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DECISIONS OF THE BOARD OF REGENTS

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Assoc. Prof. LEE ANTHONY M. NERI as Dean, School of Archaeology, UP Diliman, effective 26 June 2025 until 25 June 2028

Assoc. Prof. PATRICK C. DE LEON as Director, Diliman Extension Program in Pampanga and Olongapo, UP Diliman, effective 26 June 2025 until 25 June 2028

UP Manila

Prof. MICHELLE C. SUNICO-SEGARRA as Dean, College of Dentistry, UP Manila, effective 28 July 2025 until 27 July 2028

Assoc. Prof. MAC ARDY J. GLORIA as Dean, College of Pharmacy, UP Manila, effective 01 July 2025 until 30 June 2028

Prof. FERNANDO B. GARCIA, JR. as Dean, College of Public Health, UP Manila, effective 01 July 2025 until 30 June 2028

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

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DECISIONS OF THE BOARD OF REGENTS

1401st BOR Meeting 26 June 2025

I. MATTERS ARISING FROM THE PREVIOUS MEETING OF THE BOARD

1. 2025 Faculty Merit Promotion

- 1.1 President Jimenez and Executive Vice President Cubillan provided a brief background on the 2025 Faculty Merit Promotion process, including the timeline for submission and evaluation.
- 1.2 Chair Agrupis sought clarification on which policy for Faculty Merit Promotions had been approved and applied. In response, President Jimenez requested that a personal briefing be arranged for Chair Agrupis to allow for a more detailed discussion on the matter.
- 1.3 Regent Pascual asked about delays in processing the promotions. President Jimenez clarified that while appeals were part of the process, the main cause was the need to complete and consolidate all recommendations. Chair Agrupis noted that within-rank promotions were generally easier to process than cross-rank cases. She suggested that to avoid overloading future meetings, the Board consider prioritizing the approval of within-rank promotions. Executive Vice President Cubillan responded that while they could present the numbers, the supporting documents had not yet been submitted to the President's Office. President Jimenez requested time to review the complete documentation before Board action.
- 1.4 To address the faculty members' concerns about uncertainty in promotion timelines, Regent Pascual proposed that all promotions be effective July 1, 2025, regardless of when approvals occur. Faculty Regent Gadong expressed her reservations, citing past practice of the retroactive effectivity to January 1. Chair Agrupis reminded the Board that there was a previous BOR-approved policy establishing that faculty promotions take effect immediately upon Board approval, aligning UP with other higher education institutions.

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

1. 2025 Faculty Merit Promotion (cont'd)

...

- 1.5 President Jimenez clarified that the June 30 reference in the guidelines pertains to the deadline for Board action, not effectivity. He explained that due to delayed submissions, the Board could opt for a uniform effectivity date after June 30.
- 1.6 Chair Agrupis called for a motion on the matter. Regent Pagdanganan moved that the effectivity date for the approved faculty promotions be set to July 1. Regent Gadong objected to the proposal, reiterating that effectivity of previous promotion cycles were retroactive to January 1. Regent Pagdanganan responded by pointing out that there was already an approved resolution establishing that promotions take effect upon BOR approval, and indicated that any change would require a formal amendment to the decision of the Board.
- 1.7 Chair Agrupis acknowledged that similar issues occur in other SUCs and suggested establishing clear, regular guidelines for merit promotion evaluations, to prevent delays in Board approval. She requested that the Faculty Regent help develop a proposal for a consistent timeline for the Faculty Merit Promotions. Faculty Regent Gadong acknowledged the request and noted that there had already been longstanding discussions about the annual promotions cycle schedule.
- 1.8 Faculty Regent Gadong asked for assurance of a promotion cycle in 2026. Chair Agrupis responded that such matters should first be discussed with the President before being brought to the Board for consideration. President Jimenez noted that the Board had already decided to review the faculty merit promotion guidelines and that work on this had begun. He further emphasized the commitment to continuous improvement of the guidelines.

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

1. 2025 Faculty Merit Promotion (cont'd)

...

- 1.9 Regent Pagdanganan reaffirmed his earlier motion, which was seconded by Regent Go. Chair Agrupis confirmed the motion and declared it moved and seconded, specifying that the effectivity of the 2025 Faculty Merit Promotion would be set for 01 July 2025, with the additional provision that the UP System should continue reviewing and developing well-defined and structured merit promotion guidelines. The Board also agreed that a Special BOR Meeting would be convened to discuss specific provisions of the 2025 Faculty Merit Promotion. There being no further comments or objections to the motion duly made and seconded, the Board approved that the 2025 Faculty Merit Promotion will take effect on 01 July 2025.

Board Action: The Board resolved that promotions under the 2025 Faculty Merit Promotion shall be effective 01 July 2025. There will be a Special BOR Meeting to discuss certain provisions of the 2025 FMP.

II. MATTERS APPROVED BY THE BOARD

A. GENERAL GOVERNANCE

1. Appointment of University Officials:

The Board deliberated on the procedures for approving appointments for the respective units of UP Diliman and UP Manila as listed in the agenda. Following a thorough discussion, the Board resolved to forego direct interviews with the nominees and instead conducted interviews with their respective Chancellors. The Board then went into executive session.

