Contents

ADMINISTRATIVE CIRCULARS

Administrative Orders

Administrative Order 95-01: Reconstitution of the Committee on Honorary Degrees
Administrative Order 95-02: Reconstitution of the University Professorship Committee
Administrative Order No. 18: Implementation of the Special Supplementary Incentive Award for Deserving Faculty and Staff for 1994
Resolution Providing For Special Supplementary Incentive Award For Deserving Faculty and Staff For 1994
Administrative Order 95-19: Reconstitution of the Systemwide Academic/Administrative Personnel and Fellowship Committee (SAPFC)
Administrative Order 95-23: Implementation of the Approved Grievance Machinery For Non-Teaching Employees

Executive Orders

Executive Order No. 95-01: Transfer of Management of the UP Vargas Museum and Filippiniana Research Center to the College of Arts and Letters
Executive Order No. 3: Providing for the Organization, Administration, and Operation of the Technology Management Center

Memoranda

Memorandum No. 95-08A: Task Force to Identify Faculty Members to Prepare Instructional Materials for the

Page
1
2
3
4
5
6
7
8
9

Page
Offering of G.E. Courses by Distance Education
Memorandum No. 95-15: Establishment of UP in Mindanao
Memorandum No. 95-21: Committee for a Unified COA Audit of UP
Memorandum No. 95-28: Payment Of Uniform/Clothing Allowance For FY 1995
Memorandum No. 95-30: Monday Flag Ceremonies at Quezon Hall
Memorandum No. 95-31: Committee for the Establishment of a Second "Cultural Center of the Philippines" in the UP Campus in Diliman
Memorandum No. 95-32: Committee to Discuss and Formalize Relationship Between the UP Open University and the Education Research Program
Memorandum No. 95-38: Research and Development Program for the UP Open University
Memorandum No. 95-47: Reconstitution of the Systemwide Academic/Administrative Personnel and Fellowship Committee (SAPFC)
Memorandum No. 95-56: Ad Hoc Committee for the Design of the Seal of the University of the Philippines
Memorandum No. 95-57: Assessment Of Language Proficiency Needs In The Professions And Workplace
Memorandum No. 95-58: UP-OU-UP-ERP CIDS Research and Development Program for the Open University
Memorandum: Payment of One-Half of the amount of the Christmas Bonus and Cash Gift for CY 1995 under RA No. 6686 to Government Personnel
Memorandum No. 63: Membership in the Research and Development Team of the UP Open University
Memorandum No. 95-68: "Sandaang Taon, Sandaang Akda"
1083RD MEETING, 26 JANUARY 1995

Appointments
Appointments, Reappointments, Promotions, etc. ........................................... 10
Transfer To Permanent Status ............................................................................. 10
Professorial Chairs ............................................................................................ 10
Headship of Units ............................................................................................... 10
Extension of Service Beyond Retirement Age .................................................... 11

Policy Matters
Guidelines for Determining Rank and Salary Grade of Research, Extension and Professional Staff .......................................................... 11
Open University ................................................................................................ 11
Authority for Secretary of the University To Issue Notice Of Approval Of Appointments .......................................................... 11
Merger of the UP Printery with the UP Press and Reorganization of the UP Press .......................................................... 11
Authority for UP Diliman To Negotiate Low-Interest Vehicle Loans ............... 11

Academic Matters
Establishment of Professorial Chairs ............................................................... 11
INTARMED Curriculum of UP Manila ............................................................... 11
Graduation Of UP Los Baños Students ............................................................... 11
Establishment of the Institute of Computer Science at UPLB ......................... 11

Donations, Grants, and Gifts
Donations for Establishment of Professorial Chairs .......................................... 12
Goodwill Visit of President Emil Q. Javier ......................................................... 12
Deed of Donation Executed by Department of Health in favor of UP Manila .......................................................... 12
Metro Pacific Professorial Chair in Chemistry .................................................. 12
Silvestra S. Echanis Faculty Grant ................................................................. 12
DAEWOOned Sedan for College of Economics and Management .................. 12
IBM Display Terminal 3277 .............................................................................. 12

Financial Matters
UP Provident Fund for 1994 .............................................................................. 13

Memoranda of Agreement
UP System
Memorandum of Agreement with the City of Manila ........................................... 13
UP Diliman
Memorandum of Agreement with Nihon Fukushi University ................................ 13
UP Los Baños
Memorandum of Agreement with Alijis Multi-Purpose Cooperative and the Philippine Council for Agriculture, Forestry and Natural Resources Research and Development .......................................................... 13
Memorandum of Agreement with Laguna State Polytechnic College ................ 13
Memorandum of Agreement with Tartaro Multi-Purpose Cooperative, Inc. .......... 13
Memorandum of Agreement with the Ecumenical Regional Development Assistance, Inc. .......................................................... 13

1084TH MEETING, 23 FEBRUARY 1995

Appointments
Appointments, Reappointments, Promotions, etc. ........................................... 14
Transfer To Permanent Status ............................................................................ 14
Professorial Chairs ............................................................................................ 14
Headship of Units .............................................................................................. 15
Extension of Service Beyond Retirement Age .................................................... 15

Policy Matters
Creation of Technology Management Center ................................................. 15
Resolution Establishing the University of Philippines-Open University .......... 15
UP in Mindanao ................................................................................................. 17
National Center of Excellence in Molecular Biology and Biotechnology ........... 17
Policy on Lease/Rental Rates by Companies Inside UPLB Science and Technology Park .......................................................... 17
Authority to Impound Stray animals on Campus .............................................. 17
Lease of Property in Krus na Ligas ................................................................. 17
Academic Matters ............................................................................................. 17
Graduation of Students ...................................................................................... 17

Donations, Grants, and Gifts
Metro Toronto Professorial Chair ...................................................................... 17
Salvador M. Mison and Family Scholarship Grant ............................................ 17

Financial Matters
UP-PCCA Budget .............................................................................................. 17
Modification of Items for UP System Accounting Unit ....................................... 18
Modification of Items for the Distance Education Program and Ugnayan ng Pahinungod .......................................................... 18
Increase in Fees ................................................................................................. 18
Rate Increase in Health Services ....................................................................... 18
Internal Operating Budget .................................................................................. 18
Programming of Unappropriated Income .......................................................... 18
### Memoranda of Agreement

<table>
<thead>
<tr>
<th>Institution</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>UP Diliman</td>
<td>18</td>
</tr>
<tr>
<td>Memorandum of Agreement with Ateneo de Manila University</td>
<td>18</td>
</tr>
<tr>
<td>Memorandum of Agreement with Foreign Service Institute</td>
<td>18</td>
</tr>
<tr>
<td>Memorandum of Agreement with the University of Franche-Comte</td>
<td>18</td>
</tr>
<tr>
<td>UP Los Baños</td>
<td>18</td>
</tr>
<tr>
<td>Memorandum of Agreement re: Joint Development Project in the Batayan-Malipano</td>
<td>18</td>
</tr>
<tr>
<td>Memorandum of Agreement with the Department of Agrarian Reform, Region IV</td>
<td>19</td>
</tr>
<tr>
<td>Memorandum of Agreement re: National Coconut Research and Development Program</td>
<td>19</td>
</tr>
<tr>
<td>Memorandum of Agreement with Jacinto A. Galang Foundation</td>
<td>19</td>
</tr>
<tr>
<td>Memorandum of Agreement re: Training of PCRDF Technical Staff in Enzymatic Hydrolysis of Copra Meal</td>
<td>19</td>
</tr>
<tr>
<td>Memorandum of Agreement with San Miguel Foods</td>
<td>19</td>
</tr>
<tr>
<td>Memorandum of Agreement, Supplemental Contract, and Amendatory Agreement with Department of Agriculture</td>
<td>19</td>
</tr>
<tr>
<td>Memorandum of Agreement with the Visayas State College of Agriculture</td>
<td>19</td>
</tr>
<tr>
<td>Memorandum of Agreement with the Department of Science and Technology, Cordillera Administrative Region</td>
<td>19</td>
</tr>
<tr>
<td>Memorandum of Agreement with Dr. Narciso R. Lapuz</td>
<td>20</td>
</tr>
<tr>
<td>Memorandum of Agreement with Office of Governor Province of Laguna</td>
<td>20</td>
</tr>
<tr>
<td>Agreement on the Use of Private Agricultural Land with Dr. Manuel P. Garcia, Jr.</td>
<td>20</td>
</tr>
</tbody>
</table>

### Research Contracts

<table>
<thead>
<tr>
<th>Institution</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>CIDS Administered Research Contracts with Individual Faculty Members</td>
<td>20</td>
</tr>
</tbody>
</table>

### Other Matters

<table>
<thead>
<tr>
<th>Institution</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>UP Commencement Exercises Schedules</td>
<td>20</td>
</tr>
</tbody>
</table>

### 1085TH MEETING, 23 MARCH 1995

<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appointments</td>
<td>20</td>
</tr>
<tr>
<td>Transfer To Permanent Status</td>
<td>21</td>
</tr>
<tr>
<td>Headship of Units</td>
<td>21</td>
</tr>
<tr>
<td>Extension of Service Beyond Retirement Age</td>
<td>21</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Policy Matters</td>
<td>22</td>
</tr>
<tr>
<td>Constitution of Regents’ Ad Hoc Committee to Study Draft Charter of the University</td>
<td>22</td>
</tr>
<tr>
<td>Adoption of Resolution on UP in Mindanao</td>
<td>22</td>
</tr>
<tr>
<td>Regents’ Advisory Committee for UP in Mindanao</td>
<td>22</td>
</tr>
<tr>
<td>Policy on Voluntary Service by Faculty and Staff</td>
<td>22</td>
</tr>
<tr>
<td>Special Supplementary Incentive Award for Deserving Faculty and Staff for 1994</td>
<td>23</td>
</tr>
</tbody>
</table>

### Academic Matters

<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Institution of Graduate Programs</td>
<td>23</td>
</tr>
<tr>
<td>Conferment of Honorary Degrees</td>
<td>24</td>
</tr>
</tbody>
</table>

### Donations, Grants, and Gifts

<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deed of Donation with Janssen Pharmaceutical</td>
<td>24</td>
</tr>
</tbody>
</table>

### Financial Matters

<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reconstruction of the Senior’s Social Garden, UP Los Baños</td>
<td>24</td>
</tr>
<tr>
<td>Program and Budget for 1995 for UP in Mindanao</td>
<td>24</td>
</tr>
<tr>
<td>Establishment of a Trust Fund for the Office of the National Administrative Register</td>
<td>24</td>
</tr>
</tbody>
</table>

### Memoranda of Agreement

<table>
<thead>
<tr>
<th>Institution</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>UP System</td>
<td>24</td>
</tr>
<tr>
<td>Memorandum of Understanding with University of the East</td>
<td>24</td>
</tr>
<tr>
<td>UP Diliman</td>
<td>25</td>
</tr>
<tr>
<td>Memorandum of Agreement with Geological Society of the Philippines</td>
<td>25</td>
</tr>
<tr>
<td>UP Los Baños</td>
<td>25</td>
</tr>
<tr>
<td>Memorandum of Agreement with Palawan State Colleges</td>
<td>25</td>
</tr>
<tr>
<td>Memorandum of Agreement with Catanduanes State Colleges</td>
<td>25</td>
</tr>
<tr>
<td>Memorandum of Agreement with Cagayan State University</td>
<td>25</td>
</tr>
<tr>
<td>Memorandum of Agreement with University of Eastern Philippines</td>
<td>25</td>
</tr>
<tr>
<td>Memorandum of Agreement with University of Southeastern Philippines</td>
<td>25</td>
</tr>
<tr>
<td>Memorandum of Agreement with Catanduanes State Colleges and Honorable Leandro B. Verveles, Jr.</td>
<td>25</td>
</tr>
<tr>
<td>Research Contracts with the International Atomic Energy Agency</td>
<td>25</td>
</tr>
</tbody>
</table>

### Other Matters

<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inspection Report on FNRI Bldg, UPM</td>
<td>25</td>
</tr>
<tr>
<td>Position Papers on UP College of Dentistry Building</td>
<td>25</td>
</tr>
</tbody>
</table>

### 1086TH MEETING, 25 MAY 1995

<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appointments</td>
<td>25</td>
</tr>
<tr>
<td>Transfer To Permanent Status</td>
<td>26</td>
</tr>
<tr>
<td>Headship of Units</td>
<td>26</td>
</tr>
<tr>
<td>Extension of Service Beyond Retirement Age</td>
<td>27</td>
</tr>
</tbody>
</table>

### Policy Matters

<table>
<thead>
<tr>
<th>Topic</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Creation of Research Programs at UP Center for Integrative and Development Studies</td>
<td>27</td>
</tr>
<tr>
<td>Graduate Program Office, UP Visayas</td>
<td>27</td>
</tr>
<tr>
<td>Reorganization of the UP Manila Information, Publication, and Public Affairs Office</td>
<td>27</td>
</tr>
<tr>
<td>Technology Management Center in UP Diliman</td>
<td>27</td>
</tr>
</tbody>
</table>
Land Use and Development Plan for UP Manila..........................27
Regents Committee on Resource and Financial Management..................28
Authority of Dean of UP Mindanao........................................28

Academic Matters
Doctor of Laws (honoris causa) on His Majesty, The Yang Di Pertuan Agong Tuanku Jaafar Ibni Almarhum Tuanku Abdul Rahman..................................................28
New Degree Programs................................................................28
Establishment of Professorial Chairs...........................................29
Candidates for Graduation...........................................................29
Academic Calendars of AY 1995-1996 of the Four Autonomous Universities of the UP System..............................29

Donations, Grants, and Gifts
Espalelek Alumni Association..................................................29
International Rice Research Institute........................................29

Financial Matters
Common Miscellaneous Trust Fund............................................29
Fee structure for Post Baccalaureate Programs of UP Open University ..................................................29
Increase in Consultancy Fee of Medical Consultants.........................30
UP Diliman Towing Fee and Incentive for the Towing Team.................30
1995 Revised Internal Operating Budget........................................30
Supplemental Budget for the Law Complex....................................30
New Service Rates For Electricity and Water To Be Charged UPLB Consumers..................................................30

Memoranda of Agreement
UP Diliman
Memorandum of Understanding with Memorial University of Newfoundland..........................30
Memorandum of Agreement with San Pablo Seminary .......................30
Memorandum of Agreement with Casa Mercado Teachers College...............30
Memorandum of Agreement with Far Eastern University.......................30
Agreement for Academic Exchange and Cooperation with Han Nam University..................................................31
Memorandum of Agreement with Project Implementation and Coordination Office of the Engineering and Science Education Project..................................................31

UP Los Baños
Memorandum of Understanding with the State Bureau of Foreign Experts, PROC..................................................31
Memorandum of Agreement with EDPITAF....................................31
Memorandum of Agreement with UPSILON Sigma Phi Los Baños Alumni Association..........................31
Memorandum of Agreement with Department of Interior and Local Government, and Ligang mga Barangay..................................................31
Memorandum of Agreement with Land Bank of the Philippines ..................31
Memorandum of Agreement with San Miguel Foods, Inc.......................31
Memorandum of Understanding with Philippine Food Processors and Exporters Organization..........................31

Memorandum of Agreement re: Laguna Floriculture Development Project..................................................31
Memorandum of Agreement with Sanofi Philippines Animal Health Division..................................................31
Memorandum of Agreement with the Philippine Society of Animal Nutritionists..........................31
Memorandum of Agreement with Senator Jose D. Lina, Jr..........................31
Memorandum of Agreement with Philippine Council for Agriculture, Forestry, and Natural Resources Research and Development and BIOCORE, Inc..................................................31
Memorandum of Agreement with Ciba-Geigy Philippines Animal Health..................................................32
Memorandum of Agreement with Philippine Council for Aquatic and Marine Research and Development and Department of Science and Technology..................................................32
Memorandum of Understanding with the Municipality of Los Baños, Laguna..................................................32
Memorandum of Agreement with Jubileeville Homeowners Association..................................................32
Separate Memoranda of Agreement with Residents of Pakil, Laguna, Danilo Lumbao, Florencio Rapsing, Cimaco Ella..................................................32
Memorandum of Agreement with Municipality of Los Baños, Laguna..................................................32
Memorandum of Agreement with Barangay Batong Malake, Los Baños, Laguna..................................................32
Research Grant Agreement with the International Foundation for Science, Stockholm, Sweden..................................................32
Research Grant Contract with Third World Academy of Science..................................................32

UP Visayas
Memorandum of Agreement with the Republic of the Philippines, acting through the Regional Development Council, Region VI..................................................32
Memorandum of Understanding with the International Center for Living Aquatic Resources Management..................................................32
Memorandum of Agreement with Philippine Science High School, Eastern Visayas Campus (Eastern Visayas High School)..................................................32
Contract of Agreement with International Center for Living Aquatic Resources Management..........................33

Research Contracts
CIDS Administered Research Contracts with Individual Faculty Members..................................................33

1087TH MEETING, 22 JUNE 1995

Appointments
Appointments, Reappointments, Promotions, etc..................................33
Transfer To Permanent Status..................................................33
Headship of Units..................................................26

Policy Matters
Transportation Allowance for Professors Emeriti..........................33
Establishment of a Graduate School in UP Manila..................................33
Creation Of Offices Under The Office Of The Vice-Chancellor For Academic Affairs, UP Open University..................................................33
## Academic Matters
- Doctor of Laws (honoris causa) on President Nelson Rolihlahla Mandela
- Guidelines for Course Development in the UP Open University

## Financial Matters
- Loan for UP Employees Housing Cooperative Members

## Memoranda of Agreement
### UP Diliman
- Agreement to Enter into a Student Exchange Program with Ritsumeikan University
- Agreement of Cooperation with Ritsumeikan University
- Memorandum of Agreement with the DOST-Engineering and Science Education
- Memorandum of Agreement with the DOST-Engineering and Science Education Project
- Memorandum of Agreement with the Department of Science and Technology

### Memorandum of Agreement with Ateneo De Manila University
### Memorandum of Agreement with Department of Education, Culture and Sports
### Memorandum of Agreement with Department of Science and Technology
### Memorandum of Agreement with Saint Louis University
### Memorandum of Understanding with National Mapping and Resource Information Authority

### UP Los Banos
- Memorandum of Agreement with Land Bank of the Philippines

### UP Visayas
- Memorandum of Understanding with Subic Bay Metropolitan Authority

### Other Matters
- Privatization of UP Diliman Dormitory Cafeterias
- New Student Regent

### HISTORICAL PAPERS
- Resolution Establishing UP in Mindanao

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**Board of Regents**
The Honorable Ricardo T. Gloria, Secretary, Department of Education, Culture, and Sports, Chairman • The Honorable Emil Q. Javier, President, University of the Philippines, Vice-Chairman • The Honorable Oscar M. Alfonso • The Honorable Emerenciana Y. Arcellana • The Honorable Paulo C. Campos • The Honorable Antonio T. Carpio • The Honorable Dennis L. Cunanan • The Honorable Salvador H. Escudero III • The Honorable Edgardo B. Espiritu • The Honorable Minda J. Formacion • The Honorable Nelia T. Gonzalez • The Honorable Leticia R. Shahani • Dr. Vivencio R. Jose, Secretary of the University and of the Board of Regents

**Officers of the Administration**
- Dr. Emil Q. Javier, President • Dr. Olivia C. Caoili, Vice-President for Academic Affairs • Professor Teresa F. Bernabe, Vice-President for Finance and Administration • Dr. Patricio B. Lazaro, Vice-President for Public Affairs • Professor Fortunato T. de la Peña, Vice-President for Planning and Development • Dr. Roger Posadas, Chancellor, UP Diliman • Dr. Ruben L. Villareal, Chancellor, UP Los Banos • Dr. Perla D. Santos Ocampo, Chancellor, UP Manila • Dr. Arsenio Camacho, Chancellor, UP Visayas

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ADMINISTRATIVE ORDERS

Administrative Order 95-01: Reconstitution of the Committee on Honorary Degrees

The Committee on Honorary Degrees is hereby reconstituted with the following members:

President of the UP System, ex officio, as Chairperson
Vice-President for Academic Affairs, ex officio
Chancellor of UP Dillman, ex officio
Chancellor of UP Los Baños, ex officio
Chancellor of UP Manila, ex officio
Chancellor of UP Visayas, ex officio
Professor Ernesto O. Domingo
Professor Ledivina V. Cariño
Professor Dolores Ramirez

The Secretary of the University shall serve as the Secretary of the Committee.

In the discharge of its functions, the Committee shall be guided by the procedure approved by the Board of Regents at its 670th Meeting on 17 February 1990. (see below)

2 January 1995

(Sgd.) EMIL Q. JAVIER
President

PROCEDURE FOR THE AWARD OF HONORARY DEGREES

That a permanent committee on honorary degrees composed of nine (9) members selected by the President from among the members of the University Council shall be by three-fourths (3/4) vote, nominate the person or persons who deserve to be awarded honorary degrees and thereafter submit, through the President, to the Board of Regents the names of the nominees, together with a specific statement of the particular achievements of the nominees upon which they base their action. Approval of the nomination by the Board of Regents shall be by vote of no less than three-fourths (3/4) of all the members. The names of persons in whose favor the conferment of honorary degrees has been so approved shall not be revealed or published until after acceptance by the parties concerned. The honorary degrees shall be granted only in recognition of learning, statesmanship, eminence in literature, science, or art, and shall never be conferred in consideration of the payment of money or other valuable considerations.

The above procedure shall be understood as not affecting the right of the Board of Regents to take the initiative in awarding honorary degrees by a vote of three-fourths (3/4) of all the members.

This regulation shall supersede all previous regulations issued in this regard.

Administrative Order 95-02: Reconstitution of the University Professorship Committee

The University Professorship Committee is hereby reconstituted with the President as Chairman, the Vice-President for Academic Affairs as Vice-Chairman, and following as members:

Prof. Jose Encarnacion
Prof. Jose Joya
Dr. Edgardo Gomez
Dr. Gemino Abad
Dr. Perla Santos-Ocampo
Prof. Amelia Lapeña-Bonifacio
Dr. Ernesto O. Domingo
Prof. Napoleon Abueva

Dr. Ledivina V. Cariño Prof. Rogelio Sicat
Prof. Ernesto Constantino

The Committee shall screen and recommend the most deserving faculty members for appointment as University Professors.

Attached for ready reference are the following documents:
A - Minutes of the 1010th BOR meeting on 11 March 1988 on the University Professor Program;
B - Minutes of the 1017th BOR meeting on 6 December 1988 clarifying the status of a University Professor.

3 January 1995

(Sgd.) EMIL Q. JAVIER
President

Administrative Order No. 18: Implementation of the Special Supplementary Incentive Award for Deserving Faculty and Staff for 1994

At its 1085th meeting on March 23, 1995, the Board of Regents, on recommendation of the President, approved a resolution providing for a Special Supplementary Incentive Award for Deserving Faculty and Staff for 1994.

The Award is supplemental and is not intended to supersede other incentives given to faculty and staff such as the productivity incentive bonus, merit incentive, and clothing, medical, and other allowances.

Pursuant to the resolution approved by the Board, the following guidelines are hereby prescribed for the implementation thereof:

A. Who is entitled to the award
1. The award shall be given to the faculty and other staff members whose promotions or salary increases as part of the batch of System-wide promotions and salary increases for 1994 were approved by the University as indicated below:

a. Those whose promotions or salary increase were approved by the Board of Regents at its 1080th meeting on September 29, 1994, or 1081st meeting on November 17, 1994;
b. Those whose promotion or salary increases were finally approved by the President on or prior to or after the dates specified in 1 (a) above;
c. Those whose promotions or salary increases were finally approved by the Chancellor on or prior to or after the dates specified in 1 (a) above;
d. The faculty members whose promotions were approved by the Board of Regents at a later date but which were deemed part of the 1994 promotions and salary increases.

2. The award is to be granted to the faculty and staff regardless of whether their promotions, or salary increases, or the upgrading of their positions were approved by the Department of Budget and Management or not.
3. Personnel who have already been paid (or who will be paid) their salary differentials effective January 1, 1994 to December 31, 1994 by reason of their approved merit increases (i.e. as distinguished from merit promotions, or movement from one rank to a higher rank) and those whose merit promotions have already been implemented in 1994 shall not be entitled to the award.

*See p. 2
B. Amount of special supplementary incentive award

1. The award shall be equivalent to a salary differential for four months (September 1, 1994 to December 31, 1994), that is, the difference between the monthly salary of the staff member concerned as of September 1, 1994 and the new monthly salary as per the promotion or salary increase approved for him multiplied by four.

2. It shall be understood that the award is a special onetime award; as such it is not designed to be continuing.

C. Lists to be issued

1. Two sets of lists of the approved promotions/salary increase or upgrading shall be issued, namely:
   a. the lists of promotion approved by the Board of Regents which bear the signatures of (1) the members of the System-wide Committee (chaired by the Vice-President for Academic Affairs) created by the President to review the proposed promotions, salary increase and upgrading (2) the President and (3) the Secretary of the University.
   Xerox copies of this set of lists shall be issued by the Office of the Secretary of the University.
   b. the lists of promotions approved by the respective Chancellors which were reviewed and screened by the System-wide Committee chaired by the Vice-President for Academic Affairs.
   Xerox copies of this set of lists shall be issued by the Office of the Vice-President for Academic Affairs.

2. Only those whose names are included in the lists specified above shall be granted the award.

D. Payment of the award

1. The corresponding payrolls shall be prepared by the autonomous university concerned on the basis of the lists specified in C above.

2. Payment of the award shall be as determined by the Chancellor concerned.

E. Source of fund

The award shall be funded out of the unexpended balances and savings of the respective autonomous universities.

7 April 1995

(Sgd.) EMIL Q. JAVIER
President

RESOLUTION PROVIDING FOR SPECIAL SUPPLEMENTARY INCENTIVE AWARD FOR DESERVING FACULTY AND STAFF FOR 1994

WHEREAS, the University of the Philippines is proud of its faculty and staff, particularly the quality of their academic and professional output and dedicated service to the institution and the country;

WHEREAS, because of the relatively low compensation, a number of faculty and staff have transferred or have intention to transfer to other academic institutions, private sector firms, and other organizations and agencies, both here and abroad, and the University is thus in very real danger of losing this select group of very qualified personnel, even as it has to contend with the possibility of being unable to attract other faculty and staff it wishes to have in its roster;

WHEREAS, the University Charter empowers the Board of Regents to “fix the compensation of professors, instructors, lecturers, and other employees of the University, hours of service, and such other duties and conditions as it may deem proper,” and Executive Order No. 292, otherwise known as the Administrative Code of 1987, Book V, Section 35, provides that all agencies of the Philippine government shall draw up a merit and incentives award system that will boost their morale and efficiency and further their commitment and dedication to their jobs, both legislative and executive issuances providing strong basis for the Board to maintain and improve its existing incentives and reward system so as to retain its faculty and staff and reward them for satisfactory and exemplary performance;

WHEREAS, the University has been granted fiscal autonomy under Executive Order No. 714, s. 1983 of the President, as well as the Memorandum of Agreement signed by the University of the Philippines, the Department of Budget and Management, and the Commission on Audit, on March 22, 1983, which fiscal autonomy has been continuously and consistently been receiving express legislative approval by way of the Special Provisions in the UP budget clearly indicated in the General Appropriations Act which Congress reaffirmed in 1991 under Republic Act No. 7078, Section VIII, A,7, paragraph 1 thereof which reads:

“1. Appropriations of the University of the Philippines System. The appropriations of the UPS herein authorized shall be released in accordance with Section 2 of Executive Order 714 and the Memorandum of Agreement among the President of the University of the Philippines, the Secretary of Budget and Management, and the Chairman of the Commission on Audit dated March 22, 1983 entitled Fiscal Management of Funds of the University of the Philippines.”

and every year thereafter, starting with Republic Act No. 7180 in 1992, Republic Act No. 7645 in 1993, and the latest of which is Republic Act No. 7663, the General Appropriations Act for 1995 which explicitly states:

Special Provisions

“1. Appropriations of the University of the Philippines System. The Appropriations of the University of the Philippines System herein authorized shall be released and disbursed in accordance with Executive Order No. 714 and the Memorandum of Agreement, dated March 22, 1983 entitled Fiscal Management of Funds of University of the Philippines.”

WHEREAS, the process commenced by the University in 1994 to evaluate the performance of the faculty and staff satisfies the standards set by the Board in that the same is participatory, democratic, and fair, in keeping with similar procedures undertaken in previous promotion exercises;

WHEREAS, rewards, if they are to serve as incentives for continuous high performance and enhancement of personnel morale, must not only follow from a transparent and fair process but must also be as close to the period of satisfactory service as possible, a principle the Board has explicitly enunciated since 1993;

WHEREAS, in the spirit of timeliness and fairness, the Board of Regents approved promotions and salary increases at its 1080th and 1081st meetings on September 29, 1994 and November 17, 1994, respectively;

WHEREAS, a parallel process was undertaken for the upgrading of lower-level personnel under the supervision of the President to whom the Board has delegated such power, and the decision for upgrading particular personnel passed through the University’s meticulous screening process for putative effectiveness on August 31, 1994;
NOW, THEREFORE, the Board of Regents, by virtue of the power vested in it by Act No. 1870, as amended, hereby resolves as follows:

1. A Special Supplementary Incentive Award is hereby established to recognize and reward faculty and staff whose performance was judged by their peers and units in 1994 as worthy of promotion; Provided that such evaluation has been shared and endorsed by the head of the unit and higher administrative officials through appropriate personnel committees up to and including the concerned Chancellor, the President, and the Board.

2. This award shall be given to the faculty and other staff members whose promotions or salary increases as part of the batch of System-wide promotions and salary increases for 1994 were approved by the University as follows:

   a. Those whose promotions or salary increases were approved by the Board of Regents at its 1050th meeting on September 29, 1994 or 1081st meeting on November 17, 1994;
   b. Those whose promotions or salary increases were finally approved by the President on or prior to or after the dates specified in 2 (a) above; and
   c. Those whose promotions or salary increases were finally approved by the Chancellors on or prior to or after the dates specified in 2 (a) above.

3. The award shall be equivalent to a salary differential for four months, September 1, 1994 to December 31, 1994, that is the difference between the monthly salary of the staff member concerned as of September 1, 1994 and the new monthly salary as per the promotion or salary increase approved for him multiplied by four.

4. The Award is supplemental and is not intended to supersede other incentives given to faculty and staff such as the productivity incentive bonus, merit incentive, and clothing, medical, and other allowances. It shall be given only at one time and may not be invoked as a precedent by personnel at any future time.

5. The funds for the Special Supplementary Award shall be sourced from unexpended balances and savings of the different autonomous universities.

6. The President of the University is hereby authorized to issue guidelines to implement this Resolution.

Administrative Order 95-19: Reconstitution of the Systemwide Academic/Administrative Personnel and Fellowship Committee (SAPFC)

In view of the need for uniform implementation of policies, rules, and standards with respect to the selection, compensation, promotion, and other personnel actions pertaining to all University employees categorized as Faculty, Research, Extension and Professional Staff (REPS) and Administrative, I am hereby reconstituting the Systemwide Academic/Administrative Personnel and Fellowship Committee to be composed of the following:

Chairman: Dr. Olivia C. Caolli
Vice-Chairman: Professor Teresa F. Bernabe
Members: Dr. Napoleon M. Apollinario

Administrative Order 95-23: Implementation of the Approved Grievance Machinery For Non-Teaching Employees

Effective immediately, the grievance machinery which was approved by the Civil Service Commission on 28 September 1993 shall be implemented for non-teaching employees in each Autonomous University and in the University System administration offices.

The term non-teaching as used here shall include both REPS and administrative employees. Student/graduate assistants and teaching associates/fellows are not covered by this grievance procedure.

The Chancellor of each Autonomous University shall constitute the Grievance Committee composed of the following who shall be drawn from a pool of 25 to 50 members elected by the non-teaching staff:

1. A Chairman
2. Two Representatives of the supervisors; and
3. Two Representatives of the rank-and-file employees

The Chancellors of the different Autonomous Universities shall decide the appropriate number of members of the pool who shall have a tenure of two years, provided that the first set selected shall be such that half of those selected from each group shall be replaced by nominees from the same group and shall serve only for the unserved portion of the term of the member being replaced.

For each case referred to the Grievance Committee by the Chancellor or by the President, as in the case of System administration offices, one such Committee shall be formed. The two contending parties shall each have the option to choose two members from the pool. A fifth member acceptable to both parties shall be chosen from the pool. The selected members shall elect the chairman of the Committee from among themselves.

If the complainant is still not satisfied with the decision of the Chancellor, he/she may elevate his/her complaint to the President; to the BOR; and to the Civil Service Commission. As much as possible, however, complaints and/or grievances should be expeditiously and judiciously resolved within the University.

The Human Resources Development Office of each Campus shall serve as the secretariat of the Grievance Committee.

For compliance.

15 May 1995

(Sgd.) EMIL Q. JAVIER
President

Administrative Order 95-24: Approval of the Grievance Machinery for Non-Teaching Employees

NOW, THEREFORE, the Board of Regents, by virtue of the power vested in it by Act No. 1870, as amended, hereby resolves as follows:

The Special Supplementary Incentive Award provided for in Administrative Order 95-19 is hereby approved.

The Appeals Section of the HRDO shall serve as the secretariat to the SAPFC.

24 April 1995

(Sgd.) EMIL Q. JAVIER
President

Administrative Order 95-25: Implementation of the Approved Grievance Machinery for Non-Teaching Employees

Effective immediately, the grievance machinery which was approved by the Civil Service Commission on 28 September 1993 shall be implemented for non-teaching employees in each Autonomous University and in the University System administration offices.

The term non-teaching as used here shall include both REPS and administrative employees. Student/graduate assistants and teaching associates/fellows are not covered by this grievance procedure.

The Chancellor of each Autonomous University shall constitute the Grievance Committee composed of the following:

1. A Chairman
2. Two Representatives of the supervisors; and
3. Two Representatives of the rank-and-file employees

The Chancellors of the different Autonomous Universities shall decide the appropriate number of members of the pool who shall have a tenure of two years, provided that the first set selected shall be such that half of those selected from each group shall be replaced by nominees from the same group and shall serve only for the unserved portion of the term of the member being replaced.

For each case referred to the Grievance Committee by the Chancellor or by the President, as in the case of System administration offices, one such Committee shall be formed. The two contending parties shall each have the option to choose two members from the pool. A fifth member acceptable to both parties shall be chosen from the pool. The selected members shall elect the chairman of the Committee from among themselves.

If the complainant is still not satisfied with the decision of the Chancellor, he/she may elevate his/her complaint to the President; to the BOR; and to the Civil Service Commission. As much as possible, however, complaints and/or grievances should be expeditiously and judiciously resolved within the University.

The Human Resources Development Office of each Campus shall serve as the secretariat of the Grievance Committee.

For compliance.

15 May 1995

(Sgd.) EMIL Q. JAVIER
President
### EXECUTIVE ORDERS

**Executive Order No. 95-01: Transfer of Management of the UP Vargas Museum and Filipiniana Research Center to the College of Arts and Letters**

WHEREAS, the UP Vargas Museum and Filipiniana Research Center (UPVM) was initially established as a unit under the Office of the University President although its budget and administrative operations are coursed through the Office of the Chancellor of UP Diliman;

WHEREAS, there is a need to systematically link and coordinate the development of UPVM with the academic and cultural programs of the University;

NOW, THEREFORE, the management of the UP Vargas Museum and Filipiniana Research Center, including its personnel, equipment, resources, and responsibilities are hereby officially transferred to the College of Arts and Letters, UP Diliman.

For the guidance and compliance of all concerned.

9 March 1995

(Sgd.) EMIL Q. JAVIER
President

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**Executive Order No. 3: Providing for the Organization, Administration, and Operation of the Technology Management Center**

WHEREAS, our country’s pace of industrialization and economic growth as well as level of productivity and competitiveness will be largely determined by our economy’s competence in technology management, that is, its ability to generate or acquire, adapt, assimilate, replicate, improve, and master technology as well as to forecast, plan, and assess technological innovations;

WHEREAS, research and educational institutions for technology management have been established in advanced countries during the past fifteen years and have proven themselves to be very useful in addressing the technology management needs of the public and private sectors;

WHEREAS, there is a recognized need for, and substantial interest in, the establishment of such an educational and research institution in the Philippines, as shown by the call of the Senate Leadership to establish a technology resource center and by the inclusion of a technology management component in the Engineering and Science Education Project of the Department of Science and Technology;

WHEREAS, the Board of Regents in its 1084th meeting on 2 February 1995, authorized the establishment of the Technology Management Center at UP Diliman;

WHEREAS, there is a need to provide for the organization, administration, and operation of the Technology Management Center;

NOW, THEREFORE, I, Emil Q. Javier, President of the University of the Philippines System by virtue of the powers vested in me by the Board of Regents, do hereby issue this Executive Order providing for the organization, administration, and operation of the Technology Management Center.

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**SEC. 1. Functions of the Center** The Center shall perform the following functions:

a. To provide advanced education and training in the field of technology management;

b. To undertake interdisciplinary research in various aspects of technology management;

c. To assist the government in science and technology planning and policy making, technology assessment and forecasting, and other macro-economic aspects of technology management;

d. To provide technology management consultancy services to manufacturing and other business firms, entrepreneurs, and non-governmental organizations; and

e. To manage, either directly or through some alternative mechanisms, such technology-business projects of UP Diliman as may be assigned to it by the UP Diliman Chancellor.

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**SEC. 2. Organizational Status of the Center** The Center shall be organized as a research and extension unit that is attached to the Office of the Chancellor, UP Diliman, for program coordination and administrative supervision. The coordination and supervision of the Center’s programs shall be vested in a Coordinating Council composed of the Chancellor as chair, and the following as members: the deans/heads of the College of Business Administration, College of Engineering, College of Public Administration, College of Science, College of Social Sciences and Philosophy, Asian Center, College of Home Economics, Institute for Small-Scale Industries, and other UP Diliman units that may wish to participate in the Center’s programs and activities.

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**SEC. 3. Instructional Program of the Center** The Center, together with the participating colleges, shall develop and administer a diploma program, a masteral program, and a doctoral program as well as appropriate undergraduate courses in technology management. The corresponding graduate degrees will be granted jointly by the College of Business Administration and one of the other participating colleges of the Center to be specified by the Coordinating Council.

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**SEC. 4. The Director of the Center** The Center shall be headed by a Director who shall be appointed and serve as its chief executive officer in accordance with existing University rules and regulations. To qualify for appointment as Director of the Center, a candidate must have (1) at least a master’s degree in a relevant field, (2) research and/or consulting experience in technology management, and (3) some administrative experience. The Director of the Center shall be assisted by two (2) Deputy Directors who shall be appointed in accordance with existing, university rules and regulations, upon the recommendation of the Director of the Center. The term of the Deputy Director shall be co-terminous with that of the Director.

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**SEC. 5. Teaching Staff of the Center** The teaching staff of the Center shall be composed of affiliate faculty members from various colleges/units of UP Diliman and other autonomous units of the UP System, adjunct faculty members, (senior, professional) lecturers, and visiting faculty members.

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**SEC. 6. Research Staff of the Center** The research programs of the Center shall be carried out through a system of Research Fellows who shall be appointed in accordance with University rules and regulations, on a project and/or contractual basis for a period to be determined by the Director of the Center.

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**SEC. 7. Administrative Support Staff** The Director and other officers of the Center shall be assisted by an administrative support staff consisting initially of an administrative officer, an administrative assistant, two (2) University Research Associates, two (2) University Extension Specialists, one (1) Development Management Officer, and one (1) College Librarian.
MEMORANDA

Memorandum No. 95-08A: Task Force to Identify Faculty Members to Prepare Instructional Materials for the Offering of G.E. Courses by Distance Education

Dr. Ma. Cristina D. Padolina, UPS-DEP
Dr. Celia Parcon, UP Visayas
Dr. Emerlinda R. Roman, UP Diliman
Dr. Angela Sarile, UP Manila
Dr. Pacifico Payawal, UP Los Baños

With Dr. Ma. Cristina D. Padolina, Executive Director, UPS DEP as Chairperson, you are hereby constituted into a Task Force which shall have the following functions:

Identification of faculty members in all the autonomous universities of the UP System who will develop instructional materials that will enable the University to offer our General Education courses by distance education.

Identification of measures which will facilitate the development of these materials.

Please submit your report not later than 15 February 1995.

Thank you.

10 January 1995

(Sgd.) EMIL Q. JAVIER
President

Memorandum No. 95-15: Establishment of UP in Mindanao

Professor Rogelio Cuyno
Professor Ledivina V. Carino
Professor Fortunato dela Peña

With Professor Cuyno as Chair, please prepare a proposal for the establishment of UP in Mindanao. Please have your report ready for BOR presentation on 30 March 1995.

19 January 1995

(Sgd.) EMIL Q. JAVIER
President

Memorandum No. 95-21: Committee for a Unified COA Audit of UP

Professor Teresa F. Bernabe
Professor Leonor M. Briones
Professor Josefinic Licuanan

Please constitute yourselves into an ad hoc committee as counterpart to the COA committee tasked to finalize the executive order organizing a unified auditing system for the University.

6 February 1995

(Sgd.) EMIL Q. JAVIER
President

Memorandum No. 95-25: Submission of Mission/Vision/Statements of all Colleges and Academic Units Systemwide*

*Addressed to all Deans, Directors and Heads of Academic Units

Please submit a document which describes what you perceive to be the mission of your college/academic unit as part of the UP System. This may already be contained in a brochure/catalogue or handbook presently available in your offices. Otherwise please prepare the said document which may also include your respective roles and responsibilities and vision for the short- and long-term.

All documents are to be forwarded to the Information Office of the UP System on or before 15 March 1995.

23 February 1995

(Sgd.) EMIL Q. JAVIER
President

Memorandum No. 95-28: Payment of Uniform/Clothing Allowance for FY 1995

In accordance with Section 37 of the General Appropriations Act for FY 1995 (RA 7845) the following guidelines shall be observed in the payment of the 1995 clothing/uniform allowance:

1.0 Coverage

All Personnel of the University regardless of appointment status (regular, temporary, casual, or contractual) shall be entitled to the clothing/uniform allowance. Lecturers, student/resident assistants and professors emeriti, however shall not be entitled to this allowance.

2.0 Amount of Allowance

2.1 The maximum amount allowable is P1,500 each per annum.

2.2 The grant of allowance, therefore, shall be pro-rated in terms of actual or expected months of service in 1995 (i.e., P125 x no. of months in service) and in the terms of appointment status. i.e., regular part-time personnel may only get partial allowance.

3.0 Exceptions

3.1 Employees who receive the clothing/uniform allowance in kind equivalent to P1, 500 or more shall no longer be entitled to this allowance.

3.2 Those who receive clothing/uniform allowance in kind,
equivalent to less than P1,500 shall be entitled to the difference between what they are entitled to, as computed in 2.2 above less the money equivalent of what they receive in kind.

4. Additional Guidelines
Each autonomous university may prescribe additional guidelines for the grant of clothing/uniform allowance provided that P125/month or P1,500/year per employee is not exceeded.

5. Date of Payment
The clothing/uniform allowance shall be paid on or before April 7, 1995.

28 February 1995

(Sgd.) EMIL Q. JAVIER
President

Memorandum No. 95-30: Monday Flag Ceremonies at Quezon Hall
This is to inform you that attendance at the Monday morning flag ceremonies is required of all staff and employees in Quezon Hall including administrators and key officials. The HRDO is hereby directed to institute measures to guarantee compliance.

