



The University of the Philippines

GAZETTE

VOLUME XLV NUMBER 3

ISSN No. 0115-7450

TABLE OF CONTENTS

Pages 1-8

1297th MEETING, 28 MARCH 2014

MATTERS ARISING FROM THE MINUTES OF THE PREVIOUS MEETING

A.	<u>1296th BOR Meeting, 27 February 2014</u>	
1.	On the Proposed 2012 Code of Student Conduct of UP Diliman	9-10
2.	On the Motion for Reconsideration on the Pilot Shifting of the Academic Calendar, filed by Student Regent Melgarejo	10
3.	On the Motion for Reconsideration of the Decision Made by the UP Board of Regents on the Revocation of the Renaming of the College of Business Administration into UP Cesar E.A. Virata School of Business, filed by Staff Regent Ramirez	10
4.	On the Appointment of Dr. Ernesto M. Pernia as Professor Emeritus	11
5.	On the Guidelines on How the Board Shall Treat Appeals	11

REPORT of the PRESIDENT and other SECTORAL REGENTS

A.	REPORT OF THE PRESIDENT	11-12
B.	REPORT OF THE FACULTY REGENT.....	12-13
C.	REPORT OF THE STUDENT REGENT	14-15
D.	REPORT OF THE STAFF REGENT.....	16

MATTERS SUBMITTED FOR APPROVAL BY THE BOARD

GENERAL GOVERNANCE

- A. Appointment of University Officials 16-17

ACADEMIC MATTERS

- A. Shift in the Academic Calendar of UP Diliman 17
- B. 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 2013-2014, as Endorsed by their Respective University Councils 17
- C. Graduation *Ad Referendum* of Mr. JAKE AARON T. CHUA YAP for the Degree of Bachelor of Science in Civil Engineering, College of Engineering, UP Diliman, as of the End of the First Semester 2013-2014 17
- D. Plans and Activities of UP Los Baños to be Undertaken During the Transition Period Prior to Shift to the New Academic Calendar 18-19
- E. Proposed Institution of the Ph.D. in Marine Science Program (Option 3) and the Ph.D. in Biology Program (Option 3) at the College of Science, UP Diliman 19
- F. Establishment of the *Northern Cement Corporation Professorial Chair in Concrete Engineering* at the College of Engineering, UP Diliman 19
- G. Waiver of the Rules on Age Eligibility of Applicants to the UP Expanded Modernization Program for PhD Funding in Favor of Dr. Michelle Sunico Segarra, UP Manila 20
- H. Proposed Revisions of the International Publication Award 2014 Guidelines 20-23

FISCAL MATTERS

- A. U.P. Internal Operating Budget (IOB) for 2014 24
- B. U.P. Budget Proposal for FY 2015 in the Amount of Php25.497 Billion 24-25
- C. Request for Approval of Merit Promotions for 2014 to Faculty and Staff ... 25-26
- D. Proposed Utilization of the 20% Undergraduate Tuition Fee Increment (UGTFI) share of the UP Center for International Studies (UP CIS), as endorsed by UP Diliman Chancellor 26

E.	Payment of Productivity Incentive Bonus (PIB) in the Amount of P2,500.00 for FY 2014	26-27
F.	Payment of Clothing Allowance for FY 2014 in the Amount of P5,000.00 for Each Faculty and Staff from the General Appropriations Act 2014	27
G.	Contract of Lease between the University of the Philippines Diliman and the Roman Catholic Diocese of Cubao	27
H.	General Construction Agreement with S.C. Megaworld Construction and Development Corporation for the Design and Construction of the Philippine Genome Center (PGC)	27
I.	Notice of Award for the Design and Construction of the UP Diliman Faculty and Staff Housing	28
J.	Design and Build Contract with S.C. Megaworld Construction and Development Corporation for the Design and Build of the National Institutes of Health (NIH) Building Project, UP Manila Campus	28
K.	Request from UP Visayas Chancellor Rommel A. Espinosa, for Financial Assistance in the Amount of P P2,780,000.00 to Provide for the UP Visayas Tacloban College (UPVTC) Personnel who were Affected by Super Typhoon Yolanda, but were NOT Covered by the Calamity Assistance, Approved by the Board via Referendum and Confirmed at its 1295 th Meeting held on 6 February 2014	28-30

ADMINISTRATIVE MATTERS

A.	Request of UP Diliman for the Full Condonation of Salary Overpayment to Ms. Flocerfida D. Tuando, UP HRDO Employee Detailed to the Balay Kalinaw, UP Diliman, in the Amount of P58, 258.00 as of 30 September 2012	30-32
B.	Appointment of Research, Extension and Professional Staff (REPS) as SCIENTISTS in the Scientific Career System, Pursuant to Executive Order Nos. 784 and 901, effective 13 March 2013	32
C.	Suspension of the UP Board of Regents Policy on the Renewal of Appointment and Tenure of the UPLB Research, Extension and Professional Staff (REPS) until 1 January 2015	32-33
D.	Waiver of BOR Rule for Non-Teaching Staff to Complete their Undergraduate Degree for a Maximum Period of Two (2) Years in Favour of Ms. Teresita C. Quezon, Administrative Aide IV, Office of the Chancellor, UP Visayas	33
D.1	Request that Approval of Similar Waivers Based on Exceptional Merit BE DELEGATED TO THE PRESIDENT	33-34

E.	Request for Temporary Waiver of Faculty Tenure Rule in Favor of the Various Faculty Members	34
F.	Appointment of Faculty	34

**MATTERS SUBMITTED FOR CONFIRMATION
BY THE BOARD**

ACADEMIC MATTERS

A.	Agreements/ Contracts	
	<u>UP System</u>	
1.	Memorandum on Academic Cooperation and Memorandum of Exchange Student between the University of the Philippines and Utrecht University (UU) (2 nd Renewal)	35
2.	Memorandum on Academic Cooperation and Memorandum of Exchange Student between the University of the Philippines and the Philippine Council for Agriculture, Aquatic and Natural Resources Research and Development (PCAARRD)	35
3.	Intellectual Property and Intellectual Property Rights Agreement with Deed of Special Power of Attorney between the University of the Philippines through the Marine Science Institute and the Philippine Nuclear Research Institute (PNRI)	35
	<u>UP Diliman</u>	
1.	Memorandum of Agreement between the University of the Philippines through the UP Law Center and the Civil Service Commission (CSC)	36
2.	Artwork Loan Agreement between the University of the Philippines through the Vargas Museum and the Cultural Center of the Philippines (CCP)	36
3.	Agreement on Academic Cooperation between the University of the Philippines through the School of Urban and Regional Planning (SURP) and the Universidad Austral De Chile (UAC)	36
4.	Agreement on Academic Exchange between the University of the Philippines through the College of Architecture and the Department of Architecture Faculty of Environmental Engineering, University of Kitakyushu, Japan	36
5.	Agreement for Academic Exchange and Memorandum on Student Exchange between the University of the Philippines through the College of Education and the Faculty of Education, National University Cooperation, Ehime University	36

6.	Agreement on Academic Cooperation between the University of the Philippines through the National Institute of Physics, College of Science and the National Sun Yat-Sen University (NSYSU)	36
7.	Memorandum ng Kasunduan sa panig ng Unibersidad ng Pilipinas Diliman sa pamamagitan ng Sentro ng Wikang Filipino (SWF) at ni Prof. Pamela C. Constantino (Awtor)	37
8.	Memorandum of Understanding between the University of the Philippines through the College of Music and the National Taiwan Normal University (NTNU)	37
9.	Memorandum of Agreement between the University of the Philippines through the Institute of Small Scale Industries (ISSI) and the Radiowealth Finance Company, Inc. (RFC)	37
10.	Agreement for Academic Exchange and Cooperation between the University of the Philippines through the Archaeological Studies Program (ASP) and the Museum National d' Histoire Naturelle, Paris	37
11.	Memorandum of Agreement between the University of the Philippines through the College of Science and the Philippine Council for Industry, Energy and Emerging Technology Research and Development (PCIEERD)	37
12.	Memorandum of Agreement between the University of the Philippines through the Law Center and the Department of Foreign Affairs (DFA)	37
13.	Memorandum of Agreement between the University of the Philippines Diliman and the Philippine Women's University (PWU)	38
14.	Memorandum of Agreement between the University of the Philippines through the College of Engineering and the Samahan sa Pilipinas ng mga Industriyang Kimika (SPIK)	38
15.	Memorandum of Agreement between the University of the Philippines Diliman through the School of Economics and the Nihon University, College of Economics, Japan (3 rd Renewal)	38
16.	Memorandum of Agreement among the University of the Philippines Diliman through the Marine Science Institute (MSI), the Mindanao State University-Tawi-Tawi College of Technology and Oceanography (MSU-TCTO), the University of San Carlos (USC) and the Philippine Council for Agriculture, Aquatic, and Natural Resources Research and Development-Department of Science and Technology (PCAARRD-DOST)	38

17.	Dual Ph.D Degree Agreement between the University of the Philippines Diliman through the Institute of Chemistry, College of Science and the University of Houston (UH), Texas	38
18.	Memorandum of Agreement between the University of the Philippines Diliman through the College of Law and the Department of Environment and Natural Resources (DENR) (First Party)	39
19.	Memorandum of Agreement between the University of the Philippines Diliman through the National Institute of Geological Sciences (NIGS) and the University of Southeastern Philippines (USEP)	39
20.	Memorandum of Agreement between the University of the Philippines Diliman through the Institute of Small Scale Industries (ISSI) and the Union of Catholic Church-Based Cooperative (UCC)	39

FISCAL MATTER

A.	Contract of Lease between the University of the Philippines Diliman and the All-UP Workers Union (Lessee)	39
----	---	----

MATTERS SUBMITTED FOR INFORMATION OF THE BOARD

A.	Appointment of Hon. GIZELA M. GONZALEZ-MONTINOLA, Signed by His Excellency President Benigno S. Aquino III, as Member of the Board of Regents, University of the Philippines, for a Term of Two (2) Years Effective 18 February 2014 until 17 February 2016	40
B.	Appointment of Hon. MAGDALENO B. ALBARRACIN, Jr., Signed by His Excellency President Benigno S. Aquino III, as Member of the Board of Regents, University of the Philippines, for a Term of Two (2) Years Effective 5 March 2014 until 4 March 2016	40
C.	ASEAN-QA Actual Quality Assessment at Programme Level for Bachelor of Civil Engineering, Institute of the College of Engineering, University of the Philippines, Diliman, Quezon City	40
D.	Status of Academic Agreement of the University of the Philippines with Foreign Higher Education Institutions (HEIs)	40
E.	Accomplishment Reports on Plans for Replenishment of Retiring PhD Degree Holders in UP Diliman, UP Los Baños, UP Manila, and UP Visayas	40

F.	Presentation of the Office of the Vice President for Development (OVPD)/Office of Design and Planning Initiatives (ODPI) to the BOR Finance Committee in Connection with the UP Manila Phi House Dormitory (UPMPHD) Architectural and Engineering (A&E) Plans	40
G.	Delegated Authority to the President subject to INFORMATION of the Board	
	Contracts/Agreements	
	<u>UP System</u>	
1.	Memorandum of Agreement among the University of the Philippines, the Rotary Club of Diliman and the Onemind Care Center Corp.	41
	<u>UP Diliman</u>	
1.	Agreement between the University of the Philippines through the University of the Philippines Integrated School (UPIS) and the SMART Communications, Inc. (SMART)	41
	<u>UP Manila</u>	
1.	Construction Management Agreement between the University of the Philippines Manila and the D.M. Ferrer & Associates	41

OTHER MATTERS

A.	Secretary’s Certificate Designating and Appointing Dr. Elvira A. Zamora, Vice President for Development, as the Authorized Representative of the University of the Philippines to the Design and Construction of the UP Cebu Library at the Cebu South Road Property (SRP)	41
B.	Request of UP Baguio for the Procurement of One (1) Unit Passenger Van (2.5 liters, diesel 4 cylinder, engine displacement cc 2494) which Approximately Costs Around P2,045,000.00	41-42
C.	Request of President Alfredo E. Pascual for Authority to Travel to Korea from 21-26 April 2014 to Participate in an Educational and Cultural Trip Organized by the Korea Foundation	42

ADMINISTRATIVE ORDERS

A.	ADMINISTRATIVE ORDER NO. PAEP 14-08: UP System Committee on Climate Change	43-44
B.	ADMINISTRATIVE ORDER NO. PAEP 14-10: Officer-in-Charge of the University, 21-23 March 2014	44
C.	ADMINISTRATIVE ORDER NO. PAEP 14-11: UP Puerto Galera Committee	45
D.	ADMINISTRATIVE ORDER NO. PAEP 14-12: UP Panel for the CNA 2014 Negotiations with the AUPAEU	46-47

MEMORANDUM

A.	MEMORANDUM NO. PAEP 14-20: Instruction to Start Remitting Cash Assistance of P2,000/mo. For 4 months (February to March) to Bracket E1 Students of UPVTC	48
B.	MEMORANDUM NO. PAEP 14-21: First Indorsement of the Ombudsman in OMB-C-A-11-0647-J Entitled "Almira Divina M. Alejandrino vs. Ricardo Ma. Nolasco	49
C.	MEMORANDUM NO. PAEP 14-22: Revised Guidelines on Reimbursements	49-50
D.	MEMORANDUM NO. PAEP 14-23: Request for authority to travel to Korea from 21-26 April 2014	50-51
E.	MEMORANDUM NO. PAEP 14-24: UP HR Special Meeting	51
F.	MEMORANDUM NO. PAEP 14-25: Request for Approval of Proposed Merit Promotions for 2014	51-52

oo0oo

DECISIONS OF THE BOARD OF REGENTS

1297th MEETING, 28 MARCH 2014

MATTERS ARISING FROM THE MINUTES OF THE PREVIOUS MEETING

B. 1296th BOR Meeting, 27 February 2014

1. On the Proposed 2012 Code of Student Conduct of UP Diliman

Highlights of the Discussion

Chair Licuanan asked for the final version of the proposed Code for the consideration of the Board. Student Regent Melgarejo said that she had presented the latest version to the Board last 27 February 2014 BOR meeting.

