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Hon. Salcedo L. Eduardo
Faculty Regent
Hon. Ken Leonard B. Ramos
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Dr. Lourdes E. Abadingo
Secretary of the University & of the Board of Regents

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Dr. Amelia P. Guevara
Vice President for Academic Affairs
Prof. Martin V. Gregorio
Vice President for Administration
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Vice President for Planning and Finance
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Chancellor, U.P. Mindanao
Dr. Priscilla Supnet-Macansantos
Chancellor, U.P. Baguio

ADMINISTRATIVE ISSUANCES

ADMINISTRATIVE ORDERS

Administrative Order No. PERR-05-44: Determination of the UP System Administration's (UPSA) Reprogrammed Fund Balances as of 30 June 2005

TO : Ms. Shirley T. Teh Office of the VP President for Planning & Finance
 Mr. Pedro B. De Ocampo, Jr., OIC, UP System Budget Office
 Ms. Noreen P. Escultura, UP System Accounting
 Ms. Jennifer Matriz, UP System Accounting Office
 Ms. Milagros V. Perez, Office of the VP President for Planning & Finance

Please constitute yourselves into an ad hoc committee with Ms. Shirley T. Teh as Chair.

The Committee shall perform the following functions:

1. Reconciliation of the Reprogrammed Fund balances per UPSA's accounting books with the minutes of the Board of Regents meetings authorizing the Reprogramming of funds as of 30 June 2005;
2. Reconciliation of the UPSA Accounting book balances with the UP System Budget Office's balances;
3. Reconciliation of the UPSA Accounting book balances with the CUs book balances;
4. Determination of Expenditure class of Reprogrammed Funds;
5. Design a system for recording, disbursing and monitoring of UPSA's reprogrammed funds taking into consideration proper internal controls;
6. Propose realignment of reprogrammed funds based on the reconciliation of balances; and
7. Prepare a report of their findings to the Officer-in-Charge for Planning and Finance not later than 31 July 2005.

The chair is authorized to designate/tap the services of resource persons/secretariat/ support staff if he deems it necessary.

The Ad Hoc Committee shall be entitled to honoraria according to level 2 rates for ad hoc committees.

1 July 2005

(Sgd.) EMERLINDA R. ROMAN
 President

Administrative Order No. PERR-05-46: Steering Committee for the Investiture of Dr. Sergio S. Cao

TO : Vice Chancellor Lorna I. Paredes
 Vice Chancellor Mary Delia G. Tomacruz
 Vice Chancellor Ida May J. La'O
 Vice Chancellor Elizabeth L. Enriquez
 Vice Chancellor Celia Aurora T. Torres-Villanueva
 Director Ruben David F. Defeo

With Vice Chancellor Lorna I. Paredes as Chair, please constitute yourselves into a Steering Committee for the Investiture of Dr. Sergio S. Cao as the 8th Chancellor of U.P. Diliman. The Investiture is scheduled on September 7, 2005 at the UP Film Center.

Thank you for your usual cooperation.

4 August 2005

(Sgd.) EMERLINDA R. ROMAN
 President

Administrative Order No. PERR-05-48: Reconstitution of the President's Committee on Professorial Chairs and Faculty Grants

The President's Committee on Professorial Chairs and Faculty Grants is hereby reconstituted with Dr. Amelia P. Guevara, Vice President for Academic Affairs, as *ex officio* Chairman, and the following as *ex officio* members:

Dr. Lorna Paredes, Vice Chancellor for Academic Affairs, UP Diliman;
 Dr. Ernesto Carpio, Vice Chancellor for Instruction, UP Los Baños
 Dr. Emilie Flores, Vice Chancellor for Academic Affairs, UP Manila;
 Dr. Diana Edna Corda, Vice Chancellor for Academic Affairs, UP Visayas;
 Dr. Victoria Bautista, Vice Chancellor for Academic Affairs, UPOU;
 Dr. Gilda Rivero, Vice Chancellor for Academic Affairs, UP Mindanao;
 and
 Dr. Ma. Nela Florendo, Vice Chancellor for Academic Affairs, UP Baguio.

The Committee shall screen and recommend deserving faculty members for appointment to professorial chairs and faculty grants under the UP System using the existing General Guidelines on Professorial Chairs and Faculty Grants.

The staff of the Office of the Vice President for Academic Affairs shall serve as Committee secretariat.

The Committee shall be entitled to honoraria following the rates set by the Board of Regents. All expenses relating to Committee meetings shall be drawn from the Office of the Vice President for Academic Affairs Committee Fund.

12 August 2005

(Sgd.) EMERLINDA R. ROMAN
 President

Administrative Order No. PERR-05-49: Constitution of a "Dao Tree" Committee

TO : Dr. Reynaldo A. Tabbada
Institute of Biology, UPD
 Director Emiliano Sotalbo
Campus Maintenance Office, UPD

Please constitute yourselves into a Committee with Dr. Tabbada as Chair to do the following functions:

1. assess the physical state and viability of the Dao Tree in front of the UPLB Student Union (SU) Building;
2. recommend, based on your findings, the course of action to be taken on the Dao Tree (i.e., whether to cut down or not).

The undersigned shall expect your report not later than 31 August 2005.

The Committee shall be provided the necessary support to undertake the study. Please coordinate with the Office of the Vice President for Administration. Upon completion and submission of your report, you shall receive an honorarium consistent with the rates for Ad Hoc Committees (grade level 1) as approved by the Board of Regents.

12 August 2005

(Sgd.) EMERLINDA R. ROMAN
 President

Administrative Order No. PERR-05-50: Creation of Selection Committee for the UP ASEAN Lectures in Memory of DR. Violeta E. Wurfel

TO : Dr. Amelia P. Guevara, Vice President for Academic Affairs
 Dr. David Wurfel (or his representative)
 Dr. Cynthia Bautista, College of Social Sciences and Philosophy
 Dr. Joel Rocamora, Institute of Popular Democracy
 Dr. Virginia Miralao, Philippine Social Science Center
 Dr. Aileen Baviera, Dean, Asian Center (*ex-officio member*)
 Dr. Teresa Encarnacion Tadem, Director, Third World Studies (*ex-officio member*)

Please constitute yourselves into a selection committee for the UP Asean Lectures in Memory of Dr. Violet E. Wurfel with the Vice President for Academic Affairs as Chair (*ex-officio*).

Please be guided by the attached Memorandum of Agreement.

Expenses not provided for in the budget deposited with the U.P. Foundation, Inc. shall be drawn from the Office of the President. The Office of the Vice President for Academic Affairs shall provide secretariat and administrative support services to the committee.

Thank you.

24 August 2005

(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. PERR-05-51: Rice Subsidy

TO : Vice President for Planning and Finance
Vice President for Administration
All Chancellors
The Director, PGH

In accordance with the Collective Negotiation Agreement (CNA) between the University and the All-U.P. Workers Union (AUPWU), please implement as soon as possible the grant, for CY 2005, of one (1) sack of rice equivalent to One Thousand Pesos (P1,000.00) to all employees covered by the CNA. This shall be charged against the current year's Internal Operating Budget of the Constituent Universities and the Philippine General Hospital, and subject to all applicable accounting and auditing safeguards.

The CU SPMO through public bidding or any other applicable mode of procurement under RA 9184, will select the supplier of rice from at least three (3) accredited suppliers based on the rice specifications and packaging to be defined in the guidelines to be circulated shortly.

The VP for Administration is authorized to issue the guidelines and create a systemwide ad hoc committee to implement/supervise the distribution of rice to all qualified personnel with a corresponding honorarium as approved by the Board of Regents for ad hoc committees, grade level 1.

30 August 2005

(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. PERR-05-52: Fact-Finding Committee on the Retention Payments to Allado Construction Co., Inc., for Work Accomplished on the Information Technology Academy Building

TO : Vice President Martin V. Gregorio

Members:

AVP Ulpiano P. Ignacio, Jr.
Prof. Pedro B. de Ocampo, Jr.
Mr. Ricardo V. Ozoa
Atty. Ma. Luz Rañeses-Raval
Mr. Fernando B. Garcia, Jr., Secretary

You are hereby constituted into a fact finding committee to examine the facts and circumstances that led to the preparation of disbursement vouchers which grossly overstated the retention amounts to be paid to the claimant contractor, Allado Construction Co., Inc.

Lately, Allado Construction has refunded the University the amount of P419,146.06 representing such overpayment, after the error was discovered fortuitously by the System Accounting Office. Much earlier in December 2002, the OVPA reviewed a similar disbursement voucher and was able to detect and abort what could have been an overstatement of P389,432.39.

The Committee is tasked to accomplish the following specific objectives:

1. Find out why the errors in the computation of the retention claims occurred as they did and in such material amounts for the two-above mentioned cases.
2. Find out why the same mistake occurred again in spite of the profuse written apologies and assurances by the technical staff

of the Office of the Campus Architect to be "very careful" and "more cautious" the next time, after the discovery of the earlier overstatement in December 2002.

3. Recommend corrective measures to strengthen internal control in connection with payments for contractor's claims to prevent and detect similar lapses in the future.
4. Determine possible liabilities, if any, for purposes of referring the case for preliminary investigation.

The Committee is authorized to access all records and documents and to interview all persons that may shed light and establish the facts relevant to the case at hand.

All offices and officials and staff of the University are enjoined to fully cooperate with the Committee and to respond to its requests for records and documents promptly and expeditiously.

Please submit your report not later than 23 September 2005.

The following committee members and the secretary shall be granted honoraria consistent with the rates for Ad Hoc committees grade level 1 as approved by the Board of Regents:

Atty. Ma. Luz Rañeses-Raval
Prof. Pedro B. de Ocampo, Jr.
Mr. Ricardo V. Ozoa
Mr. Fernando B. Garcia, Jr.

31 August 2005

(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. PERR-05-54: Service of BOR Actions on Appealed Cases

FOR : Dr. Lourdes E. Abadingo

Secretary of the Board of Regents

In connection with appealed cases from Student Disciplinary Tribunal (SDT) and Administrative Disciplinary Tribunal (ADT) for appropriate action to the Board of Regents (BOR), the following guidelines in serving copies of BOR actions shall be observed:

1. Within fifteen (15) calendar days from the action of the BOR the Office of the Secretary of the University (OSU) shall serve copies of the action of the BOR to the concerned units, all parties and counsels through registered mail and personal service when practicable. The OVPLA, chancellors, heads of units shall be furnished copies of the action served.
2. The OLS will provide the listing of names and addresses of parties and counsels based on the records of the case.
3. The OSU shall thereafter transmit a report to the OLS, indicating the (1) dates of service and (2) dates of receipt by the parties and their counsels of the BOR actions.
4. After the lapse of fifteen (15) days from receipt of the decision by the parties, the OSU shall cause the entry of the final decision of the Board of Regents. The entry shall form part of the agenda of the next BOR Meeting under "matters for information of the Board".
5. Thereafter, the OSU shall automatically issue a notice to the concerned unit to comply with the dispositive portion of the BOR's decision.

These guidelines are recommended in order to facilitate receipt by parties and counsels of BOR actions, proper records keeping and the smooth implementation of these BOR actions.

19 September 2005

(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. PERR-05-58: Establishment of the System Advisory Committee of the Interactive Learning Centers

TO : Vice-President for Academic Affairs (*ex-officio*)

Vice Chancellors for Academic Affairs of all CUs (*ex-officio*)

Directors/Coordinators of all CU Interactive Learning Centers

With the Vice President for Academic Affairs as Chair, please constitute yourselves into the System Advisory Committee of the Interactive Learning Centers with the following functions:

1. To recommend to the President policies and standards that will govern the quality and production of learning materials;
2. To formulate guidelines for the implementation, monitoring and evaluation of instructional multimedia projects;
3. To recommend to the President the approval of proposals for the development of learning materials;
4. To enforce the University's intellectual property rights policy and settle issues relating to it;
5. To provide opportunities for sharing materials across CUs; and
6. To organize system-wide workshops or gathering to discuss new technologies and their applications, present materials developed by the various Centers and related concerns.

The Committee shall meet at least once a semester and shall be entitled to honoraria at rate set by the Board of Regents for standing committees. When the Committee sits as review body to evaluate proposals for grants, its members shall be entitled to the honorarium rate of the Level 2 ad hoc committee. Other expenses shall be charged to the Office of the Vice-President for Academic Affairs.

This supersedes the Administrative Order No. FN-03-49 dated September 25, 2003 on the "Establishment of the System Committee on Interactive Learning".

21 September 2005

(Sgd.) EMERLINDA R. ROMAN
President

MEMORANDA

Memorandum No. PERR-05-19: External Review Committee for the Center for Integrative and Development Studies (CIDS)

TO : Dr. Cecilia Florencio
Dr. Edgardo Gomez
Dr. Raul Fabella

Please constitute yourselves into an External Review Committee, with Dr. Cecilia Florencio as Chair, to review the mandate, role and structure of the CIDS and formulate appropriate recommendations. This is in line with the recommendations of the External Review Committee created in 2000, of which you were members, that another review should be undertaken at the end of a 3-year period (2000-2003) to assess the extent to which External Review Committee's recommendations have contributed to the attainment of the Center's mission.

As mentioned in the 2000 Committee report (attached), the general questions that may be asked in the review (but not limited to) are the following:

- Has the Center reasonably fulfilled its mandate?
- How efficiently has it been able to do this?
- What changes, if any, need to be instituted to enable the Center to accomplish its mandate?

The CIDS and the OVPAA are hereby instructed to give all the support that the External Committee will need to facilitate the discharge of its function.

Please submit your report and recommendations to my office on or before August 31, 2005.

Thank you once again for this important service to the University.
11 July 2005

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-05-20: Authority for Dr. Ma. Concepcion P. Alfiler as Vice-President for Planning and Finance to be the Countersignatory for Checks Drawn Against MDS Bank Accounts of the University of the Philippines

TO : All Concerned

Pursuant to the authority granted to the President by the Board of Regents at its 1120th meeting held on 27 May 1998, I hereby authorize Dr. Ma. Concepcion P. Alfiler, as Vice-President for Planning and Finance, to be the countersignatory for checks drawn against MDS Bank Accounts of the University of the Philippines.

20 July 2005

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-05-21: Grant of Merit Incentive of Five Thousand Pesos (P5,000) to All Qualified U.P. Personnel for CY 2005 as Approved by the Board of Regents at its 1195th Meeting on 28 April 2005

FOR : All Vice Presidents, Chancellors, Heads of Units, Faculty and Staff

Background

The merit incentive is given annually to qualified U.P. personnel. This is to recognize their dedicated service to the University and inspire them to be more efficient, creative and caring.

1. Coverage

1.1 UP personnel regardless of salary or appointment status (whether regular, permanent, temporary, contractual, casual or substitute status including lecturers, all Non-UP contractuels whose services are drawn from the MOOE or trust funds or other funds as long as these were obligated for merit incentive) who have rendered at least four (4) months of service to the University as of 11 August 2005 shall be granted Five Thousand Pesos (P5,000) each.

1.2 Full-time U.P. personnel who have served for less than four (4) months as of 11 August 2005 shall be entitled proportionately. Likewise, part-time personnel including lecturers shall be entitled to one-half (1/2) of the benefits of full-time personnel.

2. Exemptions

The following shall not be entitled to the merit incentive grant.

- 2.1 Those who may have four (4) months or more of service but were no longer in the service prior to or as of 11 August 2005 due to retirement/resignation/separation/death or for whatever reasons;
- 2.2 Those under preventive suspension as of 11 August 2005;
- 2.3 Those who were meted suspension from office in calendar year 2005 for litigated administrative cases;
- 2.4 Those who were meted suspension from office in calendar year 2004 for litigated administrative case which suspension extended to calendar year 2005;
- 2.5 Those who were absent without official leave (AWOL) as of 11 August 2005 and
- 2.6 Those who were not hired as part of the organic manpower of U.P. such as consultants or experts serving for a limited period to perform specific activities or services with expected outputs; apprentices; laborers of contracted projects; those paid by piecemeal basis; and others similarly situated.

3. Amount of Merit Incentive Grant

For full time personnel

3.1 The merit incentive grant shall be Five Thousand Pesos (P5,000) per employee for those who have rendered at least four (4) months of service to U.P. as of 11 August 2005.

3.2 Those who have rendered less than four (4) months of service but at least one (1) month as of 11 August 2005 shall receive pro-rated share of the merit incentive grant as follows:

| | |
|---------------------------------|-----|
| Less than 1 month | 0% |
| 1 month but less than 2 months | 10% |
| 2 months but less than 3 months | 30% |
| 3 months but less than 4 months | 50% |

4. Merit Incentive Grant of Project Personnel

Notwithstanding the provisions of 2.6 above, personnel

employed in research projects or any type of projects shall be paid the merit incentive authorized provided funds are available in the budget of the projects under which they are employed.

5. Date of Payment

The payment of the merit incentive shall be made not later than 15 August 2005.

27 July 2005

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-05-22: Appointment of New Directors and Chairs

TO : Chancellor Wilfredo P. David, UP Los Baños

Chancellor Marita V.T. Reyes, UP Manila

Chancellor Ida Josephine Marquez-Lim Siason, UP Visayas

In deference to the incoming Chancellors of the above-mentioned constituent universities, may I enjoin all of you to refrain, between now and 31 October, from appointing in a regular capacity, new directors and chairs, or filling up major positions that are within the Chancellor's authority to finally approve. The incumbent officials whose terms expire before the term of the incoming Chancellor may be allowed to continue serving in a holdover capacity. This is meant to give the next Chancellor the opportunity to choose, upon his/her assumption to office, the key administrators in his/her campus.

Thank you for your cooperation.

9 August 2005

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-05-23: Energy Conservation Measures

TO : Chancellors, Vice-Presidents, Deans, Directors, Department Chairpersons, Heads of Units

Last Friday, the heads of all government agencies and State Colleges and Universities were invited to a meeting in Malacañang to attend the Command Conference on Energy Conservation. In said conference, President Gloria Macapagal-Arroyo challenged government agencies and employees to take the lead in the country's efforts to conserve energy.

In this connection, I ask all Chancellors and heads of other units to immediately adopt measures to reduce gasoline and utilities expenditures. And as soon as we receive the guidelines on gas rationing, we shall share them with you for implementation.

Meanwhile, we urge the Chancellors and other heads of units to consider the following:

1. Car pool for heads of units going to the same destination
2. Use of energy-saver lamps or compact fluorescent lamps instead of incandescent bulbs
3. Observing four-day class-weeks and closing offices and buildings when no classes are scheduled
4. Determining offices that can operate on a four-day work-week without compromising public service

Chancellors and heads of units shall submit to my office through the Office of the Vice-President for Administration their plan of action for energy conservation by the end of this month.

22 August 2005

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-05-24: General Policy on Hiring

TO : All Chancellors/Heads of Units

In view of the numerous requests from CUs/Units for waiver of the prohibition on hiring, the following guidelines are issued for your information and guidance:

1. As per CSC-DBM Joint Circular No. 3, s. 2004, the hiring of teaching personnel and medical personnel are exempted from the prohibition.

2. The hiring of non-teaching personnel shall be contemplated based on the need and/or the staffing pattern of a unit. Hiring shall be subject to the following conditions:

2.1 The position is one of a kind and is essential to the unit.

2.2 The position is vital to the structure of the unit and is necessary for the efficient operations of the concerned unit.

2.3 The position is vital for the performance of critical tasks such as in the case of personnel who handle confidential records (e.g. student records, administrative records, financial records, etc.). Examples of such positions are student record examiners, executive assistants of executive offices in the CU and System levels, cashiers (high level), administrative officers, etc.

2.4 The item requires highly specialized knowledge/skills as in the following cases:

2.4.1 Certified public accountants (CPAs), lawyers, engineers, architects, statisticians, computer programmers, and the like

2.4.2 university research associates, university researchers, and university extension specialists whose services are vital to the conduct and completion of specialized researches.

3. As much as possible, contracts of services will be resorted to in cases where the need for personnel is only for a short-term basis (i.e. less than but not exceeding one year).

4. FILLING UP OF VACANT POSITIONS STILL NEEDS PRIOR APPROVAL OF THE PRESIDENT. All requests must be accompanied by a strong justification.

22 August 2005

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-05-25: Faculty and Staff Promotions

TO : All Chancellors

We are pleased to announce that the DBM has released to UP the cash we need to implement partially the merit promotions of faculty and staff. We wish to emphasize that the promotions shall be selective and based on merit. Although the amount is not sufficient to satisfy the expectations of everybody, we are happy that even in the midst of financial difficulties we are able to grant this long awaited merit promotion.

The Vice President for Planning and Finance shall inform you about the allocation of the funds among the Constituent Universities and the System Administration. The implementing guidelines are attached for your guidance.

May this manifestation of appreciation encourage all of us to strive harder to maintain UP's reputation in the academic world.

31 August 2005

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-05-26: Grant of One-Shot "Sagad" Merit Award

TO : Vice Presidents/All Chancellors

"Sagad" merit award is granted to faculty/REPS and staff who are no longer promotable due to any of the following reasons:

- a. They have reached the peak of their present positions and there is no higher position they can be promoted to (e.g., career division chiefs/directors, Professors 11 and 12 (SG 29), University Professors);
- b. They do not meet the educational requirements, Civil Service eligibility, experience and training for the next higher position to which they could be promoted (e.g. Clerk IV-SG-6 to Administrative Assistant SG-8, URA II SG-14 to UR I SG-16);
- c. The unit staffing pattern does not warrant higher position notwithstanding the higher qualifications possessed by personnel therein (e.g., master's or doctorate degree holders in administrative

offices where unit staffing pattern does not require this educational attainment or if such positions exist, these are already occupied by qualified incumbents).

To be entitled to the award, REPS and administrative staff must at least have VS performance ratings for the last 2 consecutive rating periods. Those who will qualify based on merit will receive the award as provided below:

| | | |
|--|---|-------|
| Faculty | P | 5,000 |
| Teaching and Research* REPS | P | 3,000 |
| Non-Teaching REPS and Administrative Staff | P | 2,000 |

*strictly doing academic research
31 August 2005

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-05-27: Suspension of Classes in Connection with the Investiture of Chancellor Sergio S. Cao

TO : Deans, Directors, Heads of Units

Classes are hereby suspended on Wednesday, 7 September 2005, starting 1:00 o'clock p.m. to allow our faculty and students to attend the investiture of Chancellor Sergio S. Cao as UP Diliman's 8th Chancellor. Administrative staff are likewise invited to attend the Investiture but heads of units are, however, advised to assign a skeletal force to ensure uninterrupted service.

Please be guided accordingly.

5 September 2005

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-05-28: Follow-up on Memorandum No. PERR-05-23 Dated 22 August 2005

TO : All Chancellors

In connection with my Memorandum No. PERR-05-23 dated 22 August 2005, I enjoy you to prepare your plans and/or definite options for the adoption of the four-day class-week and four-day work week schemes for discussion at the forthcoming PAC meeting scheduled on 21 September 2005. I believe that these plans must be finalized most urgently to determine the necessary arrangements for the four-day class-week, most especially.

In drawing up your plans, you may want to consider the following:

- benefits of a straight four-day class week/four-day work week (e.g. Monday through Thursday or Tuesday through Friday) in terms of:
 - continuity for classes and administrative operations
 - opportunity for some personnel to take advantage of a straight three-day weekend
- determining specific units that must operate on the regular 5-day work week and ensuring that such option shall not be counter-productive to our efforts for energy saving

I hope that we shall be able to come up with an arrangement that will not prejudice our clientele inside and outside the University.

Thank you.

7 September 2005

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-05-29: Pooling of Vacant Items in the Office of the Chancellor

TO : All Chancellors

Faculty items are valuable resources that the University must make optimum use of. To ensure that decisions on the use of faculty

items are made from a broader campus-wide perspective, vacant faculty items must be pooled under the Office of the Chancellor. Chancellors will have final authority to approve the allocation and use of these items. We expect that their decisions on this matter will be made in the best interest of their respective campuses.

For immediate compliance.

7 September 2005

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-05-30: Selection of Nominees for Faculty Regent

TO : All Chancellors

Pursuant to the provisions of Executive Order No. 204-A issued by President Corazon C. Aquino appointing one Regent to represent the faculty, I am asking the faculty of the University, through their respective Chancellors, to participate in the selection of the next Faculty Regent, whose term will begin on 1 January 2006.

The selection is rotated among the Constituent Universities and this time, it is the turn of a faculty regent from UP Manila to be nominated.

The nominee for faculty regent must be a permanent faculty member of the University and must have served the University for at least ten (10) years as faculty. Not eligible for nomination are those holding administrative positions (unless he/she resigns from his/her position before the second round of nominations) nor those on such leave from the University as would prevent them from serving as faculty regent.

The following procedure/schedule shall be followed:

- UP Manila shall prepare a list of faculty members who are qualified as nominees and submit the same to the Office of the Vice President for Academic Affairs (OVPAA) on or before October 7, 2005.
- The OVPAA shall provide each CU the list of qualified nominees from UP Manila on October 10, 2005.
- Each CU shall conduct the nomination process on October 18-19, 2005.
- The names of all proposed nominees from each CU and the number of endorsements received by each nominee shall be submitted to the OVPAA on or before October 21, 2005.
- The top five (5) nominees shall be determined by the Office of the President on the basis of the total results from all the CUs. These nominees shall be requested to submit their biodata in hard copy and in electronic form (format attached) to the OVPAA on or before October 28, 2005. Moreover, each of the final nominees shall be requested to submit his/her proposed plan for faculty welfare which he/she plans to push during his/her incumbency as Regent. Part of this paper shall be a statement on his or her understanding of the Office of the Faculty Regent in the context of the condition of the University and the problems facing it.
The OVPAA will provide the CUs with copies of the CVs and the nominees' proposed plans on November 2, 2005.
- During the second and final round of nominations for the whole system, each faculty member shall choose ONLY ONE name from among the top nominees. Schedule is as follows: UP Diliman - November 15-16; all other CUs - November 16, 2005.
- The results of the second and final round shall be submitted to the OVPAA on or before November 18, 2005, who shall submit the same to the UP President.
- The UP president shall recommend the top nominee to President Gloria Macapagal-Arroyo who shall appoint the faculty regent in accordance with law.

All regular faculty, full-time or part-time, permanent, temporary or substitute, in active or on official leave (excluding lecturers,

professional lecturers, visiting professors/lecturers, clinical professors, without compensation) are qualified to participate in the nomination process. In the case of professors emeriti, they may participate in the process but they may not be nominated.

Thank you for your cooperation.

7 September 2005

(Sgd.) EMERLINDA R. ROMAN
President

FORMAT FOR BIODATA

Name: _____

No. of years in service as faculty in UP: _____

Highest degree: _____

Degree Field _____

Select works (the most notable):

Important positions occupied in and outside UP:

Other important highlights:

FORMAT FOR SECOND ROUND OF NOMINATION

University of the Philippines
Choice of Faculty Regent for 2006

Check **only one** in appropriate box (*nominees arranged alphabetically*):

[] _____ NAME _____

[] _____ NAME _____

[] _____ NAME _____

[] _____ NAME _____

[] _____ NAME _____

Memorandum No. PERR-05-32: Approving Authority for Travel Requests

TO: All Chancellors

Pursuant to Executive Order No. 459, Chancellors shall have the authority to approve requests of their respective faculty and staff for authority to travel abroad. The UP president shall approve requests for authority to travel of System officials, Chancellors and System staff.

Section 5 of EO 459 states that "All those empowered to approve travels abroad are hereby authorized to approve up to seventy-five percent (75%) of their allocated travel budget, in excess of which, they are required to secure from the Office of the President authorization to utilize the balance."

For your guidance.

26 September 2005

(Sgd.) EMERLINDA R. ROMAN
President

DECISIONS OF THE BOARD OF REGENTS

1198TH MEETING, 28 JULY 2005

The Board **approved** the following:

APPOINTMENTS

UNIVERSITY OFFICIALS

Appointment of Deans*

U.P. Diliman

Prof. Jorge V. Sibal, Dean, School of Labor and Industrial Relations (SOLAIR), effective 1 August 2005 until 31 July 2008

Prof. Rosalie B. Faderon, Dean, Institute of Library and Information Science, effective 1 August 2005 until 31 July 2008

Prof. Lisa Grace S. Bersales, Dean, School of Statistics, effective 1 August 2005 until 31 July 2008

TRANSFER TO PERMANENT STATUS

U.P. Diliman

Ma. Vanessa L. Oyzon, Assistant Professor 1, U.P. Integrated School, College of Education, effective 28 July 2005

Ma. Portia Y. Dimabuyu, Assistant Professor 1, U.P. Integrated School, College of Education, effective 28 July 2005

Ma. Christine M. Muyo, Assistant Professor 1, College of Music, effective 28 July 2005

Mary Lou L. Alcid, Assistant Professor 7, College of Social Work and Community Development, effective 28 July 2005

Danilo A. Arao, Assistant Professor 1, College of Mass Communication, effective 28 July 2005

Edieser D.L. De La Santa, Assistant Professor 1, Asian Institute of Tourism, effective 28 July 2005

Lowell L. Lorenzo, Assistant Professor 2, College of Engineering, effective 28 July 2005

Maricris B. Acido, Assistant Professor 5, College of Education, effective 28 July 2005

U.P. Los Baños

Cristy M. Bueno, Assistant Professor 1, College of Agriculture, effective 28 July 2005

Ramon P. Maluping, Assistant Professor 1, College of Veterinary Medicine, effective 28 July 2005

Myra G. Borines, Assistant Professor 1, College of Engineering and Agro-Industrial Technology, effective 28 July 2005

U.P. Visayas

Jose Neil M. Hortillo, Assistant Professor 1, College of Management, effective 28 July 2005

EXTENSION OF SERVICE BEYOND COMPULSORY RETIREMENT AGE OF 65

U.P. Diliman

Lorna Lois L. De Vera, Associate Professor 7, College of Education, effective 1 June 2005 until 31 May 2006

* (Taken up in Executive Session)

RENEWAL OF APPOINTMENT BEYOND COMPULSORY RETIREMENT AGE OF 65

U.P. Diliman

Ruben Garcia, Professorial Lecturer 5, College of Engineering, effective 1 June 2005 until 31 October 2005

Ibarra Cruz, Professorial Lecturer 5, College of Engineering, effective 1 June 2005 until 31 October 2005

Leopoldo Abis, Professorial Lecturer 5, College of Engineering, effective 1 June 2005 until 31 October 2005

Clarita A. Arellano, Professorial Lecturer 1, Institute of Library and Information Science, effective 19 July 2005 until 31 May 2006

Pacifico A. Agabin, Professorial Lecturer 5, College of Law, effective 1 June 2005 until 31 May 2006

Araceli T. Baviera, Professorial Lecturer 5, College of Law, effective 1 June 2005 until 31 May 2006

Manuel N. Camacho, Professorial Lecturer 3, College of Law, effective 1 June 2005 until 31 May 2006

Bartolome S. Carale, Professorial Lecturer 5, College of Law, effective 1 June 2005 until 31 May 2006

Domingo P. Disini, Jr., Professorial Lecturer 5, College of Law, effective 1 June 2005 until 31 May 2006

Myrna S. Feliciano, Professorial Lecturer 5, College of Law, effective 1 June 2005 until 31 May 2006

Bartolome C. Fernandez, Jr., Professorial Lecturer 5, College of Law, effective 1 June 2005 until 31 May 2006

Merlin M. Magallona, Professorial Lecturer 5, College of Law, effective 1 June 2005 until 31 May 2006

Vicente V. Mendoza, Professorial Lecturer 5, College of Law, effective 1 June 2005 until 31 May 2006

Arsenio C. Pascual, Jr., Professorial Lecturer 5, College of Law, effective 1 June 2005 until 31 May 2006

Rica G. Panganiban, Professorial Lecturer 5, College of Science, effective 1 June 2005 until 31 May 2006

Remedios D. Santos, Professorial Lecturer 5, College of Science, effective 1 June 2005 until 31 May 2006

Caridad C. Natividad, Professorial Lecturer 5, College of Science, effective 1 June 2005 until 31 May 2006

REAPPOINTMENT BEYOND COMPULSORY RETIREMENT AGE OF 65

U.P. Diliman

Leticia G. Del Valle, Professorial Lecturer 1, College of Music, effective 1 June 2005 until 31 May 2006

Mario E. Ongkiko, Professorial Lecturer 5, College of Law, effective 1 June 2005 until 31 May 2006

U.P. Manila

Carmencita S. Loyola, Professorial Lecturer 3, College of Public Health, effective 1 June 2005 until 31 May 2006

POLICY MATTERS APPROVED

Proposal to Suspend the Implementation of Policies Governing the Use of the Administrative Overhead Fund for Infrastructure Projects

The Administrative Overhead Fund was created upon the approval of the Board of Regents, to cover expenditures relating to infrastructure projects of the University. The fund was established to ensure the successful completion of said projects.

