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ADMINISTRATIVE ISSUANCES

ADMINISTRATIVE ORDERS

Administrative Order No. PERR-06-01: Reconstitution of the Personnel Committee for the University Administration Offices

To: The Vice President for Administration, Chairman - *Ex-Officio*
 The Director, HRDO Diliman, Member - *Ex-Officio*
 Mr. Ricardo V. Ozoa, Member
 Representative of AUPWU, Member
 (To be designated by the Union President)

The Personnel Committee for University Administration Offices is hereby reconstituted, effective immediately, to serve as advisory body to the President on the following personnel concerns:

1. Original appointment/renewal/permanency
2. Promotions/reclassification/upgrading of positions

Non *ex-officio* members of the Committee shall serve for a period of two (2) years unless sooner terminated.

The Committee, except the chair, and its support staff shall be entitled to honoraria approved by the Board of Regents for standing committees (Grade 1).

5 January 2006

(Sgd.) EMERLINDA R. ROMAN
 President

Administrative Order No. PERR-06-02: Instituting a Search Process for the Chancellor of U.P. Baguio, Constituting a Search Committee Therefor

To: ALL UNIVERSITY CONSTITUENTS

I. Background/Purpose

The term of office of Chancellor Priscilla Supnet-Macansantos will end on 13 April 2006.

In aid of the President's responsibility to recommend the appointment of her successor to the Board of Regents, this Administrative Order is hereby issued to institute a search process and constitute a Search Committee therefor.

II. Timetable for the Search Process

- | | |
|--|--|
| 1. Call for Nominations to the Search Committee | - Monday, 16 January to Tuesday, 31 January 2006 |
| 2. Constitution of Search Committee | - Wednesday, 1 February to Friday, 3 February 2006 |
| 3. Search Process | - Monday, 6 February to Tuesday, 7 March 2006 |
| 4. Submission of Report of the Search Committee to the President | - Monday, 13 March 2006 |
| 5. Meeting of the Board of Regents to Choose the New Chancellor | - Thursday, 30 March 2006 |

III. Search Committee

Crucial to the process is the Search Committee whose members shall be of good judgment and credibility and are highly respected in the academic community.

- A. The Search Committee shall oversee and manage the process for identifying the nominees for the Chancellorship. The Search Committee shall ensure that there are enough qualified nominees to the position.
- B. The Search Committee shall consist of men and women of unquestionable moral integrity who enjoy the respect of their peers and maintain the highest regard for the interests of the University.
- C. The Search Committee shall consist of two (2) senior faculty

members (Associate Professor/Full Professor/University Professor/Emeritus Professor); one (1) junior faculty member (Assistant Professor/Instructor); one (1) REPS; one (1) administrative staff; one (1) student; and a representative of the President (from outside the constituent university)

- D. The Search Committee is not a COMELEC whose job is to count votes. It is a fact-finding body whose job is to gather all relevant information for the President and the Board of Regents.
 - E. Nominations for membership in the Search Committee may be made by any individual, group or groups in each constituent university (faculty, students, REPS, administrative personnel, and alumni.)
 - F. Nominations to the Search Committee shall be sent to the Office of the Secretary of the University, First Floor, Quezon Hall no later than **Tuesday, 31 January 2006**. Each nomination shall be accomplished using the attached nomination form.
 - G. The President shall appoint the members of the Search Committee on or before **Friday, 3 February 2006**.
- IV. Nomination Process for the Chancellorship
- A. Who may be nominated to the Chancellorship
 To be nominated, a nominee MUST possess the following qualifications:
 1. Commitment to academic freedom and the values and ideals of the University;
 2. Distinction in the nominee's chosen field of expertise coupled with a generalist view and an appreciation of other disciplines;
 3. Filipino citizen with a strong nationalist commitment;
 4. Demonstrated observance of the principles of collegiality and the democratic process;
 5. Unquestionable moral integrity;
 6. Academic leadership and administrative skill; and
 7. Willingness to serve as Chancellor on a full-time basis and for the full term of three years.

The nominee need not be presently connected with the University. He/She, however, must have previous ties with the University (e.g., as a graduate or former faculty member).

B. Who May Nominate

Any person or group in the university is encouraged to submit their nominations.

C. Nomination Papers to be Submitted

1. The complete set of nomination papers shall include the following:
 - a. A nomination letter specifying the reasons or justifications for the nomination (indicating how the nominee measures up to the qualifications specified in IV-A above), and bearing the printed name(s) and signature(s) of the nominator(s); and
 - b. Two (2) clear copies of the nominee's curriculum vitae and a one- or two-page summary thereof.
2. THE NOMINATION PAPERS MUST BE SUBMITTED TO THE OFFICE OF THE SECRETARY OF THE UNIVERSITY, FIRST FLOOR, QUEZON HALL, OR TO ANY MEMBER OF THE SEARCH COMMITTEE NO LATER THAN MONDAY, 13 FEBRUARY 2006.

D. Conduct of Nomination

1. The Search Committee shall draw up its own schedule of activities and set deadlines as needed.
2. The Search Committee shall ask the nominees about their willingness to serve as full-time Chancellor for three years. Those who indicate their willingness to serve must submit a vision paper of no more than five (5) pages; and a

summary of his/her most significant qualifications and achievements in no more than two (2) pages.

- 3. The Search Committee must interview as many constituents as possible as well as outsiders who, in the judgment of its members, may have pertinent information to provide about the qualifications and competence of the nominees. The Committee should ask the interviewees to concretize important but ambiguous assertions and follow up every significant clue.
- 4. The Search Committee must also interview the nominees, giving them ample chance to explain their vision and refute any derogatory information.
- 5. The Search Committee is not authorized to conduct a straw poll because this might create the wrong impression that the search process is a popularity contest whereby the nominee who gets the highest numbers of votes will be appointed.
- 6. If the Search Committee finds it necessary to gauge community support, it may draw up a short list of no more than five (5) nominees (based on the interviews and documents submitted) who may be invited to a public forum.
- 7. **ON OR BEFORE MONDAY, 13 MARCH 2006, THE SEARCH COMMITTEE SHALL SUBMIT TO THE PRESIDENT A FULL REPORT OF THE SEARCH PROCESS. THIS MUST INCLUDE A FINAL LIST OF NOMINEES, ASSESSING NOT ONLY THEIR STRENGTHS AND WEAKNESSES, BUT THEIR SUITABILITY FOR THE POSITION, GIVEN THE NEEDS AND THRUSTS OF THE CONSTITUENT UNIVERSITY.**

E. Appointment

The President shall select one from the list submitted by the Search Committee as her choice and submit his/her name to the Board of Regents at its meeting on Thursday, 30 March 2006.

5 January 2006

(Sgd.) EMERLINDA R. ROMAN
President

NOMINATION FOR MEMBERSHIP IN THE SEARCH COMMITTEE FOR CHANCELLOR

Indicate constituent university

DATE _____

I hereby nominate:

NAME _____

Present Designation _____

Office _____

BRIEF JUSTIFICATION IN SUPPORT OF THE NOMINATION

Nominated by:

Name _____

Present Designation _____

Office _____

Signature _____

CONFORME:

PRINTED NAME & SIGNATURE OF NOMINEE

Administrative Order No. PERR-06-08: Committee to Study Tax Liabilities of UP

To: PROF. MARVIC M.V.F. LEONEN
Vice President for Legal Affairs

PROF. MA. CONCEPCION P. ALFILER
Vice President for Planning and Finance

PROF. VICTORINO MAMALATEO
UP College of Law

ATTY. ELIZABETH LORIEGA
UP College of Law

Atty. Maria Theresa C. San Pablo

MS. CHERYLL LEN M. VALENZUELA
Legal Researcher, OLS

Ms. Frances T. Salazar
Administrative Staff, OLS

Please constitute yourselves as a Committee to study the tax liabilities of UP.

The Committee, composed of Prof. Marvic M.V.F. Leonen, as Chair; Prof Ma. Concepcion P. Alfiler, as Vice Chair; Prof. Victorino Mamalateo, Atty. Elizabeth Loriega and Atty. Maria Theresa C. San Pablo as Members; Ms. Cheryll Len M. Valenzuela and Ms. Frances T. Salazar as members of the Secretariat, to perform the following tasks and responsibilities:

- 1. Conduct a study on the liabilities of UP; and
- 2. Prepare a report and a recommendation on the tax status of the University for the consideration of the President and the Board of Regents.

The Committee, including its secretariat and support staff, shall be granted honoraria for standing committee (Grade 2).

For your immediate and appropriate action.

24 January 2006

(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. PERR-06-09: Committee to Conduct Ocular Inspection at the UP Property in Basilan

To: PROF. GILDA RIVERO
Vice Chancellor for Academic Affairs, UP Mindanao

ATTY. MARY JANETH P. POOT
University Legal Counsel

Please constitute yourselves as a Committee to conduct an ocular inspection of the UP Property in Isabela, Basilan.

The Committee, composed of Prof. Gilda P. Rivero, as Chair; Atty Mary Janeth P. Poot as Member, to perform the following tasks and responsibilities:

- 1. Conduct an ocular inspection of the UP Property in Isabela, Basilan;
- 2. Facilitate the appraisal of the property;
- 3. Study and recommend alternative use of the property; and
- 4. Prepare a report on the status of the property for the consideration of the President and the Board of Regents.

You may secure the necessary assistance from the Office of Legal Services as support staff and other resource persons.

The Committee, including its secretariat and support staff, shall be granted honoraria for Ad Hoc committee (Grade 1).

For your immediate and appropriate action.

24 January 2006

(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. PERR-06-15: Renewal of the UP Internet Coordinating Committee

The UP Internet Coordinating Committee, created as a standing committee of the Office of the Vice President for Development in 2001, is hereby renewed and shall be effective from 1 February 2006 to 31 December 2006. Its composition shall be:

Chair : The Vice President for Development
Vice Chair : The Director, UP Computer Center
Members : Dr. Eliezer A. Albacea
UP Los Baños

Prof. Ariel S. Betan
UP Manila

Prof. Nilo Araneta
UP Visayas

Prof. Joel Addawe
UP Baguio

Prof. Franjel Consolacion
UP Open University

Engr. Ronald Barriga
UP Mindanao

The Vice President for Development, as Chair, is authorized to designate the resource persons and secretariat/support staff for the Committee.

The Committee shall continue to recommend policies concerning the utilization, maintenance and development of the University's Internet resources and coordinate their implementation throughout the System.

The Chair, members, resource persons and secretariat/support staff of the Committee shall be granted honoraria consistent with the rate for standing committees (Grade 2 level) approved by the Board of Regents at its 1199th meeting on 26 August 2005.

Committee expenses shall be charged against the budget allocated for it.

23 February 2006

(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. PERR-06-16: Committee to Select the Academic Distinction Awardees

Please constitute yourselves into Committees to evaluate the nominations and recommend to the President the Academic Distinction Awardees in the following categories:

1. Gawad sa Natatanging Publikasyon sa Filipino (Malikhaing Panulat at Orihinal na Pananaliksik)

Chair : Dr. Virgilio Almario, UP Diliman
Members: Prof. Delfin Tolentino, UP Baguio
Dr. Ma. Luisa Camagay, UP Diliman

2. President's Award for Innovation in Teaching

Chair : Dr. Celia Adriano, UP Diliman
Members: Dr. Alvin Marcelo, UP Manila
Prof. Bronne Dytoc, UP Diliman

The Committees and their Secretariat shall be entitled to honoraria following the rates set by the Board of Regents. All expenses relating to Committee meetings and other activities shall be drawn from the Office of the Vice President for Academic Affairs Committee fund.

23 February 2006

(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. PERR-06-17: Committee to Select the Academic Distinction Awardees

Please constitute yourselves into Committees to evaluate the nominations and recommend to the President the Academic Distinction Awardees in the following categories:

1. International Publication Award

Chair : Dr. Florinda D.F. Mateo, AVPAA
Members: Dr. Aileen Baviera, UP Diliman
Dr. Demetria Bongga, UP Diliman
Prof. Isabelita Reyes, UP Diliman
Dr. Josefina Tayag, UP Manila
Dr. Celia T. Villanueva, UP Diliman

The Committee shall review papers submitted that fall under the "special cases." It will likewise recommend additional guidelines/requirements for the Award.

2. System Committee on Advanced Technology Award.

Chair : Dr. Jaime Caro, UP Diliman
Members: Prof. Amelia Fajardo, UP Diliman
Dr. Florinda D.F. Mateo, UP Diliman

The Committees and their Secretariat shall be entitled to honoraria following the rates set by the Board of Regents. All expenses relating to Committee meetings and other activities shall be drawn from the Office of the Vice President for Academic Affairs Committee fund.

27 February 2006

(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. PERR-06-19: Search Committee for the Director of the National Institute of Molecular Biology and Biotechnology (NIMBB), UP Diliman

To: Dr. Sergio S. Cao
Chair

Dr. Estrella F. Alabastro, DOST
Co-Chair

Dr. Rhodora Azanza
Member

Dr. Teresita Espino, BIOTECH, UPLB
Member

Dr. Nina Barzaga, NIMBB, UP Manila
Member

The term of Dr. Cynthia T. Hedreyda, current Director of the NIMBB, will end on May 31, 2006. The selection and appointment of the NIMBB Director is governed by Section 6 of Executive Order No. 4, which states thus:

"The BIOTECH U.P. Diliman shall be headed by a Director who shall serve as the principal academic leader and chief executive officer of the BIOTECH U.P. Diliman. The Director shall be appointed for a term of three (3) years by the University President upon the endorsement of the Chancellor. To qualify for appointment as Director, a person must have the following minimum requirements: (1) a Ph.D. or the equivalent degree in molecular biology or biotechnology or a closely related field of study; (2)

several research publications in molecular biology and biotechnology; and (3) some administrative experience.

In accordance with the above provision, please constitute yourselves into a Search Committee for the next director of the NIMBB.

Please submit your report and recommendations to this Office on or before 17 April 2006.

03 March 2006

(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. PERR-06-20: Search Committee for the Next Director of the National Institute of Physics (NIP)

To: Dr. Sergio S. Cao
Chair

Dr. Graciano P. Yumul, Jr., Executive Director, PCIIRD-DOST
Co-Chair

Dean Rhodora Azanza
Member

Dr. Maricon Soriano, President, Samahang Pisika ng Pilipinas
Member

Dr. Roland Sarmago, Chairman, Physics Division, National Research Council of the Philippines
Member

The term of Dr. Caesar Saloma, current Director of the NIP, will end on May 31, 2006. The selection and appointment of the NIP Director is governed by Section 5 & 6 of Executive Order No. 5, which states thus:

"Section 5. **The Director of the NIP.** The NIP shall be headed by a Director who shall serve as the principal academic leader and chief executive officer of the NIP. The Director shall be appointed for a term of three (3) years by the President of the U.P. System. To qualify for appointment as Director of the NIP, a person must have (1) a Ph.D. (or the equivalent degree) in pure or applied physics; (2) several research publications in pure or applied physics; and (3) some administrative experience."

"Section 6. **Selection of the Director.** In the selection of the Director of the NIP, the President shall be assisted by a five-member Search Committee composed of the Chancellor of U.P. Diliman as Chairman, the Minister of Science (Secretary, DOST) or his Deputy Minister (Undersecretary) as Co-chairman, the Dean of the College of Science, as member, and two (2) additional members to be appointed by the President and nominated by the first three (3) aforementioned members from among the following: the Chairman of the Physics Division of the National Research Council of the Philippines, the President of the U.P. Physics Alumni Association, and the NIP's Professor Emeriti.

In accordance with the above provisions, please constitute yourselves into a Search Committee for the next director of NIP.

Please submit your report and recommendations to this Office on or before 17 April 2006.

14 March 2006

(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. PERR-06-21: Reconstitution of the Bids and Awards Committee for the System Administration

To: All Concerned

In compliance with R.A. 9184 (Government Procurement Act), the Bids and Awards Committee (BAC) for the System Administration is hereby reconstituted with the following as members for a term of one (1) year effective 1 March 2006

Dr. Cynthia Grace C. Gregorio, Assistant Vice President for Administration	- Chair
Dr. Christopher P. Monterola	- Vice Chair
Professor Dani Rose C. Salazar	- Member
Representative of the Office of the Vice President for Legal Affairs	- Member
Ms. Carmencita C. Loyola	- Member

The BAC shall have the following functions: advertise and/or post the invitation to bid, conduct pre-procurement and pre-bid conferences, determine the eligibility of prospective bidders, receive bids, conduct the evaluation of bids, undertake post-qualification proceedings, recommend award of contracts to the President or his duly authorized representative, recommend the imposition of sanctions in accordance with Republic Act No. 9184 Article XXIII, and perform such other related functions as may be necessary including the creation of a Technical Working Group from a pool of technical, financial and/or legal experts to assist in the procurement process.

The Commission on Audit (COA) representative shall participate as observer in all BAC meetings and deliberations. In addition to COA representative, the BAC shall in all stages of the procurement process, invite at least two (2) observers to sit in its proceedings, one from a duly recognized private group in a sector or discipline relevant to the procurement on hand, and the other from a non-government organization; provided however, that they do not have any direct or indirect interest in the contract to be bid out.

The Committee, its secretariat, support staff and resource persons shall be granted honoraria as per DBM Circular no. 2004-5A dated 7 October 2005.

14 March 2006

(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. PERR-06-23: Policy on the Value Added Tax

To: All Chancellors
All Vice Presidents

References

- We are enclosing for your ready reference the following revenue measures on the implementation of the Value Added Tax for your information:
 - Revenue Memorandum Circular No. 7-2006 (January 31, 2006)
 - Revenue Memorandum Circular No. 8-2006 (January 31, 2006)
 - Revenue Regulation No. 16-2006 (September 1, 2005)
- Revenue Regulation No. 16-2005 is the Consolidated Value Added Tax Regulation of 2005. It implements the latest amendment to the National Internal Revenue Code which incorporates the Revised Value Added Tax system (Rep. Act No. 9337).
- The regulation characterizes the Value Added Tax as:

"VAT is a tax on consumption levied on the sale, barter, exchange or lease of goods or properties and services in the Philippines and on importation of goods into the Philippines. The seller is the one statutorily liable for the payment of the tax but the amount of the tax may be shifted or passed on to the buyer, transferee or lessee of the goods, properties or services. This rule shall likewise apply to existing contracts of sale or lease of goods, properties or services at the time of the effectivity of R.A. No. 9337. However, in the case of importation, the importer is the one liable for the VAT."

On payment of the VAT

- The current stand of the University of the Philippines is that we are exempt from payment of Value Added Taxes. However, until

we get clearance from the Bureau of Internal Revenue, the following should be strictly observed:

5. We shall continue to pay VAT on transactions that are not exempt, subject to a claim for refund based on our tax exemption. This is to avoid penalties and surcharges. Please refer to Section 4.109-1 of Revenue Regulation No. 16-2005 for a listing of VAT exempt transactions.
6. For this purpose, the University of the Philippines shall register as one entity and correspondingly file its monthly VAT declaration and its quarterly return. All constituent universities shall make its monthly report on transaction subject of the Value Added Tax to the Office of the Vice President for Finance on or before the first ten (10) days of the next month.
7. Since the Value Added Tax may be passed on to the buyer, transferee or lessee of UP's goods, properties and services, all contracts that will be entered into by all units of the University should contain a provision that "all taxes, whether direct or indirect, shall be for the account of the [buyer, transferee, lessee]."
8. Any exemption from this provision should be approved by the President of the University of the Philippines upon endorsement by the Vice President for Finance. No contract entailing the receipt of any funds from a buyer, transferee, or lessee subject to the Revised Value Added Tax shall be endorsed to the Board of Regents for approval, confirmation or information without this clause.
9. All existing contracts that are silent on the payment of taxes shall be interpreted as allowing the University to pass on the tax to the buyer, transferee or lessee.
10. All existing contracts which have provisions that have clearly maintained the burden of payment of Value Added Taxes on the University of the Philippines and are approved by the President of the University of the Philippines should immediately be renegotiated. Those that have required Board of Regents approval should be listed and put in their agenda for their proper disposition.
11. The Vice President for Administration is instructed to coordinate with the constituent universities to ensure that these contracts are properly inventoried and the corresponding Memoranda of Agreement are executed in cases where the transactions are subject to VAT. The compliance report on this activity should be submitted to the Office of the President on or before June 1, 2006.

