



# The University of the Philippines

# GAZETTE

VOLUME LVI

NUMBER 3

ISSN No. 0115-7450

## DECISIONS OF THE BOARD OF REGENTS

### *Table of Contents*

1398<sup>th</sup> BOR Meeting

27 March 2025

#### **I. MATTERS ARISING FROM THE PREVIOUS MEETING OF THE BOARD**

- |   |     |
|---|-----|
| 1. Status of the UP Core Curriculum Framework.....      | 1   |
| 2. Revised 2025 Faculty Merit Promotion Guidelines..... | 1-6 |

#### **II. CONDUCT OF BUSINESS**

- |  |      |
|--|------|
| 1. Joint CHED-PRC Circular No. 1, Series of 2025: Certificate of Program Compliance (COPC) or similar CHED-recognized national, regional, or international Quality Assurance Certification ..... | 7-13 |
|--|------|

### **III. MATTERS APPROVED BY THE BOARD**

#### **A. GENERAL GOVERNANCE**

1. Appointment of University Officials:..... **14**

UP Diliman

Assoc. Prof. MARLA FRANCES T. MALLARI as Dean of the College of Human Kinetics, UP Diliman, effective 27 March 2025 until 26 March 2028.

Assoc. Prof. MARIA DIOSA LABISTE as Dean of the College of Media and Communication, UP Diliman, effective 27 March 2025 until 26 March 2028.

Assoc. Prof. DINA C. MAGNAYE as Dean of the School of Urban and Regional Planning, UP Diliman, effective 27 March 2025 until 26 March 2028.

UP Manila

Ms. MARYBEL P. CAASI as University Librarian, UP Manila, effective 27 March 2025 until 26 March 2028.

#### **B. ACADEMIC MATTERS**

1. Panukalang Gawing Mga Kailangang Pantulay na Kurso (Required Bridging Courses) ng mga Regular na Internasyonal na Mag-aaral sa UP Diliman ang mga Kursong Filipino 3 at Filipino 4, UP Diliman..... **15**
2. Institution of the Doctor of Philosophy by Research (Development Studies), UP Los Baños..... **15**
3. Institution of the Master of Clinical Science in Psychiatry, UP Manila..... **16**
4. Institution of the Master of Arts in Communication and Media, UP Cebu..... **16**

5. Revisions on the Implementing Guidelines of the Balik-PhD Recruitment Program .....	17
6. Revised Student Assistant and Graduate Assistant (SAGA) Guidelines and Salary Rates.....	17-18

**C. FISCAL MATTERS**

1. UP Internal Operating Budget for FY 2025.....	19
2. UP Budget Proposal for FY 2026.....	19
3. Reprogramming of UP System Administration’s unexpended balances from prior years ( <i>redacted</i> ).....	19
4. Authority to utilize the unexpended balances from UPM-PGH’s prior years’ BOR approved programmed, reprogrammed, and realigned funds in FY 2005-2020 ( <i>redacted</i> ) .....	20
5. Authority to utilize UPM-PGH’s reprogrammed fund intended for the LINAC 3 Project (as approved by the BOR during its 1373 <sup>rd</sup> Meeting held on 25 August 2022), ( <i>redacted</i> ) to fund the project “Supply, delivery, installation, and commissioning of IT equipment for various PGH units”	20
6. Draft Omnibus Resolution on the Delegation of Authority for the Conduct of Procurement Activities; and Proposed Revisions in the Delegated Authority of the Procurement....	20
7. Deed of Donation and Acceptance (DODA) and Accessory Deed of Donation and Acceptance (ADODA) between the University of the Philippines Manila and the Jaime V. Ongpin Foundation, Inc. in relation to the Center for Oral Health, UP Manila College of Dentistry.....	20

NOTE: REDACTED in compliance with RA 10173 (Data Privacy Act of 2012).

## **D. ADMINISTRATIVE MATTERS**

1. Automatic Merit Promotion of Faculty Members for Obtaining Ph.D. (*1147<sup>th</sup> BOR Meeting held on 21 December 2000*), Effective Upon Recommendation by OVPAA:..... **21-22**
  - a. Asst. Prof. ALLEN L. NAZARENO, College of Arts and Sciences, UP Los Baños, *from* Assistant Professor 7 *to* Associate Professor 7, effective upon conferment of degree
  - b. Asst. Prof. RENERIO P. GENTALLAN, JR., College of Agriculture and Food Science, UP Los Baños, *from* Assistant Professor 7 *to* Associate Professor 7, effective upon conferment of degree
  - c. Asst. Prof. JUVY LIZETTE M. GERVACIO, Faculty of Management and Development Studies, UP Open University, *from* Assistant Professor 7 *to* Associate Professor 4, effective upon approval
  - d. Asst. Prof. JONATHAN C. DE LA CERNA, College of Social Sciences, UP Cebu, *from* Assistant Professor 7 *to* Associate Professor 4, effective upon conferment of degree
  
2. Reclassification of the Following Faculty of UP Manila College of Medicine, from Part-Time *to* Full Time Status:.... **22**
  - a. Dr. JOHN D. AÑONUEVO, Professor 4 (SG 27-6), Department of Medicine and Attending Physician (PGH-UPM), effective upon approval
  - b. Dr. MARIA ANTONIA E. HABANA, Professor 12 (SG 29-8), Department of Obstetrics and Gynecology and Attending Obstetrician and Gynecologist (PGH-UPM), effective upon approval
  - c. Dr. CARLO IRWIN A. PANELO, Professor 3 (SG 26-7), Department of Clinical Epidemiology, effective upon approval

3. Request for Retroactive Grant of Administrative Load Credit (ALC) in Favor of Asst. Prof. FRANCES ANTHEA R. REDISON as Director of the Center for West Visayan Studies, UP Visayas, effective 17 November 2023 ..... 23
4. Reappointment with Promotion of Prof. ANTONIO P. CONTRERAS *from* Professor 1 *to* Professor 3 (non-tenured track), School of Environmental Science and Management, UP Los Baños, effective 1 January 2025 to 31 December 2025 23
5. Renewal of the Memorandum of Agreement between the University of the Philippines Manila and the Department of Science and Technology (DOST) Extending the Secondment of Dr. JAIME C. MONTOYA to DOST as Executive Director of the Philippine Council for Health Research and Development (PCHRD), effective 20 July 2023 until 19 July 2025..... 23

#### **IV. MATTERS FOR CONFIRMATION OF THE BOARD**

1. Graduation of Students Whose Names are Included in the Lists Submitted by the Constituent Universities, Who Have Completed All the Requirements for their Respective Degrees/Titles as of the End of First and Second Semesters/Trimesters, and Mid-Year AY 2024-2025, or as of the End of Term Specified, and Recommended by their Respective University Councils..... 24-25
2. Deeds of Donation between the University of the Philippines Manila and the UP Manila Development Foundation, Inc. for the Donation of Seven (7) Brand New Vehicles to UP Manila..... 25

## **V. MATTERS FOR INFORMATION OF THE BOARD**

- A. Matters Acted by the UP President by virtue of the authority delegated to him by the BOR, subject to BOR information:
1. Appointment of the Following Faculty as the New Vice Chancellors of UP Mindanao, effective 1 March 2025 to Serve at the Pleasure of the Chancellor:..... **26**  
  
