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GAZETTE

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DECISIONS OF THE BOARD OF REGENTS

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1405TH BOR Meeting

29 January 2026

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- a. Memorandum of Agreement between the University of the Philippines and the All UP Workers Union (AUPWU) in relation to the cost-cutting and system improvement measures;
- b. Memorandum of Agreement between the University of the Philippines and the All UP Academic Employees Union (AUPAEU) in relation to the cost-cutting measures; and,
- c. Appointment of Dr. MERDELYN C. LIT, College of Agriculture and Food Science, UP Los Baños, as Scientist III (SG 28-1), effective 16 May 2025 under DOST’s Scientific Career System (SCS), pursuant to Executive Order No. 17, series of 2023.

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DECISIONS OF THE BOARD OF REGENTS

1405th BOR Meeting
29 January 2026

I. OATH TAKING OF THE NEW STAFF REGENT (REY C. ESPANTO)

President Jimenez administered the oath of office to the 9th Staff Regent, Rey C. Espanto, officially inducting him as a member of the UP Board of Regents, *vice* Staff Regent Marie Theresa G.S. Alambra.

II. AWARDING OF CITATION TO OUTGOING REGENT (MARIE THERESA G.S. ALAMBRA)

The members of the Board reviewed and approved the citation for outgoing Staff Regent Marie Theresa G.S. Alambra. Subsequently, Regent Alambra was invited to the meeting to receive the commendation in recognition of her invaluable service to the University and to the Board of Regents. Secretary Lara then read the citation into the record, as follows:

The University of the Philippines

awards this

CITATION

to

Marie Theresa G.S. Alambra

8th Staff Regent

In recognition of her distinguished and dedicated service as a member of the University of the Philippines Board of Regents (BOR), exemplifying the University's enduring commitment to honoring the vital role and contributions of administrative staff (Admin) and research, extension, and professional staff (REPS) in the life of the University;

II. AWARDING OF CITATION TO OUTGOING REGENT (MARIE THERESA G.S. ALAMBRA (cont'd))

...

For her steadfast and principled leadership as the voice of the workforce in the democratic governance of the University, uniting the community in safeguarding rightful benefits, upholding employee and human rights, and advancing the delivery of welfare and support services;

For her dedication to advancing the University's vision and mission of national and international leadership through the promotion of workforce advocacies and programs that uphold academic and operational excellence, foster inclusive and conducive work environments, and support the well-being and professional growth of University personnel;

For her resolute efforts in promoting a healthy and nurturing workplace through the expansion of health, wellness, and psychosocial programs—particularly the enhancement of the Enhanced Hospitalization Program (eHOPE) coverage—as well as the provision and improvement of health and wellness leaves, incentives, and benefits;

For her consistent espousal of an open and participatory consultation policy with her constituency to address pressing issues and concerns, and for her advocacy of sectoral representation and active participation of both administrative staff and REPS in the deliberations of the BOR;

For facilitating sustained and constructive dialogue between the workforce and the University administration to ensure the enhancement and granting of privileges and benefits in accordance with the Collective Negotiation Agreement (CNA);

For her unwavering commitment to workforce dignity through the pursuit of employee regularization and conversion, the equitable recognition of employees under contracts of service or job orders, and the upgrading of the entry-level salary grade of University staff;

For her support in the creation of new and innovative academic and administrative programs, facilities, policies, and projects, as well as the enhancement of existing initiatives, and for her vigorous support of staff and faculty hiring and promotion;

II. AWARDING OF CITATION TO OUTGOING REGENT (MARIE THERESA G.S. ALAMBRA (cont'd))

...

And for her integrity, wisdom, diligence, and exemplary leadership that stands as a testament to selfless service and dedicated stewardship of the University community;

The Board of Regents, upon the recommendation of the President of the University, hereby recognizes the invaluable contributions of Staff Regent Marie Theresa G.S. Alambra to the University of the Philippines and expresses its profound gratitude and sincere appreciation, on behalf of the entire UP community.

Given this 29th day of January in the year Two Thousand and Twenty-Six, in Diliman, Quezon City, Philippines.

(Sgd.) ANGELO A. JIMENEZ
President and Co-Chair

(Sgd.) SHIRLEY C. AGRUPIS
Chair

ATTESTED:

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

III. MATTERS APPROVED BY THE BOARD

A. GENERAL GOVERNANCE

1. Appointment of University Officials:

a. Deanship of the College of Public Affairs and Development, UP Los Baños

a.1 The Chair of the Search Committee for the next Dean of the UP Los Baños College of Public Affairs and Development (CPAf), Vice Chancellor Haerold Dean Z. Layaoen, provided a summary of the search process activities and some background and qualifications of the nominees.