13 March 1995

(Sgd.) EMIL Q. JAVIER
President

Memorandum No. 95-31: Committee for the Establishment of a Second “Cultural Center of the Philippines” in the UP Campus in Diliman

Dean Josefina A. Agravante
Mr. Emmanuel Ferrer
Vice-Chancellor Martin Gregorio
Dr. Patricio B. Lazaro
Professor Amiel Leonardia
Dr. Jonathan Malicsi
Dr. Jose P. Mananzan
Dr. Juan Ramos
Ms. Eden R. Villanueva
Dean Nestor Vinluan
Professor Paul Zafaralla

With Vice-President Patricio B. Lazaro as Chair, please constitute yourselves into a Committee to study the feasibility of establishing a second “Cultural Center of the Philippines” in the University of the Philippines Campus in Diliman.

I will appreciate receiving your initial report not later than 30 April 1995. Thank you.

13 March 1995

(Sgd.) EMIL Q. JAVIER
President

Memorandum No. 95-32: Committee to Discuss and Formalize Relationship Between the UP Open University and the Education Research Program

Dr. Olivia C. Caoili, Vice-President for Academic Affairs
Dr. Ma. Cristina D. Padolina, Chancellor, Open University
Dr. Cynthia Rose B. Bautista, Executive Director, UCIDS
Dr. Maria Luisa Doronila, Director, Education Research Program, UCIDS

Please constitute yourselves into a committee: (1) to discuss and formalize the relationship between the UP Open University and the Education Research Program of the University Center for Integrative and Development Studies (ERP-UCIDS);

and (2) develop the research agenda of ERP-UCIDS in support of the UP Open University plans and programs.

14 March 1995

(Sgd.) EMIL Q. JAVIER
President

Memorandum No. 95-38: Research and Development Program for the UP Open University
Please constitute yourselves into the following Project Research Teams to undertake specific research projects under a Research and Development Program for the UP Open University.

Program Management Team
Dr. Olivia C. Caoili, Vice President for Academic Affairs
Dr. Ma. Cristina D. Padolina, Chancellor, UP Open U.
Dr. Ma. Luisa C. Doronila Director, UP-ERP
Dr. Proserpina D. Tapales, Dean, CPA-UPD
Dr. Cynthia Rose B. Bautista, Executive Director, UCIDS

Research Team
Project Team I: Market Research and feasibility studies
Dr. Proserpina D. Tapales Prof. Sonia Aquino

Project Team II: Formative evaluation of training program
Dr. Celia T. Adriano Dr. Maria Serena Diokno
Dr. Joy Natividad Prof. Flora Cruz
Ms. Diana Lyn A. Aure Mr. Carlos Antonio J. Domingo

Project Team III: Summative evaluation of UP DEP’s Diploma in Science Teaching program (including a tracer study of DST graduates)
Dr. Paz Eulalia L. Sapala Prof. Dina Ocampo
Prof. Eleanor Eme Hermosa Mrs. Maria Ana T. Quimbo

Project Team IV: Assessment of the state of Telecommunications Infrastructure
Dr. Felix Libero Professor Romy Solis
Mrs. Ma. Lourdes Torno

Project Team V: Cost Analysis
Dr. Editha Tan Mr. Ferdinand Garrido
Mr. Aser B. Javier

Also please find attached the Research and Development Program and a working paper outlining the research agenda to be adopted by the teams for your initial study and review.

Please attend an organizational meeting on 21 April 1995, at 9:00 a.m., at the CAS Conference Room, UP Los Baños:

a. to discuss and review the Research and Development Program and research agenda;

b. to identify plans and generate a timetable of activities; and

c. for the initial meeting of each project team.

Thank you.

12 April 1995

(Sgd.) EMIL Q. JAVIER
President

Memorandum No. 95-47: Reconstitution of the System

* Not included here
Memorandum No. 95-47: Reconstitution of the System Committee on Staff Housing, Medicare, and other Employee Benefits

In connection with the need to promote faculty and staff welfare and benefits, I am hereby reconstituting the System Committee on Staff Housing, Medicare, and other Employee Benefits chaired by Vice-President Fortunato de la Peña [as follows]:

Professor Fortunato de la Peña, Vice-President for Planning and Development as Chairman; [and as] Members Professor Teresa F. Bernabe, Vice-President for Finance and Administration, Dr. Napoleon M. Apolinario, Assistant for Administration, UPM, Dr. Lorenza B. Padonino, Vice-Chancellor for Administration, UPV, Mr. Roger Salada, President, ONAPUP-UPD, Ms. Virgilino Seralde, President, ONAPUP-UPLB, Ms. Teresita Cruz, President, ONAPUP-UPM, Atty. Carmelita Yadao-Guno, University General Counsel, Dr. Helen E. Lopez, Director, Information Office, Mr. Patrick Alain Azanza, Director, HRDO, Ms. Victoria Catibog, Director, CBO, Ms. Ermelina B. Kalagayan, Director, Cashier’s Office.

The Human Resources Development Office, UPD shall serve as the secretariat of the Committee.

Please submit your report not later than 15 June 1995.

15 May 1995

(Sgd.) EMIL Q. JAVIER
President

Memorandum No. 95-56: Ad Hoc Committee for the Design of the Seal of the University of the Philippines

Dr. Patricio B. Lazaro
Vice Chancellor Martin V. Gregorio
Dean Nestor O. Vinluan,
Dean Honrado Fernandez
Professor Ma. Luisa Camagay
Mr. Ananias B. Aurelio

With Vice President Patricio B. Lazaro as Chair, please constitute yourselves into a Committee for the design of the Seal of the University of the Philippines.

Please submit your output as soon as possible in time for the Foundation Day on June 16.

Thank you.

19 May 1995

(Sgd.) EMIL Q. JAVIER
President

Memorandum No. 95-57: Assessment Of Language Proficiency Needs In The Professions And Workplace

Dr. Virgilio Almario, Director SWF
Dr. Cynthia Rose B. Bautista, Director, CIDS

The UP-Education Research Program (UP-ERP), under the Center for Integrative and Development Studies has submitted a proposal for the subject project. Attached as Annex “A” * is a copy of the project study.

By virtue of this Memorandum, you are directed to cooperate in the construction of a Filipino Proficiency Test to be used in the “Assessment Of Language Proficiency Needs In The

Professions And Workplace”. Please be guided by the following terms of reference:

Duties of Sentro ng Wikang Filipino (SWF)
1.1 SWF shall finance the conduct of the research.
1.2 SWF shall release the funds to UP-ERP according to the following terms of compensation in Number 3.
1.3 SWF shall review and accept in writing the output of UP-ERP.
1.4 SWF shall issue a certificate of completion and acceptance of the final report.

Duties of UCIDS
2.1 Through the UP-Education Research Program (UP-ERP) it shall construct a Filipino Proficiency Test and validate the same.
2.2 Revise the proficiency test.
2.3 Print the test and all other reports on the conduct of the construction, administration, and revision of the test.
2.4 Disburse funds in accordance with the items of expenditure, and schedule in Annex “B”. *
2.5 Hire consultants and all required research personnel for the most efficient and effective conduct of the research.
2.6 UCIDS, through the Education Research Program (UP-ERP) will undertake the research project from April 1994 to June 1995, subject to extension. Any revision or modification of this time schedule shall be mutually agreed upon.
2.7 UP-ERP warrants that its services shall be performed in accordance with generally accepted professional practice and standards.

Compensation
3.1. SWF shall pay UP-ERP the amount of FIFTY THOUSAND PESOS (P50,000.00) as partial funding for the project to be released according to the following terms of payment:
30% upon submission of the project proposal
50% upon completion of the Filipino Proficiency Test
20% upon revision of the Test
3.2. All equipment acquired in connection with the project shall become the property of the UP-ERP after the conduct of the Study.

Publication Rights
4.1 Any publication arising from the research and development activities undertaken under this Agreement shall identify the UP-ERP as the source of the output.
4.2 The UP-ERP shall have the publication rights to the final report and to all other data, findings, and analysis thereof.
4.3 The copyright to the Filipino Proficiency Test shall be held by UP-ERP.

Recognition Of Principal Authors/Research/Project
5.1 All major reports on the project shall be made in the name of UP-ERP. The names of principal authors and researchers shall be identified and included in the reports.

Termination
6.1 SWF by written notice, may terminate this Agreement, if the UP-ERP, abandons or fails to complete the services contemplated herein as scheduled, or willfully violates any of the terms and conditions hereof, or exercises the same in bad faith, or is not making satisfactory progress in the execution thereof, or if in the opinion of PCF, after due inquiry, the work is unnecessarily or unreasonably delayed without justifiable cause. The UP-ERP shall be entitled to costs and expenses incurred by it prior to termination of the Agreement, for performance of the Agreement for which payment has not yet been made by SWF. However, neither extension of time nor acceptance of any part of the services contemplated herein shall be deemed as a waiver of the right of PCF to seek redress for any damage done.

*Not included here
Authority Of Project Director

7.1. The Project Director of this research project has authority to hire personnel, sign contracts, vouchers of salary, honorarium, transportation expenses and per diem, field work expenses, and office and food expenses, incurred during meetings of the research team, all papers to be countersigned by the Director of the UP-ERP and the Executive Director of CIDS. All expenses will be chargeable against the Project Fund.

26 May 1995

(Sgd.) EMIL Q. JAVIER
President

Memorandum No. 95-58: UP-OU-UP-ERP CIDS Research and Development Program for the Open University

Hereunder are the instructions for the management and conduct of the UP-Open University-UP-ERP/CIDS Research and Development Program:

General
1. The Research and Development Program shall be conducted in accordance with the plan and schedule contained in the basic paper entitled "UP-OU-UP-ERP/CIDS Research and Development Program for the Open University", attached hereto as Annex A.*

2. UP-OU and UP-ERP/CIDS shall jointly undertake the research projects specified and described under said Research and Development Program.

3. The Research and Development Program shall be conducted from June 1995 to February 1996. Any extension in this program timetable depending upon the needs of UP-OU or UP-ERP/CIDS has to be mutually agreed upon at least thirty 30 days prior to the termination date.

Program Budget
1. UP-OU and UP-ERP/CIDS shall jointly provide the fund for this Research and Development Program, according to the budget attached hereto as Annex B.*

2. UP-OU and UP-ERP/CIDS shall disburse program funds according to the attached budget on the condition that expenses charged against UP-OU funds shall be disbursed by the UP-OU Chancellor, and those charged against UP-ERP/CIDS funds shall be disbursed by the Executive Director of CIDS.

Program Management
1. The overall direction of this Research and Development Program shall be vested in the Program Management Team constituted by the UP President in memorandum No. 95-38, hereto attached as Annex C.* The Chair of this Team is the Vice President for Academic Affairs.

2. The management of this Research and Development Program shall be jointly exercised by the UP-OU Chancellor and the Executive Director of CIDS.

3. The Director of UP-ERP/CIDS shall oversee the progress of the Research and Development Program.

4. UP-OU-UP-ERP/CIDS shall jointly appoint research fellows, associates, assistants, and administrative personnel for the Research and Development Program.

5. Upon the organization of the Research Project Teams by the Chancellor of the UP-OU and the Executive Director of CIDS, the members of each project team shall elect a Project Team Leader from among themselves.

Publication and Copyright
1. UP-OU and UP-ERP/CIDS shall have the right to first publication of the final report of this research program.

2. All major reports on the project shall be made in the name of the UP-OU-UP-ERP/CIDS Research and Development Program. The names of principal authors, researchers, and project leaders shall be identified and included in the reports.

3. The copyright to the final report of this Research Program shall be jointly held by the UP-OU, UP-ERP/CIDS and the principal authors of the final report.

26 May 1995

(Sgd.) EMIL Q. JAVIER
President

Memorandum: Payment of One-Half (1/2) of the Amount of the Christmas Bonus and Cash Gift for CY 1995 under RA No. 6686 to Government Personnel

As authorized by President Fidel V. Ramos under Administrative Order No. 195, you are hereby directed to advance one-half of the Christmas bonus and one-half of the cash gift as an interest-free loan.

1.0 Coverage

All personnel of the University regardless of appointment status (regular, temporary, casual status or contractual personnel), who have rendered at least a total of four (4) months of service including leaves of absence with pay in the University from January 2 to May 15, 1995 shall have the option to receive the benefit herein authorized.

2.0 Guidelines

2.1 The officials or employees are given an option to receive as an advance of a maximum amount allowable of one-half of the thirteen month pay and cash gift for CY 1995 under RA 6686, an interest-free loan.

2.2 The interest-free loan will be paid and deducted from the full amount of the Christmas Bonus and Cash Gift for CY 1995 accruing to the employee concerned during the current budget year.

2.3 An employee who is no longer in the service for whatever cause after May 15, 1995, or before the actual grant of the benefits herein authorized under AO No. 195 shall no longer be allowed to exercise said option.

2.4 Employees who availed of the option but who are re­ signed, separated, or retired from the service, before October 31, 1995 shall be required to pay the amount of loan received by them.

2.5 Personnel who are employed on a part-time basis are entitled to the loan herein provided, corresponding to the basic salary they receive and a pro rata amount of the Cash Gift. The amounts required to pay this year-end benefit shall be taken from the approved appropriations under the General Appropriations Act for CY 1995 (RA 7663).

3.0 Date of Payment

These interest-free loan advances for those who wish to avail of the privilege shall be paid not later than the second week of June, 1995.

2 June 1995

(Sgd.) EMIL Q. JAVIER
President

Memorandum No. 63: Membership in the Research and Development Team of the UP Open University

Dr. Romeo Quieta,
College of Social Work and Community Development, UPD
Dr. Lilian de las Llagas,
College of Public Health, UPM

You are hereby appointed as additional members of the Research and Development Team that will conduct a Research and Development Program for the UP Open University. Please be informed further that you will be joining Project Team II as
Memorandum No. 95-68: “Sandaang Taon, Sandaang Akda”

I am happy to inform you that in celebration of the Sentenary ng Rebolusyon 1896, the University is offering a unique contribution — the publication of Sandaang Taon, Sandaang Akda to commemorate one hundred years of the Filipino nation. Through this special series, the University will marshal its resources to produce scholarly and creative works to number at least a hundred, each of which will fall under one of the following themes:

The Philippine Revolution, including new insights/chronicles/perspectives on the 1896 Revolution, the role of specific provinces, women, ethnic, religious, and other groups, Philippine revolutionary and protest movement, poems, songs, art, and other creative works produced during and on the period;

Retrospectives, or works depicting and analyzing one hundred years of Filipino literature, music, and the arts, the evolution of the Philippine state and of political and social institutions, a century of Philippine medicine, agriculture, science, and other important aspects of national life, historical developments, within the disciplines;

Cultural heritage and roots, such as folklore and epics, indigenous concepts of governance, voluntarism, medicine, etc.;

Original creative works (poetry, fiction, drama). These shall comprise a special category where no themes are prescribed because freedom is of the essence in creativity. The culture and experience from which our literary works arise are our own history as a people. In those works, aspects of that historical consciousness are evoked whereby new insights into our Filipino experience may be gained. Moreover, such mastery of the literary art implies a century or more of craft and imagination by which, through language, our writers may be said to have given form and depth to our own thoughts and feelings as Filipino.

Reprints and translations of the important works on the Philippine Revolution and our nation in the last hundred years.

The Philippine Revolution as part of our national history and heritage belongs to all Filipinos - whatever their political-ideological predisposition, line of work, and schools of thought. Thus, while we hope this program will encourage greater intellectual ferment and creativity within the University, we shall make no attempt to adopt a common interpretation or meaning of the Revolution or choose sides in controversies in historiography, methodology, political thought, or national direction.

We encourage all interested scholars from all sectors of the University (faculty, students, alumni, staff) as individuals, teams, or departments, to contribute manuscripts in the spirit of the celebration of our nationhood and our solidarity as a people.

In this connection, I have invited the four living presidents of the University, Dr. Onofre D. Corpuz, Dr. Emanuel V. Soriano, Senate President Edgardo J. Angara, and Dr. Jose V. Abueva, as well as former Vice-President Salvador Laurel, the head of the National Commission on the Centennial, Senator Blas Ople, Mr. Emilio Yap, and Mr. Jaime Zobel de Ayala to join me in the convenors' group. With their stature and prestige, they will give maximum credibility to the project, drum up interest, attract and generate resources, and encourage wider public participation and support.

I have also designated the University Professors to serve as our Board of Editors. They will see to it that Sandaang Akda will embody the highest standards of scholarship and disciplinal rigor as well as ensure the widest participation and representation of all fields. All contributions endorsed by the Board of Editors will be published by the University of the Philippines Press. The Series will publish its first book before the end of 1995 and will have regular book launchings every year until 1999.

I invite all of you to consider contributing to the Sandaang Taon, Sandaang Akda program. Please submit your manuscripts to the UP Centennial Committee, Office of the President, Quezon Hall, Diliman, Quezon City, or to your respective Centennial Committees, c/o the Office of the Chancellor of each autonomous university.

We will be giving priority to completed research for this Series. However, I am authorizing the Chancellors to set aside an appropriate percentage of their funds for research projects relevant to the themes described here. I am also enjoining all offices of research coordination, university-related foundations, alumni organizations, and other support groups to contribute resources for the success of this Centennial project.

Let us then celebrate the Centennial of the Philippine Revolution through our scholarship and creativity, in the manner most appropriate to us as a University. The Philippine Revolution belongs to all of us, “mga anak ng bayan”, the sons and daughters of the people.

23 June 1995

(Sgd.) EMIL Q. JAVIER
President

UP Gazette January-June 1995
Decisions of the Board of Regents

1083RD MEETING, 26 JANUARY 1995

**APPOINTMENTS, PROMOTIONS, SALARY INCREASE ETC.**

The Board approved the following appointments, reappointments, renewals of appointment, promotions, increase in salary, and related matters:

**UP System**

Ricardo V. Ozoa, appointment as Executive Assistant IV, Office of the President, effective 13 December 1994.

**UP Diliman**

George V. Cheselden Carmona, appointment as University Legal Counsel, Legal Office, effective 1 February until 31 December 1995.

NVM Gonzalez, reappointment as Professorial Lecturer 5, College of Arts and Letters, effective 1 November 1994 until 30 November 1995.

Lilia A. Torres, ad interim appointment as Director, Office of Counselling and Guidance, OVCSA, effective 12 December 1994 until 31 October 1996.

**UP Los Baños**

Maximo W. Baradas, reappointment as Professor 3, CEAT, effective 26 January 1995.


Senen M. Miranda, reappointment as Professor 3, CEAT, effective 26 January 1995.

Romeo S. Rejesus, reappointment as Associate Professor 7 of Entomology, College of Agriculture, effective 26 January 1995.

**UP Visayas**

Marilyn Z. Alcarde, salary adjustment as Registrar, effective 1 August 1994 until 31 July 1995.

**TRANSFER TO PERMANENT STATUS**

**UP Diliman**

Daniel Isidore Bonzo, as Assistant Professor 3, Statistical Center, effective 26 January 1995.

Elizabeth S. Cua, as Assistant Professor 4, College of Business Administration, effective 26 January 1995.

**UP Manila**

Joven Q. Tanchuco, as Assistant Professor 1, College of Medicine, effective 26 January 1995.

**PROFESSORIAL CHAIR**

**UP Diliman**

Lydia B. Arribas, as Leonardo Ty DJ Associate Professor of Home Economics, College of Home Economics, effective 1 January until 31 December 1995.

Cecilia A. Florencio, reassignment as Leonor A. Virata DJ Professor of Food Science, College of Home Economics, effective 1 January until 31 December 1995.

Nemah N. Hermosa, as Antonio Isidro Associate Professor of Food Science, College of Home Economics, effective 1 January until 31 December 1995.

Natividad A. Santos, as Research & Development Foundation Professor of Reading Education, College of Education, effective 1 January until 31 December 1995.

Ofelia J. Silapan, as Chua Giok Hong Associate Professor of Filipino, College of Arts and Letters, effective 1 January until 31 December 1995.

Waldetrudes M. Sison, as San Miguel Corp. DJ Associate Professor of Special Education, College of Education, effective 1 January until 31 December 1995.

Ma. Lourdes Tayao, as College of Education Faculty, Staff, and Students DJ Professor of Language Education, College of Education, effective 1 January until 31 December 1995.

Ricardo T. Uy, as Francisco J. Nicolas Assistant Professor of Rural Medicine, College of Medicine, effective 1 July 1994 until 30 June 1995.

**HEADSHIP OF UNITS**

**UP Diliman**

Grace J. Alfonso, additional assignment as Director, Distance Education Program, effective 1 January until 31 December 1995.

Fedor Santos, additional assignment as Officer-in-Charge, Business Concessions Office, effective 1 January until 31 December 1995.

**UP Los Baños**

Senen M. Miranda, additional assignment as Vice-Chancellor for Planning and Development, to serve at the pleasure of the Chancellor effective 26 January 1995.


**UP Manila**

Lydia T Rossina Alejo-Ramirez, Director II for Administration, PGH, effective 26 January 1995.

Edna P. Siao, additional assignment as Officer-in-Charge and Assistant Director for Fiscal Services, PGH, effective 1 November until 31 December 1994.
Orlino O. Talens, additional assignment as Director II for Health Operations, PGH, effective 26 January 1995.
Deogracia M. Valderrama, additional assignment as Director II for Nursing, PGH, effective 26 January 1995.
Julita J. Yabes, additional assignment as Director II for Fiscal Services, PGH, effective 26 January 1995.

UP Los Banos

Severino E. Cuevas, renewal of additional assignment as Director 1, effective 1 January until 31 December 1995.

EXTENSION OF SERVICE BEYOND RETIREMENT AGE

UP Diliman

Josefina C. Flores, as Professor 2, Institute of Chemistry, College of Science, effective 28 December 1994 until 31 May 1995.
Pilloo B. Sutaria, as Professor 1, Institute of Chemistry, College of Science, effective 15 February until 31 May 1995.
Ricardo M. Zarco, as Professor 11, College of Social Sciences and Philosophy, effective 11 February until 31 May 1995.

POLICY MATTERS

Guidelines for Determining Rank and Salary Grade of Research, Extension and Professional Staff (REPS)
The Board approved the guidelines for determining rank and salary grade of research, extension and professional staff (REPS) upon obtaining a Ph.D. degree, or its equivalent, in a relevant field of specialization, provided that the existing rule regarding the automatic promotion of those who had already attained the rank of Associate Professor at the time they started their fellowship or study for a Ph.D. shall be reviewed.

Open University
The Board approved in principle the establishment of an Open University within the UP System.
Rationale: The present and future demand for greater access to quality education in the country can be met through distance learning. The University has the faculty resources, initial facilities, and budgetary support to mount an expanded distance education program.

Authority For The Secretary Of The University To Issue The Notice Of Approval Of Appointments
The Board authorized the Secretary of the University to issue the Notice of Approval of Appointments, reflecting the effectiveness (duration) originally indicated in the respective basic recommendations, subject to the following guidelines:
a. the appointments covered by this authorization shall be limited to faculty appointments and additional assignments of faculty members that have been approved by the President of the Board, including those to be acted upon at the 1083rd meeting of the Board;
b. this authorization shall not apply anymore to "appointments to professorial chairs" approved by the President of the Board during the period 1 January 1994 to 16 November 1994, since the Board adopted at its 1081st meeting on 17 November 1994 a resolution recognizing that appointments to professorial chairs are, in fact, academic awards and not personal appointments to position in the Civil Service Commission.

Merger of the UP Printery with the UP Press and Reorganization of the UP Press
The Board approved the merger of the UP Printery with the UP Press and reorganization of the UP Press.
The Printery Section of the UP Press will be established out of the present UP Printery, whose staff may be reassigned to sections of the UP Press, subject to approval by the President.

Authority for UP Diliman To Negotiate Low-Interest Vehicle Loans
The Board granted the request of the Chancellor of UP Diliman for authorization to negotiate low interest vehicle loans with the Philippine National Bank for UP Diliman Employees, provided the University will not act as guarantor.
Further, the Board approved that any agreement reached will cover both faculty and staff of the other Autonomous Units of the University.

ACADEMIC MATTERS

Establishment of Professorial Chairs
The Board established the following Professorial Chairs:
Mercedes Vila Planas, M.D. Professorial Chair in Obstetrics and Gynecology for the College of Medicine, UP Manila.
Dr. Rita Carmen C. Sy-Quia Professorial Chair in Dentistry, in UP Manila.
Metro Pacific Corporation Professorial Chair, and Pan Xenia Fraternity Professorial Chair in the College of Business Administration, UP Diliman.
Note: The endowment funds for these chairs were donated by the Metro Pacific Corporation and Pan Xenia Fraternity and have been remitted to the UP Business Research Foundation, Inc. which will manage said funds.

INTARMED Curriculum of UP Manila
The Board approved the inclusion of one (1) summer session in the INTARMED curriculum of the UP Manila College of Medicine in the Summer between Year Levels 1 and 2. Students will take appropriate subjects identified by the faculty adviser.

Graduation Of Students with Various Degrees From The Different Schools and Colleges of UP Los Banos
The Board approved the graduation of students with various degrees from the different schools and colleges of UP Los Banos as of the end of the First Semester, 1994-995, as approved by the UPLB University Council.

 Establishment of the Institute of Computer Science at UPLB
The Board established the Institute of Computer Science at UP Los Banos.
The new unit will be created out of the academic programs, faculty, staff, and facilities of the computer science program in the Institute of Mathematics, Statistics, and Physics of the College of Arts and Sciences.
The Institute will have 23 faculty members composed of: 4 PhD, and 8 MSc. holders. In addition, it will have seven affiliate faculty members, all holders of a PhD degree.
The program started offering the BS Computer Science degree in 1982. Over the years, it has produced 470 graduates. The MSc Computer Science degree was first offered in 1988 and has produced 10 graduates. Presently, the BSc and
MSc programs have 372 and 30 students, respectively. The program has adequate faculty, hardware and software as well as ongoing teaching, research, and extension programs to merit its elevation to a full Institute. Its recognition as a separate institute will provide the computer science program at UPLB the flexibility to grow and innovate, and have greater visibility to attract students and resources.

The internal organization of the new Institute will be approved by the President. It will have: a Director appointed by the President upon the recommendation of the UPLB Chancellor; an Advisory Board composed of the DOST Secretary as Chair, the UPLB Chancellor as Co-Chair, the Institute Director as Secretary, with the Executive Director of PCASTRD, the Director of the National Computer Center, the Dean of CAS, UPLB, and two private sector representatives as members.

DONATIONS, GRANTS, AND GIFTS

Donations for Establishment of Professorial Chairs:

The Board accepted, with thanks, the following donations for the establishment of professorial chairs:

- Donation of P300,000.00 from Dr. Mercedes V. Planas
- Donation of P300,000.00 from the family of Rita Carmen C. Sy-Quia

Goodwill Visit of President Emil Q. Javier

Check donations of $170.00 from the following UP Alumni of North America during the Goodwill Visit of President Emil Q. Javier from 12 October to 5 November 1994:

1. Monica Ferrer
2. Gus & Celia Dimaano
3. Gerardo J. Paz, BS Fish’79
4. Fe C. Nievera, AB’54
5. Kevin S. Rodolfo, BS Geo’58
6. Arlene Alonzo-Pineda
7. Priscillo Marcelo, BSCE’60
8. Jose A. Zotomayor, Jr.
9. Elwyn Cabbe
10. Leonard Casper
11. Leonora Rita Villegas Obed
12. Dr. Mariano C. Yogore III, BS’67, MD’72
13. Dr. Danilo B. Soriano, MD’62
14. Reynaldo T. Elazegui, BSLS’59
15. Atty. Jaime P. Santos, DS’59, LLB’59
16. Dr. Cecilia Cortes-Levich, BS’67, MD’72

Deed of Donation Executed by the Department of Health in favor of the UP Manila

The Board approved the Deed of Donation executed by the Department of Health in favor of the UP Manila for a donation of two (2) lots (21,671 and 80,383 sq. m.) located at Barrio Dilit and Barangay Cabafalan, both in Tacloban City, for use by the University exclusively as a school site for the School of Health Sciences, subject to the following conditions:

1. That the DONEE accepts said DONATION and binds itself not to cede, transfer or convey, nor to lease or encumber the whole or any part(s) of the properties without the consent of the DONOR;
2. That upon notice duly given, taking into account the DONEE’s own programs and activities, the DONOR shall be allowed use of the workshop and convention facilities located at the Third Floor of the building that will be completed by the

DONEE, for the DONOR’s regional, national and international conventions or other similar projects, subject to terms and conditions as may be agreed upon by both parties;

3. That the DONEE shall, at all times, reserve a portion of the Ground Floor described in the Floor Plan to be utilized exclusively as the Herbal Medicine Wing of the DONOR, to house the administrative staff and facilities thereof, the terms and conditions for said use to be subject to further agreement between the parties;
4. That the DONEE shall likewise reserve for the DONOR’s use, two rooms located at the Second Floor of said building to be completed by the DONEE, as personal quarters of the Secretary of Health and his/her staff;
5. That in the event the DONEE shall have committed any violation of the provisions the same shall cause the rescission of the Deed and the subject property together with all the improvements made thereon shall revert back to the DONOR.

The Board confirmed the following Deeds of Donation:

Metro Pacific Professorial Chair in Chemistry

Deed of Donation and Acceptance executed between the University of the Philippines and the Metro Pacific Corporation whereby Metro Pacific Corporation pledges to donate P300,000.00 for the establishment of a Metro Pacific Professorial Chair in Chemistry payable, on the following schedule:

<table>
<thead>
<tr>
<th>Date</th>
<th>Amount</th>
</tr>
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<tbody>
<tr>
<td>June 1, 1994</td>
<td>P100,000.00</td>
</tr>
<tr>
<td>on or before June 7, 1995</td>
<td>100,000.00</td>
</tr>
<tr>
<td>on or before June 7, 1996</td>
<td>100,000.00</td>
</tr>
<tr>
<td>Total</td>
<td>P300,000.00</td>
</tr>
</tbody>
</table>

Silvestra S. Echanis Faculty Grant

Deed of Donation and Acceptance between the UP Foundation, Inc. and the Echanis Press, Inc. for a donation to the University of P20,000.00 to increase the fund to P135,000.00 for the establishment of the Silvestra S. Echanis Faculty Grant.

The Board noted the following Deeds of Donation:

DAEWOO Sedan for College of Economics and Management

Deed of Donation between the University of the Philippines Los Baños and the College of Economics and Management Alumni Association for a donation of one (1) brand new motor vehicle (DAEWOO car) for the official use of the College of Economics and Management, with the following specifications:

- DAEWOO Racer ETI: Model 1994: 1500cc
- 4 Door Sedan: 5 Speed Manual Transmission
- Engine No.: G15SF378273
- Chassis No.: KLATF19T1RB498982
- Color: Casablanca White
- Complete with tools and accessories

IBM Display Terminal 3277

Deed of Donation between the University of the Philippines Los Baños and the SEAMEO Regional Center for Graduate Study and Research in Agriculture (SEARCA) for a donation of one (1) unit IBM Display Terminal 3277 for the primary use of the Los Baños Computer Center.
FINANCIAL MATTERS

The Board approved the transfer of P30 Million as the University’s contribution to the UP Provident Fund for 1994 which can be sourced from the UP Revolving Fund and Trust Fund as certified by the University Accountant.

MEMORANDA OF AGREEMENT

The Board confirmed the following Memoranda of Agreement:

**UP System**

Memorandum of Agreement with the City of Manila
Project: Collaboration on an effective learning competency improvement program in the public schools of Manila under a volunteer service program known as the Ugnayan ng Pahinungod/Oblation Corps.
Effectivity/Duration: Upon signing for a period of five (5) years.
Signed: 11 January 1995

**UP Los Baños**

Memorandum of Agreement with Nihon Fukushi University
Project: Academic exchange and cooperation in all fields and disciplines which are of mutual interest and acceptable to both institutions.
Effectivity/Duration: For five (5) years upon signing by both parties.
Signed: 23 September 1994

MEMORANDA OF AGREEMENT WITH THE ECUMENICAL REGIONAL DEVELOPMENT ASSISTANCE, INC. (ERDA)
Project: Collaboration on integrated extension in agriculture, specifically the Azolla extension program.
Signed: 26 October 1994

RESEARCH CONTRACTS

The Board noted the following Research Contracts entered into by and between the University of the Philippines (represented by the President) and individual faculty members for the undertaking of specific projects under the administration of the University Center for Integrative and Development Studies (CIDS):

Research Fellow: Violeda A. Umali
Research Title: Strategic Industries in the Philippines
Research Grant: P20,000.00 to be paid as follows:
20% upon submission of the approved Research Project/Budget
40% upon submission of at least 60% of the research output
40% upon submission of the Final Report

Recipient of Crisostomo and Cristina Garcia Award for Excellence
The Board noted that the first recipient of the Crisostomo and Cristina Garcia Award for Excellence, was Dr. Merlyn S. Mendioro.

1084TH MEETING, 23 FEBRUARY 1995

APPOINTMENTS, PROMOTIONS, SALARY INCREASE ETC.

The Board approved the following appointments, reappointments, renewals of appointment, promotions, increase in salary, and related matters:

UP Manila

Tarlochan Kaur Paba Gailan, promotion from Assistant Professor 6 (part-time) to Associate Professor 3 (part-time), NTCHP, effective 23 February 1995.

TRANSFER TO PERMANENT STATUS

UP DilaMan

Arturo Benedicto llano, as Assistant Professor 1, College of Business Administration, effective 23 February 1995. Eloisa H. Lingan, as Assistant Professor 1, College of Business Administration, effective 23 February 1995.

UP Los Banos

Gloria V. Uri, as Assistant Professor 1, UPRHS, effective 23 February 1995.

OTHER MATTERS

The Board noted the following appointments to the Board of Regents:

1. Attorney Antonio T. Carpio, renewal of appointment for a term, expiring 31 December 1996.
2. Professor Ernesto Tabujara, for a term, expiring 31 December 1995.
3. Dr. Emerlinda R. Roman, representing the faculty, for a term expiring 31 December 1995.
4. Mr. Dennis L. Cunanan, extension of appointment representing the Student Body, for a term expiring 31 May 1995.

Guidelines for the Appointment of Adjunct Professor
The Board noted the guidelines for the appointment of Adjunct Professor. (At its 1081st meeting on 17 November 1994, the Board approved the creation of the position of Adjunct Professor). The Board suggested that further studies be made to include privileges like tuition discount for their children, taking into account existing rules on privileges of faculty and personnel.

Certification of the Organization of Non-Academic Personnel of UP (ONAPUP)
The Board noted the Certification of the Organization of Non-Academic Personnel of UP (ONAPUP) by the Bureau of Labor Relations, DOLE, as the Collective Negotiating Agent of All Rank-and-File Employees of UP.

Carmencita D. Padilla, as Assistant Professor 1 (part-time), College of Medicine, and Attending Physician (part-time), PGH, effective 23 February 1995.

PROFESSORIAL CHAIR

UP DilaMan

Reil G. Cruz, appointment as Jose D. Aspiras Assistant Professor of Tourism, Asian Institute of Tourism, effective 1 January until 31 December 1995.

Victoria N. Nanagas, appointment as SKAL Club Assistant Professor of Tourism, Asian Institute of Tourism, effective 1 January until 31 December 1995.

Lourdes A. Hamada, appointment as MMC Diamond Jubilee Associate Professor of Social Science, UP College Baguio, effective 1 January until 31 December 1995.

Jocelyn R. Rafanan, appointment as Diamond Jubilee Assistant Professor of Natural Science, UP College Baguio, effective 1 January until 31 December 1995.

UP Manila

Enrique T. Ona, appointment as Enrique M. Garcia Associate Professor of Surgery, effective 1 July 1994 until 30 June 1995.
HEADSHIP OF UNITS

UP Diliman

Fortunato T. De la Peña, reappointment to additional assignment as Director, Institute for Small Scale Industries, effective 1 January until 31 December 1995.

Martin V. Gregorio, renewal as Acting Vice-Chancellor for Community Affairs, effective 1 March until 30 June 1995.

UP Los Baños

Vivian A. Gonzales, additional assignment as Dean of Students, Office of Student Affairs, effective 23 February 1995 until 22 February 1999.

Madeline M. Suva, renewal as Director, University Publishing Center, effective 1 January until 31 December 1995.

UP Visayas

Clement C. Camposano, additional assignment as Dean of Students, Office of Student Personnel Services, effective 1 March 1995 until 28 February 1998.

Luz L. Rodríguez, renewal as Director, Ugnayan ng Pahinungod, effective 1 January until 31 December 1995.

EXTENSION OF SERVICE BEYOND RETIREMENT AGE

UP Diliman

Rodolfo M. Casiple, as Professor 9 of Mechanical Engineering, College of Engineering, effective 19 March 1995 to 1 April 1996.

POLICY MATTERS

Creation of Technology Management Center

The Board approved in principle the creation of a Technology Management Center in UP Diliman.

University of the Philippines-Open University

The Board adopted the following resolution Establishing the University of the Philippines-Open University as an Autonomous Member of the UP System.

RESOLUTION

ESTABLISHING THE UNIVERSITY OF THE PHILIPPINES OPEN UNIVERSITY AS AN AUTONOMOUS MEMBER OF THE UP SYSTEM

WHEREAS, the University of the Philippines, with the existing facilities in its four autonomous universities and ten campuses in seven regions throughout the country has installed a capacity for the operation of distance education programs;

WHEREAS, the University of the Philippines, having initiated the first school-on-the-air program in the country in 1967 and having pioneered a formal program by distance education for secondary school science and mathematics teachers since 1984, possesses the experience for the institutionalization of distance education through an Open University within its System;

THEREFORE, the Board of Regents of the University of the Philippines by virtue of the power vested in it by Act No. 1870, otherwise known as a the University Charter, as amended, and by Presidential Decree No. 58, dated November 20, 1972, resolves as follows:

Article I

The University of the Philippines-Open University

Section 1. The Open University is hereby created as an autonomous member of the University of the Philippines System. Its official name shall be the University of the Philippines Open University (UP-Open University).

SECTION 2. The UP-Open University seeks to provide wider access to quality higher education. As a constituent university of the University of the Philippines System, the UP-Open University shall adhere to the highest standard of academic excellence, guarantee academic freedom, and encourage social responsibility and nationalistic commitment among its faculty, staff, and students. It shall pursue the following specific objectives:

a. To provide opportunities for alternative access, to quality higher education by offering baccalaureate and post-baccalaureate degree programs and non-formal courses by distance education;

b. To develop a system of continuing education for sustaining professional growth and improving technical skills especially for those who cannot leave their jobs or homes for full-time studies; and

c. To contribute towards upgrading the quality of residential instruction in the University and the educational system of the country in general, by developing, testing, and utilizing innovative instructional materials and technology and sharing these with other colleges and universities through cooperative programs.

SECTION 3. The UP-Open University as an integral part of the University System shall derive the substance, vitality, and quality of its degree program offerings from the academic programs of the residential universities of the System. It shall develop these programs for distance education taking into account the optimal use of existing University System faculty and facilities. Conversely, the instructional materials and educational technology of the UP-Open University shall be available for use for the improvement of residential instruction as well. Thus the UP-Open University programs shall be closely articulated with those of the autonomous universities in the System.

Nevertheless like all other Universities of the UP System, the UP-Open University shall enjoy autonomy in the administration of its own affairs within the context of the purposes of the University of the Philips System and the policy laid down by the Board of Regents.
Article II
Organizational Structure of the UP-Open University

SECTION 4. The Chancellor-The UP-Open University shall be headed by a Chancellor to be appointed by the Board of Regents upon the recommendation of the President for a term of three (3) years. The Chancellor shall be directly responsible to the President in the administration of the UP-Open University. The Chancellor shall be the executive officer of the UP-Open University and shall discharge (a) the same functions and responsibilities as are specified in Section 9 and other pertinent provisions of the Board’s resolution reorganizing the University of the Philippines into the University of the Philippines System and establishing the UP at Los Baños as an Autonomous Member of the System adopted at the 828th meeting of the Board on 21 December 1972, as amended, and (b) such other functions as are assigned or delegated by the Board or the President to Chancellors of autonomous universities. The Chancellor shall be assisted by a Vice-Chancellor for Academic Affairs and such other Vice-Chancellors as may be necessary for the effective management of the UP-Open University. The Vice-Chancellors shall be appointed by the Board of Regents upon nomination by the Chancellor and recommendation of the President. The Vice-Chancellors shall serve at the pleasure of the Chancellor and shall perform such other functions as the Board of Regents or the Chancellor may assign to them.

SECTION 5. The Vice-Chancellor for Academic Affairs - The Vice-Chancellor for Academic Affairs shall assist the Chancellor in coordinating and monitoring curricular instructional, research, extension, library, and other academic programs in the UP - Open University. Offices under the supervision of the Vice-Chancellor for Academic Affairs shall be created to undertake the above functions.

SECTION 6. The Schools for Distance Education in the Autonomous Universities - A School for Distance Education shall be established in each of the autonomous universities to be headed by a Dean who shall be appointed by the Board of Regents, upon recommendation by the President, and nomination by the UP-Open University Chancellor in consultation with the Chancellor of the autonomous university. He/She shall serve for a term of three (3) years. The Dean may be a regular faculty of any autonomous university on special detail to the UP-Open University or may be a regular full-time faculty of the UP-Open University.

The School for Distance Education shall coordinate all activities in the autonomous university related to the offering and curricular program, development of course materials offering of courses, and teaching assignment of faculty. The Dean shall also supervise the study centers within the geographical coverage of the autonomous university.

SECTION 7. The Faculty of the UP-Open University - The faculty of the UP-Open University shall refer to the staff teaching tertiary academic courses offered by distance education. Faculty members of the UP-Open University shall be those with full-time appointments from the UP-Open University and those from other units of the UP System who shall be given affiliate appointments. Appointment as affiliate faculty shall be based on the satisfaction of at least one of the following conditions:

a. Teaching at least one distance education course, and
b. Membership in guidance advisory committee of a graduate student at the UP-Open University.

SECTION 8. UP-Open University Learning Centers - The UP-Open University shall establish learning centers in different parts of the country where its students can matriculate, obtain instructional materials, and participate in study sessions. Wherever practicable, the learning centers will be located in institutions of higher learning where students can have easy access to faculties, library, and other instructional facilities.

SECTION 9. University Council - The UP-Open University shall have its own University Council with the Chancellor as Chair and the University Registrar as Member-Secretary. The University Council shall have the following as members: the Vice-Chancellors of the UP-Open University, the Dean of the School for Distance Education, the Deans of the Schools for Distance Education in the autonomous universities, faculty with full-time appointments with the rank of Assistant Professor and higher from the UP-Open University, the Deans of colleges in the autonomous universities offering courses and programs by distance education, and selected affiliate faculty members with the rank of Assistant Professor and higher representing degree programs developed by the residential colleges for delivery by distance education.

SECTION 10. The Executive Committee of University Council - There shall be an Executive Committee of the University Council with the Chancellor as Chair and the following as members: the Vice-Chancellors of the UP-Open University, the Dean of the School for Distance Education, the Deans of the Schools for Distance Education in the autonomous universities, and one faculty member from each autonomous university elected by and from among the faculty members of the autonomous universities who are members of the UP-Open University Council.

SECTION 11. Functions of the University Council - As provided for in the University Charter, the UP-Open University Council shall have the power to prescribe the courses of study and rules of discipline, subject to the approval of the Board of Regents. It shall fix the requirements for admission to the UP-Open University, as well as for graduation and the receiving of a degree. The Council alone shall have the power to recommend students or others to be recipients of degrees. Through the Chancellor or its committees, it shall have disciplinary power over the students within the limits prescribed by the rules of discipline approved by the Board of Regents.