Background:

- Approval of the creation of the Constituent University (CU) Revolving Fund for Infrastructure Projects during the 1024th meeting held on 24 August 1989 and 1037th meeting of 31 January 1991
 - fund will come from 3% of the CU's respective allotments for infrastructure projects and proceeds from the sale of bid documents
 - fund is to be used for, among others, the payment of honoraria to Bids and Awards Committee members
 - President is authorized to decide the rate of honoraria for the BAC based on the quality and quantity of work accomplished
- Issuance by President Nemenzo of systemwide guidelines on the use of the AOF for infrastructure projects on 22 September 2000
 - reiteration of the composition and purpose of the Fund
 - distribution scheme of the remainder of the Fund
- Enactment of the Government Procurement Reform Act (R.A. 9184) on 10 January 2003
 - allows procuring entity to pay honoraria to the BAC members in an amount not exceeding 25% of their respective basic monthly salaries subject to availability of funds
 - directs the Department of Budget and Management (DBM) to promulgate the necessary guidelines
- Issuance of Budget Circular No. 2004-5, implementing Section 15 of R.A. 9184, on 23 March 2004
 - prescribes the guidelines on the grant of honoraria to BAC members
 - honoraria rate not to exceed 25% of their respective basic monthly salary
 - honoraria to be drawn only from the sale of bid documents, fees from contractor/supplier registry, BAC resolutions and liquidated damages among others
- Issuance of Administrative Order No. 103 directing all government entities to continue adopting austerity measures on 31 August 2004
 - Section 1 (e) of said Order reiterates the strict compliance of government agencies to R.A. 9184

The issuance of the aforementioned budget circular clearly goes along the tenor of the intent of the austerity measures prescribed by the national government which is underscored in R.A. 9184 and A.O. 103. Moreover, it is implicit from said budget circular that honoraria for the BAC can no longer be drawn from the AOF.

It is in the light of the foregoing that the recommendation to indefinitely suspend the use of the Administrative Overhead Fund (AOF) for infrastructure projects is being made. Considering the economic difficulties that are plaguing us, the University should all the more be prudent and judicious in managing its resources.

Proposed Policies and Guidelines on the Selection of Deans

Among the academic positions in the university the most crucial is that of the dean. The dean is principally the college's chief academic leader whose responsibilities include not only clarifying the mission of the university within and outside the college, but also enhancing the academic reputation and visibility of the disciplines and fields in his/her college. The dean's most important legacies include the quality of the college's faculty members, the quality of the college's research and other achievements, and the quality of its students and graduates. Among his/her other crucial tasks are keeping in touch with the college alumni and doing his/her share in building up and maintaining endowments to support faculty initiatives. He/she too must manage the administrative affairs of the college, including pressing for capital project funding and bigger budgetary allocations for operations.

Because much of a college's success and performance depends on the dean, the University must be able to make good choices of

people who will occupy this position. The dean is first and foremost an academic leader. Thus it is expected that all members of the faculty and the academic staff get involved in the process of selecting deans. It goes without saying that all other constituents of the college, the students and the administrative staff, should also participate in the process.

To assist the Chancellor, the President and the Board of Regents in the selection of deans, it is important that policies and guidelines are clearly spelled out. These proposed policies and guidelines seek to address the most contentious issues that have attended the existing process.

I. General Principles

1. Academic merit takes precedence over popularity. After all, this is a selection process, not an election.
2. Selection shall:
 - Endeavor to achieve a balance between transparency and privacy
 - Preserve the dignity of the nominees and the process
 - Strive to attract the best and the brightest minds
3. Colleges may adopt different selection processes/procedures subject to clearance with the Chancellor. This is to recognize different and unique circumstances obtaining in the units. Should it be decided that the process selected would require an external search committee, this shall be governed by guidelines in Annex A.
4. The search process shall be preceded by a review of the college's thrusts, priorities and achievements. The constituents must be able to define the college's problems and needs and form a consensus on their expectations of the new dean and what can be done realistically during the next three years.

II. Who May Nominate

The following may submit nominations:

- Personnel of the unit
- Students and alumni
- Others from outside the unit
- An interested candidate

Nominators (individuals or groups) shall submit:

- Duly signed letter containing the justification for the nomination
- 3-page summary of the nominees' curriculum vitae

III. Who May be Nominated

The nominee must possess the following minimum qualifications:

1. Commitment to academic freedom and the values and ideals of the University
2. Distinction or outstanding academic credentials in the nominee's chosen field of expertise which should be along the lines of the college's disciplines or fields
3. Filipino citizen
4. Leadership qualities and administrative or managerial capability
5. Must be willing to serve
6. Must consider resource generation an important function of the position

The nominee need not be a faculty member at the time of his/her nomination. Should he/she be appointed, he/she must have a faculty appointment.

IV. Other Guidelines

- The nominee shall draw up, in broad terms his/her flagship projects for the college. The submission of a vision paper is not required.
- A public forum is encouraged.
- The nominees (not individually but as a group) may be interviewed by the Chancellor.
- The process shall start at least three months before the end of term of the incumbent. On average, the search should only take a month.

- To allow for a smooth transition, the next dean must be known a month before the end of term of the incumbent.
- The same policies and guidelines shall be used in the selection of directors of academic units.

Board action: Approval. The Board likewise reiterated the policy approved at its 1020th meeting held on 25 April 1989 that deans and directors may serve for two terms. Only in highly exceptional cases will they be allowed a third term.

ANNEX A

The Search Committee

1. Composition
 - The Chancellor constitutes the Search Committee whose members shall be drawn from outside the unit.
 - Search Committee members shall be persons of good judgment and credibility who maintain the highest regard for the interests of the University.
 - The President shall designate his/her representative in the Search Committee.
2. Responsibilities/Functions
 - The Search Committee shall ensure that there are enough qualified nominees for the position. It shall actively search for nominees.
 - The Search Committee is a fact finding committee whose job is to gather all information considered useful for decision-making. But more important than just gathering and recording information, the Search Committee shall provide a frank assessment of the nominees' suitability for the position.
 - The Search Committee shall not rank the nominees.

FINANCIAL MATTERS APPROVED

Realignment of P20,894,000 from Reprogrammed Funds for the Inter-Campus Networking and Communications Project of the U.P. System

Realignment of P20,894,000, from Reprogrammed Funds for the Inter-Campus Networking and Communications Project of the U.P. System, as approved by the Board of Regents at its 1127th meeting dated 18 December 1998, broken down as follows:

| Particulars | FROM | TO |
|--|------------|------------------|
| | MOOE | EQUIPMENT OUTLAY |
| Inter-Campus Networking and Communications Project | 20,894,000 | 20,894,000 |

The above realignment is necessary in the procurement of network equipment and accessories in order to upgrade the internet connection facilities of the University.

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

Realignment of Balances of Reprogrammed and Programmed Funds for Capital Outlays (Buildings and Structures Outlay) to Maintenance and Other Operating Expenses in the Amount of P20,858,897

Realignment of Balances of Reprogrammed and Programmed Funds for Capital Outlays (buildings and structures outlay) to Maintenance and Other Operating Expenses in the amount of

P20,858,897, certified as available by the UPLB Chief, Budget Management Office as follows:

| | FROM | TO |
|--|-----------------------|--------------------|
| | Capital Outlays (BSO) | MOOE |
| Programming | | |
| 1. Excess income FY1996 1160 th BOR Meeting dated 23 May 2002 | P 199,775 | P 199,775 |
| 2. Excess income FY 2002 & 2003 RF 1185 th BOR Meeting dated 26 August 2004 | 659,122 | 659,122 |
| Reprogramming | | |
| 1. FY 1983-2000 Accounts Payable - Foreign Assisted Fund 1171 st BOR Meeting dated 30 May 2003 | 10,000,000 | 10,000,000 |
| 2. FY 1986-2002 Accounts Payable (GF) 1178 th BOR Meeting dated 29 January 2004 | <u>10,000,000</u> | <u>10,000,000</u> |
| Total | P20,858,897 | P20,858,897 |

The above realignment is necessary to augment deficiency in MOOE for the completion of academic buildings, for payment of construction materials and labors, for the repairs/renovation of existing buildings including student dormitories and Student Union building.

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

Request for Authority to Use UPOU's Cash Savings from Personal Services (PS) Allocation for 2004, in the Amount of P2,866,400.00, for Expenses in the Transfer of UPOU's Electrical Connection from UPLB to MERALCO

The transfer is urgently needed to transfer the electrical connection to MERALCO to ensure that UPOU is not affected by frequent power interruptions. The operations of the UPOU, particularly the student support services, require that the computers and servers for online services run 24 hours daily. Frequent power failures at UPLB have always affected the online services about which the students have been complaining.

Request of Dr. Carmelo A. Alfiler, Director, Philippine General Hospital to Realign the "Freed" Amount of P75,000,000 Meant for the "Creation of the National Eye Center" To the Priority Projects of PGH for Its Centennial Celebration in 2007

The approved General Appropriations Act of 2005 (RA 9396) includes a capital outlay of P87,645,000.00 for foreign-assisted projects broken down as follows: P12,645,000.00 for the "Upgrading of the Medical Equipment of the Department of Emergency Medical Services Complex" and P75,000,000.00 for the "Creation of the National Eye Center." The latter was principally earmarked for high-end and modern ophthalmologic equipment/instruments for the Center, otherwise known as Sentro Oftalmologico Jose Rizal.

The Spanish Government, through Ambassador Ignacio Sagaz, decided to donate about £1,548,800 for the Center's equipment/instruments.

In light of the "freed" amount of P75,000,000.00 still allocated for PGH, it is requested that this be realigned to the Hospital's priority projects for its Centennial Celebration in 2007.

Board action: Approval. The PGH Director, however, has to submit a plan for maintaining the equipment proposed under the hospital's Modernization and Upgrading Program.

Reprogramming of Balances of Funds Allocated for the Construction of the Electrical Engineering Building, College of Engineering and Agro-Industrial Technology (CEAT), U.P. Los Baños, in the Amount of P4,570,082.37

Reprogramming of balances of funds allocated for the construction of the Electrical Engineering building, College of Engineering and Agro-Industrial Technology (CEAT), U.P. Los Baños, in the amount of P4,570,082.37, certified as available by the UPLB Chief Accountant, as follows:

| | |
|------------------|--------------------------------|
| MOOE | P 2,581,435.37 |
| Equipment Outlay | <u>1,988,647.00</u> |
| Total | P 4,570,082.37 ===== |

The said amount will be utilized to complete remaining civil works of the electrical engineering building, install grills and safety gates around the building and for other needed equipment of CEAT.

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

2005 Faculty Merit Promotion Fund

The funds available for 2005 faculty merit promotions amount to P34,553,000. This is part of the merit promotion fund of P197,591,018 approved by former President Joseph Ejercito Estrada on 27 October 2000. The P34,553,000 promotion fund has not been released by DBM to U.P. due to the following reasons:

1. vacant positions (222 items)
2. conversion of 17 items from part-time to full-time

The breakdown of the P34,553,000 is as follows:

| | | |
|-----------------------------------|--------------------------------------|-----------------|
| <u>12-months (Basic Salaries)</u> | <u>13th month (Bonus)</u> | <u>12% RLIP</u> |
| P 28,477,747 | P 2,373,146 | P 3,702,107 |

Only P28,477,747 is available for annual adjustments of salaries.

Breakdown:

| CU | Regular Faculty | % | Amount 28,477,747 |
|--------------|-----------------|-------------|----------------------|
| UP Diliman | 1,489 | 0.41 | 11,697,480 |
| UP Los Baños | 929 | 0.26 | 7,298,159 |
| UP Manila | 640 | 0.18 | 5,027,795 |
| UP Visayas | 374 | 0.10 | 2,938,118 |
| UP Open U | 32 | 0.01 | 251,390 |
| UP Mindanao | 54 | 0.01 | 424,220 |
| UP Baguio | 107 | 0.03 | 840,585 |
| UPSA | | | |
| | 3,625 | 1.00 | 28,477,747 |

Request of the Chancellor, U.P. Mindanao for the Reclassification of Two (2) Administrative/REPS Positions in U.P. Mindanao

Reclassification is necessary to provide U.P. Mindanao with urgently needed and appropriate positions, in the case of administrative and/or REPS personnel.

It is understood that after the approval of the Board of Regents, the same shall be forwarded to the Department of Budget and Management so that the proposed changes can appropriately be reflected in the University's Personnel Services itemization for the succeeding year.

Request of U.P. Diliman for Programming of Interest Income from Endowment Fund in the Amount of P65,000,000.00

Request of U.P. Diliman for Programming of Interest Income from Endowment Fund in the amount of P65,000,000.00, for the following purposes:

1. Program

1.1. General Administration

1.1.1 General Administration and Support Services

| | |
|---------------------------------|---------------------|
| Utilities | P 20,000,000 |
| Janitorial Services | 16,326,000 |
| Security Services | 19,769,200 |
| Debt Amortization for | |
| Cluster Housing | 6,270,000 |
| Property Insurance of Buildings | 226,600 |
| Other MOOE expenses for | |
| various UPD Projects | <u>2,408,200</u> |
| Total | P 65,000,000 |
| | ===== |

It is understood that any disbursement against this programmed fund shall be subject to the usual accounting and auditing rules and regulations.

Request of U.P. Diliman for Programming of CY 2004 Excess Income Amounting to P4,479,305.75

Request of U.P. Diliman for Programming of CY 2004 Excess Income amounting to P4,479,305.75, for the following purposes:

1. Program

| | |
|---|---|
| 1.1 General Administration and Support Services | |
| Personal Services | Payment of retirement benefits of optional retirees and other obligations of U.P. Diliman |
| | P4,479,305.75 |
| | ===== |

It is understood that any disbursement against this programmed fund shall be subject to the usual accounting and auditing rules and regulations.

ACADEMIC MATTERS APPROVED/CONFIRMED

Confirmation of the Graduation Ad Referendum of Some Students from U.P. Diliman

Confirmation of the graduation ad referendum of the following students from U.P. Diliman:

The President approved on 15 July 2005 the graduation of the following students, by virtue of the authority delegated to her by the Board of Regents at its 1048th meeting held on 26 March 1992.

For the degree of Bachelor of Science in Mining Engineering, College of Engineering

Charisse A. Delos Santos

For the degree of Bachelor of Science in Metallurgical Engineering, College of Engineering

1. Norman V. De Guzman
2. Emmanuel Rex T. Rodriguez

For the degree of Bachelor of Science in Geology, College of Science

1. Lorenz Emmanuel I. Almazar
2. Gilbert W. Calaᅇgi
3. Jonelle Nikolai R. Crisostomo
4. Nikki Ann C. Estrada
5. Edfer C. Lim
6. Kathleen P. Tosco
7. Glendda A. Villafior

The above named students have completed all the requirements for their degrees as of Summer, 2005 (31 May 2005) and their

graduation has been endorsed by the University Council through a referendum. They need to submit their applications for the Licensure Examinations before the 27 July 2005 deadline set by the Professional Regulatory Commission.

Board action: Confirmed

Request for Correction of Honors Awarded to Ms. Junmay V. Giltendez, a B.S. (Biology) Graduate of UPV Cebu College as of the End of the Second Semester 2004-2005 from *Cum Laude* to *Magna Cum Laude*

The UPV University Council during its 77th meeting held on 17 July 2005 approved the correction of honors awarded to Ms. Junmay V. Giltendez, a B.S. (Biology) graduate of UPV Cebu College as of the end of Second Semester 2004-2005, from *Cum Laude* to *Magna Cum Laude*. There was an error in the computation of her general weighted average which is 1.446 and not 1.465 as previously computed.

Board action: Approval

Graduation of Students from the Different Constituent Universities of the U.P. System Who Completed All the Requirements as of the End of Summer 2005

Graduation of students from the different constituent universities of the U.P. System who completed all the requirements as of the end of Summer 2005 (or as of the dates indicated in the lists) and whose graduation was endorsed by their respective University Councils

1. U.P. Diliman
2. U.P. Manila
3. U.P. Los Baños
4. U.P. Visayas
5. U.P. Open University

Board action: Approval

MEMORANDA OF AGREEMENT

The Board **confirmed** the following:

Note: These contracts/agreements have gone through the standard University process from the Constituent University (CU) concerned and the University System. In cases where there were irregularities or inconsistencies with present laws, rules, regulations and processes, the documents were returned for review of or to exact compliance by the concerned.

U.P. System

Memorandum of Academic Cooperation with Pukyong National University, Korea

Memorandum of Academic Cooperation entered into by and between U.P. System and Pukyong National University, Korea
Project: Academic Exchange

Particulars:

- a. To develop academic and educational cooperation and promote mutual understanding between the two universities;
- b. Both universities agree to develop the following collaborative activities in academic areas of mutual interest, on the basis of equality and reciprocity;
- c. Exchange of faculty, researchers and other research and administrative staff;
- d. Exchange of students;
- e. Conduct of collaborative research projects;
- f. Conduct of lectures and symposia;
- g. Exchange of academic information and materials; and
- h. Promotion of other academic cooperation as mutually agreed.

Effectivity: Valid for a period of 5 years from the date of signing by the representatives of both universities

Date signed: 29 June 2005

U.P. Diliman

Memorandum of Agreement with Woosong University, Korea

Memorandum of Agreement entered into by and between U.P. Diliman through the College of Education and Woosong University, Korea

Project: Intensive English Course

Particulars:

- a. The U.P. Diliman through the College of Education and Woosong University shall conduct an Intensive English course for thirty (30) students of Woosong University on 3-27 January 2005.
- b. Woosong University agrees to pay the U.P. Diliman in cash not later than 29 January 2005.

Effective: Effective upon signing by both parties until 29 January 2005
Date signed: 6 January 2005

Memorandum of Agreement with Kalayaan College (KC)

Memorandum of Agreement entered into by and between U.P. Diliman and Kalayaan College (KC)

Project: Services of academic personnel

Particulars:

- a. Specific authorization from the Office of the Chancellor of U.P. Diliman or his duly-designated official as the case may be, shall be required before each faculty member or academic personnel from U.P. Diliman may teach in KC.
- b. The authorization to be given to each faculty member or academic personnel, whether original or renewal, shall be for a period not exceeding one (1) semester in each instance. In no case shall the length of service for each authorization go beyond the term of the Agreement.
- c. No authorization shall be issued without the concurrence of the Dean and Chair of the Department or unit concerned and the written consent of the faculty member or academic personnel whose service is being requested.
- d. The maximum permissible load of each faculty member or academic personnel of U.P. Diliman in KC shall not exceed six (6) units per semester.
- e. Service by U.P. Diliman faculty member or academic personnel in KC shall be rendered outside the regular office hours of 8:00 a.m. to 12:00 noon and 1:00 p.m. to 5:00 p.m., Monday to Friday; provided, that exceptions may be allowed by the Chancellor in meritorious cases.
- f. It is expressly understood that the involvement of a faculty member or academic personnel of U.P. Diliman in KC shall not interfere with or prejudice his or her regular and other responsibilities, ongoing projects or programs, and that permission granted may be withdrawn by the Office of the Chancellor of U.P. Diliman if the exigencies of the service so require. Advance notice of at least thirty (30) days shall be given to KC before the withdrawal takes effect.
- h. U.P. Diliman faculty members and academic personnel rendering service in KC shall not assume any administrative functions in KC.

Effectivity: Effective for 2 years from the date of signing

Date signed: 6 June 2005

Memorandum of Agreement with Surigao del Sur Polytechnic State College (SSPSC)

Memorandum of Agreement entered into by and between U.P. Diliman through the Marine Science Institute and Surigao del Sur Polytechnic State College (SSPSC)

Project: Seedling Bank Operations for Better Quality Seedstocks of *Kappaphycus* and *Eucheuma*

Particulars:

- a. UPMSI, in consultation with SSPSC, shall prepare the technical

plan for the setting up and operation of the land-based *Kappaphycus* nursery facility;

- b. A research assistant shall be hired by UPMSI and shall be based at SSPSC-Lianga Campus. He/she will be directly responsible for the day-to-day operation of the nursery and will be under the direct supervision of the SSPSC-Lianga Campus Director;
- c. SSPSC shall, through its supervision of the project's Lianga-based research assistant, ensure that the technical plan for the operation of the nursery prepared by UPMSI is implemented;
- d. The Project research assistant is expected to perform other project-related tasks, including the monitoring of the Project's seedling bank operation in eastern Mindanao, and travel to other project sites in the country. The Project Leader may assign such additional tasks to the research assistant through the SSPSC Lianga Campus Director;
- e. SSPSC shall make available to the project suitable space at its Lianga Campus where the nursery facility can be set up.
- f. SSPSC shall also provide the pipes needed for conveying seawater from the sea to the nursery facility;
- g. UPMSI shall transfer the amount of P175,000 from project funds to SSPSC; and
- h. SSPSC shall disburse the funds in accordance with COA rules and regulations and shall submit reports of fund disbursements to UPMSI semi-annually.

Effectivity: Effective upon signing of both parties until April 2007

Memorandum of Agreement with the California State University, Long Beach (CSULB) U.S.A.

Memorandum of Agreement entered into by and between U.P. Diliman through the College of Business Administration and the California State University, Long Beach (CSULB) U.S.A.

Project: Exchange of faculty and students

Particulars:

Reciprocal Student Exchange:

- a. Qualifying students are those holding high academic standards who are master's degree students or undergraduate students in the third or final year of the Bachelor's degree;
- b. A maximum of two students will be sent to the partner institution each academic semester;
- c. The exchange will be on a short-term semester basis with equal number of incoming and outgoing students; and
- d. In the event of differences in the number of incoming and outgoing students, adjustments will be made on a yearly basis, with differences settled every two years.

Faculty Exchange:

Both institutions agree to promote exchange among their respective faculties of Business Administration, namely, under the form of short-term guest lecturing, visiting professorships for the duration of a semester and joint research.

Effectivity: Effective for 3 years from date of signing

Date signed: 2 February 2004

Memorandum of Agreement with the Social Security System

Memorandum of Agreement entered into by and between U.P. Diliman through the U.P. Law Center (Second Party) and the Social Security System (First Party)

Subject: Mandatory Continuing Legal Education (MCLE)

Particulars:

- a. The Parties will jointly conduct the Seminar for the members of the bar and invitees of the First Party. For this purpose the parties shall agree upon the specific topics, the lecturers and the schedule for the Seminar;
- b. The First Party shall pay the Second Party the amount of P5,000.00 per participant (63 participants). No tax shall be withheld considering the Second Party's tax exemption pursuant to

Certificate of Registration issued by the Bureau of Internal Revenue dated 30 January 1996 under RDO Control No. 96-039-004702-N-VAT;

- c. A total of five (5) whole-day sessions which shall be conducted on 24 June, 1, 8, 22, 29, July 2005 or on such dates as may be agreed upon by the parties.

Date signed: 30 June 2005

Project Contracts with Ms. Alicia B. Celestino and Ms. Rosa R. Cordero

Project Contracts entered into by and among the U.P. Diliman through the Center for Local and Regional Governance, National College of Public Administration and Governance (CLRG-NCPAG) and the following:

a. Ms. Alicia B. Celestino (Lead Project Proponent)

Project: National Conference of LADP Graduates

Particulars:

The Lead Project Proponent shall undertake the implementation of the program. Work on the program shall commence in August 2005 and shall last up to December 2005. The CLRG-NCPAG shall pay the Lead Project Proponent the amount of P300,000.00 chargeable against the CLRG.

Date signed: 29 June 2005

b. Ms. Rosa R. Cordero (Lead Project Proponent)

Project: Regional Training Workshop on Engendering Local Government Institutions

Particulars:

The Lead Project Proponent shall undertake the implementation of the program. Work on the program shall commence in June 2005 and shall last up to August 2005. The CLRG-NCPAG shall pay the Lead Project Proponent the amount of P600,000.00 chargeable against the CLRG.

Date signed: 23 June 2005

Memorandum of Agreement with the Center for Labor Education, Advocacy, Research and Development, Inc. (CLEARED)

Memorandum of Agreement entered into by and between U.P. Diliman through the School of Labor and Industrial Relations (SOLAIR) and the Center for Labor Education, Advocacy, Research and Development, Inc. (CLEARED)

Project: Research, publication and training

Particulars:

Responsibilities of the University:

The University through the U.P. SOLAIR and its three centers - CLJ, CIPC, and the CLGI, shall:

- a. Subject to University rules and regulations, make available to the CLEARED the services of its faculty and staff for the joint conduct of programs and projects involving research, publication and training;
- b. Assist the CLEARED in establishing relationships with local and foreign organizations and institutions which may be tapped for joint collaborative projects and specific financial grants; and
- c. Subject to University rules and regulations, host the offices of the CLEARED, upon payment of monthly rental to be determined by the University.

Responsibilities of CLEARED:

- a. The CLEARED, within its capability, shall provide assistance, financial or otherwise, to U.P. SOLAIR projects which are conducted in the pursuit of its mandate towards labor empowerment, decent work, and enlighten industrial relations, including, but not limited to the following:
 - 1) Initiate, organize, raise funds, sponsor and provide funding assistance for seminars, training programs, publications, conferences and symposia on topics related to workers' education, industrial relations and research studies.

- 2) Initiate, support, sponsor, promote, assist or provide funds for basic and applied research studies on industrial relations, empowerment relations, disputes settlement, labor and grassroots initiatives, workers productivity, and labor justice.
 - 3) Provide funds to publish, distribute, and disseminate the processed research reports, after review and editing, through books, brochures, occasional papers, proceedings, and through the U.P. SOLAIR internet website.
 - 4) Provide support for the acquisition of necessary office equipment, supplies, transportation, communication and other utilities to support the research, publication and training activities related to labor education, industrial relations, and human resource development.
 - 5) Sponsor and provide assistance to make possible the attendance in international conferences and symposia, for the presentation of research reports and papers, of U.P. SOLAIR faculty, staff, alumni and students, depending on the availability of funds and sponsorships.
 - 6) Provide funding support for U.P. SOLAIR's faculty and staff development, health and well-being in general.
- b. Prior to the commencement of any specific project to be undertaken pursuant to the Memorandum of Agreement, CLEARED shall submit for evaluation and approval of the University:
- 1) A list of the names of University faculty and staff members who will participate in the said project, including the amount of time they will be spending therefor;
 - 2) Specific University facilities, utilities and equipment to be used therefor, including the specific arrangements for their use including the payment of appropriate fees.
- c. The CLEARED shall provide the University with a courtesy report, preferably with a section on specific funding or assistance provided to the University, through the U.P. SOLAIR;
- d. All funds for a specific project shall be deposited in a bank account opened for the purpose. Only funds procured under each project agreement shall be deposited in the bank account. These funds shall be subject to audit by U.P.'s resident auditor from the Commission on Audit.

Effectivity: Shall remain in force for 3 years from the date of signing

Date signed: 22 June 2005

Memorandum of Agreement with the Department of Education (DepEd)

Memorandum of Agreement entered into by and between U.P. Diliman through the College of Education and the Department of Education (DepEd)

Project: Graduate scholarship program (Leading to a degree of Master of Arts in Education major in Language Education)

Particulars:

DepEd shall do the following tasks:

- a. Select the teachers who will be the recipients of the program;
 - b. Promulgate the necessary rules and regulations for the grant of scholarships and the terms of conditions thereof;
 - c. Provide stipend for teacher-scholars who will participate in the program;
 - d. Provide funds for the payment of tuition and other school fees, management fees plus overhead fee (15% of the total amount), in the amount of P1,635,267.80 for a maximum of 40 participants; and
 - e. Remit the amount due directly to the UP-CED in two installments.
- U.P. Diliman through the College of Education shall do the following tasks:
- a. Provide a graduate program in Language Education (with thesis) and conduct the Summer Master's Program leading to a Degree of Master of Arts in Education (MAEd) major in Language Education;
 - b. Provide the venue, facilities, competent faculty and academic resources for the duration of the program;

- c. Provide the DepEd Scholarship Committee with periodic reports on the performance and status of the scholars and final evaluation of the program; and
- d. Award the Diploma for the degree of Master of Arts in Education major in Language Education to the scholars after completion of all academic and other requirements of the program.

Effectivity: Effective immediately upon signing by the Parties and shall be valid for a maximum period of 2 years

Date signed: 15 July 2005

Memorandum of Agreement with the Dangerous Drugs Board

Memorandum of Agreement entered into by and between U.P. Diliman through the College of Education and the Dangerous Drugs Board

Project: ASEAN Training Center for Preventive Drug Education (ATCPDE)

Particulars:

The Board shall:

- a. Transmit for collaboration with the ATCPDE projects approved for the Center by the ASEAN Standing Committee as recommended by the ASEAN Senior Officials on Drug Matters;
- b. Collaborate with the ATCPDE for other projects on preventive drug education;
- c. Designate three (3) representatives to the Drug Education Committee of ATCPDE;
- d. Allocate funds for the Center's annual operational budget;
- e. Endeavor to tap resources from the ASEAN dialogue partners to support ATCPDE's projects in accordance with established policies of ASEAN;
- f. Approve the designation of the Director and the Executive Secretary of ATCPDE upon recommendation of the University;
- g. Make available resources for the participation of the Director to the ASOD meetings; and
- h. Assist the College of Education of the University and members of the Drug Education Committee in further planning, implementation and evaluation of the training programs and other projects/activities of ATCPDE.

The University, through the College of Education shall:

- a. Serve as the venue of ATCPDE;
- b. Allow a faculty member who is a member of the Drug Education Committee to serve as Director of ATCPDE;
- c. Allow the involvement of the faculty who are members of the Drug Education Committee in planning, implementing, and evaluating training programs and other projects/activities of ATCPDE, provided that these activities do not interfere or prejudice the regular functions of the faculty and other administrative staff of the College of Education; and
- d. Receive 15% administrative cost imputed in each annual allocation of the Board from the ATCPDE.

ATCPDE, through its duly designated officials shall:

- a. Implement preventive drug education activities pursuant to its functions and consistent with the policies of the Board and the University;
- b. Submit a report to the Board within one (1) month from the completion of the programs;
- c. Submit an annual report to the Board;
- d. Receive financial assistance extended to it by the Board and all donations from other agencies/organizations or individuals for the purpose of carrying out the objectives and functions of ATCPDE; and
- e. Enjoin donor countries and international bodies to provide financial and technical assistance to ATCPDE, in order to enhance preventive drug education efforts.

Effectivity: Effective January 2005 for a period of 3 years

Date signed: 16 March 2005

U.P. Los Baños

Memorandum of Understanding with the Provincial Government of Occidental Mindoro (PGOM)

Memorandum of Understanding entered into by and between U.P. Los Baños and the Provincial Government of Occidental Mindoro (PGOM)

Project: Development of livestock and poultry industry

Particulars:

- a. The program aims to realize the following objectives:
 - 1) Rehabilitate and utilize existing animal breeding facilities in the province of Occidental Mindoro in support of the animal loan program of the province;
 - 2) Produce quality live farm animals that will be provided to the farmers through the animal loan program.
- b. UPLB through the Animal and Dairy Science Cluster, College of Agriculture shall provide technical assistance on training of the technicians and farmers; and
- c. PGOM shall bear all the cost and expenses in the implementation of the program.