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

A. GENERAL GOVERNANCE (cont'd)

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

...

b. Deanship of the College of Public Affairs and Development, UP Los Baños (cont'd)

...

a.2 UP Los Baños Chancellor Jose V. Camacho, Jr. was invited to the meeting to present his recommendation to the Board. He highlighted the track record of Dr. Rhea L. Gumasing, including her experience as OIC Dean, Assistant College Secretary, and her role in the UPLB Graduate School, noting that CPAf is a graduate-level college. He also addressed Regents' concerns regarding the stability of the College and its transformational vision.

a.3 Prof. Gumasing was invited to the meeting to present her vision for the College and respond to questions from the Regents.

a.4 Following the interview and deliberations, the Board approved the appointment of Prof. Rhea L. Gumasing as Dean of the College of Public Affairs and Development, UP Los Baños, effective 29 January 2026 until 28 January 2029.

Board Action: The Board appointed Prof. Rhea L. Gumasing as Dean of the College of Public Affairs and Development, UP Los Baños, effective 29 January 2026 until 28 January 2029.

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

A. GENERAL GOVERNANCE (cont'd)

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

...

b. Deanship of the Faculty of Education, UP Open University

b.1 Search Committee Chair Melinda Bandalaria presented the search process for the next Dean of the Faculty of Education, UP Open University. She also discussed measures undertaken by the Search Committee to encourage multiple nominations. She added, however, that despite extensions and solicitation of candidates, only the nomination for the incumbent Dean, Asst. Prof. Charisse T. Reyes, was received. She further reported that most faculty members expressed support for the lone nominee.

b.2 Regent Pascual inquired whether it is not standard practice to evaluate incumbent deans to determine if replacement is needed prior to conducting a search. President Jimenez explained that the University continues to observe process in accordance with democratic principles, wherein a search process is conducted regardless of incumbency.

b.3 At the request of the Board, Prof. Bandalaria elaborated on the initiatives and programs spearheaded by Asst. Prof. Reyes during her tenure as Dean. To answer further queries from the Board, Asst. Prof. Reyes was then invited to the meeting to present her vision and plans for the Faculty of Education. She highlighted initiatives such as the establishment of programs in language and literacy education, training programs for teachers, and collaborations with the Philippine Science High School and remote areas, including the Bangsamoro region. The Board engaged in further

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

A. GENERAL GOVERNANCE (cont'd)

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

...

b. Deanship of the Faculty of Education ... (cont'd)

...

discussion on persistent challenges in the education sector. Regent Acidre also emphasized UPOU's role in addressing high dropout rates, noting that flexible course offerings can support students who need to work while pursuing their studies.

- b.4 There being no further questions, the Board approved the appointment of Asst. Prof. Charisse T. Reyes as Dean of the Faculty of Education, UP Open University, effective 23 February 2026 until 22 February 2029.

Board Action: The Board appointed Asst. Prof. Charisse T. Reyes as Dean of the Faculty of Education, UP Open University, effective 23 February 2026 until 22 February 2029.

2. Renaming of the National Crop Protection Center Main Building into Fernando F. Sanchez, Sr. Hall, UP Los Baños

- 2.1 Chancellor Camacho was invited to join the meeting via Zoom to discuss the proposal for the renaming of the National Crop Protection Center main building into Fernando F. Sanchez, Sr. Hall. He emphasized the accomplishments and contributions of Dr. Sanchez to UP Los Baños, particularly in the field of crop protection research.

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

A. GENERAL GOVERNANCE (cont'd)

...

2. Renaming of the National Crop Protection Center ... (cont'd)

...

2.2 President Jimenez asked Secretary Lara to explain the policy on the naming of buildings. Secretary Lara briefly discussed the policy on the naming of buildings, structures, and parks, as approved by UP President Francisco Nemenzo, Jr. in 2004 and subsequently noted by the Board of Regents. He further explained that another policy governing the naming of buildings after natural and juridical persons and objects was later approved by the Board, as well as the Naming Rights Policy approved by the Board in 2009, which applies to donations and contributions.