On Withholding

12. Section 4.114-2 on the withholding of VAT on Government Money Payments and Payments to Non-Residents should also be strictly complied with.

Inquiries

13. Inquiries on the interpretation of Revenue Regulation 16-2005 should be directed to the Vice President for Finance or Vice President for Legal Affairs.
14. Discussions and workshops on the proper implementation of these regulations may also be conducted.

For your information and guidance.

15 March 2006

(Sgd.) EMERLINDA R. ROMAN
President

Administrative Order No. 06-26: Committee for the Concepcion Dadufalza Award for Distinguished Achievement

For : Prof. Mauricia Borrromeo, College of Music
Prof. Victor Emmanuel Nadera, College of Arts and Letters
Prof. Virginia Monje, College of Science

Please constitute yourselves into a committee to select the awardee from among the nominees to the Concepcion Dadufalza Award for Distinguished Achievement, with Prof. Mauricia Borrromeo as Chair. Attached is a copy of the BOR-approved guidelines.

Please submit your recommendations to the Office of the Vice

President for Academic Affairs on or before 28 April 2006. The OVPAA will serve as Secretariat to assist your Committee.

Thank you once again for your valuable service to our University.
29 March 2006

(Sgd.) EMERLINDA R. ROMAN
President

**The Concepcion Dadufalza Award
for Distinguished Achievement
Implementing Guidelines**

1. Anyone who has been affiliated with U.P. as a student, faculty member, researcher, or administrator can qualify as recipient of the award.
2. Individuals may apply directly for the award or may be nominated by other persons or groups.
3. Each application or nomination should include:
 - a. a curriculum vitae consisting of no more than 5 pages; and
 - b. a signed statement by the applicant or nominee indicating willingness to abide by the rules and requirements of the award.
4. Testimonials, statements of authority, citations, awards or honors received which evaluate the worthiness of the applicant or the nominee may be attached.
5. All applications and nominations should be received by the Office of the Vice President for Academic Affairs on or before 31 October of the year preceding the awarding ceremony. The awarding ceremony will be held in February.
6. A committee will be constituted by the Vice President for Academic Affairs and the Vice President for Public Affairs to select the awardee from among the applicants and nominees. The committee, if it desires, may schedule an interview with the applicants and nominees. The committee will announce its choice in December.
7. The awardee will be asked to deliver a lecture relating to the concept of distinguished achievement (what it means, what responsibilities it entails, why one should strive for it, etc.) to be held in UP every February, with Prof. Dadufalza as special guest. The lectures will be compiled and published every five years, with the donor underwriting the expenses.

MEMORANDA

Memorandum No. PERR-06-01: Revised Authorized Signatories/ Countersignatories of the UP System Administration for Non-MDS and MDS Disbursement Checks

To: All Concerned

Pursuant to the authority granted to the President by the Board of Regents at its 1120th meeting on 27 May 1998, Mr. Joselito G. Florendo (Officer-in-Charge of the UP System Budget Office, effective January 2, 2006 to December 31, 2006) and Prof. Ruperto P. Alonzo, Vice-President for Development (effective January 2, 2006) are hereby authorized to sign UPSA checks drawn against Non-MDS and MDS accounts of the University of the Philippines:

The following officials are the currently authorized signatories of UPSA checks:

1. Signatories of Checks drawn against non-MDS bank accounts of the University of the Philippines:

Signatory:

Mr. Ricardo V. Ozoa
OIC, UPS Cash Office

Countersignatory:

Dr. Lourdes E. Abadingo
Secretary of the University

Alternate Signatories – up to P200,000:

Mr. Joselito G. Florendo
OIC, UP System Budget Office

Prof. Arthur S. Cayanan
AVP for Planning & Finance

Alternate Countersignatories:

Prof. Martin V. Gregorio
Vice-President for Administration

2. Signatories of Checks drawn against MDS bank accounts of the University of the Philippines

Signatory:

Mr. Joselito G. Florendo
OIC, UP System Budget Office

Countersignatory:

Dr. Ma. Concepcion P. Alfiler
Vice-President for Planning
& Finance

Alternate Signatories

Mr. Nestor V. Abalayan
Budget Officer
System Budget Office

Alternate Countersignatories:

Prof. Arthur S. Cayanan
AVP for Planning & Finance

Prof. Arthur S. Cayanan
AVP for Planning & Finance

Prof. Ruperto P. Alonzo
Vice-President for Development

Prof. Martin V. Gregorio
Vice-President for Administration

For your information and guidance.

2 January 2006

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-06-01A: Additional Authorized Countersignatory for Non-MDS Disbursement Checks

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 renew the authority of **DR. CYNTHIA GRACE C. GREGORIO**, AVP for Administration, as countersignatory for checks drawn from Non-MDS bank accounts of the University.

For your information and guidance.

3 January 2006

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-06-02: Search Process for the Chancellor of U.P. Baguio

To: The Chancellor, U.P. Baguio

Deans, Directors, Heads of Offices,
Heads of Sector Organizations and Student Organizations,
All U.P. Baguio Constituents

The term of office of Chancellor PRISCILLA S. MACANSANTOS will end on 13 April 2006. In connection with this, I have issued Administrative Order No. 02, INSTITUTING A SEARCH PROCESS FOR THE CHANCELLOR OF U.P. BAGUIO AND CONSTITUTING THE SEARCH COMMITTEE THEREFOR.

Chancellors play crucial and significant roles in their respective constituent universities and the University System as a whole. Their visions, both in words and in deeds, contribute in immeasurable ways towards the accomplishment of the University's goals and aspirations. With this in mind, I enjoin everyone to actively participate in the search process, guided at all times by the ideals and the best interests of the University.

Meanwhile, may I request the above-mentioned officials and the heads of offices and organizations to disseminate Administrative Order No. 02 (copy attached) to ensure the widest participation by all concerned in this democratic exercise.

05 January 2006

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-06-04: Assessment of Past Year's Accomplishments and Preparation of Annual Report

To: Chancellors

Vice-Presidents
Secretary of the University and of the Board of Regents
Assistant Vice-Presidents and Assistant Secretary
Director, UP System Information Office

Following the Orientation, Assessment and Planning Workshop held on January 12 and 13, 2006 at the Executive House, I now request your assistance in assessing our accomplishments in 2005 and in preparing the 2005 Annual Report. As you know all government agencies are required to submit their Annual Report to the Office of the President of the Philippines, to Congress and to the Commission on Audit.

I would like our report to highlight important accomplishments during the year. I prefer that we present them following the format of the Ten-Point Agenda (UP Plan 2005-2011) which was approved by the Board of Regents in its 1197th meeting held on June 23, 2005 and which was the main subject of my investiture speech. The report will be a UP report, not a compilation of campus reports. Campuses, however, will be requested to come out with their usual Annual Reports.

I have taken the liberty of listing down some accomplishments but would appreciate your help in adding what I may have missed out, especially the details about campus accomplishments, or revising sections which need to be changed.

The usual data that we report (e.g., admission, enrollment, graduation, budget, research outputs, extension services, student scholarships, etc.) may be presented as tables or charts and can be part of the annexes. What I would like to see is a report that is substantive, readable, brief and concise. It may sound ambitious but I would like a report that is so interesting that a reader would not want to put down until s/he gets to the end. Remember, I said "ambitious!"

I request you to help me complete the report. Kindly submit your sections to the Office of the Vice-President for Public Affairs not later than January 30, 2006. Please give this matter your utmost attention. I would not feel disappointed if we cannot fill in all the blanks. This, after all, is a six-year plan and we are just starting. We have five more years to go! At the end of every year, we will be doing the same exercise, i.e., go through the Ten-Point Agenda to see how much farther the road stretches ahead. I therefore request you to constantly refer to the plan as you carry out your everyday tasks. By keeping in mind our plans, we are able to focus on what we truly want to do. And if we move a little faster, then we can probably all relax even before our term ends.

Campuses may now want to conduct their own planning workshops. Please feel free to use the materials used during the January 12 and 13 workshop. The presentors, I am sure, will be most glad to share hard or soft copies of their presentations with you.

16 January 2006

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-06-05: Visit of His Excellency Indian President Abdul Kalam on 6 February 2006

To: Chancellor Sergio S. Cao
UP Diliman

His Excellency Indian President Abdul Kalam is visiting UP Diliman on 6 February 2006, Monday between 10 to 10:30 A.M. India's foremost missile scientist, President Abdul Kalam is interested in meeting some faculty members from the field of engineering and sciences. He will also be giving a talk on "The Role of Science and Technology in Development."

In this regard, may I request UP Diliman to constitute a committee that will take care of the necessary preparations for said visit? For more details of the visit, said committee may coordinate with AVP Grace Gregorio who is liaising on behalf of UP with the DFA, Indian Embassy and Malacañang Protocol Office.

It is a rare occasion for the University to receive one of India's most distinguished scientists and I hope we are able to accord President Abdul Kalam the honor and hospitality as befit his stature.

Thank you.

24 January 2006

(Sgd.) **EMERLINDA R. ROMAN**
President

Memorandum No. PERR-06-06: Centennial Celebration Logo Design Contest: Guidelines

To: All Students, Faculty, REPS and Staff

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The run-up to 2008 is on! Here's your chance to help in a big way. Design a logo that captures the spirit of UP's 100 years and submit it to the VP for Public Affairs before 15 March 2006. Winner gets P25,000. Plus, the joy of seeing your creation everywhere!

Below are the guidelines.

27 January 2006

(Sgd.) **EMERLINDA R. ROMAN**
President

- =====
1. The contest is open to all members of the UP community (students, staff, faculty, REPS)
 2. The logo should convey the UP Centennial Celebration vision of marking one hundred years of the University's existence as a premier institution for higher learning and research, and propelling the UP into the new millennium as a truly national university with its rightful place in the international academic community.
 3. The winning logo shall be decided by a Board of Judges on the basis of how well it accomplishes the above. The decisions of the Board of Judges shall be final and not subject to any appeal.
 4. The winner of the contest shall receive a cash prize of twenty-five thousand pesos (25,000).
 5. All intellectual property rights relating to the winning logo shall be the sole and exclusive property of the University of the Philippines. The UP may modify, alter, and/or adapt its use for any purpose it deems fit.
 6. Entries must be submitted in both digital and hard copies, with the following specifications:
 - I. The logo must conform to the dimensions of the official seal of the University of the Philippines.
 - II. The logo must be rendered in two separate versions: a black and white version and a full color version.
 - III. The hard copies must have an Actual Size of 18cmx18cm, centrally located or mounted (for prints) on an illustration board or masterboard measuring 10x15 inches.
 - IV. The digital copies of the logo must have the following specifications:
 - a. It should be in high-resolution JPEG format (minimum 300 dpi)
 - b. It should be saved in a CD.
 7. Contestants are required to submit a one-page biodata, and one-page description or explanation of the logo and the symbolism behind the design and use of colors.

8. The entries must be submitted to the **Office of the Vice President for Public Affairs**, North Wing, Quezon Hall, UP Diliman, and addressed to **Prof. Cristina Pantoja-Hidalgo, Ph.D.**, Vice President for Public Affairs, c/o Mrs. Lourdes Montillana. Entries sent via email will not be entertained.
9. The deadline for the submission of entries shall be on March 15, 2006. The Board of Judges, however, may extend the deadline in case the number of entries is not sufficient to enable them to decide on an effective logo. This decision shall be final and not subject to any appeal.

Memorandum No. PERR-06-07: Search Committee for the Director of the Natural Sciences Research Institute (NSRI)

To: Dr. Sergio S. Cao
Chair

Undersecretary Fortunato de la Peña, DOST
Co-Chair

Dean Rhodora Azanza, College of Science, UP Diliman
Member

Dr. Prescila Sanchez
Member, NRCP

Dr. Carina Lao
Member, NRCP

The term of Dr. Ernelea P. Cao, current Director of the NSRI, will end on March 31, 2006. The selection and appointment of the NSRI Director is governed by Section 5 of Executive Order No. 7, issued by the UP President on 2 July 1985, which states thus:

"The NSRI shall be headed by a Director to be appointed for a term of three (3) years by the U.P. President. The President shall be assisted by a five-member Search Committee consisting of the Chancellor of U.P. Diliman as Chairman, the Minister of Science or his Deputy Minister as Co-Chairman, the Dean of the College of Science as Member, and two (2) additional members to be chosen by the first three (3) aforementioned members from among the Chairmen of the NRCP Divisions of Biological Sciences, Chemical Sciences, Earth Sciences, and Mathematical Sciences. The Search for a Director, shall be on a nationwide basis from among the nominees having the following minimum qualifications: a) Ph.D. degree in any of the disciplines covered by the NSRI, b) with several research publications in any of the disciplines covered by the NSRI, and c) some administrative experience."

In accordance with the above provisions, please constitute yourselves into a Search Committee for the next director of NSRI.

Please submit your report and recommendations to this Office on or before 28 February 2006.

30 January 2006

(Sgd.) **EMERLINDA R. ROMAN**
President

Memorandum No. PERR-06-08: Affirmative Action on Faculty Recruitment

For: All Chancellors

During the December 15, 2005 meeting of the Board of Regents, I was requested to study the possibility of instituting an Affirmative Action Program in the recruitment of faculty members. I explained to the Board that the hiring of faculty members is a collegial decision and that the formulation of policy on faculty recruitment and selection must involve the faculty.

It is in this connection that I ask you to initiate a discussion of this issue in your campuses, and let us know your collective views about the matter.

I am attaching herewith some materials on the issue, but please do not limit yourselves to just these documents.

I would appreciate hearing from you about this matter by the end of March.

02 February 2006

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-06-11: Constitution of the Search Committee for the Chancellor of U.P. Baguio

To: Prof. Raymundo Rovillos, Senior Faculty

Prof. Anna Christie K. Villarba-Torres, Senior Faculty

Prof. Perlas C. Caranay, Junior Faculty

Mr. Alvin Manuel R. Villalon, REPS

Mr. Teodorico Prendol, Jr., Administrative

Mr. Ace Lester Angeles-Quijada, Student

Dr. Ma. Concepcion Alfiler, President's Representative

With Prof. Raymundo Rovillos as Chair, please constitute yourselves into a Search Committee that would assist the President and the Board of Regents in the selection of the next Chancellor of U.P. Baguio.

We are sending herewith Memorandum No. PERR 06-02, "Search Process for Chancellor," and Administrative Order No. PERR 06-02, "Instituting a Search Process for the Chancellor of U.P. Baguio and Constituting A Search Committee Therefor," for your guidance.

The deadline for the submission of the Search Committee Report which must include the final list of all nominees, assessing not only their strengths and weaknesses, but their suitability for the position, given the needs and thrusts of the constituent university, is **Monday, 13 March 2006**.

All expenses of the Committee in the discharge of its task will be borne by the Office of the President. Moreover, the Committee Chair and Members, including its staff shall be entitled to honoraria as set by the Board of Regents.

02 February 2006

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-06-13: Replacement for Prof. Perlas C. Caranay in the Search Committee for the U.P. Baguio Chancellorship

To: The Search Committee, U.P. Baguio Chancellorship

All U.P. Baguio Constituents

Please be informed that I am appointing Reuben Andrew A. Muni to the Search Committee for the U.P. Baguio Chancellorship. He will replace Prof. Caranay who had declined her appointment due to her delicate pregnancy.

23 February 2006

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-06-14: Clarifying the Procedure in the Prosecution and Defense of All Infringement Actions Relating to the University's Intellectual Property Rights

The Governing Principles and Policies on Intellectual Property Rights of the University of the Philippines System, Article 8 (5) (a) provides that -

The Office of Legal Services of the UP System and the Legal Offices of the constituent universities shall have sole jurisdiction to prosecute and defend actions relating to the University's intellectual property rights. Legal interpretations of the University General Counsel of

constitutional, statutory and university regulations shall be binding on the university unless overturned by the President of the University or the Board of Regents.

To harmonize legal interpretations of the Legal Offices of the constituent universities, and to consolidate information at the System level for policy reference, all infringement actions shall be done at the System level by the Office of Legal Services through the Vice-President for Legal Affairs.

In the interest of the University, the OLS may assign infringement cases to the Legal Officer of the constituent university concerned who shall submit a status report on all such cases assigned, addressed to the VPLA at the end of each quarter. The VPLA shall issue guidance on legal interpretation at any stage of the case, whenever necessary.

This Memorandum shall take effect immediately.

21 March 2006

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-06-15: Period of Reenergizing for University Officials and Faculty Administrators

To: All Vice Presidents, Assistant Vice Presidents

University Secretary, Assistant University Secretary

Chancellors, Vice Chancellors, University Registrars

Deans, Associate/Assistant Deans, Directors

Deputy Directors, College Secretaries, Assistant Secretaries

Department Chairs and Heads of Principal Units

Until the late 1980s, the University officials were allowed to take time off from their routine functions and responsibilities during the summer months. Mindful of their mental and physical wellbeing, we have revived this practice to save them from burning out.

The above mentioned officials may appoint officers-in-charge and visit their offices only when necessary either from 2-5 May or 8-12 May. Those who are unable to avail of this leave during the prescribed period may enjoy the privilege at any period before the start of the first day of regular registration of the first semester of AY 2006-2007. Shifting arrangement will be left to each unit to decide. This will ensure that at any given time, there will always be an official to take care of important and official matters.

23 March 2006

(Sgd.) EMERLINDA R. ROMAN
President

Memorandum No. PERR-06-16: Four-Day Workweek in the University

For: All Vice Presidents and Secretary of the University

All Chancellors

All Vice Chancellors for Administration

Deans, Directors, Heads of Units

Central Administration is encouraging offices to observe the four-day workweek in the months of April and May 2006. This is the best time to take advantage of longer daylight which allows the flexibility of commencing work earlier than 8 AM and ending after 5 PM. More importantly, it is also an effective means of saving utilities for the University and giving personnel the opportunity to enjoy a three-day weekend.

Units may opt to follow a 7 AM to 6 PM or 7:30 AM to 6:30 PM work schedule either from Monday to Thursday or Tuesday to Friday. It is suggested, however, that CUs synchronize their day-offs to ensure unhampered communications within the UP System. Meanwhile, units that deliver vital services to the public, e.g. PGH, infirmaries, police force, PABX, garbage collection, etc. are to observe the regular Monday to Friday work schedule.

Should you implement the four-day workweek scheme, kindly submit to Central Administration, through OVPA, the list of offices/units that shall observe said scheme as well as their respective adjusted

schedules. The Office of the Vice Chancellor for Administration of each CU is requested to submit the consolidated report of their campus to the OVPA through fax (02-9256721) or email (ovpa@up.edu.ph) on or before 7 April 2006.

Thank you.

28 March 2006

(Sgd.) **EMERLINDA R. ROMAN**
President

Memorandum No. PERR-06-17: Committee for the Washington SyCip Award for Best General Education Learning Material

For: Dr. Marita V.T. Reyes, UP Manila
Dean Ramon Acoymo, UP Diliman
Dean Raul Fabella, UP Diliman

Please constitute yourselves into a committee to evaluate the nominations for the Washington SyCip Award for Best General Education Learning Material, with Dr. Marita Reyes as Chair. As per attached set of BOR-approved guidelines, the GE Council (or a subcommittee from among its members) reviews the CU recommendations and endorses the recipients of the Award to the President.

Please submit your recommendations to the Office of the Vice President for Academic Affairs on or before 24 April 2006. The OVPA will serve as Secretariat to assist your Committee.

Thank you once again for your valuable service to our University.

28 March 2006

(Sgd.) **EMERLINDA R. ROMAN**
President

Memorandum No. PERR-06-18: Search for the Best Higher Education Institution (HEI) Research Programs

For: The Chancellors
The Vice Chancellors for Research and Development/
Extension

The University received an invitation from the National Capital Region's Commission on Higher Education to participate in the Search for the Best Higher Education Institution (HEI) Research Programs. There will be a national award as well as regional awards. Except for UP Manila that may compete with UP Diliman in the CHED-NCR, all other CUs are located in different regions and therefore may want to submit their research program to the nearest regional office of CHED.