Effectivity: Effective upon signing by the parties until 30 June 2007

Date signed: 8 June 2005

OTHER MATTERS

Request for Availment of Ceded Portion of the U.P. College Tacloban Campus (Sta. Elena Property) as Proposed School Site of Northern Tacloban City National High School (NTCNHS), through Usufruct Contract

This pertains to the request of Mr. Miguel Daguinod, Principal of the Tacloban City National High School, to avail of the ceded portion of the U.P. College Tacloban Campus (Sta. Elena property) as proposed School site of the Northern Tacloban City National High School.

The Chancellor of U.P. Visayas has informed the President that she cannot endorse the request for the following reasons:

1. The feasibility of a new high school in the proposed site needs further study;
2. The proposal lacks the proper endorsements (e.g. from Department of Education) and other supporting documents that manifest clearly the commitment of identified sources of financial and technical assistance;
3. The proposed duration of 99 years is too long and may obstruct future development plans of the college/university; and
4. The UPVTC has existing resource generation plans for the Sta. Elena property.

Board action: Notation

Proposed Centennial Project: Initial Development of the Science and Technology Park in the Commonwealth Property

This proposal is sponsored by Regent Abraham F. Sarmiento with Vice President Rafael A. Rodriguez and Dean Erlinda S. Echanis.

The property on the north side of the Diliman Campus across Commonwealth Avenue (called the "Commonwealth Property") with an area of approximately 98.5 hectares is one of two areas in the U.P. Diliman campus declared as Science and Technology Park by the U.P. Board of Regents at its 1156th meeting on 29 November 2001, nearly four years ago. In line with this decision, then President Nemenzo ordered the design of a Master Plan for the development of the two areas as S&T Parks while also applying with the Philippine Economic Zone Authority (PEZA) to declare the two Parks as special economic zones. To date, however, the S&T Park in the Commonwealth property is such only on paper. No actual development has commenced despite the conduct of two public biddings for the development of the property in 2002 and 2003.

This proposal calls for the initiation of actual development of the

Commonwealth property as one of the centennial projects of the University.

The proposed development of the property under this project consists mainly of three elements:

1. Conduct serious negotiations with either of two potential private developers for Phase I to arrive at a long term lease agreement acceptable to the University;
2. Construct a Technology Business Incubator for IT and Biotechnology within, or adjacent to, the Phase I development;
3. Complete all remaining documentary requirements for a Presidential Proclamation declaring Phase I as a Special Economic Zone;

Negotiations with Developers

Currently, there are two private developers who have expressed initial interest in developing a 37-hectare area in the Commonwealth Property as Phase I of the S&T Park. Regent Sarmiento and company propose to create a Regents' Committee to evaluate the proposal(s) emanating from these developers, and negotiate a lease agreement for the development and management of the Park to be submitted to the BOR for approval. They expect to receive one or two proposals in the coming month.

Construct an IT and Biotech Business Incubator

An S&T Park must provide facilities not only for large R&D operations but also for small ones, the so called "technology start-ups". The construction of a small Business Incubator similar to that in the South S&T Park along C.P. Garcia will provide facilities for small technology firms at low rental costs for up to two or three years. The successful start-up firms are expected eventually to move out of the facility thus making way for new start-ups.

Presidential Proclamation for Phase I

One requirement remains for a Presidential Proclamation declaring Phase I of the Commonwealth property as a Special Economic Zone. This is a technical description of the property which is currently stalled in the Bureau of Land Management of the DENR because of some minor technical problems. Regent Sarmiento and company propose to overcome this problem by seeking an audience directly with the DENR Secretary.

A Presidential Proclamation will make Phase I more attractive to future locators because they will be eligible for tax and other incentives given by government.

Funding Source

It is proposed that part of the funding for the development of the Park, particularly the construction of the Business Incubator be drawn from the proceeds of the leases or sale of the Laurel Langley properties, i.e., the properties donated to U.P. by Citibank, Tidewater, and 3M. Thus far, about P30 million representing the advance payment for the ten-year lease by Citibank of the Forbes Park property and about P10 million representing the first five years' advance rental for the Pandacan property by Shell Philippines, have been collected and made part of the U.P. Modernization Fund by a resolution of the Board of Regents.

Highlights of the discussion

1. Vice President Rodriguez informed the Board that there are two (2) project developers interested and will submit their proposals by 1 August 2005. The two developers are Ayala and SM Prime Holdings.
2. Regent de los Santos requested that the Board of Regents make a physical site inspection to have a better appreciation of the area.
3. Faculty Regent Eduardo inquired on the status of the squatter problem in the area.
4. Vice President Rodriguez said that Phase II is practically invaded

by squatters and will take awhile to clean up the area.

5. Chairman Puno inquired if the University is still open to proposals because Dr. Sangyoon Lee, President of Han Nam University in Taejon, South Korea is interested in establishing a Research Development Center in a 40 to 50 hectares of land. Part of the Plan is for Han Nam University to send International Researchers and generate funds from abroad.

The Agreement is currently with the Commission on Higher Education and the Chairman is currently negotiating with the Clark Development Authority. However, if the University is still open to proposals, the Chairman is willing to shift the negotiation to the University of the Philippines. The Han Nam University is preparing the blue print and once it is finished, Chairman Puno said, he can present it to the Board of Regents.

6. Vice President Rodriguez informed the Chairman that Phase II is an open space which is approximately 40 hectares and that the University is still open to proposals.
7. Regent de los Santos inquired if there is a Master Plan for the S & T Park.
8. In response to the query of Regent de los Santos, Vice President Rodriguez said that then President Francisco Nemenzo requested him to prepare a Master Plan for both parks and the drawings that were presented are part of the Master Plan. The Plan for the development of the phases will come from the private proponents. This must be in conformity with the parameters of the Master Plan and must be in congruence with the character of the Diliman campus. Several meetings with the proponents have been held. They have been shown the Master Plan. They have been told that part of the criteria for evaluating their proposal is how closely they have conformed with the parameters of the Master Plan.
9. President Roman thanked Regent Sarmiento for proposing this project. She recommended that Regent Sarmiento head the Regents' Committee to be created for this purpose. She also suggested that the Faculty Regent be part of the Committee.
10. Chairman Puno, Regent Gonzalez and Regent de los Santos volunteered to be part of the Committee.

Board action: Approval. The Board created a Regents' Committee to evaluate proposals from developers, and negotiate a lease agreement for the development and management of the S and T Park. This Committee to be chaired by Regent Abraham F. Sarmiento shall have for its members the following: Chairman Carlito S. Puno, Regents Nelia T. Gonzalez, Jaime S. de los Santos and Salcedo L. Eduardo.

The Board **noted** the following:

Investiture Address of Dr. Emerlinda R. Roman on 21 July 2005 at the University Theater, U.P. Diliman, Quezon City, Entitled "The University of the Philippines: A National University in the 21st Century"

Chairman Puno commended the President and the Administration for a very meaningful investiture.

(Please see the document filed at the OSU Records.)

Letter Dated 30 June 2005 of Regent Jaime S. De Los Santos, President, U.P. Alumni Association, to the Honorable Chairman and Members of the Board of Regents on the Resolution Passed by the U.P. Alumni Council on Friday, 24 June 2005 and Subsequently Approved by the General Alumni Membership during the U.P. General Alumni-Faculty Homecoming and Reunion

(Please see the document filed at the OSU Records.)

Statement of the University Council (UC) of U.P. Diliman on the Political Crisis Facing the Arroyo Administration

In a special meeting held at the Benitez Theater, College of Education, the UC voted to adopt the statement of the UC Committee on National Policies and Program as amended. *One hundred sixty (160) voted in favor of the motion, thirty five (35) voted against the motion, and eight (8) abstained.* The UC also approved a motion to have the statement from the U.P. College of Law as an annex to the UC statement.

The UC statement reads as follows:

University Council Committee on National Policies and Program (UC)

“The President Must Resign Now

Statement of the University Council (UC) of the University of the Philippines (UP) in Diliman, Quezon City on the political crisis facing the Arroyo administration

13 July 2005

The pursuit of the truth and the quest for a democratic society are integral to the university's mission in society. In the conduct of its work, the University of the Philippines is strictly guided by the paramount values of honesty, personal integrity, and responsibility.

We have a strong reason to believe that the recent actions of the Arroyo administration in relation to the so-called “Gloriagate” tapes, the initial attempt at a cover-up, the use of threat and intimidation to prevent public access to these tapes, and the clever admission of half-truths to conceal a serious offense, among others, constitute a direct assault on nearly all the values we hold sacred in academe.

A careful analysis of the content and context of the recorded conversations between the President and Commission on Elections (COMELEC) Commissioner Virgilio Garcillano clearly shows that there has been a betrayal of public trust, if not a subversion of the people's will in the last presidential election.

Grave economic problems confront the nation today. At no other time have we needed a leader who can heal the divisions in our society and inspire hope especially among our young people. President Gloria Macapagal-Arroyo has done enough damage to our public institutions and to the country's self-esteem. We cannot afford to be led any further by a dishonest president who has shown no qualms about using the awesome powers of her office for purely personal interests.

The University Council (UC) of UP Diliman, Quezon City, composed of professors, associate professors and assistant professors and chaired by the Chancellor, calls on the people to guard against foreign meddling and military takeover in charting the nation's future in the event of her removal from office. UP Diliman faculty members will join the people in their struggle to build a progressive society and a responsible government and in their commitment to uphold civilian supremacy in government and governance.

We thus call on President Gloria Macapagal-Arroyo to immediately resign.”

Regent Sarmiento proposed that the following statement of Prof. Solita C. Monsod, School of Economics, at the University Council meeting of U.P. Diliman on 13 July 2005 be included after the UC statement on the political crisis facing the Arroyo Administration.

“Magandang umaga po. Alam siguro ng karamihan or a lot of you here what my stand is ano ha. Ako po ay totally against resignation. Ako po ang aking suggestion is, number one, bilang University Council at we have a comparative advantage here sasabihin muna natin sa ating mga nakikinig sa atin kung ano ang iba-ibang alternatibo. That is why I agree with the one who immediately preceded me. What are the alternatives that we studied with respect to this crisis? Are we being part of the problem or are we trying to be part of the solution? What solutions can we give from the point of view of the academe? If we are only talking about resignation, etc., why should we even talk, everybody else's ask for that hindi po ba?

Now, let me go the statement itself. My first suggestion is that we at least see or show what the alternatives are and what the implications of these alternatives will be including by the way a revolutionary government which I see here has not been included. We don't like military takeover, we don't like foreign meddling, but we're not saying anything about revolutionary government. What does that mean, do we agree or do we disagree with that? We have to confront that issue particularly because one of the biggest advocates of that revolutionary government is our former President of the University, is it not? We cannot hide that under the rug. And I agree with the other speaker that if the College of Law wants to publish its statement, by all means let it publish its statement. But that should be separate from the University Council. Any college if it wants can come up with its statement.

I also would like to say before I continue that I was in the minority in my own college. It's the first time in the 35 years that I have not agreed with what my colleagues have said.

Now, this statement “*The President Must Resign Now*”, starts with a very strong statement, *The pursuit of the truth and the quest for a democratic society*. And I ask ourselves, have we really pursued the truth, have we actually gotten all the information we can get, or have we decided among ourselves just to listen to those tapes, whatever we want to do about them by the way these tapes have not been authenticated in any scientific manner, but by golly, you know, it's Gloria's voice. Second, we are actually saying that we are going to consider somebody guilty until she proves herself innocent because that sounds like what I heard with respect to drug. Are we willing to do that, to consider somebody guilty until she can prove herself innocent. My golly, somebody who is caught cheating in this University, she or he is not expelled outright, he is allowed due process even if he's caught red-handed. Look at our former Chancellor Roger Posadas, everybody was saying it's black and white, he was allowed due process. Whether or not we agree with the decision is something else again. But at least there was due process.

So I questioned whether we have really pursued the truth or whether we are rushing to judgment because we want to lead. There they do. We are their leaders therefore we must hurry after them. I think we owe ourselves the kind of deliberateness and with respect to this instead of something that is cooked by the University Council and then present it to us in one day. I think this statement is important enough so that it should at least have greater deliberation.

Now, then, to the second paragraph, “*constitute a direct assault on nearly all the values we hold sacred in academe*”. Well, what about the values of I said innocence until proven guilty, what about the value of due process? I'm really shocked that the College of Law actually comes up with this thing. They are the ones who are supposed to be giving due process where she was not allowed, she has not yet been allowed. She made a statement and we say that's her evidence and therefore we don't like it. That's not correct. I think that at least in the interest of truth, further fact-finding must be done and it should not be done by the legislature either.

Now, with respect to “*President Gloria Macapagal-Arroyo has done enough damage to our public institutions and to the country's self-esteem*,” what is the basis for that statement? Are you saying that we are asking her to get out without any formal processes, without any formal charges? As I said in other forums, we actually are making it more difficult on her than we have made on Pres. Estrada because he was impeached. And it was only because we felt violated by the obvious bias at that impeachment that we went out on the streets. Now we're going out on the streets without any formal process or any formal charges.

And then as I said, the University Council talking about guarding against foreign meddling and military takeover, I think if we're going to talk about the alternatives let's talk about a revolutionary junta, let's talk about snap elections, let's talk about all these other alternatives including impeachment. And we should give what the costs and benefits are instead of saying we want this because these are the benefits. We have to at least in fairness give what the costs are because there are costs to the resignation of the President. Not the least among which is the very negative signal that it gives with respect to the ability of the people to get rid of an elected official simply because she has become unpopular. That is totally unfair. This University is supposed to pursue truth, fairness and justice. It is supposed to give due process to as far as any issue is concerned. I don't think we have given due process. I am not in

favor. And if you are going to have a statement *composed of 1,093 professors, associate professors and assistant professors, etc.*, please say that at least one professor does not agree with this statement. Thank you."

Statement from the U.P. College of Law

"We, the Faculty of the University of the Philippines College of Law, in line with our responsibilities as lawyers, educators, and citizens of the Republic, have decided to present our collective views on the issue of the "Gloria Tapes."

We believe that Malacañang's confirmation that President Arroyo made the calls to Commissioner Garcillano implies more than a mere "lapse of judgment" or simple impropriety. We believe that it constitutes an inexplicable and inexcusable failure to adhere to fundamental precepts of the Constitution.

President Arroyo took an oath to "faithfully and conscientiously fulfill [her] duties as President of the Philippines, preserve and defend its Constitution, execute its laws, do justice to every man, and consecrate [herself] to the service of the Nation." (Article VII, Section 5) Under Section 17 of the same Article, she is mandated to "ensure that the laws be faithfully executed."

Among the laws that the President swore to preserve, defend, and faithfully execute is Article IX, Section 1 of the Constitution, which guarantees the independence of the COMELEC. A series of direct, personal calls from the Chief Executive, a candidate in the elections, to a COMELEC official *during* the election period, already grossly violates that independence. Taking into account the *content* of the conversations, which indicate manipulation of the canvassing process, concealment of illegal acts, and outright electoral fraud, underscore the debasement of the constitutional right to suffrage, the very foundation of our democracy, and establishes the criminal culpability of President Arroyo.

Fulfillment of these fundamental constitutional duties did not require any "judgment" on the part of President Arroyo, only full and faithful adherence to basic and straightforward provisions of the Constitution.

We believe that with this glaring failure to abide by the duties of her high office, President Arroyo has lost the capacity to serve the public trust with the utmost responsibility and integrity. She has become morally, and constitutionally, unfit to be President.

We are therefore calling upon President Arroyo to resign.

If she takes our nation's best interests to heart and is genuinely sorry for her failure to do her duty, she should step down. Resignation is the best apology she can offer the Filipino people.

We are likewise calling on the Commissioners of the COMELEC to vacate their posts in view of the serious damage the "Gloria Tapes" issue has done to their credibility and integrity. They must be reminded that they are bound to perform their duties honestly, faithfully, and in such a manner as to be above suspicion of irregularities, a standard they can no longer meet in the current situation.

It must be emphasized that, contrary to the claims in some quarters, resignation is constitutional. Voluntary relinquishment is one of the constitutionally recognized means by which the Presidency can be vacated. (Article VII, Section 8) Likewise, calling for the President to step down is perfectly in accordance with the exercise of the constitutional right to free speech, and cannot be abridged through prior restraint or threat of subsequent punishment. (Article III, Section 4) We are constrained to reiterate this point in the wake of the dire warnings and threats of prosecution that have been made by the Department of Justice.

We make these statements on the basis of what we believe the Constitution, the laws, and public interest prescribe. We do so pursuant to our appreciation of what our responsibilities demand.

Approved by overwhelming majority. Released 4 July 2005."

Letter Dated 27 June 2005 of Senior Deputy Executive Secretary, Joaquin C. Lagonera Authorizing the Travel to the United States of America of President Emerlinda Roman from 5-23 October 2005

Letter dated 27 June 2005 of Senior Deputy Executive Secretary, Joaquin C. Lagonera authorizing the travel to the United States of America of President Emerlinda Roman from 5-23 October 2005 (inclusive of travel time), to serve as Keynote Speaker and Guest of Honor at the General Assembly and Convention of the U.P. Alumni Association in America (UPAAA) scheduled in San Diego, California on 7-9 October, as well as participate in a series of alumni association meetings and seminars in Los Angeles and San Francisco on 12-15 October and 17-21 October, respectively, upon the invitations of the U.P. Nursing Alumni Association International, the U.P. Alumni Association of Greater Los Angeles, and the U.P. Alumni Association of San Francisco, Inc.

This authority entitles Dr. Roman to pre-departure expenses of P1,500.00, chargeable against U.P. funds, subject to the availability thereof and to accounting and auditing requirements.

It is understood that UPAAA will shoulder all the other travel expenses.

Letter Dated 30 June 2005 of Senior Deputy Executive Secretary, Waldo Q. Flores Authorizing the Travel to Leuven, Belgium of President Emerlinda R. Roman from 14-21 November 2005

Letter dated 30 June 2005 of Senior Deputy Executive Secretary, Waldo Q. Flores authorizing the travel to Leuven, Belgium of President Emerlinda R. Roman from 14-21 November 2005 (inclusive of travel time), to attend the 2nd ASEAN-EU Rectors' Conference with the theme, "Borderless Education - Opportunities and Threats," organized by the ASEAN University Network (AUN) and the European Commission (EC)

This authority entitles Dr. Roman to pre-departure expenses of P1,500.00 and daily allowance (to cover incidental expenses) of US\$ 49.00, chargeable against the U.P. International Linkages Fund, subject to the availability thereof and to accounting and auditing requirements.

It is understood that AUN and EC will shoulder Dr. Roman's round-trip economy class airfare, accommodation, airport tax, inland transportation, and meals.

Letter of Jose R. Gapas of the Soil and Water Conservation Foundation, Inc., Dated 14 June 2005 to the Members of the Board of Regents, thru President Emerlinda R. Roman

Mr. Gapas enjoins the Board to "guide this highest government supported peoples' University of the Philippines to bring out and instill, among these privileged and fortunate youths of our country their best development physically, mentally and spiritually."

(Please see the document filed at the OSU Records.)

Copy of a Book Entitled, First Twenty Years UPMASA

In the dedication addressed to the U.P. Board of Regents, the UPMASA Board of Governors for 2003-2005 and the Silver Jubilee Committee state that:

"UPMASA has been in existence for 25 years and our heart continues to grow in love and respect for our University.

We continue to strive excellence and be the pride of our Alma Mater."

(Please see copy of the book filed at the OSU Records.)

Letter of Jose S. Ocampo, Sr. Chairman in the Philippines, Director for Asia, Chief Economist (Economic Scientist) Economic Recovery Fund, Ltd., Dated 7 July 2005, to the Honorable Chairman of the Board of Regents, on His Visit Last Month at the School of Economics, U.P. Diliman

(Please see the document filed at the OSU Records.)

Update on the Stern Garnishment

1. President Roman informed the Board that this matter was discussed several meetings ago. This is a case between U.P. and Stern Builders. In 1994, the latter was the winning bidder for the renovation and extension of the Old Chemistry building at U.P. Los Baños. Before the contract was signed, the building was razed by fire. Stern sued the University for allegedly failing to comply with the terms of the General Construction Agreement with Stern to renovate the damaged building. The University lost this case. The RTC awarded damages for P503,462.74 representing amount for third billing and actual damages for P5,716,729.00. This, however, has grown to more than P16 Million due to the award of P10 Million as moral damages.
2. Vice President Leonen reported that the Development Bank of the Philippines, Philcoa branch filed a compliance/manifestation with the Regional Trial Court of Quezon City, relative to their motion for consignment of a Manager's Check in the name of Stern Builders Corporation in the amount of P16 Million.
3. The subject check is still in the custody of the Sheriff of the RTC and has not yet been released to Stern Builders.
4. The Office of Legal Services has filed a Motion to hold in abeyance the release of the Manager's Check before the RTC, considering that there are still pending issues to be resolved, such as the validity of the DBP's consignment of the check and that the release of the check will violate the principles of equity (as there is no allocation for the said amount and the damages are exorbitant) and judicial courtesy (as there is a pending issue with the Court of Appeals on the legality of the judgment award being taken from public funds of the University.)

1199TH MEETING, 26 AUGUST 2005

APPOINTMENTS

The Board **approved** the following:

UNIVERSITY OFFICIALS

U.P. Diliman

Prof. Alfredo B. Juinio, Jr., Original Additional Assignment as Officer-in-Charge, National Center for Transportation Studies (NCTS), effective 16 August 2005 until 15 August 2006

U.P. Mindanao

Prof. Antoinette B. Hernandez, Original Additional Assignment as Vice-Chancellor for Administration, effective 15 August 2005 to serve at the pleasure of the Chancellor

TRANSFER TO PERMANENT STATUS

U.P. Diliman

Maria Anna Rowena G. Layador, Assistant Professor 1, College of Social Sciences and Philosophy, effective 26 August 2005

U.P. Los Baños

Charina Gracia B. Banaay, Assistant Professor 1, College of Arts and Sciences, effective 26 August 2005

Hazel L. Gaza, Assistant Professor 1, College of Arts and Sciences, effective 26 August 2005

Analinda M. Fajardo, Assistant Professor 1, College of Arts and Sciences, effective 26 August 2005

U.P. Visayas

Mary Barby P. Badayos-Jover, Assistant Professor 1, College of Arts and Sciences, effective 26 August 2005

Rhodella A. Ibabao, Assistant Professor 1, College of Arts and Sciences, effective 26 August 2005

Joefer B. Santarita, Assistant Professor 1, College of Arts and Sciences, effective 26 August 2005

EXTENSION OF SERVICE BEYOND COMPULSORY RETIREMENT AGE OF 65

U.P. Diliman

Soledad C. Francisco, Associate Professor 5, College of Education, effective 6 November 2005 until 31 May 2006

Editha M. Marcelo, Professor 2, College of Education, effective 28 October 2005 until 31 May 2006

Zenaida A. Policarpio, Associate Professor 2, College of Education, effective 9 November 2005 until 31 May 2006

RENEWAL OF APPOINTMENT BEYOND COMPULSORY RETIREMENT AGE OF 65

U.P. Diliman

Albina P. Fernandez, Professorial Lecturer 2, College of Arts and Letters, effective 1 June 2005 until 31 May 2006

Jose C. Gatchalian, Professorial Lecturer 5, School of Labor and Industrial Relations, effective 1 June 2005 until 31 May 2006

U.P. Manila

Antonio C. Chavez, Clinical Professor, College of Medicine & Attending Radiologist, Philippine General Hospital, effective 1 June 2005 until 31 May 2006

Alfonso A. Doloroso, Clinical Professor, College of Medicine & Attending Anesthesiologist, Philippine General Hospital, effective 1 June 2005 until 31 May 2006

Eduardo V. Nievera, Clinical Professor, College of Medicine & Attending Radiologist, Philippine General Hospital, effective 1 June 2005 until 31 May 2006

REAPPOINTMENT BEYOND COMPULSORY RETIREMENT OF AGE OF 65

U.P. Diliman

Sylvia H. Guerrero, Professorial Lecturer 5, College of Social Sciences and Philosophy, effective 1 June 2005 until 31 May 2006

Anunciacion V. Lara, Professorial Lecturer 2, College of Home Economics, effective 1 June 2005 until 31 May 2006

Kelvin S. Rodolfo, Visiting Professor, College of Science, effective 1 June 2005 until 31 August 2005

U.P. Open University

Milagros D. Ibe, Professorial Lecturer 5, Faculty of Education, effective 15 June 2005 until 15 November 2005

REAPPOINTMENT BEYOND FACULTY TENURE RULE

U.P. Diliman

Emilia T. Boncodin, Professor 5, National College of Public Administration and Governance, effective 1 August 2005 until 31 May 2006

POLICY MATTERS APPROVED

Proposal of U.P. Los Baños for the Institution of a Master of Science in Natural Resources Conservation (MS NRC) Program

Rationale:

Renewable natural resources are facing threats of depletion and severe damage far beyond their capacity to renew on their own. The pressures from rapid economic development, unabated population growth, incoherent government policies, and the dearth of trained professionals with a lifelong commitment to the protection and conservation of natural resources contribute to this degradation.

This curricular proposal is designed to address the need for experts in natural resources conservation who can characterize, measure and assess natural resources in various locations or under different conditions within the Philippine archipelago and in the tropical region. They should have the ability to help formulate policies for sustainable use of resources. Likewise, these experts should have the capacity to design, implement and evaluate natural resources conservation plans and programs, and to advocate strongly for conservation measures and policies that are solidly grounded on scientific principles. Their role in society would include educating the public on the nature of natural resources and the importance of people and community participation in ensuring their sustainability. They must also be able to undertake researches to validate efficacy of natural resource conservation strategies, define interactions between natural resources and the environment, and explain people's attitudes and perceptions *vis a vis* individual and societal functions in conserving natural resources.

Three (3) areas of specialization were identified to constitute the initial major fields of study under the program. *Biodiversity conservation* will respond to the need for scientists equipped with the knowledge and tools for conserving indigenous genetic resources. They will be trained to develop the ability for mapping biological resources and the sustainable use of biological diversity. *Parks and Outdoor Recreation Management* will train individuals in ecotourism to focus on the interface between people and the recreational value of natural resources. They will be provided with knowledge and tools to manage recreational values of natural resources, protected areas and nature-based tourist destinations. *Coastal Resources Management* will address the need to enhance competence of both the government and the private sectors in the rehabilitation, conservation, and utilization of mangrove and other coastal ecosystems.

MS NRC is in line with UPLB's five-year development plan as embodied in the current administration's vision for the university. It has been designed as an umbrella program and structured to allow the addition of new areas of specialization concerned with other types of natural resources. Thus, it is anticipated that the fields of land and soil resources conservation, freshwater and inland water resources, wetlands management, and natural resources economics will be proposed by the concerned units as new areas of specialization under the program.

Board action: Approval. The Board made it clear that the undergraduate courses required for the program must be advanced courses.

Conferment of the Degree of Doctor of Laws, *Honoris Causa*, Upon United States Supreme Court Justice Anthony M. Kennedy

Justice Anthony M. Kennedy has been hailed for his "activist" decisions. He has joined with the court's liberals to abolish the death penalty for juvenile offenders (invoking international human rights norms, a bold and radical step in American law); expanded the power of local governments to use private property for economic development; and revised old doctrine in order to stop discriminatory treatment against homosexuals.

Justice Kennedy will deliver the 8th Hilario G. Davide Jr. Distinguished Lecture, and will be in the Philippines from September 10 to 13.

Note: All the eight (8) Regents present voted in favor of the conferment of the honorary degree to Justice Kennedy. Since three fourths (3/4) vote of all the members of the Board is required to confer an honorary degree, Justice Sarmiento volunteered to get Chairman Puno's vote. The Chair concurred with the decision of the eight (8) Regents.

Proposed Amendments to the Existing Procedures for the Awarding of Honorary Degrees

The Board of Regents at its 670th meeting on 17 February 1960 approved the procedures for the awarding of honorary degrees. It is now proposed that these procedures be amended. (Words in capital letters are to be added and bracketed ones to be deleted)

GENERAL PRINCIPLES

THE BOARD OF REGENTS, BY A VOTE OF THREE FOURTHS (3/4) OF ALL ITS MEMBERS, CAN INITIATE THE AWARDING OF HONORARY DEGREE.

The honorary degree is [traditionally] conferred upon individuals for outstanding achievements in their fields [and in recognition of learning, statesmanship, or eminence in literature, science or art].

[Institutions conferring honorary degrees follow certain explicit guidelines and procedures as dictated by their Board of Trustees or their highest governing body. At UP, the Board of Regents has confirmed the formulation of certain policies and procedures which have been observed since 1960. Presented below are such procedures for the Awarding of Honorary Degrees:]

THE DOCTOR OF LAWS (LL.D.) DEGREE IS AWARDED TO PERSONS WHO HAVE DISTINGUISHED THEMSELVES IN SERVICE TO THE STATE, TO LEARNING, AND TO HUMANITY.

THE DOCTOR OF SCIENCE (Sc.D.) DEGREE IS AWARDED TO PERSONS WHO HAVE MADE DISTINGUISHED CONTRIBUTIONS TO THE SCIENCES.

THE DOCTOR OF HUMANE LETTERS (L.H.D.) IS USUALLY GIVEN TO PERSONS WHO HAVE DISTINGUISHED THEMSELVES IN THE HUMANITIES.

NO HONORARY DEGREE SHALL BE CONFERRED UPON INCUMBENT ADMINISTRATORS AND/OR MEMBERS OF THE FACULTY OF THE UNIVERSITY.

PROCEDURES

The following procedures 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.

- That a [permanent] STANDING committee on honorary degrees composed of nine (9) members selected by the President from among the members of the University Council AND FROM AMONG THE PROFESSORS EMERITI shall 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 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 degree [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.

AS A GENERAL RULE, THE HONORARY DEGREE IS CONFERRED DURING THE UNIVERSITY'S COMMENCEMENT EXERCISES.

Board action: Approved as corrected.

Proposal to Establish the Position of University Professor Emeritus

The "Professor Emeritus" title is given to a retired Professor of the University who has rendered at least 20 years of active and faithful 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 (from Art. 207, University Code).

"University Professor" is the highest academic rank in the University conferred by the Board of Regents upon a select few from among the faculty for exemplary intellectual achievement joined to moral integrity. They are recognized as world class scientists and scholars for their outstanding contributions to the advancement of their field.

These few University Professors if conferred the Professor Emeritus title will surely bring honor and glory to the University. To distinguish this select few from the other Professors Emeriti, the following are proposed:

1. Establish the position of **University Professor Emeritus** to be conferred to retired University Professors following existing guidelines.
2. Change the title from **Professor Emeritus** to **University Professor Emeritus** of all existing Professors Emeriti who were University Professors prior to retirement.

The U.P. Scientific Career System: U.P. Scientific Productivity System

Rationale

This proposal specifies the implementing guidelines for the participation of U.P. personnel in the Scientific Career System.

U.P. proposes to address two major concerns regarding the existing guidelines: (1) the nature of the Scientist appointment and (2) the criteria for admission to, retention and promotion in the System.

U.P. scientists shall be evaluated using a set of high standards that will put "U.P. University Scientists" in their rightful place in the international community of scholars. Only the best and the most deserving shall be conferred the title. The conferment shall be temporary, thus, only those who are productive shall be retained or promoted.

Scientific productivity in academia is universally measured by the ability to publish in refereed reputable journals and books. For this reason, only refereed publications shall be, giving more weight to scientific and technological books published by prestigious publishers and to refereed publications in ISI journals. Scientific standing and peer recognition are best gauged by membership in prestigious international bodies and peer review groups and prestigious international scientific awards. The proposed evaluation criteria and rating system reflect these standards. They also recognize technological productivity in the applied sciences.

Although teaching, extension work, and the training of other scientists are important functions of an academic, these criteria should not be considered for the U.P. University Scientist rank. This is because teaching and public service deserve their own award system. Moreover, the relatively small weight for teaching (only 10 pts in the current system) does not do justice to the service. Furthermore, performances in these functions are already considered when being evaluated as faculty or REPS. Thus, the basis of the U.P. University Scientist rank shall be scientific and technological outputs and scientific and professional standings.