II. MATTERS APPROVED BY THE BOARD (cont'd)

A. GENERAL GOVERNANCE (cont'd)

1. Appointment of University Officials:

...

The Board approved the following:

UP Diliman

Asst. Prof. JOEL C. JAVINIAR as Dean, College of Education, UP Diliman, effective 26 June 2025 until 25 June 2028

Asst. Prof. ABDULMARI “TOYM” D. IMAO, JR. as Dean, College of Fine Arts, UP Diliman, effective 26 June 2025 until 25 June 2028

Assoc. Prof. LEE ANTHONY M. NERI as Dean, School of Archaeology, UP Diliman, effective 26 June 2025 until 25 June 2028

Assoc. Prof. PATRICK C. DE LEON as Director, Diliman Extension Program in Pampanga and Olongapo, UP Diliman, effective 26 June 2025 until 25 June 2028

UP Manila

Prof. MICHELLE C. SUNICO-SEGARRA as Dean, College of Dentistry, UP Manila, effective 28 July 2025 until 27 July 2028

Assoc. Prof. MAC ARDY J. GLORIA as Dean, College of Pharmacy, UP Manila, effective 01 July 2025 until 30 June 2028

II. MATTERS APPROVED BY THE BOARD (cont'd)

A. GENERAL GOVERNANCE (cont'd)

1. Appointment of University Officials: (cont'd)

...

UP Manila (cont'd)

...

Prof. FERNANDO B. GARCIA, JR. as Dean, College of Public Health, UP Manila, effective 01 July 2025 until 30 June 2028

Prof. MARISSA M. ALEJANDRIA as Executive Director of the National Institutes of Health, UP Manila, effective 31 July 2025 until 30 July 2028

B. ACADEMIC MATTERS

As the academic items had already been discussed thoroughly during the BOR Academic Briefing held on 24 June 2025, Regent Go moved for the omnibus approval of Items 1 to 5 under Academic Matters. Regent Gadong seconded the motion.

President Pascual emphasized that constituent universities (CUs) should develop their own niche and strive for excellence in their respective fields, rather than modeling themselves after UP Diliman. Regent Pagdanganan added that there had been discussions in previous Board meetings on how the CUs could effectively respond to regional needs by offering programs aligned with local contexts, such as strengthening the business administration program in Cebu, which is recognized as a business hub.

II. MATTERS APPROVED BY THE BOARD (cont'd)

...

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

...

President Jimenez likewise noted that UP Diliman is encouraged to focus on graduate studies and research, and to broaden its base for research and graduate education through collaboration with state universities and colleges (SUCs). President Pascual further recommended that UP Cebu focus on Information Technology and Industrial Design.

Chancellor Malagar acknowledged the observations and suggestions made by the members of the Board. There being no further comments or objections to the motion duly made and seconded, the following items were approved:

1. **Institution of the Master in Forensic Medicine, UP Manila**
2. **Adoption by UP Cebu of the Professional Master in Data Science Program of UP Diliman as Professional Master in Data Science (Computing) in UP Cebu**
3. **Adoption by UP Cebu of the Bachelor of Sports Science Program of UP Diliman**
4. **Adoption by UP Cebu of the Bachelor of Physical Education Program of UP Diliman**
5. **Adoption by UP Cebu of the Bachelor of Science in Accountancy Program of UP Visayas**

II. MATTERS APPROVED BY THE BOARD (cont'd)

...

C. FISCAL MATTERS¹

Having been discussed and endorsed by the BOR Finance Committee on 24 June 2025, Regent Pagdanganan moved for the omnibus approval of Items 1 to 10 under Fiscal Matters. Regent Gadong seconded the motion, and there being no objections, the following items were approved:

1. **Reprogramming of UP System Administration's Unexpended Balances from Prior Years (*redacted*) to Fund Various Projects**
2. a. **Programming of UP System Administration's Unprogrammed Income (*redacted*) to Cover the Request for Funding to Purchase Two (2) Units of Multi-Purpose Vehicles for the Center for Women and Gender Studies (CWGS) and the Office of the Vice President for Academic Affairs (OVPAA);**
 - b. **Request of Center for Women and Gender Studies (CWGS) for Authority to Purchase One (1) Unit of Multi-Purpose Vehicle (MPV) (*redacted*); and,**
 - c. **Request of Office of the Vice President for Academic Affairs for Authority to Purchase One (1) Unit of Multi-Purpose Vehicle (MPV) (*redacted*).**
3. **Programming of UP Manila's Unprogrammed Income from Prior Years (*redacted*)**
4. **Programming of UP Manila-Philippine General Hospital's Unprogrammed Income in FY 2023 (*redacted*)**

¹ 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.

II. MATTERS APPROVED BY THE BOARD (cont'd)

...

C. FISCAL MATTERS¹ (cont'd)

...

5. **Programming of UP Manila-Philippine General Hospital's Unprogrammed Income FY 2024** (*redacted*)
6. **Reprogramming of UPM-PGH's Unobligated Income from the Revolving Fund in FY 2023** (*redacted*)
7. **FY 2025 Program of Receipts and Expenditures (PRE) for Free Higher Education (FHE)** (*redacted*)
8. **Request of the Office of Admissions for the Increase of UPCAT 2025 Cash Incentive for the Office of Admissions Personnel from P20,000.00 to P22,000.00 per Personnel,** (*redacted*)
9. **UP Diliman Power Supply Retail Aggregation Program**
10. **Increase in the Collective Negotiation Agreement (CNA) Fringe Benefits** (*redacted*) **per Eligible Employee, to be Given in Tranches Over Three Years (2025-2027)**

¹ 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).