Details of CHED Memorandum Order No. 41, s. 2005 "Guidelines for the Search for Best HEI Research Programs" are attached for your reference. The set of guidelines may also be obtained from the CHED Office of Policy, Planning, Research and Information, Rm. 204 Jollibee Center, San Miguel Avenue, Ortigas, Pasig City or at www.ched.gov.ph. There is an item in the guideline, item A.2, that states that "Send five (5) hard copies of the nomination package including the letter of endorsement from the President of the University." We made a call to CHED-NCR regarding the case of UP where we have both the president and chancellors. CHED clarified that the highest official of the regional unit, meaning the Chancellor, can write the letter of endorsement for the CU. I hope this will facilitate the submission by each CU of the nomination package without having to course through Quezon Hall.

Please take note that the deadline for the submission of required documents to CHED Regional Office nearest your CU is on April 28, 2006.

I am confident that we have many research programs worthy of recognition. I thus enjoin you to encourage our faculty to join this Search.

29 March 2006

(Sgd.) **EMERLINDA R. ROMAN**
President

DECISIONS OF THE BOARD OF REGENTS

1205TH MEETING, 26 JANUARY 2006

APPOINTMENTS

The Board **approved** the appointments of the following:

PROFESSORS EMERITI

U.P. Diliman

Dr. Brenda V. Fajardo, College of Arts and Letters, effective upon retirement

U.P. Manila

Dr. Lourdes Ladrigo-Ignacio, College of Medicine, effective upon retirement

UNIVERSITY OFFICIALS

U.P. System

Prof. Ma. Odine M. De Guzman, Deputy Director for Research and Publication, Center for Women's Studies, effective 1 January 2006 until 31 May 2006

Prof. Ma. Theresa U. Batangan, Deputy Director for Training and Outreach, Center for Women's Studies, effective 1 January 2006 until 31 May 2006

U.P. Los Baños

Prof. Severino E. Cuevas, Director, Office of Student Affairs, effective 1 February 2006 to serve at the pleasure of the Chancellor

TRANSFER TO PERMANENT STATUS

U.P. Los Baños

Amadeo A. Alcantara, Assistant Professor 3, College of Veterinary Medicine, effective 26 January 2006

Catalino G. Alfafara, Assistant Professor 7, College of Engineering and Agro-Industrial Technology, effective 26 January 2006

U.P. Manila

Erna C. Arollado, Assistant Professor 1, College of Pharmacy, effective 26 January 2006

Jose M. Carnate, Jr., Associate Professor 1, College of Medicine, effective 26 January 2006

Valorie C. Fullon-Chan, Associate Professor 2, College of Medicine, effective 26 January 2006

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

U.P. Diliman

Teresita P. Acevedo, Professor 8, College of Home Economics, effective 22 September 2005 until 31 October 2005

U.P. Los Baños

Federico A. Cruz, Associate Professor 7, College of Public Affairs, effective 25 January 2006 until 10 April 2006

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

U.P. Diliman

Rudolpho F. Genato, Lecturer 2, College of Human Kinetics, effective 1 June 2005 until 31 May 2006

U.P. Manila

Lupe F. Abarquez, Senior Lecturer 2, National Teacher Training Center for the Health Professions, effective 1 November 2004 until 31 May 2005

REAPPOINTMENT BEYOND RETIREMENT AGE OF 65

U.P. Diliman

Teresita P. Acevedo, Professorial Lecturer 5, College of Home Economics, effective 1 November 2005 until 31 May 2006

Cesario A. Azucena, Jr., Professorial Lecturer 3, School of Labor and Industrial Relations, effective 2 November 2005 until 31 October 2006

Felicidad M. Dacayanan, Professorial Lecturer 2, College of Social Sciences and Philosophy, effective 1 November 2005 until 31 March 2006

Sylvia H. Guerrero, Professorial Lecturer 5, College of Social Work and Community Development, effective 1 November 2005 until 31 March 2006

U.P. Manila

Leticia-Barbara B. Gutierrez, Professorial Lecturer 5, College of Pharmacy, effective 1 June 2004 until 29 September 2004

**MATTERS ARISING FROM THE MINUTES OF THE
1204TH MEETING (15 DECEMBER 2005)**

On the Appeal of Mr. Jamal Ashley Abbas

- At its 1204th meeting on 15 December 2005, the Chair of the Regents' Committee Tasked to Review Mr. Abbas' Appeal presented his Committee's findings. The Board deferred action on the appeal. Faculty Regent Salcedo Eduardo was requested to talk to Mr. Jamal Ashley Abbas and get his side. The President was likewise requested to explore the possibility of pursuing an Affirmative Action Program in relation to faculty recruitment.
- On 3 January 2006, the Office of the Secretary of the University received a copy of the letter of Mr. Abbas dated 31 December 2005, addressed to the Board of Regents. This letter was delivered to the Regents on 6 January 2006. The same was included in the agenda of the Board in its meeting on 26 January 2006, under

"Matters Arising from the Minutes."

- Faculty Regent Eduardo informed the Regents that per the agreement in the last meeting of the Board, he met with Mr. Abbas. (He requested Regent Sinsuat to be present in that meeting). He also acknowledged having received a copy of the letter of the latter. He maintained, however, that as far as his Committee is concerned, they did not see anything improper in the process of selecting/hiring of faculty at the UP Film Institute (UPFI). Moreover, the Committee did not see any discrimination committed against Mr. Abbas. The Committee is recommending denial of the appeal of Mr. Abbas.
- Regent Gonzalez pointed out that there might be a need to probe deeper into this matter and make sure the decision arrived at will not have negative repercussions.
- The President informed the Board that the University is now in the middle of the Second Semester. Mr. Abbas applied in April 2005. He was not taken in and was not able to teach both in the first and second semesters. The timing is off and colleges do not need faculty members at this time of the year. Nonetheless, Mr. Abbas can still reapply.
- Regent de los Santos informed the Board that he is sympathetic to Mr. Abbas. However, as a member of the Committee that looked into this case, he said, the recruitment of faculty should be within the bounds of the University's policies and procedures.
- Chairman Puno pointed out that the Abbas' appeal has already been discussed in several meetings of the Board. A Regents' Committee was even created for this purpose. This Committee has presented its findings and has recommended denial of Mr. Abbas' appeal.

Board action: Denial of the appeal of Mr. Abbas.

Among nine (9) Regents present, six (6) Regents (President Roman, Regent de los Santos, Regent Varona, Regent Davide, Regent Eduardo and Regent Ramos) voted to turn down the appeal of Mr. Abbas, one (1) (Regent Sarmiento) was in favor and one (1) (Regent Gonzalez) abstained. The Chair did not vote.

N.B. On the proposal to explore the possibility of pursuing an Affirmative Action Program in relation to faculty recruitment, the President informed the Board of the following:

- She has requested the University Librarian to gather materials on Affirmative Action programs of universities abroad.
- She has gone over some materials turned over to her by the University Librarian. From the materials, seemingly there are mixed views about Affirmative Action. For example, the University of California decided to end Affirmative Action in hiring and admissions. On the other hand, Virginia Tech reaffirmed its commitment to Affirmative Action.
- Since the matter of hiring is an academic issue, in the same way that admission is, it is appropriate that policies related to it are discussed by the faculty.
- She will refer this issue of Affirmative Action to the Chancellors and request them to involve the University Council in determining the position of the University relative to this issue.

On the Termination of the Memorandum of Agreement Entered into by and between U.P. Visayas and Kaunlaran Learning Center Foundation, Inc. (KLCFI)

- In a letter dated 7 December 2005, Chancellor Glenn D. Aguilar of U.P. Visayas requested the Board to allow KLCFI to operate until the natural termination date under the MOA.
- At its 1204th meeting on 15 December 2005, the Board sustained its earlier decision to terminate the MOA with KLCFI. It is for the latter to appeal this decision and for the Board to act accordingly upon receipt of such appeal.

- 3) In a letter dated 12 December 2005 and received by the Office of the Secretary of the University on 16 December 2005, Ms. Rose T. Mueda and Ms. Lourdes V. Armada, for and in behalf of the KLCFI Board of Trustees and Administration submitted an appeal to the Board of Regents on the latter's decision dated 24 November 2005 on the KLCFI-UPV Termination of MOA. Their appeal is anchored on the following:
- 3.1 Eighty five percent (85%) of the pupils/students of the KLCFI are children of the affected landowners who willingly and unselfishly disposed of their precious lands at a very low price in order that a U.P. Visayas campus will rise in Miagao. These precious lands were inherited from their forefathers and hence, no amount of money can repay their value. It was not an easy decision for the affected landowners, but due to a written agreement that both parties, the Miagao community and UPV, will benefit from the establishment of the UPV campus in Miagao, the said landowners relented. For the sake of quality education offered by the UPV, not only in Region 6, but in the entire country, they forgo their precious possessions.
 - 3.2 The children of UPV faculty and staff are currently studying at the KLCFI, in all levels, and they will be greatly affected with the termination of the lease contract. It is not easy for these parents to send their children to Iloilo City because of their young age and high cost of education and living.
 - 3.3 The KLCFI is the only school outside Iloilo City, which gives importance to special children and offers a Special Education (SPED) class for children with special needs. This kind of education offering is rare and very helpful to special children in the area.
 - 3.4 The KLCFI offered an alternative high school in Miagao, in response to the clamor and urgent requests of Miagawanons and neighboring municipalities for a quality high school education because all the best high schools are in the City, which is 45 kms away from Miagao. It is a burden on the family coffers to send their children to the city plus the risk of daily travel.
 - 3.5 The KLCFI has unselfishly provided employment to Miagawanons and other neighboring towns, e.g. faculty members and administrative staff.
 - 3.6 The KLCFI has been the training ground for the UPV students and researchers by extending assistance in their research works, thesis and other academic activities.
 - 3.7 The KLCFI has unselfishly shared their meager facilities e.g. library computers and classrooms to UPV students without any corresponding fees.
 - 3.8 The KLCFI students are recipients of the Government Assistance to Students and Teachers for Private Education (GASTPE). This scholarship is very competitive and difficult to obtain. Hence, it is such a waste of resources for the school to lose this rare opportunity if the high school program will be arbitrarily closed.
4. Mesdames Mueda and Armada, together with Ms. Luningning S. Tuparan, President and Chairman of the Board of Trustees reiterated the same appeal in their letter of 5 January 2006 to the members of the Board of Regents. They have attached to their letter the appeal of KLCFI students on the same issue.

Board action: Upon the recommendation of the President, the Board agreed to allow KLCFI to continue with its operations until 31 May 2007, the natural termination date under the Memorandum of Agreement. KLCFI, however, should start looking for an alternative site. There shall be no further renewal of the MOA after 31 May 2007.

POLICY MATTERS APPROVED

Celebration of the U.P. Foundation Day Every 18th of June by the Different Constituent Universities

Upon recommendation of the Chancellor of U.P. Manila, the President's Advisory Council endorsed for approval of the Board the celebration of U.P. Foundation Day every 18th of June by the different Constituent Universities. Each CU, however, may celebrate its Anniversary, i.e., the date of its establishment as a constituent university.

Board action: Approval. Each Constituent University is expected to come up with activity(ies) to celebrate U.P.'s Foundation Day.

Making a Case for the UP Faculty: A Paper Written by President Emerlinda R. Roman

It is said that the University's heart and soul is its faculty, that the University can only be as good as its faculty. We agree. The faculty is our most important asset. It is they who are principally involved not only in the transmission but also in the creation of knowledge. It is the faculty who gives the University its institutional character. Because the faculty is central in the life of the University we have to ensure that they are properly taken care of so that they will find it worthwhile to stay and serve the university.

Over the last five years or so, we have lost almost 400 of our faculty to the private sector and to other universities, not to mention other lands. UP's reward and incentive system has been designed to reward the faculty for their merit and performance, thanks to the previous administrations which were similarly sensitive to the plight of the faculty. But there are many who for various reasons, are unable to avail of these incentives and 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.

We will of course continue to push aggressively for the exemption of UP from the Salary Standardization Law (SSL) which has pegged our salaries to a level that is only about a third of what our counterparts in the private universities are getting. The highest paid faculty member in UP (typically one who has served UP for about 30 years and with a doctoral degree) gets only a little over P31,000 per month (about \$550). And yet they have stayed. They have turned their backs on lucrative offers and stayed at their posts despite atrocious salaries. This has led us to the observation that the true missionaries in this country are in UP!

But for how long can we retain them? It is difficult to say. We are fully aware that they remain very vulnerable to attractive offers from outside and this is the reason why we are making this pitch for our faculty.

Side by side with lobbying to free UP from the Salary Standardization Law, we continuously search for ways to raise funds to support our faculty. One form of assistance to the faculty is the establishment of **professorial chairs and faculty grants**.

What are professorial chairs and faculty grants?

Professorial chairs are awards given to faculty members in recognition of meritorious work in teaching, research and creative endeavors. To qualify, faculty members must: 1) have outstanding research/publication output, creative work in the arts and the humanities, or discoveries and inventions in science and technology; 2) excel in teaching; and 3) provide service to the University and the nation.

Faculty grants are also awards given as incentive to faculty members to pursue research and creative work. The idea is to encourage promising faculty members to persevere in their academic pursuits.

How much is required to put up a professorial chair or a faculty grant?

The endowment fund needed to set up a professorial chair is \$30,000 or about P1.7 Million. For a faculty grant the endowment fund needed is at least \$15,000 - P810,000. Donations for professorial chairs and faculty grants are held in perpetuity, with only the interest income used to support the purpose for which the donation was given.

Subject to the approval of the UP Board of Regents, the endowment may be named after the donor or any person or persons or institutions the donor wishes to honor.

How will a professorial chair or faculty grant help a faculty member?

Apart from the honor of being recognized for outstanding work, a chair holder or a faculty grant recipient receives additional financial remuneration. Given prevailing interest rates a professorial chair holder may get about P7,500 per month in addition to his/her salary, while a faculty grant recipient may get about P3,750 per month on top of his/her salary. Not much in monetary terms, but still definitely welcome and helpful considering the atrociously low salary a UP faculty member gets. Your donation will definitely help us retain our faculty.

Who may put up a professorial chair or faculty grant?

Any individual, group, organization which wants to help is welcome to set up a professorial chair/ faculty grant. Below are some examples:

- Several members of the UPAA Berkeley Chapter decided to put up a \$30,000 endowment fund with contributions of at least \$3000 per donor. The alumni chapter is a duly-organized non-profit (501c- 3) entity and as such all contributions and donations made to it are income-tax deductible for the donors.
- A family whose parents, children and even grandchildren went to UP, may wish to contribute and endow a chair/grant to honor the memory of a member or members of the family. By putting up the endowment fund, they not only honor their family, they also recognize what UP has done for them. Two examples: Professor Delfin D. and Marcela B. Samson Professorial Chair in Biochemistry and the Professor D. and Marcela B. Samson Professorial Chair in Pharmacy.
- A class, e.g. BSBA Class 1958, may put up a chair and name it after their class, e.g. BSBA Class 1958 Professorial Chair in Business Administration. Or, the class may want to honor their favorite teacher and put up a chair in his/her honor.
- Anyone who feels s/he is now in a position to do something for UP in return for his/her education and who believes UP deserves to be supported, may opt to do it this way.
- Individuals who belong to or who have connections with foundations interested in education may propose the funding of a professorial chair or faculty grant.
- Alumni batches celebrating their jubilees and in search of a project to support to mark their anniversary may put up a professorial chair or faculty grant.
- Any person may put up a professorial chair or faculty grant for the University of the Philippines through his/her last will and testament.
- Alumni who are well placed in their organizations or companies may intercede for and in behalf of UP and convince their employers to put up professorial chairs or faculty grants. The chairs may be named after the organization, its owners or benefactors.
- Individuals, groups and organizations with no connection to UP but who believe UP is worth supporting are also welcome to put up endowment funds to support the faculty.

How do we go about putting up a professorial chair or faculty grant?

You may contact the UP President (email: emerlinda.roman@up.edu.ph Tel. No. (632) 928-0110) or any University official – chancellors, vice-presidents, deans, department chairs or faculty members, and immediately a Memorandum of Agreement or Deed of Donation will be prepared. The donor shall provide the following information: the amount of the fund, the name of the chair or grant, the beneficiary campus, college, unit, field or discipline, preference as to which organization will manage the fund (this may be UP or a foundation.) A simple ceremony will be held for the signing of the agreement or deed and the turnover of the check.

The UP President will then endorse to the Board of Regents the establishment of the professorial chair or faculty grant, after which the campus, college or unit will proceed to select the recipient following University-set criteria and guidelines. The recipient shall then add the name of the chair to his professorial rank, e.g. Carlos P. Romulo Professor of International Relations during the period that s/he holds the award.

Where do we channel our donations?

You may donate directly to UP or through the UP Foundation, Inc. which is a non-stock, non-profit organization established to assist UP in generating sources of support beyond government grants, and to enhance supplemental resources received from donors through wise investment and responsible fiscal management. The Foundation's regular Annual Report includes a report on all donations received. The Executive Director is Professor Gerardo Agulto, Jr., email address: upfi@up.edu.ph. Telephone/Fax No. (632) 929-1941.

In the United States, donations are tax-deductible if made out to Friends of UP Foundation in America, c/o Executive Director Francisco Juan, 200 E Pearson St., Suite 6W, Chicago, Illinois 60611-2352. Telephone No. (312) 664-1414, Fax No. (509) 351-6190. Email: fupfa@aol.com

The UP Centennial Celebration

The celebration of UP's 100th year is a good time as any to show our support to the institution that has made a difference in our lives. The University has helped shape our future; let us now do our share to ensure that it shall continue to help shape the lives and future of the scores of generations of students who are and will be part of it.

Our target for the Centennial Celebration: At least 100 Professorial Chairs or Faculty Grants from alumni residing abroad. Alumni or alumni chapters may give a one-time donation (\$30,000 or \$15,000) or they may opt to adopt a staggered payment schedule of \$10,000 or \$5,000 per year for three years (or until 2008) to complete the donation.

To add meaning to the celebration let us show that we care. Help us take care of our most important asset – the faculty. Help us make their stay in UP a little more comfortable so they can carry out their task with greater dignity.

Board action: Approval. With this approval is the increase in the minimum endowment fund needed to set up a professorial chair to \$30,000 or about P1.7 Million. For a faculty grant, the endowment fund needed is at least \$15,000 or about P810,000.

Establishment of the Distinguished U.P. Fellows Research Awards Program

Several alumni of the University of the Philippines are able to distinguish themselves through outstanding and exemplary service to the nation. While not all of them may be academics, their insights as they dealt with contemporary problems with pragmatic, creative and innovative solutions will certainly enrich current academic endeavors.

The Distinguished U.P. Fellows Research Awards Program aims

to identify these exemplary individuals and honor them with a research grant to write a series of papers drawing on their experience and present them in public lectures. The number of papers and their corresponding topics will be mutually agreed upon prior to or upon the appointment of the Distinguished Fellow.

The research awards shall be managed by the U.P. System. The Selection Committee shall be chaired by the U.P. President with 4 members to be drawn from University Professors and Professors Emeriti. The minimum grant shall be P500,000 to be sourced exclusively from private donors who shall be properly acknowledged.

At the same time, the University will provide office space, equipment, and secretarial help, if needed. It will also publish the research output if deemed appropriate.

N.B. The President informed the Board that the proposed Distinguished U.P. Fellows Research Award Program will be an addition to existing awards given out by the University which include the following: (1) Gawad Haydee Yorac, an Award For Outstanding Leaders and Public Servants. This is a project with MERALCO with the latter providing the cash award of P200,000; (2) Gawad Plaridel, a yearly award given by the University to outstanding media practitioners, i.e., those who have excelled in any of the media (print, film, radio, television) and have performed with the highest level of professional integrity in the interest of public service.