General Guidelines

1. Nature of the Appointment
 - a. Productive U.P. Scientists shall be conferred the title "U.P. University Scientist" depending on scientific productivity:
 - U.P. University Scientist I
 - U.P. University Scientist II
 - U.P. University Scientist III
 - b. Conferment of the U.P. University Scientist title shall be temporary. It shall be in the nature of an additional recognition, to be given by U.P. as an award.
 - c. Regular, full-time faculty, research faculty, and researchers (REPS) in active service who belong to the scientific disciplines covered by the SCS* (Annex 1) and meet the qualifications in Table 1 may be considered for the title of U.P. University Scientist.
 - d. After three years, the Scientist shall be evaluated for the purpose of retention and if merited, for promotion.
 - e. Faculty, Faculty Researchers, and REPS shall retain their ranks as U.P. faculty, faculty researchers, and REPS when they join the System and may be promoted as faculty, faculty researchers, or REPS accordingly.
 - f. Faculty, Faculty Researchers or REPS rank shall remain the basic rank, on which retirement and other benefits will be based.
2. Admission to the System
 - a. U.P. personnel shall be admitted into the system to the extent that they meet the minimum qualifications (Table 1) and subject to the availability of funds.
 - b. Nominees must have at the minimum a Ph.D. degree in the field for which s/he is being conferred the Scientist rank or M.D. with M.S. degrees.
 - c. The following shall be the criteria for evaluation:
 - Scientific Productivity as measured by publications and technological output;
 - Scientific Standing; and
 - Professional Standing
 - d. A rating system for the evaluation of nominees shall be followed. (Table 2)
3. Retention/Promotion in the System
 - a. Scientists shall be evaluated every three years using the rating system in Table 2.
 - b. To retain the U.P. University Scientist rank or to be promoted to a higher rank, the Scientist must meet the requirements stated in Table 3, based on work produced in the three years since the last conferment.
4. Readmission to the System

Scientists who were not conferred the University Scientist rank after re-evaluation may be re-considered after five years and must meet the requirements for initial conferment.

* Expanded to include Rehabilitation Science, Occupational Therapy, Speech Pathology and Archaeology, as approved in principle by the Scientific Career Council during its 36th meeting on 8 March 2000.

Annex 1

Specifically, the SCS shall cover the following disciplines:

- A. Basic/Natural Sciences and Mathematics
1. Archaeology
 2. Astronomy
 3. Biology (including Molecular Biology)
 4. Biotechnology
 5. Botany
 6. Chemistry
 7. Earth Sciences
 - 7.1 Geochemistry
 - 7.2 Geology
 - 7.3 Geophysics
 - 7.4 Seismology
 - 7.5 Volcanology
 8. Environmental Sciences (including Ecology)
 9. Mathematical Sciences
 - 9.1 Mathematics (pure/abstract/applied, including analysis, differential geometry and graphs)
 - 9.2 Operations Research
 - 9.3 Statistics (including mathematical probability, statistical mathematics and computing and graphics)
 10. Materials Science
 11. Meteorology
 12. Microbiology (including Veterinary and Agricultural Microbiology)
 13. Nutrition
 14. Oceanography and Marine Sciences
 15. Physics (including Biophysics and Mathematical Physics)
 16. Space Sciences
 - 16.1 Astronomy
 - 16.2 Interferometry
 - 16.3 Remote Sensing
 17. Zoology
- B. Engineering and Information and Communication Technology
1. Aeronautical and Nautical Engineering
 2. Agricultural Engineering
 3. Architecture
 4. Chemical Engineering
 5. Civil Engineering
 6. Computer Engineering
 7. Computer Science
 8. Communications Engineering
 9. Earthquake Engineering
 10. Electrical Engineering
 11. Electronics Engineering
 12. Energy Engineering
 13. Environmental Engineering
 14. Food Engineering
 15. Forest Products Engineering
 16. Geothermal Engineering
 17. Industrial Engineering
 18. Information Technology
 19. Materials Engineering
 20. Mechanical Engineering
 21. Metallurgical Engineering
 22. Mining Engineering
 23. Nuclear Engineering
 24. Structural Engineering
 25. Textile Engineering
- C. Medical Sciences
1. Basic Sciences
 - 1.1 Anatomy
 - 1.2 Epidemiology
 - 1.3 Medical Pathology
 - 1.4 Medical Parasitology
 - 1.5 Medical Microbiology
 - 1.6 Physiology
 - 1.7 Pharmacology
 - 1.8 Public Health
 2. Clinical Sciences
 - 2.1 Medical (including Pediatrics and sub-specialties of Internal Medicine and Psychiatry)
 - 2.2 Surgical [including sub-specialties of Surgery, Obstetrics, Gynecology, Ear-Nose-Throat (ENT) and Ophthalmology Medical Biotechnology]
 3. Health Related Sciences
 - 3.1 Dentistry
 - 3.2 Medical Technology
 - 3.3 Nursing
 - 3.4 Pharmacy
 4. Medical Biotechnology
 5. Medical Genetics
 6. Rehabilitation Science
 - 6.1 Occupational Therapy
 - 6.2 Physical Therapy
 - 6.3 Rehabilitation Medicine
 - 6.4 Speech Therapy
- D. Agricultural Sciences
1. Agricultural Biotechnology
 2. Agronomy
 3. Animal Science
 4. Entomology
 5. Fisheries and Aquaculture
 6. Food Science and Technology
 7. Forestry and forest products
 8. Horticulture
 9. Plant Breeding and Genetics
 10. Plant Pathology
 11. Soil Science
 12. Veterinary Medicine
 13. Weed Science
- E. SELECTED FIELDS OF SOCIAL SCIENCES (per SCC Res. No. 12 dated 8-20-98)
1. Anthropology
 2. Communication
 3. Demography
 4. Economics
 5. Geography
 6. History
 7. Linguistics
 8. Political Science
 9. Psychology
 10. Public Administration
 11. Social Work
 12. Sociology
- F. OTHERS
1. Library and Archival Sciences
 2. Scientific & Technical Documentation

Annex 2

| SCS Rank | Existing SCS Qualification | UP Proposal 2005 |
|----------|---|---|
| I | MS in the appropriate fields of science and 10 yrs productive scholarship and professional R&D work* or PhD and 5 yrs productive scholarship and professional R&D work* • must garner at least 50 pts in scientific productivity | MD plus MS and 5 yrs of consistent productive scholarship* or PhD* and 5 yrs of consistent productive scholarship* *55 pts from criteria I and/or II |
| II | [MS/10 yrs or PhD/5 yrs] plus 60 pts | NONE |
| III | [MS/10 yrs or PhD/5 yrs] plus 70 pts | PhD and 7 yrs of consistent productive scholarship* **75pts from criteria I and/or II plus criteria III or IV |
| IV | [MS/10 yrs or PhD/5 yrs] plus 80 pts | NONE |
| V | PhD in appropriate fields and 10 yrs of productive scholarship and professional R&D work* * must garner at least 90 pts | PhD and 10 yrs of consistent productive scholarship* *95 pts from criteria I and/or II, plus criteria III and IV |

* in field for which s/he is being considered

Table 1. Minimum Qualifications for Initial Appointment

| Criteria | Rank of UP University Scientist | | |
|--|--|---|--|
| | I | II | III |
| • Graduate degree | Doctoral Degree* in specific field of specialization or MD with MS | | |
| • Minimum no. of years of consistent productive scholarship prior to appointment | 5 | 7 | 10 |
| • Criteria for Scientific Productivity | | | |
| I. <u>Refereed</u> publications | | | |
| A. Scientific Articles | | | |
| 1. National | | | |
| 2. International | | | |
| 3. International, ISI | | | |
| B. Scientific/Technological Books/Chapters in Books (prestigious publishers) | | | |
| 1. National | | | |
| 2. International | | | |
| II. Technological Output | | | |
| A. Patent | | | |
| B. Original peer-reviewed design | | | |
| III. Scientific Standing (International Journal/Books) | | | |
| A. Editor | | | |
| B. Peer Reviewer | | | |
| C. Member, editorial board | | | |
| IV. Professional Standing (International Organizations/Conferences) | | | |
| A. Member of prestigious international bodies by invitation | | | |
| B. Scientific award | | | |
| C. Keynote speaker | | | |
| D. Plenary speaker | | | |
| • Source of Points (minimum) (Criteria I, II, III, IV) | I and/or II | I and/or II (min 40/ max 55pts) plus III or IV | I and/or II (min 20/ max 35pts) plus III and IV |
| • Number of points required | 55 last 5 years | 75 last 5 years | 95 last 5 years |

• in field in which s/he is being considered

Table 2. Rating System for Evaluation of Nominees

| Source of Points | Points | Remarks |
|--|----------------------------|---|
| I. Scientific Refereed Publications | | - For publications to be credited, UP must be indicated as address of author(s) - Multi-authors (applies to books and journals) 1 - 2 authors 100% 3 - 4 80 5 up 60 - How about refereed University journals? OVCRD applies national criteria to "accredit" University journals; re-assess college-based journals before they can be considered |
| A. Scientific Articles | | |
| 1. National | 3 | |
| 2. International | 5 | |
| 3. International, ISI | 7 | |
| B. Scientific/Technological Books/ Chapters in Books (prestigious publishers) | | Only non-textbooks considered |
| 1. National | Chapter 7/Chapter Book 35 | Ask UP Press and OVCRD to list down prestigious publishers |
| 2. International | Chapter 10/Chapter Book 50 | Use list in International Publications Awards |
| II. Technological Output | | |
| 1. Patent | Local 15 Int'l 50 | |
| 2. Peer-reviewed design | 10 - 20 | - Must be original - Dean Rowena Guevara will draft peer-review mechanism |
| III. Scientific Standing (International Journal/Books) | | Dean Rowena Guevara will study a comparable mechanism of recognition for engineers |
| 1. Editor | 20 | |
| 2. Peer Reviewer | 3 pts/article | - Maximum of two (2) - Look at International Editorial Board of journals - Can also apply to invited Dissertation reviewer by prestigious foreign universities |
| 3. Member, editorial board | 5 | - Maximum of two (2) journals - 5 points per journal - For at least one year appointment during period of review |
| IV. Professional Standing (International Organizations/Conferences) | | Dean Rowena Guevara will study a comparable mechanism of recognition for engineers |
| 1. Member of prestigious international bodies, by invitation | 10 | - By direct invitation only (Those recommended by institution or government not included) - Maximum of two (2) |
| 2. Scientific Award | 10 | Maximum of two (2) |
| 3. Keynote speaker | 50 | Only one speaker |
| 4. Plenary speaker | 10 | Maximum of two (2) |

RETENTION/PROMOTION

1. Scientists shall be evaluated every three years.
2. The number of points required, and the source of these points, to be retained within the same rank or promoted to the next higher rank are summarized in the table below.

Table 3. RETENTION/PROMOTION

| UP University Scientist Rank | Points Required (period of evaluation: 3 years after last appointment) | Sources of Points |
|------------------------------|--|---|
| I | 35 | I and/or II |
| II | 45 | I and/or II (min 20 - max 28) plus III or IV |
| III | 55 | I and/or II (min 11 - max 18) plus III and IV |

3. If a University Scientist does not meet the retention requirements, the following will apply:
 - will slide down to a lower rank or
 - may be temporarily removed from the UP Scientific Productivity Program.
4. If a University Scientist is removed from the Program s/he did not meet the minimum requirement, s/he may apply again after five years and should meet the same requirements as for initial appointment.

Amendatory Agreement with the Maquiling School, Inc. (MSI)

Amendatory Agreement entered into by and between the University of the Philippines System and the Maquiling School, Inc. (MSI)

The Memorandum of Agreement (MOA) with MSI signed by President Abueva and approved by the Board on 4 July 1991 allowed MSI to lease that portion of the UPLB campus occupied by its school complex for a period of twenty five (25) years from 3 April 1991, with an annual token fee of P3,000.00 paid to UPLB. The MSI, a private school giving priority to children of constituents of UPLB has a school complex covering 12,856 square meters within a portion of UPLB campus.

Under paragraph 3 of the MOA, the MSI “shall use the leased premises *only as kindergarten and elementary school*, giving priority to the children of constituents of UPLB and affiliated units and always in accordance with the rules and regulations of UPLB”.

The high school department of MSI is legally prevented from operating within the leased premises under paragraph 3 of the MOA. MSI has “piloted its high school department” and now seeks U.P.’s approval for the “full operation of its high school department” within the leased premises.

The only purpose of the Amendatory Agreement is to amend paragraph 3 of the MOA so that MSI will be allowed to “use the leased premises as Kindergarten, Elementary and *Mathematics-Science High School*, giving priority to the children of constituents of UPLB and affiliated units and always in accordance with the rules and regulations of UPLB”. The rest of the provisions of the MOA remains unaffected.

Since the Amendatory Agreement relates to a lease contract with a period exceeding three (3) years, the agreement should be approved by the Board of Regents.

Proposal to Lower the Existing Honoraria Rates for Committees

During the 1175th meeting of the Board of Regents on 25 September 2003, the amended guidelines for the grant of honoraria to Committees as well as the rates of such honoraria were approved.

Admittedly, at that time, the University had sufficient funds to implement the new rates. However, during these difficult times the University is compelled to be more judicious in using its meager resources. Prudence dictates that the University also adopt austerity measures in keeping with the national government’s call for the adoption of such measures. Thus, the need to rationalize the allocation and utilization of resources comes to the fore.

It is for the aforementioned reason that the proposal to lower the existing honoraria rates is submitted. This is consistent with the provision in the approved guidelines which calls for a review of honoraria rates every two years. The proposed rates* are as follows:

Table 1: Rates for Standing Committees (amounts in brackets are to be deleted)

| Grade Level | Chair | Members/ Consultants | Secretary | Support Staff |
|-------------|---------------------------|-------------------------|-------------------------|-------------------------|
| Grade 1 | P 975.00 [P1,000.00] | P 715.00 [P 750.00] | P 585.00 [P 600.00] | P 455.00 [P 500.00] |
| Grade 2 | P 1,300.00 [P2,000.00] | P 975.00 [P1,500.00] | P 780.00 [P1,200.00] | P 585.00 [P1,000.00] |

Table 2: Rates for Ad Hoc Committees

| Grade Level | Chair | Members/ Consultants | Secretary | Support Staff |
|-------------|----------------------------|----------------------------|---------------------------|---------------------------|
| Grade 1 | P 5,850.00 [P 6,000.00] | P 4,550.00 [P 5,000.00] | P 3,250.00 [P3,500.00] | P 2,600.00 [P3,000.00] |
| Grade 2 | P 7,800.00 [P12,000.00] | P 5,850.00 [P10,000.00] | P 4,550.00 [P7,000.00] | P 3,250.00 [P6,000.00] |

* These are actual old rates before the adjustments were approved during the 1175th BOR meeting

Board action: Approval, without prejudice to increasing the rates when times are better.

FINANCIAL MATTERS APPROVED

Reprogramming of P200,000,000 Representing Unexpended Balances of Prior Year’s Obligations under General Fund 101 for the Establishment of the P200 Million “U.P. Scientific Productivity System Endowment Fund”

It is understood that any obligations/disbursements that will be made against this appropriation shall be subject to the usual accounting and auditing rules and regulations.

Revised Allocation for the Use of the 2005 Merit Promotion Fund

Consistent with the guidelines for the 2001 merit promotion and in consultation with the Department of Budget and Management, the following is the proposed revised allocation of the Merit Promotion Fund:

- 1) Merit Promotion (for Plantilla items)
 - 1.1 80% of the fund will be allocated for faculty promotion effective 1 July 2005
 - 1.2 20% of the fund will be allocated for non-teaching personnel (REPS and Administrative staff) effective 1 July 2005
- 2) Merit Awards (for faculty and staff who have reached the maximum level of their current salary grade) – one shot award as follows:

| | | |
|-----------------|---|---------|
| 2.1 Faculty | - | P 5,000 |
| 2.2 REPS | - | P 3,000 |
| 2.3 Admin staff | - | P 2,000 |

The funding source of the Merit Award is the Merit Promotion Fund.

This supersedes the allocation approved by the Board in its meeting on 28 July 2005.

Request of U.P. Los Baños for Programming of P25,660,000 Collected from the International Rice Research Institute (IRRI) to Establish a Campus Maintenance Fund (CMF)

The CMF will be used to cover shortfalls in the UPLB Internal Operating Budget (IOB) allocations for payment of utilities and the repair and maintenance of its roads and infrastructure. UPLB maintains the entire campus’ power and water supply, road upkeep, and waste disposal system. UPLB shares the use of these resources with the Department of Agriculture, the Department of Science and Technology line agencies operating at UPLB, SEARCA, IRRI, UPLBFI, and many other international and national programs. These development partners understand the need for contingency fund for campus maintenance in the face of skyrocketing cost of materials and utilities.

It is understood that any obligations/disbursements that will be made against this programmed fund shall be subject to the usual accounting and auditing rules and regulations.

Request of the U.P. Visayas Chancellor for the Modification/Reclassification of Ten (10) Administrative Positions to Create Information Technology (IT) Positions

The creation of IT positions is necessary to ensure the sustainability of U.P.’s Modernization Program in U.P. Visayas and implement the program in its three campuses; specifically Iloilo, Cebu and Tacloban campuses. This will not entail additional funding on the part of the University since it will be funded by abolition of some items, which are no longer needed.

Modification/reclassification is necessary to provide U.P.

Visayas with urgently needed and appropriate positions, in the case of administrative and/or REPS personnel.

It is understood that after the approval of the Board of Regents, the same shall be forwarded to the Department of Budget and Management so that the proposed changes can appropriately be reflected in the University's Personnel Services itemization for the succeeding year.

ACADEMIC MATTERS APPROVED

Graduation of Students from U.P. Baguio Who Completed All the Requirements as of Summer 2004-2005

Graduation of students from U.P. Baguio who completed all the requirements as of Summer 2004-2005 and whose graduation was endorsed by the U.P. Baguio University Council in its 27th meeting on 27 July 2005

MEMORANDA*

The Board **confirmed** the following:

Note: These contracts/agreements have gone through the standard University process from the Constituent University (CU) concerned and the University System. In cases where there were irregularities or inconsistencies with present laws, rules, regulations and processes, the documents were returned for review of or to exact compliance by the concerned.

U.P. System

Memorandum of Agreement with the Kanawan Aytas, the Michigan State University (MSU) and the National Commission on Indigenous Peoples (NCIP)

Memorandum of Agreement entered into by and among the University of the Philippines, the Kanawan Aytas, the Michigan State University (MSU) and the National Commission on Indigenous Peoples (NCIP)

Project: "Biodiversity and Drug Development in the Philippines"

Particulars:

- a. The researchers of U.P. and MSU shall collect aquatic and terrestrial biological samples within the section of the Bataan National Park located in Morong, Bataan and designated as the pilot site for the Project;
- b. The Kanawan AYTAS comprise an indigenous cultural community residing within the pilot site of the Project, whose rights and well-being are being promoted, protected and recognized in connection with the Project;
- c. The NCIP Administrative Order No. 3, Series 2002, the implementing guidelines of Section 59 of Republic Act No. 8371 or the Indigenous Peoples Rights Act provides that researchers should first obtain the Free and Prior Informed Consent (FPIC) of the Kanawan AYTAS as a basis for the issuance of the Certificate Precondition by NCIP as required in the issuance of a permit to do research with the IP ancestral domain; and

**Before taking up the Contracts, Regent Sarmiento inquired why many of the contracts submitted for confirmation by the Board are already being implemented. The President explained that these contracts, most of which are academic in nature have been entered into either by the President or by the Chancellors. This is by virtue of authority delegated to them by the Board of Regents. Regent Sarmiento raised the need to review such delegation of authority by previous Boards. In this connection, the President instructed the Vice President for Academic Affairs, the Vice President for Administration and the Secretary of the University to review the existing delineation of authority. She also asked the Secretariat to furnish each member of the Board a copy of the Handbook on Delineation of Authority.*

- d. This Memorandum of Agreement shall be the basis of the issuance of the FPIC of the Kanawan AYTAS to the researchers of U.P. and MSU for access to the Kanawan AYTAS community's traditional knowledge of medicinal plants and the collection of biological samples from the Kanawan Reservation and the section of the Bataan National Park to be claimed by the Kanawan AYTAS as their ancestral domain.

The U.P. and MSU shall provide the following benefits to the Kanawan AYTAS:

- a. Co-ownership of intellectual property rights and patents on drugs derived from the traditional medicinal plants of the Kanawan AYTAS;
- b. Royalties on patents from drugs derived from the traditional medicinal plants of the Kanawan AYTAS:
 1. Based on the International Cooperative Biodiversity Group (ICBG) accepted rates involving similar projects, royalties will be split between Kanawan AYTAS, MSU and U.P. as follows, after costs for patent expenses are recovered:
 - AYTAS - 40%
 - MSU - 30%
 - U.P. - 30%
- c. Royalties derived from the commercialization of the AYTAS' traditional medicinal plants and other biological materials obtained from the ancestral domain of the Kanawan AYTAS;
 1. Based on the International Cooperative Biodiversity Groups (ICBG) accepted rates involving similar projects, royalties will be split between Kanawan AYTAS, MSU and U.P. as follows, after costs for patent expenses are recovered:
 - AYTAS - 40%
 - MSU - 30%
 - U.P. - 30%
- d. Opportunities for employment as forest guides and laboratory aides in the Project;
- e. For as long as there is funding for the component of the Project to be done within the ancestral domain of the AYTAS, the following non-monetary benefits will also be provided by U.P., assisted by MSU within the scope of available funding from the Project
 - Educational assistance for high school students
 - Skills training for employment as forest guides and laboratory aides
 - Technology transfer for the development of sustainability means of livelihood through the cultivation of medicinal plants, reforestation, agroforestry and beekeeping
 - Medical missions and training in nutrition, hygiene and sanitation
 - Assistance in capability building and leadership training
 - Assistance in the establishment of a multipurpose cooperative
 - Assistance in securing a Certificate of Ancestral Domain Title (CADT)

Effectivity: Effective for a period of 5 years from the date of signing, subject to review every 2 years to address developmental issues that will arise within such period

Date notarized: 21 June 2005

U.P. Diliman

Memorandum of Agreement with the International Rice Research Institute (IRRI)

Memorandum of Agreement entered into by and between U.P. Diliman through the Diliman Computer Science Foundation, Inc. (DCSFI) and the International Rice Research Institute (IRRI)

Project: Implementation of the research activities of Generation Challenge Program (GCP) funded crop information platform development

Contract Price: US\$ 15000

Duration: One (1) year beginning 1 May 2005 and may be extended for a second year

Memorandum of Agreement with the Department of Education (DepEd)

Memorandum of Agreement entered into by and between U.P. Diliman through the College of Education and the Department of Education (DepEd)

Project: Summer Graduate Scholarship Leading to a Degree of Master of Arts in Education major in Social Studies Education for 21 Elementary Social Studies teachers

Particulars:

DepEd shall do the following tasks:

- 1) Select the teachers who will be the recipients of the program;
- 2) Promulgate the necessary rules and regulations for the grant of scholarships and the terms of conditions thereof;
- 3) Provide stipend for teacher-scholars who will participate in the program;
- 4) Provide funds for the payment of tuition and other school fees, management fees plus overhead fee (15% of the total amount), in the amount of P38,792.375 per participant, or a total of P814,639.87 for the 21 participants; and
- 5) Remit the amount due directly to the UP-CED in two installments.

U.P. Diliman through the College of Education shall do the following tasks:

- 1) Provide a graduate program in Education (with thesis) and conduct the Summer Master's Program leading to a Degree of Master of Arts in Education (MAEd) major in Social Studies Education;
- 2) Provide the venue, facilities, competent faculty and academic resources for the duration of the program;
- 3) Provide the DepEd Scholarship Committee with periodic reports on the performance and status of the scholars and final evaluation of the program; and
- 4) Award the Diploma for the degree of Master of Arts in Education major in Social Studies Education to the scholars after completion of all academic and other requirements of the program.

Effectivity: Effective immediately upon signing by the Parties for a maximum period of 3 years

Date signed: 3 January 2005

Memorandum of Agreement with the Department of Education (DepEd)

Memorandum of Agreement entered into by and between U.P. Diliman through the College of Education and the Department of Education (DepEd)

Project: Summer Graduate Scholarship Leading to a Degree of Master of Arts in Education major in General Sciences for 27 Elementary Science teachers

Particulars:

DepEd shall do the following tasks:

- 1) Select the teachers who will be the recipients of the program;
- 2) Promulgate the necessary rules and regulations for the grant of scholarships and the terms of conditions thereof;
- 3) Provide stipend for teacher-scholars who will participate in the program;
- 4) Provide funds for the payment of tuition and other school fees, management fees plus overhead fee (15% of the total amount), in the amount of P43,125.53 per participant, or a total of P1,164,389.31 for the 27 participants; and
- 5) Remit the amount due directly to the UP-CED in two installments.

U.P. Diliman through the College of Education shall do the following tasks:

- 1) Provide a graduate program in Education (with thesis) and conduct the Summer Master's Program leading to a Degree of Master of Arts in Education (MAEd) major in Science Education;
- 2) Provide the venue, facilities, competent faculty and academic resources for the duration of the program;
- 3) Provide the DepEd Scholarship Committee with periodic reports on the performance and status of the scholars and final evaluation of the program; and
- 4) Award the Diploma for the degree of Master of Arts in Education major in Science Education to the scholars after completion of all academic and other requirements of the program.

Effectivity: Effective immediately upon signing by the Parties for a maximum period of 3 years

Date signed: 3 January 2005

Memorandum of Agreement with the Department of Education (DepEd)

Memorandum of Agreement entered into by and between U.P. Diliman through the College of Education and the Department of Education (DepEd)

Project: Summer Graduate Scholarship Leading to a Degree of Master of Arts in Education major in Mathematics Education for 29 Elementary Mathematics teachers

Particulars:

DepEd shall do the following tasks:

- 1) Select the teachers who will be the recipients of the program;
- 2) Promulgate the necessary rules and regulations for the grant of scholarships and the terms of conditions thereof;
- 3) Provide stipend for teacher-scholars who will participate in the program;
- 4) Provide funds for the payment of tuition and other school fees, management fees plus overhead fee (15% of the total amount), in the amount of P43,125.53 per participant, or a total of P1,250,640.37 for the 29 participants; and
- 5) Remit the amount due directly to the UP-CED in two installments.

U.P. Diliman through the College of Education shall do the following tasks:

- 1) Provide a graduate program in Education (with thesis) and conduct the Summer Master's Program leading to a Degree of Master of Arts in Education (MAEd) major in Mathematics Education;
- 2) Provide the venue, facilities, competent faculty and academic resources for the duration of the program;
- 3) Provide the DepEd Scholarship Committee with periodic reports on the performance and status of the scholars and final evaluation of the program; and
- 4) Award the Diploma for the degree of Master of Arts in Education major in Science Education to the scholars after completion of all academic and other requirements of the program.

Effectivity: Effective immediately upon signing by the Parties for a maximum period of 3 years

Date signed: 3 January 2005

Memorandum of Agreement with Kampo Uno Rescue

Memorandum of Agreement entered into by and between U.P. Diliman through the College of Engineering (Second Party) and Kampo Uno Rescue (First Party)

Project: Civic Welfare Training Service (CWTS) Rescue Training Program (for National Service Training Program (NSTP) - Civic Welfare Training Service (CWTS) Engineering students)

Particulars:

- a. The First Party shall provide training in rappelling and rescue skills, emergency medical and rescue training, to all interested CWTS students of the College of Engineering, under the program of instructions that shall be approved and accepted by the Second Party;
- b. The First Party shall provide an exclusive tower for the students of the Second Party, provide all equipment including safety paraphernalia, ascending and descending devices, expendable materials, and safety personnel/trainors to conduct said courses at the Kampo Uno Rescue Camp inside the Quezon Memorial Circle, Quezon City; and
- c. The Second Party, through its CWTS coordinators at the College of Engineering, shall supervise and monitor the implementation of the training to ensure discipline and attendance among trainees
- d. The Second Party shall pay the First Party P400.00 for all interested CWTS students of the College of Engineering for a whole semester program of 54 hours, provided that these fees shall be waived for DOST scholars, STFAP grantees, and U.P. dependents, on a first-come first serve basis, provided further they will not exceed 20% of enrollees.

Effectivity: Effective upon signing by the representatives of both parties beginning the 1st semester of school year 2005-2006

Date signed: 26 July 2005

Memorandum of Understanding with Systema Computer Solutions Corp.

Memorandum of Understanding entered into by and between U.P. Diliman through the Department of Electrical and Electronics Engineering and Systema Computer Solutions Corp.

Project: Technology transfer and development of laboratories

Particulars:

The parties agree to cooperate in pursuing various projects such as, but not necessarily limited to:

- 1) Joint research and development projects;
- 2) Joint publications, and exchange of data and information; and
- 3) Other activities deemed necessary and appropriate

Effectivity: Effective for a period of 3 years from the date of signing

Date signed: 26 April 2005

Memorandum of Agreement with the Integrated Bar of the Philippines (IBP), Misamis Oriental Chapter

Memorandum of Agreement entered into by and between the U.P. Law Center and the Integrated Bar of the Philippines (IBP), Misamis Oriental Chapter

Subject: Mandatory Continuing Legal Education (MCLE) accredited Seminar Series for the members of the bar

Particulars:

The parties hereto will jointly conduct an MCLE accredited Seminar Series for the members of the bar. For this purpose, the parties shall agree upon the specific topics, the lecturers and the schedule for the Seminar Series.

Date signed: 29 July 2005

Research Sub-Contract Agreement with University of Queensland, Brisbane, Australia

Research Sub-Contract Agreement entered into by and between U.P. Diliman (Recipient) through the Marine Environment and Resources Foundation, Inc. (MERF) and University of Queensland, Brisbane, Australia

Project: Coral Reef Targeted Research and Capacity Building for Management

Particulars:

- a) Recipient U.P. Diliman pursuant to its Memorandum of Agreement with Marine Environment and Resources Foundation, Inc. (MERF) confirmed by the Board of Regents in its 1191st

meeting held on 10 December 2004 has granted to Marine Environment and Resources Foundation, Inc. the authority to manage such research and development contracts, testing analytical services, continuing marine science education, publications, and consultancy programs which U.P. Diliman may assign thereto.

- b) Pursuant to the Memorandum of Agreement, the MERF is authorized by the Recipient to:

1. Manage and implement the Research Sub-Contract;
2. Manage the funds that Recipient shall endorse to it under the Sub-Contract;
3. Comply with all other obligations of Recipient under the Sub-Contract subject to the Repertorial requirements contained in the aforementioned Memorandum of Agreement between Recipient and MERF; and
4. UQ is agreeable to the delegation of authority made by the Recipient in favor of MERF.

Effectivity: 1 September 2004 until 31 August 2005

Date signed: 14 June 2005

Agreement for Performance of Work with the World Health Organization (WHO)

Agreement for Performance of Work entered into by and between U.P. Diliman through the College of Home Economics and the World Health Organization (WHO)

Project: To improve the capacity for health surveillance of the Bureau of Quarantine and International Health Surveillance (BQIHS), addressing HACCP issues

Particulars:

WHO will support the work by providing a maximum amount of P444,000.00.

Effectivity: Effective 2 November 2004 until 30 November 2005

Date signed: 27 July 2005

Memorandum of Agreement with the National Research Council of the Philippines (NRCP)

Memorandum of Agreement entered into by and between U.P. Diliman through the Institute of Biology, College of Science and the National Research Council of the Philippines (NRCP)

Project: Subcellular Localization, Isolation, and Partial Purification of Mercury-Binding, Phytochelatins in *Chromolaena Odorata* (L.) R.M. King ET H. Robinson
(The project is one of the projects line up for implementation under the Grants-in-Aid Program.)

Particulars:

The Project shall be undertaken by Dr. Gilda C. Rivero, Project Leader in accordance with the approved project proposal, and in accordance with the approved Line Item Budget.

NRCP shall grant the amount of P243,474.00. The proponent will be paid in accordance with Item V of the Agreement.

Memorandum of Agreement with Trend Micro, Inc.

Memorandum of Agreement entered into by and between U.P. Diliman through the Department of Computer Science, College of Engineering and Trend Micro, Inc.

