal was also presented to the UP Cebu Student Council. The Council took a stand to disapprove the proposal.

Board action: APPROVAL

Programming of Unexpended Balances of UP Diliman in the Amount of Fourteen Million One Hundred Twenty Four Thousand Three Hundred Seven Pesos and 06/100 Only (PhP14,124,307.06), Certified As Available by UPD Budget Office and Accounting Offices, to be utilized as follows:

<table>
<thead>
<tr>
<th>Type of Expense</th>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Services</td>
<td>To cover obligations for terminal leave, retirement benefits and other PS requirements</td>
<td>PhP2,124,307.06</td>
</tr>
<tr>
<td>Maintenance &amp; Other Operating Expenses</td>
<td>To pay for security and janitorial services, and other MOOE expenditures</td>
<td>7,000,000.00</td>
</tr>
<tr>
<td>Construction Outlay</td>
<td>To cover urgent repairs and rehabilitation of UP Diliman buildings and other infrastructure projects</td>
<td>2,500,000.00</td>
</tr>
<tr>
<td>Equipment Outlay</td>
<td>For the purchase of IT and laboratory equipment, air-conditioning units and other equipment</td>
<td>2,500,000.00</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
<td>PhP14,124,307.06</td>
</tr>
</tbody>
</table>
It is understood that the disbursements from this reprogrammed amount shall be subject to the usual accounting and auditing laws, rules and regulations.

Board action: APPROVAL.

Proposal of UP Los Baños Housing Office to Allow the Remittance of 50% of the Income of the New Dormitory to the UPLB Endowment Fund Until the Amount Used for the Construction is Fully Paid and for the Remaining 50% to be Used for the New Dormitory’s Operations, Repair and Maintenance Effective Upon Approval

The University of the Philippines Los Baños currently has ten student dormitories namely the Men’s Residence Hall, Women’s Residence Hall, International House and Forestry Dorm (constructed in the 1960s, with additional units of Men’s and Women’s constructed in 1967 and 1969, respectively); New Forestry Residence Hall (1980), Makiling Residence Hall (1980), Veterinary Medicine Residence Hall (1986), New Dormitory (2001), and the newly renovated ATI Dormitory and ACCI Dormitory.

The New Dormitory was constructed using a portion of the UPLB Endowment Fund with authority from the Board of Regents during its 1127th meeting held on 18 December 1998. The total cost of construction is PhP27,274,799.40. Since 2001, all the incomes of the New Dormitory were plowed back to the Endowment Fund. As of 2009, the amount of PhP16,386,447.64 has already been reverted.

Because of this, part of the incomes of the Men’s Residence Hall, Women’s Residence Hall, International House and Forestry Dorm, New Forestry Residence Hall, Makiling Residence Hall, and Veterinary Medicine Residence Hall has been used to subsidize the operations of the New Dormitory. The cost of construction is expected to be fully paid in about 15 years, or until 2014. However, the incomes of the other dormitories are not enough for their own operations. The quality of service has suffered because of insufficient funds, and they (other dorms) have to share their incomes with the New Dormitory even if they cannot afford it.

In this connection, UPLB is requesting the Board of Regents to allow it to revert only 50% of the New Dormitory’s income to the UPLB Endowment Fund until the amount used for its construction is fully paid, and for the remaining 50% to be used for the New Dormitory’s operations, repair and maintenance. This will result in a longer payment period, i.e., from 2014 (14.70 years based on original computation) to 2020 (additional 5 years). However, this will enable the UPLB Housing Office to better address the operations, repair and maintenance needs of the New Dorm.

It is understood that the disbursements from the 50% for use of the New Dorm shall be subject to the usual accounting and auditing laws, rules and regulations.

Board action: APPROVAL.

Contract of Lease between the University of the Philippines Open University and the International Rice Research Institute (IRRI)

Leased Land: Lease of eight (8) hectares of agricultural land located within the property of the UP Open University in Los Baños, Laguna identified as follows:

<table>
<thead>
<tr>
<th>Plot No.</th>
<th>Approximate Area (Hectares)</th>
</tr>
</thead>
<tbody>
<tr>
<td>C27 to C42</td>
<td>4</td>
</tr>
<tr>
<td>B27 to B42</td>
<td>4</td>
</tr>
</tbody>
</table>

Amount of Contract: US$50,000.00

Particulars:

IRRI and UPOU have agreed on the following contributions:
1. Maintain surrounding areas of the leased land, including the common roads, open spaces within the said area;
2. Subject to availability of space, allow UPOU staff, officials, students and tutors, to avail of its shuttle bus service, for free;
3. Provided the necessary appointments are issued, allow its staff members to serve as affiliate members of the various Faculties of Studies of UPOU without compensation, subject to such terms and conditions mutually acceptable to both parties;
4. Provide available post-doctoral fellowships to UPOU faculty subject to such requirements and qualifications pertinent to the fellowship grants;
5. Provide available scholarships on a competitive basis to UPOU faculty and staff, subject to prior clearance from PHILRICE;
6. Collaborate with UPOU on possible research grants, subject to such terms and conditions mutually agreed upon by the parties;
7. Purchase library resources (books and CD-ROMs) and laboratory and information technology (IT) equipment and software, in behalf of UPOU, upon the latter's request, in accordance with the accounting and auditing procedures of both parties;
8. Donate available vehicles, laboratory equipment, office furniture and equipment, ground (surrounding) tools and maintenance equipment, IT equipment including software, to UPOU;
9. Provide the schedule and other information regarding spraying activities that will be conducted in the Leased Premises, on a timely and regular basis;
10. Subject to availability of water resources, to provide/supply on a need basis, the water requirement of the UPOU Water Park that is currently under construction in front of the UPOU Headquarters, more specifically described in the Land Use Plan;
11. IRRI and UPOU shall, to the extent permitted by their resources, engage in mutual collaboration related to Information and Communications Technology requirement including but not limited to network transit arrangements. IRRI and UPOU may enter into separate agreements for this purpose.

**Lease Term**

Beginning 01 January 2010 and shall terminate on 31 December 2014, unless sooner terminated as provided in this Contract. The lease term may be renewed for another five (5) years, under such terms and conditions mutually agreed upon by both parties.

**Board action:** APPROVAL.

**Request for the Free Use of the Audio-Visual Hall Building Located at UP Visayas Tacloban College by the Department of Social Welfare and Development, Region VIII**

1. The KALAHI-CIDSS: KKB Project of the Department of Social Welfare and Development, Region VIII is a project which intends to improve the living conditions of selected poor municipalities by improving local governance, empowering communities and reducing poverty through the community-driven development approach;
2. The project which is now in its 19th year of implementation is poised to increase its coverage in the region to more poor municipalities. Together with the increase in the reach of the project is the corresponding increase in the number of staff thereby making its present office space too small for the bigger number of staff;
3. In view of the free use of the UPVTC Audio-Visual Building as office of KASLAHI-CIDSS: KKB Regional Project Management Team, DSWD is proposing to repair and renovate the said building through funds from the Project. In addition, the Project will shoulder the cost of water, electricity and other utilities during the duration of stay in the building;
4. The project will be using the building until 2015, the expected duration of the Project;
5. Estimated cost for the proposed repair/renovation of the building prepared by DSWD amounts to PhP350,000.00. According to Dean Margarita de la Cruz of UPVTC, the building is not currently used by UPVTC and is already in a state of rot. The proposal is considered to be advantageous to the College.

**Board action:** APPROVAL.
Amendment to Licensing Agreement between the University of the Philippines System [University] and Maroons Boutique & Novelty Shop [Licensee]

Project: Licensing Agreement on UP Trademarks

Particulars:

Whereas, on 29 March 2007, a Licensing Agreement (UP Trademarks) was entered into by and between the University and Michaelangelo S. Esteves, which Agreement was duly notarized by Notary Public Atty. Romeo C. Cruz on 30 April 2007 and recorded as Doc. No. 67; Page No. 15; Book No. II; Series of 2007. Said Licensing Agreement was subsequently confirmed by the University’s Board of Regents on its 1220th meeting on 2 May 2007;

Whereas, the term of the Licensing Agreement is for five (5) years which commenced on 1 May 2007 and will expire on 31 May 2012;

Whereas, the Licensing Agreement only grants the Licensee the non-exclusive right to use the Licensed Materials in relation to Product Classes 16 and 25 only;

Whereas, in a letter dated 17 March 2011, Licensee requests for an amendment of the Licensing Agreement to expand the license to manufacture and sell items using UP Licensed Materials under WIPO Nice Classification System Product Classes 8 (which include nail cutters), 14 (which include watches) and 21 (which include mugs and aluminum bottles); and

Whereas, Licensee is willing to pay a commission of ten percent (10%) net of tax to the University for the grant of said license for Product Classes 8, 14 and 21. In particular, the additional product items to be covered by the amended Licensing Agreement are as follows: watches, clocks, statuettes, dog tags, key chains, pins, tie clips, nail cutters, mugs and aluminum bottle.

Date notarized: 15 April 2011

Board action: CONFIRMATION.

MEMORANDA OF AGREEMENT

Academic Agreement

UP System

Memorandum of Understanding between the University of the Philippines and the Bureau of Animal Industry (BAI)

Project: Institutional Cooperation

Implementing Unit: UP Information Technology Training Center (UPITTC)

Particulars:

1. Objective:

To achieve the institutional mandate of BAI, BAI and UP will engage in collaborative projects that involve the implementation of various information and communication technology (ICT) projects designed to improve the efficiency, effectiveness, and quality of products and services being provided by BAI to the industry that it serves.
2. Cooperation:

2.a. BAI and UP agree to cooperate and work closely by engaging in Projects on the subject of, but not limited to, Information and Communication Technologies (ICT), which include, but are not limited to the following areas:

- Website Design, Implementation and Maintenance;
- Information Systems Strategic Planning (ISSP);
- IT Staff Augmentation;
- IT Training and Consulting;
- Systems and Applications Development; and
- Networks System Maintenance.

2.b. The parties agree that each Project shall be subject of and covered by a specific agreement and program of cooperation prior to the implementation thereof containing among other matters financing for such Project, intellectual property ownership and rights and confidentiality obligations (the “Project Agreement”);

2.c. In the course of a Project, each party may:

2.c.1. Exchange, provide or furnish the other party with any information (in whatever form) in connection with or relevant to a Project including, without limitation, to information relating to market data, processes or business systems but does not include:

2.c.1.1. Information which is generally and publicly available other than as a result of a breach of the MOU or a Project Agreement; or

2.c.1.2. Information which lawfully comes into the possession of a party through a source not from the other contracting party when such source is not subject to a confidentiality obligation to make any disclosure of such information.

3. Funding

The funding for a Project shall be in accordance with the relevant Project Agreement.

Effectivity/Termination: Effective upon signing and shall continue for a period of six years from signing, unless otherwise earlier modified or amended by mutual consent of the parties

Board action: CONFIRMATION.

Memorandum of Agreement amongst the University of the Philippines, Ateneo De Manila University and De La Salle University

Project: Academic Cooperation

Particulars:

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

- Joint research;
- Consultancy services;
- Exchange of information, including, but not limited to research publications;
- Participating in seminars, lectures and academic meetings; and
- Exchange of faculty for part-time teaching.
2. UP, Ateneo and De La Salle 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;

3. In the case of part-time teaching of faculty of one university in another, the rules and procedures governing such activity are embodied in the MOA which shall form an integral part of the Agreement;

4. Acknowledging that each of them has invested in the development and training of their respective faculty members and academic personnel, UP, Ateneo and De La Salle 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 to which the faculty member belongs;

5. Nothing contained or implied in the Agreement shall constitute or be deemed to constitute a partnership among UP, Ateneo and De La Salle; and

6. All research/project outputs, discoveries and/or inventions/innovations produced by virtue of and pursuant to the Agreement shall be jointly owned by the parties. The details of the terms and conditions concerning intellectual property rights shall be agreed upon by the parties in subsequent specific agreements, subject to the parties’ respective policy lines on the matter, which shall form integral part/s of the main Agreement. Each party shall respect the academic freedom of the other in utilizing any intellectual output in accordance with the academic policies, programs and thrusts of each institution. However, policy guidelines on intellectual property rights should be agreed upon by the three parties within a period of at least thirty (30) days from the signing of the MOA.

7. Any publication arising from the activities undertaken by virtue of, and pursuant to, the Agreement shall clearly establish and identify the name of the parties as the source of the output. All reports pursuant to the Agreement shall identify, recognize and include in the report, the names of the principal authors, researchers and/or project leaders. These publications should also be subject to the agreed upon intellectual property guidelines.

Effectivity: Effective upon signing by the parties and shall remain in force for a period of three (3) years subject to annual review, without prejudice to renewal upon mutual agreement of the parties. Any of the three parties may withdraw from the Agreement upon a written notification of at least three (3) months before actual withdrawal of the party.

Date notarized: 12 March 2011

Board action: CONFIRMATION.

Agreement on Academic Exchange and Cooperation between the University of the Philippines and Tokyo Institute of Technology

Project: Academic Exchange and Cooperation

Particulars:

1. The University of the Philippines and Tokyo Institute of Technology agree to promote academic exchange and cooperation between both Universities in various fields of mutual interest through appropriate means such as the following:

- Joint research activities and publications;
- Exchange of invitations to experts for the purpose of lectures, meetings, and sharing of information;
- Exchange of researchers or experts to participate in conferences, colloquia and symposia;
- Exchange of information in fields of mutual interest; and
- Exchange of faculty members and students for study and research.
2. Both Universities shall prepare in each case a detailed program concerning specific steps and measures for implementing academic exchange and cooperation. Both Universities shall honor the principle of reciprocity in working out such a program; and

3. Each University shall make efforts to make programs of cooperation feasible.

Effectivity: Effective from the date of signing and shall be subjected to review five (5) years hence and may be extended by mutual consent.

Dates signed: 4 April 2011 (TIT); 29 April 2011 (UP)

Board action: CONFIRMATION.

Contract

Contract of Lease between the University of the Philippines (Lessor) and Dr. Corazon F. Gatchalian (Lessee)

Leased Area: Room 110, Fonacier Hall, UP Alumni Center

Rental Rate: PhP7,700.00 per month

Lease Period: 1 February 2011 to 31 January 2013

Date notarized: 5 April 2011

Board action: CONFIRMATION.

UP Diliman

Memorandum on Academic Cooperation between the University of the Philippines and the Institute of International Maritime Affairs, Korea Maritime University

Project: Academic Cooperation

Particulars:

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

1. Exchange of faculty, researchers and other research and administrative staff;
2. Exchange of students;
3. Conduct of collaborative research projects;
4. Conduct of lectures and symposia;
5. Exchange of academic information and materials; and
6. Promotion of other academic cooperation as mutually agreed.

Effectivity: Valid for a period of five (5) years from the date of signing by the representatives of both universities

Date notarized: 8 February 2011

Board action: CONFIRMATION.
Memorandum of Agreement between the University of the Philippines and the Department of Social Welfare and Development (DSWD)

Project: DNA Testing for Suspected Child Trafficking Cases

Implementing Unit: DNA Analysis Laboratory, Natural Sciences Research Institute (NSRI)

Particulars:

The UP through its NSRI DNA Analysis Laboratory agrees to the following:
1. The conduct of research studies on procedures that would help maximize the utilization of forensic DNA technology in the fight against trafficking of person;
2. The conduct of training workshops for DSWD personnel and its participating agencies in the proper collection of biological samples from potential trafficking cases for DNA testing;
3. The distribution of information materials to DSWD and partner agencies on forensic DNA technology; and
4. The conduct of DNA testing on potential trafficking cases as determined in collaboration with DSWD and its partner agencies provided that funding for these tests is made available by other organizations such as DNA-Prokids and/or other sponsors.

The DSWD agrees to the following:
1. The inclusion of the UP-NSRI DNA Analysis Laboratory in the National Referral Network (NRN) as an accredited agency primarily focused on generating DNA information on potential trafficking cases;
2. The provision of technical support to the UP-NSRI DNA Analysis Laboratory in relation to accessing relevant information in the National Referral Network (NRN); and
3. The assistance in handling trafficking cases wherein DNA information was generated by coordinating with other government agencies and NGOs in order to protect the rights and security of the victim/s.

Effectivity: Effective from the date of signing by both parties and shall be valid for a period of five (5) years

Date notarized: 18 January 2011

Board action: CONFIRMATION.

Renewal of Memorandum of Agreement between the University of the Philippines and the Advanced Science and Technology Institute (ASTI)

Project: Internet Services

Amount of Contract: PhP400,000.00 monthly recurring charge

Particulars:

Obligations of ASTI:
1. ASTI shall allow the University to connect to the PREGINET network;
2. ASTI shall operate, monitor and maintain the Service, including the national backbone up to regional access points, Internet connectivity and International Research and Education connectivity;
3. ASTI and/or Connectivity Provider, shall install the necessary equipment to establish the Service. The installation schedule of the said equipment shall be agreed upon by the University and ASTI;
4. ASTI shall abide with the applicable safety procedures, policies and standards of the University, which procedures, policies and standards shall have been communicated to ASTI in writing, prior to the implementation of the Agreement when performing installation, repair, maintenance or inspection of facilities and equipment within the University’s premises;
5. ASTI shall immediately inform the University, whenever feasible, of any operational problems or outages that may arise in its network and shall forthwith restore the Service upon occurrence; and
6. ASTI shall notify the University at least five (5) calendar days prior to any scheduled Service interruption.
Responsibilities of the University:

1. The University shall allow ASTI or its Connectivity Provider to provide and install equipment at the University's premises for the sole purpose of enabling and operationalizing the Service;
2. The University shall, at its expense, supply the electric power and airconditioning needed for the smooth and uninterrupted operation of the ASTI or Connectivity Provider equipment installed at its premises;
3. The University shall not in any manner alter ASTI’s or Connectivity Provider’s equipment nor attach any equipment or other devices thereto without the prior written approval of ASTI or Connectivity Provider;
4. The University shall not assign, transfer sublease, change or otherwise part with ASTI’s or Connectivity Provider’s equipment;
5. The University shall exercise due care in the handling of ASTI’s or Connectivity Provider’s equipment. Any loss or damage to any ASTI-owned or Connectivity Provider-owned equipment resulting from negligence or act of omission of the University, its employees or representatives and/or agents, if any, shall be chargeable to the University up to the actual cost of the said equipment in case of loss or the actual cost or repair in case of repairable damage;
6. Upon the termination of the Agreement, the University shall allow ASTI or Connectivity Provider to retrieve the ASTI-owned and Connectivity Provider-owned equipment and other appurtenances found at and/or installed at the University’s premises;
7. The University shall provide necessary networking equipment for the University to connect to PREGINET through ASTI;
8. The University shall acknowledge the assistance of DOST-ASTI-PREGINET in press releases or statements, advertisements, printed materials, and in the University website;
9. The University shall participate as a voting member in the meetings of PREGINET Partners and of meetings called for by PREGINET;
10. The University shall adhere to all network policies to be instituted by PREGINET in relation to the use of the Service; and
11. The University shall use the Service only for its own internal use and shall not in any manner, directly or indirectly, allow any third party to use, avail of, or benefit the Service unless otherwise mutually agreed upon in writing by the University and ASTI in which case said agreement shall be reflected as an addendum to the Agreement.