Proposals to Improve the Current Freshman Admissions System for U.P. Diliman

Part I. EXECUTIVE SUMMARY

Then Chancellor Emerlinda R. Roman created in December 2003 a Committee to Review Freshman Admission for U.P. Diliman to respond to the University Council's concerns about the admissions process. This Committee, headed by Dr. Rowena Cristina Guevara of the College of Engineering, includes Dr. Lisa Grace Bersales of the School of Statistics, Dr. Nimfa Mendoza of the School of Economics, and Dr. Carlo A. Arcilla of the College of Science. The terms of reference of the committee are the following:

1. Document the current admissions system. Establish how excellence and equity are defined and operationalized;
2. Review/audit the current admissions system and its computer program, including an analysis of its strengths and weaknesses with respect to transparency, consistency, simplicity and integrity;
3. Examine the present 70:30 excellence-equity ratio (EER) and the alternative strategies and approaches to meet this ratio;
4. Undertake empirical validation of (a) the high school weighted average (HSWA) and how to correct for grade inflation and qualitative differences among high schools; (b) 60:40 weights for the UPCAT and HSWA in computing the University Predicted Grade (UPG); (c) weights assigned to sub-tests or subject areas; and (d) the UPCAT, its content and structure, and the process of formulating and revising questions (TOR number 4d was removed from the terms of reference due to restrictions on accessing the necessary data);
5. Propose a set of guidelines for a review of performance of students and graduation rates over the past 10 years, comparing those admitted on the basis of excellence and those admitted on the basis of equity; and
6. Recommend policy changes or alternatives to improve the current admissions system.

The Committee has already reported its findings for terms of reference 1 to 5 in four reports. The final report shall focus on its recommendations to improve the current admissions system for U.P. Diliman.

Admissions Policy of the University of the Philippines

The earliest statement on the U.P. admissions policy can be read in the U.P. charter - "The University Council is vested with power to formulate its admissions policy." In 1976, the policy on the democratization of admissions was formulated in order to make the studentry more representative of the nation's population. A statement by then U.P. President Corpus says that, "If the University produces graduates which exclude the low-income groups, it produces a group of graduates who cannot feel the life, problems and aspirations of most of our people." In 1987, the BOR stated a U.P. policy on entrance requirements through the following statements:

- The determination of all admission requirements in any college of the U.P. System is the prerogative of its faculty, subject to the approval of the University Council of the autonomous campus.
- It is understood that the act of fixing cut-off scores in any entrance examination required in any college of the University is within the authority of the college faculty. Any question regarding the exercise of such act should be elevated and resolved finally by the University Council of the autonomous campus.

In 1997, former U.P. President Javier issued the Executive Order No. 97-02 on the Excellence-Equity Admissions System (EEAS). The objective as stated in the Executive Order is to democratize the distribution of freshman slots. It seems to have the same objectives as the 1976 policy. The Executive Order explicitly states the equity factors as socio-economic and geographic, with high school as proxy indicator for socio-economic equity. The Executive Order also explicitly states the equity mix is to hover around 70% excellence students: 30% equity students.

The Current U.P. Diliman Admissions System

The existing Excellence-Equity Admissions System, or EEAS, defines excellence in terms of academic excellence, as measured by potential future university performance, and estimated by the University Predicted Grade or UPG. On the other hand, equity is defined in terms of socio-economic equity and geographic equity. The proxy indicators for socio-economic equity are type of high school (public general) and membership in a cultural minority group (CMG). On the other hand, geographic equity is determined by under-representation of admissions from certain regions- provinces or cities - with U.P. dependents assumed to come from a "mythical province" without quota. The quota is determined from the number of high school seniors per area with respect to the total number of high school seniors in the country.

The 80th (Special) Diliman University Council Meeting (12 February 2003) approved the EEAS+/++ policy and procedure, and the income cut-off of P500,000 prior to the application of the "palugit." The EEAS+/++ procedure, applied after the regular EEAS procedure, does not dislodge earlier qualifiers but merely increases the number of campus qualifiers. The EEAS+ means taking in the top 70% of the campus quota dislodged by "palugit" qualifiers. The EEAS++ qualifies the top 1000 UPCAT takers.

The Diliman admissions system as currently operationalized has two parts:

- Stage A. Admission to Diliman Campus (choice of degree program not considered)
- Stage B. If qualified for Diliman, admission into a degree program in Diliman

The committee's terms of reference are only for Stage A. In this stage, the process undergoes the following steps:

1. The Chancellor sets the number of slots, with about 30% overbooking to account for *No Shows*.
2. The UPG (University Predicted Grade), as a measure of academic excellence, and the EPG (Effective Predicted Grade),

incorporating an adjustment for socio-economic consideration, are calculated. The UPG¹ is computed using the applicant's High School Weighted Average (HSWA) and scores in the four UPCAT subtests – Mathematics, Reading Comprehension, Language, and Science. The EPG is the UPG less 0.05 for applicants to be given socio-economic equity consideration. Considered disadvantaged are those coming from public general high schools and members of cultural minority groups.² The 0.05 subtracted from UPG is called the “palugit”. The UPG equation is

$$\begin{aligned} \text{UPG} = & 2.8101 - 0.15531 \text{ HSWA} - 0.1381 \text{ Language} \\ & - 0.046402 \text{ Reading} - 0.047147 \text{ Math} \\ & - 0.025178 \text{ Language} * \text{Science} * \text{HSWA}. \end{aligned}$$

3. Students are ranked by EPG.
4. The 3-pass EEAS procedure is performed:
 - o Pass 1 is the “pataasan” or “excellence” round wherein the top 70% of applicants ranked by EPG is selected.
 - o Pass 2 is the geographic equity round restricted to applicants from underrepresented provinces and cities and U.P. dependents assumed to come from a “mythical province”. The stopping criterion for Pass 2 is imposed by the “deep selection parameter” of 0.1.
 - o In Pass 3, the remaining slots are filled up based only on EPG.

Findings of the Committee

The review of the Diliman admissions system was supplemented by empirical analysis using admissions data on UPCAT takers from 1998 to 2003 as well as 1st and 2nd year grades of the 1998 UPD freshmen.

On the UPG and HSWA

1. The current UPG equation is a result of regression estimation, done in 1976, of a model relating UPG to HSWA and the UPCAT subtest scores using 1973 data. Thus, the estimated relationship reflects the performance of students admitted to U.P. in the early 1970s. This relationship could have already undergone structural changes through the years. Re-estimation of the UPG equation using 1998 Diliman freshmen data resulted in poor fit. The UPG equation can be subject to further review using more recent data and more advanced techniques in regression, econometric analysis and other estimation approaches.
2. The current UPG equation is not equivalent to 60% UPCAT + 40% HSWA. Furthermore, the relative weights of high school average and UPCAT subtest scores can vary across applicants. In some cases, a higher UPCAT science subtest score can worsen an applicant's UPG; in these cases, the science subtest score has a negative weight in the UPG calculation.
3. The UPG equation penalizes “good” applicants (those having high UPCAT scores) coming from high schools with stricter grading standards. Some qualifiers who rank high based on UPCAT scores rank low based on UPG. This was shown to be a result of the interaction term, the last term in the UPG equation.
4. The HSWAs of applicants from public general public high schools are on the average higher than those from special public³ and private high schools. On the other hand, UPCAT results are the opposite.

Analysis of the statistics on the UPG indicates that these differences seen in HSWA and UPCAT are “erased.” The current use of the HSWA, unadjusted for differences in grading standards, in the UPG calculation contains a hidden bias favoring general public high schools; even before the “palugit” is applied. The current UPG equation may not give us the best students. If so, U.P. Diliman may be getting second-rate students.

The above findings point to the causes of the problem of rejecting good students. This problem is what the EEAS++ is trying to address by automatic admission of the top 1000 UPCAT takers. The underlying causes of the problem are the quality-unadjusted HSWA and the UPG equation itself.

On the EEAS

It is imperative that the University has a sufficient pool of good students to maintain a high standard of education. The equity mix of 70:30 is meant to ensure that university standards are maintained. However, the current EEAS procedure uses the EPG, that is, the “palugit” adjusted UPG, in ranking students throughout the three passes. Hence, pass 1, wherein the top 70% of qualifiers is selected, is not a pure excellence round. Socioeconomic equity considerations enter all three passes of the EEAS.

On No-Shows

Empirical analysis of Diliman qualifiers from 2000 to 2003 indicates that U.P. Diliman also loses “good” qualifiers. The better UPG deciles tend to have higher no-show rates than the worse UPG deciles. This result may be partly explained by the possibility that the “better” applicants are likely to be accepted also in other universities (some with more attractive scholarship packages) and therefore may have more choices. The university then has to address the problem of attracting and retaining good students.

Performance Metrics

Using several performance metrics, the study shows that excellence students are generally better than equity students and use university resources more effectively. The performance metrics are:

1. Total number of units passed and required for the degree versus total number of units enrolled during the student's stay in the University.
2. Total number of semesters and summers that the student stayed in the University versus the number of semesters and summers prescribed to finish the degree.
3. Total number of courses that the student dropped versus total number of courses taken.
4. Total number of courses that the student failed versus total number of courses taken.
5. Course shifting
6. Being on probation, disqualified or dismissed
7. Total number of courses taken by the student which are not credited towards the degree granted to the student.
8. GWA in first 2 years
9. GWA from third year to graduation
10. Graduation rate

Recommendations

Central to the terms of reference of the committee was the critical evaluation of the University Predicted Grade (UPG), a regression equation which has been the basis of ranking the applicants; this procedure has remained in force, unchanged since the equation was derived in 1976 based on 1973 data. As mentioned in the findings, the committee found serious structural flaws with the UPG equation. To correct these shortcomings, the committee recommends index for admission in lieu of the current UPG – a more simplified U.P.

¹ The UPG and EPG follow the U.P. grading scale of 1.0 (highest) – 5.0 (lowest).

² In 2005 the Diliman University Council approved the granting of the “palugit” to dependents of U.P. faculty as a financial incentive for faculty retention.

³ Special public high schools include public science, SUC-administered and U.P.-administered high schools. Applicants from these schools are not considered disadvantaged and hence, not given the “palugit.”

Admission Index (UPAI). The UPAI is much better than the UPG because of the following:

1. It follows a 60% UPCAT and 40% HSWA mix, which avoids the pitfalls of the interaction term in the UPG equation.
2. Knowing a-priori that an uneven grading scheme exists in high schools, and more specifically, many public high schools are lenient in grading, an adjustment factor is imposed on the High School Weighted Average. This factor, unique for every high school, adjusts HSWA from a particular high school using UPCAT scores of all applicants for the past five years from this specific high school as the basis for adjustment. The adjusted HSWA is what is entered into the UPAI equation.
3. Simulations done on 2003 applicants using both UPG and UPAI criteria showed UPAI had a much better ability to discern among the best students.

As regards the excellence-equity admissions system, the Committee recommends that the "palugit" may still be applied because of its deep rooted history reflecting the concern of U.P. to help disadvantaged students. However, in order to ensure the admission of "excellent" students, the following changes are suggested:

Pass 1. The first round of ranking will be based purely on excellence - thus the top 70% of the UPAI-ranked students get in, ensuring the majority of the admitted students will be the best, academically. In contrast, the previous EEAS procedure employed the "palugit" in ALL rounds of ranking, effectively quashing a truly excellence round.

Pass 2. The second round shall be the equity round. Applicants accepted on the basis of equity considerations will remain at 30%, but the application will be conducted in two phases:

- a. In the socioeconomic equity round, a "palugit" is applied to the UPAI of students from barangay, vocational and general public high schools, and the socioeconomic proxy used is type of high school and/or cultural minority groups; this socioeconomic phase will select the next 15% of the applicants.
- b. In the geographic equity round, considerations are employed for regions that are underrepresented and 15% of all the slots are reserved for this kind of applicants. U.P. dependents are assumed to come from a province that does not have a quota. The stopping criterion for Pass 2 is imposed by the "deep selection parameter" of 2 with respect to the lowest UPAI in Pass 1.

Pass 3. The last round shall be the fill-up round that shall be based on UPAI with "palugit" applied to students from barangay, vocational and general public high schools and/or cultural minority groups.

The separation of the socioeconomic and geographic equity rounds is to correct a bias against poor students who happen to be in an area which has met its geographic quota and is, thus, barred from participating in the equity round in the previous EEAS scheme. The above scheme maintains the 70:30 Excellence: Equity Ratio that has been approved in several University Council meetings.

The new UPAI system and the Revised Excellence-Equity Admissions System can be immediately operationalized and implemented, even for the 2006 applicants, once the University Council gives its approval. While it may be argued that admissions procedures are the purview of all the campuses (thus postponing the operationalization of the UPAI until all of the component university councils have made their decision), it must also be pointed out that the U.P. Charter and the Board of Regents have clearly indicated that all academic issues are decided with finality at the University Council;

admissions policies are clearly of an academic nature, hence, falling under the ambit of the respective University Council. This study has clearly delineated gross defects with the current UPG equation - to apply it again for this coming batch of freshmen will not only be unjust, but will be detrimental to the aims of the University.

In the medium term, the committee recommends the development of regression models that are better predictors than the UPAI together with an econometric study. In the long term, the committee prescribes a study of the UPCAT itself.

An oversight committee for admissions is recommended so that approved University Council resolutions are implemented fully and faithfully with complete transparency.

In summary, the Committee recommends the adoption of the adjustment factor in the HSWA, use of the U.P. Admission Index of 60% UPCAT and 40% HSWA in the Revised Excellence Equity Admissions System that implements the University's Excellence Equity Ratio of 70:30.

Part II. PROPOSED IMPLEMENTATION OF THE U.P. ADMISSION INDEX (UPAI)

It is recommended that UP Diliman be allowed to try out their proposed new process for qualifying applicants to their CU while the other CUs continue to use the existing EEAS.

1. Implementation for UPCAT 2006 applicants

The proposed UPAI is a means to get the best high school students into UP. While this will result to more qualifiers from private, NCR high schools, the original 70% excellence and 30% equity remain in effect. Also, while simulations were done for all CUs, it is only in Diliman that a more in depth study has been done to date and whose University Council has approved, after all this is a Diliman proposal. Thus, the other CUs are not ready to adopt the system and therefore would continue using EEAS.

However, for UPCAT 2006 applicants, the Vice President for Legal Affairs cautions the University on the legal implications of applying a different measure and manner of processing to applicants who applied to the University and took the UPCAT at the time when the EEAS was in full effect. Implementing the UPAI for Diliman only while other CUs will use the existing EEAS may lead to:

- disenfranchisement of students from Diliman (those who otherwise could have qualified in Diliman if EEAS were used)

To avoid disenfranchisement of students from UP Diliman, the following is proposed:

Qualifiers to all campuses including Diliman will be first processed using the existing EEAS. A parallel processing will be done using UPAI only for applicants who indicated Diliman as their 1st or 2nd choice of campus. Additional qualifiers from the UPAI processing will be admitted in Diliman. This means that Diliman will increase its quota.

This mode of processing will lead to migration of students from other CUs to Diliman, i.e those students who qualified in other CUs using EEAS may now qualify in Diliman using UPAI. The migration of students from the CUs to Diliman may be replaced through walk-in applicants who are within the respective CUs' cut-off scores.

2. Implementation on UPCAT 2007 applicants

There were a number of issues raised regarding the UPAI proposal and the resulting implications. The issues raised will have to be

looked into and appropriate revisions/ refinements will be done for UPCAT 2007. Based on the report of Chancellor Cao to the PAC, the Diliman Executive Committee recommended the implementation of the proposal for UPCAT 2006 applicants and that improvements in the formula could be done after.

- a) In particular, some of the issues raised regarding the Adjustment Factor are the following:

The Adjustment Factor (AF) for high school weighted average (HSWA) is a factor unique for every high school which adjusts HSWA from a particular high school using UPCAT scores of all applicants for the past 5 years from this specific high school.

- The use of the high school adjustment factor will result in more qualifiers from private, NCR high schools compared with the EEAS.
- Why should a particular student's grade be dependent on previous UPCAT performance of other students from the same school? Is this fair to the student
- The AF could result in unfair downward adjustment of grades for good students who happen to come from a not-so-good school, or an unfair upwards adjustment of grades for not-so-good students who happen to come from a good school.
- Applicants from the schools with very few applicants may end up having AFs applied to them that are in no way reflective of their own school's grading system. This is because they will be assigned a cluster AF which is computed based on all the schools that belong to that cluster, regardless of whether or not they already have their own AFs. The schools with large number of applicants will naturally influence the computation of the AFs for the schools with very few applicants.

There have been a number of suggestions to address the effects of the AF in the computation of the UPAI. These will be studied further.

- b) Evaluate 2006 results
- actual number of additional UPAI qualifiers
 - profile of UPAI qualifiers → more qualifiers from private, NCR high schools?
 - show rate of UPAI qualifiers
 - effects on EEAS
 - effects on other CUs
- c) Make necessary revisions/refinements on
- formula
 - AF
 - processing including Passes 2 and 3 where socio economic equity round (pass 2) is separate from the geographic equity round (Pass 3)
 - other parameters as necessary

PART III. REVIEW OF UP'S ADMISSIONS POLICY

The proposal on UPAI brings to fore three main issues:

- removing the palugit in the excellence round so that Pass 1 becomes a purely excellence round to ensure that the best students are qualified
- a change in the processing for the equity qualifiers by separating the socio-economic round from the geographic round
- using a transitory equation of $UPAI = 60\% \text{ UPCAT} + 40\% \text{ adjusted HSWA}$ (using the average UPCAT score from the 4 subtests and an adjustment factor for each high school) to replace the existing regression equation while the latter is under further study

The simulations done using the UPAI indicate that the above changes will change the profile of qualifiers into UP, i.e more qualifiers will be coming from private, NCR high schools.

This will be a good time for the University to review its admissions policy.

Request of U.P. Los Baños for a Board Resolution Opposing House Bill No. 4765

The University of the Philippines, through Chancellor Luis Rey I. Velasco is requesting a Board Resolution opposing House Bill No. 4765, "An Act Vesting the Boy Scouts of the Philippines (BSP) with Jurisdiction and Administration Over a Parcel of Land located at Mt. Makiling, Los Baños, Laguna, to be known as the 'Boy Scouts of the Philippines (BSP) Jamboree Site' and for other Purposes."

In his letter dated 13 January 2006, Chancellor Velasco pointed out that:

"UPLB fully supports the scouting movement and has allowed, since 1958, the use by BSP of a portion of the MFR for its scouting and camping activities, especially the holding of national and international jamborees. In view of UPLB's century-old efforts at regenerating and protecting Mt. Makiling, the mountain has remained a nature's haven, with most of its biodiversity intact and the number of wooded tree species exceeding even that of the entire United States. As such, it has become an ideal site for camping activities, which are designed to inculcate civic consciousness and positive values, including nature appreciation and caring for the environment. Sadly, despite UPLB's accomplishments in protecting and conserving Mt. Makiling and in generously allowing MFR's use by partners such as the BSP, some sectors are moving towards impairing UPLB's ability to continue doing what it sees is best for Mt. Makiling. HB 4765 is one such move, which we should prevent as it would make the task of conserving and protecting MFR even more difficult."

It should be recalled that on 30 July 1970, at its 797th meeting, the Board of Regents approved the recommendation of the President of the University to oppose a similar bill seeking the transfer of the ownership of a portion of Mt. Makiling to the Boy Scouts of the Philippines. In his Memorandum to the Board of Regents, then President Salvador P. Lopez explained that:

"Since its acquisition of ownership over the area, the University has expended valuable time, effort and resources to maintain the forest in the condition which will best serve the purposes of the law. Among others, it has waged a vigorous campaign to resist the fragmentation of the area by the attempt of various groups to segregate certain portions for their own use."

The continued use of the area for research and other educational purposes requires that it remains intact. Fragmentation will ultimately result in the total destruction of the forest, together with the valuable flora and fauna which have been developed and protected by the Government for many years. It will also interfere with the various experimental and development projects undertaken by the College of Forestry."

...Mt Makiling is a valuable asset not only to the university but also to the nation for its scientific and material values. It should not be lost to private organizations by fragmentation and indiscriminate use..."