Assoc. Prof. MARIA STELLA R. SALAZAR as Vice Chancellor for Academic Affairs  
  
Assoc. Prof. LEO MANUEL B. ESTAÑA as Vice Chancellor for Administration
  2. CU Academic Calendars for AY 2025-2026:..... **26**
    - a. UP Mindanao
    - b. UP Baguio
    - c. UP Cebu
  3. Rescheduling of the University Council Meeting of UP Mindanao from 24 February 2025 to 03 March 2025..... **26**
  4. Change in the Date of UP Baguio’s Graduation from 8 July 2025 to 22 July 2025..... **26**
  5. Contracts/Agreements
- UP System
1. Amendment Memorandum of Agreement (AMOA between the University of the Philippines and Landbank of the Philippines (Landbank)..... **27**
- UP Diliman
1. Memorandum of Agreement between the University of the Philippines Diliman and the Philippine Council for Industry, Energy and Emerging Technology Research and Development (PCIEERD) ..... **28**

2. Memorandum of Agreement between the University of the Philippines Diliman and the Philippine Council for Industry, Energy and Emerging Technology Research and Development (PCIEERD) .....	29
3. Memorandum of Agreement between the University of the Philippines Diliman and the Philippine Council for Industry, Energy and Emerging Technology Research and Development (PCIEERD).....	30
4. Memorandum of Agreement between the University of the Philippines Diliman and the Department of Science and Technology (DOST).....	31
5. Memorandum of Understanding between the University of the Philippines Diliman and the University of Southeastern Philippines (USEP).....	32
6. Deed of Donation and Acceptance between the University of the Philippines Diliman and Microchip Technology Incorporated (Microchip).....	33

UP Open University

1. Memorandum of Agreement between the University of the Philippines Open University and the Philippine Children’s Medical Center (PCMC).....	34
2. Memorandum of Agreement between the University of the Philippines Open University and Laguna State Polytechnic University (LSPU).....	34
3. Memorandum of Understanding between the University of the Philippines Open University and the Local Government Academy (LGA).....	35
4. Partnership Agreement between the University of the Philippines Open University and the Local Government Academy (LGA).....	35

## **VI. OTHER MATTERS**

1. UP-Nagoya University Academic Leaders' Forum on Internationalization of Higher Education in Nagoya, Japan from 25-29 May 2025..... **36**
2. Report on UP Basic Education Units..... **36-37**
3. Health and Wellness Benefit Leave for the Staff..... **38**



# DECISIONS OF THE BOARD OF REGENTS

**1398<sup>th</sup> BOR Meeting  
27 March 2025**

## **I. MATTERS ARISING FROM THE PREVIOUS MEETING OF THE BOARD**

### **1. Status of the UP Core Curriculum Framework**

- 1.1 Regent Gadong inquired about the status of the discussions of the UP Core Curriculum Framework with the University Councils (UCs).
- 1.2 Vice President Cubillan reported that the UP Core Curriculum Framework has already been cascaded to the CUs, with some CUs having presented the same to their UCs. He added that a series of campus roadshows is also being planned for it.
- 1.3 Regent Gadong also requested for an update on the Social Sciences and Philosophy Productivity System (SSPPS) Award Guidelines. Vice President Cubillan responded that a memorandum has already been drafted but he will check on its current status. On a side note, President Jimenez requested the Faculty Regent's assistance in identifying the factors behind UP's low PhD production rate. Regent Gadong noted the request.

**Board Action: NOTED**

### **2. Revised 2025 Faculty Merit Promotion Guidelines**

- 2.1 Vice President Cubillan explained that during the 1397th BOR Meeting held on 27 February 2025, the version of the 2025 Faculty Merit Promotion Guidelines that was presented to and deliberated upon by the Board was Version 10, as this was the version endorsed by the President's Advisory Council (PAC). However, he said that the OVPAA inadvertently distributed Version 8 to the BOR. Hence, the matter was brought again to the Board for reconfirmation of the approval using Version 10.

**I. MATTERS ARISING ...(cont'd)**

...

**2. Revised 2025 Faculty Merit Promotion Guidelines (cont'd)**

...

2.2 Regent Pagdanganan expressed concern over the discrepancy, emphasizing the need for due diligence and prudence in policy approval. He acknowledged the need to discuss the matter again but suggested that only the major differences between Versions 8 and 10 be pointed out. He also expressed hope that such will not happen again. President Jimenez took full responsibility for the oversight, acknowledging the lapse and committing to reforms to prevent such from happening again.

2.3 Chair De Vera sought clarification on whether the revision was prompted by complaints or was merely a procedural correction. President Jimenez clarified that there were no complaints and that the issue was identified through internal quality checks, demonstrating the University's self-correcting mechanisms.

2.4 Regent Pastorfide recalled that when the Board discussed the matter during the BOR Academic Briefing held on 25 March 2025, the Regents made detailed suggestions to improve Version 10. VP Cubillan responded that the additional suggestions were initially intended for the next promotion cycles but shared that a slide summarizing these points was prepared, in case the Board would like to incorporate them now. As instructed by the Board, he then presented the key differences between Versions 8 and 10, particularly on the following:

- i. eligibility criteria (e.g., faculty without a plantilla item may be eligible on a case-to-case basis);
- ii. maximum number of promotion steps is 7 (e.g., recommended steps by the unit are not guaranteed);
- iii. minimum requirements to cross to Associate Professor and Professor ranks (e.g., increase in the number of scholarly work); and,

**I. MATTERS ARISING ...(cont'd)**

...

**2. Revised 2025 Faculty Merit Promotion Guidelines (cont'd))**

...

iv. levels of decision-making on recommended steps after the System Academic Affairs Committee (removal of OVPPF and OVPA in the evaluation of promotion applications).

2.5 On the eligibility criteria, Regent Pagdanganan pointed out the provision stating that faculty members without plantilla items (including international faculty) may be eligible for promotion on a “case-to-case” basis. He emphasized the need for clearer and more specific criteria to avoid confusion and varied subjective interpretations. He suggested limiting the case-to-case provision by outlining the circumstances under which it may apply.

2.6 At this point, President Jimenez acknowledged the presence of Regent Go, who joined the meeting via Zoom.

2.7 Chair De Vera concurred with the points of Regent Pagdanganan and suggested removing the "case-to-case" clause altogether and state instead that “a local or international faculty member without a plantilla item may be promoted as long as they meet the criteria, subject to availability of funds.” Vice President Cubillan confirmed that the suggested revision aligns with the spirit of the Guidelines.

2.8 President Jimenez then invited the Assistant Vice Presidents of Academic Affairs to join the discussion and directed that they always be present during Vice President Cubillan’s presentations. Assistant Vice Presidents for Academic Affairs Jose Antonio R. Clemente, Alyssa M. Peleo-Alampay, and Percival F. Almoró then joined the meeting.

**I. MATTERS ARISING ...(cont'd)**

...

**2. Revised 2025 Faculty Merit Promotion Guidelines (cont'd)**

...

2.9 Chair De Vera inquired whether having a PhD degree is a requirement to cross ranks. Vice President Cubillan responded that under the current guidelines, the PhD requirement can be substituted, in highly exceptional cases, with qualitative or quantitative measures of merit. Chair De Vera questioned why UP still allows these exceptions, considering that top ASEAN universities already mandate a PhD degree to cross ranks. President Jimenez acknowledged the concern, reiterating the need to increase UP's PhD output.