Article III
Relationship Between UP-Open University and Other Autonomous Universities of UP System

SECTION 12. On the Development of course programs - Courses and programs of the UP-Open University may be developed in two ways. The departments/institutes in the other autonomous universities of the UP System in collaboration with the UP Open University, may initiate the development of a course or program to be taught by distance education. The UP-Open University may also commission individuals or teams of faculty, departments, and institutes to develop a course or program to be offered by distance education. The full-time faculty of the UP-Open University together with the affiliate faculty from the autonomous universities shall be responsible for the academic content of the courses offered by the UP-Open University.

SECTION 13. On the development of course materials - The UP-Open University, in consultation with and with the approval of heads of units of the other autonomous universities, shall commission faculty and staff to become part of course teams to develop instructional materials.
**SECTION 14. On the Offering of courses** - The UP-Open University, in consultation with heads of units of the other autonomous universities, shall prepare the schedule for the offering of courses as well as those of other activities required in the conduct of courses.

**SECTION 15. On the teaching of courses** - The UP-Open University, in consultation with heads of units of the other autonomous universities, shall assign the faculty who will teach the courses. There may be more than one faculty assigned to a course. The UP-Open University is responsible for seeing to it that all tasks are carried out by the faculty at the required time.

**Article IV**

**Transitory Provision and Effectivity**

**SECTION 16. Assets, Personnel Items, and Appropriations of the UP-Open University** - The UP-Open University shall assume all the assets, personnel items and appropriations of the University's existing Distance Education Program.

**SECTION 17. Effectivity** - This Resolution shall take effect upon approval.

**UP in Mindanao**

The Board noted R.A. 7889 signed by President Fidel V. Ramos on 20 February 1995 authorizing the University to establish UP in Mindanao and appropriating funds therefor.

**National Center of Excellence in Molecular Biology and Biotechnology**

The Board noted Proclamation No. 526 "Constituting the various Biotechnology Institutes within the University of the Philippines System as the Network of National Institutes of Biotechnology, and designating said Network as a National Center of Excellence in Molecular Biology and Biotechnology".

**Policy on Lease/Rental Rates by Companies Inside the UPLB Science and Technology Park**

The Board noted the policy on lease/rental rates for Incubator Buildings, open space for Field Testing and the construction of the TBI Buildings by companies inside the UPLB Science and Technology Park.

**Authority to Impound Stray animals on Campus**

The Board granted authority for UP Los Baños to impound stray animals, impose fines, and grant incentive pay to members of the team (4-5 members per team) involved in catching stray animals roaming on campus, subject to the following schedules and rules:

1. **Schedule of fines**
   a. For small animals (e.g., dogs, goats, pigs, etc.) P100.00
   b. For large animals (e.g., cows, carabaos, horses, etc.) P200.00

2. **Schedule of incentive pay**
   a. Small animals P 50.00/per head/ per team
   b. Large animals 100.00

3. **Rules**
   a. Actual expenses incurred for the care and feeding of the animals will be charged to the owners if the animals are not claimed within 24 hours.
   b. If the owner is an awardee of a housing unit, he or she will be administratively dealt with for violation of housing rules.
   c. The incentive pay shall be taken from the fines collected and shall be divided equally among all the team members.

The Board further granted authority to the President to (1) approve requests for authority to impound stray animals, impose fines, and grant incentive pay and (2) revise the schedule of fines and incentive pay therefor.

**Lease of Property in Krus na Ligas**

The Board approved in principle the lease of a portion of the University property at Krus na Ligas for the use of the Krus na Ligas High School, with the following guidelines:

1. The Secretary of the University be authorized to issue a certification to the effect that the Board of Regents, at its 1084th meeting on 23 February 1995, decided to reserve that portion of the University property at Krus na Ligas where the Old Balara High School Annex is presently located for the use of said high school and that the Board has approved in principle the lease of the property to the City Government of Quezon City for the use of the said high school; provided that the delineation of the area shall be determined through an appropriate survey and submitted to the Board for approval; and
2. That the University lease the property to the City Government of Quezon City for a term of twenty-five years for the use of the Old Balara High School Annex/Krus na Ligas High School, under such terms as shall be mutually agreed upon.

**ACADEMIC MATTERS**

**Graduation of Students**

The Board approved the graduation of Mr. Ricardo L. Barcenas and Ms. Anna Claire T. Almendras with the degrees of Bachelor of Fine Arts and Bachelor of Business Management, respectively.

The graduation of these students from UP Cebu College was approved by the UPV University Council at its 37th University Council Meeting on 10 December 1994, subject to completion of some requirements which were completed on 10 January 1995 in the case of Mr. Barcenas and on 25 January 1995 in the case of Ms. Almendras.

**DONATIONS, GRANTS, AND GIFTS**

**Metropolitan Toronto Professorial Chair**

The Board accepted, with thanks, a donation of P304,295.00 from UPAA Metro Toronto for the establishment of the University Professorial Chair.

**Salvador M. Mison and Family Scholarship Grant**

The Board confirmed the Memorandum of Agreement between the UP Foundation, Inc. and Lt. Gen. (Ret.) and Mrs. Salvador M. Mison for a donation by the latter of P130,000.00 for the establishment of the Lt. Gen. (Ret.) Salvador M. Mison and Family Scholarship Grant for UP Diliman.

**FINANCIAL MATTERS**

**UP-PCCA Budget**

The Board approved full restoration of the UP-PCCA budget under code 1034004 in the System budget in the total amount of P425,000.00 for CY 1995, broken down as follows:
Modification of Items for UP System Accounting Unit

The Board approved modification of the following items for the UP System Accounting Unit:

<table>
<thead>
<tr>
<th>PSI No.</th>
<th>Position</th>
<th>Gr</th>
<th>Salary</th>
<th>Proposed Position</th>
<th>Gr</th>
</tr>
</thead>
<tbody>
<tr>
<td>108</td>
<td>Officer</td>
<td>18</td>
<td>68,040</td>
<td>Accountant II</td>
<td>18</td>
</tr>
<tr>
<td>109-2</td>
<td>Adm. Officer I</td>
<td>11</td>
<td>39,708</td>
<td>Accountant I</td>
<td>11</td>
</tr>
<tr>
<td>113-1</td>
<td>Sales Rep. II</td>
<td>8</td>
<td>33,024</td>
<td>Acct. Clerk III-1</td>
<td>8</td>
</tr>
<tr>
<td>113-2</td>
<td>Sales Rep. II</td>
<td>8</td>
<td>33,024</td>
<td>Acct. Clerk III-2</td>
<td>8</td>
</tr>
</tbody>
</table>

Modification of Items for the Distance Education Program and Ugnayan ng Pahinungod

The Board approved modification of items for the Distance Education Program and Ugnayan ng Pahinungod as follows:

- One (1) Administrative Officer III: Gr. 18
- One (1) University Extension Specialist II: Gr. 18
- One (1) Data Entry Machine Operator III: Gr. 11

Increase in Fees

The Board granted authority for the College of Mass Communication to charge a laboratory fee of P300.00 in Journalism 135 (Photo-Journalism) effective First Semester 1995-1996.

This will cover photo supplies, laboratory chemicals, and rentals of photo equipment that may be needed by the students.

The Board increased the laboratory rates for procedures at the Philippine General Hospital, as follows:

<table>
<thead>
<tr>
<th>Procedure*</th>
<th>Rate Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alpha Fetoprotein (AFP) Pay</td>
<td>Cost per Procedure*</td>
</tr>
<tr>
<td>HBeAg/HBeNominal</td>
<td>Proposed</td>
</tr>
</tbody>
</table>

Note: *The cost per procedure varies, depending on the cost of supplies and materials used.

Rate Increase in Health Services

The Board noted the following increases approved by the President:

1. New rates for laboratory and other services rendered by the University Health Service for outsiders or non-UP clients.
2. Increase in rates for the following procedures at the Department of Rehabilitation Medicine, Philippine General Hospital, as follows:

<table>
<thead>
<tr>
<th>Procedure*</th>
<th>Type of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alpha Fetoprotein (AFP) Pay</td>
<td>Cost per Procedure*</td>
</tr>
<tr>
<td>HBeAg/HBeNominal</td>
<td>Proposed</td>
</tr>
</tbody>
</table>

Note: *The cost per procedure varies, depending on the cost of supplies and materials used.

Internal Operating Budget

The Board approved the 1995 UP Internal Operating Budget

Programming of Unappropriated Income

The Board also approved the programming of unappropriated prior years' income for the various campuses of the University, as follows:

<table>
<thead>
<tr>
<th>PURPOSE</th>
<th>TOTAL</th>
<th>SYS-ADM</th>
<th>LOS BANOS</th>
<th>MANILA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Programming of Funds CY 1995 (In Thousands)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>COE</td>
<td>P6,119</td>
<td>0</td>
<td>4,009</td>
<td>2,110</td>
</tr>
<tr>
<td>Psn Serv.</td>
<td>1,500</td>
<td>500</td>
<td>1,000</td>
<td></td>
</tr>
<tr>
<td>M.O.O.E</td>
<td>4,619</td>
<td>3,509</td>
<td>1,110</td>
<td></td>
</tr>
<tr>
<td>CAPITAL</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>OUTFOLYS</td>
<td>33,777</td>
<td>5,000</td>
<td>3,000</td>
<td>20,277</td>
</tr>
<tr>
<td>Const.</td>
<td>29,000</td>
<td>5,000</td>
<td>4,000</td>
<td>20,000</td>
</tr>
<tr>
<td>Equipment</td>
<td>4,777</td>
<td>3,300</td>
<td>1,200</td>
<td>277</td>
</tr>
<tr>
<td>GRAND</td>
<td>39,696</td>
<td>5,000</td>
<td>11,309</td>
<td>3,310</td>
</tr>
</tbody>
</table>

MEMORANDA OF AGREEMENT

The Board confirmed the following Memoranda of Agreement:

UP Diliman

Memorandum of Agreement with Ateneo de Manila University

Project: Faculty exchange program in Social Sciences.
Signed: 27 January 1995

Memorandum of Agreement with Foreign Service Institute

Project: Compilation of documents relating to the National Territory of the Philippines; updating of the Philippine Treaty series; updating of the Philippine Trade and Economic Agreement.
Effectivity/Duration: Project A, three (3) months; Project B, three (3) months; Project C, six (6) months.
Signed: 3 January 1995

Memorandum of Agreement with the University of Franche-Comte

Project: To establish a linkage program to institute and develop a graduate studies program for the teaching of the French language and French Studies in UP Diliman.
Effectivity/Duration: Upon signing by both parties for three years.
Signed: 14 September 1994

UP Los Banos

Memorandum of Agreement re: Joint Development Project in the Batyawan-Malipano

Memorandum of Agreement among UPLB, Central Luzon
Center for Emergency Aid and Rehabilitation, Inc. (CONCERN, Inc.), Central Luzon Aeta Association (CLAA), and Alyansa ng Magbubukid sa Gitnang Luzon (AMGL).

Project: Joint development project in the Batayan-Malipano area in the western boundary of Zambales Mountain Range.

Signed: 4 August 1994

Memorandum of Agreement with the Department of Agrarian Reform, Region IV (DAR-Region IV)

Project: Utilization of broadcast media for agrarian reform and cooperatives development.

Project Cost: P100,000 to be provided by DAR Region IV to the UPLB Agricultural Credit and Cooperatives Institute (UPLB-ACCI).

Effectivity/Duration: Upon signing by the parties for one year.
Signed: 3 August 1994

Memorandum of Agreement with Cooperative Development Authority (CDA)

Project: Utilization of broadcast media for cooperatives development and agrarian reform.

Project Cost: P100,000 to be provided by CDA to the UPLB Agricultural Credit and Cooperatives Institute (UPLB-ACCI).

Effectivity/Duration: 1 January 1994 for one year.
Signed: 24 August 1994

Memorandum of Agreement Re: National Coconut Research and Development Program

Memorandum of Agreement among the University of the Philippines Los Baños, the Department of Science and Technology (DOST), the Department of Agriculture (DA), the Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCARRD/DOST), the Philippine Council for Industry and Energy Research and Development (PCIERD/DOST), the Philippine Council for Health Research and Development (PCHRD/DOST), and other implementing institutions.

Project: National Coconut Research and Development Program.

Effectivity/Duration: For seven years from date of execution.
Signed: 24 February 1994

Memorandum of Agreement with Jacinto A. Galang Foundation

Project: Establishment of the Jacinto A. Galang, Jr. Foundation Undergraduate Scholarship Grant in the Institute of Animal Science, College of Agriculture.

Project Cost: P29,900 for the grantee actually enrolled in the junior year of the covered college course, and P35,700 for the grantee actually enrolled in the last year of said course.

Signed: 24 November 1994

Memorandum of Agreement re: Training of PCRDF Technical Staff in Enzymatic Hydrolysis of Copra Meal

Memorandum of Agreement between UPLB, through the National Institute of Biotechnology and Applied Microbiology (BIOTECH) and the Philippine Coconut Research and Development Foundation (PCRDF).

Project: Training of PCRDF technical staff on the enzymatic hydrolysis of copra meal.

Project Cost: P20,000.00 for one trainee and P10,000 for each additional trainee for the implementation of the training program.

Duration: Conducted for two weeks from 7-18 November 1994 (excluding Saturdays and Sundays).
Signed: 10 November 1994

Memorandum of Agreement with San Miguel Foods, Inc. (SMFI)

Project: Conduct of metabolizable energy test studies by SMFI in the Institute of Animal Science, College of Agriculture.

Rental Charges: P2,259.00 a month to be paid by SMFI to UPLB for the use of the IAS Research House.

Effectivity/Duration: January 1994 for one year.
Signed: 14 November 1994

Memorandum of Agreement, Supplemental Contract, and Amendatory Agreement with Department of Agriculture (DA)

Project: Supply of 28,400 bags of the UPLB Institute of Plant Breeding's hybrid corn seeds for the Grains Production Enhancement Program under the Medium-Term Agricultural Development Plan of DA.

Project Cost: P17,892,000 equivalent to the cost of 28,400 bags of IPB hybrid corn seeds.


Memorandum of Agreement with the Visayas State College of Agriculture (VISCA)

Project: Conduct of variety and agronomic trials of highly promising root crop varieties and technologies.

Signed: 4 August 1994

Memorandum of Agreement with Northern Mindanao State Institute of Science and Technology (NORMISIST)

Project: Joint program for the development/regional testing and seed multiplication of released and promising crop varieties.

Effectivity/Duration: June 1994 for three years.
Signed: 30 September 1994

Memorandum of Agreement Re: Fruit Crops Fair Project

Memorandum of Agreement among the University of the Philippines Los Baños; the Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCARRD); the Department of Science and Technology, through its Regional Offices (DOST); the Department of Agriculture, through the Bureau of Plant Industry (DA-BPI); and the Philippine Association for the Advancement of Fruit Industry (PAAFI).

Project: Fruit Crops Fair Project, Phase II.

Effectivity/Duration: Upon signing by the parties for four years.
Signed: 11 November 1994

Memorandum of Agreement with the Department of Science and Technology, Cordillera Administrative Region (DOST)

Project: Transfer of mature technologies on rice-wine processing.

Project Cost: P20,000.00 to be allocated by DOST.

Effectivity/Duration: For one (1) year upon signing by both parties.
Signed: 17 November 1994

Memorandum of Agreement with the Department of Science and Technology, Cordillera Administrative Region (DOST)

Project: Transfer of mature technologies on rice-wine processing.

Project Cost: P20,000.00 to be allocated by DOST.

Effectivity/Duration: For one (1) year upon signing by both parties.
Signed: 17 November 1994
Memorandum of Agreement Re: Farm Research and Outreach Program in Major Corn Growing Areas in the Philippines

Memorandum of Agreement among the University of the Philippines Los Baños, the Bureau of Agricultural Research, Department of Agriculture (DA-BAR); the Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCARRD); the University of Southern Mindanao (USM); and the Department of Agriculture-Cagayan Valley Integrated Agricultural Research Center (DA-CVIARC).

Project: On-Farm Research and Outreach Program in Major Corn Growing Areas in the Philippines.

Project Cost: P499,600.00 to be provided by DA-BAR, and P471,816.00 by PCARRD for the operation of the project.

Effectivity/Duration: For three years, upon signing by both parties.

Signed: 3 October 1994

Supplemental Memorandum of Agreement (28 December 1994) to the Memorandum of Agreement (28 December 1993) with the Civil Service Commission (CSC)

Donation: CSC donation of P5,565,479 for the continuation of its Local Scholarship Program.

Signed: 28 December 1994

Memorandum of Agreement with Dr. Narciso R. Lapuz, DVM '53

Project: Establishment of the Dr. Gaudencio R. Lapuz, DVM '55 Veterinary Student Loan Grant.

Project Cost: $2,000.00 to be put up by Dr. Narciso Lapuz as seed money for the loan fund.

Effectivity/Duration: Upon signing by both parties.


Memorandum of Agreement with the Office of Governor, Province of Laguna

Project: Creation and execution of a radio program on the activities, programs, projects and plans of the Office of the Governor, Laguna.

Project Cost: P86,592.50.

Effectivity/Duration: For six months upon signing by both parties.

Signed: 11 January 1995

Agreement on the Use of Private Agricultural Land with Dr. Manuel P. Garcia, Jr.

Project: Use of Dr. Garcia’s agricultural land for the UPLB-CF’s Lowland Agroforestry System Research cum Development Program (LAS).

Effectivity/Duration: 3 years from 1 September 1994 until 31 August 1997.

Signed: 20 December 1994

RESEARCH CONTRACTS

The Board noted the following research contracts entered into by and between the University (represented by the President) and individual faculty members to undertake specific projects under the administration of the University Center for Integrative and Development Studies.

Research Fellow: Diego G. Quejada II

Research Title: Pre-Implementation Rapid Community Assessment and Training at the Community Level

Duration: February 1995 to July 1995

Research Grant: P36,000.00 to be paid as follows:

20% upon submission of the Project Design/Budget
40% upon submission of at least 60% of the output
40% upon submission of the Final Report

Research Fellow: Cecilia G. Conaco

Research Title: STFAP Review Studies: Perceptions of STFAP Various Publics

Research Grant: P15,000.00 to be paid as follows:

20% upon submission of the Project Design/Budget
40% upon submission of at least 60% of the output
40% upon submission of the Final Report

Research Fellow: Diego G. Quejada II

Research Title: Preliminary Inventory of Existing Literacy Materials

Duration: February 1995 to July 1995

Research Grant: P36,000.00 to be paid as follows:

20% upon submission of the Project Design/Budget
40% upon submission of at least 60% of the output
40% upon submission of the Final Report

APPOINTMENTS, PROMOTIONS, SALARY INCREASE ETC.

The Board approved the following appointments, reappointments, renewals of appointment, promotions, increase in salary, and related matters:

UP Diliman

Walden F. Bello, reclassification as Professor 3, College of Social Sciences and Philosophy, effective 1 June 1995, until 31 May 1996.
Patricia A. Sto. Tomas, reclassification as Professor 5, College of Public Administration, effective 1 June 1995 until 31 May 1996.

UP Los Baños

Rizaldo G. Bayot, promotion from Assistant Professor 4 to Associate Professor 1, NCPC, College of Agriculture, effective 23 March 1995.

Rosalinda P. Garcia, promotion from Assistant Professor 7 to Associate Professor 2, NCPC, College of Agriculture, effective 23 March 1995.

Juanita C. Mamari, promotion from Associate Professor 3 to Professor 1, National Institute of Biotechnology and Microbiology (BIOTECH), effective 23 March 1995.

Pablo P. Ocampo, promotion from Assistant Professor 4 to Associate Professor 1, NCPC, College of Agriculture, effective 23 March 1995.

Leodegario E. Padua, promotion from Assistant Professor 5 to Associate Professor 4, BIOTECH, effective 23 March 1995.

Chay Binh Pham, promotion from Assistant Professor 5 to Associate Professor 4, BIOTECH, effective 23 March 1995.

UP Manila

Crisanta A. Coloma, promotion from Nurse IV to Nurse VI, PGH, effective 23 March 1995.

Zorayda E. Leopando, reappointment as Medical Specialist III (part-time), PGH, effective 23 March until 31 December 1995.

TRANSFER TO PERMANENT STATUS

UP Diliman

Leonorina G. Cada, as Assistant Professor 3, Institute of Chemistry, College of Science, effective 23 March 1995.

Anna Maria Y. Castelo, as Instructor 5 in Spanish, College of Arts and Letters, effective 23 March 1995.

Roorkee M. Del Rosario, as Instructor 1 in German and French, College of Arts and Letters, effective 23 March 1995.

Ma. Rosario O. Esquerra, as Instructor 1 in French and Italian, College of Arts and Letters, effective 23 March 1995.

Victoria T. Herrera, as Instructor 3, College of Arts and Letters, effective 23 March 1995.

Robin Daniel Z. Rivera, as Instructor 3, College of Arts and Letters, effective 23 March 1995.

Ascencion L. Ruaya, as Assistant Professor 3, Institute of Chemistry, College of Science, effective 23 March 1995.

Cecilia S. Sta. Maria, as Instructor 3, College of Arts and Letters, effective 23 March 1995.

Geodicio T. Sison, as Assistant Professor 3, School of Labor and Industrial Relations, effective 23 March 1995.

Jorge V. Tigno, as Instructor 4, College of Social Sciences and Philosophy, effective 23 March 1995.

Helena Agnes S. Valderrama, as Instructor 6, College of Business Administration, effective 23 March 1995.

Florenda S. Valera, as Assistant Professor 3, Institute of Chemistry, College of Science, effective 23 March 1995.

UP Los Baños

Alexander A. Lim, as Assistant Professor 1 of Physics, College of Arts and Sciences, effective 23 March 1995.

UP Manila

Agnes Rosario A. De Leon, as Instructor 7, College of Nursing, effective 23 March 1995.

Luz Barbara P. Dones, as Instructor 4, College of Nursing, effective 23 March 1995.

HEADSHIP OF UNITS

UP Diliman

Elizabeth L. Enríquez, additional assignment as Director, UP Diliman Information Office, effective 1 March until 31 December 1995.

Josefina N. Natividad, renewal of additional assignment as Director, Office of Institutional Linkages, effective 1 June 1995 until 31 May 1996.

UP Manila

Julita I. Yabes, additional assignment as Director II (Assistant Director for Fiscal Services), PGH, effective 26 January until 31 December 1995.

UP Mindanao

Rogelio V. Cuyno, additional assignment as Dean, effective 23 March 1995 until 22 March 1998.

UP Open University


UP Visayas

Prudencia V. Conlu, extension as Dean, College of Fisheries, effective 28 April until 27 May 1995.

EXTENSION OF SERVICE BEYOND COMPULSORY RETIREMENT AGE

UP Diliman

Napoleon V. Abueva, as University Professor, College of Fine Arts, effective 26 January until 31 May 1995.

Arturo E. Balbastro, as Professor 8, College of Law, effective 22 January until 31 May 1995.

Emeterio P. Lee, as Professor 11, College of Education, effective 3 March until 31 May 1995.

Elmer A. Ordoñez, as Professor 6, College of Arts and Letters, effective 15 December 1994 until 31 May 1995.

Ursula G. Picache, as Professor 7, Institute of Library Science, effective 1 April until 31 May 1995.

Ma. Theresa Tan, as Assistant Professor 6, UPIS, College of Education, effective 22 March until 31 May 1995.

UP Visayas

Prudencia V. Conlu, as Professor 9, College of Fisheries, effective 28 April until 27 May 1995.
POLICY MATTERS

Constitution of the Regents’ Ad Hoc Committee to Study the Draft Charter of the University

The Board constituted a Regents’ Ad Hoc Committee to Study the Draft University Charter with focus on the creation of a System University Council, with the following as members of the Committee:
- Regent Antonio T. Carpio, Chair
- Regent Oscar M. Alfonso
- Regent Ernesto G. Tabujara
- Regent Emerlinda R. Roman, Faculty Regent
- Regent Dennis L. Cunanan, Student Regent
- Dr. Ledivina V. Carino, Member-Secretary

Resolution Establishing UP in Mindanao*

The Board adopted the Resolution establishing UP in Mindanao. (Ed.: See p. 35 under Historical Papers)

Regents’ Advisory Committee for UP in Mindanao*

The Board approved the creation of a Regents’ Advisory Committee for UP in Mindanao, with Regent Carpio as one of the members; the other members shall be identified later.

Policy on Voluntary Service by Faculty and Staff

The Board approved the policy on Voluntary Service by the faculty and Staff, under the Ugnayan ng Pahinungod/Oblation Corps as follows:

POLICY ON VOLUNTARY WORK OF UP FACULTY AND STAFF

Background

The Ugnayan ng Pahinungod/Oblation Corps (UP/OC) was approved by the Board of Regents as the volunteer service program of the University of the Philippines on February 1, 1994. It was formerly launched on February 8 of the same year. Since then, the UP/OC has entered into several partnerships with national government agencies, local government units, state universities and colleges, and non-Governmental organizations. It has also responded to requests from different parts of the country for surgical-medical, agricultural, and other missions, assistance in relief and rehabilitation efforts, consultancy services, teaching and tutorials, and training programs. These demands have been met by hundreds of UP/OC’s pahinungods who have come from the ranks not only of students and alumni, but also of faculty and staff. In addition, through the Ugnayan ng Pahinungod’s ongoing inventory of voluntarism, many volunteer service activities being undertaken by members of the University community as individuals, organizations, or university units have been made known to and recognized by the University. Inevitably, this official encouragement has not only increased the number of volunteers and their activities; it has also raised the possibility of conflicts between the performance of one’s regular duties and responsibilities and one’s commitment to voluntarism.

Premises of the Policy

1. Voluntarism is encouraged by the University as a means of enhancing the performance of its mission of instruction, research, and extension. It is therefore an additional element of its mission and must not detract in any way from its achievement of the goals of academic excellence, scholarship, and public service.

2. Involvement in voluntary service activities is an act willingly entered into by a faculty or staff member of the University. As a giving of self, a volunteer must recognize that it is performance of service on top of regular functions. Therefore, for faculty members, voluntary service should be beyond the “full service” they account for in their monthly certificate of service and should not take place during class or research hours. For the Research, Extension, and Professional Staff (REPS) and administrative personnel, it should be done after office hours and be above the forty (40) hours per week that they are expected to render.

3. Nevertheless, there are situations which call for voluntary service to be rendered during office hours or to take the place of one’s regular work. These include responses to emergencies or disasters, involvement in out-of-town volunteer missions, or teaching for a semester or an academic year, in a college or university with which the UP/OC has an agreement. These are exceptions to the general rule. Therefore, rules and regulations governing them must be set forth.

Policy Statement

1. The University encourages the involvement of faculty and staff members in direct public service activities on a voluntary basis. To the extent possible, they should be undertaken on top of regular functions and beyond the official working hours of the personnel concerned.

2. The University may permit faculty and staff members rendering voluntary public service activities on official time to go on special detail, subject to the exigencies of the service, prior authorization, and such other conditions as may be attached thereto by the Ugnayan ng Pahinungod, as approved by the Chancellor of the autonomous university concerned.

3. University personnel who undertake voluntary work on official time for a period not exceeding sixty (60) consecutive working days shall continue to enjoy all the privileges that accrue to a full-time employee of the University, as stipulated in the rules governing special detail, including salary, housing, or study privileges (where applicable), etc.

4. University personnel who undertake voluntary work on official time for a period of more than sixty (60) consecutive working days shall draw their salaries from the institution or agency the personnel is serving. All other benefits shall continue to be enjoyed by the employee subject to the rules on special detail. The duration of fielding shall, however, be counted as service to the University for purposes of computing length of service (for retirement and GSIS purposes).

Rules and Regulations

1. The procedure to be followed by faculty and staff undertaking voluntary service during office hours will depend on whether or not they are serving in programs sponsored and administered by the Ugnayan ng Pahinungod.

2. For voluntary service under the auspices of the Ugnayan ng Pahinungod, University personnel may be permitted to go on special detail provided that they meet the following requirements:

a. Their name is included in the workplan which the UP/OC AU Director prepares for each service project. The Director submits a copy of that workplan to all heads of units with faculty and staff involved in that project, along with a request for special detail of the person concerned.

b. The head certifies that the work of the unit will not suffer, its mission will be enhanced by this act of voluntarism, and/or that the volunteer has made ar-
rangements to ensure that his/her absence will be covered by extra class meetings, compensatory service, or a substitute, with minimal or no cost to the University.

b. The head certifies that the work of the unit will not suffer, its mission will be enhanced by this act of voluntarism, and/or that the volunteer has made arrangements to ensure that his/her absence will be covered by extra class meetings, compensatory service, or a substitute, with minimal or no cost to the University.

c. The head of unit recommends the special detail of the volunteer copy to the AU Director.

d. The UP/OC Director of the AU concerned includes the project as one of the voluntary service activities of the University.

e. The Chancellor approves the special detail.

3. University personnel who undertake voluntary service on their own may be permitted to go on special detail provided that they meet the following requirements:

a. The volunteer submits a workplan to the head of unit, copy to the UP/OC AU Director complete with a timetable, specific activities to be undertaken, project site, and target output, and acceptance letter from the barangay chair, in the case of communities, or the head of receiving office in the case of institutions or agencies.

b. The head certifies that the work of the unit will not suffer, its mission will be enhanced by this act of voluntarism, and/or that the volunteer has made arrangements to ensure that his/her absence will be covered by extra class meetings, compensatory service, or a substitute, with minimal or no cost to the University.

c. The head of unit recommends the special detail of the volunteer copy to the AU Director.

d. The UP/OC Director of the AU concerned includes the project as one of the voluntary service activities of the University.

e. The Chancellor approves the special detail.

4. All volunteers shall submit a report of accomplishments to the Chancellor through the head of unit and the UP/OC Director upon return to the University.

[The existing policy on Special Detail, set forth in the 987th meeting of the Board of Regents, is as follows: Authorization and Conditions Special detail shall include participation in an official capacity in conferences, workshops, seminars, short-term courses, and similar activities. It shall be subject to prior authorization and to such conditions as may be attached thereto and to applicable rules and regulations.]

Special Supplementary Incentive Award for Deserving Faculty and Staff for 1994

The Board approved the grant of Special Supplementary Incentive Awards for 1994 to faculty members and staff members whose promotions or adjustments were approved by the Chancellors, the President, or by the Board of Regents at its 1080th, and 1081st meetings on 29 September 1994 and 17 November 1994.

All faculty members and staff promoted or adjusted in the 1994 "promotion series" will be granted a one-time incentive award equivalent to their additional remuneration for the period 1 September 1994 to 31 December 1994. The awards will be sourced from savings of the respective Autonomous Units.

ACADEMIC MATTERS

Institution of Graduate Programs

The Board approved the institution of the following programs in UP Los Baños:

*See AO 18, p.1

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Master of Arts in Communication Arts

The degree requires completion of at least 30 units of graduate courses, and a thesis in either Speech Communication or Writing.

Master in Communication Arts

The degree requires the completion of at least 36 units of graduate courses and passing a written comprehensive examination.

Justification: In this Age of Information, there is a tremendous amount of data from diverse fields of knowledge that need to be carefully sifted, judiciously managed, and effectively communicated for the individual and social good. To accomplish this, what is needed today are communicators with a strong generalist orientation balanced with advanced training in the various forms and styles of oral and written communication.

In any organization, speaking and writing remain the basic modes of communication, whether it be for gathering and transmitting information, motivating and training personnel to improve productivity, planning development and evaluating progress, resolving conflicts, and a host of other activities in the workplace. The persistent demand for training in oral interpretation, public speaking, office communication, technical writing, and related topics is proof of the perennial need for competent writers and speakers.

But more important than mastery of communication skills and of the communication technology that enhances them is the ability to process information critically in terms of the ideas, attitudes and values central to the culture, and to communicate this information effectively within the context of the society and the environment. The MACA/MCA program fulfills the need for this kind of a communicator.

The MACA/MCA is the logical growth of the AB in Communication Arts (ABCA). Starting from basic communication theories in the ABCA, the MACA/MCA continues the theoretical grounding of the students through the study of contemporary critical theories in language, literature, and culture studies which may apply to communication. From the study of general communication needs of an heterogeneous audience in the ABCA, MACA/MCA proceeds to train students in the application of principles in oral and written communication to various specific publics. In this way, the training of the communicator goes beyond the artistry and effectiveness of the communication strategy to force him/her to examine the assumptions and implications of the entire communication situation and be responsible for the individual and social consequences of his/her communicative act. The MACA/MCA trains the student not only to be articulate and creative but also to be socially responsible.

Ph.D. in Biochemistry

Ph.D. in Biochemistry program in the Institute of Chemistry, College of Arts and Sciences, effective First Semester of School Year 1995-1996

Justification: The rapid pace of advances in Biochemistry during the past several decades has greatly increased understanding of the molecular basis of biological system. These advances necessitate the implementation of a graduate program that will equip the students with an understanding of the newer concepts and applications of these discoveries. The Ph.D. in Biochemistry program will provide an in-depth understanding of the basic concepts as well as the fast accumulating new body of knowledge in biochemistry. With this program, capability to undertake thorough and intensive research in problem areas like plant and animal nutrition, biotechnology, industrial bioprocesses, and environmental studies will...
be enhanced, thus supporting the national goal of industrialization and sustainable productivity.

The program will lead to the development of a core of professionals who will provide leadership in research in various areas of biochemistry.

Diploma in Research and Development Management at the College of Economics and Management

Rationale: Success in research cannot be guaranteed by scientific expertise and technical excellence of scientists alone nor can the availability of funds and other facilities automatically lead to relevant research results.

In a recent review of the developing countries' national agricultural research systems (NARS), the International Services for National Agricultural Research (ISNAR) observed that no amount of funds and resources can replace good management of the system.

Incoming R & D managers usually learn management by experience. Learning management through trial and error is expensive for the R & D organization. While the incumbents have the technical competence in scientific research, this expertise is not sufficient to ensure success in R & D. They need to sharpen their managerial skills and be updated on the recent trends in R & D management. They should be given the opportunity to interact with each other, share experiences, and participate in the cross-fertilization of ideas on how to solve management problems and/or to improve the performance of the R & D organization.

The lead-manager is a key factor in high organizational performance. While other factors like quality inputs, capability of the workers, organizational structure (and the resulting systems and procedures, internal policies, strategies, programs, operational funding and facilities), are also relevant for organizational goal attainment, all these can be directly shaped by the hand, mind, and will of the R & D manager.

This Diploma Program is designed for those technically prepared persons who have elected R & D management as their career and profession. With their work experience in R & D organization(s), they need to be honed in terms of managerial skills development and be better equipped with organizational principles, theories and concepts and their application.

Conferment of Honorary Degrees (Honoris Causa)
The Board conferred honorary degrees on the following:

Cesar H. Concio, Doctor of Humanities, honoris causa
Hugh Greenwood, Doctor of Humanities, honoris causa
Tsiang Yien-Si, Doctor of Laws, honoris causa

DONATIONS, GRANTS, AND GIFTS

The Board noted the Deed of Donation and Acceptance with Fund Management Agreement between the University of the Philippines Foundation, Inc. and Janssen Pharmaceutical for a donation of P350,000.00 for the creation of the Dr. Paul Janssen Professorial Chair of Pharmacology, UP Manila.

FINANCIAL MATTERS

Reconstruction of the Senior's Social Garden, UP Los Baños

The Board approved allocation of P1,000,000.00 chargeable against obligation No. 05-01508-94, as the UP System's contribution to the fund being raised to finance the reconstruction of the Senior's Social Garden, UP Los Baños, which was destroyed by fire on 1 March 1994.

Program and Budget for 1995 for UP in Mindanao

The Board approved the Program and Budget for 1995 for UP in Mindanao. The CY 1995 Internal Operating Budget for UP Mindanao in the total amount of TWENTY MILLION PESOS (P20,000,000), is broken down as follows:

<table>
<thead>
<tr>
<th>Item</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Services</td>
<td>P 4,000,000</td>
</tr>
<tr>
<td>Maintenance and Other Operating Expenses</td>
<td>P 9,500,000</td>
</tr>
<tr>
<td>Total Current Operating Expenditures</td>
<td>P 13,500,000</td>
</tr>
<tr>
<td>Buildings &amp; Structures Outlay</td>
<td>P 2,000,000</td>
</tr>
<tr>
<td>Equipment Outlay</td>
<td>P 4,500,000</td>
</tr>
<tr>
<td>Total Capital Outlay</td>
<td>P 5,500,000</td>
</tr>
<tr>
<td>GRAND TOTAL</td>
<td>P20,000,000</td>
</tr>
</tbody>
</table>

This budget shall be funded from income of the Duty Free Philippines, Inc. as provided for in Sec. 8 of RA 7889 creating UP Mindanao as an autonomous campus of the UP System.

The Board also approved (1) the organizational structure of UP Mindanao and (2) the itemization of positions for UP Mindanao.

Establishment of a Trust Fund for the Office of the National Administrative Register

The Board approved the establishment of a Trust Fund for the Office of the National Administrative Register.* All fees collected by the Office of the National Administrative Register (i.e., for certifications issued) shall be deposited in a trust fund. Expenses charged to the Trust Fund shall be in accordance with a budget approved by the President of the University.

Justification: The Administrative Code of 1987 requires all government instrumentalities to file with the Office of the National Administrative Register three copies of any policies and rules adopted by the agencies. Government agencies and private entities often request the ONAR for certified copies of laws and rules filed with it. The fees will cover cost of certifications issued (e.g., P20.00 for every certification and P2.00 for every certified xerox copy of each page of any rule or regulation filed).

MEMORANDA OF AGREEMENT/UNDERSTANDING

The Board confirmed the following Memoranda of Agreement/Understanding

UP System

Memorandum of Understanding with University of the East

Project: On request by the University of the East, UP Diliman shall permit the faculty and other academic staff of the following units to serve in U.E., on a part-time basis, subject to existing UP rules and regulations:

a. College of Social Sciences and Philosophy
b. College of Science
c. Institute of Library Science
d. College of Public Administration
e. Institute of Science and Mathematics Education Development
f. Other colleges

On request of UP Diliman, the University of the East shall likewise permit its faculty and other academic personnel to serve in the former on a part-time basis. Effective/Duration: One year upon signing of the agreement. Signed: 3 March 1995
Memorandum of Agreement with Geological Society of the Philippines
Effectivity/Duration: Effective upon signing until the Agreement is cancelled, revoked or amended by mutual consent.
Signed: 5 January 1995

UP Los Baños

Memorandum of Agreement with Palawan State College
Project: Program to Expand the CAS UPLB Diploma in Science Teaching majors in Biology, Chemistry, Physics and Mathematics using the distance education mode.
Effectivity/Duration: Effective 1 June 1994 to 31 May 1996.

Memorandum of Agreement with Catanduanes State Colleges
Project: Program to Expand the CAS UPLB Diploma in Science Teaching majors in Biology, Chemistry, Physics and Mathematics using the distance education mode.

Memorandum of Agreement with Cagayan State University
Project: Program to Expand the CAS UPLB Diploma in Science Teaching majors in Biology, Chemistry, Physics and Mathematics using the distance education mode.

Memorandum of Agreement with University of Eastern Philippines
Project: Program to Expand the CAS UPLB Diploma in Science Teaching majors in Biology, Chemistry, Physics and Mathematics using the distance education mode.

Memorandum of Agreement with University of Southeastern Philippines
Project: Program to Expand the CAS UPLB Diploma in Science Teaching majors in Biology, Chemistry, Physics and Mathematics using the distance education mode.
Program Duration: One year, from 1 June 1994 to 31 May 1995, subject to renewal for another year, depending on the availability of funds and upon proper evaluation and recommendation by both contracting parties.
Effectivity: 1 June 1994 until 31 May 1995 unless sooner terminated by mutual consent of the parties.

Memorandum of Agreement with Catanduanes State Colleges and Honorable Leandro B. Verceles, Jr.
Project: Program to Expand the CAS Diploma in Science Teaching.

Research Contract with the International Atomic Energy Agency (IAEA)
Research Contract No. 8146/RB, with Dr. Desiree Menancio-Haueta of the Institute of Plant Breeding serving as Chief Scientific Investigator.
Project: PCR based fingerprinting of bananas and other Musa species in the Philippines for breeding and in vitro culture applications.
Part of Coordinated Programme: Cellular biology and biotechnology including mutation techniques for creation of new useful banana genotypes.
Project Cost: US$14,100.00, US$9,100.00 from UPLB-IPB, and US$5,000.00 from IAEA. (The US$9,100.00 from UPLB represents the regular salaries/charges for its staff and facilities that will be utilized in the project.)
Effectivity/Duration: Effective for one year from 1 November 1994.
Signed: 20 December 1994

Research Contract with International Atomic Energy Agency (IAEA)
Research Contract No. 8156, with Dr. Virginia Ramos-Ocampo of the College of Agriculture serving as Chief Scientific Investigator
Project: "Evaluation of population suppression by irradiated lepidoptera and their progeny."
Part of Coordinated Programme: Evaluation of insect population suppression by irradiated Lepidoptera and their progeny.
Project Cost: US$17,700.00, US$ 9,700.00 from UPLB-BA, and US$8,000.00 from IAEA. (The US$9,700.00 from UPLB represents the regular salaries/charges for its staff and facilities that will be utilized in the project.)
Effectivity/Duration: One year effective 1 November 1994

OTHER MATTERS

The Board noted the following matters submitted for its information:
1. Ocular Inspection Report on the existing Four-Storey Building of the Food, Nutrition, and Research Institute (FNRI) of UP Manila located at Taft Avenue, Manila.
   Position papers regarding the UP College of Dentistry Building site submitted by the following constituents of the College of Dentistry Faculty, Non-Academic Staff, Students, and Senior Alumni.

1086TH MEETING, 25 MAY 1995

APPOINTMENTS, PROMOTIONS, SALARY INCREASE ETC.

The Board approved the following appointments, reappointments, renewals of appointment, promotions, increase in salary, and related matters:

UP Diliman

Josefina G. Belen, promotion from Science Education Specialist III to Science Education Specialist IV, ISMED, effective 25 May 1995.
Alex B. Brilliates, extension of special detail of Associate Professor of the College of Public Administration, to continue to serve as Director of the Local Government Academy.
Fe S. De Guzman, promotion from Science Education Specialist III to Science Education Specialist IV, ISMED, effective 25 May 1995.
Elvira R. Galvez, promotion from Science Education Specialist IV to Science Education Specialist V, ISMED, effective 25 May 1995.
Evelyn L. Josue, promotion from Science Education Specialist III to Science Education Specialist IV, ISMED, effective 25 May 1995.
Soledad A. Ulep, promotion from Science Education Specialist IV to Science Education Specialist V, ISMED, effective 25 May 1995.

Gloria L. Enríquez, waiver of the rule on secondment to enable her to continue to serve as Deputy Director of the Southeast Asian Regional Centre for Tropical Biology (BIOTROP), for a second three-year term effective 1 April 1995.

**UP Los Baños**


**UP Manila**

Rosalinda P. Roque, promotion from Nurse VI to Nurse VII, PGH, effective 25 May 1995.

**TRANSFER TO PERMANENT STATUS**

**UP Los Baños**

Nina M. Cadiz, as Assistant Professor 1 of Botany, College of Arts and Sciences, effective 25 May 1995.

Estela L. Juan, as Assistant Professor 1, College of Arts and Sciences, effective 25 May 1995.

**UP Manila**

Helen B. Gumba, as Assistant Professor 1, School of Health Sciences, effective 25 May 1995.