The resolution for consideration of the Board of Regents is as follows:

RESOLUTION OF THE U.P. BOARD OF REGENTS OPPOSING HOUSE BILL NO. 4765 "AN ACT VESTING THE BOY SCOUTS OF THE PHILIPPINES (BSP) WITH

JURISDICTION AND ADMINISTRATION OVER A PARCEL OF LAND LOCATED AT MOUNT MAKILING, LOS BAÑOS, LAGUNA, TO BE KNOWN AS THE 'BOY SCOUTS OF THE PHILIPPINES (BSP) JAMBOREE SITE AND FOR OTHER PURPOSES,' IN REITERATION OF BOR'S RESOLUTION ON 30 JULY 1970 OPPOSING THE TRANSFER OF A PORTION OF MT. MAKILING TO THE BSP"

WHEREAS, the House of Representatives is pursuing the passage of HB 4765 sponsored by Representatives Leovigildo B. Banaag, Roseller L. Barinaga, Del R. de Guzman, Francis Joseph G. Escudero and Agapito A. Aquino;

WHEREAS, HB 4765 is a substitute bill of HB 3005, which UPLB has vigorously opposed;

WHEREAS, HB 4765 seeks to declare 57.7 hectares of the Mt. Makiling Forest Reserve under the exclusive jurisdiction and administration of the Boy Scouts of the Philippines;

WHEREAS, the University has, through the Forest School, now the UPLB College of Forestry and Natural Resources rehabilitated and managed Mt. Makiling since 1910;

WHEREAS, the University of the Philippines has been vested through RA 3523 in 1963 and RA 6967 in 1989 with the control, jurisdiction and administration of the entire Makiling Forest Reserve (MFR);

WHEREAS, UPLB has demonstrated its capability to effectively and holistically manage the MFR, gaining the recognition of local and international bodies including the United Nations Food and Agriculture Organization for exemplary forest management in Asia and the Pacific;

WHEREAS, the Boy Scouts of the Philippines (BSP) has occupied and used the area since the 1950's for its camping and scouting activities;

WHEREAS, the BSP has repeatedly attempted to seek full control and jurisdiction of the portion of land it now occupies in the MFR;

WHEREAS, the University has consistently opposed efforts to parcel out the MFR;

NOW, THEREFORE, be it resolved as it is hereby resolved to strongly oppose the passage of HB 4765 for the following reasons:

1. If enacted, the bill will lead to the fragmentation of the MFR, which is inconsistent with sustainable natural resource management and inimical to the integrative and holistic management and development of MFR;
2. With its fragmentation, MFR's capacity to serve as a water recharge area supplying the needs of the greater Laguna and Batangas areas, and which drains to the Laguna de Bay, will be impaired;
3. With its fragmentation, the rich biodiversity of MFR, considered as one of 18 plant diversity centers in the country, and one of 32 key ecotourism sites, will be threatened;
4. Fragmentation will also incapacitate the MFR from purifying the air we breathe and from serving as a carbon sink, and will interfere with the various

experiments and other research, instruction and demonstration activities now being undertaken by UPLB scientists, faculty and students;

5. If the BSP is allowed to gain exclusive jurisdiction and control of the land that it now occupies, this could lead to deregulation of activities at the fringes of MFR, which could participate to the so-called "edge effect", setting off environmental degradation that may be difficult to reverse. It was for this reason that the 1,652.23 hectares of land around the MFR was declared as a buffer zone as per EO 349 in 1996;
6. The proposed transfer of jurisdiction and control of the 57.7 hectares of the MFR is not necessary for BSP's continued use of the area as a scouting and camping site. U.P. reiterates that it shall remain cooperative, cordial, and supportive of the BSP relative to its activities at the MFR, for as long as such activities are consistent with the natural resources conservation principles and are in line with the MFR's functions as research and training laboratory, among other uses and as provided by law.

FINANCIAL MATTERS APPROVED

Reprogramming of U.P. Diliman's Savings for the CY 2005 Amounting to P100,000,000.00

Reprogramming of U.P. Diliman's savings for the CY 2005 amounting to P100,000,000.00, certified as available by the U.P. Diliman Budget Office and U.P. Diliman Accounting Office, to be utilized as follows:

A. Programs		
A.1.a General Administration and Support Services Personal Services	(To pay terminal leave/retirement benefits and other PS expenses)	P 5,000,000.00
Maintenance and Other Operating Expenses	(To pay utilities - Meralco, MWSS, PLDT, and other MOOE expenses for various UPD projects)	40,000,000.00
B. Projects		
B.1.a. Construction Outlay	For the repairs and renovation of buildings, dormitory bathrooms and other facilities, and continuation of on-going infrastructure projects of UPD	45,000,000.00
B.1.b. Equipment Outlay	For the purchase of computers, laboratory equipment, airconditioning units and other equipment	10,000,000.00
TOTAL		100,000,000.00

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

Reprogramming of U.P. Open University's Savings from CY 2000 to CY 2001 Amounting to P14,161,347.72

Reprogramming of U.P. Open University's savings from CY 2000 to CY 2001 amounting to P14,161,347.72, certified as available by the U.P. Open University's Chief Accountant, to be utilized as follows:

Particulars	GASS	AHE	RES	EXTN	TOTAL
Personal Services	500,000.00	861,347.72			1,361,347.72
MOOE	1,200,000.00	5,000,000.00	2,000,000.00	300,000.00	8,500,000.00
Capital					
Outlay					
Equipment Outlay	500,000.00	1,500,000.00			2,000,000.00
Repair & Renovation	800,000.00				800,000.00
Land & Land Improvement	1,000,000.00				1,000,000.00
Library Books	500,000.00				500,000.00
Sub-total	2,800,000.00	1,500,000.00			4,300,000.00
Grand total	4,500,000.00	7,361,347.72	2,000,000.00	300,000.00	14,161,347.72

The above reprogramming is necessary to augment the University's meager resources for payment of honoraria, various MOOE obligations, for other needed equipment and improvement of facilities.

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

ACADEMIC MATTERS APPROVED

Graduation of Students from U.P. Los Baños Who Completed All the Requirements as of the End of First Semester 2005-2006

Graduation of students from U.P. Los Baños who completed all the requirements as of the end of First Semester 2005-2006 and whose graduation was endorsed by the UPLB University Council in its meeting on 9 December 2005

(The lists are on file at the OSU Records.)

Establishment of the Print Media Organization (PRIMO) Professorial Chair in Advertising for the College of Business Administration

The Professorial Chair in the amount of P2,270,000.00 was donated by PRIMO.

The donation was made to the U.P. Business Research Foundation, Inc. (UPBRF). The Foundation will augment the honoraria needed to support this chair.

Establishment of Four Excellence in Teaching Awards, in Mathematics, Science, English and Filipino, for the College of Education, U.P. Diliman

The awards are named after Dr. Milagros D. Ibe, Mrs. Paz Troncales-Malicedem, Mrs. Esperanza B. Bautista, and Mrs. Maxima Jorda-Velasquez, respectively. The awardees will each receive the grant of P25,000.00 from the MacArthur and Josefina Delos Reyes University Charitable Fund, made available through the Friends of U.P. Foundation in America (FUPFA). The grant will be awarded through the Research and Development Foundation of the College of Education, Inc. (RDFCEI). The awardees will be selected by an Awards Selection Committee.

MEMORANDA OF AGREEMENT

The Board **confirmed** the following agreements:

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. Diliman

Memorandum of Agreement with Dr. Henry J. Ramos

Memorandum of Agreement entered into by and between U.P. Diliman and Dr. Henry J. Ramos (Grantee)

Project: Intellectual Property Protection Outright Grant for Titanium Nitride Thin Film Formation on Metal Substrate by Chemical Vapor Deposition in a Magnetized Sheet Plasma Source

Project Cost: The Office of the Vice-Chancellor for Research and Development (OVCRD) shall grant the amount of P53,531.36

Particulars:

Obligation of the Grantee:

- Submit the expected outputs;
- Require his agents/representatives to copy furnish OVCRD with all documents filed in connection with the application covered by the grant including all communications between the Grantee/(s) and his agents/representatives and for his agents/representatives to accord to OVCRD and UPD the same status and treatment as their principal;
- Seek permission prior to publication of any material which may result from the grant e.g. publication of the results of industrial testing and acknowledge the support of UPD and OVCRD in such publication;
- Seek the approval of the Office of the Chancellor, UPD through the OVCRD for any changes in carrying out the terms of the grant including but not limited to budget realignment. All such changes can take effect only upon the written consent of the Office of the Chancellor U.P. Diliman upon the recommendation of the OVCRD;
- Submit summary of expenditures (accompanied by appropriate proof of payment e.g. receipts, wire transfers, etc.) to the OVCRD for monitoring purposes;
- Actively cooperate with OVCRD in the industrial testing, commercialization and marketing of the intellectual property covered by the grant;
- Execute the appropriate documents assigning rights to the intellectual property covered by the grant to UPD and apportioning royalties as required by the applicable University policies and guidelines; and
- Comply with all other intellectual property policies and guidelines of the University.

Date signed: 17 November 2005

Memorandum of Understanding with Semizone Philippines, Inc.

Memorandum of Understanding entered into by and between U.P. Diliman through the College of Engineering and Semizone Philippines, Inc.

Project: Research and development projects

Particulars:

- The Parties agree to cooperate in pursuing various projects such as, but not necessarily limited to:
 - Joint research and development projects;
 - Joint publications, and exchange of data and information; and
 - Other activities deemed necessary and appropriate.
- All research outputs, discoveries, and/or inventions/innovations produced by virtue of and pursuant to this Agreement and any

other issues pertaining to intellectual property shall be jointly owned by the parties subject to University rules and policies on intellectual property rights;

- c. Any publication arising from the activities undertaken by virtue of and pursuant to this Agreement shall identify Semizone and U.P. Diliman as the sources of the output;
- d. All reports by virtue of and pursuant to this Agreement shall be made in the names of Semizone and U.P. Diliman, *provided*, that the names and principal authors, researchers and/or project leaders shall be identified, recognized and included in the report; and
- e. The Semizone and U.P. Diliman, while working jointly under this Memorandum of Understanding, shall maintain their independence and distinct authorities in accordance with their respective mandates.

Effectivity: Shall be valid for a period of 3 years from date of signing

Date signed: 21 September 2005

Memorandum of Agreement with Dr. Genandrialine L. Peralta

Memorandum of Agreement entered into by and between U.P. Diliman through the Office of the Vice-Chancellor for Research and Development (OVCRD) and Dr. Genandrialine L. Peralta (Project Leader)

Project: Use of Sonification as Pre-Disinfectant Treatment to Chlorination of Drinking Water (Project No. 050511 PNSE)

Particulars:

- a. The U.P. Diliman through the OVCRD shall grant the amount of P208,408.00, to be disbursed in accordance with the approved budget of the project. The honorarium and salaries shall be taxable;
- b. The Project Leader shall submit the expected outputs of the project as specified under section IV;
- c. The Project Leader shall acknowledge the support of the OVCRD in any publication derived from the project;
- d. The Project Leader shall seek the approval of the OVCRD for any changes in the project, including extension of project duration, budget realignment, presentation of the study in research fora, etc; and
- e. The Project Leader shall submit original receipts and other proofs of purchase, copies of contracts of personnel hired to work for the project and proofs of payment of salaries and fees, together with a summary of expenditures to OVCRD during the mid and end stages of the Project.

Duration: The project shall be for 12 months, from 1 December 2005 to 30 November 2006

Date signed: 7 December 2005

Memorandum of Agreement with the Bureau of Agricultural Research, a Staff Bureau of the Department of Agriculture (BAR-DA)

Memorandum of Agreement entered into by and between U.P. Diliman through the Marine Science Institute, College of Science and the Bureau of Agricultural Research, a staff bureau of the Department of Agriculture (BAR-DA)

Project: Development of Farming Technologies for Small Size and/or Mucilaginous Seaweed Species (*Halymenia durvillaei* and *Portieria hormemanni*)

Particulars:

- a. The BAR-DA shall provide the project funds in the amount of P900,000.00;
- b. The budget for the project shall be released in accordance with the Schedule of Releases and Outputs;
- c. The UPD shall be responsible for the orderly, systematic and timely implementation of the project and shall provide an adequate and efficient administrative support and management system necessary for its successful implementation;

d. The UPD shall be responsible for the hiring of personnel. The salaries and other benefits of additional personnel shall be paid for by the UPD using its own separate funds. The services of all personnel hired by UPD shall be coterminous with the duration of the project unless sooner terminated based on valid and legal grounds;

e. The UPD shall regularly monitor the progress of the project. Any unforeseen changes in conditions affecting the implementation of the project shall be recorded and reported immediately to the DA-BAR. The DA-BAR shall likewise keep track of the progress of the project and for this purpose, shall send representative/s for field visits and inspections;

f. Before the start of the implementation of the project, the DA-BAR shall constitute an Evaluation Team which, in coordination with the UPD, shall set up the Monitoring and Evaluation System for the project based on DA-BAR guidelines which are deemed an integral part of the Agreement. The funds necessary for this purpose such as the honoraria, travel costs, per diems, materials and equipment, and other related expenses, shall be for the account of DA-BAR; and

g. Unless otherwise agreed upon in writing, the UPD, shall turn-over to DA-BAR all equipment and other non-expendable property acquired using project funds, covered by the proper receipts. DA-BAR reserves the right to re-assign or donate these equipment or properties to other projects.

Effectivity: Shall take effect after the same is duly signed and notarized, and the UPD receives the Notice to proceed with the implementation of the project and shall continue to be in force and effect for one (1) year

Date signed: 19 December 2005

Project Contract with Ms. Alicia B. Celestino

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. Alicia B. Celestino (Lead Project Proponent)

Project: Seminar Workshop on Strengthening the Barangay Justice System

Particulars:

The Lead Project Proponent shall undertake the implementation of the Project. Work on the Project shall commence in February 2006 and shall last up to March 2006. The CLRG-NCPAG shall pay the Lead Project Proponent the amount of P1,200,000.00 chargeable against the CLRG.

Date signed: 15 December 2005

Addendum to Memorandum of Agreement Covering Research Grant with Mr. Lounell B. Gueta

Addendum to Memorandum of Agreement covering Research Grant entered into by and between U.P. Diliman and Mr. Lounell B. Gueta

Project: Implementation of a Real-Time Adaptive Noise Canceller of Motion Artifacts in Pulse Oximetry

Particulars:

- a. Pursuant to Clause VI of the Agreement, due notice having been given, Mr. Lounell B. Gueta is hereby deemed to have waived and renounced all rights and duties that he acquired as the original Project Leader in the Agreement;
- b. That Mr. Bienvenido M. Malquistio, Jr. and Dr. Luis G. Sison are bound as the Project Leader and Co-Project Leader, respectively of the Project, to comply with all the terms and conditions agreed to in the Agreement in accordance with the revised work plan; and
- c. That the project shall be completed on or before 31 January 2006.

Date signed: 1 December 2005

Memorandum of Agreement with the Semirara Mining Corporation (SMC)

Memorandum of Agreement entered into by and between U.P. Diliman through the College of Engineering and the Semirara Mining Corporation (SMC)

Project: Adopt-A-School program

The SMC has proposed to U.P. Diliman the donation of computer laboratory with a total amount of P2.5M

Program Cost: P2,500,000.00

Particulars:

Rights and obligations of the UPD:

- a. Coordinate with the SMC in the implementation of program services and accept the package of assistance through the U.P. Diliman College of Engineering;
- b. Take care of the maintenance and repair of the computer units that will be donated by SMC; and
- c. Review and endorse the application of the adopting private entity for tax incentive or tax exemption entitlement to the Revenue District Office.

Rights and obligations of the SMC:

- a. To take care of the purchase of all the needed materials for the computer laboratory; and
- b. To monitor the utilization of the computer laboratory.

Terms: October 2005 to December 2005

Date signed: 22 November 2005

Memorandum of Agreement with Dr. Zubaida U. Basiao

Memorandum of Agreement entered into by and between U.P. Diliman through the Office of the Vice-Chancellor for Research and Development (OVCRD) and Dr. Zubaida U. Basiao (Project Leader)

Project: Scale Microstructure and Growth Estimates in Fishes (Project No. 050512 PNSE)

Particulars:

- a. The U.P. Diliman through the OVCRD shall grant the amount of P300,000.00, to be disbursed in accordance with the approved budget of the project. The honorarium and salaries shall be taxable;
- b. The Project Leader shall submit the expected outputs of the project;
- c. The Project Leader shall acknowledge the support of the OVCRD in any publication derived from the project;
- d. The Project Leader shall seek the approval of the OVCRD for any changes in the project, including extension of project duration, budget realignment, presentation of the study in research fora, etc.; and
- e. The Project Leader shall submit original receipts and other proofs of purchase, copies of contracts of personnel hired to work for the project and proofs of payment of salaries and fees, together with a summary of expenditures to OVCRD during the mid and end stages of the Project.

Duration: The project shall be for 12 months, from 1 December 2005 to 30 November 2006

Date signed: 7 December 2005

Memorandum of Agreement with Honorable Renato B. Magtubo

Memorandum of Agreement entered into by and between U.P. Diliman (Party of the Second Part) through the School of Labor and Industrial Relations (SOLAIR) and Honorable Renato B. Magtubo (Party of the First Part)

Project: On-Line Certificate in Labor Studies

Particulars:

- a. The Party of the First Part has made an appropriations in the amount of P500,000.00 covering financial assistance to the U.P. School of Labor and Industrial Relations (SOLAIR) for the Workers' Scholarship Program included in the General Appropriations Act of 2005 covered under the ROCS-05-01464;
- b. The amount of P500,000.00 shall form part of the scholarship

fund, herein cited as Fund, of the Party of the First Part under his Workers' Scholarship Program; and

- c. The Party of the Second Part, U.P. School of Labor and Industrial Relations (U.P. SOLAIR) is committed to the empowerment of labor, enlightened industrial relations and social justice. The School fully realizes its role in educating workers amidst the realities of globalization. The fierce competition resulting from free trade and integration of economies all over the world have exerted heavy pressure on the local industries to become more competitive, primarily through drastic reduction on labor costs.
- d. That the theoretical framework of the Party of the First Part aims to set the ground work for the establishment of an ON-LINE CERTIFICATE IN LABOR STUDIES. The on-line mode aims to extend this important educational program nationwide, particularly areas where computer access is most convenient for leaders of target organizations.

Effectivity: Effective for a period of 3 years, renewable for the same period upon mutual consent of the parties

Date signed: 22 November 2005

Memorandum of Agreement with the Philippine Council for Advanced Science and Technology Research and Development (PCASTRD)

Memorandum of Agreement entered into by and between U.P. Diliman through the Department of Electrical and Electronics Engineering (U.P. Diliman-DEEE) and the Philippine Council for Advanced Science and Technology Research and Development (PCASTRD)

Project: Developing Microelectronics Education (Phase II)

Particulars:

- a. The project has the following objectives:
 1. to increase the number of schools that can offer basic and advanced microelectronics courses;
 2. to continuously improve the microelectronics curriculum as well as the faculty in this area; and
 3. to increase the level of microelectronics research and development in these schools.
- b. The project shall be undertaken by the U.P. Diliman-DEEE in accordance with the approved project proposal and shall be monitored by the PCASTRD. The proponent shall submit to DOST accomplishment and audited financial reports within one (1) month after the completion of the project.
- c. The DOST support for the Project shall be a financial grant of P4,354,440.00 to be expended as allocated in the approved and revised Project Line-Item Budget. The Revised Guidelines Governing the Grant-in-Aid Program of DOST shall govern the implementation of the project.

Effectivity: Shall be completed within a period of 3 years with year one (Y1) initial funding covering the period 1 November 2005 to 31 October 2006. The project shall be started immediately after the release of the project funds.

Date signed: 15 December 2005

Memorandum of Agreement with the Philippine Council for Industry and Energy Research and Development (PCIIRD)

Memorandum of Agreement entered into by and between U.P. Diliman through the Department of Mechanical Engineering and the Philippine Council for Industry and Energy Research and Development (PCIIRD)

Project: Vehicle Research and Testing Project

Particulars:

- a. The project has the following objectives:
 1. to establish a National Vehicle Research and Development Testing Center;
 2. to conduct a detailed technology assessment of different

alternative fuels as well as fuel-savings and emission control devices; and

3. to develop test protocols and propose standards and regulations on alternative fuels.
- b. The project implementation shall be undertaken by the Department of Mechanical Engineering, College of Engineering, U.P. Diliman in accordance with the approved project proposal and shall be coordinated by PCIIRD. The proponent shall submit to DOST accomplishment and audited financial reports within three (3) months after the completion of the project.
- c. The DOST support for the Project for one (1) year shall be a financial grant of P46,600,540.00 with the initial fund release of P14,000,000.00 for fifteen (15) days.