2.3 Regent Pascual inquired whether there is an existing policy disallowing the naming of structures or buildings after living persons. In response, Secretary Lara explained that under both honorific naming and donation-based naming, there is no distinction between living and deceased persons, and that the matter is left to the discretion of the Board.

2.4 After further clarifications and there being no further questions, Regent Pascual moved for the approval of the proposal for the renaming of the National Crop Protection Center Main Building into Fernando F. Sanchez, Sr. Hall. Regent Aranton 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

1. **Request of UP Manila for the lifting of suspension in awarding Certificate of Proficiency in Orthodontics for the Master of Science in Dentistry (Orthodontics) Program in the College of Dentistry, and the retroactive awarding of Certificate of Proficiency in Orthodontics to qualified students of the MS Dentistry (Orthodontics) program enrolled in Academic Years 2017-2025**

1.1 Vice President for Academic Affairs Lorraine Pe Symaco, together with UP Manila Chancellor Michael Tee, Vice Chancellor Bernadette Heizel Reyes, and College of Dentistry Dean Michelle Segarra, presented the request for the lifting of suspension in awarding Certificate in Proficiency for the Master of Science in Dentistry (Orthodontics) Program in the College of Dentistry.

1.2 Vice Chancellor Reyes explained that during the 1329th BOR meeting held on 27 July 2017, the Master of Science in Dentistry (Orthodontics) Program was proposed for abolition due to the absence of enrollees for more than five years. However, instead of abolishing the program, the Board of Regents decided to suspend its offering, subject to submission by UP Manila of further justification to support the abolition of program. She clarified that the earlier finding of “no enrollees” was based on the mistaken assumption that the Certificate of Proficiency was a standalone program, when in fact it is a credential awarded under the MS Dentistry (Orthodontics) Program. Thus, while no students were enrolled in a separate certificate program, students have continuously been enrolled in the MS Dentistry Program and remain eligible for the Certificate of Proficiency upon fulfilling the requirements. She then emphasized that the request from the Board is not only the approval of the lifting of suspension in awarding

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

...

B. ACADEMIC MATTERS

1. Request of UP Manila for the lifting of suspension... (cont'd)

...

Certificate of Proficiency for the Master of Science in Dentistry (Orthodontics) Program, but also the approval of the retroactive awarding of the Certificate of Proficiency in Orthodontics to qualified students of the MS Dentistry (Orthodontics) Program enrolled in Academic Years 2017 to 2025.

- 1.3 President Jimenez clarified that while completion of the full Master's degree allows graduates to pursue research and academic careers, the Professional Orthodontics Board requires only the completion of specific units under the Certificate component for recognition by the professional organization and eligibility to practice. He noted that a total of seventeen (17) qualified practitioners would benefit from the retroactive awarding of the certificates.
- 1.4 After further clarifications, Regent Gadong moved for the approval of the request of UP Manila for the lifting of the suspension in awarding the Certificate of Proficiency for the Master of Science in Dentistry (Orthodontics) Program in the College of Dentistry, including the retroactive awarding of the Certificate of Proficiency in Orthodontics to qualified students enrolled in Academic Years 2017–2025. Regent Pascual seconded the motion. There being no objections to the motion duly made and seconded, the same was approved.

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

...

B. ACADEMIC MATTERS

1. Request of UP Manila for the lifting of suspension... (cont'd)

...

Board Action: The Board approved the following:

- 1. Lifting of suspension in awarding Certificate of Proficiency in Orthodontics for the MS Dentistry (Orthodontics) program, UP Manila, effective AY 2025-2026; and,**
 - 2. Retroactive awarding of Certificate of Proficiency in Orthodontics to qualified students of UP Manila's MS Dentistry (Orthodontics) program enrolled in Academic Years 2017-2025.**
-
- 2. Institution of the Master of Climate and Disaster Resilience (MCDR) Program with exit program in Graduate Certificate in Climate and Disaster Resilience, UP Open University**
 - 2.1 UP Open University Chancellor Joane V. Serrano, together with Vice Chancellor for Academic Affairs Aurora V. Lacaste, Dean Finaflor F. Taylan, and Prof. Ricardo T. Bagarinao joined the meeting via Zoom to present the proposed institution of the Master of Climate and Disaster Resilience (MCDR) Program, with an exit program leading

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

...

B. ACADEMIC MATTERS (cont'd)

...