Project: Product demonstration to improve the security of the existing network infrastructure of U.P.

Particulars:

- a. Trend Micro will supply the following products in favor of U.P., and U.P. accepts the same:
 - 1) Office Scan Corporate Edition version 7.0
 - 2) Server Protect for Linux version 1.3
(Note: Excluding Network Virus Wall)
- b. The products provided by Trend Micro shall be for the exclusive use of the Department of Computer Science, specifically, for its

centralized networks as defined under its proposal dated 8 April 2005, the provisions of which are deemed incorporated;

- c. Trend Micro and U.P. shall coordinate on the time and place for the conduct of a product demonstration and orientation to be supplied by Trend Micro of the products included in the grant. For this purpose, each party will assign personnel who will coordinate with each other in effecting the Memorandum of Agreement;
- d. U.P. shall provide the venue for the conduct of the demonstration and orientation. The venue shall be set at a place to be determined by the coordinating personnel;
- e. Trend Micro will provide its own faculty and materials in the conduct of the demonstration and orientation, who shall in turn determine the manner and means in conducting the orientation and demonstration, which shall be in accord with the rules and regulations of U.P., and
- f. The parties may supply additional demonstration and orientation. In providing the same, the personnel assigned shall coordinate and set the same, in accord with the Agreement.

Effectivity: The contract shall be for 1 year, as of the time of completion of the installation/deployment of the software

Date signed: 15 June 2005

Exchange Agreement with National Sun-Yat University, Taiwan

Exchange Agreement entered into by and between U.P. Diliman and National Sun-Yat University, Taiwan

Project: Exchange of faculty and students

Particulars:

Responsibilities of both Universities:

- a. Both universities agree to accept and enroll in the graduate level, exchange students, as full-time students for the duration of their exchange. Both universities shall prepare a detailed program to provide the exchange students the educational resources, both administrative and academic, to allow the exchange program to yield the maximum effects.
- b. Each institution will encourage students to get health insurance coverage before joining their host university. It is also the responsibility of both universities to assist exchange students to find accommodation, preferably on campus. Drawing into consideration the different academic calendars, both institutions agree to make arrangements for the incoming exchange students allowing them to earn credits and to fulfill the residency requirements of their respective home institutions.
- c. Both universities will screen students for high academic performance to participate in the exchange program. The number of participating students from both sides shall reach a balance at the end of every three (3) years. The period of study for exchange students will be for one (1) or two (2) semesters. Students who wish to participate in subject courses offered at the host institution need to satisfy the language proficiency requirements of the host institution. Those who wish to enroll in language courses need also to submit an enrollment proposal approved by the home institution. At the end of each academic term, each institution will send to the other an official transcript of credits for exchange students.
- d. Responsibilities of Participating Students:

Each student will pay tuition at the home institution. They are also financially responsible for travel expenses to and from the host institution, accommodation and living expenses, health insurance coverage, books and other miscellaneous expenses.

- e. Faculty Exchange

Both universities will make efforts to encourage collaborative efforts among faculty members. Each university will offer office space and the use of facilities that are also available to the faculty at the host university. Unless otherwise agreed upon, the

participating universities shall not be financially responsible for the expenses incurred during the stay of the concerned faculty member during the exchange period.

Effectivity: Effective for 3 years from the date of signing

Date signed: 5 January 2005

Memorandum of Agreement with the Commission on Higher Education (CHED)

Memorandum of Agreement entered into by and between U.P. Diliman referred to as Center of Excellence for Science and Mathematics (COESM) and the Commission on Higher Education (CHED)

Project: Upgrade the quality of science and mathematics education and training

Particulars:

CHED entered into a Memorandum of Agreement with the COESM considering that the latter is qualified to be the Center of Excellence in Geology.

CHED shall:

- a. Provide funding assistance to the COESM for the continuation of programs, projects and activities in accordance with the attached approved work and financial plan previously submitted by the COESM;
- b. Evaluate the results of the programs/projects/activities of the COESM stipulated in the approved work and financial plan using the assessment instrument developed by Technical Panel for Science and Mathematics (TPSM) with the assistance of the CHED Regional Offices (CHEDROs);
- c. Provide technical and management assistance to the COESM in enhancing its capabilities to provide science and mathematics education, training and research extension;
- d. Initiate with the Center of Excellence (COE) the conduct of researches and provide the mechanism for the dissemination of research outputs in cooperation with other government and private institutions;
- e. Establish and maintain linkages between and among various COEs, CODs and other higher education institutions; and facilitate the information exchanges with and among the same;
- f. Provide the mechanism for the sharing of resources between and among the various COEs, CODs and higher education institutions; and
- g. Facilitate the development and production of instructional materials for use by the COESM and other higher education institutions.

COESM shall:

1. Continue to pursue the programs/projects/activities it has outlined in its approved work and financial plan;
2. Organize programs/activities that would promote science and mathematics education and training and encourage the best students to go into the various fields of science and mathematics;
3. Implement the science and mathematics education and training programs according to the previously identified regional needs and demands;
4. Participate in or undertake researches in relevant areas in science and mathematics education and training programs;
5. Provide leadership in science and mathematics education and training in cooperation with the CHED and other regional government offices;
6. Implement science and mathematics training projects for the communities within its service areas;
7. Develop instructional materials in science and mathematics education and training appropriate to the local situation;
8. Provide technical and logistical assistance to other higher education institutions particularly in the implementation of the faculty development programs, researches, and educational and training programs;
9. Utilize the funds provided by the CHED in accordance with the

usual government accounting and auditing rules and regulations as stipulated in CHED Memorandum Order (CMO) No. 38 series of 1999, "Guidelines for the Implementation of Centers of Excellence/Centers of Development Project for Science and Mathematics";

10. Provide CHED, the Center of Excellence (COEs) and other Centers of Development (CODs) data/information regarding its operation as a COE;
11. Submit to the CHED detailed reports on the results of the programs/projects/activities stipulated in the approved work and financial plan and the utilization of funds such as audited financial/liquidation reports;
12. Submit a project completion report within 60 days after termination of the MOA. The report shall indicate among others the targets as well as problems encountered by the COESM; and
13. Return the unspent balance of the fund release(s) to the Commission upon termination of the MOA.

Funding Arrangement:

The CHED shall provide the COESM a one-time fund release in the amount of P4,500,000.00 after a liquidation report of the previous releases to the COESM is submitted to the CHED. This is in connection with section 1 item 1.1.

Effectivity: Effective upon signing by both parties until 31 December 2005

Date signed: 27 July 2005

The Board **noted** the following:

Request of U.P. Mindanao Chancellor to Change the Date of Their University Council Meeting for First Semester of SY 2005-2006 from 9 December 2005 to 25 November 2005

The President approved the request of the U.P. Mindanao Chancellor to change the date of their University Council for the First Semester of SY 2005-2006 from 9 December 2005 to 25 November 2005. This would enable the Council members to discuss curricular matters and to recommend graduation of students earlier than scheduled.

Report of U.P. Manila Chancellor to the Board of Regents (June to August 2005)

(Please see document filed at the OSU Records.)

Donations Remitted to the U.P. Foundation, Inc.

1. P200,000.00 from U.P. Sigma Alpha Sorority Alumnae Association for the U.P. Sigma Alpha Sorority Alumnae Association Scholarship Grant
2. P84,943.61 from Intel Technology Philippines, Inc. for the Dissemination of Intel - U.P. NIP Research on "Subsurface Detection of Nanometer-Sized Defects in Live Microprocessors by Functional Infrared Emission Spectral Microscopy" (US \$1,511.00 @ P56.21682)
3. P10,000.00 from Pi Sigma Delta Alumnae Association for the Pi Sigma Delta Alumnae Association Scholarship Fund
4. P1,000,000.00 from Prof. Victoria D. Reidenbach for the additional donation to the *Ronald and Victoria Reidenback Professorial Chair in Chemistry* at the College of Science, U.P. Diliman

**1200TH MEETING, 22 SEPTEMBER 2005
(in Executive Session)**

Election of the Chancellors of U.P. Los Baños, U.P. Manila, U.P. Visayas and the Dean of the College of Law

- A. The Board agreed on the following ground rules:
 1. The mode of voting would be by secret ballot.
 2. Majority vote is seven (7).
 3. If no majority vote is obtained in the first balloting, there would be a run-off where only the top two candidates shall be voted upon.
 4. The ballot to be used is one where all the names of the candidates are listed in alphabetical order and where the Regents would simply tick off/cross the name of his/her choice.
- B. The Board elected the following as Chancellors effective 1 November 2005:
 1. Dr. Luis Rey I. Velasco, U.P. Los Banos
 2. Dr. Ramon L. Arcadio, U.P. Manila
 3. Dr. Glenn D. Aguilar, U.P. Visayas
- C. The Board elected Prof. Salvador T. Carlota as Dean of the College of Law, U.P. Diliman effective 1 October 2005.

On the Term of Office of Deans, Directors and Chancellors

After the election of the Chancellors of U.P. Los Baños, U.P. Manila and U.P. Visayas, and the Dean of the College of Law, the Board adopted the policy that henceforth, **deans, directors and chancellors shall serve only for TWO (2) terms**. This ruling effectively amends Article 79 of the University Code. Article 79 should now read as follows (bracketed words are to be deleted):

"Art. 79. The term of office of all deans and directors or heads of degree granting schools and institutes and that of directors of non-degree granting units, university departments, college programs shall be three years from the date of their appointment without prejudice to reappointment and until their successors shall have been appointed; Provided, that deans and directors may serve for two terms in the aggregate; [Provided, further, that only in highly exceptional cases shall they be allowed an additional term or terms.]

1201ST MEETING, 29 SEPTEMBER 2005

APPOINTMENTS

The Board **approved** the following:

UNIVERSITY OFFICIALS

U.P. Diliman

Prof. Prosperidad C. Luis, Renewal of Additional Assignment as Dean, College of Architecture, effective 29 September 2005 until her retirement at age 65 on 23 August 2007

TRANSFER TO PERMANENT STATUS

U.P. Diliman

Melania L. Abad, Assistant Professor 1, College of Arts and Letters, effective 29 September 2005

Sheryl Lyn M. Carreon, Assistant Professor 1, U.P. Integrated School, College of Education, effective 29 September 2005

Edwehna Elinore P. Gayon, Assistant Professor 1, U.P. Integrated School, College of Education, effective 29 September 2005

U.P. Manila

Jinky Leilanie DP Lu, Research Associate Professor 1, National Institutes of Health, effective 29 September 2005

Ma. Esterlita V. Uy, Research Assistant Professor 1, National Institutes of Health, effective 29 September 2005

U.P. Los Baños

Rowena D.T. Baconguis, Assistant Professor 5, College of Public Affairs, effective 29 September 2005

Merites M. Buot, Assistant Professor 1, College of Arts and Sciences, effective 29 September 2005

Bella C. Cruzana, Assistant Professor 6, College of Veterinary Medicine, effective 29 September 2005

Josefina T. Dizon, Assistant Professor 6, College of Public Affairs, effective 29 September 2005

Pearl B. Sanchez, Assistant Professor 3, College of Agriculture, effective 29 September 2005

U.P. Visayas

Gay D. De Fiesta, Assistant Professor 1, College of Arts and Sciences, effective 29 September 2005

**EXTENSION OF SERVICE BEYOND
COMPULSORY RETIREMENT AGE OF 65**

U.P. Diliman

Celia M. Antonio, Associate Professor 5, College of Social Sciences and Philosophy, effective 21 August 2005 until 31 October 2005

Mary Constancy C. Barrameda, Assistant Professor 7, College of Social Sciences and Philosophy, effective 15 August 2005 until 31 October 2005

Mauricia D. Borromeo, Professor 1, College of Music, effective 1 June 2005 until 31 May 2006

Felipe M. De Leon, Jr., Professor 3, College of Arts and Letters, effective 5 December 2005 until 31 May 2006

**RENEWAL OF APPOINTMENT BEYOND
COMPULSORY RETIREMENT AGE OF 65**

U.P. Diliman

Artemio O. Isidro, Professorial Lecturer 2, College of Human Kinetics, effective 1 June 2005 until 31 May 2006

Michael G. Schnitzlein*, Professorial Lecturer, College of Engineering, effective 1 June 2005 until 31 October 2005

Ellen J. Paglinauan, Professorial Lecturer 2, College of Mass Communication, effective 1 June 2005 until 31 May 2006

Wilhelm G. Solheim II, Faculty Consultant, Archeological Studies Program, effective 1 November 2005 until 31 May 2006

* The President informed the Board that since Dr. Schnitzlein is a German, he cannot be appointed to a regular faculty position. She proposed that he be given the appropriate professorial lecturer appointment equivalent to the position to which he is being endorsed to. The Board approved the President's recommendation.

U.P. Manila

Esperanza J. De Ocampo, Professorial Lecturer 4, College of Medicine, effective 1 June 2005 until 31 October 2005

**RECLASSIFICATION OF APPOINTMENT BEYOND
COMPULSORY RETIREMENT AGE OF 65**

U.P. Diliman

Lorenzo C. Chan, Adjunct Professor, College of Science, effective 10 August 2005 until 31 October 2005

**REAPPOINTMENT BEYOND
COMPULSORY RETIREMENT AGE OF 65**

U.P. Diliman

Lina B. Diaz De Rivera, as Professorial Lecturer 2, College of Education, effective 1 June 2005 until 31 May 2006

**MATTERS ARISING FROM THE MINUTES OF THE
1198TH MEETING (28 JULY 2005)**

**Development Proposal for U.P. North Science and Technology
Park of Ayala Land, Inc. (ALI)**

At its 1198th meeting held on 28 July 2005, the Board of Regents approved in principle the proposed centennial project "Initial Development of the Science and Technology Park in the Commonwealth Property," sponsored by Regent Abraham F. Sarmiento, Vice President Rafael A. Rodriguez and Dean Erlinda S. Echanis. Related to this is a proposal submitted by the Ayala Land, Inc. (ALI). Highlights of this proposal are as follows:

Ayala Land's Role

Since Ayala Land, Inc. (ALI) shares U.P.'s values of contributing to nation-building through education, it will act as the bridge between the University and the Industry through its development of a world class and well-managed R and D Community around U.P.

- ALI can draw IT locators and MNCs given its brand equity and extensive local and international network.
- ALI can be the catalyst for the development of start-up IT and ITES companies through management of incubation facilities by Ayala Foundation, Inc. and the provision of quick-to-deliver, scalable, low cost buildings required by incubated firms.
- ALI can create the campus environment conducive to industry-university collaboration with its proven track record for high-quality development as well as property and building maintenance.

Technical Proposal

ALI's development proposal follows the design parameters of the PROS Conceptual Plan. The elements present in this plan are:

| Land Use | Gross Floor Area (in sqms.) | Floor Area Ratio |
|----------------------------|--------------------------------|------------------|
| S&T Buildings | 118,688 | 1.22 |
| Support Facilities | 70,520 | 1.08 |
| <u>Existing Facilities</u> | 61,251 | 1.78 |
| TOTAL | 250,459 | 0.67 |

S&T Office Component

- The S&T office component will be developed by ALI's Corporate Business Group.
- The low-rise building mass is fully compatible with IT/ITES office use, as the prospective building occupants generally prefer larger floor plates and fewer floors.

- A total of ten buildings is expected to be built over five phases in this block, at a rate of two buildings per phase, subject to market conditions.
- A network of pedestrian paths is envisioned to link the buildings through this open space.
- Each building is intended to have a façade and entrance oriented towards the park, aside from its entry fronting a drop-off or parking area along the perimeter.
- Administrative offices are also foreseen to be provided in this main block, integrated with a strip of retail establishments.
- Other facilities that are envisaged include a Visitors' Center, a business center, meeting rooms, fitness and recreation centers, and other similar "de-stressing" conveniences.

Support Retail Component

A retail strip consisting of dining places, bookstore, and other service establishments will be developed to support the S&T Park.

Support Residential Component

The primary target market of the S&T Park's residential component will be the employees working for the locator companies in the S&T Park. The convenience of its location will further enhance the attractiveness of the S&T Park as a complete R&D community to locators as well as their employees.

Support Hotel Component

The new AIT Hotel will be the venue for a practical learning/training laboratory for U.P. students from AIT, Hotel and Restaurant Administration ("HRA"), and other related courses of U.P.

Moreover, it will cater to visiting executives and businessmen from the S&T locator firms who would require a first-class hotel located in the vicinity of their offices. It can also serve as a venue for conferences and seminars for both the University and park locators.

Lease Payments to U.P.

In consideration of the grant to ALI of leasehold rights over the Project Site for 25 years, ALI's proposed lease payment to U.P. is projected to reach approximately P4.24 billion (exclusive of value-added taxes).

(The detailed proposal is on file at OSU).

Board action: Approval in principle.

Financial Analysis for ALI's Development Proposal for the U.P. North Science and Technology Park

Dean Erlinda S. Echanis presented the financial analysis for ALI's Development Proposal for the U.P. North Science & Technology Park.

Assumptions

- Discount Rate
 - 1.1 Project will be financed 50% by equity and 50% by debt
 - 1.2 Cost of ALI equity is assumed at 18%
 - 1.3 Debt will be 50% Philippine pesos and 50% US dollar-denominated
 - 1.4 Based on 2004 ALI financial reports, Philippine peso debt will have an interest rate of 12% and US dollar-denominated loan will have an interest of 8.5%. Average cost of debt is 7%, net of 32% tax rate.
 - 1.5 Weighted average cost of capital (WACC) is 12.5% based on 50% debt and 50% equity.
- Terminal Values

The terminal value of the improvements after 25 years is assumed at 50% of the capital expenditures of P6,681.4 million or P3,340.7 million.
- Value Added Tax

Two computations are made. The first computation is gross of the 10% VAT (U.P. does not pay VAT on lease income). The second computation is net of the 10% VAT U.P. pays (U.P. pays VAT on lease income.)

4. Leaseable Area by ALI

A total of 339,572 square meters was used. This land area excludes the land area for existing facilities.

5. Market value of raw land – P10,000 per s.m.

6. Real Estate Taxes

The computations do not include payments for real estate taxes by U.P.

Financial Data and Analysis

- Present value of rent income (no VAT payments) – P974.7 million
Present value/square meter $\frac{P974.7 \text{ Million}}{339,572 \text{ S.M.}} = P2,870$ or 28.7% of the assumed market value of P10,000 per square meter.
- Present value of rent income net of 10% VAT – P902 million
Present value/square meter $\frac{P902 \text{ Million}}{339,572 \text{ S.M.}} = P2,656$ or 26.56% of the assumed market value of P10,000 per square meter.

Other Financial Considerations/Issues

- Appreciation of remaining land with the ALI development, possibly 2X or 3X the appraised value of Phase 1.
- Cost savings from security services to protect property from illegal settlers.
- Consulting income to faculty members who will be involved in the activities of the S&T Park.
- Ownership of the improvements at the end of the lease term.
- Cost savings by the University for the provision of S&T facilities for academic purposes during the lease term.

How to audit cash receipts by ALI

- ALI should form a separate corporation for the U.P. S&T Park.
- U.P. shall rely on external auditor's report. External auditor should be the common choice of U.P. and ALI.

(Please see documents filed at the OSU Records.)

Board action: Notation

MATTERS ARISING FROM THE MINUTES OF THE 1200TH (SPECIAL) MEETING (22 SEPTEMBER 2005)

On the Term of Office of Deans, Directors, and Chancellors

At its 1200th (Special) meeting on 22 September 2005, the Board adopted the policy that henceforth, deans, directors and chancellors shall serve only for TWO (2) terms. This was done after the Board has elected the Chancellors of U.P. Los Baños, U.P. Manila, U.P. Visayas, and the Dean of the College of Law. The Board effectively amended Article 79 of the University Code which should now read as follows (bracketed words are to be deleted):

"Art. 79. The term of office of all deans and directors or heads of degree granting schools and institutes and that of directors of non-degree granting units, university departments, college programs shall be three years from the date of their appointment without prejudice to reappointment and until their successors shall have been appointed; Provided, that deans and directors may serve for two terms in the aggregate; [Provided, further, that only in highly exceptional cases shall they be allowed an additional term or terms.]

The Board reconsidered its earlier decision to delete the proviso that "**Provided, further that only in highly exceptional cases shall they be allowed an additional term or terms.**" Hence, deans, directors and chancellors maybe considered for another term or terms beyond the two terms in highly exceptional cases, as determined by

the Board of Regents. While the Board agreed that the clause “**only in highly exceptional cases**” will give them the much needed leeway, the Regents also agreed on the need to spell out the mechanisms for determining the highly exceptional cases.

Article 79 shall now read as follows:

“Art. 79. The term of office of all deans and directors or heads of degree granting schools and institutes and that of directors of non-degree granting units, university departments, college programs shall be three years from the date of their appointment without prejudice to reappointment and until their successors shall have been appointed; Provided, that deans and directors may serve for two terms in the aggregate; Provided, further, that only in highly exceptional cases AS DETERMINED BY THE BOARD OF REGENTS, shall they be allowed an additional term or terms. (Words in capital letters are to be added)

A similar rule for Chancellors is likewise adopted.

On the Term of Office of Prof. Salvador T. Carlota as Dean of the College of Law

The President called the attention of the Board to the term of office of Dean Carlota. She said the latter will turn 65 on 10 December 2007. He will not be able to complete the three-year term of the Dean.

The Board decided that Prof. Carlota will serve as Dean of the College of Law effective 1 October 2005 until 10 December 2007 when he reaches the compulsory retirement age of 65.

News Article, “U.P. Law Dean, DepEd Executive Critical of GMA Sacked,” in the Philippine Daily Inquirer of 25 September 2005

The aforementioned article stated that Prof. Raul C. Pangalangan was booted out as the law dean by the U.P. Board of Regents despite his having topped a straw vote among the faculty.

The President made it clear that Dean Pangalangan’s name was not stricken off the list and the Regents voted in accordance with their own determination of who is the best person for the position.

The Regents agreed with the motion of Regent Gonzalez to set aside the article and let the issue die down. Senator Flavio’s response which appeared in the 28 September 2005 issue of the Philippine Daily Inquirer should be enough. The Senator stated that “The rule is that you can’t get a third term unless your performance is exceptionally outstanding. We felt that he was not. So we did not agree to a third term. That’s all there is to it.”

Urgent Request of UPLB Constituents to Place Chancellor David under Preventive Suspension

This is a request addressed to the Board, signed by representatives of concerned UPLB constituents. The letter stated that “**Now that the selection process for the UPLB Chancellorship is over, we are now move to an equally serious business of protecting the university’s interest in UPLB ... Given the pending administrative charges against Chancellor David, there is serious concern that the incumbent chancellor might be tempted to take action that could jeopardize the integrity of documents that will support allegations that he is guilty of a very serious offense in an academic community: that of Intellectual Dishonesty. This is on top of the pending administrative and criminal cases now pending before the Office of the Ombudsman and the Office of the Environmental Ombudsman...**”

Regent Gonzalez informed the Board that many groups have made representations with her on this particular request. She has advised these groups to be magnanimous in victory and start with a clean slate. The concern of these groups is that Chancellor David has started to make appointments when his term is about to end.

The President clarified that the appointments they must be referring to were submitted even before the Board decided on the

UPLB chancellorship. These have been put on hold and she has issued a directive to Chancellors whose terms are expiring to refrain from making appointments. Besides the Board of Regents decides on the appointments, not Chancellor David.

The President said that it is time for UPLB to start the healing process. There is divisiveness and the filing of cases will not help the situation. It is not fair to Chancellor David, neither is it fair to the incoming Chancellor to be saddled with many cases. The new Chancellor will be put on the spot. If cases are filed and the incoming Chancellor simply ignores these cases, people would be disappointed. If he pursues the cases, he will be accused of being vindictive. The new Chancellor will definitely be put in a very difficult position.

The Regents agreed with the President and Regent Gonzalez that the healing process in UPLB should now start.

Board action: The Board left it to the President to deal with the matter.

POLICY MATTERS APPROVED

Request of Dr. Carmelo A. Alfiler, PGH Director, for Authority to Use Part of the Interest of the Special Endowment Fund in the Amount of P9,700,000.00 to Cover the Cost of Re-roofing the Central Block (8th floor) of the Philippine General Hospital

Four Million Pesos (P4,000,000.00) shall come from the interest earnings of the U.P. Manila Academic Special Endowment Fund and Five Million Seven Hundred Thousand Pesos (P5,700,000.00) from the interest earnings of the Special Endowment Fund of the Philippine General Hospital, certification for availability of which has been duly provided by the Chief Accountant of U.P. Manila.

The re-roofing will solve the perennial problems of water seepage to the lower floors causing flooding of the elevator beds, soiling of X-ray records, wetting of pay patient rooms and vital diagnostic/therapeutic equipment and potential electrical short circuits.

Proposal for the Full Implementation of Automatic One-Step Increase for Employees/Non-Teaching Staff Who have Completed Graduate Studies as Provided for Under the Magna Carta for Public Health Workers (RA 7305), Effective 1 January 2005

The CUs affected by RA 7305 have been implementing the following benefits under the Magna Carta, except for the automatic one-step salary increase for employees/non-teaching staff who have completed graduate studies (diploma, graduate degree course or postgraduate course):

- grant of hazard pay of at least 25% of monthly basic salary for SG 19 and below and 5% for SG 20 and above
- grant of subsistence allowance of P50/day or P1500/month
- grant of laundry allowance of P150/month

Except for U.P. Manila, CUs such as U.P. Diliman, U.P. Los Baños, U.P. Visayas and U.P. Baguio require additional funding requirement for the implementation of the Magna Carta.

This proposal calls for the implementation of the benefit, automatic one-step salary increase for employees/non-teaching staff who have completed graduate studies, under the Magna Carta effective 1 January 2005

Amendment of the Guarantee Scheme of the Student Loan Board (bracketed words are to be deleted; words in capital letters and those underscored are to be added):

At its 831st meeting on 22 March 1973, the Board of Regents approved the “Proposed Rules Governing the Implementation of Short-Term Emergency Cash Loans.” It is now proposed that part of the rules be amended as follows:

4. A co-debtor shall guarantee any loan application. [An Acceptable co-debtors ARE PARENTS AND RELATIVES OF THE STUDENT,] [shall be one (1) who is either a permanent employee or has been in the service of the University for five

years; and (2) whose salary per month is not less than 4 times the amount of the loan].

Justification

The present Student Loan Board Guarantee Scheme puts the staff/employee in a risky position for possible financial sacrifices in the future. Hence, this proposal to make the parent(s) or any relative of the student as his/her co-debtor.

Proposed Guidelines for the Reckoning of the Return Service Obligation of Faculty Fellows

This has reference to the query made by U.P. Visayas (UPV) on the effect of E.O. 367, dated 21 August 1989, prescribing a two-year service for every year of scholarship on the return service obligation of faculty fellows, who signed fellowship agreements under E.O. 421, dated 26 November 1973, prescribing a higher, or 3-year service for every scholarship year.

In a letter addressed to Chancellor Ida M. Siason, Prof. Minda Formacion of UPV's College of Arts and Sciences sought reconsideration on the number of years of her return service obligation.

Based on her letter, it was gathered that Prof. Formacion was on leave with pay from 12 November 1985 to 30 November 1990 to pursue doctoral studies at the National University of Singapore. At the time of the execution of her fellowship agreement in 1985, the prevailing law was E.O. 421 providing for, among other things, return service obligation equivalent to three (3) years of service per year of study abroad. However, on 21 August 1989, E.O. 367 took effect, modifying the return service obligation to two (2) years of service per year of study abroad.

Prof. Formacion submits that, since E.O. 367 superseded E.O. 421, her return service obligation should be computed at a ratio of 1:2 from the period 21 August 1989 to 30 November 1990, covering the time when E.O. 367 took effect up to the end of her study leave with pay.

Background

In the 1053rd meeting of the BOR on 27 August 1992, the Proposed Rules for U.P. Faculty receiving full or partial load reductions for their study loads was approved. Among the matters included in the proposed rules is the 1:2 ratio of return service obligation.

It was gathered, however, from the Human Resources Development Office (HRDO) that upon effectivity of E.O. 367 on 21 August 1989, they amended all fellowship contracts to reflect the 1:2 ratio provided in said law, in lieu of the 1:3 ratio in the earlier law. While they have received queries similar to that of Prof. Formacion, they insisted on the application of the 1:3 ratio for fellowship contracts executed prior to E.O. 367, as E.O. 421 was the prevailing law then.

Legal Opinion

It is a general principle of law that laws are deemed incorporated in every contract. The fellowship agreements, for members of the faculty pursuing studies abroad, are drafted based on laws governing the privileges and obligations of government employees pursuing studies abroad.

It bears stressing that E.O.'s 421 and 356 are further amendments to particular provisions of E.O. 129, dated 6 May 1968, otherwise known as the law providing rules and regulations governing official travel abroad of officials and employees of the government. Sec. 12 of E.O. 129 provides for the obligations of scholarship grantee, which includes rendering return service. It also states that the conditions stated in Sec. 12, "shall be embodied in a statement which the grantee or trainee shall be required to sign before departure, acknowledging that he understands and accepts the same, although failure to sign such a statement shall not in any way affect his obligations under this Section." Clearly, the obligations of faculty fellows who study abroad are based on law and not merely on contractual arrangements with U.P.

There is no violation of the prospective application of law rule under Article 4 of the Civil Code, if U.P. allows Prof. Formacion, and

others similarly situated, to render return service at the rate of 1:2, since Prof. Formacion would be rendering return service after E.O. 367 already took effect. Further, Prof. Formacion is only asking for a reduction in the return service requirement for the period in her fellowship corresponding to the time when E.O. 367 took effect, i.e., 22 August 1989 to 30 November 1990.

For this purpose, the following guidelines are proposed:

1. For faculty fellows who executed fellowship agreement with U.P. and began rendering return service to U.P. prior to the effectivity of E.O. 367, they must continue to render return service at the rate of 1:3 as stated in E.O. 421 because, in this case, the provisions of the fellowship contract executed remained unchanged at the time of the performance of the obligation to render return service.
2. For faculty fellows who executed fellowship agreements with U.P. prior to the effectivity of E.O. 367, but would start rendering return service thereafter, the number of years of their return service may be proportionately reduced corresponding to the period in their fellowship contracts when E.O. 367 took effect. At the time of the performance of the obligation by the faculty fellow, the latter law effectively modified the provision of his/her existing fellowship contract.
3. For faculty fellows who executed fellowship agreements and rendered prior return service under E.O. 421, but in the middle thereof E.O. 367 took effect, they may be given proportionate reduction of their return service obligation, so as not to create inequality in the application of E.O. 367 in relation to those in number 2 above.

The foregoing guidelines will address any inequity and put to rest any issues that may arise among members of the faculty who availed of foreign scholarships to pursue higher studies abroad. It will also clarify U.P.'s policy of requiring these faculty fellows to share their expertise back to U.P.

FINANCIAL MATTERS APPROVED

Reprogramming of U.P. Manila's Savings from Prior Years Payables from CY 1999 to CY 2003 in the amount of P17,766,958.62

Reprogramming of U.P. Manila's Savings from Prior Years Payables from CY 1999 to CY 2003 in the amount of P17,766,958.62, certified as available by the U.P. Manila Chief Accountant, to be utilized as follows:

| | |
|--|------------------------|
| Personal Services | P 9,000,000.00 |
| Maintenance & Other Operating Expenses | 2,000,000.00 |
| IT and other Equipment Outlay | 1,500,000.00 |
| Capital Outlay | <u>5,266,958.62</u> |
| Total | P 17,766,958.62 |

The amount shall be utilized for lecturers/overload honoraria/commutation of leaves and other authorized benefits, additional MOOE specifically for utilities and IT projects and programs, acquisition of IT and other equipment outlay and for capital outlay, particularly for the repairs/renovation/re-roofing of the College of Arts and Sciences and College of Pharmacy.

Any obligations/disbursements from this amount shall be subject to the usual accounting and auditing rules and regulations.