Terms of Payment:

1. In consideration of the Services to be provided by ASTI under the Agreement, the University agrees to pay ASTI the charges set forth within thirty (30) calendar days from the receipt of the corresponding billing/statement of accounts from ASTI. These charges shall be treated as financial contributions of the University and shall be used by ASTI for the sustainable operation and maintenance of PREGINET network, which is subject to government laws, rules and regulations.

2. Interconnecting Points/Speed/Charges (in Philippine Pesos)

<table>
<thead>
<tr>
<th>Originating Point</th>
<th>Destination Point</th>
<th>Technology</th>
<th>Capacity/Internet Speed</th>
<th>One-Time Charge</th>
<th>Monthly Recurring Charge</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer Center, UP Diliman, Q.C.</td>
<td>ASTI IC NODE-A, Q.C.</td>
<td>Fiber</td>
<td>50 Mbps</td>
<td>Waived</td>
<td>PhP400,000</td>
</tr>
</tbody>
</table>

3. It is understood that under the provisions of Republic Act No. 9500, UP shall be imposed 0% Value-Added Tax (VAT) on any of its transactions. Therefore, for the transactions under the Agreement, the University shall likewise be imposed 0% Value-Added Tax.

Effectivity: The Agreement shall remain in force and effect for a period of one (1) year unless sooner terminated by either of the parties.

Date notarized: 31 January 2011

Board action: CONFIRMATION.
Memorandum ng Kasunduan sa pagitan ng Unibersidad ng Pilipinas, sa pamamagitan ng Sentro ng Wikang Filipino (UP SWF), at SUSAN CORAZON CIPRES-ORTEGA (Pinuno ng Proyekto/Mananaliksik)

Project: Gawad Saliksik-Wika (na may pamagat na “Glosari ng Sikolohiya”)

Partikular:


2. Pinagkasunduan ng mga panig ang mga sumusunod:

a. Gagawaran ng UP Diliman ng halagang PhP151,000.00 ang Pinuno ng Proyekto/Mananaliksik para sa isang (1) taon, na ibibigay sa naaprobahang budget ng proyekto. Ibibigay ang gawad sa tatlong hati:
   • 50% pagkatapos mapirmahan at manotaryo ang MOA
   • 25% pagkatapos maisumite ang unang ulat ng proyekto at likidahin ang 50% na naunang matanggap; at
   • 25% pagkatapos maisumite ang pinal na kopya ng resulta ng pananaliksik at likidahin ang buong pondo ng gawad, at pumasa ang resulta ng pananaliksik ng blind review ng dalawang referees.

b. Tatapusin ng Pinuno ng Proyekto/Mananaliksik ang saliksik nang hindi lalampas sa isang taon mula sa araw ng paglalagda ng Kasunduan. Walang obligasyon ang UP Diliman na dagdag pinansyal sa proyekto pagkatapos ng naprobahang dalawang taon;

c. Sa panahon ng pananaliksik, patuloy na gagampanan ng Pinuno ng Proyekto/Mananaliksik ang kaniyang tungkulin bilang kagawad o guro ng UP Diliman, at hindi siya tatanggap ng overload pay para sa pananaliksik;

d. Maaaring humingi ang Pinuno ng Proyekto/Mananaliksik ng pahintulot sa UP Diliman sa anumang pagbabago sa proyekto, tulad ng budget realignment, paglalahad ng pag-aaral ng pananaliksik, atbp;

e. Sa gitna at katapusan ng panahon na ginagawa ang proyekto, magsusumite ang Pinuno ng Proyekto/Mananaliksik ng orihinal na resibo patunay ng pagbili, kontrata sa bayad-serbisyong mga taong katulong sa proyekto kasama ang ulat ng mga gastusin;

f. Inaasahang magsumite ang Pinuno ng Proyekto/Mananaliksik ng:
   1. isang (1) pang-kalagitnaang ulat ng proyekto matapos ang anim na buwan mula ipatupad ang pananaliksik; at
   2. isang (1) hard copy at isang (1) soft copy ng pinal na kopya ng resulta ng pananaliksik sa loob ng dalawang buwan matapos ang saliksik.

g. Ang karapatang-ari ng resulta ng pananaliksik ay kapuwa sa UP Diliman at sa Pinuno ng Proyekto/Mananaliksik. Ibinibigay ng Pinuno ng Proyekto/Mananaliksik sa UP Diliman ang karapatan sa unang paglalathala ng pinal na produkto na magmumula sa proyekto;
   • Malagay sumasang-ayon ang Pinuno ng Proyekto/Mananaliksik na ibigay ang kaniyang karapatan moral na baguhin ang aklat o mga bahagi nito bago ito mailimbag, o pigilin ang paglilimbag ang artikulo;
   • Kung saan man ilalathala ang resulta ng pananaliksik, kikilalanin ang UP Diliman bilang nagbigay ng gawad para dito;

h. Naninindigan ang Pinuno ng Proyekto/Mananaliksik na ang kaniyang saliksik ay orihinal at walang nilalamang labag sa batas o karapatan ng ibang tao ang kanyang pananaliksik;

i. Hindi makatatanggap ang Pinuno ng Proyekto/Mananaliksik ng panibago o iba pang gawad sa ilalim ng Creative and Research Scholarship Fund hanggang hindi natatapos ang pananaliksik na pakay ng kasunduan.

Date notarized: 28 January 2011

Board action: CONFIRMATION.
Project Contract between the University of the Philippines Diliman and the JICA Project Office for ASEAN University Network/Southeast Asia Engineering Education Development Network (AUN/SEED-Net)

Project: AUN/Seed-Net Project on Collaborative Research Program (AUN/SEED-Net Project No. UP CR1002)

Amount: US$3,500.00

Particulars:

1. UP shall be responsible for implementing the Project with due diligence and efficiency in accordance with the Budget approved by JICA Project for AUN/SEED-Net and with any supplementary arrangement which may be agreed upon between the Parties;
2. UP shall not directly or indirectly sell, assign or otherwise dispose of the contract to any third party unless otherwise agreed upon by JICA Project for AUN/SEED-Net;
3. UP shall do its utmost diligence and efficiency to ensure that the Project is implemented from 1 October 2010 to 15 March 2011;
4. JICA AUN/SEED-Net shall not be liable to any claim that may arise as a result of the implementation of the Project or due to the use of any Project equipment; and
5. JICA Project for AUN/SEED-Net shall disburse the Fund to UP according to the following schedule:

   The approved budget of USD 3,500.00 shall be divided into two disbursements. The 1st disbursement includes 60% of the budget for personnel and all other expenses. The rest of personnel expenses (40%) shall be paid in February 2011 after the submission of information on the balance.

Board action: CONFIRMATION.

Memorandum of Agreement between the University of the Philippines, Philippine Carabao Center (PCC) and Ms. Lilibeth Y. Cajuday (Student)

Project: Developmental Competence and Midkine Expression of Philippine Water Buffalo (*Bubalus bubalis* Linn.) Oocytes in Media Supplemented with Retinoic Acid during In-Vitro Maturation

Particulars:

**Obligations of PCC:**
1. Assign a research coordinator or co-researcher/adviser to the student who will provide guidance and technical assistance during the conduct of his/her studies;
2. Provide the student the assistance and access to data/information, laboratory facilities and experimental animals; and
3. Monitor and evaluate the progress of the experiment and the student to ensure that the approved methodology and the timetable are followed.

**Obligations of the University:**
1. Recognize the role of PCC R&D technical coordinator/co-adviser in the conduct of his/her study;
2. Monitor and evaluate the progress of the experiment and the student to ensure that the approved methodology and the timetable are followed;
3. Submit a copy of the final output (report/publication) to PCC upon completion of degree program; and
4. Reprimand or sanction the student when the provisions of this agreement are not complied with.

**Obligations of the Student:**
1. Submit a copy of the approved outline to PCC through its R&D coordinator prior to the conduct of the study;
2. Submit a copy of all the data/findings generated to the R&D Coordinator of PCC for record purposes;
3. Return all unspent/unused materials and supplies, borrowed books and other items for PCC upon completion of the study; and
4. Submit a copy of the progress report of the experiment to PCC.

Effectivity Date: June 2010
Date notarized: 2 March 2011

Board action: CONFIRMATION.

Memorandum of Agreement between the University of the Philippines, Department of Science and Technology (DOST) and the Philippine Council for Industry, Energy, and Emerging Technology Research and Development (PCIEERD)

Project: The Second Phase of the Taiwan-Philippines Geodynamic Integrated Project
Implementing Unit: National Institute of Geological Sciences, College of Science, UP Diliman
Amount of the Project: PhP25,425,096.00

Particulars:

The project shall be undertaken by UP Diliman through the National Institute of Geological Sciences in accordance with the approved project proposal and shall be monitored by PCIEERD.

The project funds shall be released directly by DOST to UPD and the indirect cost to PCIEERD subject to fund availability and project fund utilization.

Period of Project: Shall be completed within a period of three (3) years with Y1 duration covering the period 1 November 2010 to 31 October 2011. The project shall commence immediately after the release of the project funds.

Date notarized: 8 February 2011

Board action: CONFIRMATION.

Memorandum of Agreement between the University of the Philippines and the Philippine National Police Academy (PNPA)

Project: Seminar on Laws and Jurisprudence for the Graduating Class of the PNPA
Implementing Unit: Law Center, UP Diliman

Particulars:

Obligations of the PNPA:
1. The PNPA shall ensure the attendance of participants of not less than 100 but not more than 500 per session;
2. The PNPA shall provide the venue of the seminar/workshop particularly when it is held outside Metro Manila;
3. The PNPA shall provide the food or snacks for the participants as well as the UP lectures and staff;
4. The PNPA shall provide the expenses for board and lodging of the UP lecturers and staff in case the seminar/workshop is held outside Metro Manila; and
5. The PNPA shall provide the transportation expenses for the UP lecturers and staff and the coordinator in case the seminar/workshop is held outside Metro Manila.
Obligations of UP:

1. The UP shall provide the necessary lecturers and support staff for the conduct of the seminar/workshops which number shall be about 25;
2. The UP shall provide the honoraria for the lecturers and staff;
3. The UP shall provide the reference materials/handouts for the seminar/workshop;
4. The UP shall provide the certificates for the participants;
5. The UP shall provide the expenses for transportation of their lecturers and staff in case the seminar-workshop is held within Metro Manila; and
6. The UP shall make available the UP Law Complex facilities/auditorium as venue for the seminar/workshop in case the seminar/workshop is held within Metro Manila.

Date notarized: 11 March 2011

Board action: CONFIRMATION.

UP Manila

Memorandum of Agreement between the University of the Philippines Manila and the Philippine Nuclear Research Institute (PNRI)

Project: Thesis Advisorship: Carmelo Adrian B. Almeida: “Determination of Accumulation Rate and Quantification of Biotoxins in Perna Viridis using Receptor Binding Assay”

Implementing Unit: Office of the Vice Chancellor for Academic Affairs

Particulars:

The PNRI shall accept thesis students from UP Manila under the established PNRI Thesis Advisorship Program subject to terms and conditions stated in the MOA. Thesis research outside the scope of the program, but duly authorized by the PNRI Director, shall be considered a technical service and the student shall be charged fees in accordance with PNRI Administrative Order No. 2, series of 2004.

Effectivity: Effective 14 January 2011 until the thesis work is completed

Date signed: 14 January 2011

Board action: CONFIRMATION.

Memorandum of Agreement between the University of the Philippines and the Eurogenerics (Sponsor)

Project: Bioequivalence Study of Eurogenerics Atenolol 100 mg Tablet

Implementing Unit: Office of the Vice Chancellor for Research, UP Manila

Particulars:

General Objective:

To determine if the active ingredient of Eurogenerics Atenolol 100mg tablet would enter the systemic circulation in the same extent and rate as that of the atenolol in the reference drug product Tenormin 100 mg of Astra Zeneca among normal subjects using a single-dose, two-way cross-over study design.
Specific Objective:

To compare the Eurogenerics Atenolol 100 mg tablet and Tenormin 100 mg tablet using the following parameters: AUC0-†, AUC0-∞, Cmax, Tmax, T ½.

Operation of the Study:

The Study must be conducted, among others, in close adherence with the ethical principles of the Declaration of Helsinki and in accordance with the International Conference on Harmonization of Technical Requirements for Regulation of Pharmaceuticals for Human Use.

The Study shall be undertaken by UP Manila through the Department of Pharmacology and Toxicology (DPT) as the Proponent in accordance with the approved study proposal.

Obligations of the Sponsor:

The Sponsor’s support for the Study shall be as follows:

1. Allocate the amount of PhP1,361,200.00 chargeable against the Sponsor’s funds;

   The amount covers support to the Study for the following:
   • Preparation of the protocol;
   • Screening of the study volunteers;
   • Analytical laboratory preparation;
   • Clinical facility preparation;
   • Clinical study proper;
   • Laboratory analyses of blood samples;
   • Statistical analyses of results; and
   • Preparation of the final report.

2. Provide other forms of assistance to the Study in coordination with other agencies in matters requiring their attention or cooperation in so far as these are relevant to the Study and within the capability of the Sponsor.

Obligations of UP Manila:

Prepare and submit to the Sponsor a copy of the final technical report of the BE study before submission to FDA.

Effectivity: The Agreement shall take effect upon its execution and shall be in full force and effect until the completion of the Study.

Date notarized: 1 February 2011

Board action: CONFIRMATION.

Memorandum of Agreement between the University of the Philippines and the Lola Grande Foundation for Women and Children, Inc. (Foundation)

Project: Collaborative Learning Environment whereby National Service Training Program (NSTP) students of UFM-CD can provide activities and services in line with the projects of Lola Grande Foundation, Inc. (LGF)

Implementing Unit: Office of the Vice Chancellor for Academic Affairs, UP Manila

Particulars:

The project aims to identify and develop a collaborative learning environment whereby NSTP students from UP Manila can provide activities and services in line with the projects of the Foundation, screen the students for their
appropriate skills and talents, monitor and evaluate the activities, document the results of the program and share appropriate information that shall be gathered, acquired and disseminated for the activities and projects.

**Effectivity:** The Agreement shall take effect immediately upon its signing by all parties concerned and shall continue for a period of 15 weeks thereafter.

**Date notarized:** 14 February 2011

**Board action:** CONFIRMATION.

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**Memorandum of Agreement between the University of the Philippines and the Subic Language Learning Center (SLLC)**

**Project:** English Learning and Cultural Enrichment Program (ELCEP)

**Implementing Unit:** College of Arts and Sciences, UP Manila

**Particulars:**

UP Manila through the College of Arts and Sciences agrees to conduct for the Subic Language Learning Center (SLLC) the program known as English Learning and Cultural Enrichment Program (ELCEP). The SLLC is interested in sending students who will study for the ELCEP program and agrees to gather a minimum of thirty (30) students per batch who will enrol in the training course to be scheduled by UP Manila.

**Effectivity:** The Agreement shall commence on 30 November 2010 and shall become effective upon signature of both parties and implementation will begin and shall continue in full force and effect unless terminated in writing by any of the parties.

**Date notarized:** 8 December 2010

**Board action:** CONFIRMATION.

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**Memorandum of Agreement between the University of the Philippines and the Sungkyul University (SU), South Korea**

**Project:** English Learning and Cultural Enrichment Program (ELCEP)

**Implementing Unit:** College of Arts and Sciences, UP Manila

**Particulars:**

UP Manila through the College of Arts and Sciences agrees to conduct for Sungkyul University the program known as English Learning and Cultural Enrichment Program (ELCEP). The Sungkyul University is interested in sending Korean students who will study for the ELCEP program and agrees to gather a minimum of thirty (30) students per batch who will enrol in the training course to be scheduled by UP Manila.

**Effectivity:** The Agreement shall commence on 30 November 2010 and shall become effective upon signature of both parties and implementation will begin and shall continue in full force and effect unless terminated in writing by any of the parties.

**Date notarized:** 8 December 2010

**Board action:** CONFIRMATION.
UP Open University

Memorandum of Agreement between the University of the Philippines Open University and the Philippine Long Distance Telephone Company (PLDT)

Scholarship Project: Pilot of the “Diploma in Computer Science Program” of the UPOU

Particulars:

Responsibilities of PLDT:
1. Determine the schools from which the candidates for the scholarship shall be chosen, in coordination with the Principal of the schools concerned;
2. Provide Scholarship Grants in the total amount of PhP400,000.00 to eight (8) qualified candidates to enrol in the Computer Science Program of UPOU;
3. Disburse the Scholarship Grants in a timely manner to UPOU, for the latter’s proper expenditure and distribution to its intended recipients and purposes as agreed upon. For this purpose, it is agreed that PLDT shall disburse the Scholarship Grants in two (2) equal tranches as follows:

   • PhP200,000 upon execution of the MOA;
   • PhP200,000 before the 2nd Quarter of School Year 2011-2012

   In all cases, subject to the receipt by PLDT of a correct and complete billing for the purpose.