Effectivity: Shall be completed within a period of two (2) years with the DOST initial grant covering from 15 December 2005 to 14 December 2006 with the initial fund release covering the period 15-31 December 2005. The project shall be started immediately after the release of the project funds.

Date signed: 9 January 2006

Memorandum of Agreement with Honorable Rolando Andaya

Memorandum of Agreement entered into by and between U.P. Diliman through the Institute of Chemistry (Party of the Second Part) and Honorable Rolando Andaya (Party of the First Part)

Project: Interlinking the National Infrastructure Development Priorities with the National Programs on Indigenous People Protection, Cultural and Archaeological Sites Preservation, Biodiversity and other Environmental Impacts (vis-à-vis Air, Water Quality, Water Resources, Soil and Noise)

Particulars:

- a. The project shall be undertaken by a project team from the U.P. Diliman Institute of Chemistry to be headed by Dr. Titos Anacleto O. Quibuyen of the Institute of Chemistry, U.P. Diliman. Dr. Quibuyen will identify members of the project staff, in cooperation and consultation with Engr. Joy Untalan of the DPWH;
- b. The Party of the First Part desires to complete the Environmental Impact Study as required by the World Bank;
- c. The Party of the First Part is fully committed to advancing the interests of the people of the Cordilleras and that these interests reflect the interests of the nation;
- d. The Party of the First Part has made an initial appropriation of P700,000.00 covering financial assistance to the University of the Philippines Diliman-Institute of Chemistry to conduct the Environmental Impact Study, included in the General Appropriations Act of 2005 covered under SARO No. ROCS 05-05556 dated 16 November 2005;
- e. The Party of the Second Part, U.P. Diliman - Institute of Chemistry is committed to the nation's infrastructure development hand in hand with the country's programs on Indigenous People Protection, Historical Sites Preservation, Environment and Biodiversity Conservation, and Economic drive for progress;
- f. The Party of the Second Part has the facilities and expertise needed to undertake the Project; and
- g. The Party of the Second Part shares the same aspirations and, after thorough deliberations, has decided to enter into a partnership with Cong. Rolando Andaya, who is the Party of the First Part.

Effectivity: Effective upon receipt by the UPD-Institute of Chemistry of the Special Allotment Release Order (SARO) issued by the Department of Budget and Management (DBM) covering the appropriation and shall be valid until the Fund is exhausted.

Date signed: 16 December 2005

Project Contract with Dr. J. Prospero E. De Vera

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 Dr. J. Prospero E. De Vera (Lead Project Proponent)

Project: The Cooperative-LGU Partnership Awards 2006

Particulars:

- a) The enactment of the Cooperative Code (R.A. 6938) in 1990 and the Local Government Code (R.A. 7160) in 1991 are two of the most important policy initiatives of the national government to stimulate local development. The Local Government Code devolved health, agriculture, environment, and social welfare functions to local government units, increased the extent of their taxing powers, and expanded the scope of their actions to promote the general welfare of citizens effectively making local government executives the real area managers of local communities. The Cooperative Code, on the other hand, fostered the creation and growth of cooperatives as vehicles for promoting self-reliance and harnessing citizen's participation in local development.
- b) The Cooperative-LGU Partnership Award (CLPA) honors and recognizes cooperatives who have partnered with local government to pursue local, social or economic development. It is a collaborative partnership between the author of the Local Government Code and the Cooperative Code and leading academic institutions [U.P. National College of Public Administration and Governance (NCPAG) and Center for Local and Regional Governance (CLRG), the PUP Institute of Cooperatives], executive agencies (Cooperative Development Authority) and public enterprises (Land Bank of the Philippines) promoting local empowerment and cooperative development. The "Father of the Local Government Code and the Cooperative Code" - Senator Aquilino Q. Pimentel, Jr. - anchors the event from the Senate.
- c) The Lead Project Proponent shall undertake the implementation of the Project in accordance with the approved project design, duration and budget.

Effectivity: Work on the Project shall commence upon signing of the Project Contract and shall be completed in ten (10) months. The CLRG-NCPAG shall pay the Lead Project Proponent the amount of P1,400,000.00 chargeable against the CLRG.

Date signed: 19 December 2005

Memorandum of Agreement (Addendum) with the Department of Social Welfare and Development (DSWD)

Memorandum of Agreement (Addendum) entered into by and between U.P. Diliman through the Computer Center and the Department of Social Welfare and Development (DSWD)

Project: On-line Transaction System for Frontline Services

During the course of implementation of the Project executed in the 3 January 2005 MOA, U.P. perceived the lack of authority from the DSWD to conduct procurement of the systems under the Procurement Act (Republic Act No. 9184). To correct the perception, and to elaborate fully on the scope of work in the 3 January 2005 MOA, the parties agreed to clarify the duties and responsibilities of each party in the Addendum to the 3 January 2005 MOA.

Particulars:

Responsibility of the UPDCC:

- a. Meet with DSWD to get the client requirements for internet and LAN;
- b. Conduct site visit and inspections of the DSWD Central Office, Regional Offices and attached agencies included in the Project;
- c. Provide DSWD with site inspection report for each inspected office;
- d. Design the most efficient LAN layout per office based on the result of the site inspection and other parameters as required by clients;
- e. Design the most efficient WAN connection between the Regional

- Offices and DSWD Central Office based on the budget and requirements of the client;
- f. Make the necessary canvass of equipment and services for budgetary purposes;
 - g. Procure the necessary equipment and services, through public bidding and other means authorized by law, for the implementation of the Project. Procurement of services and equipment for the project will be coursed through the U.P. Diliman Supply and Property Management Office and/or Bids and Awards Committee;
 - h. Test, configure and install equipment and services procured for the Project in the appropriate DSWD office;
 - i. Transfer all equipment and services procured for the Project to DSWD. All equipment and services will be the property of DSWD after transfer thereof;
 - j. Provide training to DSWD personnel at the DSWD Central Office for the use of the equipment and services procured for the Project;
 - k. Process payment of monthly bills for internet services of DSWD Central Office, Regional Offices, and agencies included in the Project for the period of one year after installation of said services; and
 - l. UPDCC will not maintain the DSWD network after commissioning.

Responsibility of DSWD:

- a. Provide UPDCC with the floor plan of DSWD Central Office, Regional Offices, and agencies included in the Project;
- b. Provide access to the DSWD Central Office, Regional Offices, and agencies in the Project for the purpose of site inspection;
- c. Provide assistance to the UPDCC representative who will conduct the site inspection;
- d. Authorize UPDCC to procure equipment and services for and in behalf of DSWD; and
- e. Provide a central location for personnel to be trained in the use of equipment and services procured for the project.

Effectivity: The terms and conditions of the 3 January 2005 MOA shall continue to be in force and effect, and the provisions of the Addendum are to be interpreted in a manner to give force and effect to the 3 January 2005 MOA.

Date signed: 19 December 2005

U.P. Manila

Termination of the Memorandum of Agreement with San Juan Rotary Foundation, Inc. (SJRFI), and Liver Transplant Foundation (LTFI)

Termination of the Memorandum of Agreement entered into by and among U.P. Manila, San Juan Rotary Foundation, Inc. (SJRFI), and Liver Transplant Foundation (LTFI)

Project: Use of the CUSA-Excel (Cavitron Ultrasonic Surgical Aspirator)

Particulars:

- a. The Memorandum of Agreement entered into by and among U.P. Manila, San Juan Rotary Foundation, Inc., and Liver Transplant Foundation, Inc. was confirmed by the Board of Regents at its 1197th meeting on 23 June 2005. Under the said MOA, SJRFI shall purchase, furnish and install the Cavitron Ultrasonic Surgical Aspirator - Excel at the 6th Floor, Cardiovascular and Transplant Surgical Unit of PGH, but will retain ownership thereof. The LTFI shall have the sole and exclusive prerogative, authority, right and responsibility to use and operate the equipment.
- b. The Head of the Transplant Unit, Dr. Vanessa de Villa, is leaving the country, and, therefore, the liver transplantation project is put on hold;
- c. Her expertise would have been crucial in initiating liver

transplantation in the hospital; and

- d. San Juan Rotary Foundation, Inc. and the Philippine General Hospital, agree to the termination of the MOA since the originally intended purpose for which the machine was acquired could not be fulfilled in the near future.

Supply Contract with New Citizen's Dental Supply and General Merchandise

Supply Contract entered into by and between the University of the Philippines System through the University of the Philippines Manila and New Citizen's Dental Supply and General Merchandise

Project: Procurement of fifty-six (56) units of right-handed dental chairs and two (2) units of left-handed dental chairs for the use of the U.P. Manila College of Dentistry

Contract Price: P10,730,000.00

Date of public bidding: 25 April 2005

Date of Delivery: Under Article 2 of the Supply Contract, the supplier has agreed to deliver the dental chairs within 90 calendar days from receipt of the Purchase Order without U.P. specifying a schedule of payment. Thus, it may be presumed that U.P. obliges itself to pay only after delivery of all 58 dental chairs.

Particulars:

- a. The Supply Contract provides for a warranty period of five (5) years on parts and service plus free preventive maintenance at least once a month during the warranty period. The supplier has also guaranteed to be available for service or repair within twenty-four hours' notice of any need to service or repair the equipment.
- b. The procurement of these goods underwent public bidding on 25 April 2005 as required by R.A. 9184, and that the supplier was properly adjudged as having offered the lowest calculated and responsive bid. Per Atty. Zaldy Docena, Chief, U.P. Manila Legal Office, all the supporting documents are complete including the required GSIS Performance Bond equivalent to thirty percent (30%) of the total contract price. The Chief, Budget Division, also certified that funds equivalent to the total purchase price are available.

Date signed: 16 December 2005

Renaming of the Post Anesthesia Care Unit of the Philippine General Hospital to Dr. Quintin J. Gomez Post Anesthesia Care Unit

By virtue of the authority delegated to the Chancellors, the U.P. Manila Chancellor, Dr. Ramon L. Arcadio approved the recommendation of the Department of Anesthesiology, Philippine General Hospital, to rename the Post Anesthesia Care Unit to Dr. Quintin J. Gomez Post Anesthesia Care Unit in special recognition of Dr. Gomez's invaluable contributions in the field of Anesthesia.

The renaming of the Unit is in accordance with the guidelines for renaming of buildings, structure and other places as provided by the University.

OTHER MATTERS

Request of U.P. Visayas for the Extension of the Waiver of the Implementation of the Summer Bridge Program (SBP) During Summer

The aforementioned waiver was approved by the Board of Regents at its 1196th meeting on 26 May 2005. It stipulated the implementation of the expanded version of the Bridge Program (BP) for school year 2005-2006.

The Expanded Bridge Program (EBP) for school year 2005-2006 was implemented using the savings from the budget appropriated by the U.P. System for the previous year. The said savings, however, was inadequate to absorb the significant increase (65%) in the number of BP participants. The increase required additional sections to be opened

and consequently additional faculty tutors. The university had to look for other sources to pay for the honoraria of the faculty tutors. The additional amount required was charged against the PS savings of the university. The comparison of the budget for the SBP and EBP is shown below:

Table 1 Comparison of SBP 2003,EBP 2004, EBP 2005 Budget for UPV Miagao and Iloilo City Campuses

Description	SBP 2003	EBP 2004	EBP 2005
Personnel Services	Php108,630.00	Php110,210.00	Php 164,018.00
Maintenance and Other Operating Expenses	161,451.80*	4,083.05	29,420.07
Total	PhP 270,081.80	PhP114,293.05	PhP 193,438.07

*This amount includes the stipend and the transportation allowance of with-support participants

In the EBP, the Math and English bridge courses were integrated in the Math 11 and Communication 1 subjects, respectively. The identified bridge sections for Math 11 and Communication 1 therefore meet six hours every week instead of the three-hour class meetings required for a regular semester 3-unit course. Part 1 of these classes involves 48-hours of bridge classes, while Part 2 is the conduct of the regular courses.

While the University Council of UPV has not yet finalized its stand on the Summer Bridge Program, U.P. Visayas is requesting an extension of the waiver of its implementation. This is in consideration of the modifications of U.P. Diliman and U.P. Los Baños and deferment of U.P. Baguio of the Summer Bridge Program as stipulated in the BOR approval of the RGEF.

If the requested waiver is approved, UPV intends to continue with the implementation of the expanded version of the Bridge Program for school year 2006-2007.

Board action: Approval

Request for Revisions of the Recommendations for Promotion which were Approved by the Board of Regents in Its Meeting held on 24 November 2005

At its meeting on 24 November 2005, the Board of Regents confirmed faculty promotions previously approved by the President on the basis of the authority granted to her by the Board. Subsequent appeals ensued.

In the cases of College of Education and UPIS faculty, the Diliman Academic Personnel Fellowships Committee (APFC) evaluated faculty recommendees' textbooks not only as peer-reviewed but having contained new and/or original contributions to their respective fields.

Unit	Name	PresentRank	BOR- Approved Rank	UPD ProposedRank	Remarks
CAL	Arambulo, Thelma	Assoc. Prof. 6 (SG 25-5) P286,836	Prof. 2 (SG 26-5) P298,308	Prof. 3 (SG 26-6) P305,760	Prof. Arambulo has published 3 books and 2 refereed articles. She was also awarded the Gawad Leopoldo Yabes for Outstanding Teaching in the College of Arts and Letters. Prof. Arambulo is the current Chair of the Dept. of English and Comparative Literature and served as Acting Dean in the U.P. Open University.
CAL	Arcellana, Lydia	Assoc. Prof. 2 (SG 22-6) P261,372	Assoc. Prof. 4 (SG 24-3) P262,524	Assoc. Prof. 5 (SG 25-2) P266,364	Prof. Arcellana is one of the authors of the popular <i>Be Your Own English Teacher</i> series and the translator of <i>Mga Ina ng Bayan: Life Stories: Life Stories and Japanese Women Community Leaders</i> . Prof. Arcellana who served as Director of the Diliman Learning Resources Center from 2000-2005 was also awarded the Gawad Leopoldo Yabes for Outstanding Associate Professor.
CSWCD	Manalili, Angelito	Prof. 6 (SG 27-8) P334,104	Prof. 8 (SG 28-7) P338,988	Prof. 9 (SG 28-8) P347,460	Prof. Manalili published 3 books which were also translated into Filipino and are widely used as references by social work and community development students within the CSWCD and other Universities and State Colleges in the country as well as the NGO and other development practitioners. Prof. Manalili served as Dean of the CSWCD for 2 terms.
NCPAG	Reyes, Danilo	Assoc. Prof. 5 (SG 25-7) P301,356	Assoc. Prof. 7 (SG 25-8) P308,904	Prof. 1 (SG 26-6) P305,760	Prof. Reyes has an article in local referred journal. Prof. Reyes also served the Philippine Government as consultant to the Offices of the President and the Press Secretary.
EDUC.	Balonso, Celinia	Assoc. Prof. 7 (SG 25-6) P294,012	Assoc. Prof. 7 (SG 25-7) P301,356	Prof. 4 (SG 27-5) P310,236	The Diliman APFC endorses the unit's recommendation for a 4-step promotion with crossing ranks. Prof. Balonso has co-authored 11 Social Science textbooks which emphasize research-based new knowledge on the indigenous socio-cultural practices of the different ethnic groups of the country.

Unit	Name	PresentRank	BOR- Approved Rank	UPD ProposedRank	Remarks
UPIS	Villegas, Enedina	Assoc. Prof. 5 (SG 25-3) P273,012	Prof. 1 (SG 26-4) P291,036	Prof. 2 (SG 26-5) P298,308	After a re-evaluation of Prof. Villegas' accomplishments, the Diliman APFC would like to reiterate its original recommendation of Prof. 2. Prof. Villegas was ranked first among UPIS faculty members in this round of promotion. Prof. Villegas has 2 articles in 2 refereed journals. She has also authored/co-authored 6 textbooks, which are widely used by elementary and high school students in both public and private schools.
UPIS	Tadena, Rosita	Assoc. Prof. 4 (SG 24-5) P275,820	Assoc. Prof. 7 (SG 25-5) P286,836	Prof. 1 (SG 26-4) P291,036	Prof. Tadena co-authored (with Prof. Balonso) 11 Social Science textbooks and 4 source books for elementary and secondary teachers. These books highlight new features and knowledge such as awareness and respect for human rights especially those of women, children and indigenous groups, protection and conservation of the environment, integration of relevant laws of the land such as Constitutional, Family, Environmental and Labor Laws.
UPIS	Francisco, Soledad	Assoc. Prof. 5 (SG 25-4) P279,852	Assoc. Prof. 7 (SG 25-5) P286,836	Prof. 1 (SG 26-4) P291,036	Prof. Francisco wrote a book on Reading used in elementary schools nationwide. The content includes among others rights of children, promotion of cultural differences and consideration of gender fair issues. Prof. Francisco developed materials on Integrative Education and 4 instructional materials on Integrated Plans. She has also conducted lectures on teaching strategies and improving teacher's communication skills. Prof. Francisco was involved in several committee works of UPIS and was the Assistant Principal for Administration from 2001-2002.
UPIS	Segumalian, Estela	Asst. Prof. 6 (SG 21-5) P245,184	Asst. Prof. 7 (SG 21-6) P251,304	Assoc. Prof. 2 (SG 22-5) P255,000	Prof. Segumalian has written a book on Filipino for grade one students which employs the latest approaches and strategies in the teaching of Communication Arts in Filipino. The lessons are integrative and interactive and critical thinking, valuing and basic communication skills are developed through this book. Prof. Segumalian also has written 2 workbooks in CA English and Math. She has also developed 5 instructional materials and 4 innovations in classroom procedures. Prof. Segumalian has attended and conducted seminars in teaching strategies and writing for journal research and methodologies.

Board action: Approval

Additional Recommendations for Promotion

Herewith is the list of additional recommendations for promotions previously approved by the President by virtue of the authority delegated to her by the Board in its October and November 2005 meetings:

Unit	Name	PresentRank	UPD ProposedRank	Remarks
EDUC	De Vera, Lorna	Assoc. Prof. 7 (SG 25-8) P308,904	Prof. 1 (SG 26-7) P313,416	Prof. De Vera has co-authored with Prof. Balonso a Social Science textbook which emphasizes research-based new knowledge on the indigenous socio-cultural practices of the different ethnic groups of the country. Prof. De Vera was a consultant/writer for 2 research projects for Curriculum Development with the DECS. She is also the Chair of the Division of Education Leadership and Professional Services in the College from August 2004 to present.