2. Institution of the Master of Climate and Disaster Resilience (MCDR) Program ... (cont'd)

...

to a Graduate Certificate in Climate and Disaster Resilience. Prof. Bagarinao, through a video presentation, discussed the rationale for the program, its learning outcomes, structure, and budgetary requirements. He also emphasized that the program has two tracks: (1) a Strategic Practice Track designed to meet the needs of practitioners, and (2) a Community Resilience and Empowerment Track focused on community mobilization and the development of students' competencies in resilience-building initiatives.

2.2 President Jimenez sought clarification on the program's budgetary requirements and potential enrollees. In response, Prof. Bagarinao explained that the program is expected to be self-financing, projecting that revenues in the second year would be sufficient to cover first-year costs, with potential income generation beginning in the third year. Regarding enrollment, he explained that based on the results of the survey, they are expecting approximately fifty (50) enrollees per semester. Chancellor Serrano added that Disaster Risk Reduction and Climate Change Adaptation (DRR-CCA) coordinators from around 230 basic education units have expressed interest in enrolling, and approximately seventy percent (70%) of those who completed the micro credential course on the Basics of Resilience signified interest in pursuing the program.

2.3 The Board discussed the estimated cost of completing the program per student. Chair Agrupis expressed CHED's willingness to allocate available funds to support students under the program through the initiatives advanced by Regent Acidre and Regent Legarda, consistent with national priorities.

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

...

B. ACADEMIC MATTERS (cont'd)

...

2. Institution of the Master of Climate and Disaster Resilience (MCDR) Program ... (cont'd)

...

2.4 After further discussions, Regent Gadong moved for the approval of the Institution of the Master of Climate and Disaster Resilience program, with exit program in graduate certificate in Climate and Disaster Resilience at the UP Open University.

2.5 Regent Pascual inquired about the collaboration with the UP Resilience Institute (UPRI) in the development of the program. Chancellor Serrano clarified that the program was initiated in collaboration with UPRI but there is a quality circle composed of different content experts that helped in the development of the program. She further noted that affiliates from other Constituent Universities will also be involved in the delivery of the program.

2.6 There being no objections to the motion duly made and seconded, the institution of the Master of Climate and Disaster Resilience Program, with exit program in Graduate Certificate in Climate and Disaster Resilience was approved.

Board Action: APPROVED

3. Amendments to the UP Intellectual Property Rights Policy

3.1 Vice President for Research and Innovation Joel Joseph S. Marciano, Jr. and UP System Technology Transfer and Business Development Office Director Dr. Luis G. Sison presented to the Board the proposed amendments to the UP Intellectual Property Rights (IPR) Policy.

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

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B. ACADEMIC MATTERS (cont'd)

...

3. Amendments to the UP Intellectual Property Rights ... (cont'd)

...

3.2 Dr. Sison highlighted two major amendments: (1) the refinement of language to reflect the inclusion of research institutions as stakeholders, such as the Philippine Genome Center and the National Institutes of Health; and (2) the adjustment of royalty sharing in favor of the Constituent Universities (CUs). He also noted the enhancement of cost-recovery mechanisms to support technology transfer efforts, which previously allowed only up to ₱200,000 in cost recovery. In addition, he mentioned the introduction of a flexibility clause to enable CUs to determine the level of engagement and spending in technology transfer activities based on the performance of startups within their respective units.

3.3 In response to Regent Pascual's query on the retroactive application of the policy, Director Sison explained that for the newly included stakeholders, the revised distribution would apply retroactively. The retroactive application is intended to allow the disbursement of funds that are currently held in escrow.

3.4 In response to queries regarding spin-offs, President Jimenez clarified that the proposed amendments pertain only to royalty sharing. Director Sison added that a separate policy on spin-off companies is still being developed. There being no further questions, Regent Gadong moved for the approval of the proposed amendments to the UP Intellectual Property Rights Policy. Regent Acidre 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)

...

4. Collaborative Research Agreement (CRA) for Hearing for Life (HeLe) Technology with the Center for Applied Microelectronics and Programming, Inc. (CAMP)

4.1 The Director of the UP System Technology Transfer and Business Development Office (TTBDO), Dr. Luis Sison, presented the Hearing for Life (HeLe) Technology, a diagnostic tool designed to enable the prescription of hearing aids for infants, allowing early intervention to help prevent hearing impairment later in life.