2.10 The Board then discussed at length the instances where faculty members had been promoted without a PhD due to exceptional merit. President Jimenez emphasized that the final list of promotions would still be subject to the Board of Regents' approval as a corrective measure.

2.11 Chair De Vera asked about the timeframe required for the University to mandate a PhD for faculty promotions. Assistant Vice President Peleo-Alampay responded that in fields such as Fine Arts, Architecture, and Music, the terminal degree has traditionally been a Master's. The shift toward PhDs in those fields is only recent, and it remains a challenge to find institutions offering PhD programs in those areas. Nevertheless, she stressed that the number of faculty promoted under meritorious exceptions is very limited.

2.12 During the discussion, Regent Gadong expressed concern over the fact that the document titled *Shaping Our Institutional Future: A Statement on Faculty Tenure, Rank, and Promotion*, frequently cited in University policies, has not been officially approved by the Board. She then suggested that this document be reviewed to include the suggestions of the Regents, including the provision on having a PhD for a faculty member to cross-rank.

**I. MATTERS ARISING ...(cont'd)**

...

**2. Revised 2025 Faculty Merit Promotion Guidelines (cont'd)**

...

2.13 Regent Gadong also raised another key difference in Version 10, which is the newly added requirement of a minimum of three years of service for promotion eligibility. She noted that this was not present in Version 8 and moved to delete the clause due to concerns raised by faculty members. President Jimenez responded that three years is a reasonable period to demonstrate commitment. Assistant Vice President Clemente concurred that the timeframe allows faculty to build teaching, research, and public service records and gives units enough time to assess performance. It also aligns with the intent to maximize promotion steps for the cycle.

2.14 After a long deliberation, Regent Go moved for the approval of the Revised 2025 Faculty Merit Promotion Guidelines as presented by the Vice President for Academic Affairs, with the caveat that it will be revisited for the next promotion cycle to incorporate the suggestions of the Board as discussed in this meeting. Regent Gadong seconded the motion. Secretary Lara reminded the Board that the approval during the last meeting was that the promotion shall be effective upon approval by the Board, which shall not be later than 30 June 2025. Chair De Vera confirmed that the same effectivity holds true for the Revised 2025 FMP Guidelines.

2.15 President Jimenez reminded Vice President Cubillan to begin reviewing the FMP Guidelines for the next promotion cycle immediately and to allot at least two (2) Board meetings for its deliberation before approval.

2.16 After further discussion, Regent Go reiterated his earlier motion to approve the Revised 2025 FMP Guidelines as recommended by the Vice President for Academic Affairs, with a commitment to revisit them in the next promotion cycle. Assistant Vice President Clemente assured the Board that they will work closely

I. MATTERS ARISING ...(cont'd)

...

2. **Revised 2025 Faculty Merit Promotion Guidelines (cont'd)**

...

with the Office of the Faculty Regent in the review. Regent Gadong manifested her objection to Item No. 4 in the Eligibility Criteria, requiring at least three (3) years of service to be eligible for promotion. The Revised 2025 Faculty Merit Promotion Guidelines was then approved, reiterating the earlier condition that promotions thereunder shall take effect upon approval of the Board which shall not be later than 30 June 2025.

**Board Action: APPROVED as recommended by the Vice President for Academic Affairs. The promotions under the 2025 Faculty Merit Promotion shall be effective upon approval of the Board of Regents, which shall not be later than 30 June 2025. Further, the Board directed that the Faculty Merit Promotion Guidelines be revisited, to take into consideration for the next round of promotions all the points raised by the Board during its 27 March 2025 BOR meeting.**

## **II. CONDUCT OF BUSINESS**

Before proceeding with the agenda items under the General Governance, Chair De Vera moved to discuss first the Joint CHED-PRC Circular No. 1, Series of 2025 (Item No.1 under Academic Matters) as he has another meeting in Malacañang in the afternoon. There being no objections, the same was approved.

### **1. Joint CHED-PRC Circular No. 1, Series of 2025: Certificate of Program Compliance (COPC) or similar CHED-Recognized National, Regional, or International Quality Assurance Certification**

- 1.1 Chair De Vera explained that he is raising the matter to the Board of Regents, as the policy-making body of UP, to clarify issues with respect to the Joint Commission on Higher Education-Professional Regulation Commission (CHED-PRC) Circular No. 1, series of 2025 (“Joint Circular”), which requires higher education institutions to secure a Certificate of Program Compliance (COPC) or other CHED-recognized national, regional, or international quality assurance certification for degree programs that require licensure examinations. He said that CHED received a letter from the UP President dated 19 March 2025 asserting, among other things, that: 1) UP is a co-equal agency of CHED and objects to the obligation to submit quality assurance mechanisms or certifications for licensure programs; 2) UP has institutional autonomy under RA 9500 (UP Charter of 2008) and as such, external policies, standards, and guidelines cannot be imposed on the University, 3) the Joint Circular directly contravenes RA 9500 and requests CHED and PRC to hold in abeyance the implementation of the Joint Circular, and to allow all UP graduates to take the licensure examinations as scheduled. He informed the Board that the CHED Commission *En Banc* agreed to defer to the decision of the UP Board of Regents before making its policy decision on the matter.

## II. CONDUCT OF BUSINESS (cont'd)

...

### 1. **Joint CHED-PRC Circular No. 1, Series of 2025: ... (cont'd)**

...

- 1.2 Chair De Vera pointed out that CHED's authority and jurisdiction over public and private higher education institutions, including state universities and colleges (SUCs) and local universities and colleges (LUCs), cannot be doubted citing Department of Justice (DOJ)'s opinions in 2008 and 2009. Hence, based on said DOJ opinions, CHED and PRC issued a circular in 2010 requiring SUCs and LUCs to secure a COPC from CHED to operate board programs. In 2012, CHED issued a memorandum order on quality assurance saying among other things that all public universities must have quality assurance mechanisms to ensure the quality of their degree programs.
- 1.3 With respect to UP, Chair De Vera explained that the concern with UP began with the passing of Republic Acts 11936, 11975, and 12216, or the General Appropriations Acts (GAA) of 2023, 2024, and 2025, respectively. These laws mandated CHED to evaluate and rationalize existing programs and course offerings of all SUCs and LUCs. He pointed out that since there is no express exemption for UP in these laws, CHED considers UP as subject to this requirement. He added that he is duty-bound to implement these special provisions as he needs to report to Congress every year on compliance of SUCs with respect to this special provision.
- 1.4 Additionally, Chair De Vera said that UP is classified differently in the guidelines, in recognition of the fact that it has its own quality assurance mechanisms. He clarified that UP is not being required to submit COPCs for all its programs, but to submit to CHED its internal quality assurance mechanisms for degree programs with licensure examinations. If CHED finds that the degree program complies with the requirements under the Joint Circular, it will inform PRC that UP graduates may take the licensure exams. He informed the Board that previous UP Presidents and Boards allowed UP programs and faculty to be evaluated and have followed the directives of CHED as required by specific laws. He cited, for example, that UP complied with

## II. CONDUCT OF BUSINESS (cont'd)

...

### 1. **Joint CHED-PRC Circular No. 1, Series of 2025: ... (cont'd)**

...