Unit	Name	Present Rank	UPD Proposed Rank	Remarks
CS	Torrechante, Constante	Prof. 1 (SG 26-7) P313,416	Prof. 3 (SG 26-8) P321,252	Prof. Torrechante is one of the few specialists in geometry who has always been counted upon to handle graduate level courses in geometry and topology. Prof. Torrechante has 2 completed researches and 7 on-going on <i>Moebius Planes</i> . Prof. Torrechante was not included in the promotion due to an oversight by the Department.
CS	Yanga, Danilo	Prof. 11 (SG 29-8) P361,356	Prof. 12 (SG 29-8) P361,356	Prof. Yanga has 6 refereed publications, 5 of which are in ISI-indexed journals. He has also presented 4 papers in international conferences. The College of Science failed to include Prof. Yanga's promotion from Prof. 11 to Prof. 12. This recommendation shall take effect upon his report for duty.
UPIS	Cortes, Selma	Asst. Prof. 7 (SG 21-7) P257,604	Assoc. Prof. 2 (SG 22-6) P261,372	Prof. Cortes has co-authored a Social Science textbook with Profs. Balonso and Tadena which emphasizes nationalism using integrative and interactive strategies. Prof. Cortes also served as Dept. Chair of the Dept. of Practical Arts in AY 2003-04 and grade level coordinator in AY 2002-03.
UPIS	Peredo, Purificacion	Asst. Prof. 6 (SG 21-4) P239,208	Assoc. Prof. 2 (SG 22-5) P255,000	Prof. Peredo has written 4 textbooks in the field of technology, home education and livelihood with Teacher's Manuals.
UPIS	Donkor, Melanie	Asst. Prof. 7 (SG 21-7) P257,604	Assoc. Prof. 2 (SG 22-6) P261,372	Prof. Donkor has authored 2 textbooks in Reading containing especially designed learning activities based on the principle of active interaction process of learning and thought. It is supported by research-based theories and principles of second language acquisition where the focus is on meaning and not on form.
UPIS	Tengson, Devora	Asst. Prof. 7 (SG 21-7) P257,604	Assoc. Prof. 2 (SG 22-6) P261,372	Prof. Tengson has written a textbook on Filipino at Panitikan which the unit justified to respond to "mga bagong kalakaran sa larangan ng edukasyon at sa mga bagong kasanayang pangwika na salig sa mga kontent na napapanahon tulad ng globalisasyon, siyensya, ekonomiks at sosyolohiya (Family Code, sex education)"
UPIS	Cuevas, Lydia	Asst. Prof. 5 (SG 21-4) P239,208	Assoc. Prof. 1 (SG 22-4) P248,772	She wrote a book on Wika at Pagbasa, a textbook, which incorporates values education, science and social studies as well as varied insights and emotional experiences. The stories in the book originally written by Prof. Cuevas demonstrated a highly creative output. Prof. Cuevas also has contributed in the development of the Grade One syllabi for CA English, Math, CA Filipino and Agham at Kalusugan, literature-based curriculum, workbooks for the grade level and integrated lesson plans. She has conducted several workshops in teaching methodologies for pre-school. Prof. Cuevas has been active in committee works and other extension activities for the School.

Board action: **Approval**

Request of U.P. Visayas for the Correction of Salary Grade-Step and Rate of Two (2) Faculty Members Promoted on 24 November 2005

U.P. Visayas is requesting for the correction of the salary grade-step and rate of the following faculty members who were promoted to Associate Professor 2 rank, effective 1 July 2005:

1. Prof. Kevin Peter Amado P. Piamonte
2. Prof. Christopher Marlowe A. Caipang

In the list submitted by U.P. Visayas to the OVPAA and which was subsequently approved by the Board on 24 November 2005, they were erroneously allocated to the grade-step and rate of an Associate Professor 1 - SG 22-4 at P248,772.00 per annum. The correct salary grade-step and rate of Associate Professor 2 rank at the entry level is SG 22-5 at P255,000.00 per annum.

Board action: **Approval**

On the Issue of Sticker System and Collection of Fees from Vehicles Entering the U.P. Los Baños Campus

Regent Davide brought to the attention of the Board the issue of the sticker system and the collection of fees from vehicles entering the U.P. Los Baños campus. The Board agreed to refer this matter back to the Chancellor of U.P. Los Baños for review and appropriate action.

Death of a U.P. Los Baños Student Due to Fraternity Hazing

1. Regent de los Santos requested a report on the recent hazing incident in U.P. Los Baños.
2. President Roman informed the Board that there is already a report from Chancellor Velasco regarding this incident.
3. Per the report submitted to the President by Chancellor Velasco, the pertinent facts are as follows:

- 3.1. On 14 January 2006, the Deputy Chief of Police, PNP Calamba City informed the U.P. Los Baños Police Force through telephone that an unidentified male was brought by two male persons to JP Rizal Memorial Hospital and was pronounced Dead on Arrival by attending physician Dr. Ramon Mansulungan.
- 3.2. The two (2) persons who brought the body identified themselves as Jericho Paril y Rivera and Brandon Gonzales y Lanzon. The two refused to give any information regarding the incident.
- 3.3. The body was identified as Marlon Mejilla Villanueva, a sophomore student at the College of Economics and Management taking up B.S. Agricultural Economics.
- 3.4. Mr. Villanueva was allegedly a neophyte of the Alpha Phi Omega Fraternity and was a victim of hazing.
- 3.5. Dr. Roy Camarillo, Medico-Legal Officer of PNP RCL4, Camp Vicente Lim, Canlubang, Laguna, conducted an autopsy and certified the cause of death as Subdural Hemorrhage due to or as a consequence of a blunt head trauma.
- 3.6. Chancellor Velasco convened the UPLB Executive Committee in the morning of 16 January 2006 and spearheaded organizing UPLB's response to the case. He designated Prof. Severino Cuevas, the OIC of the Office of Student Affairs (OSA) as the point person and sole spokesperson for UPLB on the case and directed the creation of a support group that will provide moral, emotional and other needed support to the family of the victim. He instructed OSA to immediately start the administrative process of imposing preventive suspension on all students who are members of the Alpha Phi Omega.

The Board **noted with appreciation** the following:

Deeds of Donation and Acceptance Remitted to the U.P. Centennial Fund

1. U.S. \$2,000.00 from Felix Padlan O.R. No. 016220
2. U.S. \$10,000.00 from the UPAA Greater Chicago (for U.P. Health Service) O.R. No. 016221

Deeds of Donation with U.P. Diliman through the College of Law, for the Renovation Projects at Malcolm Hall

1. Senator Ambrosio Padilla, represented by Undersecretary Alexander Padilla for the renovation of Room 200 (Ambrosio Padilla Room)
2. Villaraza & Angangco Law Offices for the renovation of Malcolm Hall Lobby
3. U.P. Law Class of 1980 for the renovation of the 4th Floor Library
4. U.P. Law Class of 1968 for the renovation of Room 128 (Student Lounge)
5. Ricalde Law Office for the renovation of Prof. Juliana R. Ricalde Faculty Lounge
6. U.P. Law Class of 1960 for the renovation of Room 312 (U.P. Law Class of 1960 Room)
7. The Family of the late Dante S. Sta. Ana for the renovation of Room 311 (Dante S. Sta. Ana Room)
8. U.P. Law Class of 1977 for the renovation of Room 208 (U.P. Law Class of 1977 Room)
9. U.P. Law Class of 1978 for the renovation of Room 322 (U.P. Law Class of 1978 Room)
10. Justice Consuelo Ynares Santiago for the renovation of Room 308 (Francisco B. Santiago Room)

1206TH MEETING, 23 FEBRUARY 2006

APPOINTMENTS

The Board **approved** the appointments of the following:

UNIVERSITY OFFICIALS

U.P. System

Dr. **Celia T. Adriano**, Assistant Vice President for Academic Affairs, effective 1 March 2006 to serve at the pleasure of the Vice President for Academic Affairs

Dr. **Ameurfin D. Santos**, Director, Office of Admissions, effective 1 March 2006 until 28 February 2009

TRANSFER TO PERMANENT STATUS

U.P. Los Baños

Lea C. Garcia, Assistant Professor 4, College of Arts and Sciences, effective 23 February 2006

Alma O. Gonzales, Assistant Professor 3, College of Arts and Sciences, effective 23 February 2006

Elmer Rico E. Mojica, Assistant Professor 5, College of Arts and Sciences, effective 23 February 2006

U.P. Manila

Josefina S. Isidro-Lapeña, Assistant Professor 3, College of Medicine, effective 23 February 2006

EXTENSION OF SERVICE BEYOND COMPULSORY RETIREMENT AGE OF 65

U.P. Diliman

Ernesto P. Pineda, Professor 12, College of Business Administration, effective 17 December 2005 until 16 December 2006

Lina J. Valcarcel, Professor 12, College of Business Administration, effective 22 March 2006 until 21 March 2007

ORIGINAL APPOINTMENT BEYOND RETIREMENT AGE OF 65

U.P. Open University

Lina Diaz De Rivera, Professorial Lecturer 2, Faculty of Education, effective 1 June 2005 until 31 October 2005

RENEWAL OF APPOINTMENT BEYOND RETIREMENT AGE OF 65

U.P. Diliman

Lorenzo C. Chan, Adjunct Professor, College of Science, effective 1 November 2005 until 30 April 2006

MATTERS ARISING FROM THE MINUTES OF THE 1205TH MEETING (26 JANUARY 2006)

On the Summit on Enforcement of Property Rights

Regent Gonzalez followed up on the request of Chairman Puno that other universities be invited to this Summit. The President said that this is being considered.

On the Sticker System in U.P. Los Baños

Regent Davide followed up on this matter.

The President informed Regent Davide and the Board that a related letter from Retired Professor Dr. Jose A. Eusebio with an endorsement from Congressman Escudero was received by her office. This letter was referred back to Chancellor Velasco for his comments and recommendations.

FINANCIAL MATTERS APPROVED**Request of the PGH Director, UP Manila to Utilize Additional Funds Amounting to P4,776,018.25**

Request of the PGH Director, UP Manila to utilize additional funds amounting to P4,776,018.25 certified as available by the Chief Accountant of U.P. Manila from the PGH Special Endowment Fund (SEF) to finance the additional cost of the project "Supply and Installation of New Medical Compressed Air Plant System"

The previous cost of P7,700,000.00 was approved by the Board at its 1186th meeting on 30 September 2004. The project however, did not push through due to failed bidding. Bidding done in April 2005 failed because no company passed the eligibility check. Bidding done in June 2005 also failed because no company submitted their tenders. Negotiated procurement was conducted in August 2005 but was also declared by the Bids and Awards Committee as failed after a technical expert from the College of Engineering, U.P. Diliman evaluated the proposal as non-responsive.

The present cost of the project is P12,476,018.25. The approved budget of P7,700,000.00 is no longer enough to procure the Compressed Air Plant System. Hence, the request for additional funds amounting to P4,776,018.25.

The PGH SEF has a net balance of P11,800,606.85 as of December 2005.

This request has the endorsement of the U.P. Manila Chancellor.

ACADEMIC MATTERS APPROVED**Graduation of Students from U.P. Mindanao Who Completed All the Requirements as of First Semester AY, 2005-2006**

Graduation of students from U.P. Mindanao who completed all the requirements as of First Semester AY, 2005-2006 and whose graduation was endorsed by the U.P. Mindanao University Council in its meeting on 17 November 2005

1.a Graduation of MR. ERROL CARLO LUZADA as of the First Semester of AY 2005-2006 with the degree of Bachelor of Science in Food Technology. Mr. Luzada's graduation was endorsed by the U.P. Mindanao University Council during its special meeting held on 1 February 2006

(Please see lists filed at the OSU Records.)

Establishment of the Dr. Andres Cuyegkeng Professorial Chair for Excellence in Internal Medicine at the College of Medicine, U.P. Manila

A trust fund of P1,000,000.00 will be deposited at the U.P. Medical Alumni Fund, Inc.

The award will consist of P36,000.00 per year as per university guidelines.

Establishment of the Dr. Artemio Jongco-Cosme R. Cagas Professorial Chair in Pediatric Endocrinology and Metabolism at the College of Medicine, U.P. Manila

The amount of donation to fund the chair is \$20,000.00 which is deposited at UPMASA-Permanent Endowment Fund.

UPMASA-PEF will disburse the cash award directly to the faculty recipient every December of each year.

MEMORANDA OF AGREEMENT

The Board **confirmed** the following agreements:

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 Trinity Software Philippines, Inc.**

Memorandum of Agreement entered into by and between the University of the Philippines and the Trinity Software Philippines, Inc.

Project: Establishment of a scholarship for one (1) deserving scholar on a full-time Information Technology program at the U.P. Information Technology Training Center (UP-ITTC)

Particulars:

U.P. and Trinity hereby agree on the following:

- a. For and in consideration of its generosity and liberality Trinity, agrees to be a *Major Donor* to sponsor the schooling for one (1) year of one (1) scholar on a full-time Information Technology Program at the UP-ITTC.
- b. Scholars chosen shall be entitled to a 100% free tuition, which shall be paid by Diliman Computer Science Foundation (DCSF).
- c. Trinity shall cause DCSF to release sufficient funds to U.P. to cover the tuition and other fees and charges payable by the scholars to UP-ITTC for their studies at the UP-ITTC.
- d. Trinity may select its recipient, who may be any of its employees, or signify its preference to U.P., through the UP-ITTC Scholarship Committee, to pre-screen applications and recommend three (3) nominees for its consideration; *Provided*, that if the chosen recipient/s shall be required to take other language proficiency or skills examinations, the same shall be funded by Trinity.
- e. The academic performance of the scholar is subject to the review of U.P. at the end of each academic quarter, in accordance with the criteria set by the UP-ITTC Scholarship Committee for maintaining the scholarship. Should the scholar's performance be rated *unsatisfactory*, the unexpended amount of the scholarship may either be withdrawn or awarded to another qualified recipient, subject to applicable U.P. rules and regulations on scholarships.
- f. Trinity has the option to hire its scholars at the end of the scholarship period, subject to terms and conditions as may be agreed upon between Trinity and the scholar.
- g. In consideration of its liberality and generosity, Trinity shall be entitled:
 - 1) To be acknowledged in the UP-ITTC website and marketing brochures for a period of one (1) year, for the duration of the scholarship grant;
 - 2) To have its company logo and link in the UP-ITTC website, and such other company details presented in UP-ITTC press releases as a *Major Donor*;
 - 3) To receive a certificate of recognition;
 - 4) To use the UP-ITTC's logo and link for its website, with proper acknowledgement to U.P. and/or UP-ITTC as the owner of such logo and link;
 - 5) To have access to the directory of UP-ITTC graduates; and
 - 6) To be a member of the Friends of the UP-ITTC Foundation, with invitation to major Foundation events.
- h. Trinity represents and warrants to U.P. that it has legal power and authority to execute and deliver this Agreement and to perform all the terms and conditions required to be performed under this Agreement.

- i. In case any one or more of the provisions contained herein shall, for any reason, be held invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provision of this Agreement, and the remaining valid provision shall be enforceable to the fullest extent.

- j. Both parties agree to execute such other documents and instruments that may be necessary to implement this Agreement.

Effectivity: Effective immediately upon execution by the parties and shall remain in force and effect unless earlier terminated by mutual consent of the parties, subject to a 60 day written notice to the other party; Provided, *however*, that existing scholar, at the time both parties agree to terminate this Agreement, shall continue to be supported until graduation, unless sooner disqualified for failure to meet the requirements of the scholarship grant.

Date signed: 17 January 2006

Memorandum of Agreement with Tsukiden Software Philippines, Inc.

Memorandum of Agreement entered into by and between the University of the Philippines and Tsukiden Software Philippines, Inc.

Project: Establishment of a scholarship for one (1) deserving scholar on a full-time Information Technology program at the U.P. Information Technology Training Center (UP-ITTC)

Particulars:

U.P. and Tsukiden hereby agree on the following:

- a. For and in consideration of its generosity and liberality, Tsukiden agrees to be a Named Scholarship Donor to sponsor the schooling for one (1) year of one (1) scholar on a full-time Information Technology Program at the UP-ITTC.
- a. Scholars chosen shall be entitled to 100% free tuition and miscellaneous fees, free books, and an allowance of P12,500.00 per quarter per year, which shall be paid by Diliman Computer Science Foundation (DCSF).
- b. Tsukiden shall cause to release sufficient funds to U.P. to cover the tuition and other fees and charges payable by the scholars to UP-ITTC for their studies at the UP-ITTC.
- d. Tsukiden may select its recipient, who may be any of its employees, or signify its preference to U.P. through the UP-ITTC Scholarship Committee, to pre-screen applications and recommend three (3) nominees for its consideration; *Provided*, that if the chosen recipient/s shall be required to take other language proficiency or skills examinations, the same shall be funded by Tsukiden.
- e. The academic performance of the scholar is subject to the review of U.P. at the end of each academic quarter, in accordance with the criteria set by the UP-ITTC Scholarship Committee for maintaining the scholarship. Should the scholar's performance be rated *unsatisfactory*, the unexpended amount of the scholarship may either be withdrawn or awarded to another qualified recipient, subject to applicable U.P. rules and regulations on scholarships.
- f. Tsukiden has the option to hire its scholars at the end of the scholarship period, subject to terms and conditions as may be agreed upon between Tsukiden and the scholar.

Tsukiden shall be entitled:

- 1) To be acknowledged in the UP-ITTC website and marketing brochures for a period of one (1) year, for the duration of the scholarship grant;
- 2) To have its company logo and link in the UP-ITTC website, and such other company details presented in UP-ITTC press releases as a *Named Scholarship Donor*;
- 3) To receive a plaque of recognition;
- 4) To use the UP-ITTC's logo and link for its website, with proper acknowledgement to U.P. and/or UP-ITTC as the owner of such logo and link;
- 5) To be invited to participate in scholarship awards, and local and national publicity campaigns;

- 6) To have access to the directory of UP-ITTC Foundation, with invitation to major Foundation events.

- g. Tsukiden represents and warrants to U.P. that it has legal power and authority to execute and deliver this Agreement and to perform all the terms and conditions required to be performed under this Agreement.

- h. In case any one or more of the provisions contained herein shall, for any reason, be held invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provision of this Agreement, and the remaining valid provision shall be enforceable to the fullest extent.

- i. Both parties agree to execute such other documents and instruments that may be necessary to implement this Agreement.

Effectivity: Effective immediately upon execution by the parties and shall remain in force and effect unless earlier terminated by mutual consent of the parties, subject to a 60 day written notice to the other party; *Provided, however*, that existing scholars, at the time both parties agree to terminate this Agreement, shall continue to be supported until graduation, unless sooner disqualified for failure to meet the requirements of the scholarship grant.

Date signed: 7 February 2006

Memorandum of Academic Cooperation with the Kainan University

Memorandum of Academic Cooperation between the University of the Philippines System and the Kainan University

Project: Academic and Educational Cooperation

Particulars:

- a. Both universities agree to develop the following collaborative activities in academic areas of mutual interest, on the basis of equality and reciprocity;
 1. exchange of faculty, researchers, and other research and administrative staff;
 2. exchange of students;
 3. conduct of collaborative research projects;
 4. conduct of lectures and symposia;
 5. exchange of academic information and materials; and
 6. promotion of other academic cooperation as mutually agreed.
- b. The development and implementation of specific activities will be separately negotiated and agreed upon between the faculties, schools, or institutes that carry out the specific projects. Both universities agree to carry out these activities in accordance with the laws and regulations of the respective countries after full consultation and approval.
- c. It is understood that the implementation of any of the types of cooperation may be restricted depending upon the availability of resources and financial support at the universities concerned.
- d. Should any collaborative research activity under this Agreement result in any potential for intellectual property, both universities shall seek an equitable and fair understanding as to the ownership and other property interests that may arise. This understanding shall be based on the laws, rules, and guidelines then implemented in each university.

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

U.P. Diliman

Memorandum of Agreement with the Fiber Industry Development Authority, attached agency to the Department of Agriculture (DA-FIDA)

Memorandum of Agreement entered into by and between U.P. Diliman and the Fiber Industry Development Authority, attached agency to the Department of Agriculture (DA-FIDA)

Project: Expression of Abaca Bunchy Top Virus (ABTC) Coat Protein Gene in *Escherichia coli* and Use of Expressed Coat Protein as Antigen for Antiserum Production

Particulars:

- a. DA-FIDA shall provide the project funds in the total amount of P800,000.00 to be released in lump sum;
- b. U.P. Diliman shall be responsible for the hiring of personnel. The salaries and other benefits of additional personnel other than those listed shall be paid for by U.P. Diliman using its own separate funds. The services of all personnel hired by U.P. Diliman shall be coterminous with the duration of the project unless sooner terminated based on valid and legal grounds; and
- c. U.P. Diliman shall be responsible for the orderly, systematic and timely implementation of the project and shall provide an adequate and efficient administrative support and management system necessary for its successful implementation.

Effectivity: Shall take effect after the MOA is duly signed and notarized and the U.P. Diliman receives the Notice to Proceed with the implementation of the project

Date signed: 21 December 2005

Amendment to Memorandum of Agreement with Cornell University

Amendment to Memorandum of Agreement entered into by and between U.P. Diliman through the College of Home Economics and Cornell University

Project: Train research staff, develop research instruments, develop partnerships with collaborators in the urban area, conduct key informant interviews and interviews with families in the urban area. Groundwork for the rural area should also be conducted.