4.2 Chair Agrupis inquired whether the Board had further questions on the matter. There being none, Regent Gadong moved for the approval of the Collaborative Research Agreement for the Hearing for Life Technology with the Center for Applied Microelectronics and Programming, Inc. Regent Espanto seconded the motion. There being no objections to the motion duly made and seconded, the same was approved.

Board Action: APPROVED

5. Clarifications on the One UP Professorial Chair and Faculty Grant Awards

5.1 Regent Gadong clarified that the primary issue raised in the appeals was that some faculty members believed they were eligible for the One UP Professorial Chair (PC) and Faculty Grant (FG) Awards but were not selected. She sought clarification on the selection process and the criteria that served as basis for their non-selection.

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

...

B. ACADEMIC MATTERS (cont'd)

...

5. Clarifications on the One UP Professorial Chair and Faculty Grant Awards (cont'd)

...

5.2 Assistant Vice President for Academic Affairs, Dr. Ian Kendrick C. Fontanilla, explained that the One UP Professorial Chair and Faculty Grant Awards is an incentive program of the UP System that recognizes outstanding faculty productivity in teaching, research, creative work, and public service. Faculty members are evaluated based on their top two areas of performance (e.g., teaching and research, teaching and public service, creative work and research), each with corresponding computation and credited accomplishments. Applications are evaluated at multiple levels: the unit awards committee, department chair or college director, the Constituent University (CU) through the Chancellor, and finally the UP System Committee for the ranking. He emphasized that while a minimum score of 60 points per category is required for eligibility, selection is subject to a ranking system based on the available budget, with cutoffs determined per category and rank.

5.3 AVP Fontanilla further explained that 1,498 out of 1,516 applicants were deemed eligible, with 885 applicants eligible for professorial chairs and 634 applicants being eligible for faculty grants. However, due to budget constraints, the distribution was aligned with the original proportion of 58% for professorial chairs and 42% for faculty grants. Based on available funds, he reported that a total of 1,125 applicants qualified for the PC and FG awards, representing approximately 75% of the eligible applicants. Of these, 644 were awarded professorial chairs and 481 were awarded faculty grants. Further ranking was conducted within academic ranks (Professor, Associate Professor, Assistant Professor, and Instructor), maintaining the

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

...

B. ACADEMIC MATTERS (cont'd)

...

5. Clarifications on the One UP Professorial Chair and Faculty Grant Awards (cont'd)

...

proportional distribution from the eligible pool. He clarified that the same ranking system was used in the previous cycle. He noted that some confusion arose when faculty members with higher scores were not selected, as competition occurs within specific categories and ranks rather than across all applicants.

5.4 Upon further clarification, AVP Fontanilla highlighted that the number of eligible faculty members in the current cycle is higher than in previous cycles, but the budget could accommodate only 75% of those eligible. Regent Gadong recalled that in a previous cycle, the Board had considered granting prorated amounts to those who did not qualify and suggested that this may again be reviewed in future cycles to avoid demoralizing faculty members.

5.5 The Board then deliberated on the funding sources and allocation for the One UP Professorial Chair and Faculty Grant Awards. President Jimenez emphasized that the Professorial Chair and Faculty Grant should primarily be regarded as an award, inherently limited to a select number of recipients. He underscored the importance of transparency and requested the Faculty Regent to provide more detailed information on the concerns raised, with the aim of refining and strengthening the system.

5.6 Chair Agrupis observed that there are instances when Associate Professors demonstrate greater productivity than those in higher ranks. She proposed that evaluation for the One UP Professorial Chair and Faculty Grant Awards be conducted across ranks, regardless of academic position, to

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

...

B. ACADEMIC MATTERS (cont'd)

...

5. Clarifications on the One UP Professorial Chair and Faculty Grant Awards (cont'd)

...

strengthen the guidelines and ensure fairness. She further emphasized that such an approach could encourage higher productivity among faculty members. President Jimenez acknowledged and noted the suggestion for consideration in future refinements of the system.

Board Action: NOTED

C. FISCAL MATTERS¹

Chair Agrupis noted that the agenda items under Fiscal Matters had been discussed and endorsed by the BOR Finance Committee during its meeting held on 26 January 2026. Regent Aranton confirmed that the Finance Committee had discussed and deliberated on the items. He then moved for the omnibus approval of Items Nos. 1-5 under Fiscal Matters. Regent Acidre seconded the motion. There being no objections, the following items were approved:

1. Request for Reprogramming of UP System Administration's unexpended balances from prior years to fund the request for funding of the various UPSA units

Board Action: APPROVED

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.