II. MATTERS APPROVED BY THE BOARD (cont'd)

...

D. ADMINISTRATIVE MATTERS

1. **Conferment of the Title of Professor Emeritus on Faculty Members in the List Nominated by the UP System Committee on Professor Emeritus Appointments**

1.1 Chair Agrupis sought clarification on the rules and minimum qualifications for the conferment of the title Professor Emeritus. President Jimenez explained that the Professor Emeritus title has no monetary compensation and is granted purely for honorific purposes. He further shared his plans to establish an Emeritus College, which would engage Professor Emeriti in mentoring undergraduate students.

1.2 There being no further questions, Regent Gadong moved for the approval of the conferment of the title of Professor Emeritus on faculty members in the list nominated by the UP System Committee on Professor Emeritus Appointments. Regent Pascual seconded the motion. There being no objections to the motion duly made and seconded, the same was approved.

2. **Automatic Merit Promotion (MAP) of a Faculty Member for Obtaining Ph.D. with Merit (1147th BOR Meeting held on 21 December 2000):**

a. **Asst. Prof. CARMEN BETTINA BULAONG**, College of Architecture, UP Diliman, from Assistant Professor 6 to Associate Professor 3, effective 14 April 2025

Chair Agrupis asked if there are any questions on the automatic merit promotion of Asst. Prof. Carmen Bettina Bulaong of the UP Diliman College of Architecture from Assistant Professor 6 to Associate Professor 3, effective 14 April 2025. There being none, Regent Gadong moved for the approval of the automatic merit promotion of Asst. Prof. Carmen Bettina Bulaong. Regent Go seconded the motion, and there being no objections, the same was approved.

III. MATTERS FOR INFORMATION OF THE BOARD

The Board NOTED all matters for information of the Board that were emailed to all Regents on 23 June 2025 (*Memorandum No. OSU2025-07-06*).

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 University Officials:

- a. **Asst. Prof. ERIC PAUL D. PERALTA** as Vice Chancellor for Community Affairs, UP Los Baños, effective 19 June 2025 to serve at the pleasure of the Chancellor

B. Updates on the Renewable Energy Projects in the UP Sierra Madre Land Grants and Proposed Mode of Engagement with RE Developers

IV. OTHER MATTERS

1. Endowment Donation of the UP Manila College of Medicine Class of 1967

- 1.1 Regent Pastorfide presented and discussed the endowment donation from the UP Manila College of Medicine Class of 1967 through the University of the Philippines Medical Alumni Society in America (UPMASA) and the University of the Philippines Medical Alumni Foundation (UPMAF), Inc. He explained that the fund would be named *Charlotte's Web*, with donors referred to as *Webbers*. The endowment fund in the initial amount of USD 100,000 will be placed under the UPCM Dean's discretionary fund to support various UPCM projects.

IV. OTHER MATTERS (cont'd)

1. Endowment Donation ... (cont'd)

...

- 1.2 Atty. Eunice Aagsaoay-Sano of the Office of the Vice President for Legal Affairs explained that the creation of an endowment fund and the naming of the fund requires Board approval. She further confirmed that there was no legal impediment to accepting and naming the donation. There being no further questions, Regent Go moved for the notation of the donation made by UPCM Class 1967 for the benefit of the UP College of Medicine.

Board Action: NOTED

DECISIONS OF THE BOARD OF REGENTS

1401st -1 (Special) BOR Meeting 16 July 2025

I. APPROVAL OF CITATIONS FOR FORMER REGENTS

1. Citation for former CHED and BOR Chair J. PROSPERO E. DE VERA III

- 1.1 The members of the Board reviewed and approved the citation for former Chair J. Prospero De Vera III in recognition of his invaluable contributions to the University of the Philippines. Secretary Lara read the commendation into the record as follows:

The University of the Philippines

awards this

CITATION

to

Hon. J. Prospero E. De Vera III

Chairperson, Commission on Higher Education

Chairperson, UP Board of Regents

(January 2018 to May 2025)

For his outstanding leadership, invaluable contributions, and steadfast service to the University of the Philippines and the Filipino nation as Chairperson of the UP Board of Regents, in his capacity as Chairperson of the Commission on Higher Education (CHED), from January 2018 to May 2025, embodying the University's core values of honor, excellence, and service;

I. APPROVAL OF CITATIONS ... (cont'd)

1. Citation for former CHED and BOR Chair J. PROSPERO E. DE VERA III (cont'd)

...

For his pivotal role as Chairman of the UP Board of Regents, leading the University's highest governing body, guiding its academic and institutional priorities, initiating the formulation of the UP System's Vision, Mission, Philosophy of Education, and Graduate Attributes, and forging policies in pursuit of national imperatives while navigating social conditions and global developments in technology and pedagogy;

For championing more accessible and inclusive quality education in the University and across the nation, balancing equity and social action with upholding the academic standards of the University;

For consistently upholding the University's rigorous academic standards, ensuring that UP remains a national leader in teaching, research, and public service.