Imelda G. Peña, as Assistant Professor 1, College of Pharmacy, effective 25 May 1995.

Teresita V. Sardan, as Assistant Professor 1, School of Health Sciences, effective 25 May 1995.

Pio Renato F. Villacorta, as Assistant Professor 1, College of Medicine, effective 25 May 1995.

**PROFESSORIAL CHAIR**

**UP Diliman**

Teresita A. Alcantara, as Metro Manila Commission DJ Associate Professor of Spanish, College of Arts and Letters, effective 1 January until 31 December 1995.

Leonorina G. Cada, as UP Science Research Foundation Assistant Professor of Chemistry, Institute of Chemistry, College of Science, effective 1 January until 31 December 1995.

Florecita S. De Guzman, as UP Science Research Foundation Assistant Professor of Chemistry, Institute of Chemistry, College of Science, effective 1 January until 31 December 1995.

Ma. Lyra T. Del Castillo, as San Miguel Corp. Associate Professor of Clinical Social Work, College of Social Work and Community Development, effective 1 January until 31 December 1995.

Oscar P. Ferrer, as UP Foundation, Inc. Assistant Professor of Community Development, College of Social Work and Community Development, effective 1 January until 31 December 1995.

Cecilie S. Longid, as Don Norberto Ty Assistant Professor of Biology, College of Science, effective 1 January until 31 December 1995.

Nenita C. Ocampo, reassignment as Edgardo J. Angara Professor of Teaching, College of Science, effective 1 January until 31 December 1995.

Ishmael D. O. Ordóñez, as Ludovico & Elizabeth Llamas Assistant Professor of Chemistry, College of Science, effective 1 January until 31 December 1995.

Angelito L. Santos, as Betty Go-Belmonte Associate Professor of Literature, College of Arts and Letters, effective 1 January until 31 December 1995.

Remedios D. Santos, as UP Foundation Inc. Associate Professor of Teaching, College of Science, effective 1 January until 31 December 1995.

Manuela Fe H. Tarroja-Keller, as First Phil. Holdings Group Associate Professor of Physics, National Institute of Physical Sciences, effective 1 January until 31 December 1995.

**UP Manila**

Vicente Y. Belizario, as Agustin Y. Kintanar, Sr. Assistant Professor of Political Science, UP Cebu College, effective 1 January until 31 December 1995.

Ermeline L. Cabalum, as Dionisia Rola DJ Assistant Professor of Communication, College of Arts and Sciences, effective 1 January until 31 December 1995.

Eulito V. Casas, as Roberto S. Benedicto DJ Assistant Professor of Forestry, UP Tacloban College, effective 1 January until 31 December 1995.

Ma. Nuria B. Castells, reassignment as Hortencia S. Benedicto DJ Associate Professor of Education, College of Arts and Sciences, effective 1 January until 31 December 1995.

Virgilia B. Causing, reassignment as Roberto S. Benedicto DJ Assistant Professor of Accounting, CM, effective 1 January until 31 December 1995.

David A. Genotiva, reassignment as UPFI Associate Professor of English Literature, UP Tacloban College, effective 1 January until 31 December 1995.

Gaudiosa A. Gonzales, reassignment as Roberto S. Benedicto DJ Professor of Inland Fisheries, College of Fisheries, effective 1 January until 31 December 1995.

Virgilo E. Sabalo, as Roberto S. Benedicto DJ Assistant Professor of Business Management, UP Tacloban College, effective 1 January until 31 December 1995.

**HEADSHIP OF UNITS**

**UP Diliman**

Grace J. Alfonso, change of designation from Acting Director to Acting Dean, School for Distance Education, effective 25 May 1995 until 31 December 1995.

Benjamin V. Carino, renewal of additional assignment as Dean, School of Urban and Regional Planning, effective 9 May 1995 until 8 May 1998.

Jose N. Endriza, additional assignment as Dean, College of Public Administration, effective 1 June 1995 until 31 May 1998.
Martin V. Gregorio, change of designation from Acting Vice-Chancellor to Vice-Chancellor for Community Affairs, effective 25 May 1995 and to serve at the pleasure of the Chancellor.

Consuelo J. Paz, renewal of additional assignment as Dean, College of Social Sciences and Philosophy, effective 9 May 1995 until 8 May 1998.

Rafael Rodriguez, renewal of additional assignment as Dean, College of Business Administration, effective 9 May 1995 until 8 May 1998.

Nestor O. Vinluan, renewal of additional assignment as Dean, College of Fine Arts, effective 9 May 1995 until 8 May 1998.

UP Los Baños

Mauro F. Manuel, renewal of additional assignment as Dean, College of Veterinary Medicine, effective 1 July 1995 until 30 June 1998.

Felix Librero, change of designation from Acting Director to Acting Dean, School for Distance Education, effective 25 May 1995 until 31 December 1995.

Erilinda S. Paterno, appointment as University Registrar, effective 25 May 1995.

Erilinda S. Paterno, additional assignment as Registrar, effective 25 May 1995 until 24 May 1998.

Francisco Penalba, appointment as Director of Extension, effective 25 May 1995.

UP Visayas

Aurora Fe C. Bautista, change of designation from Acting Director to Acting Dean, School for Distance Education, effective 25 May 1995 until 31 December 1995.

Pepito M. Fernandez, additional assignment as Dean, College of Fisheries, effective 28 May 1995 until 27 May 1998.

EXTENSION OF SERVICE BEYOND COMPULSORY RETIREMENT

UP Diliman

Jose V. Abueva, as Professor 12, College of Public Administration, effective 30 June 1995 until 31 May 1996.

Herminia Alfonso, as Professor 4, College of Mass Communication, effective 1 July 1995 until 30 June 1996.

Amelia L. Bonifacio, as University Professor, College of Arts and Letters, effective 4 April 1995 until 31 May 1996.

Genaro T. Marzan, as Professor 9, College of Engineering, effective 1 April 1995 3 March 1996.

Elmer A. Ordoñez, as Professor 7, College of Arts and Letters, effective 1 June 1995 until 31 May 1996.

UP Manila

Concordia G. Palacios, as Adjunct Professor, College of Public Health, effective 25 May 1995.

Angela G. Reyes, as Associate Professor 4, College of Medicine, effective 16 March until 31 May 1995.

Oscar M. Tangco, as Professor 11, College of Medicine, effective 4 February until 4 August 1995.

POLICY MATTERS

Creation of Research Programs at UP Center for Integrative and Development Studies (UP-CIDS)
The Board approved the creation of the following programs for the UP Center for Integrative and Development Studies (UP-CIDS) in response to the urgent need to organize research along problem areas of national significance:
1. Biodiversity Conservation Program
2. Marine Affairs Program
3. Disaster Management Program
4. Pinatubo Studies Program
5. Mindanao Studies Program
6. European Studies Program
7. Urban Resources and Development Program
8. Regional Studies Program

and granted authority to the President to approve the creation of additional UP-CIDS programs as the need arises to enable the Center to respond more promptly to present and future research needs.

NB: This amends the Board’s decision at its 1065th meeting on 26 May 1993, formalizing the existence of our programs in the CIDS as well as Executive Order No. 93-05 issued on 29 July 1993, providing for the reorganization of the Center pursuant to the aforementioned decision of the Board.

Graduate Program Office, UP Visayas

The Board approved the change in name of the Graduate Program Coordinating Office of UP Visayas to Graduate Program Office, and change of title of the head thereof from Graduate Program Coordinator to Graduate Program Director.

The Graduate Program Director is a supra-college position dealing with deans of various faculty in graduate programs of the UPV, as well as with external agencies for collaboration purposes. The Director is actively involved in making strategic decisions as the University aggressively pursues growth and excellence in graduate education and research.

Reorganization of the UP Manila Information, Publication, and Public Affairs Office

The Board approved the reorganization of the UP Manila Information, Publication, and Public Affairs Office, the principal features of which are:

1. Retention of the name Information, Publication, and Public Affairs Office;
2. Appointment of a full-time Director for the Office; and
3. Establishment of three sections as follows, each to be headed by a faculty coordinator:
   a. Information Section
   b. Publication Section
   c. Public Affairs Section.

Technology Management Center in UP Diliman

The Board approved a draft Executive Order providing for the organization, administration, and operation of the Technology Management Center in UP Diliman.* At its 1084th meeting on 23 February 1995, the Board approved in principle the creation of a Technology Management Center in UP Diliman.

Land Use and Development Plan for UP Manila

The Board approved the following recommendations of the

*See EO 3 on p. 4

UP Gazette January-June 1995

27
Regents’ Committee on Land Use and Development of the UP Manila Land Use and Development Plan:

1. Integration of the academic areas into one main academic and research zone for the health profession units at the campus site bounded by Pedro Gil, Taft Avenue and PGH. The Colleges of Nursing, Pharmacy, Dentistry, and Medical Professions will have to be relocated from their present sites, joining the existing colleges there, namely the Colleges of Medicine and Public Health;

2. Redesignation of the strip facing Taft Avenue from the corner of Pedro Gil, earlier earmarked for commercial development, as part of the academic and research zone. The College of Dentistry will occupy part of this strip, an area of about 1,500 sq.m., while the corner portion of the strip, also about 1,500 sq.m., will be kept as an open space, possibly to serve as a parking area;

3. Keeping the hospital zone (PGH) as is, returning the area now occupied by the College of Dentistry, to PGH to be part of the hospital zone;

4. Retention of the Institute of Socio-Biomedical Research (ISBMR) at its present site, with the area at the back of the building reserved for its expansion, to become the National Institutes for Health;

5. Provision of academic support zones. Two locations have been identified to provide academic support needs such as parking, recreational area, student services, dormitories, and other similar amenities. The first is located in the southwestern portion along P. Gil. Although the area is small, it can also serve as a good buffer between the academic zone and the new Robinson commercial complex to serve the needs of the UP Manila constituents. The second is located in the northwestern portion along P. Faura and Ma. Orosa. Amenities to be provided will include student dormitories, student services complex, assembly hall, student canteen and mini commercial complex. The location is adjacent to the proposed College of Arts and Sciences complex and therefore convenient for the P. Faura academic zone;

6. Rationalization of vehicular and pedestrian flow within the UP Manila premises. This would include the construction of covered walkways as needed to connect the hospital to the academic buildings;

7. Formulation of a landscape plan and architectural guidelines for physical development;

8. Identification of a main entrance to the UP Manila campus along P. Gil St.;

9. Construction of a main internal roadway running alongside the Nursing building, then behind the Nursing building and parallel to P. Gil all the way to intersect with the roadway between the College of Medicine Main and Annex I buildings. In addition, there will be an interconnecting roadway to the PGH zone;

10. Relocation of the Central Administration Building at the end of the main entrance driveway; and

11. Retention of the College of Arts and Sciences where it is presently located.

Regents Committee on Resource and Financial Management

The Board approved reconstituting the Regents’ Committee on Land Use and Development to expand its concerns to cover resource generation and management, and renaming it Regents Committee on Resource and Financial Management in order to improve the mechanism for policy and decision making in the University.

Authority of Dean of UP Mindanao

The Board authorized the Dean of UP Mindanao to discharge the powers and functions of Chancellor, subject to the instructions and such other guidelines as the President may prescribe.

ACADEMIC MATTERS

Doctor of Laws (honoris causa) on His Majesty, The Yang Di Pertuan Agong Tuanku Jaafar Ibni Almarhum Tuanku Abdul Rahman

The Board conferred the degree of Doctor of Laws (honoris causa) on His Majesty, The Yang Di Pertuan Agong Tuanku Jaafar Ibni Almarhum Tuanku Abdul Rahman, King of Malaysia.

New Degree Programs

The Board approved the institution of the following degree programs in:

- UP Diliman
  - M.A. (French Language) Program, College of Arts and Letters
  - Diploma and Master in Development Economics Programs, School of Economics
  - Master of Science in Computer Science Program, College of Engineering
  - Diploma in Early Childhood Development Program, College of Home Economics
  - Diploma in Population Studies Program, College of Social Sciences and Philosophy
  - Diploma in Language and Literature, Diploma in Physical Education, Diploma in Science with Options in Biology, Chemistry, Mathematics and Physics, UP College Baguio
  - M.A. in Regional Development Planning (to be offered jointly with the Spring Center, Faculty of Spatial Planning, University of Dortmund), School of Urban and Regional Planning

UP Los Baños:

- Ph.D. by Research (without required courses)

Patterned after the Ph.D. offering of most European and Japanese universities, this is a third option to the present two programs, viz. Regular Ph.D. and Straight Ph.D.

- The applicant must be a Master of Science degree holder in the same area to which admission for the Ph. D. degree is sought.

UP Visayas

- Master of Science in Biology Program, College of Arts and Sciences

- In this connection, the Board approved the schedule of laboratory fees for the M.S. Biology Program to conform with rates in other autonomous universities.

UP Open University

- The Board approved institution of the following courses to be offered as distance education by the Open University.
  - Diploma in Social Work (Dip SW), and Master of Social Work
  - Master of Public Health (MPH)
  - Diploma in Science Teaching (major in Biology)(DST)

- The foregoing are adaptations of existing residential programs of the College of Social Work and Community Development, the College of Public Health, and the UPLB College of Arts and Sciences. They were approved by the
Establishment of Professorial Chairs
The Board established the following professorial chairs:
- The Development Center for Finance (DCF) Professorial Chair in Finance and Accountancy (to be managed by the Center itself) at the College of Business Administration, UPD.
- The Louis Soong Professorial Chair in Business Administration (to be managed by the UP Business Research Foundation) at the College of Business Administration, UPD.
- The Gloria Nadal and General Tomas Mascardo Professorial Chair in Cell Physiology at the College of Medicine, UPM.
- The endowment fund for the chair (in the amount of $27,000.00) which was donated by Dr. Renato N. Mascardo is deposited with the UP Medical Alumni Society of America.

Candidates for Graduation
The Board approved the list of candidates for graduation as of the end of the Second Semester, 1994-1995 from the different autonomous universities of the UP System.

The Board also noted the additional lists of candidates for graduation approved by the President pursuant to the authority granted him by the Board of Regents at its 820th meeting on 31 May 1972 from the following autonomous units: UP Diliman and UP Manila.

Academic Calendars of AY 1995-1996 of the Four Autonomous Universities of the UP System

The Board noted the Academic Calendars of AY 1995-1996 of the Four Autonomous Universities of the UP System.

DONATIONS, GRANTS, AND GIFTS

The Board noted the following Deeds of Donation entered into by the UP Los Baños with:

Espaleklek Alumni Association
Deed of Donation between the University of the Philippines Los Baños and the Espaleklek Alumni Association for a donation to UPLB of a waiting shed near Baker Hall worth P30,000.00.

Korean Residents Association
Deed of Donation between the University of the Philippines Los Baños and the Korean Residents Association for a donation to UPLB of a waiting shed near the old Agronomy Building worth P45,820.00.

ALDIZ, Inc.
Deed of Donation between the University of the Philippines Los Baños and ALDIZ, Inc. for a donation to UPLB of fertilizers for use in the maintenance of plants in some public areas of the UPLB campus.

International Rice Research Institute
Deed of Donation between the University of the Philippines Los Baños and the International Rice Research Institute for a donation to UPLB of two (2) units of second-hand Mechanical Incubator for research purposes.

FINANCIAL MATTERS

Common Miscellaneous Trust Fund
The Board established a Common Miscellaneous Trust Fund for all UP System Administration Units, except UPCAT funds, subject to the following conditions:

1. Availment for its use by any System administration unit shall be subject to approval of the President upon the recommendation of the Controllership and Budget Office and favorable endorsement of the Vice-President for Finance and Administration;

2. Each availing unit shall be assigned a sub-unit code within the fund by the CBO for control purposes;

3. Only activities generating revenues particularly to sustain the continuation of such an activity shall be included (e.g., photocopying fees, equipment and facilities rental and charges for photographs for the replenishment of supplies and maintenance of equipment and facilities, and such other similar activities); and

4. Other collections intended for specific purposes, e.g., seminar fees to undertake seminars, donations for special activities as scholarships, research, etc., shall not be included in this trust fund but may be constituted into separate trust funds as the need arises.

It is understood that collections and disbursements from this trust fund shall be subject to the usual accounting and auditing rules and regulations.

Fee structure for Post Baccalaureate Programs of the UP Open University
The Board approved the following fee structure for Post Baccalaureate programs of the UP Open University:

1. Tuition and Laboratory Fees
   - Diploma: Master's and Ph.D. Programs
     - Tuition Fee: P250/unit
     - Laboratory Fee: P200-400/subject

2. Cost and Income Sharing Assumptions
   - For tuition fees:
     - a. Tuition fees for Diploma programs shall be lower than tuition fees for Masteral and Ph.D. programs.
     - b. Tuition fee discount in the amount of P25/unit shall be granted for programs in teacher training.
     - c. Seventy-five percent (75%) of all tuition fees shall go into a trust fund of the UPOU. The UPOU shall take charge of allocating funds, as necessary, to the School for Distance Education in the Autonomous Universities (AUs). The remaining twenty-five percent (25%) shall be allocated to the AUs. In case the program involves several AUs, the 25% shall be shared among them. This is on top of the distribution of UPOU appropriations.

   - For laboratory fees:
     - a. Laboratory fees shall be charged for residential laboratory courses and the amount shall vary depending on the laboratory requirement of the course.
     - b. The fees shall be specified in each course proposal.
c. The laboratory fees shall go to the trust fund of the UPOU and shall be used to pay for actual laboratory expenses of learning centers.

In this connection, the Board authorized the President to approve the specific rates of laboratory fees within the ranges specified above.

Increase in Consultancy Fee of Medical Consultants
The Board increased the consultancy fee of the medical consultants of the UP Los Baños Health Service from P2,500.00 a month to P4,500.00 a month

Additional incentives for UP Diliman Athletes
The Board granted additional incentives for UP Diliman athletes, for all officially recognized tournaments, as follows:

<table>
<thead>
<tr>
<th>Type of Activity</th>
<th>Practice sessions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amount</td>
<td>P50.00</td>
</tr>
<tr>
<td>Remarks</td>
<td>This shall apply to practice sessions after the team has been officially formed. The allowable number of practice session allowance to be given shall be proposed by the respective coaches and endorsed by the Dean of the College of Human Kinetics subject to the approval of the Chancellor.</td>
</tr>
</tbody>
</table>

Game Proper P150.00

2. Grant of free tuition privileges to all University athletes if they are not entitled to more advantageous privileges under the STFAP. In the latter case, their STFAP applications will be given special attention.

UP Diliman Towing Fee and Incentive for the Towing Team
The Board approved a Towing Fee and Incentive for the Towing Team in UP Diliman, as follows:

<table>
<thead>
<tr>
<th>Item</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Towing Fee</td>
<td>P600.00</td>
</tr>
<tr>
<td>Storage Fee</td>
<td>100.00/day</td>
</tr>
</tbody>
</table>

In this connection, the Board granted authority for payment of 25% of the towing fee as an incentive to the towing team. This will help strictly enforce rules regarding "No Parking" areas, specially those along major thoroughfares in the University campus.

1995 Revised Internal Operating Budget
The Board approved the Revised Internal Operating Budget for Calendar Year 1995 which integrated changes previously approved by the Board as follows:

1083th Meeting: Approval of the restoration of the PCCA budget from UP Diliman to System Administration in the amount of P303,000 to bring the total PCCA budget to P425,000, and retain two (2) regular and some lump sum personnel items for the PCCA to enable it to maintain and operate the UP Theatre.

1084th Meeting: Resolution establishing a separate UP Open University which shall function as an autonomous university. It is therefore entitled to have its own separate IOB. Hence, the total amount of P22 million which is budgeted for the Distance Education Program in System Administration is separated to form the initial budget of the UP Open University.

1084th Meeting: Conditional approval of the UP Diliman Internal Operating Budget in view of adjustments that were still to be finalized. The finalized totals are now integrated in this revised IOB.

1085th Meeting: Resolution establishing UP Mindanao and approval of its initial budget of P20 million funded from the income of the "duty-free shops". To date, the first installment check for P5 million has been received from the Department of Tourism. Subsequent releases to UP will be made to complete the P20 million budget.

Supplemental Budget for the Law Complex
The Board approved a supplemental budget for the Law Complex in the amount of P9,956,560.00, broken down as follows:

<table>
<thead>
<tr>
<th>Program</th>
<th>Operations</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research Services</td>
<td>MOOE</td>
<td>P5,830,500</td>
</tr>
<tr>
<td></td>
<td>EQUIPMENT</td>
<td>P 3,019,560</td>
</tr>
<tr>
<td></td>
<td>OUTLAY</td>
<td>P 8,850,060</td>
</tr>
<tr>
<td></td>
<td>TOTAL</td>
<td>9,965,560</td>
</tr>
</tbody>
</table>

New Service Rates For Electricity and Water To Be Charged UPLB Consumers
The Board noted the new service rates for electricity and for water to be charged UPLB consumers, approved by the President pursuant to the delegation of authority granted by the Board at its 927th meeting on 29 May 1980 to the President and Chancellors to adjust electricity and water service rates and related charges (e.g., telephone).

MEMORANDA OF AGREEMENT

The Board confirmed the following Memoranda of Agreement/Understanding:

UP Diliman Memorandum of Understanding with Memorial University of Newfoundland
Project: Exchange of scholars, students, and academic information and materials.
Effectivity/Duration: For five years upon signing by both parties.
Signed: 28 February 1995

Memorandum of Agreement with San Pablo Seminary (for UP College Baguio)
Project: Faculty exchange program in Social Sciences.
Effectivity/Duration: For one year upon signing by both parties.
Signed: 28 February 1995

Memorandum of Agreement with Casa Mercado Teachers College
Project: Faculty exchange program to assist the Casa Mercado Teachers College in developing the curricular, faculty, and outreach programs for its Center for Leadership in Teacher Education (CLTE) and Educational Leadership Development Program (ELDP).
Effectivity/Duration: Effective for one year from 1 January 1995.
Signed: 23 March 1995
Memorandum of Agreement with Far Eastern University
Project: Faculty exchange program.
Effectivity/Duration: Effective for one year upon signing by both parties.
Signed: 3 April 1995

Agreement for Academic Exchange and Cooperation with
Han Nam University
Project: Exchange of professors and researchers who will teach and engage in research, as well as exchange of students who will pursue programs of study.
Effectivity/Duration: For five years starting from the date of the last signature of the agreement.

Memorandum of Agreement with Project Implementation and Coordination Office of the Engineering and Science Education Project (for UP College Baguio)
Project: ESEP Civil Works Component-Upgrading of Facilities.
Project Cost: ₱1,650,000.00.
Effectivity/Duration: Upon signing by both parties until all activities outlined in the proposal are completed and all the reports are submitted by UPD and submitted by PICO-ESEP.
Signed: 14 December 1994

UP Los Baños

Memorandum of Understanding with the State Bureau of Foreign Experts, PROC
Project: Educational and technological cooperation and exchange between China and the Philippines.
Arrangements: The host institution will provide local food, housing, medical care, and work transportation. The sending institution will provide its staff with international airfare and salary.
Signed: 14 January 1995

Memorandum of Agreement with Educational Development Projects Implementing Task Force (EDPITAF)
Project: Impact/Tracer evaluation studies, institutional development assessment and other related activities.
Project Cost: ₱747,417.00.
Effectivity/Duration: 1 January 1995 for one year.
Signed: 11 January 1995

Memorandum of Agreement with UPSILON Sigma Phi Los Baños Alumni Association
Project: Establishment of the UPSILON Sigma Phi-F.A. Bernardo Undergraduate Scholarship Grant for two scholars per year who are to enroll in any undergraduate course at UPLB.
Scholarship Grant: ₱15,600.00 per grantee per year.
Signed: 23 February 1995

Memorandum of Agreement with Project Implementation and Coordination Office of the Engineering and Science Education Project (for UP College Baguio)
Project: ESEP Civil Works Component-Upgrading of Facilities.
Project Cost: ₱100,000 seed money to be put up by Senator Lina for the educational loan fund; the interest shall be allotted for administrative expenses.
Effectivity/Duration: Upon signing for a period of one year unless sooner terminated or amended upon mutual consent of the parties.
Signed: 6 March 1995

Memorandum of Agreement with Senator Jose D. Lina
Project Cost: ₱100,000 seed money to be put up by Senator Lina for the educational loan fund; the interest shall be allotted for administrative expenses.
Effectivity: June 9, 1994

Memorandum of Agreement with San Miguel Foods, Inc.
Project: Conduct of metabolizable energy test studies by SMFI in the Institute of Animal Science, College of Agriculture, UP Los Baños.
Effectivity/Duration: 1 January 1995 for one year.
Signed: 14 February 1995

Memorandum of Agreement with Land Bank of the Philippines (LBP)
Project: Technical and veterinary services to LBP for its livestock financial programs for cooperatives.
Effectivity/Duration: Upon signing by both parties for five years.
Signed: 14 February 1995

Memorandum of Agreement with the Philippine Society of Animal Nutritionists (PHILSAN)
Project: Establishment of PHILSAN Undergraduate Scholarship Grant in the UPLB College of Agriculture.
Project Cost: ₱27,600 per school year for one grantee actually enrolled in the junior year of the covered college course, ₱33,400 for the last year, and ₱3,900 for one summer session.
Signed: 23 February 1995

Memorandum of Agreement with the Philippine Society of Animal Nutritionists (PHILSAN)
Project: Establishment of PHILSAN Undergraduate Scholarship Grant in the UPLB College of Agriculture.
Project Cost: ₱27,600 per school year for one grantee actually enrolled in the junior year of the covered college course, ₱33,400 for the last year, and ₱3,900 for one summer session.
Signed: 23 February 1995

Memorandum of Agreement with the Laguna Floriculture Development Project
Memorandum of Agreement with Senator Jose D. Lina
Project Cost: ₱100,000 seed money to be put up by Senator Lina for the educational loan fund; the interest shall be allotted for administrative expenses.
Effectivity: September 6, 1994

Memorandum of Agreement with the Philippine Council for Agriculture, Forestry, and Natural Resources Research and Development (PCARRD) and BIOCORE, Inc.
Project: Development, production and marketing of BIOTAB, an organic fertilizer in tablet form generated by UPLB through...
Memorandum of Agreement with Ciba-Geigy Philippines, Inc. Animal Health
Project: Hiring of a full-time Veterinarian to be assigned by the UPLB College of Veterinary Medicine at its Veterinary Teaching Hospital, Diliman, Campus, for Calendar Year 1995.
Project Cost: P98,618.00 per annum for the compensation of a veterinarian, which includes basic salary, relief allowance or PERA, cash gift, 13th month pay, additional compensation and clothing allowance.

Memorandum of Agreement with Philippine Council for Aquatic and Marine Research and Development (PCAMRD), Department of Science and Technology (DOST)
Projects: Project 1, Study 2: Lake Environment Monitoring System;
Project 5: Lake Environment Social Mobilization Program (LESMP); and
Project 6: Monitoring of Water Quality and Sedimentation Studies on Laguna de Bay
Project Grant: P2,496,061.00 to be paid as follows:
1. Project 1, Study 2: P580,358.00;
2. Project 5: P699,703.00; and
3. Project 6: P1,216,000.00
Effectivity/Duration: Upon signing by the parties for one year but not later than 28 February 1996.

Memorandum of Understanding with the Municipality of Los Baños, Laguna (MLB)
Project: Makiling (Los Baños) Ecological Revolution Program (ECOREV) to promote a cleaner and healthy environment for constituents living in the periphery of the Makiling Forest Reserve.
Effectivity/Duration: Upon signing for five years or until a party withdraws from the Agreement by giving a 30-day written notice.
Signed: 30 December 1994

Memorandum of Agreement with Jubilee Ville Homeowners Association (through the Institute of Environmental Science and Management)
Project: Provision by IESM of one carabao to the Jubilee Ville Homeowners Association (JHA) Garbage Sorting Center to be used in its project entitled “Solid Waste Management in Jubilee Ville”. The Center will use the carabao in the collection of garbage to minimize expenses on fuel and to facilitate its continuous activity.
Effectivity/Duration: Upon signing by both parties until the final and satisfactory fulfillment by the parties of all the terms and conditions which shall not be later than 31 December 2000.
Signed: 15 February 1995

Separate Memoranda of Agreement with Danilo Lumbao, Florencio Rapsing, Cimaco Ella, all residents of Pakil, Laguna
Project: Horse Dispersal Project of the UPLB Land Grants to help the farmers transport their farm produce and/or inputs.
Effectivity/Duration: Upon signing by all parties up to the third foaling unless earlier terminated or renewed upon agreement by both parties.
Signed: 7 February 1995

Memorandum of Agreement with Municipality of Los Baños, Laguna
Project: Provision of 300 liters of gasoline every month to the Municipality of Los Baños for use of the patrol car of its Los Baños Police Force to be on call on a 24-hour basis and to respond without delay to requests for assistance by UPLB.
Signed: 9 March 1995

Memorandum of Agreement with Barangay Batong Malake, Los Baños, Laguna
Project: Provision of 300 liters of gasoline per month to the Barangay for its ambulance and two motorcycles to be on call on a 24-hour basis and to respond without delay to requests for assistance by UPLB.
Signed: 21 March 1995

Research Grant Agreement with International Foundation for Science (IFS), Stockholm, Sweden
Research Grant Agreement (No. C/1469-3F)
Project: Wide hybridization in mungbean: marker-assisted introgression of disease resistance genes from Vigna mungo into V. radiata.
Chief Investigator: Dr. Desiree Menancio-Hautea, Institute of Plant Breeding.
Research Grant: P87,600 Swedish Crowns (SEK) from IFS.
Effectivity/Duration: Effective for three years from January 1, 1995.
Signed: January 1995

Research Grant Contract with Third World Academy of Science (TWAS)
Research Grant Contract (No. 94-056 RG/MATH/AS)
Project: The Analysis of “Leap-Frogging” Sample sort.
Principal Investigator: Dr. Eliezer A. Albacea, Institute of Mathematical Sciences and Physics (IMSP).
Research Grant: US$4,000.00 to be provided by TWAS for the purchase of a computer.
Effectivity/Duration: For one year upon signing by both parties.
Signed: 24 November 1994

UP Visayas

Memorandum of Agreement with the Republic of the Philippines, acting through the Regional Development Council (RDC), Region VI
Project: Training of government executives and personnel in Region VI in environmental management through UP Visayas’ post-baccalaureate Certificate in Environmental Resource Management (CERM), offered by its School of Technology (SOTECH).
Project Cost: P1,190,629.00.
Effectivity: Upon signing by the parties.

Memorandum of Understanding with the International Center for Living Aquatic Resources Management
Project: To develop cooperative and collaborative activities, research, and training programs in fisheries, promote exchange of scientists, and trainees, and foster the cooperative use of materials and facilities.
Effectivity: For five years from date of last signature.
Signed: 27 February 1995
Memorandum of Agreement with Philippine Science High School, Eastern Visayas campus (Eastern Visayas High School)
Project: Selected Teachers of UP Tacloban College shall be allowed to teach some subjects at the PSHS-EVC.
Effectivity: Upon signing by the parties until the end of SY 1994-1995 subject and without prejudice to agreements for shorter periods of at least one (1) semester with certain teachers.
Signed: 20 July 1994

Contract of Agreement with International Center for Living Aquatic Resources Management
Project: To assess alternative livelihood projects for fisher folk in the province of Iloilo.
Project Cost: P104,000.00
Effectivity: Five (5) months from 1 December 1994 to 30 April 1995.

RESEARCH CONTRACTS
The Board noted the following Research Contracts entered into by and between the University (represented by the President) and individual faculty members to undertake specific projects under the administration of the University Center for Integrative and Development Studies:

Research Fellow: Louie C. Montemar
Research Title: Pre-Implementation Rapid Community Assessment and Training at the Community Level
Research Grant: P36,000.00, payable as scheduled in the contract
Duration: February to July 1995

Research Fellow: Heidi V. Doncillo
Research Title: Beneficiaries and Business Sector Participation, Service and Administrative Integration and Effectiveness of Solid Waste Management Program: The Case of Metro Cebu
Research Grant: P10,000.00, payable as scheduled
Signed: 5 April 1995

Research Fellow: Julkipli M. Wadi
Research Title: Jihad & Sabillah: In the Eyes of Abu Sayaf/Global and Domestic Perspectives on Militant Fundamentalism: Contextualizing the Abu Sayaf's Struggle in Southern Philippines
Research Grant: P123,000.00, payable as scheduled
Signed: 22 March 1995

1087TH MEETING, 22 JUNE 1995
APPOINTMENTS, PROMOTIONS, SALARY INCREASE ETC.
The Board approved the following appointments, reappointments, renewals of appointment, promotions, increase in salary, and related matters:

UP Diliman
Cecilia A. Florencio, appointment as University Professor, College of Home Economics, effective 22 June 1995.
Ramon P. Santos, appointment as University Professor, College of Music, effective 22 June 1995.

Jose Garcia Villa, renewal of appointment as International Writer-in-Residence, College of Arts and Letters, effective 1 June 1995 until 31 May 1996.

UP Los Banos
Dolores A. Ramirez, appointment as University Professor, Institute of Plant Breeding, College of Agriculture, effective 22 June 1995.

TRANSFER TO PERMANENT STATUS
UP Manila
Immanuel A. Magailit, as Assistant Professor 1, College of Arts and Sciences, effective 22 June 1995.
Julia Elisa C. Puertollano, as Assistant Professor 1, School of Health Sciences, effective 22 June 1995.

HEADSHIP OF UNITS
Open University
Paz Eulalia Saplala, appointment as Director I of Office for Student Support Services, effective 1 July 1995 until 30 June 1998.
Proserpina D. Tapales, ad interim appointment as Vice-Chancellor for Academic Affairs, effective 1 June 1995.

POLICY MATTERS
Transportation Allowance for Professors Emeriti
The Board amended the schedule of transportation allowance for Professors Emeriti, so that those given research assignments shall be paid the same transportation allowance as those given teaching assignments, subject to guidelines issued by the President.
Under existing rules, Professors Emeriti with teaching assignments shall be paid P4,000.00 per month or P16,000 per semester. Adjustment of the monthly rate shall be made accordingly for Professors Emeriti teaching less than the equivalent of 3 units or 48 hours/semester.
The maximum academic load for Professors Emeriti shall be one subject or a 3-unit course, unless otherwise authorized by the Chancellor in very exceptional cases.

Establishment of a Graduate School in UP Manila
The Board established a Graduate School in UP Manila. In connection with this, the Board approved the renaming of the Office of Graduate School and Continuing Education, into the Office of Extension and Continuing Education.
Appointment to the Graduate School faculty shall be on an additional assignment basis and temporary status.

Creation Of Offices Under The Office Of The Vice-Chancellor For Academic Affairs (OVCAA), UP Open University
The Board created the following offices under the Office of the Vice-Chancellor for Academic Affairs (OVCAA), UP Open University:
1. Office of Academic Support and Instructional Services: will serve as the principal staff office to assist the VCAA in...
the planning and development of courses, preparation of instructional materials and in the monitoring and evaluation of the academic programs of the UP Open University;

2. Office of Student Support Services: will serve as the principal staff office to assist the VCAA in the planning and setting up of study centers, installation of other learning facilities, distribution of learning materials, and in providing counselling services and other support services to Open University students.

### ACADEMIC MATTERS

**Doctor of Laws (honoris causa) on President Nelson Rolihlahla Mandela**

The Board conferred the degree of Doctor of Laws (honoris causa) on President Nelson Rolihlahla Mandela of South Africa.

**Guidelines for Course Development in the UP Open University**

The Board noted the guidelines for course development in the UP Open University as approved by the President.

The guidelines cover the following: (a) the three types of material development in open and distance learning institutions, namely, course team approach, workshop generated approach and wrap around text approach; (b) grant of reduced teaching load to writers; (c) financial grant given to the writer or writers (P80,000.00 for course team approach, P40,000.00 for wrap around text approach, and P20,000.00 for workshop generated approach); and (d) copyright ownership.

### FINANCIAL MATTERS

**Loan for UP Employees Housing Cooperative Members**

The Board granted the request of the UP Employees Housing Cooperative for a loan of P10,000.00 each for 9 UP System employees and 103 UP Diliman employees. The loan will be used as equity for the construction of their houses at the UPEHCO Antipolo site. The loan will be payable in three (3) years at the prevailing GSIS interest rate.

In 1991, the Board of Regents approved a loan of P2,500 each to UPEHCO Antipolo members for their raw land acquisition and, to date, these loans have already been fully paid. In 1994, the Board also approved a P5,000 loan each to UP Manila employees who are members of UPEHCO for their raw land acquisition in Dasmariñas, Cavite.

### MEMORANDA OF AGREEMENT

The Board confirmed the following memoranda of agreement entered into by the University:

**UP Diliman**

**Agreement to Enter into a Student Exchange Program with Ritsumeikan University**

Project: Student Exchange Program.

Effectivity: Upon signing by both parties for an initial period of five (5) years subject to annual review of the work done.

**Agreement of Cooperation with Ritsumeikan University**

Project: Mutual academic assistance and cooperation.

Effectivity: Upon signing for an initial period of five (5) years, subject to yearly review of the work done.

**Memorandum of Agreement with the DOST-Engineering and Science Education Project**

Project: Training Program for Research Teachers.

Project Cost: Financial assistance of P473,912.00 from DOST-ESEP.

Effectivity: Upon signing by both parties until the end of Academic Year 1994-1995.

Signed: 6 May 1995 (date of notarization)

**Memorandum of Agreement with the DOST-Engineering and Science Education Project**

Project: Training Program for Math and Science Teachers of Private High Schools under ESEP.

Project Cost: Financial assistance of P257,860.00 from DOST-ESEP.

Effectivity: Upon signing by both parties and shall remain in full force and effect until the end of Academic Year 1994-1995.

Signed: 7 May 1995 (date of notarization)

**Memorandum of Agreement with the Department of Science and Technology**

Project: Training Program in Earth Science.

Project Cost: Financial assistance of P338,260.00 from DOST-ESEP.

Effectivity: Upon signing by both parties until the end of Academic Years 1994-95.

Signed: 2 May 1995 (date of notarization)

**Memorandum of Agreement with Ateneo De Manila University**

Project: Faculty exchange program in the Social Sciences.

Duration: 1 November 1993 until 31 October 1994 and may be renewed for similar periods thereafter upon mutual consent of the parties.

Signed: 2 June 1994

**Memorandum of Agreement with the Department of Education, Culture and Sports**

Project: Short-term scholarship program for secondary public school teachers of social studies.

Effectivity: Upon signing by both parties for the duration of 1995 Summer courses.

Signed: 21 April 1995

**Memorandum of Agreement with the Department of Science and Technology**

Project: Scholarship Program.

Scholarship Grant: The Undergraduate Scientific Manpower Development Program (USCOP, Project 580) of the Science Education Institute, lead agency of DOST in manpower development, grants a flat rate of P3,500.00 per semester per scholar enrolled in the UP System regardless of his scholarship category in UP; provided, however, that adjustments in the flat rate shall be made after a 12-month notice by UP should there be substantial increases in tuition and other school fees, while UP agrees to supplement the difference in tuition and other school fees through its Socialized Tuition and Financial Assistance Program (STFAP) or the Iskolar ng Bayan Program.


Signed: 25 May 1995
Memorandum of Agreement with Saint Louis University  
Project: Faculty exchange.  
Effectivity/Duration: Effective upon signing by both parties for one year.  
Signed: 8 June 1995

Memorandum of Understanding with National Mapping and Resource Information Authority  
Project: To engage in collaborative efforts when their respective operations/projects exhibit parallelism of objectives/interest.  
Effectivity/Duration: Upon signing by both parties for three years.  
Signed: 3 May 1995

UP Los Baños

Memorandum of Agreement with Land Bank of the Philippines (LBP)  
Project: Technical and veterinary services to LBP for its livestock financial programs for cooperatives.  
Effectivity/Duration: Upon signing and remains in full force for five years.  

Memorandum of Understanding with Subic Bay Metropolitan Authority  
Project: To develop cooperative and collaborative endeavors in the furtherance of the common goals and objectives of SBMA and UPV-CF.  
Effectivity/Duration: Effective for five years from date of signing by both parties.  
Signed: 25 April 1995

OTHER MATTERS

The Board noted the Memorandum from President Emil Q. Jayler dated 20 June 1995 on the privatization of UP Diliman Dormitory Cafeterias  
Miss Sahlee N. Cariño took her oath as new member of the Board of Regents, replacing Mr. Dennis Cunanan whose term as Student regent expired.

Historical Papers

(Resolution adopted by the Board of Regents at its 1085th Meeting, 23 March 1995)

Resolution Establishing UP in Mindanao

WHEREAS, the mandate of the University of the Philippines to provide "advanced instruction in literature, philosophy, the sciences, and arts, and to give professional and technical training" as provided by the University Charter, Act No. 1870, as amended, is intended to give access to the population of the entire country who seek quality higher education;  
WHEREAS, in the spirit of providing greater access to such quality higher education, the University of the Philippines has set up the campuses in different parts of the country, of which five are located in Luzon, and five are in the Visayas;  
WHEREAS, developments in the past concerning Mindanao, which account for a sizable proportion of the Filipino population and of Philippine economic production, have led to a situation where the area has been generally underserved by the University in terms of student enrollment and as a focus of its research and extension programs;  
WHEREAS, UP Alumni Association Chapters in Mindanao have long and perseveringly aspired for and articulated the accrual of benefits to the nation as well as to Mindanao and its residents from their recurrent proposal to establish the University of the Philippines in the country's second largest island;  
WHEREAS, the University of the Philippines, as part of its vision and mission as the national university of the country, desires to maintain a strong presence in Mindanao to serve its people equitably and to share in its growth and development as a key player in the Philippines and Asia;  
WHEREAS, Republic Act No. 7889, enacted on February 20, 1995, also known as the "University of the Philippines in Mindanao Act," authorizes the Board of Regents "to carry out the establishment of an autonomous campus of the University of the Philippines in Mindanao";

WHEREAS, as provided by Rep. Act No. 7889, the academic program of UP in Mindanao shall put an emphasis on science, technology, and agriculture education, and in line with the rationale of that provision, the Board of Regents further desires that the academic program focus on such subjects as would be needed by and be relevant to the processes of building the Filipino nation, industrialization, and social development, now going on in Mindanao;  
WHEREAS, the University of the Philippines is a University System composed of mutually supporting units which can nurture the growth and development of a new autonomous campus such as the UP in Mindanao;  
WHEREAS, the University desires to ensure that the academic excellence for which it consistently strives is also strongly pursued by the UP in Mindanao;  
THEREFORE, the Board of Regents of the University of the Philippines, by virtue of the power vested in it by Act No. 1870, as amended, otherwise known as the University Charter, and by Presidential Decree No. 58, dated November 20, 1972, hereby resolves as follows:

Section 1. The University of the Philippines in Mindanao (UP in Mindanao) is hereby established as an autonomous campus of the University of the Philippines System.

Section 2. As a constituent unit of the University of the Philippines System, UP in Mindanao shall adhere to the highest standards of academic excellence, guarantee academic freedom, and encourage social responsibility and nationalistic commitment among its faculty, staff, and students.

Section 3. The main campus of UP in Mindanao shall be sited in Bago Oshiro Plantation, Land Title No. TCT-1910-91, in Davao City, in an area not exceeding four hundred hectares to be set aside by proclamation of the President of the
Philippines as provided by Rep. Act No. 7889. In addition, UP in Mindanao may acquire and/or lease a suitable site and facilities in Davao City proper to accommodate academic programs requiring easier accessibility to students such as graduate management programs, distance learning tutorials and short-term non-degree courses.