RA 11396 requiring all public universities to have land use development and infrastructure plans to be submitted to CHED as a basis for the Department of Budget and Management determining the allocation for capital outlay. He then asked the Board whether it has changed its position on CHED's jurisdiction, noting that several policy matters pending before the Commission En Banc would be guided by UP's position. He also inquired about how CHED should treat the submissions by the three constituent units of UP—UP Manila, UP Los Baños, and UP Visayas—which provided their quality assurance mechanisms, after which their students were allowed to take the licensure exams. He clarified that the decision of the Board will be the basis of the CHED Commission En Banc to decide on UP's future eligibility for CHED initiatives and programs. If UP does not want to be subjected to any form of regulation or evaluation by CHED, then all UP units will be excluded from becoming Centers of Excellence or Innovation, grantees of *Institutional Development and Innovation Grants (IDIG)* research grants and becoming members of CHED technical panels.

- 1.5 President Jimenez clarified that UP has always stood by CHED since its creation in 1994 and will continue to stand by CHED. He emphasized that UP does not seek to separate itself from CHED and is committed to strengthening collaboration with it. If CHED imposes requirements for the implementation of CHED-initiated projects, then UP will comply with those conditions. He clarified, however, that the issue lies on how to align with CHED without compromising UP's institutional autonomy under RA 9500, which grants UP exclusive authority over its academic programs and standards.

## **II. CONDUCT OF BUSINESS (cont'd)**

...

### **1. Joint CHED-PRC Circular No. 1, Series of 2025: ... (cont'd)**

...

- 1.6 Vice President for Legal Affairs Abraham Rey M. Acosta then presented the salient points of RA 9500, particularly Sections 11 and 27, which serve as legal bases for the University's institutional autonomy and exclusive authority over academic standards. President Jimenez also added that UP's autonomy extends to its fiscal independence, as reaffirmed by the Commission on Audit. Vice President Acosta clarified that submissions from UP Manila, UP Los Baños, and UP Visayas were made based on CHED-PRC Joint Circular No.1, series of 2010, which does not specify whether it applies to UP. He emphasized that while the issue is pending, UP students should, in the meantime, be allowed to take the licensure exams as scheduled.
- 1.7 Chair De Vera clarified that the basis for the submissions from UP units was not the 2010 Joint Circular, but a result of the special provisions in the GAAs of 2023, 2024, and 2025. President Jimenez acknowledged this as CHED's perspective, noting the differing views on the matter.
- 1.8 In addition, Vice President Acosta clarified that prior to the CHED-PRC Joint Circular of 5 March 2025, the 2010 CHED-PRC Joint Circular does not specify UP at all. However, it was specified in the CHED-PRC Joint Circular issued on 5 March 2025, that all that UP has to do is to submit its quality assurance mechanisms. He noted also that the submissions made by certain CUs referred to earlier by Chair de Vera were issued before the 5 March 2025 CHED-PRC Joint Circular, so there were certain words that may have been misinterpreted. He also raised the concern on the provision of the 2025 Joint Circular that says that CHED will issue a certificate of compliance after the submission of quality assurance mechanisms, noting the possibility that the next or a future CHED Chairperson can claim that UP does not comply with the standards of CHED and thus prevent its

## **II. CONDUCT OF BUSINESS (cont'd)**

...

### **1. Joint CHED-PRC Circular No. 1, Series of 2025: ... (cont'd)**

...

students from taking licensure examinations, which will be in direct contravention of UP's institutional autonomy to exclusively determine its own academic policies, programs, and standards as explicitly provided by law under RA 9500.

- 1.9 President Jimenez acknowledged the objective of the CHED-PRC Joint Circulars in addressing the proliferation of diploma mills. However, in their effort to eliminate substandard higher education institutions, the process has instead affected UP, the country's top-performing university with almost 100% passing rates in licensure exams. He reiterated UP's strong internal QA systems and respect for CHED's mandate but called for continued dialogue to protect UP's institutional autonomy under RA 9500. He cited UP's unique treatment during budget deliberations in Congress as proof of its distinct legal status. He also advocated for an interim solution that protects students while the issue is being resolved.
- 1.10 Chair De Vera assured that once UP submits the necessary quality assurance documentation, CHED will review them and endorse eligible UP graduates to PRC, as was done with UP Manila, UP Los Baños, and UP Visayas. He noted that even other SUCs undergo quality assessment under the ASEAN University Network-Quality Assurance (AUN-QA) and wondered why UP could not do the same.
- 1.11 Assistant Vice President Alyssa Peleo-Alampay elaborated that UP's letter which was delivered to CHED on 26 March 2025 outlined the UP Quality Assurance System as approved by the Board of Regents. The UP QA System has both Internal QA and External QA. She explained that as part of UP's External QA, several of the university's degree programs have undergone assessment under PAASCU, PACUCOA and AUN-QA and UP continues this practice, while the professional degree programs

## II. CONDUCT OF BUSINESS (cont'd)

•••  
1. **Joint CHED-PRC Circular No. 1, Series of 2025: ... (cont'd)**

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- like Engineering undergo PTC-ACBET or ABET. However, because of the hundreds of degree programs of UP, having AUN-QA or PAASCU conduct assessments for all UP programs is not feasible given the prohibitive cost per program of such assessments and the lack of available assessors who can assess all of the University's programs. What the university has done however, is to add to its External QA, the external review of programs with external reviewers based on the AUN-QA model.
- 1.12 Chair De Vera questioned UP's internal quality assurance mechanisms, particularly for graduate programs. He asked whether there is a monitoring system to track enrolment and identify programs that should be closed due to lack of viability. He emphasized that quality assurance should cover both the opening and closing of programs and noted that implementation appears lacking in this area. He added that he will later request all Chancellors to submit a list of graduate programs with zero enrolment.
- 1.13 Assistant Vice President Peleo-Alampay reminded the Board that during the Pascual Administration, they had in fact proposed the closure of programs that have had no enrolment for some time, but it was the Board that directed that those programs be allowed to continue. If the Board is now willing to close such programs, then they can revisit their previous proposals. Vice President Cubillan added that units proposing new degree programs are now required to submit an evaluation of their existing programs, such as enrolment trends and plans for suspension, in compliance with earlier Board directives.
- 1.14 After further discussions, Regent Pagdanganan suggested deferring the discussion, but President Jimenez emphasized the urgency, citing the upcoming licensure exams on 2–3 April 2025. Regent Go then proposed that the UP President meet with Chair De Vera to reach a win-win solution that upholds UP's institutional autonomy. He further suggested to request CHED to allow UP graduates to take the licensure exams as scheduled.

## II. CONDUCT OF BUSINESS (cont'd)

...

### 1. **Joint CHED-PRC Circular No. 1, Series of 2025: ... (cont'd)**

...

1.15 President Jimenez stated that suspending implementation of the Joint Circular would not undermine its intent. He stressed that Board members are morally, legally, and institutionally obligated to remain consistent with their responsibility to safeguard UP's institutional autonomy. He then asked that the Regents be provided with a copy of RA 9500 for review and encouraged the Board to reflect on UP's nature as the country's national university. The succeeding discussion underscored the need to balance UP's unique role as the national university with system-wide quality assurance, avoiding adversarial measures that could harm students or institutional collaboration.

1.16 After further discussions, President Jimenez reiterated the earlier motion of Regent Go to authorize the UP President to meet with CHED at the earliest possible time, to align the mandates of both UP and CHED, ensuring the successful implementation of the policy outlined in Joint CHED-PRC Circular No. 1, S. 2025, while protecting and upholding UP's institutional autonomy as stipulated in RA 9500, and to make certain that UP graduates are able to take their licensure exams as scheduled. Regents Go and Duran seconded the motion. There being no objections, the same was approved.