Secretary De Las Llagas recalled from the last meeting that there was no prior submission to the Board of the new version and the presentation of Student Regent Melgarejo was given on the day of the meeting so there was no opportunity to have the new version copied and circulated for the Board. She remembered the comment made by Regent Chief Justice Puno that it was hard to study the terms when they do not have the hard copy.

President Pascual cited the transition period from the previous Chancellor to the new Chancellor as a factor in finalizing the document. The Student Regent had not conferred with the new Chancellor on the proposed Code because the documents came to her late but she hoped that the new Chancellor had already been briefed on the subject matter.

VP Uy added that the decision of the Board then was for the Student Regent to discuss with the Chancellor and settle these issues before bringing these back to the Board.

Faculty Regent Abadingo requested that the members of the Board be furnished a copy of the final draft of the Code of Student Conduct before the scheduled meeting. She asked that the specific provisions agreed upon by the students and the Chancellor be highlighted for the proper guidance of the Board.

When Student Regent Melgarejo sought clarification on the Board action on the Code, Chair Licuanan said the Board cannot be expected to act on a matter that was not presented to the Board formally. She hoped that at the next meeting the Board would be ready to decide on the matter.

President Pascual suggested that another discussion with the newly-elected representatives of the University Student Council in UP Diliman and the new UP Diliman Chancellor be held to finalize the wordings of the proposed Code.

Regent Cong. Romulo requested the Board Secretary to provide the members of the Board a briefer on what provisions the Board was asking the Student Regent to finalize with the Chancellor. Secretary De Las Llagas said the Secretariat would prepare a chronology of events and append the relevant documents for the information of the Board. She reminded the Student Regent of two (2) specific instructions to her from the Board at the last meeting: 1) to meet with her constituents to define what academic freedom is as far as the students are concerned; and 2) provide the time frame.

Regent Senator Cayetano suggested including the Office of the Vice President for Legal Affairs (OVPLA) in the dialogue of Student Regent Melgarejo with the new Chancellor so that the matter will be ready for decision at the next Board meeting. This would ensure that the final draft submitted for Board action would be consistent with the existing laws and any conflict with the definition of academic freedom would have already been resolved.

Chair Licuanan reiterated to Student Regent Melgarejo the suggestion to include the Vice President for Legal Affairs in her dialogue with the new Chancellor and other student leaders to come up with the final draft of the Code for approval of the Board at the next meeting.

Board Action: DEFERRED

2. On the Motion for Reconsideration on the Pilot Shifting of the Academic Calendar, filed by Student Regent Melgarejo

Board Action: After a lengthy discussion on the matter, the Board **AFFIRMED** its original decision to approve the shift in academic calendar for AY 2014-2015 (*1295th BOR Meeting, 6 February 2014*).

3. On the Motion for Reconsideration of the Decision Made by the UP Board of Regents on the Revocation of the Renaming of the College of Business Administration into UP Cesar E.A. Virata School of Business, filed by Staff Regent Ramirez

Board Action: After a lengthy discussion on the matter, the Board **REAFFIRMED** its original decision to rename the UP College of Business Administration into *UP Cesar E.A. Virata School of Business* (*1287th BOR Meeting, 12 April 2013 and 1295th BOR Meeting, 6 February 2014*).

4. On the Appointment of Dr. Ernesto M. Pernia as Professor Emeritus Report and Recommendations of the Professor Emeritus System Committee

At the 1295th Meeting of the Board of Regents held on 6 February 2014, the Board deferred its action on the subject matter to grant the request of the Chair of the System Committee for Professor Emeritus for more time to complete the evaluation process and to understand better how Dr. Pernia is regarded by his peers.

Board Action: After a lengthy discussion on the matter, the Board **AFFIRMED** its original decision to approve the appointment of Dr. Ernesto M. Pernia as Professor Emeritus (1288th BOR Meeting, 20 June 2013).

5. On the Guidelines on How the Board Shall Treat Appeals

At the 1296th meeting of the Board of Regents held on 27 February 2014, Regent Chief Justice Puno requested the Office of the Vice President for Legal Affairs (OVPLA) for certain guidelines in the University on how the Board of Regents should treat appeals that are brought up for its action.

OVPLA prepared a presentation for the Board but since Regent Chief Justice Puno was not around, the Board decided to defer the presentation until the next meeting.

Board Action: DEFERRED

**REPORT of the PRESIDENT and other SECTORAL REGENTS
for INFORMATION OF THE BOARD**

A. REPORT OF THE PRESIDENT

President Pascual informed the Board of Regents of the following major events:

1. UP Diliman Commencement Exercises to be held on 27 April 2014 with Chief Justice Ma. Lourdes Sereno as the guest speaker; and
2. Conferment of Doctor of Laws Degree, *honoris causa*, to Senator Franklin Drilon to be given during the College of Law commencement exercises to be held on 29 April 2014.

President Pascual informed the Board of Regents of the sterling performance by the UP College of Law in the 2013 Bar examinations where the topnotcher and four others in the Top Ten list were from UP. Regent Senator Cayetano suggested sending an official congratulatory message to the Dean, to the faculty, and to all the passers, specifically to the topnotchers. President Pascual said the UP System had already treated the passers in a testimonial dinner a day after the results came out.

President Pascual announced the launching of two species of hibiscus (gumamela) flowers at the next BOR meeting to be named *Hibiscus rosa-sinensis Patricia Licuanan* and *Hibiscus rosa-sinensis Pia Cayetano*. This will be a token of the University's appreciation for their significant help in the approval of the UP's budget proposal.

The President also informed the body of the agreement he signed with the National Grid Corporation of the Philippines for the training of technical people, as well as in doing research projects to help reduce cost of electricity in the country.

The President also showed the Board the prototype design of the College of Arts and Letters (CAL) Theater. He said that negotiations are being done with the students whose *tambayan* will be affected by the project. He said the relocation plan is in order.

President Pascual presented the plan to setup a museum within the UP Diliman campus which will focus on the martial law era to inform the younger generation of the significant events during this period. A committee for this project has already been created and the fund will come from the national government.

B. Report of the Faculty Regent

“28 March 2014

Recent Concerns Brought to the Attention of the Faculty Regent

1. Promotion

This is a recurring concern not only of the faculty but also of the non-teaching staff. It has been almost four (4) years since the last promotion.

2. Possible Amendment of the Expanded Sick Leave Benefits for Faculty

There is a suggestion to amend the expanded sick leave benefits for the faculty, to include those applying for optional retirement provided they have served the university for at least twenty (20) years. At present, this is availed by only those who retire at the compulsory retirement age of 65 years old and those who gets seriously ill as defined by PHILHEALTH.

3. Revisit the guidelines for overload teaching and possible increase in overload honorarium for teaching. There are units implementing stricter guidelines without approval either by the President or by the Board of Regents. For instance, UP Manila does not pay overload honorarium if the extra load (usually graduate class) has less than five (5) students. It also does not apply the off-hour rate to faculty administrators teaching after office hours or on weekends. Nowhere can we find these in the Board-approved guidelines. These matters have to be looked into.

There is also a suggestion that the current rates for overload payment be reviewed and looked into for the possibility of increasing the same.

4. Update on Professors Emeriti

Some faculty members are requesting for an update on the appointment of professor emeriti. One specific case is Professor Epictetus Patalinghug of the College of Business Administration who has been endorsed in May 2013 yet.

5. Review of Tuition Benefits for Faculty

At present, the faculty only get tuition waiver for at most six (6) units enrolled in. If they enrol in more than six (6) units they have to pay for the additional units.

6. Re-examine the “no retroactive” policy of the Civil Service

Are the faculty members of the University covered by this policy? There is one case now in UP Manila where a research faculty who is an MD and a PhD in Nutrition and who has been serving the University since 2000 was denied a reappointment “due to lack of necessary requirements and documents, and ...” University policy of “No retroactive Appointments.” Without the appointment papers, this faculty continued to render service and receive her salary. When her renewal was not approved, she was even asked to pay back the University. Now that she just wants to leave UP since she was accepted at the FNRI, the University would not give her clearance because of the return service obligation as a result of her fellowship at the Cornell University. However, there is an existing BOR decision that one could serve out his/her return service obligation in another agency of the government.

7. Case of Four (4) UP Manila Students Who May Not Be Able to Graduate Because of Their Inability to Pay Their Tuition Before the Deadline Set by the UP Manila Administration

This was brought to my attention by some colleagues in UP Manila. Time is of the essence. Hence, this is included in this report.

The four students have appealed their case but this was denied by the Vice Chancellor for Academic Affairs. They were asked why they did not avail of the student loan. When I e-mailed the Vice Chancellor for Academic Affairs and suggested that she write to the President if the constraints for approval are the rules, she responded that the reasons cited do not warrant approval of the request. Upon reading the students’ letter, I could understand the VCAA’s position. The letter was strongly worded. But given the possibility that these students will not be able to graduate if they are not allowed to pay their tuition, I appeal for understanding and compassion that they be allowed to pay their tuition even this late stage.

Incidentally, one of the affected students is a former Student Regent. He informed me that he wrote to the Vice Chancellor for Academic Affairs on January 27, 2014 requesting he be allowed to pay his tuition. His request was granted provided he pays on January 27 also. He failed to pay on this date. It is only now that he has the money to pay his tuition.

It is hoped that the Board would act kindly on this matter.”

C. REPORT OF THE STUDENT REGENT

“March 28, 2014

1. Urgent concerns from the students of the UPM SHS Palo campus

This month, I was able to talk with members of the Student Council from the UP Manila School of Health Sciences in Palo, Leyte. They furnished my Office a list of problems they have been experiencing for the past months since the start of their classes on February 19. These are the following:

- a. No electricity in the temporary site. I was told that because there was no electricity in the temporary site, students are having a hard time studying their lessons at night since the lights are dim inside the bunkhouses/dormitories and power outages are frequent. The students even told me that they use their cell phones just so they could study at night.
- b. High temperature inside the bunkhouses. The temporary site of the UP Palo campus is composed of 11 bunkhouses – 4 are used as classrooms, 3 are used as dormitories, 2 as administrative offices and 2 are still unusable because they lack wooden platforms.

They cannot bear the heat inside these bunkhouses especially during class and office hours. They try to use umbrellas and hand fans to counter the heat. Because of this, our students get headaches and cannot concentrate on their classes.

- c. Many dormers are getting sick. Because of the conditions in the temporary site, a lot of dormers are getting sick. There are 22 cases of acute respiratory infection, 11 cases of fever and 7 cases of diarrhea. Three dormers already contracted chinkungunya and one with dengue fever. Two students also experienced hyperventilation while inside the dorms.
- d. Lack of comfort rooms, bathrooms and lavatories. The students are sharing one comfort room with the students of the UP Visayas Tacloban College at the UPVTC Learning Resource Center. They report that most of them choose to use the comfort room only at night time after class hours in UPVTC since they also share it with other students. They also use this as their bathroom and they have to wake up very early in the morning to take a bath.
- e.. Lack of potable water supply. Dormers are forced to get their water from the comfort room for drinking and cooking purposes. They use water purifiers and Aquatabs just to make the water potable.
- f. Two dorms are flooded during the rainy days. Since there are no wooden platforms in the two dorms and there are also no storage areas for their personal effects, their things get wet when it rains.