Section 4. The UP in Mindanao is intended to be an autonomous university of the UP System. However, it shall initially have the status of a College and shall be headed by a Dean who shall report directly to the President of the University of the Philippines System. The Dean shall lay the groundwork for the creation of a full-fledged autonomous university with at least three academic degree-granting units within a five-to-ten-year period. Such units shall be strongly grounded in basic and applied research and must have a core faculty with track records in publications and creative works.

Section 5. The UP in Mindanao shall immediately attend to the upgrading of science, technology, and agricultural education in the region; the training and education of the region’s management and leadership in agribusiness, regional and local government, and education; and the development of programs on Mindanao and East ASEAN culture, geo-politics, economy and the environment. These shall be manifested in teaching, research, and extension programs of the University.

Section 6. There is hereby created a UP in Mindanao Council to be composed of all its faculty members with the rank of Assistant Professor or higher. It shall have the structure, functions and powers of a University Council of an autonomous university.

Until the UP in Mindanao is established as a full-fledged university, its academic divisions may adopt programs and use courses already offered by the established autonomous universities. Provided that new academic programs or courses to be initiated by the UP in Mindanao shall be submitted to the department or college already specializing in those programs or course in the established autonomous universities for its comments, assessments and recommendations; Provided, further, that such programs or courses shall be finally reviewed by the President’s Advisory Council.

Section 7. To enable faculty members based in Mindanao to maintain their disciplinary identification, to be properly recognized in the discipline to which they belong and to keep abreast of developments in their respective fields of specialization, a system of joint appointments in UP in Mindanao and the academic department or college of UP Diliman, UP Los Baños, UP Manila, and UP Visayas in which they have their disciplinary specialization shall be created and developed; Provided, that the terms and conditions, including the duration, of such joint appointments shall be mutually agreed upon by the faculty members and departments or colleges concerned. A system of incentives to attract the most qualified faculty to serve in the UP in Mindanao shall be established.

Section 8. The UP in Mindanao shall provide a special scholarship program and other affirmative action programs to help poor but deserving Muslims and members of other cultural communities qualify for admission to the University. No student shall be denied admission to the UP in Mindanao by reason of sex, religion, cultural or community affiliation or ethnic origin.

Section 9. The UP System rules for admission shall apply for entrance to the UP in Mindanao.

Section 10. The UP in Mindanao shall network and collaborate with other state and private colleges and universities in such areas as will contribute to the development of Mindanao.

Section 11. As provided in Rep. Act No. 7889, the amount of twenty million pesos (P20,000,000) has been appropriated from the income of the duty-free shops as the initial operating expenses of the UP in Mindanao. To augment such funds, the President of the University is hereby authorized to utilize unprogrammed funds for the start-up expenses of UP in Mindanao.

Section 12. The President of the University shall submit a progress report on UP Mindanao to the Board of Regents pursuant to the provisions of Section 7 of Rep. Act No. 7889 as well as the provisions of this Resolution on or before the meeting of the Board in July 1995, for its review which report shall in turn be submitted to the President of the Philippines, the Congress, and the Commission on Higher Education, consistent with the provision of the law requiring such action six (6) months after the effectivity of the Act, or on August 20, 1995; Provided, that a special report on the status of UP in Mindanao shall be rendered to the Board in March 1995, on the occasion of its first anniversary, and every year thereafter until it becomes a full-fledged autonomous university.

Section 13. This resolution shall take effect immediately.
## CONTENTS

<table>
<thead>
<tr>
<th>Page</th>
<th>A</th>
<th>B</th>
</tr>
</thead>
<tbody>
<tr>
<td>37</td>
<td>A</td>
<td>B</td>
</tr>
<tr>
<td>37</td>
<td>A</td>
<td>B</td>
</tr>
<tr>
<td>38</td>
<td>A</td>
<td>B</td>
</tr>
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<td>40</td>
<td>A</td>
<td>B</td>
</tr>
<tr>
<td>41</td>
<td>A</td>
<td>B</td>
</tr>
<tr>
<td>41</td>
<td>A</td>
<td>B</td>
</tr>
</tbody>
</table>

### ADMINISTRATIVE CIRCULARS

**ADMINISTRATIVE ORDERS**

Administrative Order No. 95-30, 95-30A, 95-30B: Task Force to Conceptualize the UP Mindanao Arts and Sciences Program

Administrative Order No. 95-47: Reconstitution of the Committee on Emeritus Appointments

### EXECUTIVE ORDERS

Executive Order No. 95-04: Providing for the Organization, Administration, and Operationalization of the UP Diliman Office of Community Relations (UPD-OCR)

### MEMORANDA

Memorandum No. 95-04: Appointment as University Coordinator for the Science and Technology Learning Assistance Program

Memorandum No. 95-81: Republic Act No. 8049: An Act Regulating Hazing and Other Forms of Initiation Rites in Fraternities, Sororities, and Organizations and Providing Penalties Therefor

Memorandum No. 95-84: President’s Committee on Ethics and Values

Memorandum Circular No. 88: Re-Appointment of Certain Casual Employees of UP Diliman

Memorandum No. 95-94: Appointment of Faculty to the Open University

Memorandum No. 95-101: Ad Hoc Committee to Review the UP System Biochemistry Academic Degree Programs

Memorandum No. 95-104: Re-Appointment of Casuals

Memorandum No. 95-110: Assistance to Lahar Victims through Purchase of Their Hand-Crafted Lanterns

Memorandum No. 95-113: Recruitment of Faculty for UP Mindanao

Memorandum No. 95-116: Payment of Year-End Bonus and Cash Gift to Student/Graduate/Residence Assistants, Lecturers, Teaching Associates/Fellows, and Professors Emeriti for CY 1995

Memorandum: Grant of Cash Award of P5,000.00 to Deserving Personnel

Memorandum Circular: Package of Faculty and Staff Benefits

### 1088TH MEETING (EXECUTIVE COMMITTEE), 27 JULY 1995

APPOINTMENTS

Appointments, Reappointments, Promotions, etc.
Transfer to Permanent Status
Headship of Units
Professorial Chairs
Extension of Service Beyond Compulsory Retirement

### 1089TH MEETING, 24 AUGUST 1995

APPOINTMENTS

Appointments, Reappointments, Promotions, etc.
Transfer to Permanent Status
Professorial Chairs

POLICY MATTERS

Sectoral Representatives to The Board of Trustees Of The UP Provident Fund

The University of the Philippines Gazette is published by the Office of the Secretary of the University and the Office of the Vice-President for Public Affairs.
ACADEMIC MATTERS

Establishment of Professorial Chairs .................................................. 46
Establishment of an Archaeological Studies Program
in UP Diliman ................................................................. 46
Establishment of the Materials Science and
Engineering Center in UP Diliman .............................................. 46

DONATIONS, GRANTS, AND GIFTS

Deed of Donation between UP Diliman and the
Islamic Da Wah Councils of the Philippines ................. 46
Donations To UP Manila .................................................... 46

FINANCIAL MATTERS

Processing Fee For Foreign Students ........................................... 46
Increase In Laundry Allowance Of UP Los Baños
Police Force ................................................................. 46

MEMORANDA OF AGREEMENT

UP System
Memorandum of Understanding Re: Vaccine
Development and Production Program ................................. 46
Memorandum with the Fuji Bank, Limited ....................... 47

UP Diliman
Memorandum of Agreement (through SURP) with
Universitat Dortmund (through the Facultat
Raumplanung) ......................................................... 47
Memorandum of Agreement between UPSARDFI
of the College of Social Work and Community
Development and the UPCIDSPTP .................................. 47
Memorandum of Agreement with Anvil Publishing,
Inc. ........................................................................ 47

UP Los Baños
Memorandum of Agreement with the Project
Implementation and Coordination Office of PICO-
ESEP ........................................................................ 47
Memorandum of Agreement with the Department
of Science and Technology (DOST) .................................. 47
Memorandum of Agreement with the Department
of Agriculture through the Bureau of Agricultural
Research (DA-BAR), and the Philippine Council for
Agriculture, Forestry, and Natural Resources
Research and Development of DOST (DOST-
PCARRD) ................................................................. 47
Memorandum of Agreement with the Philippine
Orchard Corporation (POC) ................................................. 47
Memorandum of Agreement with the Southern
Mindanao Integrated Agricultural Research Center
of DA-RFU-XI .............................................................. 47
Memorandum of Agreement with Rhone-Poulenc
Philippines, Inc. Animal Health Division (RPPI) .... 47
Memorandum of Agreement with Rhone-Poulenc
Philippines, Inc. (RPPI) .................................................. 48
Memorandum of Agreement with Technology
Application and Promotion Institute (TAPI);
PCARRD, DOST IX, and the Zamboanga del Norte
Farmers’ Integrated Processing Cooperative, Inc.
(ZANFIPCI) ................................................................ 48
Memorandum of Agreement among Technology
Application and Promotion Institute (TAPI); and
PCARRD; DOST XI, the Menzi Farmers’ Cooperative
(MFICO), and the Davao Oriental State College of
Science and Technology .................................................... 48
Memorandum of Agreement with ABS-CBN
Foundation through “Tulong Ugnayan” Program
(TUP-ABS-CBN) .............................................................. 48
Memorandum of Agreement with the Department
of Science and Technology Regional Office No. VIII
(DOST VIII) ................................................................. 48
Memorandum of Agreement with Mr. Dindo Caracuel ........................................ 48
Memorandum of Agreement with Southeast Asian
Program for Potato Research and Development, and
the Philippine Council for Agriculture, Forestry and
Natural Resources Research and Development .............. 48
Memoranda of Agreement, through the Barangay
Integrated Development Approach for Nutrition
Improvement (BIDANI) .................................................... 48
Memorandum of Agreement with the Department
of Science and Technology .................................................... 48
Memoranda of Agreement Re: Agro-Industrial
Development Program ..................................................... 48

UP Open University
Memorandum of Agreement with Honorable Jovito
O. Claudio ................................................................. 48

UP Visayas
Supplemental Agreement with Nova Biosciences, Ltd........... 48
Memorandum of Agreement with UP Los Baños and
the Philippine National Bank .............................................. 48

RESEARCH CONTRACTS

Kontrata sa Programa ng UP-SWF sa Produksiyon ng
Textbook sa Agham at Matematika ...................................... 49

OTHER MATTERS

Cebu Provincial Ordinance Requiring The Use Of
English As The Medium Of Instruction ............................... 49

1090TH MEETING, 28 SEPTEMBER 1995

APPOINTMENTS

Appointments, Reappointments, Promotions, etc......... 49
Transfer to Permanent Status ............................................. 50
Professorial Chairs ............................................................. 50
Extension of Service Beyond Compulsory Retirement ........................................................................ 50

POLICY MATTERS

UP Provident Fund ............................................................... 50
Salary Grade of Assistant Director For Test Adminis-
tration............................................................................ 53
Incentive Scheme For Transfer To UP Mindanao ........ 53
UP-Open University Council Meeting “Quorum” .......... 53
Authority for the UP President to Modify Personal
Services Items ................................................................. 53
Additional Guidelines In Processing Recommendations
For Promotion Of Faculty Members And REPS ............. 54

UP Gazette
July-December 1995
### ACADEMIC MATTERS

- Establishment of the Filemon C. Rodriguez Professorial Chair
- Institution of the Diploma in Statistics Program at UP Los Baños
- Abolition of Programs in College Of Public Health

### DONATIONS, GRANTS, AND GIFTS

- Laboratory And Audio-Visual Equipment For UP Cebu College

### FINANCIAL MATTERS

- Grant Of One-Shot Incentive Award
- Reprogramming Of Accumulated Savings Of UP Manila
- Establishment of a Research Trust Fund for UP
- Faculty and Staff Merit Promotions and Awards

### MEMORANDA OF AGREEMENT

- Memorandum of Understanding with Chulalongkorn University
- General Memorandum Of Agreement On Academic Consortium
- Memorandum of Agreement with the Cultural Center of the Philippines
- Memorandum of Agreement with the Civil Service Commission

### UP Los Baños

- Memorandum of Agreement with the Department of Agriculture
- Memorandum of Agreement with the University of Eastern Philippines (UEP)
- Memorandum of Understanding with Philippine Peasant Institute (PPI)
- Memorandum of Agreement with the KAPWA Upliftment Foundation, Inc. (KAPWA)
- Memorandum Of Agreement Re: Development Project For The Municipality Of Calbiga, Samar

### RESEARCH CONTRACTS

- Genetic Diversity Biotechnology
- Plant Species Diversity: Thallophytes: Algae
- Ecosystem Diversity: Terrestrial Ecosystem
- Plant Species: Spermatophytes Angiosperms
- Plant Species: Pteridophytes
- Biodiversity Conservation

### OTHER MATTERS

- Continuity and Change in Philippine Foreign Policy

### 1091ST MEETING, 24 OCTOBER 1995

### APPOINTMENTS

- Appointments, reappointments, promotions, etc.
- Transfer to Permanent Status
- Headship of Units
- Extension of Service Beyond Compulsory Retirement
- Appointments as Affiliate Faculty

### POLICY MATTERS

- Guidelines for Awarding Ph.D. Philippine Studies Scholarships and Angara Scholarships
- Establishment Of The Samar-Leyte Heritage Center At UPV Tacloban College
- Compensation Scheme For Faculty Affiliates Of The UP Open University
- Revision of the Rule on Maximum Overload and Summer Teaching Honoraria
- Revised Rules and Regulations Governing Fraternities, Sororities and Other Student Organizations

### ACADEMIC MATTERS

- Ph.D. Fisheries (Aquaculture) UP Program

### DONATIONS, GRANTS, AND GIFTS

- Deed of Donation with SEARCA
- Deed of Donation with the International Rice Research Institute
- Deed of Donation with UPLB Foundation, Inc

### FINANCIAL MATTERS

- Reprogramming Of Accumulated Savings In Philippine General Hospital, UP Manila
MEMORANDA OF AGREEMENT

UP System

Memorandum of Agreement Re: Quezon City Urban Agriculture Program (QCUAP) ............................................. 61
Memorandum of Agreement with Philippine Center for Population and Development, Inc. ........................................... 61

UP Diliman

Memorandum of Agreement with Civil Service Commission ................................................................. 61
Memorandum of Agreement with Philippine Institute for Development Studies .................................................. 61

UP Los Banos

Memorandum of Agreement with Bureau of Agricultural Research re: Botanical Ectoparasiticides for Poultry and Livestock .............................................................. 61
Memorandum of Agreement with Bureau of Agricultural Research re: Information Support for Sustainable Technology Transfer .......................................................... 62
Memorandum of Agreement with Philippine Rice Research Institute (PhilRice) ......................................................... 62
Project Agreement with PCASTRD re: Microbial Production of Food Enzymes ................................................ 62
Project Agreement with PCASTRD re: Bio-Pre-treatment of Lignocellulosic Materials ........................................... 62
Memorandum of Agreement with PCIERD, the Twin Rivers Research Center, and the Infarmco Foundation, Inc. .............................................................. 62
Memorandum of Agreement with BAR re: Landscape Approach to Sustainable Agricultural and Rural Development for Mt. Banahaw Areas ...................................................... 62
Memorandum of Agreement with the Provincial Government of Laguna, and Laguna State Polytechnic College ...................... 62

RESEARCH CONTRACTS

STFAP Review Studies: Cost Analysis .......................................................... 62

OTHER MATTERS

Additional Lists Of Faculty Members For The 1995 Merit Promotion .......................................................... 62
Audit Report on the University of the Philippines System 1994 ................................................................. 62

1092ND MEETING, 29 NOVEMBER 1995

APPOINTMENTS

Appointments, reappointments, promotions, etc. .......................................................... 63
Transfer to Permanent Status .......................................................... 63
Professorial Chairs .......................................................... 64
Headship of Units .......................................................... 64
Extension of Service Beyond Compulsory Retirement .............................................................. 64

POLICY MATTERS

Effectivity of Rules on Teaching Associates/Fellows .............................................................. 64

ACADEMIC MATTERS

Doctor of Laws (honoris causa) for Benjamin J. Cayetano .............................................................. 64

DONATIONS, GRANTS, AND GIFTS

Deeds of Donation with IRRI .......................................................... 64
Deeds of Donation with University of the Philippines Los Baños Foundation, Inc. .............................................................. 65

FINANCIAL MATTERS

Guidelines On The Delineation Of Authority Of Deans and Directors in Fiscal Matters .............................................................. 65
Authority Of The President And Chancellers To Approve Contracts .............................................................. 65
Merit Cash Award for Fiscal Year 1995 .......................................................... 65
Laboratory Fee For Communication Research .............................................................. 65
Loan For Off-Campus Housing .......................................................... 65
Standard Honoraria Rates at HRDO .......................................................... 66
Reprogramming Of Funds .......................................................... 66
Unliquidated Obligations For The Construction Of .............................................................. 66
The Mathematics Building .......................................................... 66
Allocation for Emergency Rehabilitation .............................................................. 66

MEMORANDA OF AGREEMENT

UP System

Agreement with University of Tokyo re: Short-Term Student Exchange Program .............................................................. 66
Agreement of Academic Cooperation with University of South Africa .............................................................. 66
Basic Agreement on International Exchange Programs with University of Hawaii .............................................................. 66

UP Diliman

Memorandum of Agreement with the DOST-SEI .............................................................. 66
Memorandum of Agreement with Sentro Para sa Ikaunlad ng Katutubong Agham at Teknolohiya (SIKAT) .............................................................. 66
Renewal of the Agreement for Academic Exchanges and with Institut National Des Langues Et Civilisations Orientales (INALCO) .............................................................. 66

UP Los Baños

Memoranda of Understanding with National Cockers Association .............................................................. 67
Memorandum of Agreement with Philippine Seed Industry Association (PSIA) .............................................................. 67
Memorandum of Agreement with DOST, TAPI, PCAMRD, the Bio Research (BR) Company and the Municipality of Bay, Laguna re: Pilot Production of Freshwater Aquarium Fishes .............................................................. 67
Memorandum of Agreement with DOST and PCARRD re: Asian Biotechnology and Bio-diversity Sub-Program .............................................................. 67
Memoranda of Agreement with PCARRD .............................................................. 67
Memorandum of Agreement with Philippine Council for Agriculture, Forestry, and Natural Resources Research and Development (PCARRD) .............................................................. 67
Memoranda of Agreement with the Philippine Council for Advanced Science and Technology Research and Development (PCASTRD) ........................................ 67
Memorandum of Agreement with DOST, PCIERD and Matling Industrial and Commercial Corp. (MICC) ........................................ 67
Memorandum of Agreement with Victorias Milling Company, Inc. (VICMICO) ........................................ 67
Memorandum of Agreement with the Philippine Council for Advanced Science and Technology Research and Development (PCASTRD) ........................................ 67
Memorandum of Agreement with SEAMEO Regional Center for Graduate Study and Research in Agriculture (SEARCA) ........................................ 68
Memorandum of Agreement with the Province of Laguna ........................................ 68
Memorandum of Agreement with KAPWA Upliftment Foundation, Inc. (KAPWAI) ........................................ 68

RESEARCH CONTRACTS

Leyte-Samar Heritage ........................................ 68
Business Landmarks in Western Visayas ........................................ 68
A Photo-Documentation of CWVS' Artifact Collection ........................................ 68
The Impact of Political Monopoly on the Delivery of Basic Services in LGUs - Iloilo ........................................ 68
The "Busadian" Tales of Antique ........................................ 68
The Effects of Modernization on the Atis of Panay & Guimaras ........................................ 68
6th Conference on West Visayan History and Culture ........................................ 68

OTHER MATTERS

Resolution of Appreciation ........................................ 69
Republic Act No. 8160 ........................................ 69
Revised Rules And Regulations Governing Fraternities, Sororities, And Other Student Organizations ........................................ 69

1093RD MEETING, 15 DECEMBER 1995

APPOINTMENTS

Appointments, reappointments, promotions, etc ........................................ 69
Transfer to Permanent Status ........................................ 69
Professorial Chairs ........................................ 69
Headship of Units ........................................ 69

POLICY MATTERS

UP Provident Fund Charter ........................................ 69
Management Staff Of The UP Provident Fund ........................................ 69
UP Visayas Land Use and Development Plan ........................................ 70

ACADEMIC MATTERS

Institution of New Degree Programs ........................................ 70
Establishment of Professorial Chairs ........................................ 70
Graduation Of Students ........................................ 70
Change in the Grading System of UP Rural High School, UP Los Banos ........................................ 70

DONATIONS, GRANTS, AND GIFTS

UPERDFI Managed Donations ........................................ 70
Janssen Pharmaceutica Donation ........................................ 70
JRK Development Corporation Donation ........................................ 70
First Gilmore Realty Corporation Donation ........................................ 70

FINANCIAL MATTERS

Processing Fee For Foreign Students ........................................ 70
Modification Of Item ........................................ 71
Reprogramming Of Accumulated Unexpended Balances ........................................ 71

MEMORANDA OF AGREEMENT

UP Diliman
Memorandum of Agreement with the Department of Science and Technology (DOST), the Ateneo De Manila University and the De la Salle University ........................................ 71
Memorandum of Agreement with Philippine Council for Aquatic and Marine Research and Development of the Department of Science and Technology (PCAMRD-DOST) ........................................ 71
General Memorandum of Agreement with Municipality of Valencia, Division of Schools of Negros Oriental and Literacy Coordinating Council of the Philippines (LCC) ........................................ 71

UP Los Banos
Memorandum of Agreement with the Bureau of Agricultural Research (BAR) ........................................ 71
Memorandum of Agreement with the Philippine Council for Advanced Science and Technology Research and Development (PCASTRD) ........................................ 71

OTHER MATTERS

Collective Negotiating Agreement with ONAPUP ........................................ 71
Grant of Merit Incentives for 1995 ........................................ 72
Conversion of the Old Outpatient Department Building at PGH into a Medical Arts Building ........................................ 72
UP Visayas Academic Calendar ........................................ 72
UP Foundation, Inc ........................................ 72
University of the Philippines College of Law Faculty Trust Fund Year ........................................ 72
All UP Workers Union (UP Manila) ........................................ 72
Casual Na Manggagawa Ng UP ........................................ 72
July and August 1995

Board of Regents • The Honorable Ricardo T. Gloria, Secretary, Department of Education, Culture, and Sports, Chairman • The Honorable Emil Q. Javier, President, University of the Philippines, Vice-Chairman • The Honorable Oscar M. Alfonso • The Honorable Paulo C. Campos • The Honorable Sahlee N. Carino, Student Regent • The Honorable Antonio T. Carpio • The Honorable Salvador H. Escudero III • The Honorable Edgardo B. Espiritu • The Honorable Nelia T. Gonzalez • The Honorable Sahlee N. Carino, Student Regent • The Honorable Antonio T. Carpio • The Honorable Salvador H. Escudero III • The Honorable Edgardo B. Espiritu • The Honorable Nelia T. Gonzalez • The Honorable Sahlee N. Carino, Student Regent • The Honorable Antonio T. Carpio • The Honorable Salvador H. Escudero III • The Honorable Edgardo B. Espiritu • The Honorable Nelia T. Gonzalez • The Honorable Sahlee N. Carino, Student Regent • The Honorable Antonio T. Carpio • The Honorable Salvador H. Escudero III • The Honorable Edgardo B. Espiritu • The Honorable Nelia T. Gonzalez

September to December 1995

Board of Regents • The Honorable Ricardo T. Gloria, Secretary, Department of Education, Culture, and Sports, Chairman • The Honorable Emil Q. Javier, President, University of the Philippines, Vice-Chairman • The Honorable Oscar M. Alfonso • The Honorable Paulo C. Campos • The Honorable Salvador H. Escudero III • The Honorable Edgardo B. Espiritu • The Honorable Nelia T. Gonzalez • The Honorable Raul S. Roco • The Honorable Emerlinda R. Roman, Faculty Regent • The Honorable Ernesto G. Tabujara • Dr. Claro T. Llaguno, Secretary of the University and of the Board of Regents
ADMINISTRATIVE ORDERS

Administrative Order No. 95-30, 95-30A, 95-30B, Task Force to Conceptualize the UP Mindanao Arts and Sciences Program

Prof. Dionisia A. Rola, Chair
Prof. Oscar M. Alfonso, Co-Chair
Prof. Ben Miranda
Prof. Jesusa Tanco
Prof. Carmen Abubakar
Prof. Jonathan Malicsi
Prof. Dolores Ramirez
Prof. Prescillano Zamora
Prof. Carlito Barril
Prof. Eliezer Albacea
Prof. Nena Bustrillos
Prof. Rogelio V. Cuyno
Prof. Samuel Tan
Prof. Ludendorffo Decenteceo
Prof. Leticia H. Tison
Prof. Henry Ramos

Please constitute a Task Force to help UP Mindanao conceptualize its Arts and Sciences program. Dr. Dionisia A. Rola, retired Professor and Professor Oscar M. Alfonso, have kindly agreed to chair and co-chair, respectively, the Task Force. The scope of work of the Task Force is as follows:

1. To articulate a vision of the role of the Arts, Humanities, and Sciences in UP Mindanao;
2. To identify the curricular degree (undergraduate and graduate) and support programs in the Arts, Humanities, and Sciences for UP Mindanao;
3. To outline the steps toward the operationalization of those programs;
4. To design a staffing plan for the College of Arts and Sciences in UP Mindanao;
5. To identify non-degree and community service programs in Arts and Sciences;
6. To identify general areas of research with great social, economic, and environmental impact in Mindanao;
7. To outline the organizational structure of the College of Arts and Sciences.

I will appreciate receiving your report and recommendation by September 30, 1995.

For the Task Force’s first organizational meeting, may I invite you all to lunch on July 20, 1995 at 11:30 A.M. at the Executive House.

11 July 1995
14 August 1995
23 August 1995

(Sgd.) EMIL Q. JAVIER
President

---

Dr. Antonio Gonzaga ) UP Mánila
Dr. Minda Formacion ) UP Visayas
Ms. Imelda Lerios shall serve as Committee Secretary.

The members shall serve for a term of three (3) years effective 15 November 1995; provided that in case a vacancy occurs, any appointment to fill it shall be for the unexpired term only.

The Committee shall continue to be guided by the provisions of Administrative Order No. 4 dated 27 January 1977. (See below)

Attached for ready reference are a copy each of Administrative Order No. 4 and current policies on emeritus appointments.

16 November 1995

(Sgd.) EMIL Q. JAVIER
President

TEXT OF ADMINISTRATIVE ORDER no. 4, 27 JANUARY 1977

"The following shall constitute themselves into a Committee on Emeritus Appointments with the Vice President for Academic Affairs as ex officio Chairman and others as members, to consider retired Professors for the distinct honor of an emeritus appointment and to consider or propose such other matters as pertain thereto:

XXX

"The Committee shall meet at least twice a year or as often as necessary. It shall adopt an appropriate procedure and formulate specific guidelines to be followed in the evaluation of possible nominees for emeritus appointment, within the purview of the criteria and other conditions set forth in Article 207 of the Revised University Code.

"Both for purposes of the guidelines envisioned and the immediate task of considering the next batch of emeritus appointments the Committee shall consider only those regular faculty members who retired with the rank of Professor or higher, without prejudice to posthumous appointments."

CURRENT POLICIES ON EMERITUS APPOINTMENTS

A. Pertinent Provisions Of The Revised University Code

Art. 206. Upon the request of the Dean or Director of a college or school, a retired University officer or faculty member may be detailed, with his consent, by the President, to some pending academic project or program or to a special activity of the college or school concerned.

Art. 207. A retired faculty member with the rank of professor may be appointed emeritus professor, if he has at least 20 years of active service to the University and has achieved marked distinction as a productive scholar, artist, or scientist, or is widely acknowledged as an effective and dedicated teacher. A special committee, appointed by the President, will be responsible for nominating retired professors for an emeritus appointment, the nomination to be submitted to the President of the University who, in his discretion, may endorse the matter to the Board of Regents for approval;

Provided, That this procedure shall be without

(Sgd.) EMIL Q. JAVIER
President

Administrative Order No. 95-47: Reconstitution of the Committee on Emeritus Appointments

The Committee on Emeritus Appointments is hereby reconstituted with the Vice President for Academic Affairs as ex officio Chairman and the following as members:

Dr. Edgardo Gomez )
Dr. Thelma Kintanar ) UP Diliman
Dr. Felipe Medalla )
Dr. Ruben Villareal ) UP Los Baños

Administrative Order No. 95-30, 95-30A, 95-30B, Task Force to Conceptualize the UP Mindanao Arts and Sciences Program
WHEREAS, the 493-hectare UP Diliman campus is populated by more than 8,400 families distributed in about 20 local communities;

WHEREAS, the existence of such communities inside the campus is a factor that affects the operation and function of UP Diliman in terms of its physical and social environment;

WHEREAS, there is a need to establish and maintain close ties with the campus residents in view of the need for a long-term cooperation between the Administration and residents in dealing with mutual concerns, such as health and recreation, beautification, cleanliness and sanitation, environmental preservation, peace and security, among others;

WHEREAS, at its 954th meeting on October 22, 1982, the Board of Regents approved the creation of an Office of Community Relations;

WHEREAS, in the implementation of the reorganization of the administration of UP Diliman approved by the Board of Regents in 1982, the President of the University issued Executive Order No. 5 on March 23, 1983, providing therein, among others, that the Office of Community Relations shall be under the supervision of the Vice-Chancellor for Community Affairs;

WHEREAS, with its envisioned functions of promoting close relations between the University and the residents of the Diliman community and appropriate local governments, such an Office of Community Relations would have a critical role in serving as the UP Diliman Administration's alter ego in relating with campus residents and local governments;

WHEREAS, there is a need to provide for the organization, administration, and operationalization of the said office;

NOW THEREFORE, IT IS HEREBY ORDERED THAT:

1. There shall be organized and operationalized in UP Diliman a community relations office to be known as the "UP Diliman Office of Community Relations";

2. The UP Diliman Office of Community Relations shall have the following functions and responsibilities:

a. To develop and maintain linkages with local community organizations within the UP Diliman campus;

b. To plan and coordinate community-based projects that encourage active participation of UP Diliman residents;

c. To develop and maintain a databank of information pertaining to the UP Diliman population;

d. To assist the UP Diliman Administration in the formulation of official statements expressing the stand of UP Diliman pertaining to local community issues;

e. To assist and advise the UP Diliman Administration in managing crises where local community involvement and cooperation plays a critical role; and

f. In general, to help promote cooperation between UP Diliman and the local communities.

3. The authority and responsibility for the exercise of the powers and the discharge of the functions of the UP Diliman Office of Community Relations Director, who shall, together with the community relations staff therein, be appointed in accordance with University rules and regulations upon the recommendation of the UP Diliman Chancellor in consultation with the Vice-Chancellor for Community Affairs.

4. The UP Diliman Office of Community Relations shall be under the UP Diliman Vice-Chancellor for Community Affairs. UP Diliman Office of Community Relations Director shall be accountable to the Vice-Chancellor for Community Affairs, and shall take appropriate action upon endorsement of the Chancellor or Vice-Chancellor for Community Affairs, or any of the other Vice-Chancellors of UP Diliman.

5. This Executive Order shall take effect 15 days after its circulation.

6 September 1995

(Sgd.) EMIL Q. JAVIER
President
<table>
<thead>
<tr>
<th>Please report to the Vice-President for Academic Affairs the steps you are taking. For immediate compliance. 25 July 1995</th>
<th>(Sgd.) EMIL Q. JAVIER President</th>
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</thead>
<tbody>
<tr>
<td><strong>Memorandum No. 95-84: President's Committee on Ethics and Values</strong></td>
<td></td>
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<tr>
<td>Dr. Elizabeth R. Ventura Dr. Amaryllis T. Torres Dr. Rita Laude Dr. Corazon Lamug Dr. Lita Domingo Dr. Josefina Tayeg Dr. Nuria Castells</td>
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<tr>
<td>With Dr. Elizabeth R. Ventura as Chair, you are hereby appointed as Members of the President’s Committee on Ethics and Values Education. Your tasks are as follows: 1. To draft a Faculty Code of Ethics after consultations with the faculty in the different campuses (draft for submission to the Board of Regents not later than 31 October 1995); 2. To initiate, monitor, coordinate, and assess the integration of values education in the University’s instructional programs; 3. To initiate, monitor, coordinate, and assess other values-oriented activities on campus; and 4. To advise the President and the Chancellors on how to keep ethics and values in the core of UP education. Your appointment is effective for the period 7 August 1995 until 31 December 1996. Your committee will report to the Vice-President for Academic Affairs for purposes of coordination. 4 August 1995</td>
<td>(Sgd.) EMIL Q. JAVIER President</td>
</tr>
<tr>
<td><strong>Memorandum Circular No. 88: Re-Appointment of Certain Casual Employees of UP Diliman</strong></td>
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<tr>
<td>The appointment of certain casual employees of UP Diliman whose terms expired as of December 31, 1994 is hereby authorized by this Office, per Civil Service Resolution No. 95-3147 dated 9 August 1995. The temporary appointments of the employees concerned shall be effective upon report for duty of said personnel until December 31, 1995. Some of them shall be absorbed in the core of UP education. The appointment of certain casual employees of UP Diliman shall be for a period of one year, renewable upon further recommendation. The appointment of the faculty of UP Diliman, UP Los Baños, UP Manila, and UP Visayas as affiliate faculty of the UP Open University, the following guidelines will be followed: 1. Their basic appointment as affiliate faculty will be for the purpose of designating faculty of the other AUs who are involved in the planning, development, and implementation of programs of the UPOU. This appointment shall not carry any credit unit load nor involve payment of honorarium. The appointment shall be for a period of one year, renewable upon further recommendation. 2. The specific involvement of the faculty in activities of the UPOU, such as, course development, teaching of UPOU courses, tutorials, shall be covered by another appointment which will indicate credit load and/or compensation, where applicable. Please facilitate the preparation of the appointment papers of the faculty for the above-mentioned purposes. 21 August 1995</td>
<td>(Sgd.) EMIL Q. JAVIER President</td>
</tr>
<tr>
<td><strong>Memorandum Circular No. 88: Re-Appointment of Casuals</strong> Memorandum Circular No. 88 dated 9 August 1995 of this Office authorized the appointment of certain casual employees of UP Diliman who met minimum civil service qualification standards but whose appointments were not renewed on the basis of new and higher qualification standards. Consistent with my original instructions, I hereby order the reappointment of the remaining casuals to their original units in UP Diliman or to the appropriate unit of the Office of the Vice-Chancellor for Community Affairs where their services may be put to good use, effective upon their report for duty until December 31, 1995. For strict compliance. 8 September 1995</td>
<td>(Sgd.) EMIL Q. JAVIER President</td>
</tr>
<tr>
<td><strong>Memorandum No. 95-94: Appointment of Faculty to the Open University</strong> For the appointment of the faculty of UP Diliman, UP Los Baños, UP Manila, and UP Visayas as affiliate faculty of the UP Open University, the following guidelines will be followed: 1. Your tasks are as follows: 1. To draft a Faculty Code of Ethics after consultations with the faculty in the different campuses (draft for submission to the Board of Regents not later than 31 October 1995); 2. To initiate, monitor, coordinate, and assess the integration of values education in the University’s instructional programs; 3. To initiate, monitor, coordinate, and assess other values-oriented activities on campus; and 4. To advise the President and the Chancellors on how to keep ethics and values in the core of UP education. Your appointment is effective for the period 7 August 1995 until 31 December 1996. Your committee will report to the Vice-President for Academic Affairs for purposes of coordination. 4 August 1995</td>
<td>(Sgd.) EMIL Q. JAVIER President</td>
</tr>
<tr>
<td><strong>Memorandum No. 95-101: Ad Hoc Committee to Review the UP System Biochemistry Academic Degree Programs</strong> Prof. Elvira Caballin, College of Arts and Science, UPV Prof. Nieves Libreja, Dept. of Chemistry, UPLB Prof. Lourdes Cruz, Marine Science Institute, UPD Prof. Evelyn Mae T. Mendoza, IPB, UPLB Prof. Florida A. Carino, Institute of Chemistry, UPD Prof. Marilou G. Nicolas, CAS, UPM Prof. Angelita E. Reyes, Dept. of Biochemistry &amp; Molecular Biology, UPM With Prof. Lourdes Cruz as Chair, please constitute yourselves into an ad hoc committee to conduct a review of the University’s academic degree programs in biochemistry. You are tasked specifically to look into how the separate degree offerings of the different AUs (Autonomous Universities) can be integrated to make more effective use of our limited faculty and facilities. I will appreciate receiving your report by 15 October 1995. This memorandum supersedesMemo No. 95-75 dated 18 July 1995. 24 August 1995</td>
<td>(Sgd.) EMIL Q. JAVIER President</td>
</tr>
</tbody>
</table>
Memorandum No 95-110: Assistance to Lahar Victims through Purchase of Their Hand-Crafted Lanterns

We are responding to the latest disaster in Mt. Pinatubo through a focused and comprehensive assistance to the residents of Brgy. Palawe in San Fernando Pampanga. Having been displaced in the aftermath of the strong typhoon last September 3-October 1, its residents had to settle in a relatively safer area - Brgy. Ales-As - since October 2, 1995. One of their community members who was previously connected with UP requested our assistance in getting them back on their feet.

Since they do not want to be under prolonged relief assistance, they have engaged in various livelihood activities, among which is lantern-making. Their products are of good quality and are very colorful, having won third place in a lantern-making contest in Pampanga last year.

In this connection, we would like to appeal for your much needed help by patronizing the colorful lanterns, hand-crafted by our unfortunate brothers and sisters from San Fernando. By buying these lanterns, we help a whole community get closer to leading normal lives again.

The lanterns are of two kinds: one made of Japanese paper which costs P500.00 each and the other of Capiz shells priced as follows: P3,500 (regular); P5,000 (medium); P8,000 (large). These lanterns are being sold at much higher prices in shops around Metro Manila. Samples of these are displayed at the Ground Floor, North Wing, Quezon Hall, the Bahay ng Alumni, the Ugnayan ng Pahinungod/Oblation Corps (UP/OC) offices indicated below; and other venues to be announced later.

For orders, please contact the UP/OC at the following numbers:
UP/OC System: 4710 (PABX)
UP/OC Diliman 8962 (PABX); 9247722 (direct line)
UP/OC Manila: 5264346; 5264363

Thank you very much.
25 October 1995
(Sgd.) EMIL Q. JAVIER
President

Memorandum No. 95-113: Recruitment Of Faculty For UP Mindanao

Please be informed that UP Mindanao is ready to recruit faculty for its College of Arts and Sciences which will admit its first students in June 1996.

Interested faculty members in the humanities, social sciences and the natural sciences and mathematics may apply to the Dean of UP Mindanao, Dr. Roger V. Cuyno, through the Office of the Vice-President for Academic Affairs.

Faculty who transfer to UP Mindanao are eligible to receive the following incentives approved by the Board of Regents.

1. Reimbursement of relocation fare of family, household effects and car;
2. A housing unit in Davao for up to three (3) years, or a maximum housing allowance of P3,000.00 per month, if no housing unit can be provided by the University or if the person concerned desires to look for his/her own housing arrangement;
3. Thirty percent of annual salary before transfer as incentive allowance for the first year only;
4. Grant of a 2-step salary increase without crossing rank; provided, that "step" as used herein shall be understood to refer to the various steps in the faculty ranks as used in the University of the Philippines (e.g., Assistant Professor 1, 2, 3, 4, 5, 6, 7; Associate Professor 1, 2, 3, 4, 5, 6, 7;
5. A P200 monthly allowance for the spouse and children under twenty-one years of age, for 3 years, as well as parents of single faculty/staff who are dependent on.

24 November 1995
(Sgd.) EMIL Q. JAVIER
President

Memorandum No. 95-116: Payment Of Year-End Bonus and Cash Gift To Student/Graduate/Residence Assistants, Lecturers, Teaching Associates/Fellows, And Professors Emeriti For CY 1995

I am pleased to announce the payment of year-end bonus and cash gift to all student/graduate/residence assistants, lecturers, teaching associates/fellows, and professors emeriti for CY 1995 in accordance with Budget Circular No. 7 dated 2 November 1995 implementing the provision of RA 6686. To continue the policies adopted in previous years on the granting of year-end bonus and cash gift to non-regular employees, the following guidelines shall be observed in the payment of these benefits to student/graduate/residence assistants, lecturers, teaching associates/fellows, and professors emeriti for CY 1995 and for subsequent calendar year, unless otherwise revised or modified or repealed by subsequent legislation, issuance by the President of the Philippines, or University rules and regulation:

1.0 Coverage
1.1 All student/graduate/residence assistants, lecturers, teaching associates/fellows, and professors emeriti of the University with appointment as of 31 October 1995 and who have rendered at least four (4) months of service within 1995 shall be entitled to the year-end benefit. For professors emeriti, the faculty member must have had a teaching load for at least one (1) semester/trimester/term/summer during the year.
1.2 Student/graduate/residence assistants, lecturers, teaching associates/fellows, and professors emeriti who have rendered less than four (4) months of service within 1995 and who are employed (with appointments) as of 31 October 1995 shall be entitled only to the following cash gift:

<table>
<thead>
<tr>
<th>Length of Service</th>
<th>Amount</th>
</tr>
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<tbody>
<tr>
<td>3 months but less than 4 months</td>
<td>P400.00</td>
</tr>
<tr>
<td>2 months but less than 3 months</td>
<td>300.00</td>
</tr>
<tr>
<td>1 month but less than 2 months</td>
<td>200.00</td>
</tr>
<tr>
<td>Less than 1 month</td>
<td>100.00</td>
</tr>
</tbody>
</table>

2.0 Personnel Who Are Not Entitled
The following personnel shall not be entitled to benefits authorized herein:
2.1 Those who are absent without official leave (AWOL) as of 31 October 1995.
2.2 Those who were meted suspension from office in CY 1995 for litigated administrative case but allowed to report back to work after having served such suspension.
2.3 Those with pending cases, whether or not they are under preventive suspension, until such time that they are exonerated.
2.4 Those who may have four (4) months or more of service but are no longer in the service as of 31 October 1995 due to retirement/resignation/separation/death or for whatever reasons.

3.0 Computation Of Year-End Benefits
The year-end benefit for those who have rendered at least four (4) months of service in 1995 shall be as follows:

a. Student Assistant P1,200 + P500
b. Graduate Assistant 1,800 + 500
One-month salary computed as follows: Total lecturer's fee/teaching associate or fellow's allowance for 1995 (including November and December estimated) divided by 12, or P1,500, whichever is higher.

4.0 Additional Guidelines
Each autonomous university may prescribe additional guidelines for the payment of the year-end benefit.

5.0 Funding Source
5.1 Student/graduate/residence assistants, lecturers, teaching associates/fellows, and professors emeriti drawing their salaries from the General or Revolving Fund will be paid year-end benefits chargeable against the General or Revolving Fund.
5.2 Those being charged against projects shall be paid subject to the availability of project funds.

6.0 Date Of Payment
The year-end benefits shall be paid by 15 December 1995.

7.0 Reporting Requirements
All autonomous universities, including the UP in Mindanao, shall submit on 16 January 1996 a summary report of actual payments made to personnel entitled to benefits.

8 December 1995
(Sgd.) EMIL Q. JAVIER
President

Memorandum: Grant of Cash Award of P5,000.00 to Deserving Personnel

To implement the grant of a cash award of P5,000.00 to each deserving faculty member, REPS, and administrative employee approved by the Board of Regents at its 1092nd meeting on 29 November 1995, the following guidelines are hereby issued:

A. The Award shall be granted only to personnel who have been recommended for promotion in the 1995 call for promotions but whose salaries have reached the maximum salary step for their respective positions, both conditions satisfied, except as specified otherwise in B and C below.