For pursuing high levels of quality in the University's operations and governance, by strengthening quality assurance and accreditation mechanisms, thus ensuring that UP remains at the forefront of scholarship, research, and public service, worthy of its stature and mandate as the national university;

For steering the country's higher education sector through the unprecedented challenges of the COVID-19 pandemic, across his roles as Chair of the University's Board of Regents, CHED Chairperson and key member of the Inter-Agency Task Force on Emerging Infectious Diseases, by initiating critical institutional responses aligned with national healthcare priorities, enabling flexible learning systems, and helping sustain academic continuity and integrity across the UP System and beyond;

For championing the welfare of UP faculty, REPS, and administrative staff through his support for, among others, the timely promotion and appointment of faculty and University officials; revision of guidelines on research faculty appointments and tenure; refinement of criteria for Professor Emeritus recognition;

For pursuing the steadfast stewardship and optimization of University resources, through his consistent advocacy of responsible management of UP funds and assets, strategic guidance in infrastructure management and solutions for construction-related challenges.

For strengthening the University's linkages with other higher education institutions, consistent with its role and mandate as the national university, through various programs and initiatives that leveraged UP's knowledge and expertise for public service;

I. APPROVAL OF CITATIONS ... (cont'd)

1. Citation for former CHED and BOR Chair **J. PROSPERO E. DE VERA III** (cont'd)

...

For fostering international and national institutional linkages and academic modernization in key and emerging fields in science and technology, including information technology, animation, aviation, agricultural technology and other areas;

For contributing to the enhancement of the University's international academic reputation while championing equity, excellence, and integrity in Philippine higher education;

For these and many other contributions—crowned by the conferral of the Gawad Oblation, the highest honor bestowed by the UP System President to individuals who have rendered exceptional service to the University;

The Board of Regents, upon the recommendation of the President of the University, hereby confers this Citation upon Hon. J. Prospero E. De Vera III, with profound gratitude and heartfelt appreciation on behalf of the entire UP community—its faculty, REPS, administrative staff, and students.

Given this 16th day of July in the year Two Thousand and Twenty-Five, in Diliman, Quezon City, Philippines

ANGELO A. JIMENEZ
President and Co-Chair

SHIRLEY C. AGRUPIS
Chair

ATTESTED BY:

ROBERTO M.J. LARA
Secretary of the University
and of the Board of Regents

- 1.2 Since former Chair De Vera was not available to personally receive the citation, President Jimenez requested to hand it over to him personally, either by inviting him to a formal dinner or by visiting the Commission on Higher Education (CHED). Chair Agrupis mentioned that a testimonial dinner in honor of former Chair De Vera was being scheduled. President Jimenez requested that the citation be formally presented during the said testimonial. He further requested Secretary Lara to coordinate the necessary arrangements.

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Board Action: APPROVED

I. APPROVAL OF CITATIONS ... (cont'd)

...

2. Citation for former Regent Representative **MARK O. GO**

- 2.1 The Board reviewed and approved the citation honoring former Regent Representative Mark O. Go for his dedicated service as member of the Board of Regents from August 2019 to June 2025. Secretary Lara then read the citation into the record as follows:

*The University of the Philippines
awards this*

CITATION

to

Hon. Mark O. Go

*Chairperson, House Committee on Higher and Technical Education
Member of the UP Board of Regents
(August 2019 to June 2025)*

For his distinguished service to the nation as Member of the UP Board of Regents in his capacity as Chairperson of the House Committee on Higher and Technical Education and from July 2019 to June 2025, in accordance with Republic Act 9500 or the UP Charter, exemplifying the University's guiding principles of honor, excellence, and service;

For championing Philippine education, in his leadership roles as Regent of the University and as Chairman of the House of Representatives Committee on Higher and Technical Education, by advancing legislation that prioritizes education in the national government agenda and supporting comprehensive reforms to uplift the state of Philippine education, such as measures addressing the Second Congressional Commission on Education (EDCOM 2) report;

For promoting the value and impact of the University to national development, within and beyond the halls of Congress, thereby contributing to efforts to marshall resources for various programs and projects of the University;

For advancing fiscal prudence and accountability, resource optimization and productivity, and efficient management of the University's assets, in the context of responsible utilization of government funding for the University's programs and activities, particularly as an active member of the Board of Regents' Finance Committee;

I. APPROVAL OF CTATIONS ... (cont'd)

...

2. Citation for former Regent Representative **MARK O. GO** (cont'd)

...