**Board Action:** The Board authorized the President to meet with CHED at the earliest possible time, to align the mandates of both UP and CHED, ensuring the successful implementation of the policy outlined in Joint CHED-PRC Circular No. 1, S. 2025, while protecting and upholding UP's institutional autonomy as stipulated in RA 9500, and to make certain that UP graduates are able to take their licensure exams as scheduled.

### **III. MATTERS APPROVED BY THE BOARD**

#### **A. GENERAL GOVERNANCE**

At this point, Chair De Vera left the meeting to attend another engagement in Malacañang. The Board then went into executive session.

##### **1. Appointment of University Officials:**

###### **UP Diliman**

**Assoc. Prof. MARLA FRANCES T. MALLARI** as Dean of the College of Human Kinetics, UP Diliman, effective 27 March 2025 until 26 March 2028.

**Assoc. Prof. MARIA DIOSA LABISTE** as Dean of the College of Media and Communication, UP Diliman, effective 27 March 2025 until 26 March 2028.

**Assoc. Prof. DINA C. MAGNAYE** as Dean of the School of Urban and Regional Planning, UP Diliman, effective 27 March 2025 until 26 March 2028.

###### **UP Manila**

**Ms. MARYBEL P. CAASI** as University Librarian, UP Manila, effective 27 March 2025 until 26 March 2028.

### **III. MATTERS APPROVED BY THE BOARD (cont'd)**

...

#### **B. ACADEMIC MATTERS**

Prior to the discussion of the Academic Matters, President Jimenez acknowledged the presence of Regent Senator Cayetano, who joined the meeting via Zoom.

#### **1. Panukalang Gawing Mga Kailangang Pantulay na Kurso (Required Bridging Courses) ng mga Regular na Internasyonal na Mag-aaral sa UP Diliman ang mga Kursong Filipino 3 at Filipino 4, UP Diliman**

- 1.1 President Jimenez informed the Board about the proposal to require Filipino 3 and Filipino 4 as bridging courses for regular international students at UP Diliman.
- 1.2 Regent Tiongco moved for the approval of the proposal as this has been discussed during the BOR Academic Briefing held on 25 March 2025. Regent Duran seconded the motion. There being no objections, the proposal to require Filipino 3 and Filipino 4 as bridging courses for regular international students in UP Diliman was approved.

**Board Action: APPROVED**

#### **2. Institution of the Doctor of Philosophy by Research (Development Studies), UP Los Baños**

- 2.1 Regent Pagdanganan noted that the proposal for the Institution of the Doctor of Philosophy by Research (Development Studies) at UP Los Baños was discussed during the BOR Academic Briefing on 25 March 2025. He then moved for the approval of the proposal. Regent Tiongco and Regent Duran seconded the motion. There being no objections to the motion duly made and seconded, the same was approved.

**Board Action: APPROVED**

### **III. MATTERS APPROVED BY THE BOARD (cont'd)**

...

#### **B. ACADEMIC MATTERS (cont'd)**

...

#### **3. Institution of the Master of Clinical Science in Psychiatry, UP Manila**

- 3.1 President Jimenez informed the Board that the proposal for the Institution of the Master of Clinical Science in Psychiatry in UP Manila was also discussed during the BOR Academic Briefing held on 25 March 2025.
- 3.2 There being no further questions, Regent Tiongco moved for the approval of the Institution of the Master of Clinical Science in Psychiatry at UP Manila. Regent Pagdanganan seconded the motion, and there being no objections, the same was approved.

**Board Action: APPROVED**

#### **4. Institution of the Master of Arts in Communication and Media, UP Cebu**

- 4.1 Regent Pagdanganan informed the members of the Board that UP Cebu's proposal for the Institution of the Master of Arts in Communication and Media was discussed during the BOR Academic Briefing held on 25 March 2025. He then moved for the approval of the proposal. Regent Tiongco and Regent Duran seconded the motion. There being no objections, the Institution of the Master of Arts in Communication and Media in UP Cebu was approved.

**Board Action: APPROVED**

### **III. MATTERS APPROVED BY THE BOARD (cont'd)**

...

#### **B. ACADEMIC MATTERS (cont'd)**

...

##### **5. Revisions on the Implementing Guidelines of the Balik-PhD Recruitment Program**

5.1 Vice President Cubillan presented the proposed revisions on the implementing guidelines of the Balik-PhD Recruitment Program, which aims to provide additional incentives to PhD graduates to return to the University as UP faculty. The proposal was discussed during the BOR Academic Briefing held on 25 March 2025.

5.2 President Jimenez described the PhD situation of the University as a crisis and underscored the urgency of attracting Balik-PhD scholars as an immediate solution. He also highlighted the value of Balik-Scientist recipients, who bring advanced research experience from abroad.

5.3 Regent Pagdanganan moved for the approval of the Revisions on the Implementing Guidelines of the Balik-PhD Recruitment Program. Regent Tiongco seconded the motion. There being no objections, the same was approved.

**Board Action: APPROVED**

##### **6. Revised Student Assistant and Graduate Assistant (SAGA) Guidelines and Salary Rates**

6.1 Regent Duran expressed appreciation for the revised rates for student and graduate assistants, noting that these opportunities help students manage rising daily expenses and encourage greater student participation.

### **III. MATTERS APPROVED BY THE BOARD (cont'd)**

...

#### **B. ACADEMIC MATTERS (cont'd)**

...

##### **6. Revised Student Assistant and Graduate Assistant (SAGA) Guidelines and Salary Rates (cont'd)**

...

- 6.2 Since the matter has been discussed during the BOR Academic Briefing held on 25 March 2025, Regent Pagdanganan moved for the approval of the proposal. There being no objections, the Revised Student Assistant and Graduate Assistant (SAGA) Guidelines and Salary Rates were approved.

**Board Action: APPROVED**

#### **C. FISCAL MATTERS<sup>1</sup>**

President Jimenez informed the members of the Board that the Fiscal Matters had been discussed during the BOR Finance Committee Meeting held on 26 March 2025. Regent Aranton then moved for the omnibus approval of agenda items under Fiscal Matters.

Regent Gadong sought clarification on certain line-items in the budget, such as personnel salaries, infrastructure, staff and faculty benefits and medical assistance. She specifically asked where these items would fall in the budget categories outlined in the UP Internal Operating Budget (IOB) for FY 2025. Vice President Balmores responded that the hiring of Job Order (JO) and Contract of Service (COS) personnel are charged to the additional Maintenance and Other Operating Expenses (MOOE), while the Philippine General Hospital (PGH) indigent medical allocation was included under the MOOE for the PGH. The hazard pay was also included under the budget items for PGH. She added that line items not included in the Budget Proposal but will be sourced from other budget sources include the construction of College of Arts and Letters (CAL) Building at UP Diliman, the funding for UP Baguio infrastructure, fringe benefits,

### **III. MATTERS APPROVED BY THE BOARD (cont'd)**

...

#### **C. FISCAL MATTERS<sup>1</sup>**

...

and the eHOPE expansion. She further indicated that she would need to verify whether the P7,000 health allocation, SAGAD Award, and REPS Development Fund are included in the budget proposal.

President Jimenez clarified that the Office of the President remains open to responding to further questions from Regent Gadong regarding the budget proposal.