2. Other concerns

- a. Appeal of the graduating Political Science students of UP Manila (Arguelles et al.)

Yesterday, I received letters from four graduating political science students of UP Manila who were not allowed to settle their financial deficiencies for this semester. The letter from Vice Chancellor de Luna states that their appeal was disapproved because they did not avail of student loans. They are appealing to the members of the Board so that they may be able to settle these obligations and eventually graduate from the University.

- b. Participation in Kristel Tejada commemoration activities

Together with other members of the UP community, we participated in the activities commemorating the first death anniversary of UP Manila student Kristel Tejada. Iskolar ng Bayan system-wide conducted candle-lighting activities and ecumenical services for the commemoration. We also participated in the students' and teachers' protest to continue to fight for the right to education.

- c. Participation in International Women's Day activities

Together with the members of the UP community, we commemorated the International Women's Day on March 8. Aside from celebrating the advancements of women in society, we are called upon to continue fighting for the rights not only of women, but all of the oppressed sectors in society. We recognize that women's rights cannot be upheld if the society is not liberated from an oppressive system.

- d. Student activities against the academic calendar shift

We supported the student-initiated activities with regard to the issue of the academic calendar. The consolidated efforts of students, organizations, and institutions show that they strongly oppose the implementation shift in the academic calendar.

- e. System-wide Student Council Elections

Students across the system conducted their annual student council elections in their respective campuses. We are happy to report that the SCEs have been successful and each constituent unit already has an incoming set of officers for the next academic year, 2015-2016. We are hopeful that they will continue to stand for what a UP student council should be – the vanguards of students' and people's rights and welfare.

For the students and the people,

KRISTA IRIS V. MELGAREJO
Student Regent"

D. REPORT OF THE STAFF REGENT

“March 2014

1. Coordinated the Appreciation Ceremony for UPV Tacloban donors initiated by cross-registering students from UPV Tacloban at the Iloilo City and Miag-ao campuses of UP Visayas.
2. Had a courtesy call with UP Manila Vice Chancellor for Administration, Dr. Jose Florencio Lapeña, Jr. and discussed the plight of the lone staff member in UP SHS in Koronadal who is a non-UP contractual. We requested for a casual position for the post which was consequently approved. VC Lapeña was also open to the idea of providing an additional Job Order personnel to assist in the staff work in UP Koronadal. Requests the faculty and staff regarding further studies, access to UP publications and housing problems of students were also brought to his attention.
3. Discussed with the representative of the staff REPS and of the UP their position of the Academic Shift and accepted their position paper to be presented to the BOR for their views to be heard since they were not part of the UC and they did not participate in the referendum as well.
4. Discussed with VCA Nestor Yunque the inclusion of the additional personnel who will be recipient of cash assistance from the University, including those from Northern Panay and Antique.
5. Job Order personnel from UPV Tacloban, who were serving the University for some time now also requested if they can also be given financial assistance in the repair of their houses.

ANNA RAZEL L. RAMIREZ
Staff Regent”

**MATTERS SUBMITTED FOR APPROVAL
BY THE BOARD**

GENERAL GOVERNANCE

The Board **APPROVED** the following:

A. Appointment of University Officials

UP System

Asst. Prof. **RICHARD PHILIP A. GONZALO** as Ad Interim Director, Socialized Tuition System (STS) Office, Office of the Vice President for Academic Affairs, effective 01 March 2014 until 28 February 2015

Prof. **REYNALDO L. GARCIA** as Director, Technology Transfer and Business Development Office, effective 1 June 2014 until 31 May 2017

UP Diliman

Prof. **GRACE H. AGUILING-DALISAY** as Dean of the College of Social Sciences and Philosophy, effective 1 April 2014 until 31 March 2017

UP Manila

Prof. **GENEROSO T. ABES** as Vice Chancellor for Research and concurrent Executive Director, National Institutes of Health, UP Manila, effective 1 March 2014 to serve at the pleasure of the Chancellor

ACADEMIC MATTERS

The Board **APPROVED** the following:

A. Shift in the Academic Calendar of UP Diliman

The discussion of the Board of Regents on this matter was done simultaneously with the discussion of the motion for reconsideration of the pilot shifting in academic calendar under Matters Arising from the Previous Minutes.

B. 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 2013-2014, as Endorsed by their Respective University Councils

This request was in view of the early Commencement Exercises set by many of the CUs. It was understood that the graduation of students approved by the President was subject to confirmation by the Board of Regents.

C. Graduation *Ad Referendum* of Mr. JAKE AARON T. CHUA YAP for the Degree of Bachelor of Science in Civil Engineering, College of Engineering, UP Diliman, as of the End of the First Semester 2013-2014

His graduation has been recommended by the faculty members of the College of Engineering in their letter dated 4 March 2014 and by the University Council, *ad referendum*.

This request was made because Mr. Chua Yap has to submit his Official Transcript of Records on 14 April 2014 for Board Examination, the deadline set by the Professional Regulatory Commission (PRC).

D. Plans and Activities of UP Los Baños to be Undertaken During the Transition Period Prior to Shift to the New Academic Calendar

Activities	Inclusive Dates	Remarks
<i>I. New Freshmen Registration-related Matters</i>		
1) Advanced Placement Examination for incoming new freshmen	23-25 April 2014	
2) Advanced New Freshmen registration	20-23, 27-29 May 2014	
3) Registration of admitted wait list applicants	16-18 June 2014	
4) Advanced Registration of new Certificate in Forestry students	23-24 June 2014	
5) New Freshmen Registration for First Semester 2014-2015 (for those not able to come for advanced registration)	25 June to 4 July 2014	As indicated in the Academic Calendar
6) Bridge Program for Incoming New Freshmen	June 2014	
7) UPLB Recruitment Program for the Best and Brightest	June-July 2014	
<i>II. Academic Matters</i>		
8) Workshop on Streamlining of UPLB degree programs (undergraduate and graduate)	May-June 2014	
9) Review and Revision of Academic Programs in relation to the K-12 and institution of new GE courses	May-July 2014	
10) Discussion with Professional Regulation Commission (PRC) on the adjustments of schedules of Professional Board Exams	May-June 2014	
11) AUN Accreditation for 6 undergraduate degree programs	June-July 2014	Degree programs of CDC and CEAT BS Development Communication BS Agricultural and Biosystems Engineering BS Chemical Engineering BS Civil Engineering BS Electrical Engineering BS Industrial Engineering
12) NSTP Training Workshop	2-5 June 2014	
13) Training-workshop for Interactive Learning	June-July 2014	
14) Development of Audio-Visual Material for Legacy Project	June-July 2014	

<i>III. Computerization Program</i>		
15) Implementation of the eUP project	May-July 2014	Preparation for Data Migration
16) Fine-tuning of the UPLB SystemOne	May-July 2014	
<i>IV. Infrastructure-related Matter</i>		
17) Full-blast renovation of 120 CAS small classrooms and laboratories	June-July 2014	Physical Science Building Biological Science Building Humanities Building CAS Annexes I and II Renovation of Institute of Chemistry to start in April 2014
<i>V. Extension Services</i>		
18) Faculty and staff visit to Yolanda Rehabilitation Areas	June-July 2014	Areas to be visited: (1) Barugo, Leyte (2) Calawit, Palawan (3) Roxas City, Capiz
<i>VI. Administrative Matter</i>		
19) Appointment of non-tenured faculty	June-July 2014	Two-months renewal of appointment for non-tenured faculty

E. Proposed Institution of the Ph.D. in Marine Science Program (Option 3) and the Ph.D. in Biology Program (Option 3) at the College of Science, UP Diliman

Copies of the complete proposals for the two (2) programs are on file at the OSU Records Section.

F. Establishment of the Northern Cement Corporation Professorial Chair in Concrete Engineering at the College of Engineering, UP Diliman

Donors : Northern Cement Corporation

Amount of Donation : P240,000.00

Fund Management : UP Engineering Research and Development Foundation, Inc.

G. Waiver of the Rules on Age Eligibility of Applicants to the UP Expanded Modernization Program for PhD Funding in Favor of Dr. Michelle Sunico Segarra, UP Manila

UP Expanded Modernization Program - PhD Funding rule on eligibility of applicants states that:

2.2 “His/her rank must not be higher than Assistant Professor and his/her age must be below forty-five at the time of application”

However, Dr. Michelle Sunico Segarra just turned 45 years old last November 2013 and she is currently a Professor 1 at the College of Dentistry, UP Manila. She was accepted to a 4-year PhD program of the Tokyo Medical and Dental University (TMDU) which will start in October 2014 and will end in September 2018.

The College of Dentistry is in dire need of faculty members with PhD degrees, most especially in the field of Dentistry. At present, Dr. Vicente O. Medina III is the only one with a PhD degree in the College. This situation prevents the college from offering graduate degree programs specific to the field of dentistry. With the University’s goal of becoming a research-intensive university and to have more PhD’s in its academic roster, having another PhD holder among its faculty members will increase research productivity and better chances of having international publications.

Dr. Michelle Segarra has numerous experiences in research and has a number of scientific publications in peer-reviewed journals, nationally and internationally. The college is confident that she will make the University of the Philippines proud and without a doubt, she will be able to finish her PhD studies within the allotted period. Furthermore, TMDU is one of the top-ranking dental universities in Asia. Having a faculty member accepted there, even before the official selection process, brings honor to UP Manila and it will be unfortunate if this opportunity is not seized because of lack of funds.

Supporting Dr. Segarra in fulfilling her dream of obtaining a PhD from a prestigious Asian university known for its research productivity will likely inspire the younger faculty members to follow suit.

H. Proposed Revisions of the International Publication Award 2014 Guidelines

Background

Since its institution in 1999, the International Publication Award has awarded 3,379 articles written by UP authors in ISI- and SCOPUS-listed journals and books/book chapters by prestigious publishers. After a decade, the University reviewed the guidelines to meet the challenges of the changing face of academic publications. Since 2011, the IPA guidelines were revised to appropriately recognize the scholarly works of the UP faculty, researchers and their UP-affiliated co-authors and to provide greater incentive for their research productivity.

Below is the summary of the revisions made to the IPA guidelines:

BOR Approval	Revisions
1272 nd BOR Meeting August 2011	<ul style="list-style-type: none"> • Eligibility of all UP faculty members, REPS, project researchers and thesis students who indicate UP as their affiliation in an international publication, whether employed or not employed by UP, should qualify for a pro-rated share of the IPA. • An Institutional Award of P15,000 for the UP unit that is indicated as the affiliate institution of the UP author. This is to recognize the support that the unit has extended to the UP authors.
1282 nd BOR Meeting 20 September 2012	<ul style="list-style-type: none"> • Inclusion of the SCI (Science Citation Index), SSCI (Social Sciences Citation Index) and AHCI (Arts and Humanities Citation Index) indexed journals for consideration of the IPA. • Increase in the monetary award for articles <ul style="list-style-type: none"> - P65,000 for SCI, SSCI and AHCI-indexed journals with an ISI Impact Factor below 2.0000 - P80,000 for articles published in SCI, SSCI and AHCI-indexed journals with an ISI Impact Factor of 2.0000 and above • Incentive for corresponding authors <ul style="list-style-type: none"> - P3,000 for articles in ISI-listed journals - P4,000 for articles in SCI, SSCI and AHCI- indexed journals with an ISI Impact Factor below 2.0000 - P5,500 for articles in SCI, SSCI and AHCI- indexed journals with an ISI Impact Factor of 2.0000 and above
1288 th BOR meeting 20 June 2013	Inclusion of articles published in SCOPUS-listed journals for consideration to the award

Revision of the International Publication Award

For Journal Articles

In the last ten years, UP has seen a rise in the academic productivity of its UP faculty and researchers as evidenced by the increase in the number of research outputs presented in prestigious international conferences. These worldwide gatherings give the researchers the opportunity to present their ideas and the proceedings resulting from these conferences are published and become popular media for scholarly communication.