4. Monitor the implementation of the Project.

Responsibilities of UPOU:
1. Evaluate the candidates chosen by PLDT for the Project, in accordance with its evaluation procedure for admission to its Computer Science Program;
2. Set up a Trust Fund where the Scholarship Grants allocated by PLDT for the Project shall be deposited, and disburse from the Trust Fund the necessary tuition fees, payments, costs and expenses incurred for the Project;
3. Pay the Tutors, Testing Center Coordinator/Proctor(s) who will administer the Program for and in behalf of UPOU, according to UPOU’s approved schedule of fees; and
4. Oversee the execution of the Project and submit a report to PLDT at the end of every semester, on the performance of the scholars and the utilization of the Scholarship Grants.

Effectivity: Effective upon execution and shall be effective up to full utilization of the funds of the Scholarship Grants, and shall be continued under the same terms and conditions if additional funds are made available, unless sooner terminated for cause by either party, provided that a 30-day written notice by anyone of the parties shall have been served to the other parties and ongoing academic programs are not prejudiced.

Date notarized: 14 December 2010

Board action: CONFIRMATION.

Memorandum of Understanding between the University of the Philippines Open University and the Dayap Elementary School (Dayap)

Project: Activities on Environmental Management

The Project shall target selected elementary schools, high schools and out-of-school youths [OSY].

The goal is to promote and advocate for environmentalism in schools and communities through a core group of selected students and OSY who will be called “Earth Ambassadors”.

101
They will help promote awareness in their schools and in their communities about the importance of sustainable environmental management.

Objectives:
1. To provide Earth Ambassadors with the knowledge and skills to be stewards of the environment;
2. To train the Earth Ambassadors on the use of various media in their advocacy to protect the environment;
3. To identify and implement projects that will mitigate climate change and environmental degradation; and
4. To promote environmental conservation and management in schools and communities.

Responsibilities of UPOU:

The UPOU shall have the following duties and responsibilities:
1. Organize events such as fora, convention, training, nature trips/trails, story telling, lectures, tree planting, etc. to sustain interest and improve the knowledge of the Earth Ambassadors on environment conservation and protection;
2. Hold Film showings on environment conservation and protection for the duration of the Project;
3. Hold Poster-Making Contest and similar contests to tap creativity of the Earth Ambassadors on environment management;
4. Train the Earth Ambassadors on the use of various media in promoting environmental awareness; and
5. Monitor the activities of the Earth Ambassadors.

Responsibilities of DAYAP:

Dayap shall assist the UPOU’s efforts related to environmental management by:
1. Encouraging its pupils to participate in activities related to environmental management;
2. Encouraging its teachers to have an active involvement in the activities of the Earth Ambassadors and other activities related to environmental management;
3. Promoting capacity building among its teachers and students on environmental management; and
4. Helping advocate for environmentalism in school and in the Earth Ambassadors’ own community.

Effectivity: Effective immediately upon signing by the parties and shall remain in effect until terminated by either Party, subject to a mandatory prior written notice period of at least thirty (30) days.

Date notarized: 30 March 2011

Board action: CONFIRMATION.

Memorandum of Understanding between the University of the Philippines Open University and The Learning Place (TLP)

Project: Activities on Environmental Management

The Project shall target selected elementary schools, high schools and out-of-school youths [OSY].

The goal is to promote and advocate for environmentalism in schools and communities through a core group of selected students and OSY who will be called “Earth Ambassadors”.

They will help promote awareness in their schools and in their communities about the importance of sustainable environmental management.

Objectives:
1. To empower Earth Ambassadors to have the knowledge and skills to be stewards of the environment;
2. To train the Earth Ambassadors on the use of various media in their advocacy to protect the environment;
3. To identify and implement projects that will mitigate climate change and environmental degradation; and
4. To promote environmental conservation and management in schools and communities.
Responsibilities of UPOU:

The UPOU shall have the following duties and responsibilities:
1. Organize events such as fora, convention, training, nature trips/trails, story telling, lectures, tree planting, etc. to sustain interest and improve the knowledge of the Earth Ambassadors on environment conservation and protection;
2. Hold Film showings on environment conservation and protection for the duration of the Project;
3. Hold Poster-Making Contest and similar contests to tap creativity of the Earth Ambassadors on environment management;
4. Train the Earth Ambassadors on the use of various media in promoting environmental awareness; and
5. Monitor the activities of the Earth Ambassadors.

Responsibilities of TLP:

TLP shall assist the UPOU’s efforts related to environmental management by:
1. Encouraging its pupils to participate in activities related to environmental management;
2. Encouraging its teachers to have an active involvement in the activities of the Earth Ambassadors and other activities related to environmental management;
3. Promoting capacity building among its teachers and students on environmental management; and
4. Helping advocate for environmentalism in school and in the Earth Ambassadors’ own community.

Effectivity: Effective immediately upon signing by the Parties and shall remain in effect until terminated by either Party, subject to a mandatory prior written notice period of at least thirty (30) days.

Date notarized: 23 March 2011

Board action: CONFIRMATION.

Memorandum of Understanding between the University of the Philippines Open University and the Yakap Kalikasan Tungo sa Kaunlaran ng Pilipinas, Inc. (Yakap Kalikasan)

Project: Activities on Environmental Management

The Project shall target selected elementary schools, high schools and out-of-school youths [OSY].

The goal is to promote and advocate for environmentalism in schools and communities through a core group of selected students and OSY who will be called “Earth Ambassadors”.

They will help promote awareness in their schools and in their communities about the importance of sustainable environmental management.

Objectives:

1. To empower Earth Ambassadors to have the knowledge and skills to be stewards of the environment;
2. To train the Earth Ambassadors on the use of various media in their advocacy to protect the environment;
3. To identify and implement projects that will mitigate climate change and environmental degradation; and
4. To promote environmental conservation and management in schools and communities.

Responsibilities of UPOU:

The UPOU shall have the following duties and responsibilities:

1. Organize events such as fora, convention, training, nature trips/trails, story telling, lectures, tree planting, etc. to sustain interest and improve the knowledge of the Earth Ambassadors on environment conservation and protection;
2. Hold Film showings on environment conservation and protection for the duration of the Project;
3. Hold Poster-Making Contest and similar contests to tap creativity of the Earth Ambassadors on environment management;
4. Train the Earth Ambassadors on the use of various media in promoting environmental awareness; and
5. Monitor the activities of the Earth Ambassadors.

Responsibilities of Yakap Kalikasan:

Yakap Kalikasan shall assist the UPOU’s efforts related to environmental management by:
1. Providing manpower, technical assistance and materials on environmental management;
2. Assessing and determining best sites for practical/actual application of best practices on environmental management, and
3. Helping source out and implement projects in support of the initial efforts of the FMDS-UPOU Committee on the International year of Biodiversity and the FMDS-UPOU Committee on International Year of Forests.

Effectivity: Effective immediately upon signing by the Parties and shall remain in effect until terminated by either Party, subject to a mandatory prior written notice period of at least thirty (30) days.

Date notarized: 16 March 2011

Board action: CONFIRMATION.

UP Mindanao

Memorandum of Understanding between the University of the Philippines, Hiroshima University Partnership Project for Peacebuilding and Capacity Development (HiPeC), and the South-South Network for Nonstate Armed Group Engagement (SSN)

Project: Establishment of the HiPeC-SSN-UP Mindanao Tripartite Partnership

Particulars:

Objectives of the HiPeC-SSN-UP Mindanao Partnership

The aim is to establish the HiPeC-SSN-UP Mindanao Tripartite Partnership to serve as a research base for the three institutions for the purpose of joint academic and related activities in the broader field of peace building.

Scope of Collaboration

The areas of collaboration at the HiPeC-SSN-UP Mindanao Tripartite Partnership will include those programs and activities proposed or offered by the institutions in pursuance of the mandates of the HiPeC, SSN and UP Mindanao, which will be agreed upon from time to time through mutual consultations between the representatives of the three institutions.

Functions and Roles

The Parties shall collaborate and assist each other in:

1. Planning and implementing activities as may be mutually agreed upon by the parties;
2. Generating and providing resources and financial support for the collaborative projects and activities; and
3. Bringing local and international peacebuilders, conflict parties, civil society activists, and researchers together to the activities organized by the joint program and facilitating the joint academic and related activities in the broader field of peace building.
Effectivity: Effective upon signing by the parties and shall remain effective until 31 March 2012

Date notarized: 29 March 2011

Board action: CONFIRMATION.

Interactive Multimedia Instructional Material Development Grant between University of the Philippines Mindanao and Antonio Salvador S. De Veyra (Author), Timothy R. Montes (Content Reviewer), Ma. Araceli L. Dans Lee (Instructional Designer), Lysette Maurice N. Sandoval (Language Editor), and Daryll Ian G. Nebres (Computer Programmer)

Project: Instructional Material Development Project with one learning object entitled “PUZZLING WORDS”

Development Grant: PhP24,000.00

Particulars:

UP Mindanao shall provide an Interactive Multimedia Instructional Material Development Grant per Learning Object for the following:

<table>
<thead>
<tr>
<th>Role</th>
<th>Grant Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>AUTHOR</td>
<td>PhP12,000.00</td>
</tr>
<tr>
<td>CONTENT REVIEWER</td>
<td>PhP 2,000.00</td>
</tr>
<tr>
<td>INSTRUCTIONAL DESIGNER</td>
<td>PhP 1,500.00</td>
</tr>
<tr>
<td>LANGUAGE EDITOR</td>
<td>PhP 1,500.00</td>
</tr>
<tr>
<td>COMPUTER PROGRAMMER</td>
<td>PhP 7,000.00</td>
</tr>
</tbody>
</table>

Fifty percent (50%) of the grant shall be paid immediately upon signing of the contract and upon submission of the work plan. The remaining 50% shall be released when:

- Internal review has been conducted;
- External review has been conducted;
- Final edited Learning Object has been submitted; and
- The Learning Object has been uploaded to the UP Mindanao website.

In the event that there are additional authors, the proceeds or remuneration shall be divided equally among themselves.

Effectivity: Effective upon confirmation of the Board of Regents. The period of compliance shall only be six (6) months from the date of effectivity, after which, the contract shall be automatically terminated without further notice or warning.

Date notarized: 6 April 2011

Board action: CONFIRMATION.
General Construction Agreement

UP Diliman

Construction Agreement between the University of the Philippines and R-II Builders, Inc. (Contractor)

Project: Construction of the Proposed Department of Chemical Engineering Building

Amount: PhP105,592,267.03

Mode of Procurement: Public bidding in accordance with RA 9184 and its Implementing Rules and Regulations

Particulars:

a. For and in consideration of the performance and accomplishment of the WORKS and the correction of any defects therein, the University shall pay the Contractor the total amount of PhP105,592,267.03 subject to pertinent laws on government contracts and auditing procedures;

b. The contract price is inclusive of all duties, taxes, licenses, premiums, fees and charges which may accrue by virtue of the WORKS, such as but not limited to permit and registration fees, municipal and personal property taxes, fees for storage or consumption, employment taxes, payments and contributions imposed by law, and insurance;

c. The University may engage the services of architects and engineers (the “Construction Management Consultant”) who shall provide construction management services for the WORKS. In the implementation of the WORKS, the Contractor shall coordinate with such Construction Management Consultant to ensure that the WORKS are being executed within quality, cost and time parameters, and implemented in accordance with the issued plans, specifications and other Contract Documents.

Should delay or default in the completion of the WORKS be due to any cause attributable to the Contractor, the Contractor shall be liable to pay the Construction Management Consultant such fees and costs for the period beyond the intended completion date until the WORKS are satisfactorily completed. The University shall have the option to deduct such fees or costs from any amount due or which may become due the Contractor, or require the Contractor to directly make such payments to the Construction Management Consultant.

d. The relationship of the University to the Contractor is that of an independent contractor. Nothing in the Agreement shall be construed as creating an employer-employee relationship between the University and the Contractor, its sub-contractors, employees, agents, or workers; and

e. The Contractor shall indemnify, hold free and harmless, and defend at its own expenses the University and its officials, agents, employees, or workers, from and against all suits, claims, demands, and liabilities of any nature or kind, including costs and expenses associated therewith, arising out of acts or omissions of the Contractor, its employees, workers, or sub-contractors in the performance of any activity in connection with the WORKS, including those that may be initiated by its employees, workers, agents, sub-contractors, or by any other entity or person against the University by reason of or in connection with the WORKS.

In the Procurement of Civil Works for this Project, the requirements of RA 9184 and its Implementing Rules and Regulations, as well as the University’s Delineation of Authority have been complied with.

Period of Contract: 365 Calendar Days as specified in the Notice to Proceed issued by the University

Board action: APPROVAL.
Construction Agreement between the University of the Philippines and Asset Builders Corporation (Contractor)

Project: Construction of the Proposed Energy and Environmental Engineering Building (Phase 2)

Amount: PhP116,816,836.68

Mode of Procurement: Public bidding in accordance with RA 9184 and its Implementing Rules and Regulations

Particulars:

a. For and in consideration of the performance and accomplishment of the WORKS and the correction of any defects therein, the University shall pay the Contractor the total amount of PhP116,816,836.68 subject to pertinent laws on government contracts and auditing procedures;

b. The contract price is inclusive of all duties, taxes, licenses, premiums, fees and charges which may accrue by virtue of the WORKS, such as but not limited to permit and registration fees, municipal and personal property taxes, fees for storage or consumption, employment taxes, payments and contributions imposed by law, and insurance;

c. The relationship of the University to the Contractor is that of an independent contractor. Nothing in the Agreement shall be construed as creating an employer-employee relationship between the University and the Contractor, its sub-contractors, employees, agents, or workers;

d. The Contractor shall indemnify, hold free and harmless, and defend at its own expense the University and its officials, agents, employees, or workers, from and against all suits, claims, demands, and liabilities of any nature or kind, including costs and expenses associated therewith, arising out of acts of omissions of the Contractor, its employees, workers, or sub-contractors in the performance of any activity in connection with the WORKS, including those that may be initiated by its employees, workers, agents, sub-contractors, or by any other entity or person against the University by reason of or in connection with the WORKS;

e. The Agreement and the Contract Documents shall be interpreted in a manner as to render harmony to ensure the full and satisfactory completion of the WORKS. In any case of doubt or conflict between and among any items or provisions of the Contract Documents, and/or between and among any of the Contract Documents and the Agreement, the Contractor shall refer the same in writing to the University for clarification and guidance. The clarification or determination made by the University shall be binding and conclusive upon the Parties;

f. The Agreement shall be governed by and construed in accordance with the laws of the Republic of the Philippines and the Parties thereby submit to the exclusive jurisdiction of the competent Court of Quezon City; Provided, that prior to any resort to the filing of an action in court or any quasi-judicial body, the parties shall endeavour to amicably settle any dispute according to the provisions of Republic Act No. 9285 (the Alternative Dispute Resolution Act); Provided further, that disputes that are within the competence of the Construction Industry Arbitration Commission to resolve shall be referred in accordance with Executive Order No. 1008 (the Construction Industry Arbitration Law); and

g. Should any provision of the Agreement be declared illegal, invalid or unconstitutional, the rest of the provisions not affected thereby shall remain valid, subsisting and binding.

In the Procurement of Civil Works for this Project, the requirements of RA 9184 and its Implementing Rules and Regulations, as well as the University’s Delineation of Authority have been complied with.

Period of Contract: 240 Calendar Days as specified in the Notice to Proceed issued by the University

Board action: APPROVAL.
ADMINISTRATIVE MATTERS

Appointment of Vice President for Development as Signatory to Intellectual Property-Related Documents Particularly, the Declaration of Actual Use

This respectfully requests the Board of Regents to appoint the Vice President for Development as signatory to Intellectual Property (IP) documents, particularly, the Declaration of Actual Use which is required by the Intellectual Property Philippines in connection with the University’s registration and its Logo (UP Seal), Registration No. 2-2001-007750 issued on 8 June 2006.

The request is being made pursuant to Sec. 124.2 and Sec. 145 of RA 8293 on the “Intellectual Property Code of the Philippines.”

Board action: APPROVAL.

Designation of UP Representatives to UP-NDC Basilan Plantations, Inc. (UNBPI)

The UNBPI is the SEC-registered joint venture company of UP and the National Development Corporation established for the purpose of engaging in the cultivation and development of rubber, coconut, cacao and coffee plantations and other agri-business crops in UP’s Basilan Land Grant.

This said company is still in existence up to the present even though the UP Basilan Land Grant has already been sold to Land Bank of the Philippines under the Comprehensive Agrarian Reform Program.

Recently, the NDC requested for a meeting with UP in order to discuss the future of the UNBPI. In the said meeting with NDC’s Mr. Saturnino B. Mejia held on 12 April 2011, it was confirmed that the only remaining assets of UNBPI is the bank account of UNBPI in PNB, Makati Avenue Branch in the amount of PhP140,733.33 and placement in Land Bank, UN Avenue Branch in the amount of PhP8,047,000.00.

It was also discussed that the best course of action would be to dissolve the UNBPI. The Parties therefore agreed to reconvene the stockholders and Board of Directors of UNBP in order to finalize the dissolution of the joint venture company.

In view thereof, there is a need to appoint new UP representatives to the UNBPI in order to convene the dissolution process.

Under Section 2.01 of the JVA between UP and NDC:

“2.01. The Board of Directors of UNBPI shall have five members of whom two (2) shall be nominated by NDC, and three (3) by UPS. In this regard, the parties shall transfer their nominated and elected members of the Board at least one share of stock to comply with Section 2.3 of the Philippine Corporation Code. In case of vacancy occurring in the Board of Director caused by death, resignation, removal, disqualification or any cause affecting any director, the party who nominated said director shall have the right to nominate his successor, who shall then be elected in accordance with the By-Laws of UNBPI and the parties shall use their respective voting powers and/or do all such acts and things as may be necessary to ensure that the said director shall be duly elected. In the event lending institution whether private or government, shall require as a necessary condition to the grant of a loan, a seat in the Board of Directors of UNBPI, the parties shall cause the amendment of the Articles of Incorporation of UNBPI by increasing the number of directors of UNBPI. The parties shall ensure that any director nominated to meet the requirement of the lending institution shall held no more than the minimum share qualification that is necessary from time to time to enable him to act as such. In the event that voting in the Board of Directors of UNBPI shall result in a tie or deadlock, the Chairman shall cast the deciding vote”

It is recommended that the President be authorized to appoint the Vice President for Legal Affairs, Vice President for Development and Vice President for Planning and Finance as the new UP representatives to UNBPI with power and authority to elect the new member of the Board of UNBPI and, thereafter, the power and authority to approve the dissolution of the UNBPI.