B. It shall also be granted to personnel who (1) initially were recommended for promotion but who were not favorably endorsed by the System Committee because the proposed positions to which they were recommended are allocated to salary grade 22 or higher and (2) later were recommended for a cash award instead, provided their names are included in the lists approved by the President.

C. It shall not be granted to one whose salary has reached the maximum salary step for his/her position and was recommended for promotion to a higher position in the 1995 call for promotions which was approved by the Board of Regents, or by the President, as authorized by the Board of Regents.

However, those recommended for merit step salary increase only (as distinguished from those recommended for promotion to a higher position or salary grade which was approved by the Board of Regents, the President, or the Chancellor concerned, as the case may be), shall be given the option to choose the cash award of P5,000.00 in lieu of the salary increase they are expecting.

Those who choose the cash award of P5,000.00 shall submit a written statement (duly signed by them) to that effect and that they are declining the merit step increase recommended for them.

In any case, no staff member who has received the cash award of P5,000.00 shall be entitled as well to any salary differential that may be due him as a result of the 1995 call for promotions.

D. In the case of the faculty, only the following shall be entitled to the grant, provided they were recommended for promotion:
1. Professor 12 whose salaries have reached step 8 of salary grade 29; and
2. University Professors
E. The basis for determining whether a staff member is to be granted a cash award of P5,000.00 or not shall be the lists approved by the President.
F. It shall be the responsibility of the Chancellor concerned to finally review the correctness of the lists issued by the Secretary of the University if only to see to it that only those entitled to the cash award based on the guidelines specified in this memorandum shall be given the award, such that no cash award shall be granted to one included in the approved list but whose salary has not yet reached the maximum salary step for his/her position, unless his/her case is covered by B or C above, as the case may be.
G. The award shall be granted only to those who are still in the service as of 29 November, 1995: it shall not be granted to those who have been found guilty in an administrative case or who have been formally charged as of 21 December 1995.

H. Each Chancellor shall submit a report to the Office of the President of all personnel granted the cash award of P5,000.00, indicating the name, current position, present salary, and present salary grade and step. Those who opted for the cash award of P5,000.00 in lieu of the merit step increase approved for them shall be included in a separate list.

21 December 1995
(Sgd.) EMIL Q. JAVIER
President

Memorandum Circular: Package Of Faculty And Staff Benefits*

The issue of faculty and staff welfare is a subject close to my heart and one that has been the focus of a lot of my attention since becoming your President in 1993. I have been gravely concerned that some of you have raised a lot of questions about faculty and staff benefits. It is thus clear to me that I need to directly communicate with you the steps the University has already taken to address this very important issue. These initiatives need to be developed in the context of a total package of benefits that will allow us to retain and nurture our faculty and staff at levels more closely corresponding to their worth and contribution to the University and society.

The faculty and staff benefits that I have already put in place are the following:

Annual promotion fund over and above the regular appropriations - In 1994, we received P28 million to promote 2,200 faculty and staff. In 1995, the funds increase to P40 million and promotions will be enjoyed by 4,000 personnel, with another 2,000 enjoying merit cash awards. This compares with 1,200 promoted in 1993 which was funded from our income. I am happy to inform everyone that in 1994 and 1995, UP was the only government agency to have enjoyed promotions. I shall continue to negotiate with Congress and the Executive Branch so that the University will have a yearly promotions fund which is a supplement to the regular appropriations.

*Addressed to all Deans, Directors and Heads of Academic Units

UP Gazette, July-December 1995

41
Massive production of instructional materials with increased honoraria: textbooks, Filipino books, and translations, and teaching materials for distance education.

Productivity Incentive Bonus. I am recommending to the Board an increase of the yearly productivity incentive bonus to ₱2,500 to all employees, and ₱3,000 and ₱3,500 to the top 5% and 15% of employees, respectively. I shall announce during the Lantern Parade if that recommendation has been approved.

Provident Fund - We established the Provident Fund in 1993 with an annual contribution of ₱30 million. The Provident Fund will assist faculty and staff with loans for housing, education, and other critical expenses. Such a Fund is available in only a few other government agencies. The Board of Trustees of the Provident Fund has been elected and official launching of the program has been set for December 27, 1995.

Other non-salary benefits - These include assistance for off-campus home ownership, clothing allowances, hazard pay, and allowances.

Benefits included under the Collective Negotiating Agreement with the ONAPUP - We hope to finish negotiations and to have the formal agreement signed before the end of 1995.

I may also mention that since my assumption into office, the University budget has been increased from ₱1.6 billion to ₱2.54 billion. The increase has allowed us to support new programs and projects which provide additional sources of income from faculty and staff.

Several committees are now looking into the following:

Increased number of and honoraria for professorial chairs and faculty grants - The committee is tasked with studying how these awards may be increased, and what sources may be tapped (the original donors, consolidation of existing chairs, internal UP income, etc.) for this purpose.

Credit loading, thesis honoraria rates, overload rates and other means within our control to augment faculty income based on increased and improved performance.

Health maintenance program to provide our faculty and staff protection especially for catastrophic illnesses.

I have tasked other committees to study the possible sources of these new faculty and staff benefits.

These include the following:

Income that may be generated from the development of business assets. I expect that this will be a principal source of income in the future.

Sourcing additional maintenance funds from the General Appropriations Act, thus freeing unrestricted income for faculty and staff benefits.

Mobilizing the Friends of the UP Foundation in America, the UP Alumni Association, the UP Foundation, and university and college foundations and other sources to generate resources targeted mainly towards faculty and staff benefits.

I am creating a joint committee of Regents and Chancellors to be chaired by myself to study all existing benefits and proposals and come up with a consolidated package within sixty (60) days. Only a committee as high-level as this will be able to come up with a comprehensive package of faculty and staff benefits based on accurate information on the actual and potential financial resources of the entire system.

The Committee will be assisted by a technical committee headed by Prof. Fortunato de la Peña, VP for Planning and Development, with representation from all the autonomous universities.

All proposals to be included in the comprehensive package of benefits are to be evaluated according to the following criteria: (1) performance and productivity based; (2) fair and equitable; (3) sustainable; (4) applicable system-wide; and (5) not inconsistent with law.

May we all have a happy Christmas.

8 December 1995

(Sgd.) EMIL Q. JAVIER
President
Decisions of the Board of Regents

1088TH MEETING (EXECUTIVE COMMITTEE),
27 JULY 1995

APPOINTMENTS

The Board approved the following appointments, reappointments, renewals of appointment, promotions, increase in salary and related matters:

**UP Diliman**

Dunhil R. Reyes, promotion from Assistant Professor 7 to Associate Professor 3, College of Public Administration, effective 27 July 1995.

**UP Manila**

Ruzanne N. Magiba-Caro, reappointment as Medical Specialist III (part-time), Philippine General Hospital, effective 27 July until 31 December 1995.

Antonio D.R. Catanguii, reappointment as Medical Specialist III (part-time), Philippine General Hospital, effective 27 July until 31 December 1995.

Eliseo S. De La Cruz, Jr., appointment as Health Physicist III Philippine General Hospital, effective 4 July 1995.

Cornelio A. De La Paz, reappointment as Medical Specialist III (part-time), Philippine General Hospital, effective 27 July until 31 December 1995.

Noel L. Espallardo, reappointment as Medical Specialist III (part-time), Philippine General Hospital, effective 27 July until 31 December 1995.

Ma. Consuelo Ibar-Pumanes, reappointment as Medical Specialist III (part-time), Philippine General Hospital, effective 27 July until 31 December 1995.

Margaret M. Briones-Quirijero, reappointment as Medical Specialist III (part-time), Philippine General Hospital, effective 27 July until 31 December 1995.

Pilarita N. Tongol-Rivera, promotion from Assistant Professor 3 to Associate Professor 1, College of Public Health, effective 27 December 1994.

Edward C. Torresillas, reappointment as Medical Specialist III (part-time), Philippine General Hospital, effective 27 July until 31 December 1995.

**TRANSFER TO PERMANENT STATUS**

**UP Diliman**

Jasmin E. Acuña, as Associate Professor 4, College of Business Administration, effective 27 July 1995.

Wilfredo V. Anguini, as Assistant Professor 1, UP College Baguio, effective 27 July 1995.

Victor C. Avevilla, as Assistant Professor 1, College of Mass Communication, effective 27 July 1995.

Teodora D. Balangcod, as Assistant Professor 1, UP College Baguio, effective 27 July 1995.

Arthur S. Cayanan, as Assistant Professor 1, College of Business Administration, effective 27 July 1995.

Raquel B. Florendo, as Assistant Professor 2, College of Home Economics, effective 27 July 1995.

Jimmy B. Fong, as Assistant Professor 1, UP College Baguio, effective 27 July 1995.

Marilou R. Lim, as Assistant Professor 1, College of Home Economics, effective 27 July 1995.

Leopoldo B. Lopez, as Assistant Professor 1, College of Music, effective 27 July 1995.

Joel V. Mangahas, as Assistant Professor 3, College of Public Administration, effective 27 July 1995.

Adelaida V. Mayo, as Assistant Professor 1, UP College Baguio, effective 27 July 1995.

Joel P. Navarro, as Assistant Professor 1, College of Music, effective 27 July 1995.

Ricardo Ma. D. Nolasco, as Assistant Professor 1, College of Social Sciences and Philosophy, effective 27 July 1995.

Mary Eloisa T. Rowshangah, as Assistant Professor 1, UP College Baguio, effective 27 July 1995.

Ma. Gina B. Sison, as Assistant Professor 1, UP College Baguio, effective 27 July 1995.

Josefa B. Schriefer, as Assistant Professor 3, College of Arts and Letters, effective 27 July 1995.

Ma. Cecilia O. Valera, as Assistant Professor 1, College of Music, effective 27 July 1995.

**UP Los Baños**

Fernando S. Sanchez, as Instructor 3 in Horticulture, College of Agriculture, effective 27 July 1995.

**UP Manila**

Vivencio J. Nuestro, as Assistant Professor 4, College of Arts and Sciences, effective 27 July 1995.

Lynn Crisanta Panganiban, as Assistant Professor 1, College of Medicine, effective 27 July 1995.

Rafael A. Villar, as Assistant Professor 1, College of Arts and Sciences, effective 27 July 1995.

**HEADSHIP OF UNITS**

**UP Los Baños**

Teodoro R. Villanueva, renewal of appointment as Director II, Institute of Forest Conservation, College of Forestry, effective 27 July 1995 until 31 March 1996.

**UP Manila**

Nina G. Barzaga, appointment as Director, Institute of Biotechnology & Molecular Biology, effective 5 May 1995 until 30 October 1996.

Leonor C. Lago, appointment as University Registrar, effective 16 August 1995 until 15 August 1998.

Arturo M. Pesigan, renewal of appointment as Director, School for Distance Education, effective 1 June until 31 December 1995.

Josefa G. Tayag, change in position title from Chairman to Director, Information, Publication and Public Affairs Office, effective 1 June 1995 until 31 October 1996.

**PROFESSORIAL CHAIR**

**UP Diliman**

Maruja Milagros B. Asis, as Ayla Corporation Assistant Professor of Sociology, College of Social Sciences and Philosophy, effective 1 July 1995 until 30 June 1996.
Enrique D. Barcelo, as Sigma Delta Phi DJ Assistant Professor of Music, College of Music, effective 1 July 1995 until 30 June 1996.

Kristina Benitez, as Dr. Francisco Santiago Assistant Professor of Music, College of Music, effective 1 July 1995 until 30 June 1996.

Reynaldo V. Guio guio, as Dr. Jimmy Go Puan Seng Associate Professor of Journalism, College of Mass Communication, effective 1 January until 31 December 1995.

Imelda C. Ongsiako, as MMC DJ Professor of Music, College of Music, effective 1 July 1995 until 30 June 1996.

Elena E. Pernia, as Gen. Carlos P. Romulo Associate Professor of Communication Research, College of Mass Communication, effective 1 January until 31 December 1995.

Temario C. Rivera, as Maximo Kalaw Associate Professor of Political Science, College of Social Sciences and Philosophy, effective 1 July 1995 until 30 June 1996.

Emmanuel Luis A. Romanillos, as Catedra Fil-Hispanica Assistant Professor of Spanish Language and Civilization, College of Arts and Letters, effective 1 January until 31 December 1995.

Esteban Basilio S. Villanuz, as MMC DJ Associate Professor of Music, College of Music, effective 1 July 1995 until 30 June 1996.

UP Los Baños

Casiano S. Abrigo Jr., as UP Endowment Associate Professor of Pollution Engineering, College of Engineering and Agricultural Technology, effective 1 January until 31 December 1995.

Eliezer A. Albacea, as Guy Potter Benton Associate Professor of Computer Science, College of Arts and Sciences, effective 1 January until 31 December 1995.

Israel S. Anunciado, as United Coconut Planters Bank DJ Assistant Professor of Horticulture, College of Agriculture, effective 1 January until 31 December 1995.

Corazon VC Barba, reassignment as San Miguel Corp. DJ Associate Professor of Human Nutrition & Food, College of Human Ecology, effective 1 January until 31 December 1995.

Wilfredo M. Carandang, reassignment as Vicente Lu DJ Associate Professor of Silviculture & Forest Influences, College of Forestry, effective 1 January until 31 December 1995.

Virginia R. Cardenas, as UPLB Alumni Association Assistant Professor of Agricultural Education & Rural Studies, College of Agriculture, effective 1 January until 31 December 1995.

Lourdes V. Castillo, as San Miguel Corp. Assistant Professor of Zoology, College of Arts and Sciences, effective 1 January until 31 December 1995.

Stellavilla A. Castillo, as Mr. & Mrs. Guillermo Ponce Assistant Professor of Wood Science & Technology, College of Forestry, effective 1 January until 31 December 1995.

Salvador P. Catelo, as MMC Assistant Professor of Agricultural Economics, College of Economics and Management, effective 1 January until 31 December 1995.

Achilles C. Costales, as SEARCA Assistant Professor of Economics, College of Economics and Management, effective 1 January until 31 December 1995.

Constancio C. De Guzman, as DJ Assistant Professor of Horticulture, College of Agriculture, effective 1 January until 31 December 1995.

Ernesto J. Del Rosario, as SEARCA Professor of Chemistry, College of Arts and Sciences, effective 1 January until 31 December 1995.

Erlnlda I. Dixon, as San Miguel Corp. Assistant Professor of Food Science, College of Agriculture, effective 1 January until 31 December 1995.

Rio John T. Ducusin, as DJ Assistant Professor of Veterinary Medicine & Surgery, College of Veterinary Medicine, effective 1 January until 31 December 1995.

Rene Rafael C. Espino, as Roberto S. Benedicto Associate Professor of Horticulture, College of Agriculture, effective 1 January until 31 December 1995.

Myrna U. Garcia, as Metro Manila Commission Associate Professor of Human & Family Development Studies, College of Human Ecology, effective 1 January until 31 December 1995.

Hideliza P. Hernandez, as Onofre D. Corpuz Assistant Professor of Chemistry, College of Arts and Sciences, effective 1 January until 31 December 1995.

Jose E. Hernandez, as Metro Manila Commission Associate Professor of Agronomy, College of Agriculture, effective 1 January until 31 December 1995.

Fiordeliza B. Javier, as Central Bank DJ Assistant Professor of Horticulture, College of Agriculture, effective 1 January until 31 December 1995.

Corazon B. Lamug, as DJ Associate Professor of Sociology, College of Arts and Sciences, effective 1 January until 31 December 1995.

Elito F. Landicho, as Metro Manila Commission DJ Associate Professor of Veterinary Physiology & Pharmacology, College of Veterinary Medicine, effective 1 January until 31 December 1995.

Nestor R. Lawas, as Metro Manila Commission DJ Assistant Professor of Agronomy, College of Agriculture, effective 1 January until 31 December 1995.

Delfin C. Suministrado, as UPLB Faculty, Staff, and Students Assistant Professor of Agricultural Machinery Engineering and Technology, College of Engineering and Agro-Industrial Technology, effective 1 January until 31 December 1995.

Rene A. Neri, as Dr. Stewart H. Parker Associate Professor of Zootechnics, College of Veterinary Medicine, effective 1 January until 31 December 1995.

Oscar S. Opina, as UP Investment Portfolio Associate Professor of Plant Pathology, College of Agriculture, effective 1 January until 31 December 1995.

Arcadio J. Quimio, as Sen. Juan Ponce Enrile Associate Professor of Plant Pathology, College of Agriculture, effective 1 January until 31 December 1995.

Domino M. Ramirez, as Dr. Gregorio T. Zamuco Assistant Professor of Social Forestry, College of Forestry, effective 1 January until 31 December 1995.

Rene A. Valdez, as SEARCA Assistant Professor of Zootechnics, College of Veterinary Medicine, effective 1 January until 31 December 1995.
January until 31 December 1995.
Armando A. Villalfor, as Francisco J. Nicolas DJ Professor of Wood Science & Technology, College of Forestry, effective 1 January until 31 December 1995.
Teodoro R. Villanueva, as DJ Assistant Professor of Forest Resources Management, College of Forestry, effective 1 January until 31 December 1995.

UP Manila

Teresita I. Barcelo, as Juan & Juana Angara Associate Professor of Nursing, College of Nursing, effective 1 July 1995 until 30 June 1996.
Cecilia M. Laurente, as Julita V. Sotejo DJ Assistant Professor of Nursing, College of Nursing, effective 1 July 1995 until 30 June 1996.

EXTENSION OF SERVICE BEYOND COMPULSORY RETIREMENT

UP Diliman

Felisa B. Añonuevo, as Professor 6, College of Education, effective 7 June until 31 October 1995.

1089TH MEETING, 24 AUGUST 1995

APPOINTMENTS

The Board approved the following appointments, reappointments, renewals of appointment, promotions, increase in salary, etc.:

UP Manila

Benjamin D. Adapon, reappointment as Medical Specialist Ill (part-time), Philippine General Hospital (PGH), effective 24 August until 31 December 1995.
Grace L. Gaila-Catalan, reappointment as Medical Specialist Ill (part-time), Philippine General Hospital (PGH), effective 24 August until 31 December 1995.
Marilou G. Nicolas, promotion from Assistant Professor 4 to Associate Professor 2, College of Arts and Sciences, effective 2 November 1994.
Luz Lacuna-Tamayo, appointment as Medical Specialist Ill (part-time), Philippine General Hospital (PGH), effective 24 August until 31 December 1995.
Richard M. Tienco, reappointment as Clinical Associate Professor and Attending Surgeon, College of Medicine and PGH, effective 23 March until 31 May 1995.
Luz L. Yu, promotion from Nurse IV to Nurse VI, Philippine General Hospital (PGH), effective 24 August 1995.

TRANSFER TO PERMANENT STATUS

UP Diliman

Marilu N. Cardenas, as Assistant Professor 1, UP College Baguio, effective 24 August 1995.
Arellano A. Colongon, as Assistant Professor 1, UP College Baguio, effective 24 August 1995.
Tala Aurora S. Ramos, as Assistant Professor 1, UP College Baguio, effective 24 August 1995.

UP Los Baños

Reynaldo A. Comia, as Assistant Professor 3, College of Agriculture, effective 24 August 1995.

UP Manila

Elisa L. Co, as Assistant Professor 1, College of Arts and Sciences, effective 24 August 1995.

PROFESSORIAL CHAIR

UP Manila

Elizabeth De Castro, appointment as San Miguel DJ Assistant Professor of Community Dentistry, College of Dentistry, effective 1 July 1995 until 30 June 1996.
Lydia R. Leonardo, appointment as R. S. Benedicto Assistant Professor of Biology, College of Arts and Sciences, effective 1 July 1995 until 30 June 1996.
Marilou G. Nicolas, appointment as R. S. Benedicto Assistant Professor of Physical Sciences and Mathematics, College of Arts and Sciences, effective 1 July 1995 until 30 June 1996.
Mildred B. Oliveros, appointment as Delfin and Marcela B. Samson Professor of Pharmacy, College of Pharmacy, effective 1 July 1995 until 30 June 1996.
Marcelino Panganiban, appointment as DJ Assistant Professor of Physical Education, College of Arts and Sciences, effective 1 July 1995 until 30 June 1996.
Laurie S. Ramiro, appointment as Dr. Maximo R. Borromeo Assistant Professor of Community Health, College of Arts and Sciences, effective 1 July 1995 until 30 June 1996.
Rafael A. Villar, appointment as Emanuel V. Soriano Assistant Professor of Humanities, College of Arts and Sciences, effective 1 July 1995 until 30 June 1996.
Edberto M. Villegas, appointment as Antonio Sison Professor of Social Science, College of Arts and Sciences, effective 1 July 1995 until 30 June 1996.

UP Visayas

Amy D. Tanoy, appointment as Prospero A. Flores Assistant Professor of Communication, College of Arts and Sciences, effective 1 July 1995 until 30 June 1996.

POLICY MATTERS

Sectoral Representatives To The Board Of Trustees Of The UP Provident Fund

The Board confirmed the appointments of sectoral representatives to the Board of Trustees of the UP Provident Fund, who were duly elected by the various autonomous universities which they represent, effective 20 July 1995, to 31 December 1995; provided, that thereafter they will serve the full term they were elected for i.e., one, two, and three years, as the case may be as indicated below:

For UP Diliman

<table>
<thead>
<tr>
<th>NAME</th>
<th>SALARY GRADE</th>
<th>TERM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Restituto Reyes</td>
<td>1 to 7</td>
<td>3 years</td>
</tr>
<tr>
<td>Vergel de la Paz</td>
<td>8 to 15</td>
<td>2 years</td>
</tr>
<tr>
<td>Hayde Arandia</td>
<td>16 &amp; above</td>
<td>1 year</td>
</tr>
</tbody>
</table>

For UP Los Baños

<table>
<thead>
<tr>
<th>NAME</th>
<th>SALARY GRADE</th>
<th>TERM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Virgilio M. Salarde</td>
<td>1 to 7</td>
<td>1 year</td>
</tr>
<tr>
<td>Noli Baldovino</td>
<td>8 to 15</td>
<td>3 years</td>
</tr>
<tr>
<td>Corazon VC Barba</td>
<td>16 &amp; above</td>
<td>2 years</td>
</tr>
</tbody>
</table>
For UP Manila

Anita Beltran Chen Graduate Research Scholarship in Sociology, UP Diliman

Dr. Anita Beltran Chen 1 to 7 2 years

Lolita Soriano 8 to 15 1 year

Gloria Almariego 16 & above 3 years

For UP Visayas

Bartolome Togonon 1 to 7 3 years

Lilia Tanaleon 8 to 15 2 years

Socorro Villalobos 16 & above 1 year

The Board accepted, with appreciation, the following donations for the establishment of professorial chairs:

- P300,000.00 from Dr. Cesar Barios,
- P300,000.00 from Ma. Socorro Llamas
- P300,000.00 from E.A. Virata for the upgrading of the endowment fund for the Leonor Aguilalno Virata Professorial Chair in Food Science in the College of Home Economics, UP Diliman

**ACADEMIC MATTERS**

Establishment of Professorial Chairs

The Board established the following Professorial Chairs:

- Dr. Barker H. Brown Professorial Chair in Biochemistry at the Institute of Chemistry, College of Science, UP Diliman
- Hilario Francia Professorial Chair for the College of Arts and Letters, UP Diliman
- Dr. Anita Beltran Chen Graduate Research Scholarship in Sociology, UP Diliman
- Dr. Francisca Tolete-Velcek Professorial Chair in Physiology at the College of Medicine, UP Manila
- Prof. Delfin D. Samson and Mrs. Marcela B. Samson Professorial Chair in Biochemistry for the College of Medicine, UP Manila.

Establishment of an Archaeological Studies Program in UP Diliman

The Board approved the establishment of an Archaeological Studies Program in UP Diliman which will oversee and coordinate instructional, research, and extension activities pertaining to the systematic discovery, reclamation, analysis, interpretation, and preservation of the material remains of our cultural past. The establishment of this program is long overdue, considering that there are presently only four (4) formally trained archeologists in the country in the face of growing awareness and a strong need to discover and examine our cultural and historical roots as well as to restore and to preserve them for future generations.

Establishment of the Materials Science and Engineering Center in UP Diliman

The Board also approved the establishment of the Materials Science and Engineering Center in UP Diliman. The Program will administer the existing joint M.S. and Ph.D. Programs in Materials Science and Engineering of the College of Science and College of Engineering. This Center will also be responsible for planning, organizing, and implementing the University's R & D programs in such advanced materials as polymers, semiconductors, superconductors, ceramics, composites, liquid crystals, and alloys.

**DONATIONS, GRANTS, AND GIFTS**

The Board accepted, with appreciation, the following donations for the establishment of professorial chairs:

- P200,000.00 from Dr. Cesar Barios
- P300,000.00 from Ma. Socorro Llamas
- P200,000.00 from Dr. Cesar Barios

An additional donation of P200,000.00 from Dr. Cesar Barios

E.A. Virata for the upgrading of the endowment fund for the Leonor Aguilalno Virata Professorial Chair in Food Science in the College of Home Economics, UP Diliman

**FINANCIAL MATTERS**

Processing Fee For Foreign Students

The Board granted authority for the Office of Student Affairs (OSA), Office of the Vice-Chancellor for Student Affairs, UP Diliman, to charge a processing fee of P500.00 as payment for the services rendered by the OSA staff in helping foreign students obtain the necessary documents they need to study in the University.

Increase In Laundry Allowance Of UP Los Baños Police Force

The Board approved an increase in the laundry allowance of the UP Los Baños Police Force from P100.00 a month to P250.00 month, effective 1 January 1995.

**MEMORANDA OF AGREEMENT**

The Board, confirmed the following Memoranda of Agreement regarding academic matters:

**UP System**

Memorandum of Understanding Re: Vaccine Development and Production Program

Memorandum of Understanding with the Department of Science and Technology (DOST), and the Department of Health (DOH)

Project: Vaccine Development and Production Program

Particulars: (a) PCHRO/DOST will provide a financial grant to the research and development component needed in...
vaccine production; (b) DOH, through the Biological Production Services (BPS), will provide land space and basic infrastructure for the proposed production facility at its Laguna site and the regular production staff as may be needed; (c) DOH, through the Research Institute for Tropical Medicine (RITMI), will provide Research and Development (R & D) technical expertise; (d) UP, through BIOTECH, will provide technical expertise in the vaccine bulks material production; and (e) A separate memorandum of agreement among the implementing agencies will be required for every project on the development and production of specific grade vaccine under this memorandum of understanding.

Signed: 12 May 1995

Memorandum of Agreement with the Fuji Bank, Limited
Project: Establishment of the Fuji Bank Scholarship Program for the University of the Philippines to support six recipients each year in their third and fourth years of school. Project Cost: P50,000.00 per scholarship year.
Effectivity: 1 June 1995 for a period of 5 years
Signed: 2 August 1995

UP Diliman

Memorandum of Agreement through the School of Urban and Regional Planning with Universität Dortmund (through the Facultät Raumplanung)
Project: Academic cooperation to deepen cultural and scientific relations between personnel as well as departments of both institutions.
Effectivity: Upon signing by both parties for a period of 3 years.

Memorandum of Agreement between UP Social Action and Research for Development Foundation, Inc. (UPSARDFI) of the College of Social Work and Community Development and the UP Center for Integrative and Development Studies of Psychosocial Trauma Program (UPCIDSPTP)
Project: Research study on “How Filipino Caregivers Deal With Stress, Psychosocial Trauma Program”. Project Cost: P236,046.80.
Effectivity: Effective immediately.
Signed: August 1995

Memorandum of Agreement with Anvil Publishing, Inc.
Project: The Joint Publication of the University of the Philippines Cultural Dictionary for Filipinos by Thelma B. Kintanar and Associates, by the University of the Philippines Press and ANVIL.
Particulars: ANVIL will pay the Co-Producers 10% of the net sales as royalty payments, which will be payable to the UP Foundation, Inc. ANVIL will also pay the University 10% of the net profits as royalty payments, payable to the University of the Philippines Press.
Effectivity: The Agreement will take effect upon execution for a period of five years.
Signed: 26 July 1995

UP Los Baños

Memorandum of Agreement with the Project Implementation and Coordination Office of the Engineering and Science Education Project (PICO-ESEP)
Project: Upgrading of physical facilities of UPLB, in particular the Institute of Biological Science, Institute of Chemistry, and Institute of Mathematical Sciences and Physics of the College of Arts and Sciences.

Project Cost: P2,698,200.00 financial assistance from PICO-ESEP
Effectivity: Upon signing by both parties and to remain in force until all activities are completed not later than December 1996.
Signed: 8 March 1995

Memorandum of Agreement with the Department of Science and Technology (DOST)
Project: Purchase of nine computers for the use of the scholars of the DOST Engineering and Science Education Project (ESEP).
Project Cost: P272,700.00 financial grant from DOST.
Effectivity: Upon signing by the parties until the completion of ESEP, but not later than December 1999.

Memorandum of Agreement with the Department of Agriculture through the Bureau of Agricultural Research (DAR), and the Philippine Council for Agriculture, Forestry, and Natural Resources Research and Development of DOST (DOST-PCARRD)
Project: Improvement of Postharvest Handling Systems for Selected Fruits, Vegetables and Flowers in Regions 7, 10, 11 and CAR (Phase I). Project Cost: P145,200.00 financial assistance from DOST PCARRD.
Effectivity: 1 April 1995 to 31 March 1996.
Signed: 5 May 1995

Memorandum of Agreement with the Philippine Orchard Corporation (POC)
Project: Efficacy test of Miracle Booster on growth and yield of bush sitao. Project Cost: P70,000.00 from POC.
Effectivity: 1 March 1995 to 28 February 1996.
Signed: 10 May 1995

Memorandum of Agreement with the Philippine Orchard Corporation (POC)
Project: Efficacy test of ANAA on orchids, ornamentals, fruit trees and other plants. Project Cost: P60,000.00 from POC.
Effectivity: 1 March 1995 to 28 February 1996.

Memorandum of Agreement with the Southern Mindanao Integrated Agricultural Research Center of the Department of Agriculture Regional Field Unit -XI (DA-RFU-XI)
Project: Establishment of a research station to be known as SMARC-ROS-UPLB-IPB Crops Research Station. Significantly: UPLS, UPLB will also provide technical know-how and funds for the research operation and maintenance of the station. Salaries and wages for full-time personnel and honoraria for part-time personnel will be defrayed by UPLB. UPLB will also make available equipment that may be spared for use in the joint undertaking.
Signed: 9 June 1995

Memorandum of Agreement with Rhone-Poulenc Philippines, Inc. Animal Health Division (RPPI)
Project: Establishment of the Rhone-Poulenc Veterinary Student Scholarship Grant in the College of Veterinary Medicine to support one third year proper student for the degree of Doctor of Veterinary Medicine.
Project Cost: P19,500.00 per semester and an additional
<table>
<thead>
<tr>
<th>Project Description</th>
<th>Project Cost</th>
<th>Effectivity</th>
<th>Signed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hiring of a full-time Veterinarian to be assigned by the UPLB College of Veterinary Medicine</td>
<td>P85,000.00 per annum</td>
<td>Effective upon signing for a period of three years.</td>
<td>23 June 1995</td>
</tr>
<tr>
<td>Establishment of Mango Packinghouse.</td>
<td>P216,000.00 from TAPI and P117,555.00 from PCARRD.</td>
<td>Effective June 1995 until May 1997.</td>
<td>18 June 1995</td>
</tr>
<tr>
<td>Action-Research Project on Mango Packinghouse.</td>
<td>P16,000.00 from TAPI and P521,781.00 from PCARRD.</td>
<td>Upon signing by the parties for a period of two years.</td>
<td>29 May 1995</td>
</tr>
<tr>
<td>&quot;Tulog Ugnayan&quot; Program to be aired every Sunday afternoon over DZMM.</td>
<td>US$10,300.00 for the first year; funding for the second and third years will be negotiated before the end of each year.</td>
<td>Upon signing by both parties for a period of three years.</td>
<td>9 July 1994</td>
</tr>
<tr>
<td>Backyard Beef Cattle Production Project.</td>
<td>Mr. Dindo Caracuel</td>
<td>After confirming the preferred option for five (5) years will be subject to periodic review, preferably bi-annually upon confirmation of the agreement.</td>
<td>2 June 1994</td>
</tr>
<tr>
<td>&quot;Glandular trichomes for resistant insect pests and development of IPM system&quot;</td>
<td>APEC Center for Technology Exchange and Training for Small and Medium Enterprises (ACTETSME)</td>
<td>Upon signing by the parties and will continue in force until December 31, 1999.</td>
<td>10 April 1995</td>
</tr>
<tr>
<td>Collaboration on the sub-project &quot;Glandular trichomes for resistant insect pests and development of IPM system&quot;</td>
<td>Department of Science and Technology Region IX (DOST IX), and the Zamboanga del Norte Farmers' Integrated Processing Cooperative, Inc. (ZANFIPCII)</td>
<td>Upon signing by the parties for a period of two years.</td>
<td>23 February 1995</td>
</tr>
<tr>
<td>&quot;Tulong Ugnayan&quot; Program to be aired every Sunday afternoon over DZMM.</td>
<td>Mr. Dindo Caracuel</td>
<td>Upon confirming the preferred option for five (5) years will be subject to periodic review, preferably bi-annually upon confirmation of the agreement.</td>
<td>2 June 1994</td>
</tr>
<tr>
<td>&quot;Biotechnology-Assisted Breeding to Reduce Pesticide Use in Potato.&quot;</td>
<td>Nova Biosciences, Ltd.</td>
<td>Upon confirming the preferred option for five (5) years will be subject to periodic review, preferably bi-annually upon confirmation of the agreement.</td>
<td>2 June 1994</td>
</tr>
</tbody>
</table>
directly or indirectly through any corporation or organization competing with the business of NOVA on anti-fouling and bio-medical/biotechnology-related activities should not cover researches being undertaken or hereafter to be undertaken which are internally funded by the University.

c. NOVA designates and appoints Ana Nuñez as its Resident Agent in the Philippines, empowered and authorized to receive notices and other processes affecting said entity.

Effectivity: 1 January 1995 for a period of 10 years renewable for five years upon mutual agreement of the parties.
Signed: 26 June 1995

The Board noted the following memorandum of agreement:

Memorandum of Agreement with UP Los Baños and the Philippine National Bank

Project: Payroll servicing for UPLB personnel through PNB individual savings accounts with ATM facilities

Effectivity: 1 June 1995 but may be terminated by one party through a 30-day written notice to the other party.
Signed: 12 May 1995

### RESEARCH CONTRACTS

The Board noted the following research contracts entered into by and between the University (represented by the President) and individual faculty members to undertake specific projects under the administration of the University Center for Integrative and Development Studies:

- **Research Fellow:** Luz B. Tunggahan
  - **Research Title:** STFAP Review Studies: Analysis of the Impact of STFAP
  - **Research Grants:** P12,000.00 (lump sum) (payable as scheduled)

- **Research Fellows:** Edith Liane Peña, Ma. Eleanor Renee Cutuongco (in separate Contracts)
  - **Research Title:** Reinforcing the Foundations of Philippine Pedagogy: Insights from Research and Human Learning and Educational Practice
  - **Research Grants:** P10,000.00 (lump sum) (payable as scheduled)

- **Research Fellow:** Isani A. Jamahali
  - **Project:** Transcription of 500 original Sur at Sug (Jawi) Manuscripts to Tausug and assistance in the translation of the manuscripts to English.
  - **Research Grant:** P15,000.00 payable as scheduled.

### OTHER MATTERS

**Cebu Provincial Ordinance Requiring The Use Of English As The Medium Of Instruction**

The Board noted President Javier's memorandum to the Board regarding the Cebu Provincial Ordinance requiring the use of English as the medium of instruction in all public and private schools in Cebu.

### 1090TH MEETING, 28 SEPTEMBER 1995

#### APPOINTMENTS

The Board approved the following appointments, reappointments, renewals of appointment, promotions, increase in salary, and related matters:

- **UP Diliman**
  - **Eliseo A. de Guzman,** promotion from Associate Professor 2, to Associate Professor 5, College of Social Sciences and Philosophy, effective 28 September 1995.
  - **Ma. Theresa L. De Villa,** promotion from Associate Professor 3 to Associate Professor 5, UP Integrated School, College of Education, effective 28 September 1995.
  - **Mildred S. Ganaden,** promotion from Associate Professor 3 to Associate Professor 5, College of Education, effective 28 September 1995.
  - **Ponciano S. M. Halos,** reappointment as Professor 1, Institute of Biology, College of Science, effective 1 June 1995 until 31 May 1996.
  - **Leonora N. Penlasigui,** promotion from Associate Professor 7 to Professor 1, College of Home Economics, effective 28 September 1995.
  - **Maximo D. Saenz,** promotion from Medical Specialist I to Medical Specialist III, University Health Service, Office of the Vice-Chancellor for Student Affairs, effective 28 September 1995.
  - **Elizabeth L. Salazar,** promotion from College Librarian III to University Extension Specialist IV, National Engineering Center, effective 28 September 1995.
  - **Ma. Corazon Veneracion,** promotion from Associate Professor 6, to Associate Professor 7, College of Social Work and Community Development, effective 28 September 1995.

**UP System**

- **Nestor V. Abalayan,** promotion from Budget Officer III to Budget Officer IV, CBO, effective 6 October 1995.
- **Ananias B. Aurelio,** renewal of appointment as Assistant Secretary, Office of the Secretary of the University, effective 8 September 1995 coterminous with the appointment of the Secretary of the University.
- **Antonio J. Bejasa,** promotion from Administrative Officer III to College Business Manager III, Resource Generation Staff, Office of the Vice-President for Development, effective 28 September 1995.
- **Claro T. Llaguno,** ad interim appointment as Secretary of the University and of the Board of Regents, Office of the Secretary of the University, effective 8 September 1995 to serve at the pleasure of the President.

**UP System**

- **Eliseo A. de Guzman,** promotion from Associate Professor 2, to Associate Professor 5, College of Social Sciences and Philosophy, effective 28 September 1995.
- **Ma. Theresa L. De Villa,** promotion from Associate Professor 3 to Associate Professor 5, UP Integrated School, College of Education, effective 28 September 1995.
- **Mildred S. Ganaden,** promotion from Associate Professor 3 to Associate Professor 5, College of Education, effective 28 September 1995.
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- **Maximo D. Saenz,** promotion from Medical Specialist I to Medical Specialist III, University Health Service, Office of the Vice-Chancellor for Student Affairs, effective 28 September 1995.
- **Elizabeth L. Salazar,** promotion from College Librarian III to University Extension Specialist IV, National Engineering Center, effective 28 September 1995.
- **Ma. Corazon Veneracion,** promotion from Associate Professor 6, to Associate Professor 7, College of Social Work and Community Development, effective 28 September 1995.
Jose N. Esteban, change of status from part-time to full-time as Professor 5, College of Medicine, effective 1 June 1995.

Ophelia M. Mendoza, additional assignment as Chairman, Office of Extension and Continuing Education, College of Public Health, effective 22 June 1995 until 31 October 1996.

**TRANSFER TO PERMANENT STATUS**

**UP Manila**

Ma. Victoria D. Bautista, as Assistant Professor 2, UP College Baguio, effective 28 September 1995.

Jose Wendell P. Capili, as Assistant Professor 1, College of Arts and Letters, effective 28 September 1995.

Lenore P. De La Cruz, as Assistant Professor 1, College of Social Work and Community Development, effective 28 September 1995.

Francisco N. De Los Reyes, as Assistant Professor 1, Statistical Center, effective 28 September 1995.

Rolando Ramon C. Diaz, with promotion, from Assistant Professor 1 to Assistant Professor 4, College of Engineering, effective 28 September 1995.

Rolando B. Fernandez, as Assistant Professor 3, UP College Baguio, effective 28 September 1995.

Corazon A. Hila, as Assistant Professor 2, College of Fine Arts, effective 28 September 1995.

Alexander L. Hipolito, as Assistant Professor 4, College of Science, effective 28 September 1995.

Reynaldo Romualdo M. Rey, as Assistant Professor 4, College of Science, effective 28 September 1995.

Graciano P. Yumul, Jr, as Associate Professor 2, National Institute of Geological Sciences, College of Science, effective 28 September 1995.

**UP Diliman**

Romeo O. Ceniza, as Associate Professor 2, School of Health Sciences, College of Medicine, effective 28 September 1995.

Orino O. Talens, as Assistant Professor 4 (part-time), College of Medicine, and Attending Family Physician, PGH, effective 1 June 1995.

**UP Visayas**

Lorna S. Almocera, as Assistant Professor 1 of Mathematics, UP Cebu College, effective 28 September 1995.

Vicente M. Araneta, as Assistant Professor 1, UP Cebu College, effective 28 September 1995.

**PROFESSORIAL CHAIR**

**UP Diliman**

Carlos C. Bautista, as Herminio & Remedios Cordero Llamas Associate Professor of Business Administration, College of Business Administration, effective 1 June 1995 until 31 May 1996.

Ma. Divina Pascua-Cruz, as MMC DJ Assistant Professor of Library Science, Institute of Library Science, effective 1 July 1995 until 30 June 1996.

Jose Maria L. Escanor IV, as Philamlife Insurance Assistant Professor of Actuarial Mathematics, College of Science, effective 1 July 1995 until 30 June 1996.

Albina P. Fernandez, as Oscar Carino Assistant Professor of Filipino, College of Arts and Letters, effective 1 July 1995 until 30 June 1996.

Cristina P. Hidalgo, as Metro Manila Commission DJ Associate Professor of English, College of Arts and Letters, effective 1 July 1995 until 30 June 1996.

Ma. Corazon A. Hila, as Ignacio Villamor Assistant Professor of Art History, College of Fine Arts, effective 1 January until 31 December 1996.

Judy Celine A. Ick, as Metro Manila Commission DJ Assistant Professor of English, College of Arts and Letters, effective 1 July 1995 until 30 June 1996.

Amalio S. Lapaz, as Felix Llamido Assistant Professor of Sports, UP College Baguio, effective 1 July 1995 until 30 June 1996.

Teofina A. Rapanut, as UPJPI Associate Professor of Mathematics, UP College Baguio, effective 1 July 1995 until 30 June 1996.

Johnny T. Reynoso, as Guillermo Tolentino Assistant Professor of Visual Communication, College of Fine Arts, effective 1 January until 31 December 1996.

Ma. Teresa M. Sicat, as Gen. Carlos P. Romulo II Associate Professor of English, College of Arts and Letters, effective 1 July 1995 until 30 June 1996.

Lily Rose R. Tope, as Sigma Delta Phi DJ Assistant Professor of English, College of Arts and Letters, effective 1 July 1995 until 30 June 1996.

**EXTENSION OF SERVICE BEYOND COMPULSORY RETIREMENT AGE**

**UP Diliman**

Felisa B. Añonuevo, as Professor 6, College of Education, effective 1 November 1995 until 31 March 1996.

Ernesto Constantino, as University Professor, College of Social Sciences and Philosophy, effective 25 August 1995 until 31 May 1996.

Priscilla M. Matias, as Professor 12, National Institute of Geological Sciences, College of Science, effective 1 June 1995 until 31 May 1996.

Ma. Clara V. Ravina, as Professor 7, College of Arts and Letters, effective 12 August until 31 October 1995.

Ildefonso P. Santos, as Professor 4, College of Architecture, effective 5 September 1995 until 4 September 1996.

Natividad A. Santos, as Professor 9, College of Education, effective 8 September 1995 until 31 March 1996.