Request for Increase in Laboratory Fees for Courses under the Department of Computer Science, College of Engineering, U.P. Diliman

| <u>Course</u> | <u>From</u> | <u>To</u> |
|---------------|----------------|----------------|
| CS 11 |] |] |
| CS 12 |] |] |
| CS 21 |] P390.00/sem. |] P800.00/sem. |
| CS 150 |] |] |
| CS 192 |] |] |

Student consultations and student-teacher dialogue have been conducted through the Engineering Student Council and the University Student Council. Sixty percent (60%) out of one hundred sixty (160) students consulted found the proposal agreeable.

The Committee emphasized that all collections should be issued with official receipts by an authorized Special Disbursing Officer of the college in accordance with the Government Auditing and Accounting Manual (GAAM).

Proposal of the Institute of Statistics, College of Arts and Sciences, U.P. Los Baños to Increase the Laboratory Fee of Higher Statistics Courses from P300 to P500

The increase in laboratory fees will enable INSTAT to cope with the rising cost of providing computer laboratory services to students and to maintain their annual license for SAS as well as purchase licenses for other softwares like SPPS, SYSTAT, and upgrades in the SAS modules.

Consultations with affected students have been conducted for this purpose.

The proposal has been reviewed and recommended for approval by the U.P. System Fiscal Policies and Operations Committee.

ACADEMIC MATTERS APPROVED

Graduation of Students from U.P. Mindanao Who Completed All the Requirements as of Summer 2004-2005

Graduation of students from U.P. Mindanao who completed all the requirements as of Summer 2004-2005 and whose graduation was endorsed by the U.P. Mindanao Council by way of a referendum

Establishment of the Dr. Paulo C. Campos Professorial Chair at the College of Medicine, U.P. Manila

The Donor desires to donate the sum of P800,000.00 for the establishment of the Dr. Paulo C. Campos Professorial Chair at the College of Medicine. Upon approval of the Chair, two checks, one for P800,000.00 trust fund and the second for P36,000.00 which will be used for the first award to be given for the period January to December 2006 shall be forwarded to the U.P. Medical Alumni Fund, Inc., for deposit.

The selection of the Professorial Chair grantee shall be handled by U.P. Manila in accordance with the University rules with a member of the family of Dr. Campos included in the selection committee.

The Donee accepts and acknowledges receipt of the donation made in its favor by the Donor and expresses its appreciation and gratitude for the liberality and generosity of the Donor. The Donee warrants that only the income of the donated sum shall be utilized solely and exclusively for the purpose intended for the College of Medicine by the Donor.

MEMORANDA OF AGREEMENT

The Board **confirmed** the following:

Note: These contracts/agreements have gone through the standard University process from the Constituent University (CU) concerned and the University System. In cases where there were irregularities or inconsistencies with present laws, rules, regulations and processes, the documents were returned for review of or to exact compliance by the concerned.

U.P. System

Memorandum of Agreement with the Takushoku University, Japan

Memorandum of Agreement entered into by and between the University of the Philippines and the Takushoku University, Japan
Project: Scientific, Educational and Cultural Cooperation

Particulars:

Both parties shall cooperate in the following areas:

- a. Exchange of students;
- b. Visits by and exchange of faculty and staff for research, teaching and study;
- c. Exchange of information in fields of interest to both parties;
- d. Other relevant research and educational activities of mutual interest.

Effectivity: Effective upon the date of signing by the representative of the respective institution for a period of 5 years and automatically extended for 5 years intervals upon mutual consent of both parties

Date signed: 1 March 2005

Memorandum on Student Exchange with the Takushoku University, Japan

Memorandum on Student Exchange entered into by and between the University of the Philippines and the Takushoku University, Japan

Project: Student Exchange

Particulars:

1. Number of Students

The number of students shall generally be limited to one student from each partner university per year. However, this number can be exceeded by mutual agreement of the parties through the officers responsible for international exchange at each university. The partner universities shall exert best efforts to exchange an equal number of students every year. For any year in which one partner university accepts more exchange students than the other, the partner universities may, by mutual written consent, adjust the number of exchange students in the following two years. Students exchange will be based upon the Japanese academic year.

2. Selection and Screening of Students

The nominated students will be selected and screened at their home university which shall recommend the candidate for student exchange to the other university. Each host university reserves the right to determine the final admission requirements for the recommended students, including language proficiency. In case additional language instruction is required, the students upon recommendation of the host university and with the approval of the home university, will enroll in the appropriate language course in the host university.

3. Student Status

Exchange students shall be entitled to the same privileges enjoyed by regular students such as medical privileges and other amenities. They will be subject to the statutes, ordinances, and regulations of the host university.

4. Academic Fees

Each university agrees to waive the tuition and fees for regular course work including regular language courses for participating students. Other expenses shall be the student's own responsibility. In certain instances, students may apply for a JASSO (Japan Student Services Organization) scholarship.

Effectivity: Effective upon signing by both parties and shall remain in force for the same period as the Agreement of Scientific, Educational and Cultural Cooperation between the two universities

Date signed: 19 September 2005

U.P. Diliman

Memorandum of Agreement with the Kennesaw State University (KSU), U.S.A.

Memorandum of Agreement entered into by and between U.P. Diliman and the Kennesaw State University (KSU), U.S.A.

Project: Exchange program

Particulars:

Exchange of Academic and Professional Staff:

- a. All exchanges of academic and professional staff must be approved by the host (receiving) institution in writing at least three (3) months in advance. Written approvals will include the responsibilities of the exchange participants, the period of the exchange, and any other conditions governing the terms of the exchange;
- b. The home (sending) institution will continue to pay the staff their usual salary while participating in the exchange program;
- c. The home institution will be responsible for the international travel costs of staff exchanges;
- d. The host institution will attempt to assist the visiting staff in covering basic living costs as well as the costs of attending relevant professional meetings and activities in the vicinity of the host institution;
- e. Host institutions will be responsible for personal expenses beyond basic living expenses negotiated by coordinating units on a case-by-case basis;
- f. The host institution will not be responsible for the personal travel costs of visiting staff;
- g. All exchange participants must obtain comprehensive medical insurance, including coverage for accidental death and dismemberment. KSU will assist visiting faculty in finding appropriate medical insurance. U.P. Diliman will assist visiting KSU faculty in finding medical insurance; and
- h. The host institution will assist visiting faculty in locating housing. Whenever possible, direct exchange of housing by participants will be encouraged.

Exchange of Students:

- a. All exchanges of students must be approved by the host institution in writing at least three (3) months in advance. Written approvals will include the responsibilities of the exchange participants, the period of the exchange, a tentative list of coursework with course descriptions, and any other conditions governing the terms of the exchange;
- b. All exchange students must be in good academic standing at their home institution and have completed at least one year's worth of coursework prior to participating;
- c. The host institution must submit written assessment (transcripts) of the students work, including level and quantity of work, and clear interpretation of grades, within forty-five (45) days after the students exchange experience is completed;
- d. Exchange students from UPD and KSU will pay tuition in their respective home universities;
- e. The host institution will assist visiting students in locating housing;
- f. All exchange students must submit to the host institution in writing, evidence of comprehensive medical insurance including coverage for accidental death and dismemberment. KSU will assist visiting students in finding appropriate medical insurance; and
- g. Study abroad programs of short duration may be arranged cooperatively by the two coordinating units.

Effectivity: Effective from the date of signing for a period of 3 years

Date signed: 4 August 2005

Memorandum of Academic Exchange (Extension) with the Graduate School of Engineering and the School of Engineering, Osaka University, Japan

Memorandum of Academic Exchange (Extension) entered into by and between U.P. Diliman and the Graduate School of Engineering and the School of Engineering, Osaka University, Japan

Project: Extension of Academic Exchange

Particulars: Both parties agree that the Agreement conducted on 22 July 1996 shall be valid until 21 July 2008.

Date signed: 15 July 2005

Memorandum of Instruction with the Department of Science and Technology (DOST) through the Philippine Council for Aquatic and Marine Research and Development (PCAMRD)

Memorandum of Instruction entered into by and between U.P. Diliman through the Marine Science Institute (UPS-MSI), and the Department of Science and Technology (DOST) through the Philippine Council for Aquatic and Marine Research and Development (PCAMRD)

Project: Pacific Seaboard R&D Program - Phase II, Project 1: Upwelling Variability and Intrusion into Coastal Water

Particulars:

- a. The DOST support for the Project shall be an initial grant of P5,071,402.00 to be expended as allocated in the approved and revised Project Line-Item Budget. The Guidelines for the Grants-In-Aid Funds of DOST and its Agencies shall govern the implementation of the project.
- b. The project shall be undertaken by UPD-MSI in accordance with the approved project proposal and shall be monitored by PCAMRD.

Duration: The project shall be completed within a period of 3 years, first year grant will cover the period 1 July 2005 to 30 June 2006

Date notarized: 1 September 2005

Project Contract with the Research & Development Foundation College of Education, Inc. (R&DFCEI)

Project Contract entered into by and between U.P. Diliman through the College of Law and the Research & Development Foundation College of Education, Inc. (R&DFCEI)

Subject: Preparation, conduct and analysis of the results of the Law Aptitude Examination (LAE)

Particulars:

- a. The R&DFCEI through the LAE Testing Committee has the necessary expertise and experience to undertake the LAE for the College of Law;
- b. The College of Law and the R&DFCEI through the LAE Testing Committee have agreed that the latter will undertake the preparations, conduct and analysis of the results of the LAE for 2005;
- c. For undertaking the LAE, the College of Law shall pay the R&DFCEI the amount of P650 per examinee for a minimum of 1,500 examinees. Any number of applicants in excess of the minimum will be paid by the College of Law to the R&DFCEI;
- d. The LAE shall be undertaken from 1 July 2005 to 28 February 2006; and
- e. The final examination results will be submitted on or before 15 February 2006.

Date signed: 24 August 2005

Project Contract with Ms. Zita Concepcion P. Calugay

Project Contract entered into by and between U.P. Diliman through the Center for Local and Regional Governance, National College of Public Administration and Governance (CLRG-NCPAG) and Ms. Zita Concepcion P. Calugay (Lead Project Proponent)

Project: Asian Resource Center for Decentralization

Particulars:

The Lead Project Proponent shall undertake the implementation of the Project. Work on the Project shall commence in July 2005 and shall last up to December 2005. The CLRG-NCPAG shall pay the Lead Project Proponent the amount of P500,000.00 chargeable against the CLRG.

Date signed: 27 July 2005

Memorandum of Agreement with the Kumamoto University, Japan

Memorandum of Agreement entered into by and between U.P. Diliman and the Kumamoto University, Japan

Project: Promotion of friendship and academic exchange

Particulars:

Both institutions shall:

- a. Agree to establish and implement an academic exchange in various areas of education and research;
- b. In accordance with mutually agreed terms and conditions, exert efforts to exchange professors, researchers and students as well as research materials and publications; and
- c. Undertake activities to promote this friendship exchange but will respect the independence of opinion and ideas for their mutual benefits. Specific details of the implementation of the activities shall be negotiated and mutually agreed upon by both institutions.

Effectivity: Effective for 3 years upon signing

Date signed: 19 August 2005

Research Sub-Contract with the University of Queensland (UQ), Australia

Research Sub-Contract entered into by and between U.P. Diliman (Recipient) through the Marine Environment and Resources Foundation, Inc. (MERF) and the University of Queensland (UQ), Australia

Project: Coral Reef Targeted Research and Capacity Building for Management

Particulars:

- a. Recipient U.P. Diliman pursuant to its Memorandum of Agreement with Marine Environment and Resources Foundation, Inc. (MERF) confirmed by the Board of Regents in its 1191st meeting held on 10 December 2004 has granted to Marine Environment and Resources Foundation, Inc. the authority to manage such research and development contracts, testing analytical services, continuing marine science education, publications, and consultancy programs which U.P. Diliman may assign thereto.
- b. Pursuant to the Memorandum of Agreement, the MERF is authorized by the Recipient to:
 - 1) Manage and implement the Research Sub-Contract;
 - 2) Manage the funds that Recipient shall endorse to it under the Research Sub-Contract;
 - 3) Comply with all other obligations of Recipient under the Research Sub-Contract subject to the Repertorial requirements contained in the aforementioned MOA between Recipient and MERF.
 4. UQ is agreeable to the delegation of authority made by the Recipient in favor of MERF.

Date signed: 28 July 2005

Memorandum of Agreement with Konyang University

Memorandum of Agreement entered into by and between U.P. Diliman and Konyang University

Project: Exchange program

Particulars:

The parties shall promote the following programs, subject to respective legal, financial and administrative capabilities:

- a. Exchange of scholars, professors, lecturers and researchers;
- b. Exchange of students;
- c. Exchange of academic information and materials;
- d. Exchange of academic publications; and
- e. Other exchanges of academic nature.

Effectivity: Effective for 3 years

Date signed: 3 August 2005

Project Contract with Japan International Cooperation Agency Project Office for ASEAN University Network/Southeast Asia Engineering Education Development Network (AUN/SEED-Net)

Project Contract entered into by and between U.P. Diliman through the College of Engineering and Japan International Cooperation Agency Project Office for ASEAN University Network/Southeast Asia Engineering Education Development Network (AUN/SEED-Net)

Project: Use of Horn Sonotrode Sonication System at Various Frequency and Power to Inactivate E.Coli in Drinking Water (by Prof. Genandrialine Peralta)

Particulars:

The previous Project Contract No. U.P. CR0501 is amended and changed to Project Contract No. U.P. CR0501A due to an additional budget of USD 1,900.00 for the above mentioned research project.

The approved budget for the Project Contract to be remitted to U.P. by JICA Project for AUN/SEED-Net is USD 21,850.00.

Date signed: 15 July 2005

Memoranda of Agreement entered into by and between the U.P. Law Center and various Chapters of the Integrated Bar of the Philippines

Memoranda of Agreement entered into by and between the U.P. Law Center and the following:

- a. Integrated Bar of the Philippines (IBP), Iloilo Chapter
Date Signed: 18 August 2005
- b. Integrated Bar of the Philippines (IBP), Nueva Ecija Chapter
Date Signed: 18 August 2005
- c. Integrated Bar of the Philippines (IBP), Olongapo-Zambales-Bataan Chapter
Date Signed: 9 September 2005

Subject: Mandatory Continuing Legal Education (MCLE) accredited Seminar Series for the members of the bar

Particulars:

The parties will jointly conduct the MCLE accredited Seminar Series for the members of the bar. For this purpose, the parties shall agree upon the specific topics, the lecturers and the schedule for the Seminar Series.

Contract of Placement with the Department of Social Welfare and Development National Capital Region [DSWD-NCR]

Contract of Placement entered into by and between U.P. Diliman (Second Party) and the Department of Social Welfare and Development National Capital Region [DSWD-NCR] (First Party)

Project: Student Training Program for the National Service Training Program-Civic Welfare Training Service (NSTP-CWTS)

Particulars:

The Second Party shall:

- a. Send students whose educational objective can be met by the existing programs and services of the agency;
- b. Ensure students' observance of proper office decorum while in placement;
- c. Ensure that the students follow the agreements set prior to their placement;
- d. Pay all breakage, losses or damages due to the negligence of the students in the course of their training;
- e. Provide for the learning support materials and equipment needed in the practical learning of the students;
- f. Assign a Training Instructor to ensure a guided application of learning in actual practice and delivery of service;
- g. Pay affiliation fee of students in accordance with the DSWD policy on "Payment of Affiliation Fees" in the name of the Department of Social Welfare and Development National Capital Region;
- h. Leave all materials/equipment donated by the students for the use of the center and future students; and
- i. Submit an evaluation report to the Office of the Director highlighting learning/difficulties/problems encountered during the placement.

The First Party shall:

- a. Determine the number of students who will be accepted to render service in various units/centers/institutions/community-based areas;
- b. Approve placement of students in any DSWD facility;
- c. Exercise administrative control, such as signing of the students Daily Time Record and endorsement of reports by the Head of the units/centers and institutions where the students were assigned;
- d. Conduct related lecture and demonstrations to the students;
- e. Not be held liable/responsible for any untoward incident that may occur during the placement. A waiver to this effect shall be executed by the parent/guardian of the student;
- f. Orient students and school supervisor on the agency rules of the institutions for strict observance while inside the agency premises;
- g. Allow the school to bring in support learning materials and equipment;
- h. Charge the affiliating school/college or university a fee of P50.00 per semester per student for students of State run colleges and universities, and P100.00 per semester/trimester per student for students of private colleges and universities. No other fees or collection shall be charged from CWTS students during the course of their training program;
- i. Assign an agency supervisor to ensure a guided application of learning and delivery of service;
- j. Evaluate performance of each student with the school supervisor, criteria for evaluating performance of students shall be jointly formulated by the school supervisor and the agency supervisor; and
- k. Issue a Certificate of Completion of Training to attest that requirements for the training program has been satisfactorily met by the students. Signatory to the certificates will be the Regional Director upon endorsement of the Head of Units/Centers where students were assigned through the training Unit.

Effectivity: Effective upon signing by both parties for a period of 2 years

Date signed: 15 August 2005

Research Contract with Ms. Eleanor E. Nicolas

Research Contract entered into by and between U.P. Diliman through the Center for Leadership, Citizenship and Democracy of the National College of Public Administration and Governance (CLDC-NCPAG) and Ms. Eleanor E. Nicolas (Lead Project Proponent)

Project: Leadership in the Philippine Career Executive Service

Particulars:

The Lead Project Proponent shall undertake the research in accordance with the approved research design, the schedule of activities provided, and the approved budget. The CLDC-NCPAG shall pay the Lead Project Proponent the amount of P450,000.00 chargeable against the CLCD Budget (PS Lump Sum).

Date signed: 13 September 2005

Memorandum of Understanding with the Department of Computer Science, College of Engineering and the Department of Science and Technology - Advanced Science and Technology Institute (DOST-ASTI)

Memorandum of Understanding entered into by and between U.P. Diliman through the Department of Electrical and Electronics Engineering and the Department of Computer Science, College of Engineering and the Department of Science and Technology - Advanced Science and Technology Institute (DOST-ASTI)

Project: Information and Communication Technology (ICT) and Microelectronics (which include but not limited to the following areas: Networking Technologies, Wireless Communications, Field Programmable Gate Array, Microelectronics, Open Source Technologies, Embedded Systems, and Digital Signal Processing)

Particulars:

In the course of a Project, each party shall:

- a. Upon prior written consent of such party, allow the other party to utilize its laboratories and equipment for the Project/Activity;
- b. Exchange, provide or furnish the other party with any confidential information defined in the MOU as any and all confidential and proprietary information, disclosed by a party to the other, either directly or indirectly, in writing, graphically or by drawings, electronically, orally or by inspection of tangible objects and includes information relating to the Party's data and materials, training materials, computer programs (source code or object code), technology, trade secrets or know-how, product plans, designs, drawings, protocols, products and services, inventions, processes, engineering, algorithms, formulas, test data or any documentation relating to any research projects, works in process, future developments or products in connection with or relevant to a Project/Activity, subject to the confidentiality provisions contained in Section 4 of the MOU and in the relevant Project/Activity Agreement between the Parties.

Effectivity: Effective upon signing for a period of 3 years

Date signed: 7 September 2005

U.P. Los Baños

Memorandum of Agreement with the Michigan State University (MSU)

Memorandum of Agreement entered into by and between U.P. Los Baños and the Michigan State University (MSU)

Subject: Renewal of Two-Way Student Exchange Agreement to enhance the educational experience and the cultural understanding of students and faculty from both institutions

Particulars:

- a. The purpose of each student exchange is to enable students to take classes but not to study for a degree at the host institution.
- b. The department/divisions involved in the exchange at the home university will provide academic counseling to ensure that the academic courses taken at the host institution are acceptable to the home institution.
- c. MSU and UPLB will require participating students to register at their home institution and pay all academic fees and tuition to their home institution.
- d. Neither MSU nor UPLB will be responsible for the costs of room, board, travel, or other personal expenses (including books). The parties acknowledge that they will require the participants to pay these costs.
- e. No monetary consideration will be exchanged between the two institutions, nor will there be any indemnities, reimbursements for expenses, or sharing of fees or profits arising from the exchange.

Effectivity: This agreement is subject to review at the end of the first year and shall be effective for 5 years from 2005-2006 to 2010-2011. It shall be subject to revision, modification or renewal by mutual written agreement. Either party may terminate the agreement by written notice submitted at least 90 days in advance of the next academic semester.

Date signed: 21 April 2005

Memorandum of Agreement with the Provincial Government of Laguna (PGL)

Memorandum of Agreement entered into by and between U.P. Los Baños and the Provincial Government of Laguna (PGL)

Subject: Day Care Resource Center (DCRC) Programs for Day Care Workers

Particulars:

1. The project aims to:
 - a. Meet the need for trained day care workers by conducting training sessions at least twice a year.

- b. Develop descriptive information, training modules and materials for day care workers, child care and family development practitioners.
 - c. Facilitate/encourage collaborative efforts in promoting the program for development and protection of children and families through seminars, workshops, symposia, fora and conferences.
2. PGL shall provide advisory input in the planning and operation of the DCRC and shall also provide manpower in the basic data collection and monitoring program development.
 3. UPLB through CHE-HFDS shall plan, organize, conduct and manage the program operation and administration of the DCRC.
- Effectivity:* Effective upon signing of the parties until 31 December 2010, subject, however to mutual right of UPLB and PGL to terminate it on a thirty day written notice.

Date signed: 1 July 2005

Memoranda of Understanding with Dole Asia, Ltd.

Memoranda of Understanding entered into by and between U.P. Los Baños and Dole Asia, Ltd.

- a. *Establishment and maintenance of an undergraduate scholarship grant in UPLB*

Particulars:

- 1) The grant shall be known as the David H. Murdock/Dole Asia Undergraduate Scholarship Grant.
- 2) The grant shall be opened to qualified UPLB students who intend to pursue a Bachelor's degree in Plant Pathology.
- 3) The grantor shall remit the amount of P290,750.00 to cover basic semestral privileges of scholarship grantee for 4 years, expenses for 1 summer session and additional expenses in the senior year.
- 4) The conditions and period of the scholarship grant herein established may be revised or altogether terminated by the grantor upon written notice to the Dean of the College of Agriculture at least three (3) months prior to the end of any school year operation. This scholarship study grant may likewise be terminated by UPLB on written notice at any time, upon initiation of the Dean, College of Agriculture if, by reason of unforeseen developments, the welfare of the U.P. System will best be served by such termination.

Effectivity: Effective beginning the First Semester of the School Year 2005-2006

Date signed: 21 July 2005

- b. *Establishment and maintenance of a professorial chair in the field of agriculture*

Particulars:

- 1) The grant shall be known as the David H. Murdock/Dole Asia Professorial Chair.
- 2) Dole Asia, Ltd. Shall remit the amount of P750,000 to finance the Professorial Chair only for the following intended fields of study:
 - a. Plant Pathology
 - b. Plant Physiology
 - c. Soil Science
 - d. Entomology
 - e. Horticulture

Effectivity: Effective upon remittance of the grant to UPLB. The check amounting to P750,000 was remitted to UPLB Cashier's Office on 10 August 2005 with OR No. 3345024.

Date signed: 21 July 2005

Memorandum of Agreement with the Bioscan Drug Testing Center (BDTC)

Memorandum of Agreement entered into by and between U.P. Los Baños and the Bioscan Drug Testing Center (BDTC)

Subject: Exclusive reference laboratory for all drug tests needed by the UPLB University Health Service (UHS)

Particulars:

- a. During the term of the agreement, UHS will only use the services of BDTC for its referral drug tests and as such, is not allowed to send or use the services of other competing reference drug testing laboratories, unless test requested is not currently available at BDTC.
- b. BDTC shall have sole responsibility on the accuracy of results released only under its official laboratory forms.
- c. BDTC shall be responsible for sending positive drug test results to Confirmatory Drug Testing for confirmation.
- d. The execution of this agreement may be discontinued by the mutual consent of both parties. The default by any party of its obligations, which remains uncorrected 30 days after its commission, shall entitle the non-defaulting party to unilaterally terminate the agreement.

Effectivity: Effective upon signing by the parties for a period of one (1) year

Date signed: 8 August 2005

Renewal of Memorandum of Agreement with the Amphil Bio Chemical, Inc. (ABCI)

Renewal of Memorandum of Agreement entered into by and between U.P. Los Baños and the Amphil Bio Chemical, Inc. (ABCI)

Subject: Exclusive laboratory for all special tests needed by the UPLB University Health Service (UHS)

Particulars:

- a. ABCI must have a full-time courier/messenger to pick-up specimens and deliver results once a day depending on the schedule agreed upon by the parties.
- b. ABCI shall have sole responsibility on the accuracy of results released only under its official laboratory forms.
- c. ABCI shall send results directly to the hospital's laboratory. Results of priority requests will be sent by facsimile within the day with no additional charge to UHS. Original copies will be delivered to UHS the next day except for histopath and microscopic examination, which will be delivered within 10 days while other special exams will be provided within 3 days. It shall be the sole responsibility of UHS to transmit test results to the attending physicians.
- d. The execution of this agreement may be discontinued by the mutual consent of both parties. The default by any party of its obligations, which remains uncorrected 30 days after its commission, shall entitle the non-defaulting party to unilaterally terminate the agreement.

Effectivity: Effective upon signing for a period of one (1) year

Date signed: 8 September 2005

Memorandum of Agreement with the Fiber Industry Development Authority (FIDA)

Memorandum of Agreement entered into by and between U.P. Los Baños and the Fiber Industry Development Authority (FIDA)

Subject: Development of Monoclonal Antibody Based Technology for the Detection of Abaca Viruses: Abaca Bunchy Top Virus, Abaca Mosaic Virus, and Abaca Bract Mosaic Virus

Particulars:

- a. The project component shall be implemented by UPLB within one (1) year with a proposed total budget for Year 3 of P500,000 to be released in lump sum by FIDA.

- b. UPLB shall provide an adequate and efficient administrative support and management system necessary for the successful implementation of the project component. The Office of the Vice-Chancellor for Research and Extension shall be primarily responsible for the regular monitoring of the progress of the implementation of the project component.
- c. All project component outputs including, but not limited to, reports submitted to FIDA and all relevant data, supporting documents, and materials prepared in the course of and/or in relation to the services rendered by the UPLB and discoveries or inventions, if any, shall become the joint property of the parties.

Effectivity: Effective upon signing and receipt by UPLB of the Notice to Proceed on the Implementation of the Project Component and shall continue to be effective within 1 year but not later than 31 October 2005

Date signed: 17 August 2005

U.P. Mindanao

Memorandum of Agreement with the Kinaiyahan Foundation, Incorporated (KFI)

Memorandum of Agreement entered into by and between U.P. Mindanao and the Kinaiyahan Foundation, Incorporated (KFI)

Particulars:

The second party facilitates and provides the U.P. Mindanao students with the necessary experience and exposure in compliance with the National Service Training Program (NSTP) in lieu of the Reserved Officers' Training Course (ROTC).

The immersion is mainly on ecological and alternative livelihood programs for students and the community.

Effectivity: Effective upon signing hereof, and shall continue for a period of one (1) year subject to renewal

Date signed: 1 July 2005

Memorandum of Agreement with the Mindanao Land Foundation, Inc. (MINLAND), and the Barangay Government of Temporan, Magpet, North Cotabato

Memorandum of Agreement entered into by and among U.P. Mindanao, the Mindanao Land Foundation, Inc. (MINLAND) and the Barangay Government of Temporan, Magpet, North Cotabato

Particulars:

For the mutual benefit of both parties by the deployment and assignment of two (2) U.P. Mindanao Gurong Pahinungod (GP) Volunteers to the public high school located in the locality of the second party and teach thereat for one year.

The second party shall ensure the safety and security of the said (GP) Volunteers at the said locality and likewise provide the volunteers the necessary subsidy and allowance.

The third party shall extend the logistical and technical support to the said GP Volunteers and assist in the provision of housing facility to the said volunteers.

Effectivity: Effective upon signing by the parties for a period of 1 year
Date signed: 10 June 2005

Memorandum of Agreement with the Barangay Government of Poblacion, Pagalungan, Maguindanao, and the Mindanao Interfaith Service Foundation, Inc. (MISFI)

Memorandum of Agreement entered into by and among U.P. Mindanao, the Barangay Government of Poblacion, Pagalungan, Maguindanao and the Mindanao Interfaith Service Foundation, Inc. (MISFI)

Particulars:

For the mutual benefit of both parties by the deployment and assignment of two (2) U.P. Mindanao Gurong Pahinungod (GP) Volunteers to the public high school located in the locality of the

second party and teach thereat for one year.

The second party shall ensure the safety and security of the said GP Volunteers at the said locality and likewise provide the volunteers the necessary subsidy and allowance.

The third party shall extend the logistical and technical support to the said GP Volunteers and assist in the provision of the housing facility to the said volunteers.

Effectivity: Effective upon signing for a period of 1 year

Date signed: 10 June 2005

Memorandum of Agreement with the Municipality of Veruela, Agusan Del Sur

Memorandum of Agreement entered into by and between U.P. Mindanao and the Municipality of Veruela, Agusan Del Sur

Particulars:

For the mutual benefit of both parties by the deployment and assignment of two (2) U.P. Mindanao Gurong Pahinungod (GP) Volunteers to the public high school located in the locality of the second party and teach thereat for one year.

The second party shall ensure the safety and security of the said GP Volunteers at the said locality and likewise provide the volunteers the necessary subsidy and allowance as well as the logistical and the technical support to the volunteers.

Effectivity: Effective upon signing for a period of 1 year

Date signed: 10 June 2005

OTHER MATTERS

Appeal of Rodolfo P. De Castro (ADT Case No. 2002-02, for Grave Misconduct)

In the Decision dated 12 May 2005, de Castro was found guilty of grave misconduct and was meted out the penalty of dismissal from the service. It was held during the investigation that de Castro incurred a shortage of P51,991.54 at the Cash System Office while being assigned there as Disbursing Officer. De Castro failed to submit any satisfactory explanation thus, engendering the belief that he used the missing amount for his own personal benefit.

De Castro cites the following grounds in support of his appeal:

"1.THE RESPONDENT IS NOT GUILTY OF GRAVE MISCONDUCT.

"2.THE RESPONDENT WAS NOT REPRESENTED BY COUNSEL IN THE ENTIRE PROCEEDINGS OF THE INVESTIGATION.

"3.THE PENALTY OF DISMISSAL FROM SERVICE IS TOO HARSH, EXCESSIVE AND CONTRARY TO LAW."

As to the first ground, the OLS stated that at the minimum, the fact that de Castro was not able to explain satisfactorily his missing accountability in the amount of P51,991.54 already constitutes gross negligence amounting to grave or serious misconduct.

Similarly, while there is no direct evidence that de Castro took the money, there is circumstantial evidence on record to show that he appropriated the amount for his own personal benefit.

The OLS brushed aside de Castro's claim that the appealed Decision was based on Article 217, Revised Penal Code, which defines the Crime of Malversation of Public Funds or Property. The OLS explained that reference to Article 217 (supra) was made in the Report and Recommendation of the Administrative Disciplinary Tribunal only for the purpose of discussion and comparison. After all, it is clear from the appealed Decision that de Castro was found guilty based on the charge for grave misconduct and not for violation of Article 217 (supra).

With respect to the second ground (de Castro's claim that he was not represented by counsel), the OLS pointed out that on the contrary de Castro was actually represented by Atty. Generoso R. Jacinto.

Although Atty. Jacinto later on withdrew his appearance as counsel for de Castro, ample time was given to him to secure the services of new counsel. De Castro has only himself to blame for not getting the services of another counsel.

As regards the third ground (de Castro's claim that the penalty of dismissal is to harsh, excessive and contrary to law), suffice it to state that the Office of the President is merely applying the rules. As it is, dismissal is the penalty for grave misconduct under the Civil Service Rules. Also, the length of service of de Castro cannot be taken into consideration as a mitigating circumstance since dismissal is an indivisible penalty.

Thus, it is the recommendation of the OLS that the appeal of de Castro be denied for lack of merit.