To date, only articles in ISI- and SCOPUS-listed journals are given recognition under the UP International Publication Award. However, the Thomson Reuters' Web of Science® now includes full coverage of both journal and book-based proceedings since they found out that hundreds of thousands of citations are of articles published in conference proceedings. This is especially true for the physical sciences, particularly in engineering and in the fast-moving areas of the biomedical sciences, where conference proceedings are more typically published in journals.

It is proposed that the Conference Proceedings listed in the Thomson Reuters Web of Science be eligible for consideration under the International Publication Award with a maximum monetary award of P55,000.

Below are the suggested revisions of the guidelines and monetary award for the IPA (Journal Articles).

FROM	TO
<p>The International Publication Award shall be granted for all journal articles published in:</p> <ol style="list-style-type: none"> 1. ISI (Institute of Scientific Information) Web of Knowledge (Thomson Reuters) <ol style="list-style-type: none"> 1.1 ISI-listed 1.2 Science Citation Index(SCI) 1.3 Social Sciences Citation Index (SSCI) 1.4 Arts and Humanities Citation Index (AHCI) 2. SCOPUS 	<p>The International Publication Award shall be granted for all journal articles published in:</p> <ol style="list-style-type: none"> 1. ISI (Institute of Scientific Information) Web of Knowledge (Thomson Reuters) <ol style="list-style-type: none"> 1.1 ISI-listed 1.2 Science Citation Index(SCI) 1.3 Social Sciences Citation Index (SSCI) 1.4 Arts and Humanities Citation Index (AHCI) 1.5 <i>Conference Proceedings Citation Index</i> 2. SCOPUS
<p>For articles published in ISI-listed journals with no impact factor and SCOPUS-listed journals, the maximum amount of the IPA shall be P55,000.</p>	<p>For articles published in ISI-listed journals, <i>including conference proceedings</i>, with no impact factor and SCOPUS-listed journals, the maximum amount of the IPA shall be P55,000.</p>
<p>For articles published in SCI, SSCI and AHCI-indexed journals with an ISI Impact Factor below 2.0000, the maximum amount of the IPA is P65,000.</p>	<p>SAME</p>
<p>For articles published in SCI, SSCI and AHCI-indexed journals with an ISI Impact Factor of 2.0000 and above, the maximum amount of the IPA is P80,000.</p>	<p>SAME</p>

FROM	TO
<p>For the UP-affiliated corresponding authors of the publications, a monetary award in addition to their pro-rated share of the IPA will be given as follows:</p> <p>a. P3,000 for articles in ISI-listed journals</p> <p>b. P4,000 for articles in SCI, SSCI and AHCI-indexed journals with an ISI Impact Factor below 2.0000</p> <p>c. P5,500 for articles in SCI, SSCI and AHCI-indexed journals with an ISI Impact Factor of 2.0000 and above</p>	<p>For the UP-affiliated corresponding authors of the publications, a monetary award in addition to their pro-rated share of the IPA will be given as follows:</p> <p>a. P3,000 for articles in ISI-listed journals <i>and conference proceedings</i></p> <p>b. P4,000 for articles in SCI, SSCI and AHCI-indexed journals with an ISI Impact Factor below 2.0000</p> <p>c. P5,500 for articles in SCI, SSCI and AHCI-indexed journals with an ISI Impact Factor of 2.0000 and above</p>
<p>Each UP-affiliated author will receive a pro-rated share of the IPA equal to P55,000 or P65,000 or P80,000, as applicable, divided by the total number of authors.</p>	<p>SAME</p>
<p>Effective on 01 July 2013 for articles published in SCOPUS-listed journals</p>	<p>Effective on 01 April 2014 for articles published in Conference Proceedings as listed in the Thomson Reuters' Web of Science.</p>

For Books/Book chapters

In keeping with the guidelines set for the eligibility to the IPA (Journal Articles), it is proposed that for books/book chapter publications, UP-affiliates, who are co-authors with the UP faculty, be included in the award. Each UP-affiliated author will receive a pro-rated share of the IPA equal to P55,000 for book chapters and P110,000 for books, divided by the total number of authors.

It is further proposed, that the Institutional Award for the home units of the IPA awardees be extended to cover the IPA for Books/Book chapters.

All processes in the release of the award shall follow that of the IPA for Journal Articles.

FISCAL MATTERS

The Board **APPROVED** the following:

A. U.P. Internal Operating Budget (IOB) for 2014

The UP Internal Operating Budget for CY 2014 in the amount of P11,312 Million. Funding sources are as follows:

	(in Thousand Pesos) Amount	%
General Fund [RA 10633 + RLIP]	P9,930,219	87.78%
Revolving Fund	1,381,855	12.22%
Total	P11,312,074	100.00%

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

PARTICULARS	(In Thousand Pesos) Current Operating Expenditures				
	TOTAL	PS	MOOE	TOTAL	CO
Total General Fund*	P9,930,219	6,577,328	2,115,891	8,693,219	1,237,000
CU's	7,584,338	5,083,350	1,498,988	6,582,338	1,002,000
PGH	2,345,881	1,493,978	616,903	2,110,881	235,000
Total Revolving Fund	P1,381,855	452,453	614,486	1,066,939	314,916
CU's	728,823	271,770	394,293	666,063	62,760
PGH	653,032	180,683	220,193	400,876	252,156
GRAND TOTAL	P11,312,074	7,029,781	2,730,377	9,760,158	1,551,916
CU's	8,313,161	5,355,120	1,893,281	7,248,401	1,064,760
PGH	2,998,913	1,674,661	837,096	2,511,757	487,156

**Includes Automatic Appropriations for Retirement & Life Insurance Premiums (RLIP) of P556.837 million (CU's-P436.430 million and PGH-P120.407 million)*

B. U.P. Budget Proposal for FY 2015 in the Amount of Php25.497 Billion

	<u>Amount ('000)</u>
Baseline, FY 2014 GAA	P 9,373,382
Additional Requirements	<u>16,123,601</u>
Total	P25,496,983 =====

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

PARTICULARS	AMOUNT (‘000)
A. UP System and Constituent Universities	
1. Personal Services	P1,820,971
2. MOOE	4,373,802
3. Capital Outlays	3,560,314
4. Equipment Outlays	669,457
5. Land and Land Improvement Outlays	187,000
Total, UP System and other CUs	P10,611,544
B. UP PGH	
1. Personal Services	P698,363
2. MOOE	443,779
3. Capital Outlays	3,150,037
4. Equipment Outlays	1,219,878
Total, UP PGH	P 5,512,057
GRAND TOTAL	P16,123,601

The President requested authority from the Board to revise the budget for Personal Services after a review of UP’s Human Resource requirements for 2015 and 2016 which will be done with the constituent universities in a workshop on 31 March 2014.

The budget proposal for FY 2015 will be submitted to the Regional Development Council, the Department of Budget and Management and the Commission on Higher Education.

C. Request for Approval of Merit Promotions for 2014 to Faculty and Staff

The President requested approval by the Board of Regents of the proposal to grant merit promotions to faculty and staff effective 1 January 2014 with an indicative budget of P305 Million to be sourced from the allotment to UP out of the Miscellaneous Personnel Benefits Fund (MPBF) held by DBM. Upon approval by the Board, the request will be forwarded to NEDA and CHED for endorsement and then submitted to DBM for final approval. The President has discussed the proposed round of merit promotions with DBM Secretary Florencio B. Abad and gotten his in-principle support at a meeting on the 2015 UP budget held at DBM on 26 February 2014. Also present at the meeting were NEDA Secretary Arsenio M. Balisacan and CHED Chair Patricia B. Licuanan.

The last round of merit promotion for UP employees was implemented four (4) years ago in 2010 with funds provided by the previous administration. The next round is now overdue and urgently needed. Retention of high performing faculty members and researchers is a continuing challenge due to the inability to offer competitive salaries. Despite the last tranche of SSL3, salaries in UP are still way below those leading Philippine private universities. For instance, the highest monthly salary of a full professor in UP is just P78,916.00 (SG 29-8). In comparison, the monthly salary of a full professor

in Ateneo de Manila University or De La Salle University ranges from P160,000 to P200,000. Job offers from industry, especially abroad, would provide even much higher salaries.

Maintaining a critical mass of top-notch professors and researchers is of vital importance to UP if it were to fulfil its mandate as the country’s national university. Under its Charter of 2008, UP is mandated to perform its unique and distinctive leadership in higher education and development, as well as to serve as Research University, a graduate university, a public service university and a regional and global university. Ensuring the ability of UP to raise its regional and global standing is crucial in meeting the objective of CHED’s Public Higher Education Reform Roadmap to enable UP to join the ranks of leading universities in the world by 2016. The teaching, research, and public service functions of the UP faculty contribute much in achieving rapid, equitable and sustained economic growth - a key result area of President Benigno S. Aquino’s administration.

UP also recognizes the importance of supporting its administrative staff as it aims to achieve operational excellence. Many of its initiatives, foremost of which is eUP (the automation of many of the procedures, including the payroll system), require highly-motivated administrative staff. Thus, there is also a need to provide them with complete salaries and to include them in the granting of merit promotions.

D. Proposed Utilization of the 20% Undergraduate Tuition Fee Increment (UGTFI) share of the UP Center for International Studies (UP CIS), as endorsed by UP Diliman Chancellor as follows:

1.	Enhancement of teaching and research	30%
2.	Procurement of equipment and upkeep of facilities	30%
3.	MOOE (power costs and other utilities)	30%
4.	Purchase of books and maintenance of journal and library subscriptions	10%

	Total	100%
		=====

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

E. Payment of Productivity Incentive Bonus (PIB) in the Amount of P2,500.00 for FY 2014

It has been the tradition of the University to provide an additional P500 to the P2,000 granted by the National Government as Productivity Incentive Bonus to government employees who have rendered at least satisfactory service during the preceding year. Thus, each qualified UP personnel receives a PIB of P2,500.00, sourced from the following:

General Fund – P 2,000.00
 Revolving Fund – P 500.00

The Office of the Vice President for Administration requested authority to issue the appropriate guidelines including coverage and schedules on the coordinated release and payment of the Productivity Incentive Bonus (PIB) for 2014.

F. Payment of Clothing Allowance for FY 2014 in the Amount of P5,000.00 for Each Faculty and Staff from the General Appropriations Act 2014

The Office of the Vice President for Administration requests authority to issue the appropriate guidelines including coverage and schedules on the coordinated release and payment of Clothing Allowance 2014.

G. Contract of Lease between the University of the Philippines Diliman and the Roman Catholic Diocese of Cubao

The salient features of the Contract of Lease, as renewed, are as follows:

Area : Approximately 10,000 sq.m. bounded by Agoncillo, Laurel and Apacible streets

Scope of Lease : Church of the Holy Sacrifice and the Parish of the Holy Sacrifice Outreach Program

Use of Premises : Religious, civic and educational purposes

Term : Five (5) years from 1 March 2014 to 28 February 2019

Monthly Rent (inclusive of 12% VAT):

For the first (1 st) year	P25,930.80
For the second (2 nd) year	P27,227.34
For the third (3 rd) year	P28,588.71
For the fourth (4 th) year	P30,018.14
For the fifth (5 th) year	P31,519.05

Escalation Rate : Five percent (5%) for each succeeding year

Interest on late

Payment : Ten percent (10%)

Advance Rentals : Three (3) months advance rental equivalent to P77,792.40

Security Deposit : Cash deposit for three (3) months equivalent to 77,792.40

H. General Construction Agreement with S.C. Megaworld Construction and Development Corporation for the Design and Construction of the Philippine Genome Center (PGC)

A copy of the General Construction Agreement is on file at the OSU Records.

I. Notice of Award for the Design and Construction of the UP Diliman Faculty and Staff Housing

A copy of the Notice of Award is on file at the OSU Records.

J. Design and Build Contract with S.C. Megaworld Construction and Development Corporation for the Design and Build of the National Institutes of Health (NIH) Building Project, UP Manila Campus

Board Action: DEFERRED

K. Request from UP Visayas Chancellor Rommel A. Espinosa, for Financial Assistance in the Amount of P 2,780,000.00 to Provide for the UP Visayas Tacloban College (UPVTC) Personnel who were Affected by Super Typhoon Yolanda, but were NOT Covered by the Calamity Assistance, Approved by the Board via Referendum and Confirmed at its 1295th Meeting held on 6 February 2014

Chancellor Rommel A. Espinosa thanked the Board of Regents for approving the financial assistance requested last January 2014 for the personnel of UPV Tacloban College (UPVTC) who were severely affected by Super Typhoon Yolanda. The amount of P45,000 per personnel or couple would be given to around 97 personnel/couple of UPVTC. The request, however, covered only those personnel who were in Tacloban City, and who responded to the survey of personnel who needed help, from 2 December 2013 up to as late as the first week of January 2014. Considering the absence of around 50 employees who got out of Tacloban City because of unstable peace and order situation, not all of the personnel-victim were able to respond to the said survey, hence, were excluded from the list of personnel given financial assistance.