It is also recommended that a member of the office of the Vice President for Legal Affairs be appointed to act as the Corporate Secretary of UNBPI.

Board action: APPROVAL.
Request for Waiver of Equity/Interest Charge on the Monetary Contractual Obligation with the University, Representing Unserved Return Service in Favor of Prof. JESSICA A. LOS BAÑOS, College of Business Administration, UP Diliman

Prof. Los Baños went on a 2-year Study Leave with Pay to Australia from 1 January 2003 to 31 December 2004 with an equivalent return service requirement of 4 years. Since her return on 1 January 2005, she has rendered 3 years, 6 months, and 22 days return service up to 22 July 2008 when she went on vacation leave without pay. She then tendered her resignation from the University effective 1 July 2010. In a certification issued by the Human Resources Development Office of the University dated 21 October 2010, Prof. Los Baños’ remaining unserved portion on her return service obligation is equivalent to 5 months and 8 days.

On 14 October 2010, Chancellor Sergio S. Cao approved the recommendation of the Diliman Legal Office for Prof. Los Baños to be required to pay only the monetary value of her unserved return service obligation of 5 months and 8 days in the amount of PhP99,430.47 as certified by the University Accounting Office.

On 15 November 2010, Prof. Los Baños sent an e-mail requesting for the waiver of the equity and interest charge on her return service obligation in the amount of PhP99,430.47, citing as basis Executive Order No. 161 dated 18 February 1994, entitled “Prescribing the Adoption of New Standard Forms to be Accomplished by Officials and Employees for Overseas Training” which has been allegedly incorporated in her contract with the University.

The Diliman Legal Office opined that Prof. Los Baños’ request would need the approval of the Board of Regents, which has the prerogative to exercise the authority to waive the equity and interest charge.

The Faculty Manual of the University clearly provides for the imposition of an equity and interest charge in the event that a Fellow does not fulfil his/her obligation to the University as shown below:

“b) In case the Fellow does not fulfil the return service requirements, then she must reimburse the University the following:

• All expenses incurred, plus
• An equity charge of 50% of the total amount expended, and
• Interest at the prevailing legal rate at the time of the breach revocation of the contract.”

Prof. Los Baños relied on the following provision in Executive Order No. 161:

“9. That should the Grantee fail to comply with the foregoing conditions through his/her fault or wilful neglect, resignation, voluntary retirement, or other causes within his/her control, he/she shall refund to his/her Office the amount defrayed by the Philippine Government and the sponsor as enumerated in Section 8.

Proportionate refund shall be allowed, provided that the Grantee has served his/her Office or agency at least 75% of his/her total service obligation.” (underscoring Office of Legal Affairs)

The above provision was not incorporated in her Foreign Fellowship/Study Leave Agreement with University. Nonetheless, considering that Executive Order No. 161 remains valid, its provisions would necessarily have to apply to her. The University’s Accounting Office did exactly what the Executive Order provided in that it only charged Prof. Los Baños around 12% of her total obligation to the University (since she has accomplished approximately 88% of her return service requirement) which is equivalent to PhP64,395.69.

From the PhP64,395.69, the Accounting Office charged the amounts of PhP32,197.84 and PhP2,836.94, representing the equity charge and interest, respectively, which sums up to PhP99,430.47.

Notwithstanding the clear terms of Prof. Los Baños’ Foreign Fellowship/Study Leave Agreement with the University and the University’s Faculty Manual, the Board of Regents has been given the authority to waive interest and equity charges on contractual obligations as it has done so in the past through an amnesty on interests (approved on 19 December 2007) or a general waiver of equity charge in conjunction with the Centennial Year in 2008. If the Board considers granting Prof. Los Baños’ request to waive her equity and interest charges, her resulting obligation to the University will just be pegged at PhP64,395.69.

Board action: APPROVAL
Request for Temporary Waiver of Faculty Tenure Rule in Favor of Dr. ALFRED F. PAWLIK, Associate Professor 2 of the Archaeological Studies Program, UP Diliman, Effective 1 June 2011 until 31 May 2012

Dr. Alfred F. Pawlik is a German national who obtained his Ph.D. in Prehistory from the University of Tubingen in 1995. He joined the ASP faculty as visiting Professorial Lecturer in 1998 and was reappointed as Associate Professor in 2006. He has been rated satisfactory by his students as reflected in his 1.95 average SET score for the 1st Semester AY 2010-2011. He has published in refereed international and local journals, online publications, conference proceedings and co-authored an internationally published book on Archaeology. The most recent are his co-authored articles which were published in ISI-indexed journals: (1) “Halted Armatures and Multi-component Tool Design at the Micoquian Site of Indi-Altdorf, Germany” in Journal of Archaeological Science and (2) “The Lower Paleolithic Record in the Philippines” and “The Earliest settlement of Germany: Is thee Anything Out There?” in Quarterly International. He also has a book chapter entitled “Functional Analysis of the Stone Tools and the Reconstruction of Activities at the Mesolithic Site of Ullafelsen” which was published in Mensch und Uwelt im Holozon Tirols, Vol. 1 by the University of Innsbruck Press. In 2010, he has published articles in refereed international journal Archeologie in Deutschland and a paper in international proceedings. He also received various awards/grants such as the UPD Centennial Faculty Grant Award (July 2010 – June 2011 cycle), UP System Research and Creative Work Grant 2011, UPD Outright Research Grant (2010-2011), and International Publication Award (2010 and 2011). He was a speaker in various international and local conferences and served as peer-reviewer for some international publications. He currently heads the ASP Lithic Studies Laboratory and conducts various practical training courses. He was instrumental in the donation of about a hundred new books by the Deutsche Forschungsgemeinschaft (DFG) to the ASP and was responsible for the acquisition of almost all the state-of-the-art facilities of the ASP Lithics Laboratory.

The above-mentioned foreign professor 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 refereed journal article (Faculty Manual 2003, p. 65). His foreign citizenship however prevents the ASP from recommending him for tenure. Based on the opinion issued by the Diliman Legal Office in June 2004 re: Prof. Christopher Gaillard’s case, foreign professors cannot be appointed to a permanent item.

In view of the foregoing, the ASP recommended that the tenure rule be waived for the renewal of appointment of Dr. Alfred F. Pawlik effective 1 June 2011 until 31 May 2012.

Board action: APPROVAL.

Request for Temporary Waiver of Faculty Tenure Rule in Favor of Dr. PHILIP J. PIPER, Associate Professor 2 of the Archaeological Studies Program, UP Diliman, Effective 1 June 2011 until 31 May 2012

Dr. Philip J. Piper is a British national who obtained his Ph.D. in Bioarchaeology from the University of New York, United Kingdom in 2003. He has been rated very satisfactory by his students as reflected in his 1.45 SET score for the 1st Semester, AY 2010-2011. He has published ISI-indexed, non-ISI refereed international and local journals, and books. The most recent are his co-authored articles which were published in ISI-indexed journals: (1) “Palaeozoology of Palawan Island, Philippines” in Quaternary International and (2) “New Evidence for a 67,000 Year Old Human Presence at Callao Cave, Luzon, Philippines” in the Journal of Human Evolution. He has also co-authored five chapters in Volume 1 and two chapters in Volume 2 of the McDonald Institute Monograph Series, Rainforest Foraging and Farming in Island Southeast Asia: The Archaeology and Environmental History of the Niah Caves, Sarawak, Niah Cave Project Monographs. Moreover, he has seven papers which have been accepted for publication in ISI-indexed journal Antiquity, non-ISI refereed international journals, international books, proceedings and monograph series. He has finished two research projects funded by the Office of the Vice-Chancellor for Research and Development (OVCRD) and the UP System Creative and Research Scholarship Program and nine on-going local and international research projects. He has presented papers in various international and local conferences and served as peer-reviewer for some international publications. He handled the courses Archaeo 2, Archaeo 242, Archaeo 270, Archaeo 298 and Archaeo 399. He served as thesis adviser and panel member and has ongoing thesis/dissertation advisees.

The above-mentioned foreign professor 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 refereed journal article (Faculty Manual 2003, p. 65). His foreign citizenship however prevents the ASP from recommending him for tenure.
Based on the Opinion issued by the Diliman Legal Office in June 2004 re: Prof. Christopher Gaillard’s case, foreign professors cannot be appointed to a permanent item.

In view of the foregoing, the ASP recommended that the tenure rule be waived for the renewal of appointment of Dr. Philip J. Piper effective 1 June 2011 until 31 May 2012.

Board action: APPROVAL.

Request for Temporary Waiver of Faculty Tenure Rule in Favor of Dr. RENATO G. JOSEF, Assistant Professor, College of Public Health, UP Manila, Effective 1 June 2011 until 30 November 2011

Dr. Josef’s paper entitled “Development of Technical Guidelines for Health Assessment and Monitoring in the Informal Mining, Transport and Agricultural Sectors” has been submitted for publication at Acta Medica Philippina and was approved for publication by the first quarter of the current year.

Board action: APPROVAL.

Request for Temporary Waiver of Faculty Tenure Rule in Favor of Prof. FERNANDO B. GARCIA, JR., Assistant Professor, College of Public Health, UP Manila, Effective 1 June 2011 until 31 May 2012


Board action: APPROVAL.

Request for Waiver of Faculty Tenure Rule in Favor of Prof. EMMANUEL RYAN C. DE CHAVEZ, Assistant Professor 1, Institute of Biological Sciences, College of Arts and Sciences, UP Los Baños, for a Period of One Semester (1st Semester 2011-2012)

Prof. de Chavez finished his degree, Master of Science in Zoology in April 2008. His original appointment as Assistant Professor 1 is June 2008. He has published two journal articles as follows:

1. Emmanuel Ryan C. de Chavez and Ayolani V. de Lara. 2011 Diversity and Spatial Distribution Patterns of Macro Land Snails in Mount Makiling Forest Reserve, Philippines, Asia Life and Sciences (29): 186-200

2. Emmanuel Ryan C. de Chavez and Ayolani V. de Lara. 2003. Effects of Zinc (Zn2+) and Lead (Pb2+) on the early development of the freshwater snail, Radix quadrasi. J. Med. & Appl. Malacol. 12:59-68

He is a very conscientious teacher, always prepared before coming to class, and poses challenging activities to his students. He regularly improves his lessons and includes the latest information about the different topics to be discussed. These traits are clearly manifested in the numerous positive comments given by the students on his SET. He is very cooperative and performs efficiently whatever task is assigned to him especially in committee works. He is an asset to the Animal Biology Division and to the Institute of Biological Sciences.

This serves as a stop-gap measure while recommendation papers for his tenure are still in process.

Board action: APPROVAL.
Request for Waiver of Faculty Tenure Rule in Favor of Prof. JULIETA A. DELOS REYES, Assistant Professor, Department of Agricultural Economics, College of Economics and Management, UP Los Baños, Effective 1 June 2011 until 31 October 2011

Prof. Delos Reyes has already obtained her Master of Science degree in Agricultural Economics from UPLB in 1994. She has already published two different publications in two refereed journals, namely: Journal of International Society for Southeast Asian Agricultural Sciences. Volume 16 Number 2, December 2010. ISSN 0859-3132 and Liceo Journal of Higher Education Research, Volume 6 Number 2, December 2010. ISSN: 2094-1064. This request is a stop-gap measure only to ensure her continuous service to the University since her recommendation for a permanent tenure is already in process.

Board action: APPROVAL.

Request for Waiver of Faculty Tenure Rule in Favor of Prof. JEROME BENEDICT P. CABANSAG, Assistant Professor 1, UP Visayas Tacloban College, effective 1 June 2011 until 31 May 2012

Prof. Cabansag has mastery of the subject matter and is a dedicated teacher. He actively participates in different activities of the Division or the College. Prof. Cabansag is assigned 15 units teaching load in the 1st Semester of AY 2011-2012.

Research article submitted for publication


Mr. Victor B. Asio, Editor-in-Chief of Annals of Tropical Research (ATR), certified (dated 2 March 2011) that the article has been accepted for publication in the ATR Journal with minor revisions and will be included in July-December 2011 (Vol. 33, No. 2) issue.

ATR journal is a semi-annual international peer-reviewed journal on research and development in tropical upland, lowland, and marine settings published by the Visayas State University (formerly VISCA).

Board action: APPROVAL.

Request for Waiver of Faculty Tenure Rule in Favor of Prof. DARIUS N. SALAUM, Assistant Professor 3, UP Visayas, Effective 1 June 2011 until 31 October 2011

Prof. Salaum’s research article entitled, “Predicting Anxiety and Stress Among Service Learning Caregivers: The Role of Person Factors” was accepted and scheduled for publication in DANYAG Journal of Humanities and Social Sciences, Volume 15, No. 1 (June 2010) as per certification dated 14 March 2011 issued by the Editor, Dr. Ida M. Siason. The journal is now in press per information from the Office of the Vice-Chancellor for Research and Extension.

The UPV Academic Personnel and Fellowships Committee in its 1 April 2011 meeting, recommended for the grant of waiver of Article 178 in favor of Prof. Darius N. Salaum, effective 1 June 2011 until 31 October 2011 to facilitate the renewal of his appointment.

Board action: APPROVAL.
Request for Temporary Waiver of Faculty Tenure Rule in Favor of Prof. ROMMEL A. DAYA, Assistant Professor, College of Development Communication, UP Los Baños, Effective 1 June 2011 to 31 October 2011

Professor Daya has been a competent and productive faculty member of the Department of Educational Communication (DEC), College of Development Communication (CDC) for three years now. He has also been actively involved in research and extension (R&E) activities of CDC and the Ugayan ng Pahinungod Program. Since August 2008, he has been the co-Chair of the CDC Research and Extension Committee. He was also part of a team of UPLB scholars that received the Outstanding Extension Project award from the Philippine Extension Network in October 2009.

In the Academic Year 2010-2011, some of his R&E initiatives helped him publish a journal article, entitled “Experiences of facilitators in using ADIDS as a participatory approach in a training class: An Exploratory Study,” and present a scholarly paper on participatory learning activities in a national conference in Iloilo City on 7 November 2010. The journal article was published in the USM R&D Journal (Volume 18, No. 2, July-December 2010), a bi-annually-produced national refereed journal. He was also one of the study leaders of a CDC research project on the adoption of a biotechnology crop in three provinces of Luzon.

In his three years at CDC, Professor Daya has received good evaluation ratings from his students. He has been known for his diligence, meticulousness, good humor, amicableness, and up-to-date knowledge. He teaches major courses in educational communication as well as foundation courses in development communication. He also handles National Service Training Program (NSTP)-Literacy Training Service and Civic Welfare Training Service courses as a faculty volunteer. With the recent move to decentralize the NSTP to the UPLB colleges, Prof. Daya has been tasked to coordinate the NSTP of CDC.

Professor Daya has been the coordinator of the CDC committee for Sentro ng Wikang Filipino and a member of other college committees. Moreover, he has served as a member of the UPLB working group on basic sciences and subcommittee for the integration of social science research methods courses.

As a proactive extension worker, Professor Daya has been involved in various Pahinungod projects and community service activities in Laguna and other provinces nationwide. He is also usually invited as judge, resource person, trainer, and facilitator in various non-formal education (NFE) and development-oriented trainings, seminars, and workshops inside and outside the University.

Professor Daya graduated cum laude with a BS in Development Communication in 1996 and obtained his MS in Development Communication with cognate in Rural Sociology in 2001. He plans to enrol in a doctorate program on educational communication and technology in the second semester of academic year 2011-2012. As a scholar, he envisions himself as a future scientist and communication specialist focusing on effective communication processes in NFE and indigenous people’s education.

Professor Daya’s contribution and invaluable service as teacher, researcher and community servant merit his recommendation for renewal as Assistant Professor in the University.

Board action: APPROVAL.

Request for Temporary Waiver of Faculty Tenure Rule in Favor of Prof. JUVY LIZETTE M. GERVACIO, Assistant Professor 3, Faculty of Management and Development Studies, UP Open University, Effective 1 June 2011 until 31 October 2011

Prof. Gervacio’s paper entitled, “Tutors and Learners Without Boarders: In a Relationship but it’s Complicated”, which won second place in the Best Paper Award at the 24th Annual Conference of the Asian Association of Open Universities (AAOU) held in October 2010 at Hanoi, Vietnam was accepted for publication in the March 2011 issue of the AAOU Journal. However, the release of this issue has been delayed due to the recent transfer of the management of the Journal to the new AAOU Secretariat based at the Wawasan Open University (WOU) in Malaysia. Prof. Wong Tat Meng, AAOU President and Rector of the WOU has informed UPOU by email that the March 2011 issue, where Prof. Gervacio’s paper is included, will be released in May 2011.

Prof. Gervacio has a Master of Public Management from the University of Potsdam, Germany and a Master of Arts in Demography from the University of the Philippines. Her teaching performance, as indicated by herSET (student evaluation for teachers) ratings is very good. She has presented papers in various national and international conferences,
and she is coordinator of the international project eLearning Development and Implementation Asia (eLDI Asia) funded by InWent Capacity Building International, Germany in partnership with UPOU and the UPOU Foundation, Inc.

Board action: APPROVAL.

Request for Temporary Waiver of the Faculty Tenure Rule in Favor of ROBERTO C. BASADRE, Assistant Professor 5, UP Cebu, Effective 1 June 2011 until 31 October 2011

This is to request for the postponement of tenure of Prof. Roberto C. Basadre until October 2011 for him to be enable to enroll in an appropriate course in UP Diliman. Prof. Basadre is fulfilling the requirements for tenure which includes his retooling to enable him to teach in tertiary courses at UP Cebu related to Product Design.

Prof. Basadre is one of those slated to undertake graduate studies this 1st semester of AY 2011-2012. This is a commitment explicit in the College’s 10-point agenda approved by the Board of Regents during its 1260th meeting on 24 September 2010 elevating UP Visayas Cebu College to UP Cebu as an autonomous unit under the Office of the President.

Board action: APPROVAL.