Board action: Denial of the Appeal

Revised Memorandum of Agreement Entered into by and between U.P. Los Baños and the Municipality of Los Baños (MLB)

Subject: Provision of 150 liters of gasoline per month to one (1) patrol car of the Los Baños Police Force (LBPF)

Particulars:

- a. UPLB shall provide 50 liters of gasoline every week, but not to exceed a total of 150 liters every month for the duration of the agreement to one patrol car of LBPF.
- b. The gasoline ration shall be procured/drawn from the Colt Laguna Corp.
- c. The University Police Force (UPF) shall monitor/supervise the withdrawal of the gasoline assistance to the LBPF.
- d. The MLB hereby commits the LBPF to be on call on 24-hours basis and respond without delay to request for assistance by UPLB.
- e. The LBPF shall include in its daily operation the patrolling every night of the UPLB perimeter and such other areas as may be requested by the Chief of University Police Force or his authorized representative.

Date signed: 11 August 2005

Board action: Approval

Concept Paper on the Faculty Medical Arts Building of the Philippine General Hospital, University of the Philippines Manila

The University of the Philippines Board of Regents (BOR), in its 1093rd meeting on 15 December 1995, approved in principle the proposal to convert the old Dispensary Building of the Philippine General Hospital (PGH) into a Medical Arts Building (MAB). As originally envisioned, the facility shall primarily be a faculty incentive and shall institutionalize geographic practice of profession for private medical and dental practice of faculty members of U.P. Manila (UPM). Through the years, several attempts to make the project operational have been proposed, but the vision has not been made into a reality.

Under the present leadership and initiative of Chancellor Marita Reyes and Director Carmelo Alfiler, U.P. Manila and PGH have made wide consultations with the different stakeholders of the project in an effort to bridge the gaps and jumpstart this much delayed undertaking. From these consultations arose a refined proposal for the establishment and operation of the Faculty Medical Arts Building (FMAB), the highlights of which are (1) operationalization by phase (2) evolution from a purely MAB to FMAB (3) involvement and integration of other health academic units of U.P. Manila (4) operation of the FMAB as a local business interest and (5) establishing the clinics as extension of the PGH clinical departments.

In this proposal, the FMAB is envisioned to:

1. Provide a faculty incentive package of affordable clinic spaces and income opportunities in order to augment the regular compensation package from the University.
2. Strengthen geographic practice of profession among faculty members of U.P. Manila.
3. Provide a centralized teaching and research-related facility for

faculty members, and help promote faculty retention and career development.

4. Provide affordable, accessible, high quality, competent, comprehensive, integrated and humane health care services to ambulatory pay patient clientele of PGH.
5. Generate additional resources to help supplement PGH's budget subsidy from the national government intended for hospital operations.
6. Ensure higher occupancy rate for the hospital pay patient services and utilization of specialized care units.
7. Provide health care incentives to employees of PGH and U.P. Manila.
8. Strengthen the distinction of U.P. Manila and PGH as the National Health Sciences Center.
9. Serve as an essential component of a strong National University Hospital.

Several parallel consultations with U.P. System administrators were made. Finally, the U.P. President's Executive Staff, in its meeting last 10 June 2005, recommended that the building should be leased and administered by a private party (preferably a foundation) after a public bidding, in order to insulate the PGH and the University from further financial obligations in the facility.

The recommendation calls for the development and conversion by a developer/lessee of the old Dispensary Building of the PGH into an FMAB.

Board action: Approval

Withdrawal of Degree Conferred on Mr. Darrel Enrico Sampang

This has reference to the letter of Mr. Darrel Enrico Sampang, dated 14 July 2005, in response to the President's letter, dated 28 June 2005, directing him to file his written opposition to the withdrawal of his degree of A.B. Political Science.

Facts of the case

Mr. Sampang was an A.B. Political Science student of U.P. Manila and a member of the Alpha Sigma fraternity. He figured in a rumble between the Alpha Sigma and Tau Omega Mu fraternities on 5 October 2001 within the premises of the U.P. Manila College of Arts and Sciences. This incident resulted in a Formal Charge filed against him and other co-respondents before the Student Disciplinary Tribunal (SDT) on 19 February 2002.

On 26 July 2002, the U.P. Manila University Council approved the list of candidates recommended for graduation at the end of the Summer of Academic Year 2001-2002. On 12 August 2002, the University Registrar of U.P. Manila submitted the said list to then Secretary of the University, Prof. Martin V. Gregorio. On 29 October 2002, the Board of Regents approved said list of candidates for graduation. Mr. Sampang's name was included in the approved list of candidates, despite the pendency of a case against him before the SDT.

During the pendency of his case, Mr. Sampang enrolled at the Ateneo de Manila University School of Law, where he is currently on his senior year.

The SDT resolved his case in a Decision dated 14 February 2003, which imposed the penalty of expulsion. On appeal, the President affirmed the SDT Decision on 28 July 2003. On appeal from that decision, the Board of Regents affirmed the President's Decision on 10 December 2004.

According to Secretary of the University, Dr. Lourdes E. Abadingo, '[i]n the course of verifying the present address of Mr. Sampang from the Registrar's Office of U.P. Manila, it was discovered that Mr. Sampang has already graduated x x x' (No specific date was provided.)

On 2 March 2005, Mr. Sampang received the Decision of the Board imposing the penalty of expulsion from the University.

Withdrawal of Mr. Sampang's degree

On 27 June 2005, the Office of Legal Services (OLS) transmitted to the Office of the President Memorandum No. MVFL-2005-761, recommending, among other things, the withdrawal of Mr. Sampang's degree of A.B. Political Science, which was conferred on him by mistake and in violation of Article 404 of the University Code. Based on the records, it would appear that at the time the degree was awarded to Mr. Sampang, he had not yet satisfied all *other requirements* for graduation, as there was a pending SDT case against him, which eventually resulted in his expulsion from U.P.

On 28 June 2005, the Office of the President wrote Mr. Sampang, giving him fifteen (15) days from receipt thereof within which to oppose the withdrawal of his degree. In his letter-reply, Mr. Sampang pleads for compassion, on the basis of the following:

1. His inexperience may have prevented him from properly presenting his defense during the SDT proceedings, which resulted in some facts supportive of his defense not being brought out for a thorough evaluation of the SDT;
2. He has completely reformed;
3. He continues to maintain and observe such proper demeanor as a law student at the Ateneo de Manila University, where he is now in his senior year; and
4. He is working hard to finish his law degree so as not to disappoint his father who has high hopes for him.

While the Office of the President sympathizes with Mr. Sampang's efforts to reform and have a better future for himself, the Office cannot allow him to cause any violation of U.P. rules and regulations, particularly in the conferment of academic degrees. As stated in Memorandum No. MVFL-2005-761, following the ruling in *U.P. Board of Regents vs. Court of Appeals* (the Arokiaswamy Williams case), U.P. is empowered to withdraw academic degrees already conferred but not "rightfully deserved," upon discovery of the error or fraud attendant to such conferment.

Furthermore, if the University allows Mr. Sampang to retain his degree, despite its being erroneously obtained, it will be setting precedent for other students similarly situated. This will undermine U.P.'s academic freedom and its integrity as the premier academic institution.

The President endorsed the matter of withdrawal of Mr. Sampang's degree to the Board of Regents for consideration and approval.

Board action: The Board approved the withdrawal of the degree conferred on Mr. Darrel Enrico Sampang.

The Board **noted** the following:

Appointment of Hon. Romulo G. Davide as Acting Member of the Board of Regents, vice Georgina R. Encanto, Signed by Her Excellency, President Gloria Macapagal-Arroyo on 22 August 2005

(Please see documents filed at the OSU Records.)

Proclamation No. 913 Dated 6 September 2005 Entitled "Declaring 2008 as the University of the Philippines Centennial Year, Providing for Its Commemoration and for Other Purposes"

(Please see documents filed at the OSU Records.)

Thank You Card from Regent Nelia T. Gonzalez for the Members of the Board of Regents

The text reads as follows:

"We would like to convey our gratitude for the time, support and offering which you shared with us. Bobby was a

simple man who served others selflessly and loved earnestly. Through your act of kindness, you have proved how he and the family he left behind are so loved.

Thank you.

The Gonzalez family"

Deed of Donation and Acceptance Entered into by and between the University of the Philippines Manila through the College of Medicine and the Family of Dr. Paulo C. Campos

Donation: Acceptance of donation of P800,000.00 for/and the establishment of the Dr. Paulo C. Campos Professorial Chair for Excellence in Medicine in the College of Medicine

Particulars:

The Donee accepts and acknowledges receipt of the donation made in its favor by the Donor and expresses its appreciation and gratitude for liberality and generosity of the Donor. The Donee warrants that only the income of the donated sum shall be utilized solely and exclusively for the purpose intended for the College of Medicine by the Donor.

Date signed: 12 August 2005

Revised Portions of the U.P. Baguio Academic Calendar for 2005-2006

The revisions follow the 4-day Class and Work Week which the University decided to adopt, after consultation with all 3 sectors - Faculty, REPS and Administrative Personnel, and Students.

The 4-day week which will be implemented, on an experimental basis, for the 2nd Semester 2005-2006 is from Tuesday to Fridays.

| | |
|-----------------------|---|
| Regular office hours | 7:30 a.m. to 6:30 p.m. with lunch break from 12-1 |
| Undergraduate classes | WF and TTh, from 7:00 a.m. to 7:00 p.m. (1 ½ -hr/day) |
| Graduate classes | Saturday or Sunday or evening 3-hour/session |

Under the revised calendar, all classes will still have the required minimum number of hours: TTh and Saturday graduate classes, 51 hours and WF classes, 49.5 hours.

Proposed Revised Portions, UPB Academic Calendar 2005-2006

| | <u>Old</u> | <u>Revised</u> |
|---|--------------------|-----------------------|
| Removal Exam Period | M 17 Oct-F 21 Oct | T 18 Oct-F 21 Oct |
| Validation Period | M 17 Oct-F 21 Oct | T 18 Oct-F 21 Oct |
| General Registration | | |
| 1 st , 4 th , Grad'ng | Th 3 Nov | T 8 Nov |
| Juniors | F 4 Nov | W 9 Nov |
| Sophomores | F 4 Nov | Th 10 Nov |
| All others | M 7 Nov-T 8 Nov | F 11 Nov |
| Start of Classes | W 9 Nov | Sa 12 Nov, Grad-Level |
| | | T 15 Nov, UG level |
| Last day of late registration | W 16 Nov | F 18 Nov |
| Christmas Vacation | Sa 17 Dec-Su 1 Jan | Su 18 Dec-M 2 Jan |
| Resumption of Classes | M 2 Jan | T 3 Jan |
| Last Day for DROPPING | M 20 Feb | T 21 Feb |

Letter Dated 21 September 2005 of Senate Secretary Oscar G. Yabes to Dr. Carmelo A. Alfiler, Director, Philippine General Hospital Furnishing the University a Copy of Resolution No. 40 (P.S. Res. No. 304), Entitled Resolution to Launch the "One Senator, One Machine" Project for the Philippine General Hospital Which was Adopted by the Senate on 6 September 2005

(Please see documents filed at the OSU Records.)

Thank You Letter Dated 9 September 2005, of Justice Anthony M. Kennedy, Supreme Court of the United States, Washington, D.C. Addressed to President Emerlinda R. Roman for the Honorary Degree That Will Be Conferred Upon Him

At its 1199th meeting on 26 August 2005, the Board of Regents approved the conferment of the degree of Doctor of Laws, honoris causa, upon United States Supreme Court Justice Anthony M. Kennedy.

In his letter to President Roman, Justice Kennedy expressed his appreciation for the honor to be bestowed upon him.

Report of Regent Jaime S. de los Santos, UPAA President, to the Board of Regents Regarding His Official Trip to Australia Upon Invitation of the Alumni Association of Australia, New South Wales Chapter and Other Activities in Australia

(Please see documents filed at the OSU Records.)

SEPARATIONS FROM THE SERVICE

U.P. Diliman

1st Quarter 2005 (January-March)

Edna B. Bueza, University Research Associate 1, Natural Science Research Institute, College of Science, effective 1 January 2005 (non-renewal of appointment)

Ma. Reina D. Improgo, University Researcher 1, College of Science, effective 1 January 2005 (non-renewal of appointment)

2nd Quarter 2005 (April-June)

Nesha May O. Andoy, Instructor 2, Institute of Chemistry, College of Science, effective 1 June 2005 (non-renewal of appointment)

Maria Sonia J. Andres, Instructor 7, College of Science, effective 1 June 2005 (non-renewal of appointment)

Jose C. Araneta, Professor 5, College of Engineering, effective 8 May 2005 (death)

Joselito S. Bondoc, Lifeguard, College of Human Kinetics, effective 26 May 2005 (death)

Hermenigildo P. Camba, Cook II, Office of the University Registrar, effective 7 June 2005 (death)

Rhea Marie M. Cariño, University Research Associate 1, National College of Public Administration and Governance, effective 2 May 2005 (transfer to UPOU)

Cesar S. De Miguel, Visiting Assistant Professor, College of Arts and Letters, effective 1 June 2005 (non-renewal of appointment)

Edwin Antonio J. De Ocampo, Instructor 7, Institute of Chemistry, College of Science, effective 1 June 2005 (transfer to Philippine Science)

Leticia G. Del Valle, Professor 6, College of Music, effective 15 April 2005 (compulsory retirement)

Paz Diaz, Associate Professor 5, College of Mass Communication, effective 1 April 2005 (transfer to UPOU)

Marcelino M. Evangelista, Household Attendant III, College of Home Economics, effective 15 June 2005 (compulsory retirement)

Erwin S. Fernandez, Instructor 1, College of Social Sciences and Philosophy, effective 1 June 2005 (non-renewal of appointment)

Bernabe A. Francisco, Steward, University Food Service, effective 11 June 2005 (compulsory retirement)

Manuel V. Hernandez, Jr., Professor 3, College of Engineering, effective 1 June 2005 (optional retirement)

Lagrimas D. Iloretta, Administrative Officer II, College of Science, effective 16 June 2005 (optional retirement)

Jade Kamella D. Joven, Records Officer 1, National College of Public Administration and Governance, effective 15 May 2005 (resignation)

Joseph Anthony Y. Lim, Professor 9, School of Economics, effective 1 June 2005 (optional retirement)

Eddie Q. Lopez, Reproduction Machine Operator II, Budget Office, effective 12 June 2005 (compulsory retirement)

Nenita C. Ocampo, Professor 10, College of Science, effective 31 May 2005 (compulsory retirement)

Rodolfo R. Olarte, Special Police Corporal, U.P. Diliman Police, effective 8 June 2005 (compulsory retirement)

Ma. Florina Y. Orillos, Senior Lecturer 1, College of Social Sciences and Philosophy, effective 1 June 2005 (non-renewal of appointment)

Luz D. Pagulayan, Associate Professor 6, U.P. Integrated School, College of Education, effective 1 June 2005 (compulsory retirement)

June B. Principe, Associate Professor 6, U.P. Integrated School, College of Education, effective 26 June 2005 (compulsory retirement)

Norman R. Ramos, Associate Professor 4, School of Urban and Regional Planning, effective 1 June 2005 (resignation)

Mario M. Reinoso, Professor 2, U.P. Extension Program in San Fernando, Pampanga, effective 14 June 2005 (optional retirement)

Irene B. Rodriguez, Instructor 1, Institute of Chemistry, College of Science, effective 1 June 2005 (non-renewal of appointment)

Jacqueline T. Siy, Instructor 1, Institute of Chemistry, College of Science, effective 1 June 2005 (non-renewal of appointment)

Lucillyne C. Tabada, Assistant Professor 1, College of Social Sciences and Philosophy, effective 1 June 2005 (non-renewal of appointment)

Timothy Niño S. Travers, Instructor 3, College of Science, effective 1 June 2005 (non-renewal of appointment)

Xandra Fe N. Yebbron, Instructor 3, College of Arts and Letters, effective 1 June 2005 (non-renewal of appointment)

3rd Quarter 2005 (July-September)

Christine Marie S. Angos, Instructor 1, College of Engineering, effective 5 September 2005 (resignation)

Nicelita D. Dela Cruz, Nurse III, University Health Service, effective 1 July 2005 (resignation)

Eugenio O. Fulinara, DEMO III, School of Economics, effective 12 September 2005 (resignation)

Estelita C. Pacis, Data Entry Machine Operator IV, College of Science, effective 22 July 2005 (compulsory retirement)

Jenne Liza V. Relucio, University Research Associate 1, College of Science, effective 1 July 2005 (non-renewal of appointment)

Dorcas Y. Rocabo, DEMO III, National Institute of Science and Mathematics Education, effective 1 July 2005 (optional retirement)

Hector C. Rosal, Cook II, University Health Service, effective 1 July 2005 (disability)

Bertrand Theodor L. Santos, University Research Associate I, UP Law Complex, effective 31 July 2005 (transfer to DFA)

Roseanna O. Valdez, College Librarian IV, University Library, effective 27 July 2005 (death)

U.P. Los Baños

Allan Karlo S. Abrogena, Instructor 1, College of Engineering and Agro-Industrial Technology, effective 25 July 2005 (resignation)

Robyn Joy C. Alcanzare, Assistant Professor 1, College of Engineering and Agro-Industrial Technology, effective 25 July 2005 (resignation)

Edgardo D. Baldovino, Storekeeper III, College of Agriculture, effective 1 August 2005 (optional retirement)

Marie Joyce A. Bati, Instructor 2, College of Engineering and Agro-Industrial Technology, effective 30 July 2005 (resignation)

Angeli D. Cabaltica, Instructor 2, College of Engineering and Agro-Industrial Technology, effective 23 September 2005 (resignation)

Rody S. Caneda, Driver II, Office of the Vice-Chancellor for Planning and Development, effective 4 September 2005 (compulsory retirement)

Ghirna Larissa V. Carpio, Clerk IV, College of Arts and Sciences, effective 20 September 2005 (resignation)

Lauro A. Dominguita, Jr., Budget Officer III, Office of the Vice-Chancellor for Planning and Development, effective 1 July 2005 (optional retirement)

Teofilo C. Esguerra, Jr., Assistant Professor 7, College of Arts and Sciences, effective 7 July 2005 (compulsory retirement)

Lolita SM. Espiritu, Laboratory Technician II, College of Human Ecology, effective 1 July 2005 (optional retirement)

Elvira C. Fernandez, Professor 10, College of Forestry and Natural Resources, effective 16 August 2005 (optional retirement)

Aristeo T. Garcia, Utility Worker II, College of Veterinary Medicine, effective 23 September 2005 (optional retirement)

Bibiano M. Guantes, Laboratory Technician II, College of Agriculture, effective 29 July 2005 (death)

Teodora P. Latayan, Laboratory Technician II, College of Agriculture, effective 16 August 2005 (optional retirement)

Felicisimo T. Lato, Jr., Cook II, Office of the Vice-Chancellor for Community Affairs, effective 10 September 2005 (optional retirement)

Rommel H. Maneja, Instructor 2, College of Arts and Sciences, effective 1 September 2005 (resignation)

Eusebio P. Mariano, Associate Professor 1, College of Economics and Management, effective 14 August 2005 (compulsory retirement)

Walfredo B. Martinez, Students Records Evaluator 11, Graduate School, effective 2 September 2005 (optional retirement)

Atanacio B. Mercado, Carpenter II, College of Agriculture, effective 15 July 2005 (compulsory retirement)

Gegemeniano L. Obligado, Supply Officer 1, College of Public Affairs, effective 16 September 2005 (optional retirement)

Benedict A. Pamulaklakin, Utility Worker II, College of Arts and Sciences, effective 31 July 2005 (death)

Erlinda S. Paterno, Professor 12, College of Agriculture, effective 19 September 2005 (compulsory retirement)

Ma. Jamela R. Revilla, Associate Professor, College of Arts and Sciences, effective 30 July 2005 (optional retirement)

Jericho Leo P. Reyes, Assistant Professor 1, College of Engineering Agro-Industrial Technology, effective 10 August 2005 (resignation)

Ma. Nimfa Nonet S. Rocelio, Laboratory Aide II, College of Economics and Management, effective 31 August 2005 (optional retirement)

Nadine Marie Y. Singson, Instructor 1, College of Arts and Sciences, effective 18 July 2005 (resignation)

Ray G. Suobiron, Laboratory Technician II, College of Forestry and Natural Resources, effective 3 September 2005 (compulsory retirement)

Eusebio M. Ticzon, Jr., Utility Foreman, Office of the Chancellor, effective 1 July 2005 (optional retirement)

Juliana M. Tobias, Fiscal Examiner II, Office of the Vice-Chancellor for Administration, effective 1 July 2005 (optional retirement)

Ma. Esperanza A. Viñas, Clerk III, Office of the Vice-Chancellor for Planning and Development, effective 9 August 2005 (resignation)

Arvin B. Vista, Assistant Professor 1, College of Economics and Management, effective 15 September 2005 (resignation)

Rebecca V. Yedra, Accountant I, Office of the Vice-Chancellor for Administration, effective 1 August 2005 (optional retirement)

U.P. Manila

3rd Quarter 2005 (July-September)

Edna Luz R. Abulon, Administrative Officer IV, Central Administration, effective 1 August 2005 (transferred)

Albert D. Agomaa, University Research Associate II, National Institutes of Health, effective 8 August 2005 (resignation)

Shirley C. Arquiza, Assistant Professor 7, College of Pharmacy, effective 18 July 2005 (retirement)

Susana B. Caberto, Laboratory Technician II, College of Medicine, effective 1 September 2005 (resignation)

Rosa I. De Leon, College Librarian III, University Library, effective 15 August 2005 (expiration of appointment)

Maria Dolma R. Gudez-Santos, Clinical Associate Professor and Attending Anesthesiologist, College of Medicine, effective 28 September 2005 (resignation)

Ma. Teresita M. Hernandez, Assistant Professor (part-time), College of Nursing, effective 1 July 2005 (resignation)

Michael John T. Hilario, University Research Associate II, National Institutes of Health, effective 1 August 2005 (resignation)

Mary Clarisse L. Kilayko, University Research Associate II, National Institutes of Health, effective 1 August 2005 (resignation)

Ma. Fe D. Manapsal, Administrative Officer III, Central Administration, effective 1 July 2005 (resignation)

Emelita F. Melgar, Administrative Officer II, Central Administration, effective 1 August 2005 (resignation)

Marivic Auco Mendoza, Administrative Officer IV, National Institutes of Health, effective 28 July 2005 (resignation)

Mae Florence D. Nierras, Associate Professor 5, School of Health Sciences, effective 1 July 2005 (resignation)

Lilia Flor C. Nievera, University Researcher III, National Institutes of Health, effective 18 July 2005 (expiration of appointment)

Rosie R. Noche, University Researcher III, Institute of Ophthalmology, effective 1 July 2005 (retirement)

Carmela D. Tan, Senior Lecturer 1, College of Medicine, effective 26 September 2005 (resignation)

Rosalita V. Tan, University Researcher II, Institute of Ophthalmology, effective 1 July 2005 (retirement)

Pampila A. Urriza, Accountant II, Central Administration, effective 9 August 2005 (death)

Philippine General Hospital - U.P. Manila*2nd Quarter 2005 (April-June)*

Maryll Morales Abaño, Medical Officer III, effective 30 June 2005 (resignation)

Domingo Gulpo Colina, Jr., Utility Worker II, effective 20 June 2005 (resignation)

Preciosa Miguel Coloma, Medical Officer III, effective 15 June 2005 (resignation)

Ro Ann Tiara Gonzales Ila, Nutritionist Dietitian II, effective 1 April 2005 (resignation)

Mary Claire Zaballero Umali, Nutritionist-Dietitian II, effective 11 June 2005 (resignation)

3rd Quarter 2005 (July-September)

Gilda Pasaylon Abaya, Nurse II, effective 1 August 2005 (resignation)

Mary Grace Nocon Abrigos, Nurse III, effective 19 August 2005 (resignation)

Vivienne Fallarme Abrugena, Nurse IV, effective 30 September 2005 (resignation)

Renato Daurte Agus, Utility Worker I, effective 20 August 2005 (death)

Claire Juele Algodon, Nurse II, effective 23 August 2005 (resignation)

Joanne Castillo Altamera, Medical Officer III, effective 1 July 2005 (resignation)

Glenn Arnold Angeles, Nurse II, effective 15 August 2005 (resignation)

Lorna Docta Arias, Clerk II, effective 1 August 2005 (resignation)

Michelle Gonzaga Asal, Clerk II, effective 1 August 2005 (resignation)

Russel Abuyuan Babia, Nurse III, effective 25 August 2005 (resignation)

Lilia Mendoza Balane, Clerk II, effective 1 July 2005 (resignation)

Maria Eleanor Ambrosio Bautista, Nurse II, effective 12 August 2005 (resignation)

Maria Teresa Galquera Biglaen, Nurse II, effective 16 September 2005 (resignation)

Sheryl Benitez Billones, Nurse II, effective 15 July 2005 (resignation)

Cynthia Guevara Cabrera, Nursing Attendant 1, effective 21 August 2005 (resignation)

Juliet Malto Cabuyadao, Nurse III, effective 15 August 2005 (resignation)

Alejandro Topacio Calabio, Medical Officer III, effective 1 August 2005 (resignation)

Allener Thomas Cruz Calalang, Nurse II, effective 19 September 2005 (resignation)

Mary Jane Cabangal Carabeo, Pharmacist III, effective 4 July 2005 (resignation)

Almarie De Guzman Castro, Nurse III, effective 8 September 2005 (resignation)

Ma. Luisa Macasaet Celestino, Nurse I, effective 1 July 2005 (non-renewal of appointment)

Tina Bagus Concon, Pharmacist III, effective 1 September 2005 (resignation)

Virgilio Nabartey Cruz, Mechanic II, effective 1 July 2005 (resignation)

Mary Jane Tayamen Cuadro, Nurse II, effective 19 September 2005 (resignation)

Christopher Arce De Gracia, Nurse II, effective 17 September 2005 (resignation)

Roschelle Nolasco Del Rosario, Nurse II, effective 1 September 2005 (resignation)

Maria Luisa Talam Dela Cruz, Nurse II, effective 15 September 2005 (resignation)

Virginia Rabina Dela Cruz, Nurse III, effective 15 August 2005 (resignation)

Jesse Castillo Dimaculangan, Nurse II, effective 21 September 2005 (resignation)

Leilani Honrado Dimaculangan, Nurse II, effective 27 September 2005 (resignation)

Aileen Blegaudit Dizon, Nurse II, effective 1 August 2005 (resignation)

Ma. Cecilia Abante Emelo, Pharmacist III, effective 19 August 2005 (resignation)

Aileen Carmona Escandor, Nurse II, effective 23 September 2005 (resignation)

Dennis Mangasep Estrada, Nurse II, effective 21 August 2005 (resignation)

Florida Ruth Garcia Estrada, Nurse II, effective 21 August 2005 (resignation)

Jeremias Oliveria Estrella, Jr., Nurse III, effective 16 August 2005 (resignation)

Yvonne Ylagan Fernandez, Pharmacist III, effective 1 July 2005 (resignation)

Leoliza Mojado Flores, Nurse II, effective 4 September 2005 (resignation)

Jennifer Lee Monarca Flores, Nurse II, effective 14 August 2005 (resignation)

Elsie Villa Formantes, Pharmacist VII, effective 16 September 2005 (resignation)

Michael Sumalnap Fronda, Nurse II, effective 5 September 2005 (resignation)

Leonila Peña Galang, Nurse II, effective 10 September 2005 (resignation)

Debbie Ann Roberta Sabuero Garcia, Nurse II, effective 15 September 2005 (resignation)

Emiline Pasawa Garcia, Nursing Attendant II, effective 16 September 2005 (resignation)

Mary Jane Clemente Garcia, Nurse II, effective 1 August 2005 (resignation)

Marifi Jamon Gayanilo, Nurse I, effective 15 September 2005 (resignation)

Carmen Auro Generans, Pharmacist III, effective 25 July 2005 (resignation)

Ma. Regina Corazon Del Rosario Gepte, Nurse II, effective 15 September 2005 (resignation)

Sharon Palces Gonzales, Clerk II, effective 1 July 2005 (resignation)

Mark Ramos Guerrero, Nurse I, effective 11 August 2005 (resignation)

Lizaflor Leyco Ibay, Nurse IV, effective 8 July 2005 (optional retirement)

Lilah Luz Pepito Jimenez, Nurse III, effective 29 July 2005 (resignation)

Annalee Aguila Lamboon, Nurse II, effective 9 July 2005 (resignation)

Ma. Lowella Opada Lasola, Nurse II, effective 9 September 2005 (resignation)

Joan Aileen Castillo Legpit, Medical Technologist II, effective 1 August 2005 (resignation)

Luz Menchavez Literal, Nurse II, effective 15 July 2005 (resignation)

Dexter Troncoso Llanza, Nurse II, effective 28 August 2005 (resignation)

Michael Dayuja Lorenzo, Medical Technologist II, effective 19 July 2005 (resignation)

Ranil Castillo Machitar, Nurse IV, effective 15 August 2005 (resignation)

Gigi Flores Mahidlaon, Nurse II, effective 1 September 2005 (resignation)

Jun Oliviano Mangrobang, Nurse II, effective 12 August 2005 (resignation)

Maynard Espiritu Melo, Nurse II, effective 1 September 2005 (resignation)

Gorgonia Manalo Mendoza, Medical Laboratory Technician III, effective 10 September 2005 (compulsory retirement)

Riza De Mesa Mendoza, Nurse II, effective 4 August 2005 (resignation)

Ma. Elena Aguilar Nartea, Nurse II, effective 15 July 2005 (resignation)

Teresita Cecilio Navarro, Clerk II, effective 1 July 2005 (non-renewal of appointment)

Jerry Mortela Obaldo, Medical Specialist III (part-time), effective 3 August 2005 (transferred to UPCM)

Rowena Ceribo Orajay, Medical Technologist II, effective 2 September 2005 (resignation)

Lowela Millares Padilla, Nutritionist Dietitian II, effective 25 July 2005 (resignation)

Catherine Tactay Pakingan, Nurse II, effective 22 September 2005 (resignation)

Rolando Gabor Pansoy, Utility Foreman, effective 1 July 2005 (optional retirement)

Nova Caberto Pilotin, Nurse III, effective 29 July 2005 (resignation)

Mary Joan Dagodog Ponferrada, Nurse II, effective 30 September 2005 (resignation)

Joel Cabatungan Radam, Utility Worker II, effective 6 July 2005 (death)

Katherine Ramboanga Reganit, Nurse II, effective 6 September 2005 (resignation)

Maribel Del Rosario San Diego, Nurse II, effective 30 September 2005 (resignation)

Golda Aljo Santiago, Nurse II, effective 6 July 2005 (resignation)

Troy Jason Pacheco Santillan, Nurse II, effective 1 September 2005 (resignation)

Vener Avendada Santos, Nurse II, effective 29 July 2005 (resignation)

Rosene Daniel Sapio, Nursing Attendant 1, effective 1 July 2005 (resignation)

Michelle Realon Serrano, Nurse II, effective 15 July 2005 (resignation)

Wednesday Marie Abaya Sevilla, Medical Officer III, effective 1 July 2005 (resignation)

Ervie Villanueva Suyat, Nurse II, effective 30 July 2005 (resignation)

Sharon Rose Castillo Tagle, Nurse II, effective 18 September 2005 (resignation)

Roy Feliciano Hernandez Tamisan, Utility Worker II, effective 1 August 2005 (resignation)

Jennelyn David Tan, Nurse II, effective 7 July 2005 (resignation)

Perfecto Barbosa Tejero, Utility Foreman, effective 20 August 2005 (compulsory retirement)

Lyra Mae Ragodo Titular, Nurse II, effective 14 July 2005 (resignation)

Madonna Escobar Tolentino, Clerk II, effective 1 July 2005 (resignation)

Marites Jaime Tolentino, Nurse II, effective 1 July 2005 (resignation)

Norma De Vera Torneros, Nursing Attendant II, effective 31 July 2005 (optional retirement)

Eduardo Lazarte Trocino, Mechanical Plant Operator III, effective 1 July 2005 (optional retirement)

Armando Placer Umali, Jr., Nurse III, effective 9 September 2005 (resignation)

Cecille Mae Pradas Valenzuela, Pharmacist III, effective 26 September 2005 (resignation)

Crisostomo Del Rio Ylarde, Jr., Nurse II, effective 4 August 2005 (resignation)

Jenefer Ricablanca Zapanta, Nurse II, effective 1 July 2005 (resignation)

U.P. Visayas

1st Quarter 2005 (Jan.- March)

Schedar Rose M. Novilla, University Research Associate 1, College of Fisheries and Ocean Sciences, effective 2 March 2005 (expiration of appointment)

2nd Quarter 2005 (April - June)

Nygiel B. Armada, Associate Professor 7, College of Fisheries and Ocean Sciences, effective 1 June 2005 (retirement)

Daryll Jane S. Delgado, Instructor 3, UPV Tacloban College, effective 1 June 2005 (expiration of appointment)

Rodrigo E. Eigo, Administrative Aide III, Supply and Property Services Office, effective 16 June 2005 (retirement)

Era Dawn S. Guiloreza, Instructor 3, College of Arts and Sciences, effective 1 June 2005 (retirement)

Ma. Zenia D. Mariveles, Assistant Professor 1, UPV Tacloban College, effective 1 June 2005 (transferred to UPLB)

William G. Ragamat, Instructor 2, UPV Tacloban College, effective 1 June 2005 (expiration of appointment)

Ma. Divina Gracia Z. Roldan, Assistant Professor 6, UPV Cebu College, effective 1 June 2005 (resignation)

3rd Quarter 2005 (July-September)

Realm R. Alis, Administrative Assistant, Office of the Vice-Chancellor for Research and Extension, effective 1 August 2005 (expiration of appointment)

Abdon V. Almanon, Administrative Aide V, Campus Development and Maintenance Office, effective 6 August 2005 (retirement)

Vicente G. Basco, Administrative Aide III, College of Arts and Sciences, effective 20 August 2005 (retirement)

Isidro T. Delute, Administrative Aide III, UPV Tacloban College, effective 17 August 2005 (retirement)

Ignacio L. Gravoso, Administrative Aide III, UPV Tacloban College, effective 20 July 2005 (retirement)

Erdolfo R. Moreno, Administrative Aide III, UPV Cebu College, effective 1 July 2005 (resignation)

Harry O. Pesirla, Computer Maintenance Technologist 1, UPV Cebu College, effective 1 July 2005 (expiration of appointment)

William G. Que, Administrative Aide VI, College of Fisheries and Ocean Sciences, effective 28 September 2005 (retirement)

Fely C. Tan, Administrative Aide IV, UPV Cebu College, effective 7 July 2005 (resignation)

U.P. Open University

Isagani Desingano Bautista, Driver II, Office of the Vice-Chancellor for Finance and Administration, effective 1 July 2005 (end of contract)

U.P. Mindanao

Carmencita A. Carillo, Information Officer III, Office or the Chancellor, effective 30 September 2005 (termination of appointment)

U.P. Baguio

Rowena B. Aguto, Administrative Aide IV, effective 1 July 2005 (resignation)

HISTORICAL PAPERS AND DOCUMENTS

INVESTITURE OF DR. EMERLINDA R. ROMAN AS 19TH PRESIDENT OF THE UNIVERSITY OF THE PHILIPPINES

21 July 2005

At a special meeting held on November 22, 2004, the University of the Philippines Board of Regents met to choose the new President of the University. Faculty, students, and administrative staff, who had consolidated behind her when the candidates had narrowed down to just two, had been anxiously awaiting the results. The Regents' choice was greeted with much joy in UP's 7 constituent universities.