**POLICY MATTERS**

**UP Provident Fund**

The Board approved the following Revised UP Provident Fund Charter:

I. NATURE AND CONCEPT OF FUND

A. The UP Provident Fund otherwise referred to as the Fund or PF is an employees’ fund created and organized by the University of the Philippines pursuant to the University Charter, as amended (Act 1870). Its establishment, and the rules and regulations governing its management, was approved by the Board of Regents pursuant to its general powers of administration and the exercise of the following powers of the corporation:
I. To receive and appropriate to the ends specified by law such sums as may be provided by law for the support of the University.
2. To determine the duties and conditions of employment of the University professors, instructors, lecturers and other employees of the University.
3. To receive in trust, legacies, gifts, and donations of real and personal property of all kinds and to administer the same for the benefit of the University.

The Fund is contemplated to be a form of reward and further encouragement to the University's employees for faithful and dedicated service to the University.

B. Its specific objectives are:

1. To supplement retirement and other financial benefits of UP employees.
2. To inculcate the values of thrift and prudent management of individual financial resources.
3. To provide a "safety net" in times of personal or family emergencies.

II. MEMBERSHIP

A. Eligibility - All regular full-time, half-time, permanent, temporary, and substitute employees, all those receiving compensation on a daily and monthly basis as casuals, contractuals, and substitutes whose salaries are charged to the general appropriations fund or the UP income are eligible to become members of the fund.

All eligible members including past members who fill up a consent form authorizing UP to deduct a fraction of their basic monthly salaries as determined by the Board of Trustees as contributions to the provident fund, shall become members of the Fund.

B. Termination of Membership - An employee shall cease to be a member of the Fund under any of the following causes:

1. Voluntary Termination
   a. Resignation
   b. Transfer to another government office
   c. Optional retirement

2. Involuntary Termination
   a. Death
   b. Total and permanent disability
   c. Retrenchment
   d. Compulsory retirement
   e. Lapse of co-terminus appointment
   f. Dismissal from the service as a penalty arising from an administrative case

C. Renewal Of Membership - Any member who has previously terminated membership from the Fund shall be re-admitted into the Fund under the same condition of eligibility prescribed in item A of this section. Such a re-admitted member shall be considered as a newly appointed or newly employed personnel.

D. Suspension Of Membership - An employee's membership in the Fund shall be deemed suspended when a member goes on leave of absence without pay in excess of one month or when a member is suspended from service as a penalty for an administrative offense. Such period of suspension shall therefore be excluded, in the reckoning of a member's tenure or length of membership in the Fund. However, if a member who is under preventive suspension is subsequently exonerated and is paid his back salaries, such period of suspension shall be included in the reckoning of his tenure of membership in the Fund as if no suspension were imposed at all.

III. NATURE AND CONCEPT OF FUND

A. Composition - The Fund shall be administered by the Board of Trustees, which shall be composed of at least sixteen (16) members, as follows:

1. President of the University
2. Vice-President for Finance and Administration
3. One of the Chancellors
4. Three (3) elected sectoral representatives from UP Diliman, UP Los Baños, UP Manila, and UP Visayas, representing "sectors" as defined in article IX, H.
5. One elected representative representing employees of the UP System central administration, UP-Diliman, UP Mindanao, and other autonomous units that may be created by the Board of Regents. All designations/appointments of the members of the Board of Trustees shall be duly confirmed by the Board of Regents.

B. Chairman of the Board of Trustees - The President shall be the ex officio Chairman of the Board of Trustees.

C. Vice-Chairman of the Board of Trustees - The Vice-President for Finance and Administration shall be the ex officio Vice-Chairman of the Board of Trustees.

D. Presiding Officer - The Chairman shall preside over all meetings of the PF Board. In his absence or incapacity, the Vice-Chairman shall preside over the meeting, and perform all the duties of the Chairman.

E. In the absence of both the Chairman and the Vice-Chairman, the Chairman shall designate one of the Trustees as temporary presiding officer.

F. The University General Counsel shall serve as Corporate Secretary of the Board of Trustees.

G. Term of Office - Of the twelve additional members first elected as provided in Section III.A.2, the President of the University shall designate four members who shall serve for one year, four members who shall serve for two years, and four members who shall serve for three years. Thereafter, the successors of such members shall hold office for three years or until their successors are appointed. The elected representatives of the autonomous units mentioned in III.A.5 will serve for three (3) years:

In case of a vacancy among the members of the Board of Trustees, such vacancy shall be filled by appointment by the Board of Trustees upon recommendation by the President of the University and such appointee shall hold office for the unexpired term. Sectoral members, shall assume office on the first working day of the year following the confirmation of their election.

The Chancellor member shall be appointed by the Board of Regents on a rotation basis for a term of one year per autonomous university.

The Provident Fund Board of Trustees shall promulgate policies and implementing rules and regulations not contrary to law; ensure the effective administration and management of the Provident Fund and govern the operation thereof of the Provident Fund. Specifically, the PF Board of Trustees shall have the following powers and duties:

1. To exercise administration and control of the Fund and its earnings in accordance with the provision of this Charter.
2. To formulate investment, loan, and benefit policies consistent with the objectives of the Fund.
3. To approve all loans, retirement benefits, dividends, other benefits, and other payments from the Fund.
4. To designate authorized signatories of PF vouchers and other official documents and transactions.
5. To create such committees as it deems necessary for the efficient administration of the Fund. Committee members shall be designated by the Chairman and confirmed by the Board of Trustees.
6. To appoint and remove officials and personnel of the Fund.
7. To execute or perform such acts or activities beneficial to the interest of the Fund and its members.

H. Management of the Fund at the Autonomous University Level

1. The operation of the Fund shall be in accordance with the general policies and guidelines determined by the Board of Trustees.
2. The autonomous campus Provident Fund management shall be composed of the General Manager, Treasury, and Accounting Offices personnel in the autonomous campuses shall be appointed by the PF Board of Trustees.
3. The autonomous campus Provident Fund management shall submit an annual program of activities, receipts, and expenditures for approval by the Board of Trustees.
4. However, the employees of the UP System Central Administration, UP Open University, UP Mindanao, and other new autonomous units that may hereinafter be created by the Board of Regents will constitute a business unit administered directly under the Fund system manager.

I. Meetings

1. The Board of Trustees shall hold its regular meetings at least once a month. The Chairman of the Board of Trustees or a majority of the Trustees may call a special meeting at any time upon written notice addressed to the Secretary of the Fund.
2. The presence of a majority of the members of the Board of Trustees shall constitute a quorum. All the meetings of the Board of Trustees shall be presided over by the Chairman or, in his absence by the Vice-Chairman or, in the Vice-Chairman’s absence, by any of the Trustees designated by the Chairman.
3. Matters to be taken up at any meeting of the Board of Trustees shall be decided by the majority vote of all the members present. In case of a tie, the Chairman shall cast the deciding vote.

IV. CONTROL BY THE BOARD OF REGENTS OF THE PROVIDENT FUND

A. Review Power - The Board of Regents, at its discretion, shall have the right to review any action or resolution of the Board of Trustees and any action or decision of the fund management of each autonomous campus, and to move for corrective or remedial actions when necessary.
B. Annual Report of the Board of Trustees - The Board of Trustees shall render a consolidated report to the Board of Regents on the operating results and financial position of the Fund at the end of each calendar year. Such annual report shall be accompanied by an Auditor’s Opinion and shall be submitted to the Board of Regents not later than April 30 of the following calendar year.
C. Accounting of the Fund - The Campus Provident Fund Management shall keep accurate and detailed accounting and membership equity records at the autonomous campus level relating to the Fund’s transactions, financial position, and results of operation. Such records shall be open for inspection and audit during reasonable business hours by any member and/or person designated by the Board of Trustees. The UPS Provident Fund shall keep records of System Administration fund transactions, campus financial statements, and investment portfolio records.

The Campus Provident Fund Management shall also keep accurate and detailed accounting of financial transactions with the UPS Provident Fund Management and its campus members, adequate for reporting to the UPS Provident Fund Management and Board of Trustees.

The UPS Provident Fund Management shall keep accurate and detailed records of System Administration PF transactions, adequate for purposes of reporting to the Board of Trustees.

D. Amendments and Revision of Rules - The UP Board of Regents may motu proprio or at the instance of the PF Board of Trustees amend, revise, modify, or repeal this Charter.

E. Legal Counsel
1. The General Counsel of the University shall be the ex officio legal counsel of the Fund. He/she shall handle, control, and supervise all legal cases and legal affairs of the Fund.
2. The Chief Legal Counsel of the autonomous campuses and other Counsel of the System shall render assistance as required by the General Counsel.

F. Auditor of the Fund - The Board of Trustees will appoint an auditor for the Fund.

V. BENEFITS

A. Purposes Of The Fund - The Fund is primarily for retirement benefits of its members. Other uses of the Fund shall be determined by the Board of Trustees.

B. Funds Sources And Sharing Of Benefits

a. In December of every calendar year, the Board of Regents shall appropriate an amount representing the University’s contribution to the Fund. Such contribution shall be sourced from University income except income from students’ fees and matriculation fees.

b. The amount to be contributed by the University and to be credited to each member’s equity account shall be at least P1,200 per member per twelve-month tenure of membership.

c. Agency contributions shall be distributed according to length of membership in the Fund during the calendar year for which the contribution applies.

d. Only personnel employed with UP as of December 31, 1993 shall receive an equity cut of the initial contribution from the University. Employees hired thereafter shall receive an initial equity cut out of the subsequent contributions given by the Board of Regents every calendar year as provided in the immediately preceding paragraphs a, b, and c.

c. Contributions by Members - A member’s contribution shall permanently form part of his equity balance which shall serve as the basis for prorating Fund earnings and losses.

D. Donations
1. Fund members shall actively solicit donations to augment the investible resources and income of the Fund.

2. The Board of Trustees shall promulgate rules and procedures for the solicitation and acceptance of contributions from donors and for similar fund-raising activities as well as for the granting of reasonable rewards to members who contributed their time, creativity, and efforts to such fund-raising activities.

3. Balance of solicited amounts, after rewards and other expenses, shall be shared according to length of membership in the Fund during the year of solicitation.
E. Results of Operations - Net income or losses from operations shall be shared by members of the Fund in proportion to their average monthly equity balance of the year reported on. Average monthly equity balance of a member equals the sum of his end-of-month equity balances divided by twelve (12) months.

VI. INVESTMENTS
All available funds of the PF except those for operations, shall constitute its investible funds. As an investment policy, all Fund investments shall be made within the context of safety, profitability, and liquidity.

The Board of Trustees shall invest said funds in:
1. high-grade securities;
2. blue-chips stocks;
3. interest-earning deposits;
4. money market instruments;
5. real estate investment;
6. loans to members; and
7. other non-speculative investments to earn at least six percent (6%) interest per annum, under proper guidelines and established loan policies. These investments shall be reported monthly or periodically to the Board of Trustees for approval, confirmation or notation, as the case may be.

VII. PAYMENT OF BENEFITS
A. Full Refund of Equity
A separated member of the Fund, regardless of the reason for separation, shall be entitled to a full refund of his equity balance.

B. Filing of Claims
The member concerned or his/her legal heirs, shall file his/her claim in writing with the PF office. When claims are made by the legal heirs of a deceased member, the laws and rules on succession shall apply. In both cases, the payment of benefits shall be governed by the policies and procedures established by the Fund.

C. Limitations on Payment
1. The Fund shall have a first and paramount lien upon the amount standing to the credit of any member to cover all unpaid loans or credit accommodations and other claims of whatever nature which the Fund may have against him. The Fund shall also have a lien on the outstanding credit of the member for any debt due to the Fund from the member, a deduction of which has been specifically authorized by the member in writing.
2. Unless otherwise provided herein, a member cannot draw against his equity credits in the books of the Fund, nor can any such credit be made available as security for a loan except in favor of the Fund.

VIII. TERMINATION OF THE FUND
In the event of termination or dissolution of the Fund, balances credited to the equity account of members, less corresponding outstanding obligations at the time of dissolution, shall be distributed to the members.

IX. DEFINITIONS
The following words and phrases, as used in this Charter, shall have the meaning indicated unless a different meaning is manifestly intended:

a. University shall mean the University of the Philippines, or UP, and shall include its Central Administration, all its autonomous units, and campuses.

b. Basic Salary shall mean the standardized salary rate prescribed in Republic Act No. 6758 otherwise known as "The Compensation and Position Classification Act of 1989" or similar laws that may be enacted in the future including the transition allowance and such other allowances and emoluments that may be integrated into the basic salary.

c. Board of Regents shall mean the governing Board of Regents of the University.

d. Earnings shall include all interest dividends, business incomes and any other increments in assets or deposits of the Fund.

e. Member shall mean officer or employee of the UP who, by the terms hereof, is entitled to the benefits of the fund.

f. Termination from the University shall include resignation, retirement, transfer, death or any other process.

g. Service to the University shall mean uninterrupted service in the University and shall include all leaves of absence with full pay, and all leaves of absence officially authorized by the University, provided the officer or employee is paid for the period of the leave and all terminal leaves after the separation of an officer and employee.

h. All employees are classified into three sectors with approximately equal number of members based on their salary grade level, i.e., sector A - salary grades 1 to 7; sector B - salary grades 8 to 15; and sector C - salary grades 16 and UP.

i. Fund shall refer to the UP Provident Fund.

j. Individual members equity shall mean university contributions, personal contributions, and earnings, minus share of losses, unpaid loans, and other individual obligations to the Provident Fund.

Salary Grade of Assistant Director For Test Administration
The Board approved an upgrading of the salary grade for the position of Assistant Director for Test Administration, from Salary Grade 24 to Salary Grade 25, to conform with the actual salary grade of the position.

Incentive Scheme For Transfer To UP Mindanao
The Board approved the following Transfer Incentive Scheme for UP Faculty who will transfer to UP Mindanao:
1. Reimbursement of transportation fare of family, household effects and car;
2. A housing unit in Davao for up to three (3) years, or a maximum housing allowance of P3,000.00 per month, if no housing unit can be provided by the University or if the person concerned desires to look for his/her own housing arrangement;
3. Thirty percent of annual salary as incentive allowance for the first year only;
4. A P200-monthly allowance for the spouse and children under twenty-one years of age, for 3 years, as well as parents of single faculty/staff who are dependent on them.

UP-Open University Council Meeting "Quorum"
The Board approved that the quorum of the UP-Open University Council Meeting shall consist of 30 members, as carried at the latter's meeting on 15 September 1995.

Authority for the UP President to Modify Personal Services Items
The Board granted authority to the UP President to modify personal services items for the following purposes:
1. To accommodate the promotions and/or step increases of UP Faculty, including automatic promotions for new Ph.Ds among the faculty;
2. To implement the reassignment/redeployment of items from the pool of vacant items for a more optimal or equitable distribution of workload;
3. To implement transfers/redeployment of personnel from one unit to another to rationalize unit staffing patterns;
4. To implement some reclassification or changes of position titles to reflect actual duties of incumbents.

The promotions and step increases will be funded from centralized funds under the control of the Department of Budget and Management provided under the 1995 General Appropriations Act and from savings in item slacks within the approved personal services itemization of the University. Payment of approved promotions or step increases funded out of such centralized funds in the general appropriations shall be subject to actual release of the funds by the Department of Budget and Management.

Additional Guidelines In Processing Recommendations For Promotion Of Faculty Members And REPS

The Board confirmed the Additional Guidelines to be followed by the System Committee in processing recommendations for the promotion of faculty members and REPS:

1. Faculty members who are on study leave with pay, on sabbatical, or on special detail with pay, e.g., on faculty exchange, may be promoted based on their achievements/accomplishments before they went on study leave, on sabbatical or on special detail provided such achievements/accomplishments were not covered by previous promotions (in this case since 1991). The promotion of these faculty members becomes effective upon approval by the Board of Regents.
2. Faculty members who are on study leave without pay may be promoted for achievements/accomplishments before they went on study leave provided such achievements/accomplishments were not covered by previous promotions. Their promotion shall become effective upon approval by the Board of Regents. However, they shall enjoy such promotion only upon their actual report for duty.
3. It is understood that faculty members who are on study leave shall not be promoted based on their achievements or progress in their graduate studies as they will be eligible for automatic promotion upon the completion of their doctoral degrees.
4. Faculty members who have just returned from their sabbatical may be recommended for promotion for publication of a book or journal articles or completion of research projects while on sabbatical. It is understood that all recommendations for promotion are subject to funding constraints and priorities set by the departments/colleges/autonomous universities.

ACADEMIC MATTERS
Establishment of the Filemon C. Rodriguez Professorial Chair
Establishment of the Filemon C. Rodriguez Professorial Chair at the College of Engineering, UP Diliman.

Institution of the Diploma in Statistics Program at UP Los Baños
The Board approved the institution of a Diploma in Statistics Program at UP Los Baños effective First Semester 1996.
Justification: Information technology has taken the center stage in, both, the public and private sectors. With the nation’s goal of “global competitiveness and people empowerment,” there is an increase in the use of statistical methodologies to help generate usable information. The accompanying increase in demand for personnel trained in the field is a documented fact. Furthermore, about 85% of the workers in the Philippine statistical system do not have academic degrees in statistics (Unpublished report by the Special Committee to Review the Philippine Statistical System, 1986).

The Division of Statistics and Statistical Laboratory is currently offering M.S. and Ph.D. programs in Statistics. A graduate in B.S. Statistics can finish the M.S. and Ph.D. programs in the prescribed two and three years, respectively. However, a non-statistics graduate usually needs an additional year to enroll in advanced undergraduate statistics courses and to make up for the deficiencies in mathematical and computing requirements. Also, those in the field may find it difficult to leave their jobs for more than one year to upgrade their skills and knowledge in specific areas of concern. As a result, the opportunity to obtain graduate training in statistics in these levels may be closed to numerous members of the statistical workforce.

The Diploma in Statistics will provide the training needed by workers in Statistics who wish to pursue advanced studies to increase their effectiveness as professionals in the Philippine statistical system.

Staff to handle the course will comprise all of the Statistics Faculty and Statistical Laboratory staff as well as from the Institute of Mathematical Sciences and Physics; and some staff from the Institute of Computer Science. Lecturers from statistical agencies and research institutions will also be invited to teach.

Institution Of Programs Of The UP-Open University
The Board approved institution of the following programs in the UP-Open University:

- Diploma in Agriculture - This program has been existing in residential mode for 14 years having 4 major fields, but only the major in Extension and Communication will be transformed into the distance mode.
- Diploma/Master’s in Architecture - a ladder-type program. The residential program also has 4 major fields, but only one will be transformed into distance mode - Community Architecture.
- Diploma in Land Use Planning - This program has been existing in residential mode, and is being converted into distance education because of overwhelming demand in the local government units.
- Diploma/Master’s in Teacher Education - The programs have three major fields - Language, Reading, and Social Studies - and consist of common courses, designed as ladder-type curricula where students can go from a Diploma to a Master’s degree. The degree titles will be:
  - Diploma in Social Studies for Teachers
  - Diploma in Language Studies for Teachers
  - Master of Arts in Education (with specific majors) All the courses conform to the University’s requirements for minimum units of credit.

Abolition of Programs in College Of Public Health
The Board approved abolition of the following programs of the College of Public Health, UP Manila, as approved by the UP Manila University Council at its 29th regular meeting on 11 December 1992:

- Master of Public Health Engineering
- Master of Public Health (Veterinary)

DONATIONS, GRANTS, AND GIFTS
UPERDFI Donation
The Board accepted, with thanks, a donation of ₱400,000.00 from the UP Engineering Research and
Establishment of a Research Trust Fund for UP Funded Research Projects

The Board approved a UPS-Fiscal Policy Operation Committee endorsed the establishment of a Research Trust Fund for UP funded research projects to enable the University to utilize research funds for its research activities (particularly funds from Government subsidy), even beyond the year for which they were appropriated. The Board noted that while government accounting and auditing rules restrict the use of government funds beyond the year for which they were appropriated, research projects dependent on these funds usually span a period beyond a given fiscal year. Furthermore, funds, particularly CIIs (Congressional Initiatives), are usually released during the third or fourth quarter of the year.

Faculty and Staff Merit Promotions and Awards

The Board approved Faculty and Staff Merit Promotions and Awards for 1995 and likewise granted the President authority to approve the personnel actions for the remaining personnel whose documents were not completed as of 28 September 1995 to facilitate early release of the supplemental allocation from the Department of Budget and Management.

Revision of Rates of Lecturers and Retired Faculty with Teaching Load

The Board revised the rates of Lecturers and Retired Faculty members with Teaching Load, effective January 1, 1994 (for the first adjustment) and January 1, 1995 (for the second adjustment).

Note: Joint Resolution No. 1 of Congress as initially implemented by National Compensation Circular No. 72 adjusted the salary scale of government employees, effective 1 January 1994. Thereafter, National Compensation Circular No. 74 provided for a second adjustment, effective 1 January 1995. Thus, the hourly/monthly rates paid to lectures and retired faculty with teaching load are adjusted, effective the aforementioned dates, based on equivalent faculty salaries which have already been adjusted as provided by law.

MEMORANDA OF AGREEMENT

The Board confirmed the following Memoranda of Agreement regarding academic matters:

UP System

Memorandum of Understanding with Chulalongkorn University

Memorandum of Understanding for Educational and Scientific Cooperation with Chulalongkorn University

Project: Establishment of exchange programs beneficial to their respective educational institutions and to promote the development of joint studies, research, educational, and other training programs of mutual interest.

Effectivity: For five (5) years upon approval and/or confirmation by appropriate authorities of each party.

Signed: 31 August 1995

UP Diliman

General Memorandum Of Agreement On Academic Consortium

Renewal of the General Memorandum of Agreement on Joint Programs with Ateneo De Manila University, and De La Salle University Project: Academic consortium originally entered into among the parties in 1974 and renewed in 1979, 1984, and 1989 each for a period of five years.

Effectivity: January 1995 for five years.
RESEARCH CONTRACTS

The Board noted the following Research Contracts entered into by and between the University (represented by the President) with individual faculty members under the administration of the University Center for Integrative and Development Studies (UCIDS) to undertake specific projects.

1. For the Biodiversity Conservation Program

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<tr>
<th>Research Fellow</th>
<th>Research Title</th>
<th>Research Grant</th>
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<tr>
<td>Dr. Adoracion T. Arañez</td>
<td>Genetic Diversity/Bio-technology</td>
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<td>Prof. Mary Constancy C. Barrameda</td>
<td>Social Issues Concerning Biodiversity Conservation</td>
<td>P25,000.00</td>
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<td>Dr. Wilfredo L. Barraquito</td>
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<td>Mr. Leonard L. Co</td>
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<td></td>
<td>Ecosystem Diversity</td>
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<td>Terrestrial Ecosystem</td>
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<td>Plant Species Diversity</td>
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<td>Spermatophytes</td>
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<td>Angiosperms</td>
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<td>Ms. Ma Celeste C. Cortes</td>
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<td>Prof. Elizabeth P. Marcelino</td>
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<td>Mr. Perry S. Ong</td>
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<td>Dr. Roberto C. Pagulayan</td>
<td>Vertebrates: Mammals</td>
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<td>Ms. Teresa P. Perez</td>
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*See also 1092nd Meeting, p 68.*
Waiver Of the Ten Percent Administrative Fee

The Board approved waiver of the 10% administrative fee for contributions to the Bahay ng Alumni which are cours ed through the University.

Matters from the Regents' Committee on Resource and Financial Management

The Board also approved conversion of the Area to be vacated by the College of Dentistry as an academic support zone upon recommendation of the Regents' Committee on Resource and Financial Management chaired by Regent Espiritu.

OTHER MATTERS

The Board noted the following matters reported at the meeting:

Role of the U P Marine Research Institute in Bolinao

Resolution No 23-S-1995 passed by the Sangguniang Bayan of Bolinao, Pangasinan, held at its Regular Session on 4 September 1995 “Recognizing the ‘Forthcoming Industrialization of Bolinao and Delineating the Ensuing Role of the U P Marine Research Institute

Report of the Task Force to Conceptualize the Arts and Sciences Program of UP in Mindanao

1. UP is in Mindanao to help Mindanao in the first instance, but simultaneously and ultimately for the whole nation’s advantage as well: to help find and locate Mindanao in the nation, and the nation in Mindanao.

2. UP in Mindanao traces and owes its raison d’etre to Mindanao’s educational needs, the determination and meeting of which shall be a first order of business in direct and continuing consultations with its people at large, in the universities, in government.

3. UP in Mindanao shall take into account and build upon Mindanao’s richness in people resources, cultural roots and diversity, and land and marine resources, and help develop and enhance the resources for the benefit of the people of Mindanao and all Filipinos.

4. UP is in Mindanao to complement, not to compete with, private and other state universities in the area: to help fill gaps in their faculty and degree program capability, research and extension ability, and library availability, having in mind always the urgent and important needs of Mindanao.

5. UP in Mindanao is building from the ground up, with the flexibility that building up bestows. With flexibility, then creativity, imagination, and innovation can take wing, but hopefully not to run away with the situation to everyone’s consternation.

Flexibility is for the taking and the using in curriculum making, in organizing and running research and extension, in devising organizational and administrative structures.

In the context of providing quality higher education to a region which historically has been consistently underserved by the University of the Philippines, and in order to establish its academic presence in an emerging growth center, the UP in Mindanao is envisioned to provide academic programs with “emphasis on science, technology and agricultural education”. (RA 7889, Sec 4)
Rodolfo Baldevarona, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Adelina A. Barrion, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

José Ali Bedaño, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Myrna C. Belarmino, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Felicita S. Blancaflor, additional assignment as Affiliate Associate Professor, Diploma in Science Teaching Learning Coordinator, effective 9 May 1995 until 31 March 1996.

Primitivo G. Ereno, additional assignment as Affiliate Associate Professor, effective 1 June 1995 until 31 May 1996. Diploma in Science Teaching Learning Coordinator, effective 1 July 1995 until 31 May 1996.

Ida F. Dalmacio, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Ludivina S. De Padua, additional assignment as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Alexander C. Fior, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Mildred J. Gonzales, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Ely D. Gomez, additional assignment as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Ann Inez N. Gironella, additional assignment as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Delfin B. Lapis, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Rita P. Laude, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Prosperidad C. Luis, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 October 1996.

Crispin C. Maslog, additional assignment as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Thelma Lee Mendoza, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 October 1995.

Florinio E. Merca, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Bonifacio T. Mercado, additional assignment as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Arnold M. Naldoza, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Remedios V. Nartea, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Silverio S. Obungen, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Pablo P. Ocampo, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Evelina Pangalangan, additional assignment as Affiliate Professor, effective 9 May 1995 until 31 October 1995.

Erilda B. Panggit, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Pacifico C. Payawal, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Romeo U. Quintana, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Marinao B. Ramos, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Asunciön K. Raymundo, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Restituta P. Robles, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Astea Santiago, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Carolina P. Santillana, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Leonor Santos, additional assignment as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Bianda R. Sumayao, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

James L. Torres, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Socorro L. Villalobos, additional assignment as Affiliate Professor, effective 1 June 1995 until 31 May 1996.

Agnes F. Zamora, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Macrina T. Zafaralla, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

José C. Zuniega, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

TRANSFER TO PERMANENT STATUS

UP Diliman

Wilfredo V. Alanguid, as Assistant Professor 1, UP College Baguio, effective 24 October 1995.

Carolina S. Malay, as Assistant Professor 2, College of Mass Communication, effective 1 November 1995.

PROFESSORIAL CHAIR

UP Diliman

Víctor C. Avecla, as Ramon Cojuangco DJ Assistant Professor of Broadcast Communication, College of Mass Communication, effective 1 January until 31 December 1995.

Nilo S. Ocampo, as Santiago Fonacier Associate Professor of Filipino, College of Arts and Letters, effective 1 July 1995 until 30 June 1996.

Nelson H. Salite, as Central Bank DJ Associate Professor of Accounting, College of Business Administration, effective 1 July 1995 until 30 June 1996.

UP Manila

Teresita S. De Guzman, as UP Investment Portfolio Assistant Professor of Biochemistry, College of Medicine, effective 1 July 1995 until 30 June 1996.
HEADSHIP OF UNITS

UP Diliman

Merlin M. Magallona, additional assignment as Dean, College of Law, effective 24 October 1995 until 23 October 1998.

Rene Ofteneo, reappointment to additional assignment as Dean, School of Labor and Industrial Relations, effective 24 October 1995 until 23 October 1998.

EXTENSION OF SERVICE BEYOND COMPULSORY RETIREMENT

UP Diliman

Napoleon J. Casambre, as Professor 12, College of Social Sciences and Philosophy, effective 10 September 1995 until 31 May 1996.

UP Manila

Angelita G. Reyes, as Associate Professor 4, College of Medicines, effective 1 June 1995 until 15 March 1996.

Oscar M. Tanco, as Professor 11, College of Medicines, effective 5 August until 31 December 1995.

Grace C. Ymzon, as Associate Professor 5, National Teacher Training Center for the Health Professions, effective 17 September until 31 December 1995.

The Board confirmed the following ad interim appointments:

UP Open University

Celia T. Adriano, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Marie Aganon, as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Josefina Agravante, as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Adalberto R. Alday, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Teresita I. Barcelo, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Lina G. Barzaga, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Benjamin Carino, as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Armand S. Commandante, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Jessica K. Carino, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Veronica F. Chan, as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Thelma F. Corcega, as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Rhodora Corrales, as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Amante C. Cruz, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Virginia M. Dandan, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Lilian A. De Las Llagas, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Dolores M. Endriga, as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Jose N. Endriga, as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Oscar L. Evangelista, as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Ronald Fernandez, as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Emilette G. Flores, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Tarlochan Kaur Pabla Galian, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Reynaldo V. Guioguio, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Artemio Isidro, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Joanina Ladao, Jr., as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Theressa Lariosoa, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Ma. Estela Layug, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Felix Librero, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Eloisa D. Madraso, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Remedios A. Magkaski, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Nidia M. Manuson, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Evelina A. Mejillano, as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Cristina F. Mencias, as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Frances F. Morillo, as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Glenda M. Parina, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Consuelo M. Paz, as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Romeo C. Quieta, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Adelwisa R. Ortega, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Lucia R. Rabuco, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Lina Somera, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Proserpina Tapales, as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Luis D. Teodoro, as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Wilfred U. Tiu, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Amayrilla T. Torres, as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Nestor Vinluan, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Damo Yanga, as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

P O L I C Y M AT T E R S

Guidelines for Awarding Ph.D. Philippine Studies Scholarships and Angara Scholarships

The Board adopted guidelines for awarding the Ph.D. Philippine Studies Scholarships in the College of Arts and Letters (CAL) and the College of Social Sciences and Philosophy (CSSP).
The Board likewise approved the guidelines for the award of the Angara Scholarships in the Asian Center, effective First Semester 1995, provided that the criteria for the retention of the Scholarship in the Guidelines for Awarding the Angara Scholarships in the Asian Center shall also include the following:

“Must be a student of good academic standing (i.e. not on MRRI).”

Establishment Of The Samar-Leyte Heritage Center At UPV Tacloban College

The Board approved the establishment of a Leyte-Samar Heritage Center in UP Tacloban College, provided, that the Center shall be a research and extension unit (not a degree granting unit) of UP Tacloban College, to be headed by a Director reporting to the Dean and appointed by the Chancellor of UP Visayas.

The Center will conduct studies on various aspects of the Leyte-Samar culture and environment for the purpose of development. The major thrust of the Center will be to study life in Leyte and Samar in order to help the economy.

Justification: This concept assumes that for a people to be empowered, they must basically realize their dignity through a clearly defined cultural identity and a solid knowledge of their history as well as the current state of their physical and social environment. The Leyte-Samar region or Region VIII comprises six provinces, namely, Northern Samar, Eastern Samar, Western Samar, Leyte, Southern Leyte, and Biliran. The provinces of Samar especially, are some of the poorest in the country. The natural resources of the region, such as forest and sea products are fast diminishing. Yet, the culture of the region - language, food, customs, rituals, songs, dances - has held firmly amidst all these changes. The region is economically poor but culturally rich.

Compensation Scheme For Faculty Affiliates Of The UP Open University

The Board approved the Compensation Scheme For Faculty Affiliates Of The UP Open University. In connection, the Board authorized the Chancellor of the UP Open University to issue the necessary memoranda or any other administrative issuances to the affiliate faculty concerned, specifying their respective titles which shall be the basis for their corresponding administrative load credit or honoraria, as the case may be.

Revision of the Rule on Maximum Overload and Summer Teaching Honoraria

The Board approved the revision of the Rule on Maximum Overload and Summer Teaching Honoraria effective First Semester 1995-1996. The revised rules shall apply to both graduate and undergraduate courses. The revision essentially consists of the following:

a. Modification of the portion of the rules prescribing the maximum overload teaching per Semester, Trimester, and Summer; and

b. Deletion of the following provision of the existing rule:

“However, in no case shall a faculty member be paid overload teaching/summer honoraria beyond a combined total of 18 teaching units of overload and summer teaching over one school year (12 months). In reckoning absolute limit, all credit loads (teaching, research, administration, etc.), including summer teaching, in all units and programs of the UP System shall be counted.”

Revised Rules and Regulations Governing Fraternities, Sororities and Other Student Organizations

The Board approved the Revised Rules and Regulations Governing Fraternities, Sororities and Other Student Organizations incorporating the corrections and other suggestions agreed upon during the 1090th meeting on 28 September in Davao City.

ACADEMIC MATTERS

Ph.D. Fisheries (Aquaculture) UP Program

The Board approved the institution of a Ph.D. Fisheries (Aquaculture) Program, in the College of Fisheries, UP Visayas. The program, which will be the first in the country, will start with the Aquaculture major since the Institute of Aquaculture of the College of Fisheries has the manpower and facilities to implement this program. This will be followed by other majors like Marine Fisheries and Fish Processing Technology.

The Ph.D. Fisheries Program is expected to provide the requirements for competent fisheries scientists in the academe, research institutions, private industry and government agencies.

Justification: The Philippines is the 12th largest fish producer in the world. Fishery contributes significantly to the national economy and is a major source of animal protein in the country. The fisheries sector, however, is confronted with numerous problems like declining fish catch, widespread damage of the coastal environment, underexploitation of the offshore areas, low productivity of brackishwater fishponds, and increasing poverty of municipal fishermen. Strategies and programs are needed to provide solutions to these problems and to maintain fisheries production on a sustainable level.

There is a dire need for highly trained manpower to provide innovative solutions to the complex problems facing the fisheries industry. The Ph.D. Fisheries program will fill this demand for high-level fisheries scientists.

The depletion of the fishery resources and degradation of various aquatic ecosystems are the main problems confronting the management of our aquatic resources. The country needs highly trained fishery managers and fishery researchers to provide solutions to the above problems. The Ph.D. Fisheries program will provide the critical manpower needed by the private and government institutions involved in fisheries research and development.

Assessment of Potential Demand: The Ph.D. Fisheries program will cater to the faculty members of state colleges and universities, research staff of institutions like SEAFDEC-AQD and ICLARM, personnel of private and government agencies involved in fisheries research, and foreign students interested in tropical aquaculture. An informal survey was done at SEAFDEC, UPV-CF and UPV-CAS by the Institute of Aquaculture (IA) to determine the potential enrollees of the Ph.D. Fisheries program. Of the 32 respondents of the survey, 21 signified their interest in pursuing a Ph.D. degree in Fisheries. To date, more than ten inquiries have been received by IA from Philippine State Colleges and Universities, Department of Agriculture, and other countries like Indonesia, Thailand, and India regarding admission to the Ph.D. Fisheries program.

DONATIONS, GRANTS, AND GIFTS

The Board noted the following Deeds of Donation entered into by UP Los Baños:
Deed of Donation with SEARCA
Deed of Donation between the University of the Philippines Los Baños and SEAMEO Regional Center for Graduate Study and Research in Agriculture (SEARCA) for a donation to the University of the following equipment:
- One (1) Reader, printer, Kodakfiche 321A & 323A
- One (1) Processor & inspection kit, Kodak Prostar
- One (1) Conjack, inserter, trimmer
- One (1) Extex densitometer 4004
- One (1) Micobra D-11 Diazo Development 110V, 60Hz.
- One (1) Micobra M-1 microfiche duplicator
- One (1) Minolta micro auto 16 camera w/ extra camera head
- One (1) Reader, roll film Kodak 322

Deed of Donation with the International Rice Research Institute (IRRI)
Deed of Donation between the University of the Philippines Los Baños and the International Rice Research Institute (IRRI) for a donation to the University of three (3) used motor vehicles.

Deed of Donation with the International Rice Research Institute (IRRI)
Deed of Donation between the University of the Philippines Los Baños and the International Rice Research Institute (IRRI) for a donation to the University of a used motor vehicle for the official use of its Institute of Forest Conservation.

Deed of Donation with the International Development Research Centre (IDRC)
Deed of Donation between the University of the Philippines Los Baños and the International Development Research Centre (IDRC) for a donation to the University of a motor vehicle primarily for the use of the Institute of Animal Science.

Deed of Donation with UPLB Foundation, Inc.
Deed of Donation between the University of the Philippines Los Baños and the UPLB Foundation, Inc. for a donation to the University of a motor vehicle for the use of the Institute of Forest Conservation.

FINANCIAL MATTERS

Reprogramming Of Accumulated Savings In Philippine General Hospital, UP Manila
The Board approved the reprogramming of accumulated savings from prior years' obligations (CY 1991 to 1993) in the amount of P15,237,099, as certified by the Chief Accountant of UP Manila-Philippine General Hospital, broken down as follows:

Current Operating Expenditures
- Personal Services: P 2,395,400
- MOOE: 11,008,948
- Total MOOE: P13,404,348

Capital Outlay
- Equipment Outlay: P 1,832,751
- Grand Total: P15,237,099

Justification: The above request was made to enable UPM-PGH to acquire urgently needed medical and administrative equipment.

MEMORANDA OF AGREEMENT

The Board confirmed the following Memoranda of Agreement regarding academic matters:

UP System
Memorandum of Agreement Re: Quezon City Urban Agriculture Program (OCUAP)
Memorandum of Agreement among the University of the Philippines System, the Department of Agriculture, the Quezon City Government, the Bureau of Agricultural Research, the Bureau of Animal Industry, the Bureau of Soils and Water Management, the Philippine Coconut Authority, the Bureau of Plant Industry, the Department of Agriculture Regional Field Unit IV, the National Irrigation Administration, the Agricultural Training Institute and the Recycling Movement of the Philippines, Inc.
Project: The Quezon City Urban Agriculture Program (OCUAP) aimed at developing urban agriculture to enable it to support the national goals of food, forage and water sufficiency and sustainability.
Effectivity: 5 years.
Signed: 27 July 1995

Memorandum of Agreement with the Philippine Center for Population and Development, Inc.
Memorandum of Agreement between the University of the Philippines System and the Philippine Center for Population and Development, Inc.
Project: Population, Resources and Balanced Development for Current and Emerging Metropolitan Areas.
Project Funding: P400,000.00 to be provided by the Foundation.
Effectivity: Upon signing of both parties.
Signed: 5 October 1995.

UP Diliman
Memorandum of Agreement with Civil Service Commission
Memorandum of Agreement between the University of the Philippines and the Civil Service Commission
Project: To develop and implement a Masters degree program in Public Management via the distance education format to be delivered by an accredited educational institution.
Effectivity: Upon signing of both parties.
Signed: 12 July 1995

Memorandum of Agreement with Philippine Institute for Development Studies
Memorandum of Agreement between the University of the Philippines Diliman and the Philippine Institute for Development Studies
Project: Institutionalization of Management of Technology of the University of the Philippines in Diliman.
Project Funding: P5,442,400.00.
Effectivity: Upon signing of both parties.
Signed: 18 September 1995

UP Los Baños
Memorandum of Agreement with Bureau of Agricultural Research re: Botanical Ectoparasiticides for Poultry and Livestock
Memorandum of Agreement between the University of the Philippines Los Baños and the Bureau of Agricultural Research (BAR)
Project: Botanical Ectoparasiticides for Poultry and Livestock.
Effectivity: Upon signing of both parties for a period of three (3) years.
Signed: 21 June 1995
Memorandum of Agreement with Bureau of Agricultural Research re: Information Support for Sustainable Technology Transfer

Memorandum of Agreement between the University of the Philippines Los Baños and the Bureau of Agricultural Research (BAR)

Project: Information Support for Sustainable Technology Transfer on Key Production Areas.

Project Cost: P3,614,479.80 to be provided by BAR.

Effectivity: Upon signing of both parties for three (3) years.

Signed: 3 August 1995

Memorandum of Agreement with Philippine Rice Research Institute (PhilRice)

Memorandum of Agreement between the University of the Philippines Los Baños and the Philippine Rice Research Institute (PhilRice)

Project: Collaboration on rice research, training, development communication and extension programs.

Effectivity: Retroactive to 21 March 1994 until 20 March 2000, subject to annual reviews, and renewable subject to such terms and conditions as may be mutually agreed upon by both parties.

Signed: 22 August 1995

Project Agreement with PCASTRD re: Microbial Production of Food Enzymes

Project Agreement between the University of the Philippines Los Baños and the Philippine Council for Advanced Science and Technology Research and Development (PCASTRD)

Project: Microbial Production of Food Enzymes (Lipases).

Project Cost: P587,950.10 financial support from PCASTRD.

Effectivity: 1 July 1995 until 30 June 1996.

Signed: 13 July 1995

Project Agreement with PCASTRD re: Bio-Pre-treatment of Lignocellulosic Materials

Project Agreement between the University of the Philippines Los Baños, the Philippine Council for Advanced Science and Technology Research and Development (PCASTRD)

Project: Bio-Pre-treatment of Lignocellulosic Materials to Increase Digestion for Ruminants.

Project Cost: P246,489.00.


Signed: 3 April 1995

Memorandum of Agreement with PCIERD, the Twin Rivers Research Center, and the Infarmco Foundation, Inc.

Memorandum of Agreement among the University of the Philippines Los Baños, the Philippine Council for Industry and Energy Research and Development (PCIERD), the Twin Rivers Research Center (TRRC), and the Infarmco Foundation, Inc. (IF)

Project: Pilot Production and Utilization of Pectic Enzymes for Food (Banana and Pineapple) Applications.

Project Cost: Financial Assistance of P727,196.00 to be provided by PCIERD, P20,000.00 by TRRC, and P64,800.00 by IF.

Effectivity: 12 months.

Signed: 13 July 1995

Memorandum of Agreement with BAR re: Landscape Approach to Sustainable Agricultural and Rural Development for Mt. Banahaw Areas

Memorandum of Agreement between the University of the Philippines Los Baños and the Bureau of Agricultural Research (BAR)

Project: Landscape Approach to Sustainable Agricultural and Rural Development for Mt. Banahaw Areas.

Project Cost: P1,512,500 to be provided by BAR.

Effectivity: 3 years.

Signed: 24 April 1995

Memorandum of Agreement with the Provincial Government of Laguna, and Laguna State Polytechnic College

Memorandum of Agreement among the University of the Philippines Los Baños, the Provincial Government of Laguna (PGL), and the Laguna State Polytechnic College (LSPC)

Project: Agro Industrial Development Program.

Project Funding: The parties shall commit a portion of their financial resources in the implementation of the program.

Effectivity: Upon signing by both parties for five years.