In this connection, UPVTC Chancellor Rommel A. Espinosa would like to request further assistance for the personnel affected by Super Typhoon Yolanda in Northern Panay, who were not covered by the first tranche. These members of the UPV community who also deserve the assistance of P45,000 per personnel are listed below:

A) Faculty members

- | | |
|----------------------------------|----------------------------------|
| 1. Agustine, Efmer | 18. Hiponia, Leonisa |
| 2. Amarille, Jessa A. | 19. Lin, Janice N. |
| 3. Azarcon, Ma. Auerial L. | 20. Mapa, Mary Grace C. |
| 4. Barreda, Ma. Ronette Salve E. | 21. Montes, Rosabella B. |
| 5. Cabansag, Jerome Benedict P. | 22. Negado, Carlo Angelo T. |
| 6. Cadayaong, Rosianette B. | 23. Nival, Guillermo Jr. F. |
| 7. Cusi, Rizza A. | 24. quendo, Earlo Robert |
| 8. Dioso, Sasha | 25. Palen, Dave I. |
| 9. Escaya, Sherwin | 26. Pan, Michael C. |
| 10. Espina, Ervina A. | 27. Pascasio, Kenneth C. |
| 11. Evangelista, Emma R. | 28. Romero, Victor II M. |
| 12. Fabillo, Melodina D. | 29. Roquino, Eduardo F. |
| 13. Fernandez, Althea A. | 30. Sadian, Ruth Edisel Rylle B. |

- | | |
|-----------------------------------|--------------------------|
| 14. Fornillos, Jhoylan Francis S. | 31. Salamia, Anthony S. |
| 15. Fuentes, Rolly G. | 32. Tabornal, Racquel U. |
| 16. Gerona, Ma. Elisa B. | 33. Ultra, John D. |
| 17. Grama, Hector Bryan P. | 34. Yee, Dakila P. |

B) Administrative Personnel

- | | |
|--------------------------|---------------------------|
| 1. Berano, Irene D. | 9. Ng, Lani C. |
| 2. De Pablo, Libby C. | 10. Perez, Pablita R. |
| 3. Espanto, Rey C | 11. Petrola, Nathaniel J. |
| 4. Iriarte, Evelina C. | 12. Ramos, Ronito H. |
| 5. Majarucon, Raul E. | 13. Ranze, Jeanalyn T. |
| 6. Marquez, Rodriguez F. | 14. Tingson, Bernadeth C. |
| 7. Millado, Ruth | 15. Tunay, Felipe |
| 8. Moral, Gilbert A. | |

C) REPS

- | | |
|------------------------------|--------------------------|
| 1. De Paz, Penelope Sonia C. | 3. Samson, Ma. Brenda G. |
| 2. Domingo, Remigio Jr. P. | |

In addition, one of the personnel in UPVTC, Ms. Marjorie M. Cobacha, lost her life when the storm surge brought by Super Typhoon Yolanda swept her house. Some personnel were able to survive the storm surge but they lost members of their immediate family. While we can no longer bring back to life their loved ones, Chancellor Rommel A. Espinosa believes it will ease a bit their suffering by providing them cash assistance as listed below:

- | | | |
|----------------------------|---|-----------------------------------|
| 1. Cobacha, Marjorie M. | - | P 60,000.00 |
| 2. Domingo, Remigio Jr. P. | - | P 90,000.00 (wife and 2 children) |
| 3. Bañares, Rizalde | - | P120,000.00 (wife and 3 children) |
| 4. Sevilla, Luz | - | P 30,000.00 (daughter) |

Chancellor Rommel A. Espinosa would also like to request for the provision of cash assistance to the employees who lost their personal properties in the boarding houses/apartments where they were staying at the time Super Typhoon Yolanda hit Tacloban City. The amount of P20,000.00 per personnel may not be enough to cover their losses but could help them buy some vital items (e.g., books, computers) they need in order to make them effective in carrying out their task in the University.

The following are the personnel who are eligible for this kind of assistance:

- | | |
|--------------------------|------------------------------|
| 1. Anacion, Dulce C. | 5. Oquendo, Rene Alvin F. |
| 2. Galang, Antonio Jr. | 6. Pormon, Miah Maye M. |
| 3. Garcia, Felino Jr. S. | 7. Villaruz, Lorraine Kay P. |
| 4. Gentuya, Junmar G. | |

The total financial assistance requested for:

52 Personnel at P45,000 each	P 2,340,000.00
Death aid	300,000.00
Cash assistance for property loss of 7 personnel	140,000.00
TOTAL	P 2, 780,000.00 =====

ADMINISTRATIVE MATTERS

The Board **APPROVED** the following:

A. Request of UP Diliman for the Full Condonation of Salary Overpayment to Ms. Flocerfida D. Tuando, UP HRDO Employee Detailed to the Balay Kalinaw, UP Diliman, in the Amount of P58, 258.00 as of 30 September 2012

Records show that a letter dated 5 November 2012 of the Vice Chancellor for Administration, Prof. Virginia C. Yap addressed to Chancellor Caesar A. Saloma, contained a request for approval of the Board of Regents to fully condone the salary overpayment inadvertently given to Ms. Tuando. The circumstances surrounding said overpayment to Ms. Tuando are as follows: *(quoted from the letter of VC Yap dated 5 November 2012)*

- “1. On 01 January 1990, Ms. Flocerfida D. Tuando was given a salary increment of Notice of Step Increment (NOSI) for longevity. For over 22 years (01 January 1990 to present), the adjusted salary of Ms. Tuando in 01 January 1990 has been reference figure for a series of salary adjustments and benefits that were granted during the same period.
2. In the process of updating the leave records of UPD personnel by HRDO this year, it was discovered that an error was committed in the granting of longevity pay to Ms. Tuando in 1990 since she had incurred a number of leave of absence without pay (VLWOP) that should have been netted out in the counting of her years of service for purposes of her entitlement to a longevity pay. In view of this, HRDO Director Angela Escoto wrote Ms. Tuando informing her of the revisions and cancellation of the NOSI’s and Notices of Salary Adjustments (NOSA’s) that were issued to her during the period 1990-2012. The error in issuing the longevity pay in 1990 resulted in overpayments not only on Ms. Tuando’s monthly salary but also in her succeeding salary adjustments and benefits over the period under consideration.
3. A re-computation made by the Accounting Office showed an overpayment in the total amount of P58,258.00 as of 30 September 2012, which was to be deducted from the monthly salaries of Ms. Tuando over her 58-month remaining employment up to her compulsory retirement in UPD. Her monthly deduction was P1,004.45 effective October 2012. As of this date, however, the monthly

deductions have not yet been implemented pending resolution of the appeal of Ms. Tuando.

4. However, in the event that Ms. Tuando will be made to refund the salary overpayment through monthly payroll deductions, Ms. Tuando, to her disadvantage, can no longer get the refund for the corresponding income taxes withheld from her past overpaid salaries that were remitted to the BIR. This is in view of the lapse in BIR's prescriptive period for requesting tax refunds.
5. We pleaded the case of Ms. Tuando in a meeting with the Commission on Audit Supervising Auditor at UPD, Mr. Raul Flores, along with Audit Team Leader Ms. Elenita Abesamis, on 19 September 2012, but being a policy concern, we were advised to bring the matter to the level of the BOR for its approval. Hence, this request for endorsement."

Accordingly, the bases for UPD's request for full condonation are the following:

- “1. A perusal of the events that led to the overpayment of Ms. Tuando showed that there was a lapse on the part of HRDO analyst who recommended the longevity salary step increment of Ms. Tuando in 1990. The said analyst is already retired from UPD.
2. Payback of salary overpayments, as in this case, may have multifaceted repercussions on the part of the affected employee. It will create negative sentiments, anxiety, and ill-will against the University. Moreover, the affected personnel may possibly continue to harbour even after his/her employment with the University considering that this was an oversight that the employee had nothing to do with.
3. There are other material ramifications that the affected personnel may suffer such as: pay diminution for the rest of her employment period in the University; reduction in future retirement pay and benefits; and non-refund of taxes withheld from overpaid salaries.”

On 13 November 2012, Chancellor Saloma endorsed to the Office of the University President approval of the letter of VC Yap.

In a letter dated 20 March 2013 addressed to UP President Alfredo E. Pascual, Vice President for Administration, Prof. Maragtas S.V. Amante, requested that the full condonation of the overpayment of salary of Ms. Tuando be included in the agenda of the meeting of the Board of Regents.

The records show that neither Ms. Tuando nor the UPD personnel who inadvertently gave her salary step increment acted in bad faith under the surrounding circumstances resulting to the overpayments in the salary of Ms. Tuando. Thus, Ms. Tuando will benefit from the legal principle that absence of any showing of bad faith, malice or gross negligence, public officers are not personally liable for damages resulting from the performance of official duties (*Albert v. Gangan, G.R. No. 126557, 6 March 2001*).

Considering that Ms. Tuando received overpayment in her salary in good faith she may no longer be asked to make a refund for the same. In the case of *Remedios T. Blanquera, et al. vs. Hon. Angel C. Alcala* (G.R. No. 109406, 11 September 1998), where the disbursements for productivity bonus incentives given to the petitioners were questioned, it was held that there being no indicia of bad faith on the officials concerned in the disbursements, and given that all the parties acted in good faith, there can no longer be a refund of the incentive benefits. As basis for such finding, the Court stated that:

"... the officials and chiefs of the offices concerned disbursed the benefits in the honest belief that the amounts given were due to the recipients and the latter accepted the same with gratitude, confident that they richly deserved such benefits.."

Thus, it is recommended that the referred request of UP Diliman be granted, subject to the approval by the Commission on Audit (COA). This shall not, however, be considered as a precedent for future reference and neither should this be taken to mean that the grant of salary step increment or notice of step increment (NOSI) to Ms. Tuando on 01 January 1990 is considered ratified.

B. Appointment of the Following Research, Extension and Professional Staff (REPS) as SCIENTISTS in the Scientific Career System, Pursuant to Executive Order Nos. 784 and 901, effective 13 March 2013:

UP Los Baños

NAME	FROM	TO
Mr. SANCHO G. BON	University Researcher III	Scientist I
Ms. LOLITA M. DOLORES	University Researcher III	Scientist I
Ms. SENEN H. ESCAMOS	University Researcher IV	Scientist I
Dr. MERDELYN C. LIT	University Researcher IV	Scientist I
Dr. ROMEO V. LABIOS	University Researcher V	Scientist I
Dr. RODEL G. MAGHIRANG	University Researcher IV	Scientist I
Dr. EUFROCINIO C. MARFORI	University Researcher III	Scientist I
Dr. ROSARIO G. MONSALUD	University Researcher IV	Scientist I
Ms. MARCELA M. NAVASERO	University Researcher III	Scientist I
Mr. MARIO V. NAVASERO	University Researcher III	Scientist I
Dr. CECILIA B. PASCUAL	University Researcher V	Scientist I
Dr. FLORENCIA B. PULHIN	University Extension Specialist IV	Scientist II
Ms. LOLITA DC. VALENCIA	University Researcher III	Scientist I

C. Suspension of the UP Board of Regents Policy on the Renewal of Appointment and Tenure of the UPLB Research, Extension and Professional Staff (REPS) until 1 January 2015

Background:

- The UP Board of Regents (1222nd meeting, 27 July 2007) approved a UPLB “Policy on the Renewal of Appointment and Tenure of the Research, Extension and Professional Staff (REPS)”.

- UPLB created a committee to review this policy. Among others, the committee recommended the suspension of the policy until 1 January 2015.

Justification:

1. The UPLB through Chancellor Rex Victor O. Cruz requested the suspension of implementing the policy for renewal and tenure of REPS, to enable those affected to complete graduate studies and comply with the tenure requirements.
2. As directed by President Alfredo E. Pascual, a UP REPS Conference was held on 17 and 18 November 2013 with recommendations on the following:
 - Operational framework to recognize the role of the REPS in the University, in governance, and in their duties and responsibilities;
 - Proposed framework for the qualification standards (QS) and the career path (entry requirements, career development, key performance indicators, awards, incentives and recognitions);
 - Tenure and promotions policy for each REPS cluster, and recognition as project leaders, lead authors in publications, appointments as heads of offices/units, etc.
 - Modality and time frame for the de-clustering of the Researchers, Extension and Professional Staff.