Emerlinda R. Roman would be the 19th President of the University, and its centennial president. It seemed only fitting that she would also be the University's first woman president.

During the search that had preceded her election, certain themes had surfaced again and again. To begin with, there are her solid credentials: she holds a Doctor of Business Administration from UP Diliman, a Master of Agribusiness also from UP Diliman, and a B.S. in Agriculture from UP Los Baños; she has received awards for teaching, for public service, for academic service and for academic administration; she has served as consultant to various government agencies, non-government organizations, and international institutions like the UNDP; she has published her share of scholarly papers.

Then, there is her unwavering commitment to the University. She began her career in UP early, first as Research Assistant, then as Instructor all the way to Professor. As an Administrator, her first appointment was as Secretary as well as Director of Undergraduate Studies of the College of Business Administration, then as Chair of its Department of Business Administration. Later, she served as Vice Chancellor for Administration of UP Diliman, and finally as three-term Chancellor of UP Diliman. She has also been Secretary of the University and of the Board of Regents, Vice President for Administration, and Member of the Board of Regents (elected by the Faculty).

There are, of course, her numerous achievements during her different terms as UP Diliman Chancellor: the implementation of the Revitalized General Education Program, the computerization of the registration system; the strengthening of graduate programs by tightening admission requirement and creating new teaching facilities; the establishment of the Diliman Interactive Learning Center and the Center for International Studies; the wiring of ninety-five percent of UP Diliman's buildings, so that all students and faculty members now have E-mail accounts; the improvement of the welfare of faculty, artists, writers, researchers, staff and students (in particular the varsity athletes, the University Council and the *Philippine Collegian*) through the setting up of endowments, trust funds and grants which has led to increased productivity in various areas; the completion of many ongoing building projects and the construction of new ones, etc.

And then, there are the personal qualities which are clearly the source of her strength as professor, administrator, and academic leader: her unquestionable integrity; her commitment to the tradition of academic excellence, creativity and innovation; her composure and equanimity in the face of numerous crises, not the least of which is worsening financial constraints; her steadfastness in protecting the interests of the University; her tremendous energy; her open mindedness and fairness; her sensitivity and responsiveness to the

needs of even the humblest members of the community; her hands-on, no non-sense management style; her extensive networks and effectiveness in mobilizing resources, the people skills which enable her to be both sympathetic and firm, resilient and steady, tactful and decisive; her sincerity and quiet charm; and finally, the depth and breadth of her knowledge – the result of long years of experience – of all the aspects of managing a modern university.

In nominating her for the position she now holds, one of her colleagues wrote: *"Ang katangi-tanging kombinasyon ng kasanayan, kakayahan, karanasan at pananalig sa kaniyang gawain ang titiyak na karapat-dapat talaga si Tsanselor Roman sa pinakamataas na katungkulan ng pamunuan ng Unibersidad."*

And another one wrote: "A modern university calls for a President who is both a scholar and a manager, responsible to the pressing needs of politics and markets but not enslaved by them. Dr. Roman, in her more than a decade of experience at Quezon Hall, has weathered these competing demands and demonstrated the uncommon virtue of bringing common sense to University governance."

Perhaps even more important is her understanding of the uniqueness of the UP culture: its character, its temper, its landscape; the distinctiveness of each campus; their richly diverse disciplines and programs; the formidable, assertive, contentious faculty, and the students, who come from all over the country and range from earnest, dedicated scholar to hang-loose, laid-back "flower power" straggler, from the vociferously militant to the outrageously camp.

During one Lantern Parade (perhaps the single most quintessentially UP of the multifarious UP activities) the University officials watched as one group after another went through their paces: a coalition of the major fraternities in a high-tech trailer, followed by the UP Babaylan dressed as beauty contestants with lesbians riding shotgun in vans equipped with spotlights, followed by the Campus Crusade for Christ singing Christmas carols, followed by STAND armed with red flags and reading an angry manifesto against commercialization and globalization, followed by the award-winning UP Pep Squad with its breathtaking acrobatics. One of her colleagues turned to Chancellor Roman, and said: "Look at your campus, Emer." And she said with a radiant smile, "Yes, isn't it exciting? There isn't another like it in the entire country! I feel really proud of it tonight."

President Emerlinda R. Roman, it is this that makes you what you are. We salute you and we welcome you as our 19th President. *Mabuhay kayo!*

INVESTITURE SPEECH OF DR. EMERLINDA R. ROMAN

THE UNIVERSITY OF THE PHILIPPINES: A NATIONAL UNIVERSITY IN THE 21ST CENTURY

Emerlinda R. Roman

Almost seven years ago, a committee was formed by UP Diliman and tasked to review the proceedings of a conference titled "UP in Asia: 46th *Nga Ba?*" and to recommend a "doable" action plan. The conference had been called to address widespread concern over a survey published by the now-defunct *Asiaweek* magazine, which seemed to demonstrate the alarming deterioration of standards of education in the University. The committee, under the chairmanship

of Dr. Emmanuel de Dios of the School of Economics, decided that, for all that one might dispute the *Asiaweek's* methods and results, it was useful in "compelling the University to look beyond its nose to see how much farther the road stretches ahead—indeed how far others have run." It ended its report with a warning about the danger of the University's being "overwhelmed by the quotidian," by the culture of "making do" or "*puwede na*."

In effect, the committee took the position that it was too easy to blame the country's declining economy and political instability for everything that had gone wrong. "It is perhaps only a measure of UP's diminished role that it now no longer sets a clear example of what is superior for the rest of the country, and now merely reflects conditions in the rest of the country." The committee firmly rejected this excuse. In fact, it practically rejected its own mandate, which was to "prepare a list of actions that were 'doable.'" "Doable and practical are insufficient," Dr. De Dios and his colleagues declared. The tasks ahead were "nothing less than momentous." Therefore, they concluded, "*it is precisely what is not 'doable' that is vital and urgent.*"¹

I mention this report because it might be a good place for us to start today.

I would like to think that in the years that followed that report, UP administrators implemented many of the recommendations in its Plan of Action. However, the question it raised remains valid today: has the UP's role so diminished that it now no longer sets a clear example of what is superior for the rest of the country? Is the UP content with what is "doable?" content with "making do?"

My own answer to that is a resounding *No!* And my commitment to the University is to devote the next six years to ensuring that this will never happen. My vision for the University is of the University of the Philippines as a truly National University in the 21st Century.

What exactly does this mean? What is a "national university"?

First, let us take a quick backward look.

Created in 1908 by First Philippine Legislature Act No. 1870, otherwise known as the "University Charter," the University of the Philippines was, at first, nothing more than a cluster of buildings along Padre Faura in Manila. It was here that the School of Fine Arts, the College of Liberal Arts, the College of Medicine and Surgery, the College of Engineering, the College of Law, and the College of Veterinary Medicine were established. There was another modest campus in Los Baños, Laguna, which housed the College of Agriculture.

The School of Fine Arts was renting a place on Calle San Sebastian. The College of Law had borrowed a room from the Manila High School. Faculty houses and tents were serving as classrooms for the students of the College of Agriculture. And classes in Veterinary Medicine were held wherever the space could be found for them.²

From only seven colleges in its early years, the UP System today has seven constituent universities: UP Diliman, the 493-hectare flagship campus in Quezon City where the officials of the University Administration hold office; UP Los Baños, at the foot of Mt. Makiling; UP Manila, along Taft Avenue in the heart of the capital city; UP Visayas, with its main campus in Miag-ao, Iloilo, bordered by mountains on one side and the ocean on the other; UP Baguio, nestled among pine trees in the country's favorite mountain city; UP Mindanao, with its lush 204-hectare campus at Bago Oshiro in Davao; and the Open University, housed in a building constructed on a twenty-hectare lot within UP Los Baños, and extending into cyberspace.

From less than one thousand students in its early years to almost 52,000 students today, among whom one out of every five is a graduate student; from seven degree programs to over six hundred, more than half of which are at the graduate level; from an outmoded registration system, which forced many students to set up camp overnight in order to be first in line for enrollment the next morning, to online pre-enlistment and registration; from frayed, shabby card catalogs to online public access catalogs and book loan transactions in real time; from classes in cramped classrooms to meetings in cyberspace; from an inefficient, outdated pre-war telephone system to telex machines, to fax machines, and now, to teleconferencing facilities—indeed, the University has come a long way.

But while we have reason to be proud, we must confront the reality that we have a long way to go. I am aware that this sounds like a cliché, but it is also the truth. In recent years, the University has faced formidable challenges: globalization, unprecedented scientific and technological achievements, new imperatives for national development, the worldwide trend to reduce government spending for higher education. My predecessors have done their part, guiding the University toward social transformation, toward recapturing a sense of national purpose, toward modernization. It is time to take the next step.

If the UP is to continue to fulfill its mandate it must do so as the National University of the Philippines. I use the term "national" to mean four things. *First*, there is the geographic meaning of the word. With its seven campuses in twelve locations, UP is literally present all over the country. The *second* meaning has to do with the depth and breadth of the UP education. No other university in the country can boast of the scope and range of our course offerings; these include all disciplines, and therefore embrace all interests and inclinations. *Third*, like the National University of Singapore, the University of Indonesia, the University of Malaya in Malaysia, Chulalongkorn University in Thailand, Tokyo University, and Seoul National University, UP is the leading university in the country, spearheading the country's quest for knowledge and keeping abreast of advances in different fields of knowledge worldwide. And *fourth*, UP's orientation remains firmly nationalist: everything we do here we do in the service of the nation.

In order to fulfill our mission, we have put together a Plan which we intend to implement in the next six years. It is a 10-point plan, but the ten points may be subsumed under three main concerns: first, UP as a Center of Excellence and a Center of Culture; second, UP as an Efficient University; and third, the Celebration of the UP Centennial.

I. THE UNIVERSITY OF THE PHILIPPINES AS A CENTER OF EXCELLENCE AND A CENTER OF CULTURE

In promoting UP as a Center of Excellence and a Center of Culture, we are guided by two of our revered University Professors. In the Faculty Roundtable Discussion convened by the previous administration in August 2004, University Professor Dr. Gémino H. Abad defined life in a university as "above all, an intellectual life—the life of the mind and imagination, a whole lifework that creates new knowledge and deepens our humanity."³ In the UP Diliman Faculty Workshop held in November 2001, University Professor Dr. Cecilia A. Florencio declared: "UP's service to the nation shall be primarily through what it does best—teaching and research."⁴

1. *The Rationalization of Program Offerings in the Constituent Universities*

Such a rationalization requires a reexamination of all our programs. Given our limited financial resources we can ill afford dissipation or proliferation. We will refocus, we will reinvent. Concentrating on

particular fields for which we have the advantage of trained manpower and a proven track record will enable us to reach, or even surpass, regional and international benchmarks.

We would therefore encourage UP Manila to focus on further developing and improving its expertise not just in teaching but especially in research in the health sciences. Similarly, UP Los Baños should continue to reinvent its programs in agriculture and forestry and conduct groundbreaking research in agricultural biotechnology and the environment. As our fisheries campus, UP Visayas must reassert its leadership in fisheries and ocean sciences and do so with renewed intellectual rigor. The Open University must concentrate on developing and offering the most relevant courses online, for this is true pioneer work in our country. And I hope UP Baguio and UP Mindanao will aspire to eventually gain recognition in particular fields of specialization.

The constituent universities have sometimes complained about a perceived ambivalence in the University administration's attitude toward them. I assure them that I am not ambivalent about this: I wish for all constituent universities that, though they may be unequal in age, in size and in experience, they should be equal to one another in terms of the quality of their faculty, the quality of their students and the quality of their course offerings. I wish for all constituent universities equally that they be recognized locally and internationally for their respective areas of expertise. At the same time, I remind them that they are uniquely placed to serve as Centers of Culture and Languages in their respective regions. UP Baguio already has a Cordillera Studies Center which is fast gaining national recognition as an important source of information on the Cordilleras. The UP Extension Program in Pampanga should continue to pursue its interests in Aeta studies. There is much to be learned to better understand the culture, language and people of Mindanao and UP Mindanao should take the lead in this area. I encourage the constituent universities based in the regions to continue with their regional studies and their cultural programs and to put these at the service of other government agencies, NGOs, the private sector and even other schools which may find them useful. We are determined to support these constituent universities because a strong UP presence in a region will provide an impetus to development within that region.

Because we are part of the postcolonial world, the shaping of our national identity continues to preoccupy us. UP has always had an important role to play here and should continue to play that role. We have a long tradition of encouraging, indeed, of expecting critical thinking of both our faculty and our students. Here—if nowhere else—the important questions must be asked, the issues rationally and clearly articulated, the alternatives seriously debated. This is what is truly meant by academic freedom, and only where it is truly honored will the work of defining a national identity prosper.

The national language is an all-important component of this identity. We will affirm this and will continue to support studies that will strengthen and enrich Filipino and Philippine literature in Filipino, without neglecting the other Philippine languages and literatures. On the other hand, because English remains the chief medium of access to the world's intellectual discourse, the means for making UP scholarship available to the rest of the world, and the means by which UP graduates can maintain their advantage in gainful employment, UP will continue to support the improvement of the teaching of English and English Studies, and the growth of Philippine literature in English. It is part of our responsibility to our own students that their education should equip them to be competitive in the workplace, both here and abroad.

2. *The strengthening of UP's position as the leading research and development university in the country and eventually in the region.*

An important part of the mission of a national university is the responsibility not only to transmit knowledge but to discover new knowledge, art, and technology, through research. The number of graduate courses we offer, our upgraded and modernized teaching and research laboratories and other facilities some of which—particularly those in the sciences and engineering—are now of world class standards, and our research and publications record (including papers published in ISI journals) has undoubtedly made UP the leading research university in the country. We will strengthen this position by various means.

We will provide needed infrastructure and generous incentives for publication in internationally-refereed journals, internationally recognized publishing houses, the best refereed local journals and the best local publishing houses. We will promote joint research programs with reputable foreign and local universities which seek us out for our track record in research and the quality of our work. The Marine Science Institute/Bolinao Marine Station, for example, has been designated as one of four Centers of Excellence in the world under the Global Environment Facility/World Bank Coral Reef Targeted Research and Capacity Building for Management Project. This is both a testament to the Institute's impressive track record and an opportunity for our graduate students to benefit from the project because of the opportunities for thesis and dissertation support that will be made available to them.

We will promote inter- and multi-disciplinary research aimed at integrating knowledge and solving practical problems. Academics have a tendency to focus on academic problems, but the more pressing challenge is the solution of real-life problems. Moreover, the University is expected not only to produce basic research but also to provide research-based guidance for domestic public or private production and for public sector policy formulation and implementation. The two may be constructively combined. It is possible to encourage scholars to do both basic and advanced research and at the same time help solve practical day-to-day problems.

We will also try to refocus research efforts on areas where the Philippines has distinct advantages. For example, the Philippines is a unique geological structure and hosts some of the earth processes and products which are essential to the scientific understanding of the earth. The country therefore is a natural attraction to scientists and scholars in this field. It is situated along the path of tropical typhoons, and lies along the axis of one of the most active volcanic and earthquake areas in the world. Because of these climactic and tectonic phenomena, we have to live with naturally induced experiences and phenomena unknown to many, such as frequent tremors, volcanic eruptions, landslides, jagged and young geomorphological architecture, unique environmental baselines. On the other hand, the same natural features and processes are responsible for the development of the country's natural wealth, like precious metallic mines, oil, geothermal energy and non-metallic resources. Thus, the Philippines has become a natural attraction for joint research with scholars and scientists from other countries. Linking up with international scholars and academic institutions for research in the geosciences increases our international visibility as a research university.

3. *The strengthening of science and technology programs in all UP campuses*

Our student enrollment profile is quite unlike the national enrollment profile wherein 41 percent of the country's college students are enrolled in business-related and education or teacher/training courses. At

present 40 percent of our students are enrolled in science and technology courses. We would like to maintain if not improve this situation, because we want to continue to help the country build up its scientific manpower base, an ingredient so very crucial for a country's progress and development. Many countries have achieved economic prosperity because they have invested heavily in the sciences and their applications. UP will follow the same path. We will strengthen our existing science and technology programs, in particular, our information and communications technology and biotechnology programs, and allocate resources to develop initiatives in emerging science and technology fields.

We will improve working conditions and incentives for our young scientists, to allow them to be productive and enable them to resist the temptation to leave UP. Last month, we presented before the Scientific Career Council our own version of the Scientific Career System, and we were given the go-signal to draw up our own scientific career scheme, a scheme which will distinguish the UP scientist from all others. We have already identified the source of funding to implement the Scientific Career System in the University as soon as possible. The system will benefit the natural and the social scientists.

We will vigorously pursue the development of science and technology parks at or near our campuses to promote a culture of innovation and competitiveness. By providing a suitable environment for local and multinational companies to locate their R&D activities near our campuses, we hope to continuously update and enrich research and teaching in science and technology, and at the same time contribute to wealth creation in this country by participating in the application of technological innovations.

This should not be taken to mean that we will neglect the arts. On the contrary, the University recognizes that the arts have their own form of precision and exactness, require as rigorous a discipline, and are as important for a nation's development. Moreover, we recognize that we have an invaluable treasure in our practicing artists who are to be found in all fields—the visual arts, the theatre arts, literature, dance, music, film—and have brought much honor to the University by consistently winning awards and accolades both nationally and internationally. Therefore we will put in place an incentive plan for the faculty in the arts, to serve as a counterpart to the Scientific Career System.

4. *Development of UP as a community of scholars with academic credentials comparable to their counterparts in the best universities in the world.*

As a modern community of scholars, we should work toward improving our academic profile. We are justifiably proud of the fact that seventy percent of our faculty hold graduate degrees, but are we aware that some private universities no longer hire people without graduate degrees as regular faculty members? The most these individuals can aspire to is a part time position until they acquire their graduate degrees. How can we claim to be the *leading* institution of tertiary education in the country if our own requirements are lower than those of other universities? Our goal is to be comparable with the best universities in the region, if not the world. We are therefore targeting a faculty made up entirely of graduate degree holders in all the constituent universities; and eventually, a faculty made up entirely of Ph.D. holders. We will continue to support faculty members pursuing their doctoral degrees. In March this year, a month after we came on board, we proposed, and the Board of Regents, approved the P108 Million Doctoral Studies Fund, a fund established during my predecessor's term, which we are now replenishing with fresh money to sustain the momentum.

But there is a serious deterrent to our goal of upgrading our faculty profile. This is the sad fact that UP cannot offer a compensation package that encourages our faculty to stay in UP. We regularly bemoan the exodus of some of our most gifted faculty to the corporate world, to other universities, not to mention other lands. By our last count the number had reached about 300 in the last five years alone, and the most affected are the science and engineering colleges. But people can hardly be blamed for giving up, for refusing to keep on accepting what, given the present economic conditions, are in fact starvation wages.

Previous UP administrations, beginning with President Edgardo Angara's, have tried to address this. And the administration of President Francisco Nemenzo put in place an incentive system which generously rewards merit, through the Research, Textbook and Creative Writing Grants, the International Publications Awards, the Graduate Study grants and other such benefits. These are gratefully acknowledged by the faculty. But there are many who, for various reasons, are unable to avail of these benefits, but who remain at their posts in the trenches, so to speak, and would remain there, performing their duties faithfully, if it were possible to support their families—or, in the case of the young instructors, even plan on getting married—on their present income.

Therefore, we will continue to push aggressively for the exemption of UP from the Salary Standardization Law. Failing this we shall propose alternative measures to increase financial remuneration for the faculty. In the meantime, we will tighten recruitment policies and processes, so that only those with clear potential for excellence in teaching and research are admitted into our ranks. We should not balk at admitting mistakes when they have been committed and taking the necessary moves to remedy those errors. To quote former Vice President for Academic Affairs Ma. Serena I. Diokno: "More than a physical site, the university is a living space whose boundaries are as broad, or as narrow, as the faculty would have them. Along the way, those we hired by mistake will fall by the wayside. They will wail and try to hold us back. We will not let them. We will leave them behind. We will not lament their loss. The rest will keep going..."⁵ This policy will require toughness and I hope we—including the chancellors, the deans and the department chairs—will not waver in our resolve.

5. *Review the admissions system for undergraduate programs to ensure the admission into UP of the best and the brightest students*

Of late we have become sensitive to criticism that there is a disproportionate number of UP students who belong to high income families. This is simply not true. Fifty-five percent of our students come from public schools and forty-five come from private schools. A good admission system should be discriminating—discriminating in the sense of making sure that a UP education will go to those who deserve it, regardless of ethnicity, religious belief, gender or socio-economic class. In other words, our admission system should not unfairly exclude some applicants simply because they are financially-disadvantaged. But neither should it unfairly exclude applicants simply because they are not from low income families. Our admission policies should be able to discriminate in favor of those with the capability to meet UP standards, whoever they might be. The issue of excellence and equity in our admission policy deserves closer scrutiny, and we intend to see that such scrutiny will take place.

Because of rising expenditures and diminishing budgets, resources have grown more limited and are subject to competing claims. What does one do in times of resource scarcity? Aggressively lobby for an increase in our budget – this we patiently and faithfully do year after year, convincing those in the corridors of power that UP is a good

investment. Generate resources from sources other than government – this we also do, with the active support of the chancellors, deans, faculty, and especially the alumni. But it is essential to ensure that available resources are distributed and used in the most efficient manner without eroding the quality of teaching and research.

II. UP AS AN EFFICIENT UNIVERSITY

6. *Improve administrative efficiency*

Improving administrative efficiency is important even when resources are abundant. It becomes paramount when resources are limited. The times require it. There is no choice. We will take measures to increase internal efficiency. We will not only avoid but also eliminate duplications. We will reduce operation costs and resource imbalances. Financial discipline shall be an overriding principle that will inform our decisions.

In line with this, we will rationalize the personnel complement in all the constituent universities and the Philippine General Hospital by implementing government circulars on attrition and rationalization. Rather than waste precious resources, we will disengage from activities or services in which UP lacks the expertise or capability to undertake or deliver satisfactorily. With seven constituent universities, devolution is a natural option. We will devolve to the constituent universities those System offices whose functions and responsibilities can more effectively be handled by them. We will improve operational systems through the computerization of high-volume administrative services. We will rationalize the resource allocation system in order to foster efficiency and responsiveness. In short, we will resolutely pursue administrative reforms to achieve internal efficiency.

7. *Review tuition fees and the Socialized Tuition and Financial Assistance Program*

Another tough decision has to be made with regard to tuition. While higher education continues to be an ongoing responsibility of government we cannot deny the fact that government subsidies for education have diminished worldwide, and particularly so in poor countries like the Philippines. I think that the experience of the previous administration is proof that we would be foolish to pin our hopes on an increased budget for UP. This does not mean we will give up that fight. We will pursue the fight more vigorously. But alongside it, we will study how financial responsibility can be shared among different stakeholders. We will therefore review our existing scholarship and financial assistance programs for disadvantaged groups, and the existing tuition policy and structure in the undergraduate programs. A committee has been created to study levels of cost sharing and mechanisms to ensure that access to the UP and affordability are not severely compromised. We expect to get the committee's recommendations in September of this year.

8. *Pursue aggressive resource generation and mobilization programs*

Public subsidies remain an important source of funding for UP. But they have become less and less adequate for even the maintenance of our operations. Diversifying sources of funding to improve an institution's financial viability is not a new strategy, and it seems the only feasible alternative to an increased budget from national government. Diversifying funding sources can follow different tracks. These may include, among other things, developing the University's land grants; strengthening the Technology Licensing Office to assist faculty members and researchers in securing licenses and patents for their discoveries and inventions; and designing and implementing an accreditation system for UP-based foundations which raise funds for the benefit of UP units.

While a great bulk of funds raised will be used to upgrade teaching and research, a portion of the resources generated will be channeled to address faculty, staff and student welfare.

9. *Upgrade faculty, staff and student welfare/benefits*

A community that feels unfairly deprived or neglected or ill-treated cannot possibly be a vital and progressive one. We will exert every effort not just to nurture but to upgrade the welfare of faculty, staff and students, and safeguard their rights. Faculty and staff promotions have been few and far between. We would like to announce that funds have been identified to support faculty promotions this year. We are also doing our utmost to identify funding sources to allow the promotion of our ever-dependable and loyal staff who continue to be by our side in pushing the University forward. For the students, we will strengthen support for those who do so much to promote the good image of the University and get so little in return, like the University's athletes and cultural performing groups.

We will seek to protect the intellectual property rights of the faculty, students and the staff. We will continue to improve learning facilities, working conditions and community services. We will prioritize physical safety on campus. We will continue to support the UP Provident Fund. We will try to expand medical benefits through the PGH and other government hospitals. And we will explore the possibility of additional on-campus housing and dormitory projects.

III. THE UP CENTENNIAL

10. *Celebrate the UP Centennial in 2008*

I consider myself especially privileged in being, not just the first woman to become President of the UP, but the President who will guide the University into its second century. A daunting task, but one I knew might be mine when I put myself at the disposal of the UP community. I accept it now with humility and with hope.

I see the Centennial as both an occasion for celebration and a marvelous opportunity to enlist the support of everyone who either has been part of UP or who sees it as an important institution in the country. This will help propel us into the new millennium and set us along the path we have envisioned.

We have made representations with Malacañang to declare the year 2008 "The University of the Philippines Centennial Year" and to instruct the Postmaster General to issue a special stamp commemorating the all-important occasion. As preparations for the centennial celebration require full-time attention, we will recommend the creation of a Centennial Commission to plan and supervise the year-long celebration. This commission will oversee the UP Centennial Fund Campaign, the objective of which will be to raise 5 billion pesos to build up the University's financial endowment. It will also oversee the UP Centennial Projects, such as the strengthening of selected UP units, particularly UP Cebu College and UP Mindanao, and the establishment of a UP presence in Fort Bonifacio, to bring the professional colleges closer to their projected constituents.

For the fulfillment of these tall dreams, I shall rely on all of you, faculty, students, staff, fellow employees in the other government agencies, friends from media and the private sector, and especially our alumni, to whom we have appealed countless times before and who have never yet failed us. It is because we know that we are not alone that we dare to dream.

CONCLUSION

Permit me to end on a personal note. I have spent my entire professional life in UP. I regard it a rare privilege. I am one of those people who love it here. On the good days, I still feel a sense of wonder, when the Diliman campus is all green and gold, and young people are striding purposefully to their classes or lingering in the shade of the acacia trees, and filling the air with their boundless energy and their infectious laughter; and the classrooms and coffee shops are filled with intelligent people of all ages and persuasions engaged in lively debate. Where else, I ask myself, where else would I have all this, and more?

It may be true that the UP has produced its share of politicians who have plundered the nation, businessmen who have made personal profit their overweening goal in life, ordinary people who have contributed to the brain drain in desperation over the country's seemingly insoluble problems. And there *have* been UP graduates who blithely forgot that when they entered the University as *mga iskolar ng bayan*, they had committed themselves to the service of the nation that had made it possible for them to receive their education in the first place.

On the other hand, it continues to be both home and haven for others who are dedicated to the task of asking questions, and honest in their search for answers; and who, in the end, do not expect honor or gratitude but only the opportunity to do more. I am thinking, for instance, of people like the two who were chosen Most Distinguished Alumni for the year by the UP Alumni Association last month: Professor Solita Collas Monsod and Chief Justice Hilario Davide. Neither of them thought of basking in the glory of the awards they had

been handed. Both spoke only of the debt they owed to the country which had put its meager resources at their disposal by sending them to the school that had made them what they are today, and a willingness to continue to serve in the best way they know how.

The challenge we face—today as never before—is to continue to produce students who will think and act like them. Dear colleagues, we must not allow ourselves to be overwhelmed. We must keep on trying, even when it does indeed seem “undoable.” Only if we succeed, can we say with any amount of confidence, when we finally leave our posts, that we will have done our jobs.

END NOTES:

- 1 Committee on *Asiaweek* Survey Symposium, “UP in Asia: a Committee Report,” 1999, p. 67.
- 2 Donata V. Taylo, “Bartlett as First President: Laying the Foundation of the University,” *The University of the Philippines: the First 75 Years (1908-1973)*. Edited by Oscar M. Alfonso. The University of the Philippines Press, 1985.
- 3 Abad, Gemino H. “A Community of Personal Quests,” *The University of the Philippines Forum* (September-October 2004), p. 2.
- 4 Florencio, Cecilia A. “The Universityscape—Forms, Boundaries and Distances,” Keynote paper read at the Diliman Faculty Workshop: “The University of the Philippines: A Vision for its Second Century,” November 6-7, 2001.
- 5 Diokno, Ma. Serena I. “Academic Excellence and University Governance,” *The University of the Philippines Forum* (September-October 2004), p. 5.