For exemplifying responsible leadership and governance in his capacity as Member of the UP Board of Regents, by contributing critical policy and management insights, enforcing adherence to the University's vision and mission through his advocacy for various measures, such as support for UP's digital transformation and remote learning, efficient and innovative operational systems, and quality assurance programs;

For contributing to the Board of Regents' steady leadership of the University during the COVID-19 pandemic, ensuring continuity of UP's academic programs and the sustained delivery of quality education;

For helping uphold consultative and participative processes in the University, thereby ensuring that various sectors and members of the UP community are engaged and considered in the formulation of policies and programs, such as efforts towards more inclusive admission to UP and refinement of the UP Admission Test (UPCAT) and processes, student mobility and academic exchange programs, and revised guidelines for UP Visiting Professors;

For his steadfast support of University faculty, REPS, and administrative staff, by advocating for expanded services and greater institutional support for their welfare, demonstrated by his endorsement of faculty and staff development, productivity and other incentives, health and wellness benefits, and meritorious recognition of exemplary performance;

For supporting the development and enhancement of the University's academic offerings in pursuit of excellence in scholarship and research, including support for the establishment of programs in emerging areas of scholarship and research, such as advanced degrees in data science, artificial intelligence, data analytics and informatics, forestry science, and other fields;

The Board of Regents, upon the recommendation of the President of the University, hereby recognizes the invaluable contributions of Hon. MARK O. GO to the University of the Philippines and expresses its profound gratitude and sincere appreciation, on behalf of the University's faculty, REPS, staff, and students.

Given this 16th day of July in the year Two Thousand and Twenty-Five, in Diliman, Quezon City, Philippines

ANGELO A. JIMENEZ
President and Co-Chair

SHIRLEY C. AGRUPIS
Chair

ATTESTED:

ROBERTO M.J. LARA
Secretary of the University
and of the Board of Regents

II. APPROVAL OF CITATIONS ... (cont'd)

...

2. Citation for former Regent Representative MARK O. GO (cont'd)

...

- 2.2 President Jimenez expressed his appreciation for outgoing Regent Representative Mark O. Go, noting that in his over ten years of service to the Board, beginning as a Student Regent, he had not encountered a more engaged Regent Representative. He highlighted former Regent Go's consistent attendance at Board meetings and his active participation in complex discussions and remarked that the level of commitment and involvement demonstrated by former Regent Go was truly exceptional. He also reminded the Board that a testimonial dinner in honor of former regents will be held at the Executive House after the meeting, with former Regent Go in attendance. It is during this occasion that the citation will be formally awarded.

Board Action: APPROVED

II. MATTERS APPROVED BY THE BOARD

A. ACADEMIC MATTERS

1. Approval of the Amendment of the Publication Requirement of the 2025 Faculty Merit Promotion (FMP) for Crossing Ranks to Associate Professor and Professor Level using the Publication Requirement of the 2019 FMP Guidelines

- 1.1 Chair Agrupis inquired why the matter was being discussed again, noting that a policy for the 2025 Faculty Merit Promotion had already been approved during the previous BOR meeting. President Jimenez explained that the current proposal does not revert entirely to the 2019 guidelines but seeks to apply a specific provision related to publication requirements for crossing ranks. He noted that several faculty members had appealed on the basis that they had prepared for the current promotion cycle using the 2019 standards, and on grounds of equity, they requested consideration.

II. MATTERS APPROVED BY THE BOARD (cont'd)

A. ACADEMIC MATTERS (cont'd)

1. Approval of the Amendment of the Publication . . . (cont'd)

. . .

- 1.2 Chair Agrupis expressed concern about the possible precedent this decision might set, questioning whether future merit promotions might also be amended to accommodate appeals from those who failed to meet the qualifications. President Jimenez responded that the proposal is a one-time consideration due to the significant shift from the 2019 to the 2025 guidelines. He emphasized that some faculty members failed to meet the new, more stringent publication criteria despite performing well in other areas. He assured the Board that future guidelines will be disseminated well in advance to avoid a similar situation.
- 1.3 The Board discussed in detail the provision on publication requirements for crossing ranks. For promotion from Assistant Professor to Associate Professor, both the 2019 and 2025 FMP guidelines require three peer-reviewed scholarly outputs or juried creative works. However, the 2019 version requires only one output published within the reckoning period, while the 2025 version requires all outputs to have been completed since the last merit promotion. For promotion from Associate Professor to Full Professor, both guidelines require five outputs, with the 2019 guidelines requiring only one to fall within the reckoning period. In reference to this proposal.
- 1.4 Chair Agrupis voiced concern that reverting to the 2019 provision—despite prior advisories about the shift—could compromise the more rigorous academic standards UP aims to uphold, especially when compared to State Universities and Colleges (SUCs).

II. MATTERS APPROVED BY THE BOARD (cont'd)

A. ACADEMIC MATTERS (cont'd)

1. Approval of the Amendment of the Publication . . . (cont'd)

...

- 1.5 Upon the request of the Chair, Executive Vice President and Officer-in-Charge for the Office of the Vice President for Academic Affairs Leo DP Cubillan presented the data from previous promotion cycles. Executive Vice President Cubillan explained that during the 2021 call for promotions, it was stated that the approved 2019 FMP guidelines would be used only until 2021. However, due to the disruptions caused by the COVID-19 pandemic, the 2019 guidelines were still applied beyond the intended period. Upon President Jimenez's assumption of office in 2023, a Technical Working Group (TWG) was convened to review and revise the FMP guidelines based on faculty feedback and experiences.
- 1.6 Chair Agrupis sought clarification on whether faculty were informed that the 2019 guidelines would be used only until 2021. Executive Vice President Cubillan confirmed that this information had been disseminated.
- 1.7 Executive Vice President Cubillan then outlined the timeline of activities for the 2025 FMP. When asked whether faculty were consulted in the drafting of the new guidelines, he affirmed that the TWG had conducted consultations. Chair Agrupis emphasized the importance of establishing the extent of faculty involvement to better understand the context of their appeals.
- 1.8 Upon request of Chair Agrupis, granular data were presented showing the number of faculty members eligible to cross rank and those seeking within-rank promotion. Board members inquired further into how many faculty members had failed to meet the 2025 publication criteria.