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

...

C. FISCAL MATTERS¹ (cont'd)

...

2. **Request for Reprogramming of UP System Administration's unexpended balances from prior years to UP Mindanao**

Board Action: APPROVED

3. **Request for Reprogramming of UP System Administration's unexpended balances from prior years to replenish the PGH funds,**

Board Action: APPROVED

4. **Expansion of the approved utilization of Ayala collections**

Board Action: APPROVED

5. **Request of UP Visayas for Authority to Purchase One (1) Brand New Van**

Board Action: APPROVED

6. **Request of the Office of the Vice President for Development (OVPD) for Authority to Purchase One (1) Unit of Passenger Van and Two (2) Units of Pick-up Vehicles**

Board Action: APPROVED

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.

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

...

C. FISCAL MATTERS¹ (cont'd)

...

7. Proposed UP Los Baños On-Campus Rental Housing Project

- 7.1. Chancellor Camacho presented the proposed on-campus rental housing project, designed to support UP Los Baños staff with lower salary grades, particularly those in Salary Grades 1 to 10. He further noted that consultations with relevant stakeholders had already been conducted in support of the proposal.
- 7.2. Regent Gadong inquired whether there were current occupants in the proposed project site, to which Chancellor Camacho replied in the negative. Chair Agrupis noted that the Board of Regents supports housing initiatives for staff and shared that CHED had signed a Memorandum of Agreement with Pag-IBIG Fund to provide affordable rental housing solutions for teachers and students across more than 100 State Universities and Colleges (SUCs) nationwide. She mentioned that funding support for UP may be available, should the University be interested.
- 7.3. There being no further questions from the Board, Regent Aranton moved for the approval of the proposal in principle, with further details to be presented to the Board at a later time. Chair Agrupis clarified that the approval in principle would allow UPLB to proceed with negotiations and the development of the business plan. Regent Acidre seconded the motion. There being no objections to the motion duly made and seconded, the proposed-UP Los Baños On-Campus Rental Housing Project was approved in principle.

Board Action: APPROVED IN PRINCIPLE

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

...

D. ADMINISTRATIVE MATTERS

Chair Agrupis inquired whether the members of the Board had any queries on any of the agenda items under Administrative Matters. There being none, Regent Gadong moved for the omnibus approval of Items Nos. 1-3 under Administrative Matters. Regent Espanto seconded the motion, and there being no objections, the following items were approved:

1. **Reclassification *from* Part-Time *to* Full Time Status of Dr. LEILANIE S. NICODEMUS, Professor 1 (SG 26-5), College of Medicine, UP Manila, effective 29 January 2026**

Board Action: APPROVED

2. **Automatic Merit Promotion (MAP) of faculty members for obtaining Ph.D. with merit (1147th BOR Meeting held on 21 December 2000):**
 - a. **Asst. Prof. AURORA S. LLIGE**, College of Home Economics, UP Diliman, *from* Assistant Professor 7 *to* Associate Professor 4, effective upon report for duty from study leave
 - b. **Asst. Prof. VICENTE D. BALLARAN, JR.**, College of Engineering and Agro-Industrial Technology, UP Los Baños, from Assistant Professor 7 to Associate Professor 5, effective upon report for duty from study leave

Board Action: APPROVED

3. **Appointment of Dr. HANNAH R. BARDOLAZA, College of Science, UP Diliman, as Scientist I (SG 26-1), effective 16 May 2025, under DOST's Scientific Career System (SCS), pursuant to Executive Order No. 17 series of 2023**

Board Action: APPROVED

IV. MATTERS FOR CONFIRMATION OF THE BOARD

President Jimenez presented the Matters for Confirmation by the Board of Regents. There being no questions, Regent Gadong moved for the omnibus confirmation of Items Nos. 1 and 2 under Matters for Confirmation. There being no objections to the motion duly made and seconded, the following items were confirmed:

1. Memorandum of Agreement between the University of the Philippines Diliman and the Department of Education (DepEd)

Board Action: CONFIRMED

2. Matters approved by the BOR by referendum:

On 12 December 2025:

- a. Memorandum of Agreement between the University of the Philippines and the All UP Workers Union (AUPWU) in relation to the cost-cutting and system improvement measures;**
- b. Memorandum of Agreement between the University of the Philippines and the All UP Academic Employees Union (AUPAEU) in relation to the cost-cutting measures; and,**
- c. Appointment of Dr. MERDELYN C. LIT, College of Agriculture and Food Science, UP Los Baños, as Scientist III (SG 28-1), effective 16 May 2025 under DOST's Scientific Career System (SCS), pursuant to Executive Order No. 17, series of 2023.**

Board Action: CONFIRMED

V. MATTERS FOR INFORMATION OF THE BOARD

These matters have been transmitted via email to all Regents on 23 January 2026 (Memorandum No. OSU2026-07-01).