The recommendations of the November 2013 UP REPS Conference are now being processed for specific executive and administrative actions; with draft policy changes and improvements for the consideration of the UP President's Advisory Council (PAC), Board of Regents (BOR) and other relevant committees or councils of the University.

D. Waiver of BOR Rule for Non-Teaching Staff to Complete their Undergraduate Degree for a Maximum Period of Two (2) Years in Favour of Ms. Teresita C. Quezon, Administrative Aide IV, Office of the Chancellor, UP Visayas

D.1 Request that Approval of Similar Waivers Based on Exceptional Merit BE DELEGATED TO THE PRESIDENT

Justifications:

- Administrative personnel are entitled to a full time fellowship grant to complete a bachelor's degree for a maximum of two (2) years: full salary and additional compensation, free tuition and other school fees, semestral allowance of P2,000 (*1120th BOR meeting, 27 May 1998; 1123rd BOR, 27 August 1998*).
- There were a few precedents in the past when the waiver was granted.
- Ms. Teresita C. Quezon, Administrative Aide IV, Office of the Chancellor, UP Visayas is 53 years old. She is determined to complete her studies, and is expected to earn her Bachelor's degree end of 2nd semester AY 2014-2015. She

was granted full time fellowship to study in the University of Iloilo in November 2011 and was able to finish 127 undergraduate units. She needs 73 units more.

- Although she is on full-time fellowship, she would report back to duty during the semestral break instead of taking a rest. Her determination to finish studies for her professional advancement is most commendable.

E. Request for Temporary Waiver of Faculty Tenure Rule in favor of the following:

UP Los Baños

Asst. Prof. **ANTHONY ALLAN D. VILLANUEVA**, Assistant Professor 5, Institute of Mathematical Sciences and Physics (IMSP), College of Arts And Sciences, effective 17 April 2014 until 16 April 2015

UP Manila

Assoc. Prof. **PENAFRANCIA D.R. CATANGUI-CANO**, Associate Professor 1 (Part time), College of Medicine, effective 24 September 2013 until 31 May 2014

F. Appointment of Faculty

Transfer to Permanent Status

UP Diliman

Asst. Prof. **MA. GISELLA N. DIZON-REYES**, Assistant Professor 5, College of Law, effective 28 March 2014

UP Los Baños

Prof. **ROMMEL C. SULABO**, Professor 2, College of Agriculture, effective 28 March 2014

Extension of Appointment Beyond Compulsory Retirement Age of 65

UP Diliman

Prof. **EDUARDO T. GONZALEZ**, Professor 7 (SG 28-7), Asian Center, effective 11 December 2013 until 31 May 2014

Prof. **CHARLES Y. HORIOKA**, Professor 12 (SG 29-8), School of Economics, effective 1 June 2014 until 31 May 2015

MATTERS SUBMITTED FOR CONFIRMATION BY THE BOARD

ACADEMIC MATTERS

The Board **CONFIRMED** the following:

B. Agreements/ Contracts

UNIT	TITLE	PROJECT / AMOUNT / DURATION	
UP System	1	<p>Memorandum on Academic Cooperation and Memorandum of Exchange Student between the University of the Philippines and Utrecht University (UU)(2nd Renewal)</p>	<p>Project: Academic Cooperation and Student Exchange</p> <p>Duration: Shall come into effect on the date of its signing by the Presidents of both institutions and shall be in place for five (5) years</p>
	2	<p>Memorandum of Agreement between the University of the Philippines and the Philippine Council for Agriculture, Aquatic and Natural Resources Research and Development (PCAARRD)</p>	<p>Project: Shrimp pathogenomics towards a competitive and sustainable Philippine shrimp industry</p> <p>Amount: P19,702,582.00</p> <p>Duration: Shall take effect upon its execution and shall be in full force and effect until the completion of the project</p> <p>Date notarized: 19 February 2014</p>
	3	<p>Intellectual Property and Intellectual Property Rights Agreement with Deed of Special Power of Attorney between the University of the Philippines through the Marine Science Institute and the Philippine Nuclear Research Institute (PNRI)</p>	<p>Project: Saxitoxin Invention</p> <p>Duration: Shall be valid and binding to the Parties upon signing hereof and for a period equivalent to the protected term or period of the IP/IPR</p> <p>Date notarized: 25 February 2014</p>

UP Diliman	1	Memorandum of Agreement between the University of the Philippines Diliman through the UP Law Center and the Civil Service Commission (CSC)	Project: Mandatory Continuing Legal Education (MCLE) Amount: P1,800.00 per participant lawyer and P1,000.00 for non-lawyer participant Duration: 18-22 November 2013 Date notarized: 24 September 2013
	2	Artwork Loan Agreement between the University of the Philippines Diliman through the Vargas Museum and the Cultural Center of the Philippines (CCP)	Project: "Mabini Art Movement" Exhibit Duration: 12 November 2013 to 5 March 2014 Date notarized: 14 January 2014
	3	Agreement on Academic Cooperation between the University of the Philippines Diliman through the School of Urban and Regional Planning (SURP) and the Universidad Austral De Chile (UAC)	Project: Academic Cooperation Duration: Valid for a period of three (3) years from date of signature by the representatives of both Universities Date notarized: 22 November 2013
	4	Agreement on Academic Exchange between the University of the Philippines Diliman through the College of Architecture and the Department of Architecture Faculty of Environmental Engineering, University of Kitakyushu, Japan	Project: Exchange Programs Duration: Valid for five (5) years from the date of signing Date notarized: 5 April 2013
	5	Agreement for Academic Exchange and Memorandum on Student Exchange between the University of the Philippines Diliman through the College of Education and the Faculty of Education, National University Cooperation, Ehime University	Project: Academic Cooperation and Exchange Programs Duration: Effective on the date of signature and is valid for three (3) years Date notarized: 28 November 2013
	6	Agreement on Academic Cooperation between the University of the Philippines Diliman through the National Institute of Physics, College of Science and the National Sun Yat-Sen University (NSYSU)	Project: Academic Cooperation Duration: Valid for five (5) years from the date of signature by the representatives of both Universities Date notarized: 14 June 2013

UP Diliman	7	Memorandum ng Kasunduan sa panig ng Unibersidad ng Pilipinas Diliman sa pamamagitan ng Sentro ng Wikang Filipino (SWF) at ni Prof. Pamela C. Constantino (AWTOR)	Project: Katutubo vs. Banyaga Bolyum 1 Pagtataguyod sa Wikang Panturo at Wikang Pambansa sa Pilipinas 1898-1946 Date notarized: 10 January 2014
	8	Memorandum of Understanding between the University of the Philippines Diliman through the College of Music and the National Taiwan Normal University (NTNU)	Project: Academic Cooperation Duration: Shall remain in effect from the date of signature for an initial period of five (5) years Date notarized: 29 May 2013
	9	Memorandum of Agreement between the University of the Philippines Diliman through the Institute of Small Scale Industries (ISSI) and the Radiowealth Finance Company, Inc. (RFC)	Project: Ladderized Capability Building Programs for the Radiowealth Finance Company Duration: Shall be effective upon signature of both parties Date notarized: 14 November 2013
	10	Agreement for Academic Exchange and Cooperation between the University of the Philippines Diliman through the Archaeological Studies Program (ASP) and the Museum National d' Histoire Naturelle, Paris	Project: Academic exchange and cooperation Duration: Shall remain effective for five (5) years, commencing on 29 January 2014 Date notarized: 4 February 2014
	11	Memorandum of Agreement between the University of the Philippines Diliman through the College of Science and the Philippine Council for Industry, Energy and Emerging Technology Research and Development (PCIEERD)	Project: Synthesis, Morphology and Chemical Modification of Fullerene-Based Nanomaterials for Nano-engineered Structural Materials and Optoelectronic Applications Amount of Project: P4,922,760.90 Duration: Shall take effect upon signing of the parties Date notarized: 15 January 2014
	12	Memorandum of Agreement between the University of the Philippines Diliman through the Law Center and the Department of Foreign Affairs (DFA)	Project: Mandatory Continuing Legal Education (MCLE) Amount of Project: P5,200.00 per participant with a minimum of 35 participants Duration: 8, 15, 22 and 29 November 2013 Date notarized: 24 January 2014

UP Diliman	13	Memorandum of Agreement between the University of the Philippines Diliman and the Philippine Women's University (PWU)	Project: Academic Cooperation Duration: Valid for a period of five (5) years from the date of signature by the representatives of both Universities Date notarized: 13 December 2013
	14	Memorandum of Agreement between the University of the Philippines Diliman through the College of Engineering and the Samahan sa Pilipinas ng mga Industriyang Kimika (SPIK)	Project: UP ERDT-SPIK Industry-Academe Research and Innovation Program Duration: Shall commence on 6 January 2014 to 6 January 2016 Date notarized: 6 January 2014
	15	Memorandum of Agreement between the University of the Philippines Diliman through the School of Economics and the Nihon University, College of Economics, Japan (3 rd Renewal)	Project: Exchange and cooperation program Duration: Five (5) years upon signing by both parties Date notarized: 9 January 2014
	16	Memorandum of Agreement among the University of the Philippines Diliman through the Marine Science Institute (MSI), the Mindanao State University-Tawi-Tawi College of Technology and Oceanography (MSU-TCTO), the University of San Carlos (USC) and the Philippine Council for Agriculture, Aquatic, and Natural Resources Research and Development-Department of Science and Technology (PCAARRD-DOST)	Project: Production of Corals for Reef Restoration Amount: P62,644,642.88 Duration: Three (3) years (1 November 2013 until 31 October 2016) Date notarized: 7 February 2014
	17	Dual Ph.D. Degree Agreement between the University of the Philippines Diliman through the Institute of Chemistry, College of Science and the University of Houston (UH), Texas	Program: Dual Ph.D. Program for graduate students from the Institute of Chemistry Duration: Will come into effect with the appropriate signatures of each institution and remain in force until the appropriate authority of either party makes a written termination Date notarized: 23 January 2014

UP Diliman	18	Memorandum of Agreement between the University of the Philippines Diliman through the College of Law and the Department of Environment and Natural Resources (DENR) (FIRST PARTY)	Project: Drafting DENR Guidelines for Environment and Natural Resources Protection Amount: P5,000,000.00 Duration: Shall be a period of 12 months effective upon signing Date notarized: 3 February 2014
	19	Memorandum of Agreement between the University of the Philippines Diliman through the National Institute of Geological Sciences (NIGS) and the University of Southeastern Philippines (USEP)	Project: Collaborative work and assistance Duration: The Agreement is renewed for a period of three (3) years Date notarized: 19 November 2013
	20	Memorandum of Agreement between the University of the Philippines Diliman through the Institute of Small Scale Industries (ISSI) and the Union of Catholic Church-Based Cooperatives (UCC)	Project: 5-day training program on Entrepreneurial and Business Management Duration: Shall be effective upon signature of the parties Date notarized: 11 November 2013

ON THE DUAL PHD DEGREE AGREEMENT WITH THE UNIVERSITY OF HOUSTON

Regent Albarracin commented that the dual PhD agreement with the University of Houston was interesting and pathbreaking. He said it would be useful to monitor the progress from time to time and let the Board know of the results. It might be worth replicating this with other institutions abroad.

FISCAL MATTER

The Board **CONFIRMED** the following:

UNIT		TITLE	PROJECT / AMOUNT / DURATION
UP Diliman	1	Contract of Lease between the University of the Philippines Diliman and the All-UP Workers Union (Lessee)	Leased Premise: Vacant Lot beside the University Arcade Amount: P57.12 inclusive of 12% VAT per day Date notarized: 9 January 2014

MATTERS SUBMITTED FOR INFORMATION OF THE BOARD

The Board **NOTED** the following:

- A. Appointment of Hon. GIZELA M. GONZALEZ-MONTINOLA, Signed by His Excellency President Benigno S. Aquino III, as Member of the Board of Regents, University of the Philippines, for a Term of Two (2) Years Effective 18 February 2014 until 17 February 2016**
- B. Appointment of Hon. MAGDALENO B. ALBARRACIN, Jr., Signed by His Excellency President Benigno S. Aquino III, as Member of the Board of Regents, University of the Philippines, for a Term of Two (2) Years Effective 5 March 2014 until 4 March 2016**
- C. ASEAN-QA Actual Quality Assessment at Programme Level for Bachelor of Civil Engineering, Institute of the College of Engineering, University of the Philippines, Diliman, Quezon City**
- D. Status of Academic Agreement of the University of the Philippines with Foreign Higher Education Institutions (HEIs)**

The University of the Philippines has a total of 321 academic agreements with other Higher Academic Institutions (HEIs) as of December 2013. Most of the agreements have been with HEIs in Japan, Korea, and the United States of America (USA).