II. MATTERS APPROVED BY THE BOARD (cont'd)

A. ACADEMIC MATTERS (cont'd)

1. Approval of the Amendment of the Publication . . . (cont'd)

...

- 1.9 UP Diliman Chancellor Edgardo Carlo L. Vistan II elaborated on the rationale behind the appeal. Taking exception to the allegations of VP Cubillan that the faculty were consulted in the drafting of the new guidelines, Chancellor Vistan explained that the criteria discussed and reflected in those consultations, including in the version endorsed by the PAC, were still based on the 2019 guidelines. It was only upon final approval by the Board that the more stringent 2025 criteria were applied. He noted that this last-minute change caught many faculty members by surprise. While the new guidelines were generally accepted, the crossing rank provision proved especially difficult. Chancellor Vistan underscored the importance of fairness and consistency, stressing that changes in evaluation standards should be made with prospective application.
- 1.10 Chair Agrupis clarified that her earlier statements assumed that the transition from the 2019 to the 2025 guidelines had been communicated clearly, and that faculty had been consulted. She emphasized that regardless of promotion, it remains the faculty's responsibility to fulfill their core functions of instruction, research, and extension.
- 1.11 Chancellor Vistan explained that faculty members who are appealing are not lacking in their performance, however, standards were suddenly raised after the end of the evaluation period, which would make it impossible for them to catch up. He stressed that UP's core values should be reflected, not only in the expectations placed on faculty, but also in how the institution treats them. He clarified that the appeal seeks consideration based on good faith and fairness.

II. MATTERS APPROVED BY THE BOARD (cont'd)

A. ACADEMIC MATTERS (cont'd)

1. Approval of the Amendment of the Publication . . . (cont'd)

...

- 1.12 Regent Pascual acknowledged the fairness concerns raised and expressed support for Chancellor Vistan's position. While he emphasized the importance of more stringent standards in line with UP's identity as a research university, he agreed that such standards should be applied moving forward.
- 1.13 Regent Pagdanganan concurred, adding that the reckoning period still fell within the time of the COVID-19 pandemic, which may have affected faculty performance. He then suggested that the Board adapt a transitory provision before fully implementing the new rules.
- 1.14 Regent Gadong expressed agreement, stating that while faculty members generally meet the criteria elaborated in the latest promotion instrument, the provision on crossing rank became insurmountable for many faculty members.
- 1.15 President Jimenez echoed Chair Agrupis' point that faculty excellence should not be tied solely to promotion incentives, reaffirming the university's mission to cultivate knowledge and uphold academic standards. He also recalled that the Board had already instructed the formulation of more stable and consistent criteria for future rounds, and that there is a clear intent to require a higher level of excellence moving forward. However, for the current cycle, he advocated for fairness and prior notice.

II. MATTERS APPROVED BY THE BOARD (cont'd)

A. ACADEMIC MATTERS (cont'd)

1. Approval of the Amendment of the Publication . . . (cont'd)

...

1.16 There being no further comments or clarifications, Regent Pagdanganan moved for the approval of the amendment of the publication requirement of the 2025 Faculty Merit Promotion for crossing ranks to Associate Professor and Professor level using the publication requirement of the 2019 FMP Guidelines. Regent Gadong seconded the motion. There being no objections to the motion duly made and seconded, the same was approved.

1.17 Chair Agrupis added that the approval should come with the understanding that this will be the last instance of such appeals. Moving forward, the Board will take into consideration all the comments and lessons raised during the deliberations. Regent Pascual emphasized that the Board remains committed to upholding stringent standards befitting UP's identity as the national university. President Jimenez affirmed this direction, reiterating UP's vision to be a global research institution.

Board Action: APPROVED

2. Approval of the Promotion of Faculty in the Attached list (*see OSU Records*) to and Within the Ranks of Associate Professor and Professor, as Recommended by their Chancellors and Endorsed by the President

2.1 Executive Vice President Cubillan briefly presented the total number of faculty members being recommended for promotion to and within the ranks of Associate Professor and Professor. Chair Agrupis then asked the members of the Board if there are further questions on the matter. There being none, Regent Gadong moved for the approval of the

II. MATTERS APPROVED BY THE BOARD (cont'd)

A. ACADEMIC MATTERS (cont'd)

...

2. Approval of the Promotion of Faculty ... (cont'd)

...

promotion of the faculty in the list to and within the ranks of Associate Professor and Professor as recommended by their Chancellors and endorsed by the President. Regent Duran seconded the motion.

2.2 In response to the clarifications raised by the members of the Board regarding which guidelines were used to evaluate the faculty members on the list, Chancellor Vistan explained that the earlier decision of the Board amending the publication requirement effectively addressed the situation of those faculty members who were initially unable to cross ranks. He clarified that the present item pertains to the actual approval of the promotions. Executive Vice President Cubillan confirmed that the promotions listed under this item include all faculty members due for promotion, including those whose appeals had been favorably considered.