Request for Waiver of the Required Two-Year Return Service Obligation After Sabbatical in Favor of Dr. JOSEPH S. MASANGKAY, Professor, Department Veterinary Paraclinical Sciences, College of Veterinary Medicine, Effective 2 November 2011 until 1 October 2012

Dr. Masangkay is requesting to waive the required two-year return service obligation after a sabbatical. He will be retiring by 2012 hence, he would not be able to complete the service obligation. He would have served the University for 42 years upon his retirement. This is the first time he is requesting for a sabbatical.

Board action: APPROVAL.

Request for Waiver of Sabbatical Leave Rules in Favor of PROF. EUFEMIO T. RASCO, JR., Professor 12, Department of Biological Science and Environmental Studies, College of Science and Mathematics, UP Mindanao, effective 1 June 2011

Dr. Rasco holds a faculty rank of Professor 12 at the Department of Biological Science and Environmental Studies, College of Science and Mathematics. He joined UP Mindanao as one of the pioneering faculty members in April 1997 and is based in Davao City. He served as Dean of the College for two (2) terms, i.e., 1998 to 2001 and 2001 to 2004. In 2009, he was conferred Scientist I under the UP Scientific Productivity System.

Prior to joining UP Mindanao, he served UP Los Baños from 1971 to 1993. He was then Associate Professor at the UPLB College of Agriculture from 1985 to 1993. He first went on sabbatical leave in June 2005 to May 2006.

Based on UP policies, Prof. Rasco becomes eligible to take a second sabbatical leave by June 2012, at which time he would have met the minimum number of years of return service required at the end of his first sabbatical leave. His application, however, is a year earlier due to a serious family matter. Of late, he flies regularly to Los Baños to attend to his wife, Mrs. Precy M. Rasco, who was diagnosed with Invasive Ductal Breast Cancer (Stage IV). It can be imagined how it must have been difficult for his wife in the early months, to take on the battle in the absence of Prof. Rasco. Everyone is aware that this type of illness requires strong family support and intense medication. If granted the sabbatical request, Prof. Rasco shall continue with the supervision of his on-going researches on biofuels and crop protection while he can be more regularly attending to his sick wife.

When Prof. Rasco chose to serve UP Mindanao in Davao 16 years ago, his wife opted to remain in Los Baños as she has a full-time appointment as researcher at UPLB. Prof. Rasco would be home only during Christmas breaks and whenever he had occasional official trips to Manila. He had a chance to stay with his family in Los Baños when he first availed of a sabbatical leave in 2005. That break made him more productive as he was able to write a book entitled,
“The Unfolding Gene Revolution,” which the NAST recognized as Outstanding Book for the year 2008. It is listed as one of the sought-for reference materials in the field of agricultural biotechnology.

Board action: APPROVAL.

Naming of the UPLB Alumni Center’s Conference Room after Former Regent NELIA T. GONZALEZ

The project, “Nelia T. Gonzalez Conference Room”, is being proposed in recognition of the meritorious services and honors given by Mrs. Nelia T. Gonzalez in the many capacities and roles she has performed. She has become a role model to be emulated by all alumni of the University.

Mrs. Gonzalez is the first woman who assumed the presidency of the UP College of Agriculture Alumni Association (UP CAAA) and became its third president since its founding in 1959. In connection with the UPLB Alumni Center, it was during her incumbency that the Alumni Center was first built in 1975. She continuously served for 16 years and through her vision and sheer hard work, drive and industry, the building was inaugurated in 1977.

Mrs. Gonzalez also served the country so well in many capacities in the Department of Agriculture, as well as in the private sector. She has given so many honors to her Alma Mater.

To date, Mrs. Gonzalez, who served the University in various capacities as first President-elect of the UPLB Alumni Association, a federation of the different college alumni association, and as Regent of the UP System, has shown much interest in tapping support and raising funds in having the Alumni Center refurbished. She has committed to finance the facilities, equipment and other furnishings of the Alumni Center conference room.

The Office of the Vice President for Legal Affairs finds the proposal in order and consistent with the UP Naming Rights Policy (1249th meeting, BOR on 25 September 2009) and Guidelines for naming buildings, structures, streets, parks and other places in the University (1185th meeting, BOR on 26 April 2004).

Board action: APPROVAL.
Revised Intellectual Property Rights (IPR) Policy of the University of the Philippines (Major Points for Revision)

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<th>SPECIFIC PROVISION TO BE REVISED/ADDED</th>
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<tr>
<td>Waiver by University of Rights to Patent</td>
<td>This is based on practice by top-ranked universities worldwide to encourage both the transfer of the IP to market/the wider public, as well as to invoke the university’s rights in shares of revenues generated by commercialization of the IP.</td>
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Note: Those in caps were not in the old IPR policy.

Article 5 (4)b. “No waiver shall be given unless there is a written commitment that no further development of the invention shall be made involving the financial support or resources of the University. Nor shall any waiver be made in violation of any contractual obligation of the University. THE UNIVERSITY MAY ALSO IMPOSE OTHER CONDITIONS FOR THE GRANT OF THE WAIVER SUCH AS REVENUE SHARING PROVISIONS, UNIVERSITY EQUITY OR SHARES IN A SPIN-OFF COMPANY FORMED AROUND THE INVENTION, A NON-EXCLUSIVE ROYALTY-FREE LICENSE IN FAVOR OF THE UNIVERSITY AND THIRD PARTIES TO USE THE INVENTION FOR TEACHING, SCHOLARLY AND OTHER ACADEMIC NON-PROFIT PURPOSES AND SUCH OTHER SIMILAR REQUIREMENTS THAT WOULD PROMOTE REASONABLE ACCESS BY THE PUBLIC TO THE TECHNOLOGY.”
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<tr>
<td>Access to thesis/dissertation with patentable intellectual property</td>
<td>Tech Transfer Act of 2009 (R.A. 10055), Article III, Section 8(h) which states that the research and development institution (RDI) is authorized, within a reasonable time, to keep confidential from the public any document or information relating to potential IPRs that are not yet fully protected by law</td>
<td>This is a new provision to make the university IPR Policy conform to the Technology Transfer Act of 2009. This is also best practice adopted by most top-ranked universities. The University of Cambridge, for instance, includes an extra page in the thesis/dissertation specifying the people granted access to it, until such time the potential IPR is protected.</td>
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<td>Note: Those in caps are an entirely new provision.</td>
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<td>Article 7 (2). “IN THE EVENT A THESIS OR DISSERTATION CONTAINS INFORMATION ON AN INVENTION THAT MAY BE PATENTABLE OR REGISTRABLE, OR IF THE SAME CONTAINS CONFIDENTIAL INFORMATION OF THE UNIVERSITY AND/OR THAT OF A THIRD PARTY, THE DEPARTMENT, INSTITUTE OR COLLEGE MAY WITHHOLD PUBLIC ACCESS TO SAID THESIS/DISSERTATION AND THE DEFENSE PROCEEDINGS AND MAY TAKE SUCH OTHER REASONABLE STEPS TO PROTECT THE UNIVERSITY AND/OR THIRD PARTY’S IPR RIGHTS UNTIL THE UNIVERSITY AND/OR THIRD PARTY HAS GIVEN WRITTEN PERMISSION TO DISCLOSE THE SAME.”</td>
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<td>Provisions on royalty sharing</td>
<td>Magna Carta for Scientists, Engineers (Republic Act 8439) which also states 40% share in royalties for inventors) Tech Transfer Act of 2009 Article V Section 11 which states that: “Sharing of revenues between RDI and researcher shall be governed by an employer-employee contract or other related agreements, without prejudice to the rights of researchers granted under Republic Act No. 8439 or the Magna Carta for Scientists, Engineers, Researchers, and other S&amp;T Personnel in the Government.”</td>
<td>The old UP IPR Policy allows for 1/3 share each for UP System, the constituent university and the authors /inventors. In the revised policy, the first [PhP200,000] goes to the authors/ inventors/creators. In excess of this amount, at least 40% will go to the inventors; of the remainder 25% goes to UP System and 75% goes to the CU. This sharing formula should provide incentive to inventors/authors while allowing the University to cover costs of IP protection and management as well as to reinvest revenues in R&amp;D and the maintenance of technology transfer offices, as required by R.A. 10055.</td>
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Note: This section on royalties had to be revised completely. See third column on the right for explanation.

Article 8 (2). “The University shall assign to the author(s), inventor(s), or creator(s) 100% of the first [TWO HUNDRED]* thousand pesos (or less) of royalty received by the University from commercialization of the intellectual property. This amount may be adjusted on a yearly basis, taking into account factors such as inflation rate. In excess of this amount, the author(s), inventor(s) or creator(s) shall receive at least forty percent (40%) of the royalty received by the University. Collaborating authors or inventors shall share in accordance with the determination of their participation in the authorship or invention as prescribed in these rules. Twenty five percent (25%) of the remainder of the royalty received by the University from the commercialization of the intellectual property shall go to UP system, while seventy five percent (75%) shall go to the constituent university, without prejudice to such policies.”

* Those in brackets “[ ]” were the amendments made by Faculty Regent Dalmacio during the meeting.
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<td>Provisions on upfront, milestones and other payments</td>
<td>Technology Transfer Act of 2009 Article 5 Section 11 as stated above.</td>
<td>Neither the Tech Transfer Act of 2009 nor the old UP IPR Policy has a provision on these forms of payment.</td>
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<td>Note: Those in caps are entirely new provisions.</td>
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<td>This was included given the way licensing deals are structured these days, especially in industries such as pharma and biotech.</td>
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<td>ARTICLE 8 (3). UPFRONT, MILESTONES AND OTHER PAYMENTS - “DETERMINATION OF THE INCOME SHARING FORMULA BETWEEN THE UP SYSTEM, THE CONSTITUENT UNIVERSITY AND INVENTORS, AUTHORS OR CREATORS FOR ALL OTHER INCOME STRUCTURED INTO A DEAL SHALL BE GOVERNED BY THE APPROPRIATE AGREEMENTS PURSUANT TO THE PROVISIONS OF THE TECHNOLOGY TRANSFER ACT AFTER CONSIDERATION OF ALL EXPENSES INCURRED IN PROTECTING THE INTELLECTUAL PROPERTY, AS WELL AS FOR MAINTENANCE, POSSIBLE LITIGATION AND OTHER COSTS.</td>
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<td>Other costs which may be incurred by the CU include possible litigation in cases of patent infringement, the need to in-license technologies to further develop the inventors’ IP, and the responsibility of the University to re-invest its revenues in R&amp;D and support other technology transfer activities.</td>
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| Responsibility for expenses incurred in protecting and managing intellectual property | Edgardo J. Angara Executive Order No. 2 Section V (Policy Guidelines on all Copyrightable and Patentable Works; 1987) which states that:  
“All expenses incurred relative to the registration of copyrightable and patentable works such as filing fees and attorney’s fees prior to the generation of revenue/income therefrom, shall be charged against the income of the autonomous campus from where said work originated.  
“.the autonomous campus shall provide a separate budgetary allocation in their respective internal operating budget for 1987 and subsequent years thereafter, until such time that the income generated from copyrightable and patentable works are sufficient to finance expenses in connection with the implementation of this order.” | Note that EJ Angara’s Exec. Order No. 2 was not repealed by the (old) UP IP policy of 2003.  
The old IP Policy assigns this responsibility to the University, which is clarified here as the constituent university, pursuant to Angara’s EO No. 2 |
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<td>Portability of shares in royalty/other payments</td>
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<td>Neither the old UP IP Policy nor the Technology Transfer Act has provisions on portability of shares in payments in the event the creator/inventor of IP leaves the University. These have been incorporated in the new guidelines based on standard practice of most universities and research institutes worldwide.</td>
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<td>Note: This is an entirely new provision.</td>
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<td>ARTICLE 8 (4). “SHARES IN ROYALTY AND OTHER REVENUES SUCH AS UP-FRONT, MILESTONE, AND OTHER PAYMENTS SHALL BE PAYABLE TO THE CREATOR(S)/INVENTOR(S) OF THE IP EVEN AFTER RETIREMENT, TERMINATION OF THEIR EMPLOYMENT WITH THE UNIVERSITY OR THEIR CONTRACT OF SERVICE OR IN THE CASE OF STUDENTS, AFTER THEIR GRADUATION FROM THE UNIVERSITY. THE DEPARTMENT/INSTITUTE FROM WHICH THE INVENTION ORIGINATED SHALL ALSO CONTINUE TO RECEIVE ITS SHARES IN ROYALTY AND OTHER PAYMENTS.”</td>
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<td>Exclusive Licensing Agreements to be allowed in some cases/particular industries</td>
<td>The Implementing Rules and Regulations [(IRR) to be published soon] of the Technology Transfer Act of 2009 - will clarify that exclusive licensing agreements will be allowed in certain cases.</td>
<td>The old IPR Policy does not allow exclusive licensing. However, in particular industries such as the pharma/biotech industry, drug candidates are licensed out only under exclusive arrangements, as the licensee has to bear the risks (very high attrition rates) and costs of drug development over a very long period of time (up to 15 years).</td>
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Note: This revised provision (in caps) corresponds to Article 7 (3) in the old IPR policy which states that: “Pursuant to its public function, the University shall not enter into exclusive licensing arrangements. Nor shall the University enter into any kind of contractual arrangement that would deter the public in general from having reasonable access to the works or inventions.”

ARTICLE 8 (5). “...NON-EXCLUSIVE LICENSING, THROUGH WHICH A LICENSE MAY BE GRANTED TO MORE THAN ONE LICENSEE, IS PREFERRED BUT IN SOME CASES, AS WHEN SIGNIFICANT INVESTMENTS OF TIME AND RESOURCES ARE NEEDED TO BRING THE TECHNOLOGY TO MARKET, AN EXCLUSIVE LICENSE MAY BE NECESSARY AND APPROPRIATE AS THE SAME WILL PROVIDE AN INCENTIVE TO THE LICENSEE TO BEAR THE RISKS OF FURTHER DEVELOPMENT (E.G., IN DRUG DEVELOPMENT)...”
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<tr>
<td><strong>Renaming of the Technology Licensing Office</strong></td>
<td>Technology Transfer Act of 2009, Article IX, Section 20 which states that: “All RDIs are encouraged to establish their own TLOs in whatever form and to adopt their own policies on IPR management and technology transfer, in accordance with this Act and other existing laws and in support of the policies of the Intellectual Property Office Philippines and the national policy and the mandate of their parent agency.”</td>
<td>This revised provision better reflects the normal functions assigned to TLOs. These include IP protection and management, business incubation and formation of spin-out companies, promotion of entrepreneurship on campus, among others.</td>
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<td><strong>Leverage the university brand to secure consultancy contracts for faculty and staff (as a function of the TLO)</strong></td>
<td>Magna Carta for Scientists, Engineers (Republic Act 8439), Section 10, which states: “Scientists, engineers, researchers shall be allowed to render consultancy services to the private sector and shall be entitled to receive such honorarium that may be paid to them by the private entity concerned. Such payments shall be over and above their salary from the government during the period of the consultancy and shall not be considered as double compensation.”</td>
<td>Top-ranked universities worldwide recognize that consultancies are a form of knowledge transfer. Hence, many of them operate a university subsidiary for this purpose or task their TLOs to manage consultancy contracts on behalf of faculty and staff.</td>
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</tbody>
</table>

Note: Please see third column on the right.

Article 9 (1). Creation of the TT-BDO- To implement these rules, the existing Technology Licensing Office (TLO) under the Office of the Vice President for Development shall be renamed and re-structured as the “Technology Transfer and Business Development Office (TTBDO)”, in line with the evolution of the structure of most university technology transfer offices worldwide.

Note: Those in caps are entirely new provisions.
To promote formation of spin-off companies as one of the functions of the TLO

Note: This function of the TLO was not mentioned in the old IPR policy.

ARTICLE 9 (3) (N). “PROMOTE A CULTURE OF INNOVATION AND ENTREPRENEURSHIP. COMPANY FORMATION ..”

Technology Transfer Act of 2009, Article III, Section 8 (k) which encourages the formation of spin-out companies by RDIs. It states: “When necessary, create and establish spin-off companies to pursue commercialization subject to their respective mandates as allowed by law.”

In many instances, establishment of a spin-off company is the best route to bring a technology to market, as well as a preferred way to maximize return on investment. This is with full regard to the University’s responsibility of providing the public with reasonable access to the technology or invention.

It is also a mechanism by which the university can deload itself of having to manage a huge portfolio of intellectual property.

Board action: APPROVED with amendment in Sec. 8 (2).

(The full text of the Revised Intellectual Property Rights (IPR) Policy of the University of the Philippines is on File at the OSU Records.)