The complete report is filed at the OSU Records.

- E. Accomplishment Reports on Plans for Replenishment of Retiring PhD Degree Holders in UP Diliman, UP Los Baños, UP Manila, and UP Visayas**

In compliance to the request of Regent Magdaleno B. Albarracin, Jr. during the 1291st Meeting of the Board of Regents held on 30 September 2013, the four (4) Constituent Units, namely, UP Diliman, UP Los Baños, UP Manila, and UP Visayas submitted their respective accomplishment reports for the information of the Board.

The complete report is filed at the OSU Records. .

- F. Presentation of the Office of the Vice President for Development (OVPD)/Office of Design and Planning Initiatives (ODPI) to the BOR Finance Committee in Connection with the UP Manila Phi House Dormitory (UPMPHD) Architectural and Engineering (A&E) Plans**

A copy of the presentation is filed at the OSU Records.

G. Delegated Authority to the President subject to INFORMATION of the Board

1. Contracts/Agreements

CU		TITLE	PROJECT/AMOUNT/ DURATION
UP System	1	Memorandum of Agreement among the University of the Philippines, the Rotary Club of Diliman and the Onemind Care Center Corp	Project: Donation and acceptance of medical instruments, equipment and other amenities to be used and/or required by the UP Infirmary Date notarized: 11 March 2014
UP Diliman	1	Agreement between the University of the Philippines through the University of the Philippines Integrated School (UPIS) and the SMART Communications, Inc. (SMART)	Project: Infoboard Service Enrollment Form (SEF) Date notarized: 7 February 2014
UP Manila	1	Construction Management Agreement between the University of the Philippines Manila and the D.M. Ferrer & Associates	Project: Construction Management Services for the National Institutes of Health Building Project Amount: P15,968,960.00 Date notarized: 10 March 2014

OTHER MATTERS

- A. Secretary’s Certificate Designating and Appointing Dr. Elvira A. Zamora, Vice President for Development, as the Authorized Representative of the University of the Philippines to the Design and Construction of the UP Cebu Library at the Cebu South Road Property (SRP)**

Board Action: APPROVED

- B. Request of UP Baguio for the Procurement of One (1) Unit Passenger Van (2.5 liters, diesel 4 cylinder, engine displacement cc 2494) which Approximately Costs Around P2,045,000.00**

Justification:

- A new service vehicle is needed due to the frequent breakdown and high maintenance costs of the existing 17-year old vehicle.

- The vehicle will be for the use of faculty and staff to attend academic meetings, events and activities. Students may also be accommodated, but priority is for use of faculty and staff.
- Van rentals are increasing in costs.
- Purchase of government vehicles need approval by the Office of the President, Malacanang through the Dept. of Budget and Management.

Budget : PhpP 2,045,000 million

Source of funding: UP Baguio funds [(reprogrammed or programmed funds source from savings in both the General Fund (GF) and the Revolving Fund (RF)]

Board Action: APPROVED

C. Request of President Alfredo E. Pascual for Authority to Travel to Korea from 21-26 April 2014 to Participate in an Educational and Cultural Trip Organized by the Korea Foundation

Except for the salary during the period, there will be no other government expense involved because the Korea Foundation will cover all costs related to this travel.

The President also requested permission to use official passport and be exempted from travel tax.

Board Action: APPROVED

oo0oo

ADMINISTRATIVE ORDERS

A. ADMINISTRATIVE ORDER NO. PAEP 14-08

Date : 7 March 2014

To : Dr. J. Prospero E. de Vera III, Vice President for Public Affairs
Dr. Ma. Victoria O. Espaldon, UP Los Baños
Dr. Eric Talens, UP Manila
Dr. Alejandro N. Ciencia, Jr. UP Baguio
Prof. Kaira Zoe Alburo-Canete, UP Cebu
Dr. Nilo B. Oponda, UP Mindanao
Dr. Juan M. Pulhin, UP Los Baños
Dr. Laura T. David, UP Diliman
Prof. Jose Danilo A. Silvestre, UP Diliman
Prof. Jorge Ebay, UP Visayas

From : (Sgd.) **ALFREDO E. PASCUAL**
President

Subject : **UP System Committee on Climate Change**

In connection with the Memorandum of Agreement signed between the University of the Philippines (UP) and the Climate Change Commission (CCC) on 19 June 2013 to increase technical collaboration in capacity building and related climate change services and actions to national government agencies, local government units, local state colleges and universities and other sector in the academe, private sector, development partners, civil society organizations and vulnerable sectors of society, there is a need to create a mechanism to bring together experts and institutions within the University to ensure the completion of the activities and deliverable of this agreement.

In this connection, please constitute yourselves into the System Committee on Climate Change with Dr. J. Prospero E. de Vera III as Chair with the following functions:

1. To serve as the coordinating body for the implementation of the UP-CCC Memorandum of Agreement;
2. To provide advice and guidance on the design and conduct of climate change-related research, capacity building programs, and other public service activities, including capacity development programs on climate change; governance and planning for higher education institutions, national agencies, and local governments, as provided in the UP-CCC-MOA;
3. To provide expert advice on specific topics to be identified jointly with the CCC, such as, but not limited to, the following sectors: agriculture, forestry, marine science, hydrometeorology, water, health, land use planning, climate change governance, and other related sectors, as may be identified jointly with the CCC;

4. To assist in the identification of experts needed, by the CCC, other government agencies and local government units;
5. To assist in the planning, design and conduct of climate change and disaster-related activities aimed at transforming the University of the Philippines into a resilient community;
6. To participate in the review of activities and programs on matters of common concern under the UP-CCC-MOA and to pursue future cooperation based on procedures mutually agreed by both parties;
7. To exchange relevant data, information and knowledge products, as well as developments in the current and planned activities of their organizations that are mutual interest to UP and CCC, for the purposes of identifying areas of cooperation that will result in desirable outcomes and preventing duplication of work between UP and CCC, as well as among UP units and offices; and
8. To perform such other functions as may be assigned by the President.

The committee may call upon and tap experts to assist in the implementation of its mandates and activities.

The committee may secure the services of resource and support personnel as necessary.

A total of P100,000 shall be allotted to the endeavour for the services of the committee chair, members, secretariat and resource and support personnel.

Funds for the maintenance and other operating expenses (MOOE) of the committee and for the conduct of meetings and workshops may be charged to the budget of the UP Padayon Office or the Office of the Vice President for Public Affairs.

The Committee Chair and Members shall be entitled to honoraria consistent with the rates of standing committees (Level 2) approved by the Board of Regents at its 1199th meeting on 26 August 2005.

B. ADMINISTRATIVE ORDER NO. PAEP 14-10

Date : 18 March 2014

To : Dr. Lisa Grace S. Bersales
Vice President for Planning and Finance

From : (Sgd.) **ALFREDO E. PASCUAL**
President

Subject : **Officer-in-Charge of the University, 21-23 March 2014**

I hereby appoint you Officer-in-Charge of the University from 21-23 March 2014 while I am in Bacolod City to speak at the 24th Commencement Exercises of Riverside College.

C. ADMINISTRATIVE ORDER NO. PAEP 14-11

Date : 17 March 2014

To : Prof. Aletta Y. Yñiguez, UPD CS MSI (Chair)
Prof. Porfirio M. Aliño, UPD CS MSI (Member)
Prof. Sonia D. Jacinto, UPD CS IB (Member)
Prof. Rene N. Rollon, UPD CS IESM (Member)
Asst. Prof. Vincent V. Hilomen, UPLB CAS IBS (Member)
Atty. Eunice A. Saño (Member)

cc : Chancellor Michael L. Tan
Chancellor Rex Victor O. Cruz
The Deans of COE, CS, CAS
Heads of concerned offices: OPVD, OVPLA, UPDLO, OCA
Prof. Miguel D., Fortes, MSI, UPD CS

From : (Sgd.) **ALFREDO E. PASCUAL**
President

Subject : **UP Puerto Galera Committee**

The UP Puerto Galera Committee (UPPGC) is hereby reconstituted with Prof. Aletta Y. Yñiguez as Chair, effective immediately.

The Committee shall plan the Environmental Training Facility in Puerto Galera, Mindoro. It shall have the following specific tasks:

1. Develop a program (academic, research, extension) for Puerto Galera
2. Facilitate the program's implementation, especially the development and use of the Environmental Training Facility
3. Identify the functions and design the Facility
4. Develop a sustainability plan for running the program and Facility

The Committee may engage resource persons and support personnel as necessary to assist it in its tasks.

The Committee, its resource persons, and support personnel shall be granted honoraria in accordance with the rates of Ad Hoc Committees as approved by the Board of Regents in its 1199th meeting on 26 August 2005.

D. ADMINISTRATIVE ORDER NO. PAEP 14-12

Date : 26 March 2014

To : Vice Presidents
Secretary of the University
Chancellors
Dean, UP Cebu
Director, UP PGH

cc : All UP Academic Employees Union (AUPAEU)

From : (Sgd.) **ALFREDO E. PASCUAL**
President

Subject : **UP Panel for the CNA 2014 Negotiations with the AUPAEU**

- The previous five-year Collective Negotiations Agreement (CNA) with the All UP Academic Employees Workers Union (AUPAEU) expired on 31 December 2013. Meanwhile, the AUPAEU submitted a proposal for a new CNA on 07 February 2014. As provided by Executive Order 180, and its amended rules and regulations particularly Rule XII on CNAs, I hereby constitute the UP Panel as follows:

Regular Members	Resource persons, Technical Advisers & Secretariat
<p>Dr. Maragtas S.V. Amante Vice President for Administration, Chair</p> <p>Att. Hector Danny D. Uy Vice President for Legal Affairs, Co-Chair</p> <p>Prof. Virginia C. Yap Vice Chancellor for Administration UP Diliman</p> <p>Dr. Jose Florencio F. Lapeña Vice Chancellor for Administration UP Manila</p> <p>Dr. Crisanto A. Dorado Vice Chancellor for Administration UP Los Baños</p> <p>Dr. Margarita Lat-Luna Deputy Director for Operations UP Philippine General Hospital (PGH)</p> <p>Dr. Angela D. Escoto Director, UP System/Diliman HRDO</p>	<p>Resource persons:</p> <p>Dr. Gisela P. Concepcion Vice President for Academic Affairs</p> <p>Dr. Lisa Grace S. Bersales Vice President for Planning & Finance</p> <p>Technical Advisers:</p> <p>Dr. Jonathan Sale Dean, School of Labor and Industrial Relations, UP Diliman</p> <p>Atty. Rosalio A. Aragon, Office of the Vice President for Legal Affairs</p> <p>Atty. Ricardo B. Lapesura, Office of the Vice President for Legal Affairs</p> <p>Secretariat:</p> <p>Ms. Ruth Mercado, Office of the Vice President for Legal Affairs</p> <p>Mr. Jerwin G. Valenzuela UP SoLAIR</p> <p>Ms. Rowena D. Melican, UP SoLAIR OVPA Staff: logistics and administrative support</p>

2. For your reference, the counterpart members of the union panel were designated by the ALL U.P. ACADEMIC EMPLOYEES UNION (AUPAEU) as follows:

Regular Members	Alternates & Secretariat
<p>Dr. Ramon Guillermo National President</p> <p>Dr. Erlinda C. Palaganas, UP Baguio Vice President for Faculty</p> <p>Ms. Perlita Rana Secretary General</p> <p>Dr. Teodoro Mendoza Director, National Executive Board</p> <p>Prof. Sharon Pangilinan, UP Diliman Chapter Vice President for Faculty</p> <p>Ms. Celeste Vallejos National Treasurer</p>	<p>Prof. Carl Marc Ramota, UP Manila Chapter President</p> <p>Dr. Rolando Bello, UPLB Chapter President</p> <p>Ms. Arlene de la Cruz, UP Diliman Chapter VP for REPS</p> <p>Secretariat:</p> <p>Ms. Guillermina Panizales National Vice President for REPS</p> <p>Ms. Glennis Uyanguren, UP Diliman Chapter Secretary</p>

3. The functions and responsibilities of the UP CNA Negotiations Panel are as follows:
- a. Recommend approval of the ground rules for negotiations;
 - b. Examine the viability and sustainability of the proposals with respect to mandates of the University as provided in the UP Charter (RA9500), strategic initiatives, an in compliance with relevant laws and regulations;
 - c. Consult with the Chancellors and other UP officials on specific CNA agenda items;
 - d. Propose viable counterproposals, focusing on enabling conditions to enhance achievements in academic excellence;
 - e. Decide on the working schedule for the negotiations, to achieve agreement; and
 - f. Recommend approval of the CNA for approval by the UP Board of Regents.
4. The UP Administration Panel shall report directly to, and coordinate closely with the Office of the President, on the progress of the CNA negotiations.
5. The CNA Panel may call on other University officials and resource persons to help the Committee in its functions and responsibilities.