Regent Pagdanganan reiterated the pending motion of Regent Aranton for the omnibus approval of all agenda items under Fiscal Matters, duly endorsed by the BOR Finance Committee. Regent Tiongco seconded the motion. There being no objections, the following items were approved:

#### **1. UP Internal Operating Budget for FY 2025**

**Board Action: APPROVED**

#### **2. UP Budget Proposal for FY 2026**

**Board Action: APPROVED**

#### **3. Reprogramming of UP System Administration's unexpended balances from prior years (*redacted*)**

**Board Action: APPROVED**

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<sup>1</sup> In all resolutions involving the disbursement of funds, it is understood that the same must be subject to all existing government accounting and auditing laws, rules and regulations.

NOTE: REDACTED in compliance with RA 10173 (Data Privacy Act of 2012).

### **III. MATTERS APPROVED BY THE BOARD (cont'd)**

...

#### **C. FISCAL MATTERS<sup>1</sup> (cont'd)**

...

4. Authority to utilize the unexpended balances from UPM-PGH's prior years' BOR approved programmed, reprogrammed, and realigned funds in FY 2005-2020 (redacted)

**Board Action: APPROVED**

5. Authority to utilize UPM-PGH's reprogrammed fund intended for the LINAC 3 Project (as approved by the BOR during its 1373<sup>rd</sup> Meeting held on 25 August 2022), (redacted) to fund the project "Supply, delivery, installation, and commissioning of IT equipment for various PGH units"

**Board Action: APPROVED**

6. Draft Omnibus Resolution on the Delegation of Authority for the Conduct of Procurement Activities; and Proposed Revisions in the Delegated Authority for Procurement

**Board Action: APPROVED**

7. Deed of Donation and Acceptance (DODA) and Accessory Deed of Donation and Acceptance (ADODA) between the University of the Philippines Manila and the Jaime V. Ongpin Foundation, Inc. in relation to the Center for Oral Health, UP Manila College of Dentistry

**Board Action: APPROVED**

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<sup>1</sup> In all resolutions involving the disbursement of funds, it is understood that the same must be subject to all existing government accounting and auditing laws, rules and regulations.

### III. MATTERS APPROVED BY THE BOARD (cont'd)

...

#### D. ADMINISTRATIVE MATTERS

**1. Automatic Merit Promotion of Faculty Members for Obtaining Ph.D. (1147<sup>th</sup> BOR Meeting held on 21 December 2000), Effective Upon Recommendation by OVPAA:**

- a. **Asst. Prof. ALLEN L. NAZARENO**, College of Arts and Sciences, UP Los Baños, *from* Assistant Professor 7 *to* Associate Professor 7, effective upon conferment of degree
- b. **Asst. Prof. RENERIO P. GENTALLAN, JR.**, College of Agriculture and Food Science, UP Los Baños, *from* Assistant Professor 7 *to* Associate Professor 7, effective upon conferment of degree
- c. **Asst. Prof. JUVY LIZETTE M. GERVACIO**, Faculty of Management and Development Studies, UP Open University, *from* Assistant Professor 7 *to* Associate Professor 4, effective upon approval
- d. **Asst. Prof. JONATHAN C. DE LA CERNA**, College of Social Sciences, UP Cebu, *from* Assistant Professor 7 *to* Associate Professor 4, effective upon conferment of degree

- 1.1 Regent Gadong inquired about the varying effectivity dates for the merit-based automatic promotions. Vice President Cubillan explained the differences, noting that for those who applied before or immediately after graduation but have not yet been conferred their degree, the promotion takes effect upon conferment. If the application is filed within one year after graduation, the promotion becomes effective upon approval. For those who have not yet returned to service, the promotion takes effect upon resumption of teaching duties.

### **III. MATTERS APPROVED BY THE BOARD (cont'd)**

...

#### **D. ADMINISTRATIVE MATTERS (cont'd)**

##### **1. Automatic Merit Promotion of Faculty Members ... (cont'd)**

...

- 1.2 There being no further questions, Regent Tiongco moved for the approval of the automatic merit promotions of faculty members for obtaining PhD as presented. Regent Alambra and Regent Duran seconded the motion. There being no further objections to the motion duly made and seconded, the promotions were approved.

**Board Action: APPROVED**

Regent Aranton moved for the omnibus approval of Item Nos. 2-5 under Administrative Matters. Regent Tiongco seconded the motion. There being no objections, the following items were approved:

##### **2. Reclassification of the Following Faculty of UP Manila College of Medicine, from Part-Time to Full Time Status:**

- a. **Dr. JOHN D. AÑONUEVO**, Professor 4 (SG 27-6), Department of Medicine and Attending Physician (PGH-UPM), effective upon approval
- b. **Dr. MARIA ANTONIA E. HABANA**, Professor 12 (SG 29-8), Department of Obstetrics and Gynecology and Attending Obstetrician and Gynecologist (PGH-UPM), effective upon approval
- c. **Dr. CARLO IRWIN A. PANELO**, Professor 3 (SG 26-7), Department of Clinical Epidemiology, effective upon approval

**Board Action: APPROVED**

### **III. MATTERS APPROVED BY THE BOARD (cont'd)**

...

#### **D. ADMINISTRATIVE MATTERS (cont'd)**

...

- 3. Request for Retroactive Grant of Administrative Load Credit (ALC) in Favor of Asst. Prof. FRANCES ANTHEA R. REDISON as Director of the Center for West Visayan Studies, UP Visayas, effective 17 November 2023**

**Board Action: APPROVED**

- 4. Reappointment with Promotion of Prof. ANTONIO P. CONTRERAS from Professor 1 to Professor 3 (non-tenured track), School of Environmental Science and Management, UP Los Baños, effective 1 January 2025 to 31 December 2025**

**Board Action: APPROVED**

- 5. Renewal of the Memorandum of Agreement between the University of the Philippines Manila and the Department of Science and Technology (DOST) Extending the Secondment of Dr. JAIME C. MONTOYA to DOST as Executive Director of the Philippine Council for Health Research and Development (PCHRD), effective 20 July 2023 until 19 July 2025**

**Board Action: APPROVED**

#### IV. MATTERS FOR CONFIRMATION OF THE BOARD

President Jimenez asked the members of the Board if there were any questions regarding the items under Matters for Confirmation of the Board. There being none, Regent Tiongco moved for the omnibus approval of Item Nos. 1-2 under Matters for Confirmation of the Board. There being no objections, the following were confirmed:

1. **Graduation of students whose names are included in the lists submitted by the following Constituent Universities, who have completed all the requirements for their respective degrees/titles as of the end of First and Second Semesters/Trimesters, and Mid-Year AY 2024-2025, or as of the end of term specified, and recommended by their respective University Councils:**
  - b. **UP Diliman** (approved by the UP President on 27 February 2025 and by the UP Diliman University Council ad referendum on 18 February 2025 and 24 February 2025);
  - c. **UP Los Baños** (approved by the UP President on 13 March 2025 and by the UP Los Baños University Council at its 157<sup>th</sup> meeting held on 3 March 2025);
  - d. **UP Manila** (approved by the UP President on 27 February 2025 by the UP Manila University Council at its 125<sup>th</sup> meeting held on 21 February 2025);
  - e. **UP Visayas** (approved by the UP President on 13 March 2025 and by the UP Visayas University Council at its 136<sup>th</sup> meeting held on 26 February 2025);
  - e. **UP Open University** (approved by the UP President on 27 February 2025 by the University Council of UP Open University at its 76<sup>th</sup> meeting held on 24 February 2025);
  - f. **UP Mindanao** (approved by the UP President on 13 March 2025 and by the UP Mindanao University Council at its 65<sup>th</sup> meeting held on 3 March 2025);
  - g. **UP Baguio** (approved by the UP President on 13 March 2025 and by the UP Baguio University Council at its 91<sup>st</sup> meeting held on 24 February 2025);

#### **IV. MATTERS FOR CONFIRMATION . . . (cont'd)**

- 1. Graduation of students whose names are included in the lists submitted by the following Constituent Universities, who have completed all the requirements for their respective degrees/titles as of the end of First and Second Semesters/Trimesters, and Mid-Year AY 2024-2025, or as of the end of term specified, and recommended by their respective University Councils: (cont'd)**

. . .