APPOINTMENT OF FACULTY

Transfer to Permanent Status

UP Diliman

Prof. AGUSTIN L. ARCENAS as Associate Professor 1 (Salary Grade 22-4), School of Economics, effective upon approval

Prof. WENDELL Q. CAMPANO as Assistant Professor 2 (Salary Grade 19-1), School of Statistics, effective upon approval

Prof. MARIO T. CARREON as Assistant Professor 2 (Salary Grade 19-1), Computer Science, effective upon approval

Prof. YVONNE T. CHUA as Assistant Professor 4 (Salary Grade 20-1), College of Mass Communication, effective upon approval

Prof. SHEILA MAE C. ANG as Assistant Professor 2 (Salary Grade 19-1), College of Engineering, effective upon approval

UP Los Baños

Prof. FLORENTINO B. DELA CRUZ as Assistant Professor 1 (Salary Grade 18-1), College of Engineering and Agro-Industrial Technology, effective upon approval
Extension of Appointment Beyond Compulsory Retirement Age of 65

UP Diliman

Asst. Prof. VYVA VICTORIA M. AGUIRRE, Assistant Professor 7 (Salary Grade 21-5), School of Library and Information Studies, effective 1 June 2011 until 31 May 2012

Prof. ANNADAISY J. CARLOTA, Professor 12 (Salary Grade 29-8), College of Social Sciences and Philosophy, effective 1 June 2011 until 31 May 2012

Prof. DOMINADOR A. CLEMENTE, JR., Professor 12 (Salary Grade 29-8), College of Business Administration, effective 1 June 2011 until 31 October 2011

Prof. MELITON B. JUANICO, Professor 5 (Salary Grade 27-7), College of Social Sciences and Philosophy, effective 1 June 2011 until 31 May 2012

UP Manila

Prof. JOSEFINA G. TAYAG, Professor 12 (Salary Grade 29-8), College of Arts and Sciences, effective 1 June 2011 until 31 October 2011

UP Visayas

Prof. RAYMUNDO E. PICCIO, Associate Professor 2 (Salary Grade 22-6), College of Arts and Sciences, effective 7 July 2011 until 31 October 2011

Original Appointment Beyond Compulsory Retirement Age of 65

UP Diliman

Prof. EDUARDO A. LABITAG as Professorial Lecturer 5, College of Law, effective 29 March 2011 until 31 October 2011

Prof. HONESTO G. NUQUI as Professorial Lecturer 5, College of Science, effective 1 April 2011 until 31 March 2012

Prof. AMARYLLIS T. TORRES as Professorial Lecturer 5, College of Social Work and Community Development, effective 1 June 2011 until 31 May 2012

UP Los Baños

Prof. CAROLINA P. SANTILLANA, Professorial Lecturer 1, College of Public Affairs, effective 1 June 2011 until 31 May 2012

Prof. JOSE R. MEDINA, Professorial Lecturer 4, College of Public Affairs, effective 1 June 2011 until 31 May 2012

UP Open University

Prof. PERLA E. LEGASPI, Professorial Lecturer 3, Faculty of Management and Development Studies, effective 6 November 2010 until 12 April 2011
Renewal of Appointment Beyond Compulsory Retirement Age of 65

UP Diliman

Prof. ENRIQUE D. BARCELO as Professorial Lecturer 1, College of Music, effective 1 June 2011 until 31 May 2012
Prof. AGA MAYO BUTOCAN as Senior Lecturer 2, College of Music, effective 1 June 2011 until 31 May 2012
Prof. OLIVIA C. CAOILI as Professorial Lecturer 5, College of Social Sciences and Philosophy, effective 1 June 2011 until 31 May 2012
Prof. FELIPE M. DE LEON, JR. as Professorial Lecturer 4, Asian Institute of Tourism, effective 1 June 2011 until 31 May 2012
Prof. JAIME S. DE LEON, JR. as Professorial Lecturer 1, College of Business Administration, effective 1 June 2011 until 31 May 2012
Prof. ROSALIE B. FADERON as Professorial Lecturer 5, School of Library and Information Studies, effective 1 June 2011 until 31 May 2012
Prof. WILLIAM A. LONGACRE as Visiting Professorial Lecturer 5, Archaeological Studies Program, effective 1 June 2011 until 31 May 2012
Prof. WOLFGANG REICHARDT as Adjunct Professor, College of Science, effective 1 April 2011 until 31 March 2012
Prof. ROSVIDA R. ROSAL as Professorial Lecturer 2, School of Library and Information Studies, effective 1 June 2011 until 31 May 2012
Prof. HERMINIA H. SANTOS as Professorial Lecturer 2, School of Library and Information Studies, effective 1 June 2011 until 31 May 2012

UP Manila

Prof. PROSPERIDAD C. LUIS as Professorial Lecturer 1, College of Public Health, effective 1 January 2011 until 25 March 2011

Reappointment Beyond Compulsory Retirement Age of 65

UP Diliman

Prof. MARY RACELIS as Professorial Lecturer 5, College of Social Sciences and Philosophy, effective 1 June 2011 until 31 May 2012

UP Open University

Prof. ROGELIO V. CUYNO as Professorial Lecturer 5, Faculty of Management and Development Studies, effective 6 November 2010 until 12 April 2011
Prof. FELIX LIBRERO as Professor 12 (Salary Grade 29-8), Faculty of Education, effective 30 June 2011 until 29 May 2012
Student Appeal

Appeal to the Honorable Board of Regents of the Decision of the Office of the President in the Case University of the Philippines vs. JOUVANI I. DOLLESIN, et.al. ... (SDT Case No. 07-011)

Hereunder is the Memorandum of the Vice President for Legal Affairs:

“STATEMENT OF THE CASE:

This refers to the appeal of respondent-appellants JOUVANI DOLLESIN, BENITO CRUZ, JR., FRANK DAREN BALIAT, EDGARDO SAQUILAYAN, JR., and NORIEL SANTIAGO (“respondent-appellants”) from the Decision of the Office of the President dated 4 January 2011 for Violation of Rule I, Section 1, paragraph A-1 of the Revised Rules and Regulations Governing Fraternities, Sororities and Other Student Organizations (“the Rules”) resulting to respondent-appellants’ expulsion. The dispositive portion of the decision states:

“WHEREFORE, in view of the foregoing, this Office DENIES the Appeal filed by respondent-appellants and AFFIRMS the SDT Decision for SDT Case No. 07-11 finding respondent-appellants guilty of violating Rule I, Section 1, paragraph A (1) of the Revised Rules and Regulations Governing Fraternities, Sororities, and Other Student Organizations. Respondent-appellants JOUVANI DOLLESIN, BENITO CRUZ, JR., FRANK DAREN BALIAT, EDGARDO SAQUILAYAN, JR., and NORIEL SANTIAGO are hereby EXPELLED.”

FACTS OF THE CASE

Respondent-appellants, all members of the Alpha Phi Beta fraternity, were accused of physically attacking Francis Loreto Pizarra, Heinrich Carlo Bongcawil Mejorada, and Francis Lacambra Combinido, members of the Alpha Phi Omega fraternity. The formal charge filed against respondent-appellants reads:

“FORMAL CHARGE

After preliminary inquiry conducted before the Student Disciplinary Tribunal of complainants Francis Loreto Pizarra, Heinrich Carlo Bongcawil Mejorada and Francis Lacambra Combinido, and their witness Andrew Roldan, undersigned hereby charges JOUVANI DOLLESIN, BENITO CRUZ JR., FRANK DAREN BALIAT, EDGARDO SAQUILAYAN JR., NORIEL SANTIAGO, TRISTAN OSNOSCO, and GAMALIEL OLYMPIA, all students of the University of the Philippines, with violation of Rule I Section 1-A paragraph 1 of the REVISED RULES AND REGULATIONS GOVERNING FRATERNITIES, SORORITIES AND OTHER STUDENT ORGANIZATIONS, committed as follows:

That on or about 8:20 p.m. of 10 May 2007, in the vicinity of UP Employees Village-A, University of the Philippines, Diliman, Quezon City, Metro Manila, respondents, all known members of the Alpha Phi Beta Fraternity and students of the University of the Philippines, acting in concert with each other, physically attacked and assaulted Francis Loreto Pizarra, Heinrich Carlo Bongcawil Mejorada and Francis Lacambra Combinido, all known members of the Alpha Phi Omega Fraternity and students of the University of the Philippines, resulting in bodily injuries to said Francis Loreto Pizarra, Heinrich Carlo Bongcawil Mejorada and Francis Lacambra Combinido.

WHEREFORE, respondents are directed to file an Answer to the charge within three (3) days from receipt hereof. The Student Disciplinary Tribunal shall not entertain any motion to dismiss and/or non-responsive pleading.

IN VIEW THEREOF, it is respectfully requested that the Student Disciplinary Tribunal conduct a formal investigation hereof. The parties are advised that they are entitled to assistance by counsel.

After conducting several meetings, the Student Disciplinary Tribunal (“SDT”) composed of Jonathan P. Sale, as chair, and Ma. Crisanta N. Flores, Ma. Theresa T. Payongayong, Elvira Q. Silarde, and Vanessa Faye Bolibol as tribunal members, rendered a decision finding respondent-appellants JOUVANI DOLLESIN, BENITO CRUZ,
JR., FRANK DAREN BARIAT, EDGARDO SAQUILAYAN, JR., and NORIEL SANTIAGO guilty of the charge filed against them. The dispositive portion of the SDT Decision dated 30 July 2010 states:

“WHEREFORE, premises considered, the Tribunal finds the Respondents Jouvani Dollesin, Benito Cruz Jr., Frank Daren Baliat, Edgardo Saquilayan Jr., and Noriel Santiago GUILTY of violating Rule I, Section 1, paragraph A-1 of the RRRGFSOSO, to wit:

Rule I

ACTIONABLE MISCONDUCT AND PENALTIES

These rules shall apply to all fraternities, sororities and other student organizations, regardless of whether or not they are officially recognized by the University, and without prejudice to the provisions of Republic Act No. 8094, otherwise known as the “Anti-Hazing Law.”

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

A. Any such member or officer who commits, or engages in, any of the acts specified below shall be expelled from the University whether or not the acts are committed within or outside University premises:

1. Participating in any rumble, engaging in fisticuffs with, or physically attacking a member of other fraternities, sororities or student organizations...

The Formal Charge against Respondents Tristan Osongco and Gamaliel Olympia is hereby DISMISSED.

The Tribunal hereby recommends that the penalty of EXPULSION be imposed upon Respondents Jouvani Dollesin, Benito Cruz Jr., Frank Daren Baliat, Edgardo Saquilayan Jr., and Noriel Santiago.

SO ORDERED.”

Respondent-appellants appealed the decision of the SDT before the Office of the President, which then rendered a decision dated 4 January 2011 affirming the decision of the SDT.

Respondent-appellants now appeal before the Honorable Board on the following:

GROUNDS

a. The SDT ignored the evidence showing that it was impossible for Francis L. Combinido, the lone witness of the Diliman Legal Office, to recognize his alleged assailants and determine that his alleged assailants included any or all of the respondents;
b. Mr. Combinido failed to clearly, actually and positively identify herein respondents in the course of the presentation of the Prosecution’s evidence;
c. The SDT failed to consider that Mr. Combinido gave an incredible, improbable and inconsistent account of the purported incident that led to the filing of the Formal Charge against the respondents;
d. The Prosecution has the burden of proving that respondents are liable for the offense charged;
e. The SDT did not have jurisdiction over the person of Frank Daren Baliat as he was not a student of the University at all material times.

However, on 25 February 2011, the Office of Legal Service received a Memorandum from the UP Diliman Legal Office (“UPDLO”), forwarding a Motion to Withdraw Complaint filed by complainants Francis Pizarra, Francis Combinido, and Heinrich Mejorada. The Motion to Withdraw, dated 14 December 2010 and received by the UPDLO on 22 February 2011, was supported by an Affidavit of Desistance executed by the complainants.
Both the Motion to Withdraw and the Affidavit of Desistance state that after a careful deliberation and evaluation of facts and circumstances that led to the filing of the case, complainants came to realize that the same was the result of mistaken identity and misapprehension of facts and that they were no longer interested in pursuing the case.

Further, respondent-appellant Baliat filed an Urgent Motion to Annul Judgment dated 31 March 2011 on grounds of lack of jurisdiction.

Lastly, respondent-appellants Dollesin, Cruz, Saquilayan, and Santiago filed an Urgent Motion to Reopen Proceedings to Introduce New Evidence dated 31 March 2011. The aforementioned respondent-appellants seek to introduce as evidence the Affidavit of Desistance submitted by complaining witnesses, as well as to present two witnesses to the SDT: Messrs. Gilbert Tabug and Bobbie Dela Paz. Accordingly, they prayed that the proceedings be re-opened so that complaining witness Combinido may testify with regard to his affidavit of desistance and witnesses Tabug and Dela Paz may testify as to whether or not all of the assailants were indeed wearing bonnets.

COMMENTS

The Motion to Withdraw and Affidavit of Desistance casts doubt as to the veracity of the testimony of the sole witness.

The Motion to Withdraw and Affidavit of Desistance submitted by the complaining witnesses cast doubt as to the veracity of the sole witness’s testimony. Accordingly, there is a lack of substantial evidence to support the decisions of the SDT and the Office of the President. It is recommended that the case against herein respondent-appellants be dismissed.

The Student Disciplinary Tribunal relied on the positive identification by complaining witness Combinido in holding respondent-appellants guilty of the charge filed against them.

The Office of the President, too, found Combinido to be a credible witness. The strength of his testimony, coupled with the lack of substantial evidence submitted by the respondent-appellants in proving their defense, gave basis for the Office of the President’s affirmation of the SDT Decision.

It is noticeable that in both their appeals to the Office of the President and the Board of Regents, respondent-appellants emphasized the conflict in the testimonies of complaining witness Combinido and witnesses Gilbert Tabug and Bobbie dela Paz. Respondent-appellants pointed out that Tabug and dela Paz described the attackers of Combinido, Pizara, and Mejorada as masked, and made no mention of any unmasked men, while Combinido testified that respondent-appellants were unmasked.

Neither Tabug nor dela Paz were presented before the SDT, although they executed statements before the UP Diliman Police narrating what they witnessed.

Prior to his execution of the Motion to Withdraw and Affidavit of Desistance, the testimony of Combinido seemed more credible than the statements executed by Tabug and dela Paz. Combinido seemed able to identify his assailants because he himself was a victim of the attack and saw his attackers at close range. On the other hand, witnesses Tabug and dela Paz were only able to observe the attack from a distance. Also, the fact that Tabug and dela Paz saw masked men does not preclude any other possibility that such masked men might have become unmasked during the fray and became identifiable.

Respondent-appellants also stated that Combinido did not personally identify them as assailants, and that his knowledge of the identities of the respondent-appellants is based on hearsay. As stated in their appeal memorandum:

“32. Again, it is well to note that there is nothing on record which shows that Mr. Combinido clearly, actually and positively identified any of the respondents, as, in fact, he was not able to do so. Mr. Combinido’s knowledge of the supposed identities of his alleged assailants was based on hearsay. Mr. Combinido himself admitted that he only knew herein respondents because his fraternity brothers purportedly pointed them to him on several occasions when they allegedly saw respondents within the University campus.”
The Office of the President held that in-court identification was not necessary in administrative proceedings. Positive identification in a manner required in criminal proceedings is not necessary in administrative proceedings. It is enough that the identities of respondents were established by the testimonies of the prosecution witnesses. In this case, Combinido claims to have identified respondent-appellants because he had seen them at school and in class.

With the Motion to Withdraw and the Affidavit of Desistance, both of which state that complaining witnesses committed mistakes in identifying the identities of their attackers, the testimony of Combinido no longer rings of truth as soundly as it had in the past. In effect, it bolsters respondent-appellants arguments that they were not properly identified and casts a shade of doubt over the veracity of Combinido’s statements.

Accordingly, with the Motion to Withdraw and the Affidavit of Desistance, there is no more substantial evidence necessary to support a conviction. Thus, it is respectfully recommended that the decision of the Office of the President affirming the decision of the SDT be REVERSED.

The disposition of a motion to withdraw rests within the discretion of the Board of Regents.

The RRRGFSSO does not provide for withdrawal of complaints. Accordingly, the Rules of Court and Jurisprudence may be applied suppletorily to the case to aid its disposition.

Rule 17 of the Rules of Court provides the rules on dismissal of civil actions by plaintiffs thus:

“SECTION 1. Dismissal upon notice by plaintiff. — A complaint may be dismissed by the plaintiff by filing a notice of dismissal at any time before service of the answer or of a motion for summary judgment. Upon such notice being filed, the court shall issue an order confirming the dismissal. Unless otherwise stated in the notice, the dismissal is without prejudice, except that a notice operates as an adjudication upon the merits when filed by a plaintiff who has once dismissed in a competent court an action based on or including the same claim. (1a)

“SEC. 2. Dismissal upon motion of plaintiff. — Except as provided in the preceding section, a complaint shall not be dismissed at the plaintiff’s instance save upon approval of the court and upon such terms and conditions as the court deems proper. If a counterclaim has been pleaded by a defendant prior to the service upon him of the plaintiff’s motion for dismissal, the dismissal shall be limited to the complaint. The dismissal shall be without prejudice to the right of the defendant to prosecute his counter-claim in a separate action unless within fifteen (15) days from notice of the motion he manifests his preference to have his counterclaim resolved in the same action. Unless otherwise specified in the order, a dismissal under this paragraph shall be without prejudice. A class suit shall not be dismissed or compromised without the approval of the court. (2a)”

Even in criminal cases, public prosecutors are allowed to file a motion to withdraw information before the court exercising jurisdiction over the case.

In both criminal and civil cases, once the information has been filed or once the court has acquired jurisdiction over the respondent, the discretion to decide upon the motion to dismiss or motion to withdraw rests upon the court exercising jurisdiction over the case.

In the case UP Manila vs. Jay Casino (SDT Case No. 98-001, decided by the Office of the President on 20 March 2000), the Office of the President held that an affidavit of desistance may be introduced even after the termination of the administrative disciplinary hearings, stating thus:

It may be contended that the withdrawal of such positive identification by the complainant came belatedly, after the SDT had rendered its decision on the instant case. However, the fact that such withdrawal of positive identification exists and made part of the records of the case due to the manifestation/motion of the Respondent to introduce the same into the record deserves merit. It may be stated at this point that an overriding regard for technical rules must not be allowed to defeat substantive considerations in administrative cases.

Hence, in view of the substantial merits of the affidavit wherein the complainant not only withdrew his positive identification of the respondent as one of those involved in the attack against him but likewise categorically declared that the respondent “could not have been at the place of the incident”, we are inclined to disregard in the present instance in favor of the respondent the application of the rigid rules procedure on presentation of this affidavit after the conduct of the administrative hearings.
The proceedings in the administrative cases are not bound by the technicalities and rigid procedures under the Rules of Court, thus:

“Because there is no vested right in technicalities, in meritorious cases, a liberal, not literal, interpretation of the rules becomes imperative and technicalities should not be resorted to in derogation of the intent and purpose of the rules which is the proper and just determination of litigation.” (Gaga C. Mauna vs. Civil Service Commission, Et Al. G.R. No. 97794 May 13, 1994)

To rule that the affidavit cannot be introduced after the termination of the administrative disciplinary hearings and the rendition by the SDT of its decision does not exemplify justice and equity and is a narrow observance of the strict implementation of the technicalities of procedure.

As held by the Supreme Court in National Power Corporation vs. NPC Employees and Workers Association, Et. Al. (G.R. No. L-33472 December 29, 1971)

“Administrative hearings follow no single pattern... Practice are extremely diverse sometime even within the same agency. Procedures vary all the way from a trial-type hearing to a public meeting, with all proportions of mixture of the two. Rare cases in which questions about hearing methods or order of proceedings have gone to court show judicial reluctance to upset administrative discretion.”