Signed: 19 September 1995

RESEARCH CONTRACTS

The Board noted the following research contracts entered into by and between the University (represented by the President) and individual administrative members to undertake specific projects under the administration of the University Center for Integrative and Development Studies:

Research Fellow: Victoria Catibog Director, UPS Budget

Research Title: STFAP Review Studies: Cost Analysis

Research Grants: P15,000.00 (lump sum) to be paid as scheduled

Research Fellow: Rosa Manzala Chief Accountant, UPS Accounting

Research Title: STFAP Review Studies: Cost Analysis

Research Grants: P15,000.00 (lump sum) to be paid as scheduled

OTHER MATTERS

The Board noted the following matters:

Additional Lists Of Faculty Members For The 1995 Merit Promotion

Additional lists of faculty members recommended for the 1995 merit promotion approved by the President

Note: At its 1090th meeting on September 28, 1995, the Board granted the President the authority to approve the promotions of those whose documents had not yet been completed as of September 28, 1995, to facilitate early release of the supplemental selection from the Department of Budget and Management.

Audit Report on the University of the Philippines System 1994

Annual Audit Report on the University of the Philippines System 1994 by Francisco L. Marasigan of the Commission on Audit to the President of the University of the Philippines System dated 18 July 1995 for the summary of the report and recommendations

In this connection, the President informed the Board, that the University shall discontinue its contract with the UP Foundation for managing the funds of the University, in implementation of the recommendation of the COA Auditor.
## 1092ND MEETING, 29 NOVEMBER 1995

### APPOINTMENTS

The Board approved the following appointments, reappointments, renewals of appointment, promotions, increase in salary, and related matters:

**UP System**

Ma. Luisa Felizardo, renewal of appointment as University Legal Counsel, Office of Legal Services, effective 1 January until 31 December 1996.

Rowena Margaret Lazo, renewal of appointment as University Legal Counsel, Office of Legal Services, effective 1 January until 31 December 1996.

Marie Sally Grace Quirino, renewal of appointment as University Legal Counsel, Office of Legal Services, effective 1 January until 31 December 1996.

Rene Ma. M. Villa, renewal of appointment as Deputy General Counsel, Office of Legal Services, effective 1 January until 31 December 1996.

**UP Diliman**

Ma. Cynthia Rose B. Bautista, renewal of appointment as Executive Director, University Center for Integrative and Developmental Studies, effective 1 November 1995 until 31 December 1997.

Ruzanne M. Caro, promotion from Medical Specialist I (part-time) to Medical Specialist III (part-time), University Health Service, OVCSA, effective 29 November 1995.

Peter Paul M. Castro, reclassification from Professorial Lecturer to Associate Professor 1 of Civil Engineering, College of Engineering, effective 1 June 1995 until 31 May 1996.

Nemesio A. Esquejo, reclassification from Senior Lecturer to Associate Professor 2, Institute of Library Science, effective 1 November 1995 until 31 October 1996.

Raul P. de Guzman, appointment as Professor Emeritus, College of Public Administration, effective 29 November 1995.

Felipe Landa Jocano, appointment as Professor Emeritus, Asian Center, effective 29 November 1995.

Isagani R. Medina, appointment as Professor Emeritus, College of Social Sciences and Philosophy, effective 29 November 1995.

Leticia H. Tison, appointment as Associate Professor 2, College of Arts and Letters, effective 29 November 1995.

**UP Los Banos**

Liborio S. Cabanilla, ad interim appointment as Executive Director, Center for Policy and Development Studies, effective 6 October 1995 until 5 October 1998.

**UP Manila**

Winnie P. Siao, reappointment as Medical Specialist III (part-time), Philippine General Hospital, effective 29 November 1995 until 31 December 1995.

**UP Open University**

Placido F. Alcantara, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Wilhelmina D. Antonio, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Cecilio R. Arboleda, additional assignment as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Elmer A. Cabal, additional assignment as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Eliseo P. Cadapan, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Diosdado A. Carandang, additional assignment as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Peplito M. Fernandez, additional assignment as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Perito L. Ibarra, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Joven S. Lales, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Perla E. Legaspi, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Zenaida Manalo, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Alberto Y. Robles, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Madeline M. Suva, additional assignment as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

Santiago N. Tilo, additional assignment as Affiliate Professor, effective 9 May 1995 until 31 March 1996.

Grace C. Ymson, as Affiliate Associate Professor, effective 9 May 1995 until 31 March 1996.

### TRANSFER TO PERMANENT STATUS

**UP Diliman**

J. Prospero De Vera, III, as Assistant Professor 4, College of Public Administration, effective 29 November 1995.

Emmanuel B. Gregorio, as Assistant Professor 2, College of Music, effective 29 November 1995.

Carol Cecilia Rosalia Luning, as Assistant Professor 1, College of Business Administration, effective 29 November 1995.

Elizabeth P. Loriga, as Assistant Professor 1, College of Business Administration, effective 29 November 1995.

Antonietta S. Rosel, as Assistant Professor 2, College of Social Sciences and Philosophy, effective 29 November 1995.

Renato S. Velasco, as Associate Professor 2, College of Social Sciences and Philosophy, effective 1 November 1995.

**UP Los Banos**

Job M. Matias, as Assistant Professor 3, College of Agriculture, effective 29 November 1995.

**UP Manila**

Remedios A. Magkasi, as Associate Professor 3 (part-time), National Teachers Training Center for the Health Profession, effective 29 November 1995.

Jocelyn Christina B. Marzan, as Assistant Professor 3, College of Allied Medical Professions, effective 29 November 1995.
### ACADEMIC MATTERS

**UP Visayas**

Evelyn O. Aloba, as Assistant Professor 1, College of Arts and Sciences, effective 29 November 1995.

Ida G. Pania, as Assistant Professor 1, College of Arts and Sciences, effective 29 November 1995.

Fernando S. Tinagan, as Assistant Professor 1, College of Arts and Sciences, effective 29 November 1995.

**PROFESSORIAL CHAIR**

UP Dilsiman

Antonio G.M. La Viña, as Jose and Asuncion Joya Assistant Professor of Law, College of Law, effective 1 January until 31 December 1996.

UP Los Baños

Aurora M. Baltazar, as Metro Manila Commission Assistant Professor of Weed Science, College of Agriculture, effective 1 July 1995 until 30 June 1996.

Teresita H. Borromeo, as UP Endowment Fund Assistant Professor of Agronomy, College of Agriculture, effective 1 July 1995 until 30 June 1996.

Federico A. Cruz, as Metro Manila Commission Assistant Professor of Agricultural Education and Rural Studies, College of Agriculture, effective 1 July 1995 until 30 June 1996.

Ben S. Malayan, Ill, as Metro Manila Commission Assistant Professor of Environmental Science and Management, College of Arts and Sciences, effective 1 July 1995 until 30 June 1996.

Erinda S. Paterno, as Felix D. Maramba Professor of Soil Microbiology, College of Agriculture, effective 1 July 1995 until 30 June 1996.

Leonila C. Raros, as Pilipinas Shell DJ Professor of Entomology, College of Agriculture, effective 1 July 1995 until 30 June 1996.

Bienvenido S. Saniano, as Metro Manila Commission Associate Professor of Anthropology, College of Arts and Sciences, effective 1 July 1995 until 30 June 1996.

Severo R. Saplaco, as Francisco J. Nicolas Associate Professor of Watershed Management, College of Forestry, effective 1 July 1995 until 30 June 1996.

Demetrio A. Yuca, Jr., as UPLB Faculty, Staff, & Students' Assistant Professor of Physics, College of Arts and Sciences, effective 1 July 1995 until 30 June 1996.

UP Manila

Roberto B. Monzon, as Metro Manila Commission DJ Assistant Professor of Parasitology, College of Public Health, effective 1 July 1995 until 30 June 1996.

Marita V.T. Reyes, as Eusebio S. Garcia Professor of Biochemistry, College of Medicine, effective 1 July 1995 until 30 June 1996.

Ma. Sandra B. Tempongko, as Metro Manila Commission DJ Associate Professor of Nutrition, College of Public Health, effective 1 July 1995 until 30 June 1996.

**DEEDS OF DONATION WITH IRRI**

Leticia Barbara Gutierrez, renewal of additional assignment as Dean, College of Pharmacy, effective 23 November 1995 until 22 November 1998.

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### ACADEMIC MATTERS

**UP Los Baños**

Lucrecio L. Rebudio, additional assignment as Dean, College of Forestry, effective 29 November 1995 until 28 November 1998.

Ermesto P. Lozada, renewal of additional assignment as Dean, College of Engineering and Agro-Industrial Technology, effective 1 November 1995 until 31 October 1998.

Ann Ines N. Gironella, additional assignment as Dean, Graduate School, effective 29 November 1995 until 28 November 1998.

**EXTENSION OF SERVICE BEYOND COMPULSORY RETIREMENT**

UP Dilsiman

Winifreda A. Evangelista, as Professor 8, College of Arts and Letters, effective 3 November 1995 until 31 May 1996.

Ma. Lilia F. Realubit, as Professor 5, College of Arts and Letters, effective 22 October 1995 until 31 May 1996.

### POLICY MATTERS

Effectivity of Rules on Teaching Associates/Fellows

The Board approved the proposal to institutionalize and expand the system of Teaching Associates/Fellows, and related rules, effective the Second Semester Academic Year 1995-1996. The rules shall apply to Teaching Associates and Teaching Fellows who have been newly appointed, or reappointed (as distinguished from those whose appointment is renewed), as of the Second Semester of Academic Year 1995-1996; provided that those who were already in the service as Teaching Fellows or Teaching Associates prior to the start of the Second Semester of Academic Year 1995-1996 shall continue to be governed by the rules applicable to them (i.e., prior to the approval of these new rules).

It shall be understood that these new rules supersede the existing rules, subject to the proviso specified in the preceding paragraph.

### ACADEMIC MATTERS

**Doctor of Laws (honoris causa)**

Benjamin J. Cayetano

The Board approved conferment of the degree of Doctor of Laws (honoris causa) upon the Honorable Benjamin J. Cayetano, Governor of the State of Hawaii.

### DONATIONS, GRANTS, AND GIFTS

The Board noted the following Deeds of Donation entered into by UP Los Baños:

**Deeds of Donation with IRRI**

Deed of Donation with International Rice Research Institute (IRRI) for a gift to the University of three (3) used motorcycles to be used by its Institute of Animal Science

Deed of donation with International Rice Research Institute (IRRI) for a gift to the University of one (1) used motor vehicle for the use by its Institute of Animal Science

Deed of donation between the University of the Philippines Los Baños and the International Rice Research Institute (IRRI) for a gift to the University of one (1) used motor vehicle, to be used by its Institute of Animal Science
Deeds of Donation with University of the Philippines Los Banos Foundation, Inc.

Deed of Donation with University of the Philippines Los Banos Foundation, Inc. a gift to the University of a motor vehicle and a car stereo primarily for the official use of the Dean's Office, College of Forestry

Deed of Donation with University of the Philippines Los Banos Foundation, Inc a gift to the University of a motor vehicle, primarily for the use of the Institute of Plant Breeding

## FINANCIAL MATTERS

The Board approved the following fiscal policies as a result of COA's Circular 95-006 which totally lifted its pre-audit activities on all financial transactions of national agencies, government-owned and controlled corporations and local government units.

Guidelines On The Delineation Of Authority Of Deans and Directors in Fiscal Matters

The Board approved guidelines on the delineation of authority of deans, directors of principal units (as distinguished from directors of sub-units), and other heads of principal units to approve vouchers (for payment of obligations) and other fiscal documents as follows:

<table>
<thead>
<tr>
<th>Description of Document</th>
<th>Amount of Ceiling</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payrolls</td>
<td>No limit</td>
</tr>
<tr>
<td>Vouchers</td>
<td>P20 Thousand and below</td>
</tr>
</tbody>
</table>

Guidelines

a. Approval of payrolls and vouchers pertaining to a sub-unit, shall be the head of the principal unit to which the sub-unit belongs (e.g., those pertaining to the Building Research Service, by the Executive Director of the National Engineering Center; those pertaining to the Department of Mathematics, Institute of Biology, Marine Science Institute, or National Institute of Physics, by the Dean of the College of Science).

Payrolls as used in this delineation of authority to approve payrolls and vouchers shall be understood to include disbursement vouchers covering payment of salaries, wages, honoraria, or allowances; provided, that the rates of salaries, wages, honoraria or allowances are in accordance with the SSL salary scale, where applicable, or applicable schedules approved by the Board of Regents, or by the President as authorized by the Board.

b. A voucher for the payment of an obligation may be approved by the Dean or Director or Head of other principal unit concerned only after the requisition and purchase order (or contract, where the service/item acquired or purchased is covered by a contract) have already been processed and duly approved by competent University authority.

c. It is understood that pertinent accounting and auditing rules, regulations, and procedures regarding bidding, canvassing and negotiation shall be observed.

d. Where the fund involved or to be used is not part of the approved budget of the unit, approval of vouchers chargeable to said fund shall be subject to prior authorization by the Chancellor or his duly authorized representative.

e. For purposes of implementation of this delineation of authority, the Chancellor concerned shall determine which deans, directors of principal units, and other heads of principal units may exercise the authority to approve vouchers.

1. The Chancellor may, as he may deem appropriate, suspend, raise the ceiling prescribed hereinabove, or modify in any manner, the authority to approve vouchers and other fiscal documents, in the case of all or some deans, directors of principal units, and other heads of principal units only, subject to the guidelines prescribed in the Board's resolution entitled "Authorization for the Chancellor of an Autonomous University to Delegate Functions" adopted at its 922d meeting on December 20, 1979.

2. No portion of this "delineation of authority of deans, directors of principal units (as distinguished from directors of sub-units), and other heads of principal units to approve vouchers (for payment of obligations) and other fiscal documents" shall be construed as restrictive of, or amendatory to, the authority of Chancellors to delegate functions as defined at the 922nd meeting of the Board.

### Authority Of The President And Chancellors To Approve Contracts

The Board amended the authority of the President and Chancellors to approve (a) contracts for construction and repair of buildings and other facilities and (b) contracts for the purchase of supplies, materials, equipment and services (as originally defined at the 987th BOR meeting on April 24, 1986 and amended at subsequent meetings) as follows:

<table>
<thead>
<tr>
<th>Official</th>
<th>Amount or</th>
<th>Ceiling</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>With Bidding</td>
<td>Negotiated</td>
</tr>
<tr>
<td>Chancellor</td>
<td>P10 MILLION</td>
<td>P3 MILLION</td>
</tr>
<tr>
<td>President</td>
<td>P30 MILLION</td>
<td>P6 MILLION</td>
</tr>
</tbody>
</table>

### Procedure of Procurement

<table>
<thead>
<tr>
<th>Construction and Repair</th>
<th>Supplies and Materials</th>
<th>Equipment and Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Public Bidding</td>
<td>Above P100T</td>
<td>Above P100T</td>
</tr>
<tr>
<td>b. Negotiated Bidding</td>
<td>Above P30T</td>
<td>Above P30T</td>
</tr>
<tr>
<td>c. Emergency Purchase</td>
<td>P3T or P3T or lower</td>
<td>lower lower lower</td>
</tr>
</tbody>
</table>

### Merit Cash Award for Fiscal Year 1995

The Board approved the grant of a merit cash Award for Fiscal Year 1995 in the amount of P5,000.00 to University personnel, in accordance with criteria and guidelines to be determined by the President.

This cash award will be given to University personnel recommended for promotion in the 1995 call for promotions but whose salaries have reached the ceilings of their respective items.

### Laboratory Fee For Communication Research

The Board granted authority for the College of Mass Communication to charge P500.00 laboratory fee for Communication Research 125 (Introduction to Computer Technique).

### Loan For Off-Campus Housing

The Board approved authority to grant a loan not to exceed P12,500.00 to all UP employees to be used as initial down payment for off-campus housing, provided that

1. The loan will be used solely for the acquisition of a house/condominium and/or lot.
2. The borrower agrees to an interest rate equivalent to a GSIS loan, and will authorize the University to deduct it from his/her salary.
3. The loan shall be payable within three (3) years.

Standard Honoraria Rates at HRDO

The Board approved increase in the rate of honoraria for training programs administered by the Human Resource Development Offices in the different autonomous universities, as follows:

<table>
<thead>
<tr>
<th>Measure</th>
<th>Present</th>
<th>Proposed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resource Person/Lecturer</td>
<td>P100-300</td>
<td>P500-1,000</td>
</tr>
<tr>
<td>Sec. Chief/Instructor</td>
<td>P100-300</td>
<td>P500-700</td>
</tr>
<tr>
<td>Div. Chief/Asst. Prof./</td>
<td>P100-300</td>
<td>P500-700</td>
</tr>
<tr>
<td>Assoc. Prof.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Director I-III/Professor</td>
<td>P100-300</td>
<td>P600-1,000</td>
</tr>
<tr>
<td>Director IV/Commissioner</td>
<td>P100-300</td>
<td>P700-1,000</td>
</tr>
<tr>
<td>Head of Bureau/Dept.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Experts in highly specialized areas</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Facilitator</td>
<td>P100-200</td>
<td>P200-400</td>
</tr>
<tr>
<td>Support Staff</td>
<td>P1,000-1,500</td>
<td>P300-500</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(Group rate/week)</td>
</tr>
</tbody>
</table>

Further to this, the Board granted authority for the President to fix rates of honoraria for training programs and to prescribe appropriate rules and guidelines thereafter.

Repogramming Of Funds

The Board approved the reprogramming of:

Accumulated unexpended balances from the prior year's (CY 1994) obligations in the amount of P19,610,311.67, as certified by the Chief Accountant of the UP System, broken down as follows:

I. Program: General Administration & Support Services
   - Personal Services P 2,000,000.00
   - M.O.O.E. P 2,610,311.67
   - Sub-Total P 4,610,311.67

II. Projects: Locally-Funded Projects
   - Equipment Outlay P 5,000,000.00
   - Capital Outlay P 10,000,000.00
   - Sub-Total P 15,000,000.00
   - GRAND TOTAL P 19,610,311.67

This will support various on-going programs and projects of the UP System.

Unliquidated Obligations For The Construction Of The Mathematics Building

The Board approved the unliquidated obligations for the construction of the Mathematics Building in UP Diliman (Phases 7 and 8) for which allotments were released by the Department of Budget Management (DBM) as follows:

<table>
<thead>
<tr>
<th>General Fund</th>
<th>CY 1992</th>
<th>CY 1993</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>04272-92</td>
<td>P 7,000,000.00</td>
<td>P 7,000,000.00</td>
<td>P 14,000,000.00</td>
</tr>
<tr>
<td>04991-92</td>
<td>4,575,237.59</td>
<td>4,575,237.59</td>
<td>9,150,475.18</td>
</tr>
<tr>
<td>P 4,575,237.59</td>
<td>7,000,000.00</td>
<td>11,575,237.59</td>
<td></td>
</tr>
</tbody>
</table>

Allocation for Emergency Rehabilitation

The Board also approved allocation of P10 Million and P5 Million from the UP System funds to UP Los Baños and UP Visayas, respectively, for emergency rehabilitation of damaged facilities caused by the last two typhoons.
Memoranda of Agreement with National Cockers Association

Project: Establishment of the National Cockers Association

Undergraduate Scholarship Grant

College of Agriculture: to provide full support until graduation to two junior students in the College of Agriculture, major in Animal Science, with specialization in poultry production. Scholarship Grant: P11,500.00 per semester for each grantee and P3,000.00 for one summer session; P3,000.00 thesis allowance, and P1,000.00 graduation expenses including diploma, alumni fees, and rent of toga (2nd semester of senior year only).


Date: 6 September 1995

College of Veterinary Medicine: to provide full support until graduation to two scholars who are to enroll in the College of Veterinary Medicine as third year proper for the degree of Doctor of Veterinary Medicine.

Scholarship Grant: P14,375.00 per semester for each grantee and P3,000.00 for one summer session; P3,000.00 thesis allowance, and P1,000.00 graduation expenses including diploma, alumni fees, and rent of toga (2nd semester of senior year only).


Date: 6 September 1995

Memorandum of Agreement with Philippine Seed Industry Association (PSIA)

Project: Sale of vegetable seeds supplied by PSIA.

Effectivity: Upon signing by both parties until 31 December 1996.

Date: 29 September 1995

Memorandum of Agreement with DOST, TAPI, PCAMRD, the Bio Research (BR) Company and the Municipality of Bay, Laguna re: Pilot Production of Freshwater Aquarium Fishes

Memorandum of Agreement among UPLB, Department of Science and Technology (DOST) the Technology Application Promotion Institute (TAPI), the Philippine Council for Aquatic and Marine Research and Development (PCAMRD), the Bio Research (BR) Company and the Municipality of Bay, Laguna (MBL)

Project: Integrated Pilot Production of Freshwater Aquarium Fishes

Project Cost: P530,000.00 from DOST and P340,000.00 from TAPI

Effectivity: Twelve months/Upon signing by both parties

Date: 8 March 1995

Memorandum of Agreement with DOST and PCARRD re: Asian Biotechnology and Bio-diversity Sub-Program

Memorandum of Agreement with the Department of Science and Technology (DOST), and the Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCARRD)

Project: Farmer-Centered Agricultural Resource Management: Asian Biotechnology and Bio-diversity Sub-Program Philippines

Effectivity: Six months/Upon signing by both parties.

Date: October 1994

Memoranda of Agreement with PCARRD

Memorandum of Agreement with Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCARRD)

Project: Alternative treatments to extend the shelf life of selected vegetable crops.

Project Grant: P30,000.00 to be provided by PCARRD to the UPLB Postharvest Horticulture Training and Research Center.

Effectivity: 15 August to 16 November 1994

Date: 30 August 1994

Memorandum of Agreement with Philippine Council for Agriculture, Forestry, and Natural Resources Research and Development (PCARRD)

Project: "Basin Approach to Environmentally-Sound Management of Water Resources: Laguna de Bay Program" of the DOST. as follows:

Project 2: Rehabilitation, Conservation, and Management of the Molawin River in Mt. Makiling

Project Grant: P586,516.00 from DOST.

Effectivity: Upon signing by both parties until 30 September 1995.

Date: 20 March 1995

Memoranda of Agreement with the Philippine Council for Advanced Science and Technology Research and Development (PCASTRD)

Project: Preparation and Characterization of Polymeric Membranes for Pressure-Driven Filtration.

Project Cost: P334,331.30 financial support from PCASTRD.

Effectivity: 1 May 1994 to 30 April 1995

Date: 22 August 1994

Project: Production of Poly-B-Hydroxybutyrate (PHB) from bacteria using agro-industrial by-products as substrate.

Project Cost: P297,039.00 financial support from PCASTRD.

Effectivity: 1 June 1994 to 31 May 1995

Date: 28 June 1994.

Memorandum of Agreement with DOST, PCIERD and Matling Industrial and Commercial Corp. (MICC)

Memorandum of Agreement with Department of Science and Technology (DOST), the Philippine Council for Industry and Energy Research and Development Council (PCIERD) and the Matling Industrial and Commercial Corp. (MICC)

Project: Pilot plant production of enriched cassava tuber for use in feed formulation.

Project Cost: P1,153,156 financial assistance from DOST and counterpart funding of P1,011,724 from MICC.


Date: 10 May 1994.

Memorandum of Agreement with Victoria's Milling Company, Inc. (VICMICO)

Project: Evaluation and feeding trials of protein-enriched agricultural rich starchy products.

Project Cost: P102,300.00 financial support from VICMICO.

Effectivity: Upon signing by both parties until March 1995.

Date: 19 May 1994

Memorandum of Agreement with the Philippine Council for Advanced Science and Technology Research and Development (PCASTRD)

Project: PCASTRD grant for the acquisition of equipment for the Institute of Biological Sciences, College of Arts and Sciences.
RESEARCH CONTRACTS

The Board noted the following research contracts entered into by and between the University (represented by the President) and individual administrative members to undertake specific projects under the administration of the University Center for Integrative and Development Studies:

Research Fellow: Joycie Y. Dorado-Alegre
Project: Leyte-Samar Heritage

Research Grant: P24,000.00
Effective: 1 June 1994 to 31 May 1995.
Date: 31 August 1994

Memorandum of Agreement with Land Bank of the Philippines (LBK)
Project: Deposit Pick-up Service for UPLB by LBK.
Effectivity: Upon signing by both parties and remains in force until either party, upon 30-day prior written notice to the other, calls for its termination in part or in whole.
Date: 31 August 1995

Memorandum of Agreement with SEARCA Regional Center for Graduate Study and Research in Agriculture (SEARCA)
Particulars: UPLB is connected to the Internet as a regular member of the Philippine Network Foundation, Inc. SEARCA, as an associate member of UPLB, is allowed by the latter to connect to the Internet, subject to the obligations and responsibilities of SEARCA as defined under the Agreement.
In consideration of SEARCA’s donation of a router to UPLB, the latter shall waive (1) the payment of the Membership Initiation Dues amounting to P20,000.00 for installation of hardware and software to support the connection to SEARCA; and (2) UPLB shall provide free technical support for the Internet connection to SEARCA. Membership Due: P5,000.00 monthly (with 2 months’ deposit upon connection).
Effectivity: 1 May 1995 until terminated by one party giving the other party a 60-day notice in advance.
Date: 17 July 1995

Memorandum of Agreement with the Province of Laguna
Leased Property: 30-35 sq. meters area within the Makiling Forest Reserve for the construction of a Radio Repeater System to be used for the Bantay Krimen program of the Province of Laguna.
Effective: Three years from execution.
Date: 30 August 1995

Memorandum of Agreement with KAPWA Upliftment Foundation, Inc. (KAPWA)
Project: Technical collaboration to promote the development of agroforestry science and technology.
Effectivity: Upon signing by both parties and remains in force for two years which in no case shall be later than 31 December 1997.
Date: 17 July 1995
Note: modification of Section 3 of Memorandum of Agreement confirmed by the Board at its 1090th Meeting

Section 3. Ownership of Project Outputs. All project outputs, publications, discoveries or inventions produced from this agreement shall be jointly owned by UPLB and shall be further subject to the “POLICIES, RULES AND REGULATIONS GOVERNING COPYRIGHTABLE AND PATENTABLE WORKS PRODUCED BY UNIVERSITY PERSONNEL”.

Research Fellow: Henry F. Funtecha
Project: Business Landmarks, Folkcrafts & Livelihood Activities in Western Visayas: A Photo-Documentation (First Phase: Iloilo & Guimaras)
Research Grant: P165,000.00 payable as follows: 40% upon completion of at least 60% of the research output
Date: 17 October 1995

Research Fellow: Ophelia G. Balogo
Project: A Photo-Documentation of CWVS’ Artifacts
Research Grant: P53,000.00 payable as follows: 30% upon approval of the Research Contract
40% upon completion of at least 60% of the research output
30% upon submission of the Final Report
Date: 17 October 1995

Research Fellow: Jessica A. Datar
Project: The Impact of Political Monopoly on the Delivery of Basic Services in Local Government Units of the Province of Iloilo
Research Grant: P101,420.00 payable as follows: 30% upon approval of the Research Contract
40% upon completion of at least 60% of the research output
30% upon submission of the Final Report
Date: 17 October 1995

Research Fellow: Maria Milagros G. Lachica
Project: The “Busalian” Tales of Antique
Research Grant: P80,000.00 payable as follows: 30% upon approval of the Research Contract
40% upon completion of at least 60% of the research output
30% upon submission of the Final Report
Date: 17 October 1995

Research Fellow: Daisy Cheryl O. Yanson
Project: The Effects of Modernization on the Atis of Panay & Guimaras
Research Grant: P110,000.00 payable as follows: 30% upon approval of the Research Contract
40% upon completion of at least 60% of the research output
30% upon submission of the Final Report
Date: 17 October 1995

Research Fellow: Henry F. Funtecha
Projects: 6th Conference on West Visayan History and Culture
November 9-10, 1995
Printing of CWVS’ brochure and monograph on the 4th Conference on West Visayan History & Culture
P19,593.00
Date: 17 October 1995
### OTHER MATTERS

**Resolution of Appreciation**

The Board of Regents passed a Resolution of Appreciation for Engr. Filemon T. Berba, Jr. (EE 59) and Engr. Balbino K. Hernando (ME 59) for helping their Alma Mater found and lead the UP Manufacturing Linkage Program (UP-MLP) that has enriched the University’s academic life and promoted its mission of serving the country at large.

The Board noted the following matters:

**Republic Act No. 8160**

Republic Act No. 8160, An Act Granting the University of the Philippines System a Franchise to Construct, Establish, Maintain and Operate for Educational and Other Related Purposes Radio and Television Broadcasting Stations within the University of the Philippines and in such Other Areas within the Scope of its Operation.

**Revised Rules And Regulations Governing Fraternities, Sororities, And Other Student Organizations**

The Chancellors of UP Diliman, UP Los Banos, UP Manila, UP Visayas, and the UP Open University circularized the Revised Rules and Regulations Governing Fraternities, Sororities, and Other Student Organizations on their respective campuses on 20 November 1995 so as to have a common date of effectivity which will be 21 December 1995.

### 1093RD MEETING, 15 DECEMBER 1995

#### APPOINTMENTS

The Board approved the following appointments, reappointments, renewals of appointment, promotions, increase in salary, and related matters:

**UP System**

Carmelita Y. Guno, renewal of appointment as University General Counsel, Office of Legal Services, effective 1 January until 31 December 1996.

**UP Diliman**

Corazon F. Gatchalian, renewal of appointment as Director II, Office of Extension Coordination, OVCFA, effective 1 October 1995 until 30 September 1996.

**UP Los Banos**

Cayetano L. Intong, Jr., promotion from Assistant Professor 1 to Assistant Professor 3, College of Agriculture, effective 5 September 1995.

**UP Manila**

Lydia R. Leonardo, promotion from Assistant Professor 4 to Associate Professor 1, College of Public Health, effective 1 November 1995.

**UP Visayas**

Nathaniel G. Samson, appointment as Chief, Human Resources Development Office, effective 1 January until 31 December 1996.

### TRANSFER TO PERMANENT STATUS

**UP Diliman**

Lorina Y. Calingasan, as Assistant Professor 1, UP Integrated School, College of Education, effective 15 December 1995.

**PROFESSORIAL CHAIR**

**UP Manila**

Josefina J. De Los Reyes, as R. S. Benedicto Assistant Professor, College of Arts and Sciences, effective 1 January until 31 December 1996.

**UP Open University**

Jaime Nierras, additional assignment as Affiliate Associate Professor, effective 2 November 1995 until 31 March 1996.

### HEADSHIP OF UNITS

Grace J. Alfonso, appointment as Dean, School for Distance Education, UP Diliman, effective 1 January until 31 December 1998.

Aurora Fe Bautista, appointment as Dean, School for Distance Education, UP Visayas, effective 1 January 1996 until 31 December 1998.

Felix Librero, appointment as Dean, School for Distance Education, UP Los Banos, effective 1 January 1996 until 31 December 1998.

Arturo M. Pesigan, appointment as Dean, School for Distance Education, UP Manila, effective 1 January 1996 until 31 December 1998.

### POLICY MATTERS

**UP Provident Fund Charter**

The Board revised Article III, paragraph J of the Revised UP Provident Fund Charter, as follows (portion in capital letters to be added):

> "The members of the Board of Trustees shall serve without salary. HOWEVER, THEY SHALL BE ENTITLED TO AN ALLOWANCE NOT EXCEEDING THE HONORARIA PER MEETING GRANTED TO MEMBERS OF UNIVERSITY COMMITTEES AND A REIMBURSEMENT OF THEIR ACTUAL EXPENSES FOR ATTENDING THE BOARD’S MEETING AND ITS SUB-COMMITTEES; provided, that reasonable expenses incurred by any member in connection with Board activities may be reimbursed upon presentation of receipts and documentary evidence in support of the claim."

**Management Staff Of The UP Provident Fund**

The Board granted authority to the President to appoint University personnel and others to the management staff of the UP Provident Fund on an interim additional assignment basis, subject to such terms (e.g., term of office, compensation/allowances/honoraria) as the President may determine. Such assignment will be effective 1 January 1996 to 31 December 1998.
UP Visayas Land Use and Development Plan

The Board approved in principle, subject to ocular inspection, the UP Visayas Land Use and Development Plan as recommended by the Regents’ Committee on Resource and Financial Management.

Land Use Plan and Site Analysis - The UP Visayas Campus has an aggregate land area totaling to 1,222 hectares. From the beachfront to the northernmost part of the property, the total length extends to about 5 kilometers and the width across extends to about 3 kilometers. Three major waterways cut through the whole property and these contribute to the good internal and external drainage of the area. The elevation of the site ranges from zero at the beach/shoreline to 200 meters-plus at the north end of the property. The dominant natural feature of the site is the hill located west of the campus entrance. The other major feature of the site is the valley north of the hill where the existing housing area and the sports complex is located. Another important natural element of the site are the various “shelves” that occur at various locations which are defined and delimited by steeper slopes and gorges. These “shelves” will help define the configurations of the land uses by providing natural enclosures. The most dominant “shelf” is the area north of the National Highway, west of the existing Arts and Sciences Building. This is the area designated by the land use plan as the Academic Zone of the Campus Site Development Plan.

The high elevation and the general configuration of the ridge between the Sapa Miag-ao Creek and the Mabatad Creek provide many areas with excellent vistas and views of the Guimaras Strait. These are some of the valuable amenities that were considered and reflected in the Proposed Land Use Plan. These natural amenities were used in the Detailed Site Planning and specific building location and orientation of major roadway alignments. On the ridge, the proposed Student Union Building and University Library will be located. It is also on this ridge where the Executive House and Guest House are proposed to be sited. On the “shelves” below the ridge, buildable areas are identified and are zoned for the Proposed College of Management and the Proposed School of Engineering and Technology. The Proposed College Theater and open-air amphitheater (proposed Integrated Arts Center and Artist Village) as well as the Proposed Student Entrance Mall are likewise envisioned to be located in this area. The “shelf” north of the ridge and adjacent to the Infirmary will be the ideal site for the Proposed School of Health Sciences. The proposed College of Management may be sited west of the existing Botanical Garden. Other future school and college building sites are zoned along the area south of the Proposed Student Union and north of the existing National Highway. The change in elevation from the National Highway to the “shelves” will create the necessary vertical noise buffer yet retaining the high scenic quality on this portion of the Campus.

The Board further approved in principle the adoption of a resolution for the University to exhaust all possible means to acquire the remaining 700 hectares of the original 1,200 hectares planned for UP Visayas in Miag-ao.

ACADEMIC MATTERS

Institution of New Degree Programs

The Board approved the institution of the following degree programs:

- Bachelor of Science in Biochemistry at the College of Arts and Sciences, UP Los Baños
- Diploma in Computer Science (Residential Mode) Program of the College of Arts and Sciences, UP Los Baños
- Bachelor of Science in Biotechnology Program at the College of Arts and Sciences, UP Los Baños
- Bachelor of Science in Computing Science Program at the College of Arts and Sciences, UP Los Baños
- Bachelor of Science in Computer Science Program of the College of Arts and Sciences, UP Los Baños
- Bachelor of Science in Information Systems Program at the College of Arts and Sciences, UP Los Baños
- Bachelor of Science in Information Technology Program of the College of Arts and Sciences, UP Los Baños
- Bachelor of Science in Computer Engineering Program at the College of Engineering, UP Los Baños
- Bachelor of Science in Civil Engineering Program of the College of Engineering, UP Los Baños
- Bachelor of Science in Mechanical Engineering Program at the College of Engineering, UP Los Baños
- Bachelor of Science in Electrical Engineering Program of the College of Engineering, UP Los Baños
- Bachelor of Science in Computer Science Program at the College of Arts and Sciences, UP Los Baños
- Bachelor of Science in Information Technology Program at the College of Arts and Sciences, UP Los Baños
- Bachelor of Science in Information Systems Program of the College of Arts and Sciences, UP Los Baños
- Bachelor of Science in Computing Science Program at the College of Arts and Sciences, UP Los Baños
- Bachelor of Science in Biochemistry Program at the College of Science, UP Los Baños
- Bachelor of Science in Computer Science Program at the College of Science, UP Los Baños
- Bachelor of Science in Information Systems Program at the College of Science, UP Los Baños

The Board established the following Professional Chairs supported by donations:

- Domingo T. Toledo Professorial Chair in Obstetrics and Gynecology, UP Manila
- Maria Kalaw Katigbak Professorial Chair for the College of Business Administration, UP Manila
- Joseph Katigbak Professorial Chair in Obstetrics and Gynecology, UP Manila

DONATIONS, GRANTS, AND GIFTS

UPERDFI Managed Donations

The Board accepted, with appreciation, donations of P420,000.00 and P350,000.00 for the establishment of other professorial chairs at the College of Engineering, UP Diliman, the funds of which will be managed by the UP Engineering Research and Development Foundation, Inc. (UPERDFI).

Janssen Pharmaceutica Donation

The Board accepted, with appreciation, a donation of P350,000.00 from Janssen Pharmaceutica, a division of Johnson & Johnson (Phils.).

JRK Development Corporation Donation

The Board accepted, with appreciation a donation of P300,000.00 from the JRK Development Corporation. The donation is covered by a Deed of Donation between UP Foundation, Inc., and the donor.

First Gilmore Realty Corporation Donation

The Board accepted, with appreciation a donation of P300,000.00 from the First Gilmore Realty Corporation. The donation is covered by a Deed of Donation between UP Foundation, Inc., and the donor.

FINANCIAL MATTERS

Processing Fee For Foreign Students

The Board approved authority to charge a processing fee of P500.00, to each foreign student studying at UPLB, as payment for services rendered by the Office of Student Affairs
MEMORANDA OF AGREEMENT

The Board confirmed the following Memoranda of Agreement regarding academic matters:

UP Diliman

Memorandum of Agreement with the Department of Science and Technology (DOST), the Ateneo De Manila University and the De la Salle University
Project: To jointly coordinate and implement the program entitled “Alternative Approach for Faculty Development Program for Science Education via Distance Education” to support the upgrading and improvement of science education in the country.
Effectivity: For a period of five (5) years from the date of its approval.

Memorandum of Agreement with Philippine Council for Aquatic and Marine Research and Development of the Department of Science and Technology (PCAMRD-DOST)
Project: Collaboration and cooperation in fisheries and aquatic resources research and development.
Effectivity: Upon signing of both parties for a period of three (3) years.

UP Los Banos

Memorandum of Agreement with Municipality of Valencia, Division of Schools of Negros Oriental and Literacy Coordinating Council of the Philippines (LCC)
Date Signed: 30 October 1995

Memorandum of Agreement with the Bureau of Agricultural Research (BAR)
Project: Monoclonal Antibody Based Detection Technique for Monitoring Red Tide Toxin Causal Organisms, Phase II.
Project Cost: P500,000.00 to be provided by BAR to UPLB and used exclusively for the financing of Year I activities of the project.
Effectivity: 1 June 1995 until 31 May 1998, subject to the provisions of its Article VI.
Date Signed: 3 August 1995

Memorandum of Agreement with the Philippine Council for Advanced Science and Technology Research and Development (PCASTRD)
Project: Biotechnology-Assisted Genetic Improvement of Mung Bean for Multiple and Durable Pest Resistance Year II.
Project Cost: Financial support of P504,795.00 by PCASTRD to UPLB.
Effectivity: 1 July 1995 to 30 June 1996.
Date Signed: 22 September 1995

OTHER MATTERS

Collective Negotiating Agreement with ONAPUP
The Board approved the Collective Negotiating Agreement with ONAPUP, certified bargaining agent of the rank-and-file employees of the University.

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Modified and approved the following Memoranda of Agreement in the Institute of Food Science and Technology, College of Agriculture, UP Los Banos:

Item No. 2335-33
From: Associate Professor 1 (UP) or Assistant Professor 6 (DBI)
Salary Grade: B-2
Salary: P89,112
To: Associate Professor 3 (UP) or Associate Professor 1 (DBI)
Salary Grade: 9-3
Salary: P96,276
Differential: P7,164

Reprogramming of Accumulated Unexpended Balances
The Board approved Reprogramming of accumulated unexpended balances:

UP System
From the prior year's obligations, CY 1994, in the amount of P24,102,304.62, as certified by the Chief Accountant of the UP System Administration, broken down as follows:

I. Program: General Administration and Support Services
A. General Administration Support Services
   Personal Services P 3,500,000.00
   M O O E 2,602,304.62
   Sub-Total P 6,102,304.62

II. Projects: Locally Funded Projects
   Equipment Outlay P 5,000,000.00
   Capital Outlay 13,000,000.00
   Sub-Total P18,000,000.00
   GRAND TOTAL P24,102,304.62

UP Los Banos
In the amount of P11,357,234.00, revolving fund broken down as follows:

I. For Maintenance and Other Operating
   A.1.a General Administration Support Services P 407,170
   A.11.a Advance and Higher Education Services 678,617
   A.111.b Research Services 135,723
   A.111.c Extension Services 135,724
   TOTAL MOOE P1,135,723

II. Capital Outlay
   B.1 For acquisition of equipment P 2,000,000
   B.2 For construction, renovation, and rehabilitation of buildings, roads and other structures and facilities 8,000,000
   TOTAL CO P10,000,000
   TOTAL MOOE and CO P11,357,234

Note: The above amount represents the excess obligations from FY 1989 to FY 1993, as certified by the OIC, Accounting Office of UP Los Banos.

*See p. 46.
Grant of Merit Incentives for 1995
The Board approved the grant of merit incentives to UP Personnel for 1995 based on individual performance.

Conversion of the Old Outpatient Department Building at PGH into a Medical Arts Building
The Board approved in principle the plan to convert the old Out-Patient Department (OPD) building into a Medical Arts building to provide clinic spaces for private medical and dental practice of faculty members in UP Manila. The Board further decided to ask UP Manila and the Vice-President for Planning and Development to prepare detailed guidelines, incorporating the concerns and suggestions of the Board, for its consideration come January 1996.

The Board noted the following matters:

UP Visayas Academic Calendar
The revised UP Visayas Academic Calendar for the Second Semester 1995-1996.

UP Foundation, Inc.
Letter dated 1 December 1995 of Prof. Erlinda S. Echanis, Executive Director of the UP Foundation, Inc., regarding partial remittance of the UP Foundation, Inc. for the UP IP Funds in the amount of P8,594,515.95. The Foundation will be able to complete the turnover of the UP IP funds by May, 1996.

University of the Philippines College of Law Faculty Trust Fund Year
Proclamation No. 696 dated 21 November 1995 entitled "Declaring The Year 1996 As 'University Of The Philippines College Of Law Faculty Trust Fund Year' And Authorizing The UP Law Alumni Foundation, Inc. (UPLAF) And The UP Law Alumni Association, Inc. (UPLAA) To Conduct A Nationwide Fund Campaign During Said Period."

All UP Workers Union (UP Manila)
December 12, 1995 Reference Slip of the University General Counsel to Dr. Perla D. Santos Ocampo, Chancellor, UP Manila, referring to the letter of Raul Segovia of the All UP Workers Union (UP Manila) regarding an alleged appeal of their Union concerning classification of Medical Specialist. The University General Counsel informed the Chancellor that the Bureau of Labor Relations had ruled with finality on the said appeal; that is, the Bureau adopted the decision of the Civil Service Commission that medical officers and specialists are academic personnel and therefore must be excluded from participating in the certification election of the rank-and-file.

Casual Na Manggagawa Ng UP

Productivity Incentive
Sulat (4 Disyembre 1995) kay Pangulong Emil Q. Javier ni Ginoong Virgilio M. Selarde, Secretary-General ng ONAPUP Governing Council, na humihiling na ang Productivity Incentive sa taong ito ay maitaas mula sa minimum na P2,000.00 noong nakaraang taon at maging P5,000.00 bawat kawani para sa taong ito ng 1995 bilang gantimpala sa matapat at mahusay nilang paglilingkod sa Pamantasan.