- h. UP Cebu** (approved by the UP President on 27 February 2025 by the UP Cebu University Council at its 25<sup>th</sup> meeting held on 12 February 2025); and,
- i. UP Tacloban College** (approved by the UP President on 24 March 2025 and by the University Council of UP Tacloban College at its meeting held on 12 March.

**Board Action: CONFIRMED**

- 2. Deeds of Donation between the University of the Philippines Manila and the UP Manila Development Foundation, Inc. for the Donation of Seven (7) Brand New Vehicles to UP Manila**

**Board Action: CONFIRMED**

## **V. MATTERS FOR INFORMATION OF THE BOARD**

The Board NOTED all matters for information of the Board that were emailed to all Regents on 24 March 2025 (*Memorandum No. OSU2025-07-03*).

### **A. Matters Acted by the UP President by virtue of the authority delegated to him by the BOR, subject to BOR information:**

#### **1. Appointment of the Following Faculty as the New Vice Chancellors of UP Mindanao, effective 1 March 2025 to Serve at the Pleasure of the Chancellor:**

**Assoc. Prof. MARIA STELLA R. SALAZAR as Vice Chancellor for Academic Affairs**

**Assoc. Prof. LEO MANUEL B. ESTAÑA as Vice Chancellor for Administration**

#### **2. CU Academic Calendars for AY 2025-2026:**

**a. UP Mindanao**

**b. UP Baguio**

**c. UP Cebu**

#### **3. Rescheduling of the University Council Meeting of UP Mindanao from 24 February 2025 to 03 March 2025**

#### **4. Change in the Date of UP Baguio's Graduation from 8 July 2025 to 22 July 2025**

**V. MATTERS FOR INFORMATION OF THE BOARD (cont'd)**

**A. Matters Acted by the UP President by virtue of the authority delegated to him by the BOR, subject to BOR information (cont'd)**

...

**5. Contracts/Agreements**

The following agreements are compliant with standard and applicable University processes involving the Constituent Universities (CUs) concerned and the University System. They fall under the delegated authorities of the President and/or the Chancellors subject to information of the Board (1312<sup>th</sup> BOR Meeting held on 29 October 2015, as amended during 1387<sup>th</sup> BOR meeting held on 29 February 2024).

**UP System**

	<b>CONTRACT/AGREEMENT</b>	<b>NATURE</b>
1.	Amendment Memorandum of Agreement (AMOA) between the University of the Philippines and Landbank of the Philippines (Landbank)	Amendment to Section 2(f) "Site" of the 2021 MOA:  <i>"f) Term -Subject to (d) above, the term of this agreement shall be for twenty-five (25) years, effective on the date of LANDBANK's site possession of the Lot. Site possession shall be deemed to occur upon (i) UP's issuance of a written correspondence to formally hand over the lot to Landbank, and (ii) LANDBANK's forma/ acceptance via a conforme.</i>  Date of execution: 04 February 2025

**V. MATTERS FOR INFORMATION OF THE BOARD (cont'd)**

**A. Matters Acted by the UP President by virtue of the authority delegated to him by the BOR, subject to BOR information (cont'd)**

...

**5. Contracts/Agreements (cont'd)**

**UP Diliman**

	<b>CONTRACT/AGREEMENT</b>	<b>NATURE</b>
1.	Memorandum of Agreement between the University of the Philippines Diliman and the Philippine Council for Industry, Energy and Emerging Technology Research and Development (PCIEERD)	<p>Project: “Global Navigation Satellite System-Interferometric Reflectometry (GNSS-IR) for Sea Level Determination”</p> <p>Amount: P7,118,080.00 from PCIEERD</p> <p>Duration: Project shall be completed within a period of twelve (12) months and shall commence upon receipt of funds by the University</p> <p>Implementing unit: Department of Geodetic Engineering, College of Engineering</p>

**V. MATTERS FOR INFORMATION OF THE BOARD (cont'd)**

**A. Matters Acted by the UP President by virtue of the authority delegated to him by the BOR, subject to BOR information (cont'd)**

...

**5. Contracts/Agreements (cont'd)**

**UP Diliman (cont'd)**

	<b>CONTRACT/AGREEMENT</b>	<b>NATURE</b>
2.	Memorandum of Agreement between the University of the Philippines Diliman and the Philippine Council for Industry, Energy and Emerging Technology Research and Development (PCIEERD)	<p>Project: “WHEY2GOOD: Utilizing Whey By-products of the Cheesemaking Process as Raw Materials for Developing a Functional Food Testing Platform Using Modern Molecular and Cellular Analysis Tools”</p> <p>Amount: P4,993,800.70 from PCIEERD</p> <p>Duration: The project shall be completed within a period of twenty-one (21) months and shall commence upon receipt of funds by the University</p> <p>Implementing unit: Institute of Biology, College of Science</p>

**V. MATTERS FOR INFORMATION OF THE BOARD (cont'd)**

**A. Matters Acted by the UP President by virtue of the authority delegated to him by the BOR, subject to BOR information (cont'd)**

...

**5. Contracts/Agreements (cont'd)**

**UP Diliman (cont'd)**

	<b>CONTRACT/AGREEMENT</b>	<b>NATURE</b>
3.	Memorandum of Agreement between the University of the Philippines Diliman and the Philippine Council for Industry, Energy and Emerging Technology Research and Development (PCIEERD)	<p>Project: “Levering InSAR for Observation and modeling of earthquake Generators (LinOG)”</p> <p>Amount: P4,993,204.40 from PCIEERD</p> <p>Duration: The project shall be completed within a period of twenty-four (24) months and shall commence upon receipt of funds by the University</p> <p>Implementing unit: National Institute of Geological Science, College of Science</p>

**V. MATTERS FOR INFORMATION OF THE BOARD (cont'd)**

**A. Matters Acted by the UP President by virtue of the authority delegated to him by the BOR, subject to BOR information (cont'd)**

...

**5. Contracts/Agreements (cont'd)**

**UP Diliman (cont'd)**

	<b>CONTRACT/AGREEMENT</b>	<b>NATURE</b>
4.	Memorandum of Agreement between the University of the Philippines Diliman and the Department of Science and Technology (DOST)	Secondment of Dr. Enrico C. Paringit as Executive Director of the Department of Science and Technology-Philippine Council for Industry, Energy and Emerging Technology Research and Development (DOST-PCIEERD) for the period of 17 December 2023 to 16 December 2024

**V. MATTERS FOR INFORMATION OF THE BOARD (cont'd)**

**A. Matters Acted by the UP President by virtue of the authority delegated to him by the BOR, subject to BOR information (cont'd)**

...