Accordingly, any decision regarding the application of the Motion to Withdraw and the Affidavit of Desistance to the present case rests upon the discretion of the Honorable Board of Regents.

Dismissal of this case will render moot and academic the Urgent Motion to Annul Judgment filed by respondent-appellant Baliat and the Urgent Motion to Reopen Proceedings to Introduce New Evidence filed by respondent-appellants Dollesin, Cruz, Saquilayan, and Santiago.

Respondent-appellant Baliat claims that he is no longer a student of the University on the grounds that he has exceeded the Maximum Residency Rule. Baliat alleges that since his student number is 99-29434, and the incident occurred in 2007, then he has already exceeded the maximum residency period for his course, BS Geology, which is only six (6) years.

It should be noted that Baliat raised the issue on the Maximum Residency Rule only upon filing of the Urgent Motion to Annul Judgment.

However, it is respectfully submitted that such Urgent Motion is now moot and academic in view of the Motion to Withdraw and Affidavit of Desistance. It is unnecessary to rule on such issue, given that there is lack of substantial evidence to affirm the conviction and expulsion of respondent-appellants. Dismissal of the case filed against respondent-appellants will render any prayer for annulment of judgment of the Decision of the Office of the President superfluous.

With regard to the Urgent Motion to Reopen Proceedings to Introduce New Evidence, it should be noted that Section 7 of the RRRGFSOSO expressly prohibits motions to reopen cases. Be that as it may, the motion filed by respondent-appellants is respectfully submitted to be moot and academic in view of the recommended dismissal of this case.”

Board action: The Board dismissed the case against respondents on the ground of lack of substantial evidence to sustain a conviction, and granted their appeal to reverse the earlier decision of the Office of the President imposing upon them the penalty of expulsion.
Appeal to the Honorable Board of Regents for Grant of Graduation Credentials in Favor of Mr. MARCELINO G. VELOSO III

Hereunder is the letter of Mr. Marcelino G. Veloso III addressed to the Board of Regents presented from the floor by Regent Siguion-Reyna:

“May 10, 2011

The Board of Regents
University of the Philippines
Diliman, Quezon City

Ladies and Gentlemen of the Board:

I, Marcelino G. Veloso III, recently graduated from the UP College of Law and am poised to take the Bar Exams this November. Unfortunately, a requirement for taking the Bar includes, among other things, a bar candidate's official Transcript of Records (TOR) and a Certificate of Graduation. Despite the recommendation made by the College of Law and the University Council that I be granted the aforesaid graduation credentials, my application was denied by the President of the University based on the existence of pending administrative case against me. I therefore write this letter to the members of the Board of Regents in order for it, as the highest policy-making body of the University to reconsider that initial decision.

The administrative case was filed in September of 2007. Four years have already lapsed and no resolution of the issue has been made. A Regional Trial Court has even considered the said proceedings null and void. In addition to such considerations, I meet all the qualifications and suffer from none of the disqualifications of an applicant desiring admission to the Philippine Bar as specified under the Rules of Court. Based on the College of Law’s recommendation that I graduate, therefore, it thus becomes a matter of right for me to take the Bar. To have the University withhold my graduation credentials hostage until a final decision is made in the administrative case would be tantamount to a denial of this vested right.

I therefore plead that I be granted my graduation credentials subject to the condition that the University would have recourse against me in the event that the administrative charges prove to be meritorious. I understand that this was the treatment accorded to a law student who was facing the exact same administrative case two years ago and who is now a full-fledged lawyer by virtue of having been granted the opportunity to take and eventually pass the Bar in 2010. I thus humbly implore you sir/ma’am to give me that same opportunity.

Thank you.

Sincerely yours,

Marcelino G. Veloso, III”

On the Case of Mr. RALPH MALABANAN a Student of UP Los Baños

Student Regent Conti brought to the attention of the Board the case of Mr. Ralph Malabanan, a student of UP Los Baños, who was involved in a fraternity case. He was found guilty and was meted the penalty of 5-years suspension. According to her, Mr. Malabanan is requesting that he be allowed to enroll his last 6 units before he serves the penalty because after 5 years he fears he will no longer remember anything he studied.

The concern raised by Student Regent Conti was referred to President Pascual for appropriate action because according to Chair Licuanan, it is administrative in nature.
OTHER MATTERS

Appointment of Ms. MARIA KRISTINA CONTI as the new Student Regent vice Ms. Jaqueline Joy Eroles Effective 26 May 2011

Ms. Conti, a student from UP Diliman College of Law has been unanimously selected by the General Assembly of Student Councils (GASC) during its system-wide deliberation last 4-5 April 2011 at the UP Mindanao Campus, Mintal, Davao City. The Office of Student Regent (OSR) certifies that the selection of Ms. Conti is in accordance with the provisions of the UP charter and the Codified Rules for Student Regent Selection (CRSRS) approved in a system-wide referendum of students last 26-31 January 2009.

Furthermore, the GASC also unanimously identified Mr. RAINIER SINDAYEN and Ms. FERMINA CARMEN AGUDO, both from UP Diliman, as the Second and Third Nominee for UP Student Regent respectively.

Board action: CONFIRMATION.

Appointment of Mr. JOSSEL I. EBESATE as the New Staff Regent vice Mr. Clodualdo Cabrera Effective May 2011

The system-level election for the Staff Regent selection was held last 13 April 2011 as scheduled. The official results transmitted by the various constituent universities (CUs) indicate that Mr. Jossel I. Ebesate was chosen by the voters to be the Second Staff Regent. He garnered majority of the votes in all the campuses, except in Los Baños.

The overall turn-out of voters was 56%. The specific percentage of participation of the REPS and administrative staff per campus in the system level activity is as follows:

<table>
<thead>
<tr>
<th>University</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>UP Baguio</td>
<td>91%</td>
</tr>
<tr>
<td>UP Cebu</td>
<td>93%</td>
</tr>
<tr>
<td>UP Diliman</td>
<td>51.63%</td>
</tr>
<tr>
<td>UP Los Baños</td>
<td>54%</td>
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<tr>
<td>UP Manila</td>
<td>52.6%</td>
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<tr>
<td>UP Mindanao</td>
<td>84%</td>
</tr>
<tr>
<td>UP Open University</td>
<td>75%</td>
</tr>
<tr>
<td>UP Visayas</td>
<td>85%</td>
</tr>
</tbody>
</table>

Board action: CONFIRMATION.

Request of President Alfredo E. Pascual for Authority to Travel to Rome from 26-30 June 2011 to Attend the IRRI Board Orientation Program and to Washington, DC from 5-12 July 2011 to Attend the 26th Annual Grand Convention of the UP Medical Society in America (UPMASA)

The President requests permission to travel on official time to Maccarese, Rome on 26 – 30 June 2011, inclusive of travel time, to attend the Board Orientation Program of the International Rice Research Institute (IRRI) of which the UP President is ex-officio member of the Board of Trustees.

Likewise, the President also requests permission to travel on official time to Washington, DC on 5-12 July 2011, inclusive of travel time, to attend the 26th Annual Grand Convention of the UP Medical Society in America (UPMASA) upon invitation of this year’s sponsor, the UPMASA Baltimore-Washington Chapter.

The two working days in between the two engagements – 1 July (Friday) and 4 July (Monday) – shall be charged against the President’s accumulated leave credits as certified by the Human Resources Development Office (HRDO). The President intends to spend these free days and the weekend in between in Madrid.
The IRRI will cover all expenses related to the Rome trip. For the US, the President requests that the following be allowed to be charged to the discretionary fund of the Office of the President: an economy airfare for the Rome-Washington DC-leg to be booked via the Internet at no more than the lowest quotation for the Manila-Washington DC-Manila economy ticket, the usual PhP1,500.00 pre-travel allowance, unsponsored meals and that portion of per diem corresponding to incidental expenses. The UPMASA will cover the hotel accommodation and meals in all events.

The President also requests payment of his salary for the entire period from 26 June to 12 July inclusive of the two days that will be charged against his leave credits. The President also requests permission to use a red passport and exemption from payment of travel tax.

The President’s wife, Mrs. Carmen Pascual, who has been issued an official passport by the Department of Foreign Affairs, shall join the President in both trips. Her participation will not entail any government expense.

Board action: APPROVAL. The Board agreed to allow the President to travel via lowest business class and be given US$400 per day travel allowance for the Rome and Washington DC trips only.

Request of President Alfredo E. Pascual for Authority to Travel to Luang Prabang, Lao PDR from 26-30 July 2011 to Attend the 3rd AUN Rectors’ Meeting

The President requests permission to travel on official time to Luang Prabang, Lao PDR from 26 – 30 July 2011, inclusive of travel time, to attend and speak at the 3rd ASEAN University Network (AUN) Rectors’ Meeting.

The President would like to request for the following to be taken from the UP International Linkages Fund:

- cost of economy return airfare;
- actual cost of accommodation in the hotel recommended by the organizers;
- actual cost of unsponsored meals;
- portion of the daily subsistence allowance (DSA) intended for incidentals; and
- pre-travel allowance of PhP1,500.00.

The President also requests payment of his salary during the period, use of official passport and exemption from payment of travel tax.

Board action: APPROVAL.

Naming of Two Representatives of the UP Board of Regents to the Board of the UP Foundation, Inc.

President Pascual nominated Regent Magdaleno B. Albarracin, Jr. and Regent Gladys S.J. Tiongco to be the Board’s representatives to the UP Foundation, Inc. Board.

The two nominated Regents accepted the position.
Administrative Order No. PAEP 11-17: Committee for the 11 April 2011 Memorial Ceremony

Through: Dr. Ceasar A. Saloma
Chancellor, U.P. Diliman

Dr. Cynthia Zayas, Director, Center for International Studies
Dr. Amparo Adelina C. Umali III, Center for International Studies
Dr. Gonzalo Campoamor II, Associate Dean, College of Arts and Letters
Dr. Sylvano Dong-e Mahiwo, Professor, Asian Center
Prof. Michiyo Yoneno-Reyes, Professor, Asian Center
Prof. Amelia Fajardo, Professor, College of Education
Prof. Mary Ann Bacolod, Chair, Department of Linguistics, CSSP
Prof. Viveca Hernandez, Department of Linguistics, CSSP
Prof. Ramonlito Austria, College of Fine Arts
Prof. Danilo Arao, Assistant Vice President for Public Affairs
Dr. Antoinette Hernandez, Assistant Vice President for Academic Affairs
Prof. Elvin R. Ebreo, Officer-in-Charge, Office of the Vice Chancellor for Community Affairs
Engr. Alden Jose Aynera, Head, UP Diliman Campus Maintenance Office

1. The University of the Philippines has expressed sympathy for the victims of Japan’s 11 March magnitude 9.0 earthquakes, tsunami and radioactive fallout from the Fukushima nuclear reactors.
2. The Japan alumni in U.P. have proposed that a memorial ceremony be held in U.P. Quezon Hall to commemorate the first month anniversary of the tragedy, and deepen solidarity with the Japanese people.
3. Please constitute yourselves into a committee that will coordinate the preparations for the ceremony including the programme, invitations, and physical arrangements.
4. You may call on other university officials for advice and assistance, as needed, to prepare for the ceremony, and for administrative support.
5. International (especially Japanese media, CNN, BBC, etc.) and local media will be invited to cover the event which we will be holding simultaneously with other memorial ceremonies worldwide.

Please be guided accordingly.

4 April 2011

(Sgd.) ALFREDO E. PASCUAL
President

Administrative Order No. PAEP 11-19: Officer-in-Charge of the University

To: VP Gisela P. Concepcion
Vice President for Academic Affairs

VP Lisa Grace S. Bersales
Vice President for Planning and Finance

VP Elvira A. Zamora
Vice President for Development
I hereby appoint you Officer-in-Charge of the University on the days specified below within the period 13 to 27 April 2011. I will be at the meeting of the IRRI Board of Trustees in Los Baños, Laguna on 13-14 April. Then I will be in Beijing, China from 21-27 April to attend the Association of Pacific Rim Universities (APRU) 15th Annual Presidents Meeting, and to meet with the Director General of the Chinese Language Council International (Hanban).

VP G. Concepcion - 13-14 April
VP Bersales - 21-25 April
VP Zamora - 26-27 April

5 April 2011
(Sgd.) ALFREDO E. PASCUAL
President

Administrative Order No. PAEP 11-20: Search Committee for the Director of the Agricultural Systems Cluster (ASC), College of Agriculture, UP Los Baños

To: Dr. Evangeline C. Santiago  
Natural Science Research Institute  
College of Science, UP Diliman  
Contact No. 9207731  
Email: ecs@nsri.upd.edu.ph

I hereby appoint you as President’s representative in the Search Committee for the Director of the Agricultural Systems Cluster (ASC), UP Los Baños.

Either the Office of the Chancellor or the Chair of the Search Committee will get in touch with you regarding the schedule of committee meetings.

Trip expenses, as well as honoraria, shall be borne by the Office of the President.

Thank you.

13 April 2011
(Sgd.) GISELA P. CONCEPCION  
Vice President for Academic Affairs  
and Officer-in-Charge of the University

Administrative Order No. PAEP 11-21: Search Committee for the Director of the Crop Protection Cluster (CPC), College of Agriculture, UP Los Baños

To: Dr. Zubaida Basiao  
Institute of Biology, College of Science  
UP Diliman  
Contact No. 9205471  
Email: zbasiao@yahoo.com

I hereby appoint you as President’s representative in the Search Committee for the Director of the Crop Protection Cluster (CPC), UP Los Baños.

Either the Office of the Chancellor or the Chair of the Search Committee will get in touch with you regarding the schedule of committee meetings.

Trip expenses, as well as honoraria, shall be borne by the Office of the President.
Administrative Order No. PAEP 11-23: Reconstitution of the Committee for the System-wide Constructors Performance Evaluation System-Implementation Unit (CPES-IU)

For: Anastacia B. Alvarez, Assistant Vice President  
Dr. Gerald Rey A. Lico, Member  
Arch. Allen R. Buenaventura, Member

The Committee for System-wide Constructors Performance Evaluation System-Implementing Unit (CPES-IU) is hereby reconstituted, effective 18 April 2011 until 17 April 2012.

The Committee shall perform the following functions, but not limited to:

1. Orientation and training of employees in the Office of the Campus Architect/Campus Maintenance Office or other similar units on the Constructors Performance Evaluation;
2. Selection, coordination and endorsement of the various Constituent Universities (CUs) constructors performance evaluators for appropriate accreditation by the Philippine Domestic Construction Board;
3. Monitoring/implementation of project evaluation in the CUs;
4. Preparation/databanking of CPES reports of the CUs and other related functions;
5. Periodic evaluation/submission of the CPES;
6. Coordination with the Office of the Campus Architect/Campus Maintenance Office of CUs or other similar units, the Construction Industry Authority of the Philippines (CIAP) and the Philippine Domestic Construction Board (PDCB).

The Chair is authorized to designate/tap the services of additional technical/support staff if he deems necessary.

The Chair, members, technical/support staff shall be entitled to honoraria for standing committee, level 1.

It is understood that the System wide CPES-IU shall be available for CU committee on Construction Performance Evaluation (CPE) for coordination and guidance.

18 April 2011
(Sgd.) ALFREDO E. PASCUAL  
President

Administrative Order No. PAEP 11-15: Steering Committee – UP-AFI Joint Experimental Facility (UP Diliman South S&T Park)

For: Dr. Caesar A. Saloma (Chancellor, UP Diliman)  
Dr. Benito M. Pacheco (Vice Chancellor for R&D, UP Diliman)  
Dr. Reynaldo L. Garcia (Director, UP Technology Licensing Office)  
Atty. Gari M. Tiongco (Private Sector Representative)  
Engr. Alfonso A. Aliga, Jr. (Private Sector Representative)

Pursuant to Section V of the Memorandum of Agreement on the Joint Experimental Facility on Technology Development and Technology-Based Entrepreneurship, entered into by and between the University of the Philippines
(UP) and Ayala Foundation Inc. (AFI) on 01 June 2000, you are hereby appointed Members of the Steering Committee for the UP-AFI Joint Experimental Facility at the UP Diliman South S&T Park, with UP Diliman Chancellor Caesar A. Saloma as ex-officio Chair.

The Steering Committee shall monitor the fulfilment of the objectives of the said Memorandum of Agreement; the performance by the Parties of their obligations or the exercise of their rights therein; and compliance with applicable University rules, issuances or guidelines.

The powers of the Steering Committee shall be advisory and representative in character. The Steering Committee shall act and be recognized by the Foundation (AFI) as the authorized representative of the University on any matter in relation to the Joint Experimental Facility (“Project” as defined in Section I of the MOA), subject, however, to prior approval or subsequent confirmation in the proper cases by the Board of Regents (BOR), the UP President, or the Chancellor of the Constituent University in Diliman, as the case may be, of the acts or determinations made by the Steering Committee.

The Steering Committee is authorized to invite resource persons. The Committee shall be entitled to honoraria subject to existing rules and policies.

29 April 2011

(Sgd.) ALFREDO E. PASCUAL
President

Administrative Order No. PAEP 11-26: Officer-in-Charge of the University

To: Dr. Antoinette B. Hernandez
Assistant Vice President for Academic Affairs
UP System

I hereby appoint you Officer-in-Charge of the University on 4-6 May 2011. I will be in MMLDC, Antipolo City for the Strategic Planning Workshop.

2 May 2011

(Sgd.) ALFREDO E. PASCUAL
President

Administrative Order No. PAEP 11-28: Designation as Officer-in-Charge of the U.P. System Accounting Office

To: Atty. Ma. Magdalene A. Tan

You are hereby designated as Officer-in-Charge of the U.P. System Accounting Office Effective 3 May 2011 with all the entitlements attached to the position subject to pertinent University rules and regulations.

02 May 2011

(Sgd.) ALFREDO E. PASCUAL
President
Administrative Order No. PAEP 11-22: Cooperation between UP Diliman and UP Manila in Volunteerism Programs

To:  
Dr. Caesar A. Saloma  
Chancellor, UP Diliman  

Dr. Ramon L. Arcadio  
Chancellor, UP Manila

One way to emphasize the oneness of the constituent universities under the U.P. System is for them to cooperate in worthy and relevant programs. It is pleasing to note that UP Diliman and UP Manila through the College of Home Economics under the leadership of Dean Adelaida Mayo and the UPM Ugnayan ng Pahinungod under the guidance of Dr. Eric Talens have moved towards this direction. The UP Charter of 2008 mandates UP to lead as a public service university. It is but fitting that this is given a face by these two units where the spirit of volunteerism remains alive and vibrant to this day.