MEMORANDUM

A. MEMORANDUM NO. PAEP 14-20

Date : 11 March 2014

To : Prof. Gerardo B. Agulto, Jr.
Executive Director, UP Foundation, Inc.

cc : Regent Ponciano E. Rivera, Jr.
President, UP Alumni Association

Ms. Elna A. Divino
Accountant, UPAA

Dean Anita G. Cular
UPVTC

From : (Sgd.) **ALFREDO E. PASCUAL**
President

Subject : **Instruction to Start Remitting Cash Assistance of P2,000/mo. for 4 months (February to March) to Bracket E1 Students of UPVTC**

Herewith is the list of E1 students of UPV Tacloban College to be assisted by UPFI through Tulong UP (Yolanda Fund), as per Memorandum No. PAEP 14-11 at P2,000 per month for 4 months (February to May 2014). The list now indicates the students' ATM details.

In view of the delay in the opening of ATM accounts, and since the second month has started, UPFI may now remit to Veteran's Bank-Tacloban City the assistance for the months of February and March, for a total of P4,000 per student.

Out of the 124 beneficiaries, 8 have no ATMs yet to date. We will send you an update when the ATM details of the 8 become available.

Kindly take the necessary actions to grant said scholarship to the students in the list provided the funds are available.

(Note: Please see OSU Records for the original copy of the document with the list of beneficiaries.)

B. MEMORANDUM NO. PAEP 14-21

Date : 18 March 2014

To : Dr. Michael L. Tan
Chancellor, UP Diliman

From : (Sgd.) **ALFREDO E. PASCUAL**
President

Subject : **First Indorsement of the Ombudsman in OMB-C-A-11-0647-J
Entitled “Almira Divina M. Alejandrino vs. Ricardo Ma.
Nolasco**

This refers to the attached First Indorsement dated 17 January 2014 of the Office of the Ombudsman addressed to the Chair of the Board of Regents, directing the University to inform the Ombudsman on the status of the implementation of its Decision in the case of Almira Divina M. Alejandrino vs. Ricardo Ma. Nolasco docketed as OMB-C-A-11-0647-J.

Please submit your report on the status of implementation of the above Ombudsman decision within three (3) days from receipt of this Memorandum so that the University can immediately comply with the Ombudsman’s directive to inform the latter office of the implementation of the decision.

Thank you.

C. MEMORANDUM NO. PAEP 14-22

Date : 19 March 2014

To : All Chancellors, Dean of UP Cebu

cc : VPA, VPPF, All VCA’s

From : (Sgd.) **ALFREDO E. PASCUAL**
President

Subject : **Revised Guidelines on Reimbursements**

To reduce delays in processing, the following guidelines shall apply to claims for reimbursements:

General Guidelines

- A. All claims for reimbursements shall comply with government rules on procurement, accounting and audit, with the supporting documents.
- B. Each claim for reimbursement shall not exceed the amount of Two Hundred Thousand Pesos (Php200,000.00).
- C. Expenses allowed for reimbursement shall include Maintenance and Other Operating Expenses (MOOE) and all other logistics associated with projects crucial to successful delivery and completion of outputs.

Specific Guidelines

- A. Claims for reimbursements not exceeding Ten Thousand Pesos (P10,000.00) shall be in the name of the University official who paid in advance. Otherwise, expenses not in compliance with this rule shall be subject to appropriate withholding taxes.
- B. Claims for reimbursement exceeding Ten Thousand Pesos (P10,000.00) shall be under the name of the University and shall be subject to appropriate withholding taxes. In cases when transactions do not require withholding taxes, for instance when a supplier is exempted from the Value Added Tax (VAT) and income tax, (with a certificate of exemption from the BIR), or when the transaction was done outside of the Philippines, no taxes shall be withheld.
- C. Claims for reimbursement which are subject to withholding taxes shall be paid net of the tax withheld. The reimbursement therefore will be less than the original amount of the claim, which was paid in advance.

D. MEMORANDUM NO. PAEP 14-23

Date : 19 March 2014

For : The Board of Regents
University of the Philippines
Diliman, Quezon City

From : (Sgd.) **ALFREDO E. PASCUAL**
President

Subject : **Request for authority to travel to Korea from 21-26 April 2014**

I respectfully request permission to travel on official time to Korea from 21-26 April 2014, exclusive of travel time, to participate in an educational and cultural trip organized by the Korean Foundation.

Except for my salary during the period, there will be no other government expense involved because the Korean Foundation will cover all costs related to this travel.

May I also request permission to use official passport and be exempted from travel tax.

Thank you.

E. MEMORANDUM NO. PAEP 14-24

Date : 21 March 2014

To : All Vice Presidents
Secretary of the University and of the Board of Regents
All Chancellors
The Dean, UP Cebu

From : (Sgd.) **LISA GRACE S. BERSALES**
Officer-in-Charge

Subject : **UP HR Special Meeting**

Please come to a special meeting on 31 March 2014 at the Executive House from 8AM to 5PM. This meeting will be devoted entirely to the discussion of the UP HR Requirements for 2015-2016.

Please invite your Vice Chancellor for Administration, HR Director and Budget Officer to be present in the meeting.

The concept paper and program of activities will follow.

Thank you.

F. MEMORANDUM NO. PAEP 14-25

Date : 27 March 2014

For : The U.P. Board of Regents

From : (Sgd.) **ALFREDO E. PASCUAL**
President

Subject : **Request for Approval of Proposed Merit Promotions for 2014**

We would like to request approval by the Board of Regents of our proposal to grant merit promotions to faculty and staff effective 1 January 2014 with an indicative budget of P305M to be sourced from the allotment to U.P. out of the Miscellaneous Personnel

Benefits Fund (MBPF) held by DBM. Upon approval by the Board, this request will be forwarded to NEDA and CHED for endorsement and then submitted to DBM for final approval. We have discussed the proposed round of merit promotions with DBM Secretary Florencio B. Abad and gotten his in-principle support at a meeting on the 2015 budget of UP held at DBM on 26 February 2014. Also present at the said meeting were NEDA Secretary Arsenio M. Balisacan, and CHED Chair Patricia B. Licuanan.

The last round of merit promotions for UP employees was implemented four (4) years ago in 2010 with funds provided by the previous administration. The next round is now overdue and urgently needed. Retention of high performing faculty members and researchers is a continuing challenge for us due to our inability to offer competitive salaries. Despite the last tranche of SSL3, salaries in UP are still way below those in leading Philippine private universities. For instance, the highest monthly salary of a full professor in UP is just P78,916 (salary grade 29 step 8). In comparison, the monthly salary of a full professor in Ateneo de Manila University or De La Salle University, we understand, could range from P160,000 to P200,000. Job offers from industry, especially abroad, would provide even much higher salaries.

Maintaining a critical mass of top-notch professors and researchers is of vital importance to UP if it were to fulfil its mandate as the country's national university. Under its Charter of 2008, UP is mandated to perform its unique and distinctive leadership in higher education and development, as well as to serve as a research university, a graduate university, a public service university, and a regional and global university. Ensuring the ability of UP to raise its regional and global standing is crucial in meeting the objectives of CHED's Public Higher Education Reform Roadmap to enable UP to join the ranks of leading universities in the world by 2016. The teaching, research, and public service functions of the UP faculty contribute much in achieving rapid, equitable and sustained economic growth-a key result area of President Benigno S. Aquino's administration.

UP also recognizes the importance of the support of its administrative staff as it aims to achieve operational excellence. Many of its initiatives, foremost of which is eUP (the automation of many of our procedures, including our payroll system), require highly motivated administrative staff. Thus, there is also a need to provide them with competitive salaries and to include them in the granting of merit promotions.

oo0oo

UNIVERSITY ADMINISTRATION

BOARD OF REGENTS

Hon. PATRICIA B. LICUANAN, Chair
Chair, Commission on Higher Education

Hon. ALFREDO E. PASCUAL, Co-Chair
President, University of the Philippines

Hon. PIA S. CAYETANO
Chair, Senate Committee on Education, Arts and Culture

Hon. ROMAN T. ROMULO
Chair, House Committee on Higher and Technical Education

Hon. PONCIANO E. RIVERA, JR.
President, UP Alumni Association

Hon. REYNATO S. PUNO
Member

Hon. MAGDALENO E. ALBARRACIN, JR.
Member

Hon. GIZELA M. GONZALEZ-MONTINOLA
Member

Hon. LOURDES E. ABADINGO
Faculty Regent

Hon. KRISTA IRIS V. MELGAREJO
Student Regent

Hon. ANNA RAZEL L. RAMIREZ
Staff Regent

Prof. LILIAN A. DE LAS LLAGAS, PhD, LLB
Secretary of the University
and of the Board of Regents



The University of the Philippines

Gazette

is

Published by the

Office of the Secretary of the University

University of the Philippines

Quezon Hall, UP Diliman Campus, Quezon City

UNIVERSITY OFFICIALS

UP SYSTEM

Prof. ALFREDO E. PASCUAL, MBA
Doctor of Pedagogy (honoris causa)
President

Prof. GISELA P. CONCEPCION, PhD
Vice President for Academic Affairs

Prof. LISA GRACE S. BERSALES, PhD
Vice President for Planning and Finance

Prof. MARAGTAS SV AMANTE, PhD
Vice President for Administration

Prof. ELVIRA A. ZAMORA, DBA
Vice President for Development

Prof. J. PROSPERO E. DE VERA III, DPA
Vice President for Public Affairs

Prof. HECTOR DANNY D. UY, LLB, MNSA
Vice President for Legal Affairs

Prof. LILIAN A. DE LAS LLAGAS, PhD, LLB
Secretary of the University and of the BOR

CONSTITUENT UNIVERSITIES

PROF. CAESAR A. SALOMA, PhD
Chancellor, UP Diliman

PROF. REX VICTOR O. CRUZ, PhD
Chancellor, UP Los Baños

PROF. MANUEL B. AGULTO, MD
Chancellor, UP Manila

PROF. ROMMEL A. ESPINOSA, PhD
Chancellor, UP Visayas

PROF. GRACE J. ALFONSO, PhD
Chancellor, UP Open University

PROF. SYLVIA B. CONCEPCION, PhD
Chancellor, UP Mindanao

PROF. RAYMUNDO D. ROVILLOS, PhD
Chancellor, UP Baguio

PROF. LIZA D. CORRO, LLB
Dean, UP Cebu

**OFFICE OF THE SECRETARY OF THE UNIVERSITY
AND OF THE BOARD OF REGENTS**

Lilian A. De Las Llagas

MSc. (Trop. Med.), PhD

Secretary of the University and of the Board of Regents
(Professor of Public Health, UP Manila)

Virginia R. Ocampo

MSc., PhD

Assistant Secretary of the University
(Professor of Entomology, College of Agriculture, UPLB)

S T A F F

Ms. Rosalinda G. Navaja
Board Secretary III

Ms. Carla V. Noroña
Executive Assistant III

Ms. Mary A. Espejo
Administrative Officer V

Ms. Anna Marie R. Demeterio
Administrative Officer V

Ms. Jovita P. Fucio
Board Secretary II

Ms. Candelaria A. Bachini
Senior Administrative Assistant I

Ms. Marissa P. Guzman
Administrative Assistant V

Mr. Glenn D. Bilbao
Administrative Officer I

Mr. Jose Jude A. Yapit
Administrative Assistant II

Mr. Dante C. Ceguerra
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. Jobert Bernal
Custodial Worker

**The University of the Philippines
*GAZETTE***

Editors

Dr. Virginia R. Ocampo
Dr. Lilian A. De Las Llagas

Editorial Consultant

Karisha Anne E. Cruz

Production Staff

Rosalinda G. Navaja
Marissa P. Guzman
Jovita P. Fucio

Web Administrators

Glenn D. Bilbao
Anna Marie R. Demeterio

**Published by the Office of the Secretary of the University
University of the Philippines**