- A. **Selection of Mr. REY C. ESPANTO of UP Tacloban College as the 9th Staff Regent**
- B. **Certificate of CNA Registration of All U.P. Academic Employees Union (AUPAEU)**
- C. **Changes in the UP Open University Academic Calendars for AY 2025-2026**
- D. **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 approving authority of the President, subject to information of the Board on matters not exceeding P150 Million Pesos (1312th BOR Meeting, 29 October 2015).

UP System

	Contract	Nature
1.	Deed of Donation between the University of the Philippines and Toyota Batangas City, Inc.	Donation of one (1) 29-seater coaster by Toyota Batangas City, Inc. to UP for the use of its varsity teams, valued at ₱3,992,810.00.

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

These matters have been transmitted via email to all Regents on 23 January 2026 (Memorandum No. OSU2026-07-01).

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D. Contracts/Agreements (cont'd)

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UP Manila

	Contract	Nature
1.	Memorandum of Agreement between the University of the Philippines Manila and Asst. Prof. Aroin B. Verdera (<i>Project Leader</i>)	Implement the study entitled: Biodegradation of Bisphenol A (BPA) by Heavy-Metal-Tolerant Bacteria Isolated from the Sediments of Meycauayan River, Bulacan" (Project Code: NIH 2025-015) Duration: The study shall be for six (6) months from 01 April 2025 to 30 September 2025 Implementing unit: College of Arts and Sciences

Board Action: NOTED

VI. OTHER MATTERS

1. Presentation of the Kaayohan Summit

- 1.1 Regent Gadong presented a summary of the Kaayohan Summit held on 1–2 December 2025 at the Melchor Hall Theater, College of Engineering, UP Diliman. The Summit was organized by the Office of the Faculty Regent and the All UP Academic Employees Union, with support from the Office of the President, the Office of the Vice President for Academic Affairs, and the Office of the Vice President for Administration. She explained that the Summit provided a forum for dialogue among the University’s different sectors, including faculty, administrative staff, REPS, and job order and contract of service employees, to surface key concerns on wellness, welfare, and well-being, critically examine policies, strengthen solidarity across sectors, and draft actionable recommendations to inform future policies and initiatives.
- 1.2 Regent Gadong outlined the recommendations gathered from the Summit, including the establishment of a Healthy University Office in all Constituent Universities to promote employee health and wellness, the creation of a University Assembly, the conduct of CNA Orientation for administrators, the uniform application of the 20% premium and monthly-based pay, and the appointment of a REPS Observer to the Board of Regents.
- 1.3 Chair Agrupis suggested exploring the use of the Gender and Development (GAD) Budget to support health and wellness initiatives and suggested that a policy on the utilization of the 5% GAD allocation may be submitted to the Board for approval. After consulting with Vice President Balmores, Chair Agrupis noted that some CUs may encounter budgetary constraints in implementing the 20% premium and suggested exploring a funding allocation to support smaller CUs. President Jimenez responded that the proposal will be studied.

Board Action: NOTED

VI. OTHER MATTERS (cont'd)

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2. Clarification on the Performance-Based Bonus (PBB) 2023

- 2.1 Regent Espanto raised concerns regarding questions on the PBB 2023. Vice President Resurreccion explained that UP was disqualified for the PBB 2023 despite appeals, and that the disqualification is final and has already been communicated to the Unions. He further explained that the PBB assessment covers four dimensions, one of which is the Process Dimension, where the University obtained a score of 1 out of 5. This outcome was due to the varying standards and turnaround times across the Constituent Universities, underscoring the need to standardize services. President Jimenez emphasized that the results serve as a reflection of areas where processes can be strengthened and improved.
- 2.2 Regent Acidre moved for the notation of the manifestations of the Staff Regent and Faculty Regent. Regent Gadong seconded the motion.



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(Start – January 2026)
Staff Regent



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UP SYSTEM

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