I issue this administrative order simply to formalize what the two units have already commendably initiated and agreed on. I direct the UPM Ugnayan ng Pahinungod and the UPD College of Home Economics to cooperate with each other, offering the services inherent in their respective institutions, and to continue to serve and enhance their volunteerism programs.

This cooperation shall be subject to the following conditions:

1. Both Constituent Universities (CUs) will take the utmost care in choosing field sites for Pahinungod services, with due regards for the requirements of safety, accessibility and need for supervision.
2. In considering each field program, both CUs shall provide the volunteers with prior medical and physical examinations, sufficient orientation and training, and a small stipend where necessary, as well as sufficient insurance coverage duly paid for, or payment arranged for by the Ugnayan ng Pahinungod Manila.
3. In all cases, both CUs shall have the right to recall their respective volunteers should the situation so require, and/or name additional/new volunteers.
4. Both CUs shall adopt separate terms and conditions for each project to be undertaken under these instructions.

I would like to see this partnership prosper and be a good model for the rest of the UP System in giving service to society. Please send me a progress report from time to time.

10 May 2011

(Sgd.) ALFREDO E. PASCUAL  
President

10 May 2011
Administrative Order No. PAEP 11-27: Constitution of an Ad Hoc Committee Composed of Accredited Construction Performance Evaluation (CPEs) to Assess Several Infrastructure Projects of UP Diliman

To:  
Arch. Allen Buenaventura  
UP Manila  

Engr. Lorna V. Gravoso  
UP Manila  

Engr. Mariso M. Arzadon  
UP Los Baños  

Pursuant to Administrative Order PAEP 11-23, please constitute yourselves into an ad hoc committee composed of accredited Constructors Performance Evaluators (CPEs) to assess current infrastructure projects of UP Diliman, with Arch. Allen Buenaventura as Chair.

All expenses (travel, accommodation and others), honoraria per diem of the members and support staff shall be charged to UP Diliman.

The committee, including the support staff shall be entitled to honoraria for ad hoc committee level 1. Payment of honoraria shall be on a per “major” infrastructure project basis. “Minor” project shall be lumped to form one (1) “major project. The Vice President for Administration, through the recommendation of the CPES System Chair, shall determine the type of infrastructure project evaluated for purposes of payment of honoraria.

11 May 2011

(Sgd.) ALFREDO E. PASCUAL  
President

Administrative Order No. PAEP 11-30: Appointment as Officer-in-Charge of the Office of the Vice-President for Academic Affairs

To:  
Dr. Antoinette Bass-Hernandez  
Assistant Vice-President for Academic Affairs  

I hereby appoint you Officer-in-Charge of the Office of the Vice-President for Academic Affairs on 18 May 2011.

Dr. Marilou G. Nicolas was previously appointed by Vice-President Gisela P. Concepcion for said day. Recent development requires the presence of Dr. Nicolas in a research venue of the UP-CAS Research (Hearst Expedition); thus, this appointment.

17 May 2011

(Sgd.) ALFREDO E. PASCUAL  
President

Administrative Order No. PAEP 11-31: Reconstitution of the Committee to Screen Applicants for the Utilization of the Administrative Development Fund (ADF)

To:  
Vice President Maragtas S.V. Amante  
Assistant Vice President Anastacia B. Alvarez  
Assistant Vice President Jose Wendell P. Capili  
Director Angela D. Escoto  
Representative, AUPWU  

...
Pursuant to the establishment of an Administrative Development Fund (ADF) in 2003 to support the administrative staff who shall attend/participate in short-term training programs to enhance their skills and capabilities, the Committee is hereby reconstituted with Vice President Maragtas S.V. Amante as Chair for the period 23 May 2011 to 31 December 2011. The Committee shall screen the applicants for the utilization of the ADF, based on previously approved selection criteria, procedures and guidelines.

The committee and its support staff shall be entitled to honoraria at rates approved by the Board of Regents for standing committees.

20 May 2011

(Sgd.) ALFREDO E. PASCUAL
President

Administrative Order No. PAEP 11-32: Designation as Officer-in-Charge of UP Cebu

To: Dr. Ritchelita P. Galapate  
   Associate Dean for Academic Affairs  
   UP Cebu

You are hereby designated Officer-in-Charge of UP Cebu effective immediately and until further notice by not later than 24 August 2011, with all the entitlements attached to the position and subject to pertinent University rules and regulations.

Thank you for accepting this assignment.

26 May 2011

(Sgd.) ALFREDO E. PASCUAL
President

Administrative Order No. PAEP 11-33: Officer-in-Charge of the University

To: Dr. Gisela P. Concepcion  
   Vice President for Academic Affairs-Designate  
   UP System

I hereby appoint you Officer-in-Charge of the University on 31 May – 1 June 2011. I will be in UP Visayas to give a message at the 1st UPV Miag-ao Friendship Day.

30 May 2011

(Sgd.) ALFREDO E. PASCUAL
President
MEMORANDA

Memorandum No. PAEP 11-05: University Policies for Authority to Fill Plantilla Items

To: The Chancellors
Officers of the Administration
Heads of Units

A great university has excellent faculty and staff. This is a key point in my vision, even as we strive to be innovative within our limited means. To support this vision, we need to develop a “lean and mean” organizational structure, supported by good working conditions and a reward system conducive to motivation and productivity.

In the meantime, we reiterate existing university policies consistent with government rules on hiring and appointment of faculty and staff (see attachment).

In your justification of the request, please include a statement on the mission and goals of the unit over the next five (5) years, and how your proposed recruitment will contribute.

Please be guided accordingly.

11 April 2011

(Sgd.) ALFREDO E. PASCUAL
President

Memorandum No. PAEP 11-06: Four-day summer workweek, 25 April to 27 May 2011

FOR: All Vice Presidents, Secretary of the University, All Chancellors, Deans, Directors, Heads of Units

From 25 April to 27 May 2011, Constituent Universities (CUs) are urged to observe a four-day workweek, with the following guidelines:

1. Please synchronize days-off on Mondays to ensure unhampered communications within the UP System.
2. Units have flexibility to follow a 7:00 am to 6:00 pm or 7:30 am to 6:30 pm adjusted work schedules from Tuesday to Friday.
3. Units doing vital public services such as the PGH, health service units, security and police, PABX, garbage collection, etc., shall observe the regular Monday to Friday work schedule.
4. In case a holiday falls on the workweek schedule, the University shall observe the regular 8:00 am to 5:00 pm, Monday to Friday work schedule.
5. Units and personnel involved in the advance registration period for freshmen shall observe the regular Monday to Friday work schedule, 8:00 am to 5:00 pm.
6. The CUs have the option not to observe the four-day workweek. However, those who will continue with the regular schedule must inform the UP System administration, through the OVPA.
7. The VCAs shall submit to the OVPA, the list of offices/units which shall not be implementing the four-day workweek scheme, if any, on or before 20 April 2011.

The four-day summer workweek will give personnel a chance to enjoy a three-day weekend. A longer daylight will also allow flexibility to start work earlier than 8:00 am, and end after 5:00 pm. We will monitor the savings in utilities as well.

12 April 2011

(Sgd.) ALFREDO E. PASCUAL
President
Memorandum No. PAEP 11-07: Authority to Confer Degrees

To: All Concerned

The commencement programs in the different constituent units are so scheduled this year that it is not possible for the President to be physically present in all programs to confer the degrees. In view of this, the following are hereby authorized to confer degrees as follows:

- UP Baguio, 15 April - VP J. Prospero E. De Vera III
- UP Extension Program in Pampanga, 16 April - Chancellor Caesar A. Saloma
- UP Mindanao, 18 April - VP Maragtas S.V. Amante
- UP Los Baños, 26 April - VP Elvira A Zamora
- UP Cebu, 27 April - VP Danilo L. Concepcion
- UPV Tacloban, 28 April - VP J. Prospero E. De Vera III
- UP Manila School of Health Sciences, 28 June - Chancellor Ramon L. Arcadio

14 April 2011

(Sgd.) ALFREDO E. PASCUAL
President

Memorandum No. PAEP 11-08: Reconstitution of the U.P. System Disposal Committee

For: All Concerned

Pursuant to Executive Order No. 258, issued on 8 March 1996, the U. P. System Disposal Committee is hereby reconstituted as follows, effective 15 April 2011 until 14 April 2012:

- The Assistant Vice President for Administration - Chair
- The Chief, System Cash Office - Member
- The Chief, System Supply and Property Management Office - Member/Secretary

The functions of the Disposal Committee are as follows:

1. Examine the unserviceable equipment and property declared as such;
2. Recommend measures to prevent deterioration of such items;
3. Report and document the disposal of unserviceable equipment and property, including expenses and proceeds.

In addition, the Disposal Committee will discharge its functions in accordance with Section 10 of the General Provision of Republic Act No. 8174, which states that “the disposal of unserviceable, obsolete and/or excess equipment, supplies and materials is the responsibility of the owning department or agency”.

The Committee, including consultants, resource persons and support staff, shall meet when necessary but not to exceed three (3) meetings in a year, and shall be entitled to honoraria for Standing Committees, Level 2.

18 April 2011

(Sgd.) ALFREDO E. PASCUAL
President

(Please see the OSU Records Section for more details.)
Memorandum No. PAEP 11-24: Half day work on Wednesday, 20 April 2011

For: All Concerned

In consideration of the Lenten season, the U.P. will observe a half day work schedule on 20 April 2011 (Wednesday).

Units doing vital public services such as the PGH, health service units, security and police, PABX, garbage collection, shall observe the regular whole day work schedule. University officials and staff in these units however are urged to schedule their tasks with flexibility and understanding.

Please be guided accordingly.

19 April 2011

(Sgd.) ALFREDO E. PASCUAL
President

Memorandum No. PAEP 11-09: Authorized Signatories/Alternate Signatories of the UP System Administration for Investment Order Forms

To: ALL CONCERNED

Pursuant to the authority granted to the President by the Board of Regents at the 1120th meeting on 27 May 1998, the following University officials are hereby authorized to sign as signatory and alternate signatory to all Investment Order Forms of the UP System Administration effective immediately:

Signatory:

Dr. Lisa Grace S. Bersales
Vice-President for Planning & Finance

Counter Signatory:

Dr. Maragtas S.V. Amante
Vice-President for Administration

Alternate Signatory:

Prof. Noreen P. Escultura
System Budget Director
& AVP for Planning & Finance

Prof. Anastacia B. Alvarez
AVP for Administration

Dr. Elvira A. Zamora
Vice-President for Development

For your information and guidance.

30 May 2011

(Sgd.) ALFREDO E. PASCUAL
President
Memorandum No. PAEP 11-10: Search Process for Chancellors of UP Los Baños, UP Manila and UP Visayas

To: Chancellor of UP Los Baños, UP Manila
    UP Visayas; Deans, Directors, Heads of Offices,
    Heads of Sector Organizations and
    Heads of Student Organizations

The terms of office of the incumbent Chancellors of UP LOS BANOS, UP MANILA and UP VISAYAS will end on 31 October 2011. In connection with this, I am issuing Administrative Order No. 37, INSTITUTING A SEARCH PROCESS FOR THE CHANCELLORS OF UP LOS BANOS, UP MANILA AND UP VISAYAS AND CONSTITUTING SEARCH COMMITTEES THEREFOR.

Chancellors play crucial and significant roles in their respective constituent universities and the University System as a whole. Their visions, both in words and in deeds, contribute in immeasurable ways towards the accomplishment of the University’s goals and aspirations. With this in mind, I enjoin everyone to actively participate in the search process, guided at all times by the ideals and the best interests of the University.

Meanwhile, may I request the above-mentioned officials and the heads of offices and organizations to disseminate Administrative Order No. 37 (copy attached) to ensure the widest participation by all concerned in this democratic exercise.

10 June 2011

(Sgd.) ALFREDO E. PASCUAL
President

Memorandum No. PAEP 11-11: Merit Incentive for CY 2011

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

Background

The merit incentive, based on satisfactory performance, is given annually to qualified UP personnel, depending on availability of funds, as approved by the UP Board of Regents. This is to recognize their dedicated service to the University and inspire them to be more efficient, productive and creative.

1. Coverage and amount of merit incentive

1.1 UP personnel, WITH PERFORMANCE RATING OF AT LEAST “SATISFACTORY” for the period July to December 2010 if applicable), regardless of salary or appointment status (whether regular, permanent, temporary, contractual, casual or substitute) expected to have rendered at least four (4) months of service to the University, as of 30 June 2011, shall be granted Five Thousand Pesos (P5,000) each.

1.2 Those hired this year and expected to have served for at least one (1) month but less than (4) months as of 30 June 2011 and with a performance rating of at least “SATISFACTORY” for the period January to June 2011 (if applicable), shall receive prorated share of the merit incentive as follows:

<table>
<thead>
<tr>
<th>Less than 1 month</th>
<th>0%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 month but less than 2 months</td>
<td>10%</td>
</tr>
<tr>
<td>2 months but less than 3 months</td>
<td>30%</td>
</tr>
<tr>
<td>3 months but less than 4 months</td>
<td>50%</td>
</tr>
</tbody>
</table>
1.3 Those who have rendered active service by have been separated from the University due to retirement/resignation/death before 30 June 2011 and with a performance rating of at least “SATISFACTORY” (if applicable) shall likewise receive pro-rated share of the merit incentive as follows, based on the number of months that they have served in 2011:

<table>
<thead>
<tr>
<th>Months</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 1 month</td>
<td>0%</td>
</tr>
<tr>
<td>1 month but less than 2 months</td>
<td>10%</td>
</tr>
<tr>
<td>2 months but less than 3 months</td>
<td>20%</td>
</tr>
<tr>
<td>3 months but less than 4 months</td>
<td>30%</td>
</tr>
<tr>
<td>4 months but less than 5 months</td>
<td>40%</td>
</tr>
<tr>
<td>5 months or more</td>
<td>50%</td>
</tr>
</tbody>
</table>

1.4 Part-time personnel including lecturers shall receive one-half (1/2) of the merit incentive of full-time personnel.

2. Source of funds and date of payment

Payment of the merit incentive is charged to CU RF/savings. Payment shall be made as soon as the CUs are ready by not earlier than 15 June 2011, except for those covered under item 1.2 above, payment to whom shall be made not earlier than 15 July 2011.

3. Exclusions

The following are not entitled to the merit incentive grant.

3.1 Those under preventive suspension as of the date of payment;
3.2 Those who were meted suspension from office or were separated from the service for cause during the period from 1 July January 2011 to the date of payment for litigated administrative cases;
3.3 Those who were absent without official leave (AWOL) as of the date of payment;
3.4 Those who were not hired as part of the organic manpower of U.P. such as consultants or experts serving for a limited period to perform specific activities or services with expected outputs; apprentices; laborers of contracted projects; those paid by piecework basis; and others similarly situated.

10 June 2011
(Sgd.) ALFREDO E. PASCUAL
President

Memorandum: Letter Complaint of Mr. Alsidry S. Sharif Regarding Mr. Nathaniel Roldan

To: DR. RITCHELITA P. GALAPATE
   Officer-in-Charge,
   Office of the Dean, University of the Philippines College of Cebu

This refers to the letter-complaint dated 10 June 2011 regarding Mr. Nathaniel Roldan ("Mr. Roldan") submitted by Mr. Alsidry S. Sharif ("Mr. Sharif") to the Office of the President. The pertinent portion of the letter-complaint states:

"Maayong adlaw. In the spirit of transparency and good governance which you have been espousing and to prove that no one is above the law in UP, I am submitting herewith my Affidavit Complaint against MR. NATHANIEL ROLDAN whom I believe committed a VERY GRAVE offense of DISHONESTY and FALSIFICATION. In view of the evidence against MR. NATHANIEL ROLDAN, and GRAVITY of the OFFENSE, it is respectfully prayed that he should be put in PREVENTIVE SUSPENSION while the investigation is on going."
The power to discipline academic and administrative personnel of a constituent unit properly belongs to the Chancellor of the said unit. However, during its 1266th meeting last 27 January 2011, the UP Board of granted the Dean of the UP College of Cebu (“UPCC”) chancellor functions and responsibilities pending the organization of UPCC as a constituent unit. As such, it is the UPCC Dean which has the authority to handle any disciplinary proceedings arising from the complaint of Mr. Sharif.

Accordingly, we are forwarding the letter-complaint of Mr. Sharif to the Office of the Dean of the UPCC for proper action.

29 June 2011

(Sgd.) ELVIRA A. ZAMORA
Officer-in-Charge
University of the Philippines
The Office of the Secretary of the University

Prof. Lilian A. De Las Llagas, PhD, LLB
Secretary of the University and of the Board of Regents

Prof. Teresita C. Mendoza, PhD  (January 2011 – March 2012)
Prof. Virginia R. Ocampo, PhD  (as of 1 April 2012)
Assistant Secretary of the University

Mr. Ricardo V. Ozaa
Executive Assistant IV

Ms. Carla V. Norona
Executive Assistant III

Ms. Rosalinda G. Navaña
Board Secretary III

Ms. Mary A. Espejo
Administrative Officer V

Ms. Anna Marie R. Deñeterio
Administrative Officer V

Mr. Levi Rodolfo R. Lusterio
Senior Communications Development Officer III

Ms. Jovita P. Fucio
Board Secretary II

Ms. Candelaria A. Bachini
Senior Administrative Assistant I

Ms. Marissa P. Guzman
Administrative Assistant V

Mr. Dante C. Ceguerra
Administrative Assistant II

Mr. Jose Jude A. Yapit
Administrative Assistant II

Mr. Cenon E. Maximo
Administrative Assistant I

Mr. Cesar R. Nilo
Administrative Assistant I

Ms. Virginia A. Olivera
Administrative Aide IV

Mr. Angelito A. Santos
Administrative Aide IV

Mr. Glenn D. Bilbao
Administrative Officer I

Mr. Jobert T. Bernal
Custodial Worker

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