2.3 Having confirmed that all points of clarification had been duly addressed, Chair Agrupis noted that the promotion of faculty members in the attached list to and within the ranks of Associate Professor and Professor, as recommended by their Chancellors and endorsed by the President, had been duly moved, seconded, and was thus considered approved.

Board Action: APPROVED

II. MATTERS APPROVED BY THE BOARD (cont'd)

A. ACADEMIC MATTERS (cont'd)

...

3. Delegation to the President of the following Authorities:

- a. **To Approve the Withdrawal by Faculty Members of their Applications to the 2025 Faculty Merit Promotion; and**
- b. **To Approve the Correction of Clerical Errors in the Names, Ranks, or Steps Deliberated Upon by the CUs and the System Academic Affairs Committee**

3.1 Chair Agrupis inquired whether the delegation to the President of these authorities is a standard practice of the University, which Executive Vice President Cubillan and President Jimenez affirmed.

3.2 Regent Gadong moved for the approval of the request for the delegation to the President of the authorities to approve the withdrawal by faculty members of their applications to the 2025 Faculty Merit Promotion and approve the correction of clerical errors in the names, ranks, or steps deliberated upon by the CUs and the System Academic Affairs Committee.

3.3 The members of the Board raised concerns regarding the implications of correcting clerical and typographical errors in the promotion list. Regent Pascual specifically inquired whether such errors could result in unjustified upgrades or downgrades in faculty rank.

3.4 Executive Vice President Cubillan assured the Board that the errors involved are minimal, as the lists have already gone through review at multiple levels. He further noted that any discrepancies would be verified against the original applications.

II. MATTERS APPROVED BY THE BOAD (cont'd)

A. ACADEMIC MATTERS (cont'd)

...

3. Delegation to the President of the following Authorities:

a. To Approve the Withdrawal ... (cont'd)

b. To Approve the Correction ... (cont'd)

...

3.5 Regent Pascual requested a report detailing the number and nature of corrections, including any that affect faculty rank. Chair Agrupis supported the request and instructed that any such corrections be reported to the Board in its next meeting. The Board then discussed the process of approval and oversight regarding the correction of clerical errors in the Faculty Merit Promotion (FMP) list.

3.6 Chair Agrupis proposed the inclusion of more explicit validation guidelines in the subsequent FMP guidelines to ensure a clearly established and consistently followed evaluation framework. Executive Vice President Cubillan confirmed that there is already an existing internal process to verify clerical errors prior to any recommendations, and committed to presenting the requested report in the next Board meeting.

3.7 Reiterating her earlier motion, Regent Gadong moved for the approval of the delegation to the President of the authority to approve: 1) the withdrawal by faculty members of their applications to the 2025 Faculty Merit Promotion, and 2) the correction of clerical errors in the names, ranks, or steps deliberated upon by the CUs and the System Academic Affairs Committee. Regent Duran and Regent Alambra seconded the motion. There being no objections, the same was approved.

II. MATTERS APPROVED BY THE BOARD (cont'd)

A. ACADEMIC MATTERS (cont'd)

...

3. Delegation to the President of the following Authorities:

a. To Approve the Withdrawal ... (cont'd)

c. To Approve the Correction ... (cont'd)

...

3.8 Secretary Lara then sought clarification on whether the report on clerical corrections should be submitted to the BOR for information or for confirmation. The members of the Board agreed that such reports may be submitted for information only.

Board Action: APPROVED. Matters approved under the delegated authority shall be submitted to the Board for information.

4. Approval of the Proposed Equivalence of the Doctor of Medicine (M.D.) Degree - with Associated Specialties and/or Subspecialties, and Lead Authorship in Scholarly Publications Indexed in Scopus, Web of Science, or PubMed - to a Doctor of Philosophy (PhD) Degree, for Faculty Ranking and Promotion Purposes Within the University of the Philippines System

4.1 The members of the Board agreed to defer discussion on the amendment of the date of effectivity of the 2025 Faculty Merit Promotion to the last item in the agenda. It then proceeded with the deliberation on the proposed equivalence of the Doctor of Medicine degree. UP Manila Chancellor Michael L. Tee and UP Baguio Chancellor Joel M. Addawe were invited to join the meeting.

II. MATTERS APPROVED BY THE BOARD (cont'd)

A. ACADEMIC MATTERS (cont'd)

...

4. Approval of the Proposed Equivalence of the Doctor of Medicine ... (cont'd)

..

4.2 Chancellor Tee presented to the Board the UP Manila University Council-approved proposal on the equivalence of the terminal degree for the Doctor of Medicine, in line with Memorandum No. PAJ 2025-05 for the 2025 FMP. He elaborated on existing national standards and internal precedents that affirm the academic merit of postgraduate specialty and subspecialty clinical training.

4.3 In response to an inquiry from Regent Pascual whether the proposal applies only to the College of Medicine, Chancellor Tee clarified that the equivalency applies to faculty-physicians teaching in the College of Medicine. Otherwise, a Ph.D. would still be required. The Board engaged in further discussion on the equivalent publication requirement and the implications of the existing MD-PhD Program at UP Manila.