**5. Contracts/Agreements (cont'd)**

**UP Diliman (cont'd)**

	<b>CONTRACT/AGREEMENT</b>	<b>NATURE</b>
5.	Memorandum of Understanding between the University of the Philippines Diliman and the University of Southeastern Philippines (USEP)	<p>Project: “IIID 2018-008: CIPHER: Clean and Vertically-Integrated Pure/Applied Hydrogen Energy Research for Next Generation Power Systems” funded by CHED-LAKAS</p> <p>Duration: Shall be valid for two (2) years from the date of the last signing by the representatives of the parties</p> <p>Implementing unit: Department of Chemical Engineering, College of Engineering</p>

**V. MATTERS FOR INFORMATION OF THE BOARD (cont'd)**

**A. Matters Acted by the UP President by virtue of the authority delegated to him by the BOR, subject to BOR information (cont'd)**

...

**5. Contracts/Agreements (cont'd)**

**UP Diliman (cont'd)**

	<b>CONTRACT/AGREEMENT</b>	<b>NATURE</b>
6.	Deed of Donation and Acceptance between the University of the Philippines Diliman and Microchip Technology Incorporated (Microchip)	<p>Donation of development tools intended to enhance and broaden the laboratory experience of EEI students</p> <p>Amount: \$9,361.11</p> <p>Duration: Upon execution of the Deed of Donation of Acceptance</p> <p>Beneficiary unit: Electrical and Electronics Engineering Institute (EEI). College of Engineering</p>

**V. MATTERS FOR INFORMATION OF THE BOARD (cont'd)**

**A. Matters Acted by the UP President by virtue of the authority delegated to him by the BOR, subject to BOR information (cont'd)**

...

**5. Contracts/Agreements (cont'd)**

**UP Open University (cont'd)**

	<b>CONTRACT/AGREEMENT</b>	<b>NATURE</b>
1.	Memorandum of Agreement between the University of the Philippines Open University and the Philippine Children's Medical Center (PCMC)	Partnership with PCMC to deliver transformative and dynamic online training to PCMC healthcare professionals on pediatric palliative care  Amount: The PCMC MOOE will provide monthly honorarium to UPOU for its technical support staff, amounting to P5,000 net of taxes, good for 12 months
2.	Memorandum of Agreement between the University of the Philippines Open University and Laguna State Polytechnic University (LSPU)	Internship program  Duration: Shall take effect upon the signing of the authorized signatories of the parties or upon specified date of the internship program and shall continue thereafter for a period of two (2) years

**V. MATTERS FOR INFORMATION OF THE BOARD (cont'd)**

**A. Matters Acted by the UP President by virtue of the authority delegated to him by the BOR, subject to BOR information (cont'd)**

...

**5. Contracts/Agreements (cont'd)**

**UP Open University (cont'd)**

	<b>CONTRACT/AGREEMENT</b>	<b>NATURE</b>
3.	Memorandum of Understanding between the University of the Philippines Open University and the Local Government Academy (LGA)	To establish an institutional partnership  Amount: None  Duration: Shall be effective on and after the date of its signing by the respective authorized signatories of both Parties
4.	Partnership Agreement between the University of the Philippines Open University and the Local Government Academy (LGA)	Institutional partnership to strengthen the capacity of research on local governance CapDEV in the country  Amount: LGA shall provide funds UPOU to cover the costs of training and scholarships for the local government sector personnel  Duration: Contract expires on 31 December 2026

**Board Action: NOTED**

## **VI. OTHER MATTERS**

### **1. UP-Nagoya University Academic Leaders' Forum on Internationalization of Higher Education in Nagoya, Japan from 25-29 May 2025**

- 1.1 By way of background, UP Los Baños Chancellor Jose V. Camacho Jr. reported on the existing collaboration agreement between the University of the Philippines and the Nagoya University since 2015, including the hosting agreement for the NU Asian Satellite Campus – Philippines (NUASC-PH) at UPLB. He added that the NU has supported UPLB through faculty development programs, production and granting of PhD degree to PhD graduates, including faculty and researchers, and the donation of research facilities.
- 1.2 Chancellor Camacho also presented the itinerary and program of activities for the upcoming UP-NU Academic Leaders' Forum on Internationalization of Higher Education, which will be held in Nagoya, Japan on 28 May 2025. He said further details regarding the Japan trip will be provided to the Regents in the coming days.

**Board Action: NOTED**

### **2. Report on UP Basic Education Units**

- 2.1 Regent Gadong reported on her visit to the four Basic Education Units (BEUs) of the University: UP Integrated School (UPIS) Diliman, UP High School Cebu, UP Rural High School in Los Baños and UP High School Iloilo. Key issues raised during the visit included the need for support for the harmonization workshops, deteriorating infrastructure, unequal faculty loading, faculty merit promotion concerns, access to eHOPE and SAGAD Award benefits, lack of guidance counsellors, advising, organization of contractual staff, employment development programs, delays in processing of honorarium and additional plantilla items. However, she stressed that immediate concerns include the funding of the harmonization workshops across the CUs. Vice President Cubillan responded that discussions regarding this had already taken place with the principals during a recent meeting.

## VI. OTHER MATTERS (cont'd)

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### 2. Report on UP Basic Education Units (cont'd)

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- 2.2 Emphasizing the challenges of teaching at the basic education level, Regent Gadong raised the proposal for the implementation of the policy that one teaching hour equals one credit load for BEU subjects, noting the disparity in faculty loading. She also informed the Board that UPIS raised concerns about their auditorium, while UP Cebu faces a shortage of classrooms. She also requested that the Vice Chancellors for Academic Affairs be informed about the Faculty Merit Promotion (FMP) Guidelines to ensure that the FMP guidelines reflect the specific context of basic education.
- 2.3 President Jimenez expressed his appreciation for the comprehensive report presented by Faculty Regent Gadong, noting that it was the first time that such a detailed report on the BEUs reached the Board. He requested that Vice President Cubillan give focused attention to the concerns raised. He further suggested that, in a future Board meeting, a briefing on the history and rationale for the establishment of the BEUs be provided to help the Board develop a deeper appreciation of their distinct roles within the UP System.
- 2.4 Regent Cayetano also thanked Regent Gadong for the report and requested a copy of the infrastructure concerns, expressing his willingness to assist. He suggested that UP consider benchmarking its BEUs (such as UPIS and UPRHS) against the Philippine Science High School to gather data for future policy directives or initiatives.

**Board Action: NOTED**

## VI. OTHER MATTERS (cont'd)

...

### 3. Health and Wellness Benefit Leave for the Staff

- 3.1 Regent Alambra informed the Board of her proposal for a five-day Health and Wellness Benefit Leave submitted to the Office of the Vice President for Administration, emphasizing the need for mental wellness support for employees. Vice President Resurreccion confirmed receipt of the said proposal and noted that it is under study. He further shared that a Social Protection Committee will be constituted to study not only mental health and wellness initiatives, but also the concerns of marginalized sectors such as persons with disabilities (PWDs) and senior citizens.
- 3.2 President Jimenez expressed support for initiatives that promote work-life balance and improve morale, in line with the University's mission to serve the Filipino people. Vice President Resurreccion assured the Board that the committee would convene as soon as it is constituted to begin its review of the proposal.

**Board Action: NOTED**



## BOARD OF REGENTS

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**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

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Chancellor, UP Mindanao

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