4.4 Regent Gadong moved for the approval of the proposed equivalence of the Doctor of Medicine degree with associated specialties and or sub-specialties and lead authorship scholarly publications indexed in Scopus, Web of Science, or PubMed to a Doctor of Philosophy degree for faculty ranking and promotion purposes within the University of the Philippines system. Regent Duran seconded the motion.

4.5 Regent Pascual proposed an amendment to the motion to include a provision that the policy be subject to review. He noted that the UP Manila MD-PhD Program already produces PhD graduates qualified to serve as faculty and researchers, which may reduce the necessity of this equivalency in the future. Chancellor Tee acknowledged this and added that

II. MATTERS APPROVED BY THE BOARD (cont'd)

A. ACADEMIC MATTERS (cont'd)

...

4. Approval of the Proposed Equivalence of the Doctor of Medicine ... (cont'd)

..

while encouraging MD-PhD pathways is essential, it is equally important to support graduates in advancing clinical practice, especially amid shortages in both general practitioners and sub-specialists.

4.6 After further discussion, Regent Gadong reiterated her motion to approve the proposed equivalency, with the added provision that the policy be reviewed within three (3) years. There being no objections to the motion duly made and seconded, the same was approved.

4.7 Chair Agrupis acknowledged this UP Manila initiative which will help ease the work of CHED in developing a harmonized promotion system with clear guidelines for determining the equivalency of the MD degree to a doctorate.

Board Action: APPROVED.
Subject to review after
three (3) years.

5. Approval of the Amendment of the Date of Effectivity of the 2025 Faculty Merit Promotion from 01 July 2025 to 01 January 2025

5.1 Chair Agrupis emphasized the importance of aligning the effectivity of faculty promotions with existing Civil Service Commission (CSC) rules. She reiterated the Board's previous agreement to fix the effectivity date at 01 July, regardless of the approval date, to avoid retroactive appointments that could attract audit observations from the Commission on

II. MATTERS APPROVED BY THE BOARD (cont'd)

A. ACADEMIC MATTERS (cont'd)

...

5. Approval of the Amendment of the Date of Effectivity of the 2025 Faculty Merit Promotion from 01 July 2025 to 01 January 2025 (cont'd)

..

Audit (COA). She cited Rule III, Section 7A(9) of the 2017 Omnibus Rules on Appointments (revised July 2018), which mandates that the signing date be indicated as the date of effectivity. She stressed that institutionalizing a timeline—submission of promotions in January, processing within six months, and effectivity on 01 July—ensures compliance with legal requirements and promotes a more efficient and predictable promotion cycle.

5.2 President Jimenez inquired whether the University had ever retracted appointments or encountered COA issues due to retroactive promotions. Assistant Vice President for Legal Affairs Eunice Agsaoay-Saño responded that there had been no audit observation memoranda (AOM) received from COA regarding such cases. AVP Saño further explained that, based on the Romulo-Subido Agreement of 1963 between then UP President Carlos Romulo and Civil Service Commissioner Subido, UP faculty appointments are not subject to CSC approval but are merely submitted for notation and record purposes.

5.3 Regent Pagdanganan pointed out that since the performance appraisal period ended on 31 December 2024, it would be more appropriate and equitable to retroact the effectivity of promotions to 01 January 2025 to reflect the actual period of performance.

II. MATTERS APPROVED BY THE BOARD (cont'd)

A. ACADEMIC MATTERS (cont'd)

...

5. Approval of the Amendment of the Date of Effectivity of the 2025 Faculty Merit Promotion from 01 July 2025 to 01 January 2025 (cont'd)

..

- 5.4 In response to Regent Pascual's query on the availability of funding, Vice President for Planning and Finance Iryn Y. Balmores confirmed that there is sufficient budget to cover the projected costs of the 2025 Faculty Merit Promotion.
- 5.5 Chair Agrupis expressed her concern about retroactivity and requested that her reservations be placed on record. She reiterated her preference for a 01 July effectivity date to align with standard practices of other state universities and colleges (SUCs), but expressed willingness to submit to the collegial decision of the Board.
- 5.6 Regent Gadong moved for the approval of the amendment of the date of effectivity of the 2025 Faculty Merit Promotion from 01 July 2025 to 01 January 2025. Regent Duran seconded the motion. The Board engaged in further discussion regarding the compatibility of retroactivity with CSC and COA rules, which was the basis of Chair Agrupis' concern. President Jimenez suggested that the Office of the Vice President for Legal Affairs draft a formal inquiry to the CSC to confirm the legality of retroactive appointments for faculty promotions. Chair Agrupis agreed.
- 5.7 There being no further objections to the motion duly made and seconded, the amendment of the date of the effectivity of the 2025 FMP was approved, subject to CSC confirmation.

II. MATTERS APPROVED BY THE BOARD (cont'd)

A. ACADEMIC MATTERS (cont'd)

...

5. Approval of the Amendment of the Date of Effectivity of the 2025 Faculty Merit Promotion from 01 July 2025 to 01 January 2025 (cont'd)

..

Board	Action: PROVISIONALLY APPROVED. The 2025 Faculty Merit Promotion shall take effect on 01 January 2025, provided that retroactive implementation is found to be permissible without legal or administrative impediment. Pending such confirmation, implementation may proceed effective 01 July 2025.
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