Particulars:

The purpose of the Amendment is to extend the Subcontract period of performance through 31 December 2006, to effect changes on the estimated cost and to make administrative corrections.

Changes:

Period of Performance: Replace 31 December 2005 with 31 December 2006

Estimated Costs: Replace \$9,745.00 with \$21,220.00 and replace \$6,845.00 with \$15,420.00

Budget: Replace Exhibit A with Exhibit A and Exhibit A-1

Invoicing: Replace Exhibit B with Exhibit A and Exhibit A-1

Except as modified above, all terms and conditions of the Agreement shall remain unchanged and in full force and effect.

Date signed: 5 December 2005

Memorandum of Understanding with the Natural Resources Mining Development Corporation (NRMDC)

Memorandum of Understanding entered into by and between U.P. Diliman through the College of Engineering (National Engineering Center and Department of Mining, Metallurgical and Materials Engineering) and the Natural Resources Mining Development Corporation (NRMDC)

Project: Identification, development, implementation, and promotion of engineering and technology activities in the field of mining and associated areas that would help upgrade the mining engineering and research practices in the country

Particulars:

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

- a. Joint research and development projects;
- b. Joint publications, and exchange of data and information;
- c. Joint symposia, training, seminars, workshops and conferences; and
- d. Other activities deemed necessary and appropriate.

U.P. Diliman agrees to lease to NRMDC a room in the Junio Hall (formerly the National Engineering Center Building) that would serve as the latter's technical office during the duration of the MOU, subject to the terms and conditions of a separate contract of lease:

- a. Leased Area: a room consisting of sixty-four (64) square meters, more or less, located at the 4th Floor of the National Engineering Center
- b. Rental: NRMDC agrees to pay U.P. Diliman, without need of further demand, a monthly rental of P15,000.00, payable in advance within the first five (5) days of the month to the U.P. Cashier's Office
- c. Lease Period: one (1) year, renewable for another year under the same terms and conditions

Effectivity: Effective for a period of 3 years from date of execution

Date signed: 30 November 2005

Memorandum of Agreement with the Science Education Institute of the Department of Science and Technology (DOST-SEI)

Memorandum of Agreement entered into by and between U.P. Diliman through the College of Education and the Science Education Institute of the Department of Science and Technology (DOST-SEI)

Project: Improving the Delivery of Science Education for Enhanced Competence in Teaching and Learning at the College of Education

Particulars:

Obligations of U.P. Diliman:

- a. Shall provide counterpart funding for the cost of:
 - 1) Labor during installation, setup and configuration of videoconferencing facilities, and the hardware and software for the Model Information Technology Classrooms (MITC);
 - 2) Salary of technicians for the project;
 - 3) Maintenance and repair beyond warranty;
 - 4) Refurbishing and upgrading of the Benitez Theater; and
 - 5) Internet connection.
- b. The Public Bidding and Awards Committee of U.P. Diliman shall conduct the bidding for the needed hardware and software in accordance with government procedures; and
- c. Shall schedule activities using the videoconferencing facilities and the Model IT Classroom.

Obligations of DOST-SEI:

- a. Shall provide the amount of P2,000,000.00 for the purchase of the videoconferencing facilities, hardware and software requirements of the project as stipulated in the approved line-item budget;
- b. Shall charge the grant against its accounts payable for FY 2005; and
- c. Shall monitor the project implementation.

Effectivity: Effective upon execution by the parties and shall continue to be in force and effect until December 2006

Date signed: 28 December 2005

Research Agreements with the INTEL Technology Philippines, Inc. (INTEL)

Research Agreements entered into by and between U.P. Diliman and the INTEL Technology Philippines, Inc. (INTEL)

Project: INTEL/UP Research Projects:

- a. *Poor or Non-wetting of Gold Wire bond to Substrate Au-Ni-Cu Lead Finger*
Principal Investigator: Ms. Noelle Easter Cruz
- b. *Flexible Polymer Substrates: irradiation, metallization, and mechanical stress effects*
Principal Investigator: Ms. Candy C. Mercado
- c. *Development of an Ion Surface Modification System for Solder Resist and Other Polymer Materials*
Principal Investigator: Dr. Randolph Flauta

- d. *Effect of Addition of a Fourth Alloying Element on the Tin-Silver-Copper Alloy Solder System*
Principal Investigator: Mr. Michael John C. Martin
- e. *Developing Policies for Volume Mix and Changeover Schedules to Maximize Output in the FSCSP Assembly*
Principal Investigator: Ms. Erika Oberio

Particulars:

- 1) U.P. agrees to conduct the Research Projects under the supervision and direction of an Intel Project Manager in close consultation with the Researchers. The Intel Project Manager and Researchers may select other U.P. and Intel employees to participate in the research (including, but not limited to engineers, technicians, undergraduate and graduate students, post-doctoral fellows, or faculty members), provided that such individuals are made aware of and have agreed to be bound by the terms of the Agreement.
- 2) The cash needed for the research projects shall be covered by a separate Cash Grant Agreement from Intel in favor of UPERDFI to be executed simultaneously with the Agreement. UPERDFI and U.P. shall have a separate MOA regarding management of funds received for the Research Projects.

Date signed: 5 January 2006

Collaboration Agreement with the University of Birmingham

Collaboration Agreement entered into by and among the University of the Philippines, the University of Limoges (France), and the University of Birmingham (United Kingdom)

Project: AsiaLink programme "Euro-Philippines Network in Banking and Finance: Enhancing Teaching and Research" (Project No. ASIALINK/ASIE/B7-301/2005/105/-139)

Particulars:

- a. Each Party shall use reasonable endeavors to perform its part of the Project substantially in accordance with the terms and conditions of the Agreement. The Parties may however, at any time amend the Project by mutual written agreement, which no Party shall unreasonably withhold, subject to the approval of the European Commission (EC);
- b. Subject to the provision of Article 2 of the Collaboration Agreement, the Project Manager shall meet with the Parties at times and places to be mutually agreed upon to discuss the progress and results as well as ongoing plans or changes to the Project;
- c. For the purpose of supervising the carrying out of the Project and including but not limited to taking all major decisions on the direction of the Project, the Parties shall promptly establish a Project Steering Committee with such composition, specific functions, duties and procedural rules (not in conflict with the provisions of the Agreement) as the Parties may from time to time agree. If the Project Steering Committee cannot reach a consensus on any matter, a decision will be made by the majority vote, with the Project Manager having the casting vote.

The Project Manager's functions shall include:

- a. The coordination of the Project and the proper distribution of information between the Parties including the provision of a copy of any report prepared for EC;
- b. To act as liaison between the Collaborator(s) and EC concerning the Project; and
- c. To duly and regularly convene annual meetings of the Project Steering Committee and on the request of the parties to convene at reasonably convenient times and places such other meetings of the Parties as may be necessary or desirable.

Each of the Parties hereby undertakes to:

- a. Appoint a suitable Project Manager to manage the Party's work on the Project and to act as that Party's principal representative on the Project Steering Committee and to promptly effect any

necessary replacement of such project Manager and to ensure his or her regular attendance at meetings of the Project Steering Committee;

- b. Duly comply with all reasonable procedures laid down by and other reasonable requests and requirements of the Project Steering Committee and all reasonable requests of the Project Manager in respect of its functions; and
- c. Cooperate in their common pursuit of the Project objectives.

Effectivity: Effective from the commencement of the contract period on 15 September 2005 until 15 September 2007

Date signed: 13 February 2006

Memorandum of Agreement with the Metropolitan Waterworks and Sewerage System (MWSS)

Memorandum of Agreement entered into by and between U.P. Diliman through the National Engineering Center (NEC) and the Metropolitan Waterworks and Sewerage System (MWSS)

Project: Public Assessment of Water Service, Phase II (PAWS-Phase II)

Project Cost: P10,657,395.00

Particulars:

Undertaking of U.P. Diliman:

- a. U.P. Diliman through the NEC shall provide technical expertise and manpower for the operation of a large-scale Public Assessment of Water Service (PAWS) that would cover about 740 barangays in Metro Manila, three barangays in Cavite and three barangays in Rizal;
- b. U.P. Diliman shall perform additional tasks within the contemplation and coverage of PAWS-Phase II, as MWSS may deem necessary, subject to reasonable compensation; and
- c. U.P. Diliman agrees to set aside a room, Room 330, 3rd Floor, NEC Building, U.P. Diliman.

Effectivity: Effective for a period of twelve (12) months from 1 February 2006 until 31 January 2007

Date signed: 2 February 2006

Memorandum of Agreement with the Trade and Investment Development Corporation of the Philippines (TIDCORP)

Memorandum of Agreement entered into by and between U.P. Diliman through the National Engineering Center (NEC) and the Trade and Investment Development Corporation of the Philippines (TIDCORP)

Project: Third-party validation on the operations of Global Steelworks International, Inc. (GSII) in Iligan City (First Project) in relation to the application of GSII for a guarantee from TIDCORP for its US\$20 Million loan; and

Third-party validation on the feasibility of: 1) converting a calcium carbide plant to a ferronickel plant in Buru-an, Iligan City; and 2) converting a ferrochrome plant to a ferronickel plant in Manticao, Misamis Oriental (Second Project) in relation to the application by Platinum Group Metals Corporation (PGMC) for a guarantee from TIDCORP for a P500 Million loan.

Particulars:

Obligation of U.P. Diliman through the NEC:

- a. Provide assistance to TIDCORP with respect to the First Project and the Second Project;
- b. Form a team that shall be composed of one (1) Mechanical Engineer and one (1) Materials Engineer who will conduct the First Project and a team composed of one (1) Mechanical Engineer and one (1) Metallurgical/Mining Engineer who will conduct the Second Project; and
- c. Prepare a site inspection/technical report to TIDCORP pertaining to the operations of GSII and PGMC.

The extent to which U.P. Diliman shall perform the enumerated activities above is specified in a separate Scope of Work.

Obligation of TIDCORP:

- a. Shoulder all project-related cost, including travel expenses, per diem and representation expenses incurred during the performance of the assistance; and
- b. Provide funds for the honorarium of technical experts, TIDCORP agrees to provide U.P. Diliman the allowance in the amount of P141,500.00 subject to schedule of payment.

Effectivity: Effective 7 December 2005 and shall remain in force and effect until completed

Date signed: 20 January 2006

Memorandum of Agreement with the Commission on Higher Education - National Capital Region (CHED-NCR)

Memorandum of Agreement entered into by and between U.P. Diliman as Participating Higher Education Institute (HEI) and the Commission on Higher Education - National Capital Region (CHED-NCR)

Project: Implementation of the new procedure for the administration and processing of CHED scholarships, loans and grants-in-aid programs

Particulars:

HEI:

- a. Ensure that the beneficiaries of the CHED scholarship, loan and grants-in-aid programs are qualified poor, deserving and disadvantaged students of the HEI;
- b. Brief the grantees on the regulations of the scholarship programs of CHED together with CHED scholarship coordinators;
- c. Submit to CHED within two weeks after the closing of enrollment the list of scholars together with their accomplished certificate of enrollment;
- d. Distribute the funds received from CHED to the student beneficiaries efficiently and effectively;
- e. Decide on the termination of the scholarship programs of CHED beneficiaries, appeal for reconsideration/reinstatement of terminated grantees, and act on requests for transfer to another school, shifting or course, deferment, financial assistance for summer and other matters similar in nature;
- f. Maintain a Student Financial Assistance Unit to manage the scholarship, loan and grants-in-aid programs of CHED;
- g. Keep separate accounting records of the scholarship, loan and grants-in-aid programs of CHED subject to periodic inspectorial visit by CHED finance personnel and/or COA resident auditor;
- h. Submit to CHED-NCR report of the status of the scholarship programs of CHED every semester/term; and
- i. Recommend measures for the improvement of the new procedure for the administration and processing of CHED scholarship, loan and grants-in-aid programs.

CHED-NCR:

- a. Allocate the slots and funds, as determined by the CHED Office of Student Services, for the implementation of CHED scholarship, loan and grants-in-aid programs to the HEI;
- b. Orient the HEI on the policies, rules and regulations governing the CHED scholarship, loan and grants-in-aid programs;
- c. Monitor, assess and evaluate the administration of the CHED scholarship, loan and grants-in-aid programs allocated to the HEI;
- d. Prepare regular report on the status of fund releases and management and administration of CHED scholarship, loan and grants-in-aid programs by the HEI; and
- e. Submit to the CHED Office of Student Services the above report every semester/term.

Effectivity: Effective upon execution and shall be in full force and effect until the scholarship programs of CHED are terminated due to exhaustion of funds

Date signed: 8 February 2006

Memorandum of Agreement with the Provincial Government of Bulacan (PGB) through its Provincial Social Welfare and Development Office (PSWDO)

Memorandum of Agreement entered into by and between U.P. Diliman through the College of Home Economics and the Provincial Government of Bulacan (PGB) through its Provincial Social Welfare and Development Office (PSWDO)

Project: Practicum of BS Community Nutrition students (Improvement of the nutritional status of the community by providing appropriate nutritional care and to provide students with diverse learning experiences in the implementation of nutrition programs and projects at the barangay [village] level)

Particulars:

The U.P. Diliman through the College of Home Economics shall undertake the following tasks and responsibilities:

- a. Designate a faculty-in-charge of the student practicum who shall:
 - Assume overall responsibility for the performance of the students during the practicum
 - Organize the students and prepare guidelines for the community field practicum
 - Coordinate with the PSWDO regarding the placement of students to the different municipalities
 - Supervise the activities of the students
 - Hold regular meetings with the students and Municipal Nutrition Action Officers (MNAO)/or the designated Liaison person to discuss student activities in the practicum sites, assess problems encountered and plan appropriate actions
- b. The BS Community Nutrition students taking FN 196 (Community Nutrition in Practice) shall:
 - 1) Complete 300 practicum hours in the community. Living in the community will be six weeks;
 - 2) Establish rapport and working relationship with the women, men and children in the community;
 - 3) Responsible for their personal needs such as food, medicine, etc.;
 - 4) Shall contribute to the expenditures incurred by the foster family on the electric and water expenses commensurate to the duration of the stay;
 - 5) Establish linkages with government and non-government agencies, LGUs, civic groups and members of the community for a coordinated effort in the delivery of nutrition problems;
 - 6) Identify important problems in the community related to nutrition and formulate a comprehensive nutrition action plan with the community to address the identified nutrition problems;
 - 7) Carry out at least one of the planned nutrition activities described in the community nutrition action plan;
 - 8) Conduct nutrition education activities to various target groups;
 - 9) Evaluate with the community the nutrition related activities conducted in the area; and
 - 10) Submit to the faculty-in-charge an integrated paper report at the end of practicum.

The PGB shall perform the following tasks and responsibilities:

- a. Help identify the practicum sites in the Municipalities;
- b. Ensure the safety of the students while they are within the selected practicum site;
- c. Designate a liaison personnel who shall:
 - Serve as the contact person in the practicum site
 - Recommend practicum sites in coordination with the PSWDO
 - Assign a Municipal Nutrition Action Officer (MNAO) who shall serve as the main contact person of the students during their practicum in the selected barangays
- d. Orient the students regarding the nutrition program of the local government in the practicum sites;
- e. The municipalities through the barangay captains shall help in

identifying foster families. The foster families shall solely provide accommodations for the students;

- f. Participate in the activities in the practicum sites when needed;
- g. Assist in solving problems encountered by the students and recommend appropriate actions; and
- h. Participate in the evaluation meeting at the end of the practicum period.

Effectivity: Effective for a period of three (3) years starting from January 2005 until January 2008

Date signed: 17 June 2005

U.P. Los Baños

Memorandum of Agreement with the Philippine Council for Advanced Science and Technology Research and Development (PCASTRD)

Memorandum of Agreement entered into by and between U.P. Los Baños and the Philippine Council for Advanced Science and Technology Research and Development (PCASTRD)

Project: Design of a Pin Matrix-based I/O Device to Provide Sense of Touch to Internet Communication

Particulars:

- a. This PCASTRD-funded project will attempt to design and construct a pin matrix-based I/O device that will exhibit the sense of touch and will develop the software that will drive this device. Expected output:
 - 1) Digital circuit for the sense of touch devices
 - 2) Software for making the devices communicate
 - 3) A prototype pin matrix-based I/O devices
- b. PCASTRD will provide the fund and technical assistance relevant to the achievement of the objectives.
- c. The UPLB reserves the right to use all data and findings of the project for the enhancement of its research and academic programs,

in the pursuit of academic freedom guaranteed by the Constitution, without need of consent from the other party.

Effectivity: Effective 1 November 2005 until 31 September 2006, unless sooner terminated when conditions for the undertaking are not satisfied

Date signed: 5 December 2005

U.P. Manila

Memorandum of Agreement with Dr. Jose Fabella Memorial Hospital (Nursing Service) [JFMHNS]

Memorandum of Agreement entered into by and between U.P. Manila (Sending Institution) and Dr. Jose Fabella Memorial Hospital (Nursing Service) [JFMHNS] (Host Institution)

Project: Affiliation and Training of College of Nursing Students to undertake actual delivery completion in order to enhance their competencies and to be able to meet the requirements necessary for application in the Nurse's Licensure Examination

Implementing Unit: College of Nursing

Effectivity: Effective for a period of one (1) year starting 1 January 2006 to 1 January 2007

Date signed: 25 January 2006

Deed of Donation and Acceptance through Voluntary Undertaking with Dr. Gregorio T. Alviar

Deed of Donation and Acceptance through Voluntary Undertaking entered into by and between U.P. Manila and Dr. Gregorio T. Alviar

Donation: Construction of a two-storey Faculty Center for the College of Medicine and to furnish the same at a cost of approximately P10,000,000.00

Recipient: College of Medicine

Date signed: 17 November 2005

OTHER MATTERS

Request of U.P. Manila for Correction of Promotions

U.P. Manila is requesting for correction of promotions approved by the Board in its meeting held on 24 November 2005. Some of these necessitated increase in steps to make the promotions meaningful, i.e. to effect salary increases. Others were inadvertent mistakes on the part of the CU.

Name	Present Position	BOR Approved Position 24 Nov. 2005	Proposed Correction	Remarks
PEREZ, Esmeralda	Assoc. Prof. 5 (SG 25-3) P273,012	Assoc. Prof. 6 (SG 25-3) P273,012	Assoc. Prof. 6 (SG 25-4) P279,852	Step increase necessary to effect increase in salary.
CATABIJAN, Carlo	Assoc. Prof. 1 (pt) (SG 22-5) P127,500	Assoc. Prof. 2 (pt) (SG 22-5) P127,500	Assoc. Prof. 2 (pt) (SG 22-6) P130,686	Step increase necessary to effect increase in salary.
FAJUTAGANA, Nemuel	Assoc. Prof. 5 (SG 25-3) P273,012	Assoc. Prof. 6 (SG 25-3) P273,012	Assoc. Prof. 6 (SG 25-4) P279,852	Step increase necessary to effect increase in salary.
SUR, Jussie Lydia	Assoc. Prof. 5 (SG 25-3) P273,012	Assoc. Prof. 7 (SG 25-7) P301,356	Assoc. Prof. 7 (SG 25-5) P286,836	Oversight. Intention was to give her 2 steps salary increase only.
CRISOSTOMO, Marilyn	Assoc. Prof. 1 (SG 22-5) P255,000	Assoc. Prof. 2 (SG 23-4) P258,732	Assoc. Prof. 2 (SG 22-6) P261,372	Oversight. Intention was to give her one step salary increase only.

Board action: Approval

Letter of Mr. Marco de los Reyes, Chairperson, University Student Council of U.P. Diliman

1. Mr. Marco De Los Reyes wrote the Board through President Emerlinda R. Roman requesting assistance for the Barangay San Vicente residents whose houses were demolished from the land leased to the Commission on Higher Education.
2. With permission from the Board, the President requested Chancellor Cao to give an update on the dislocated residents of San Vicente in view of the construction of the CHED building.
3. Chancellor Cao informed the Board that what was cleared was the area leased for construction of CHED building. The clearing operation was taken care of by CHED. The only participation of U.P. involved the U.P. Police to ensure that the traffic situation in the area was smooth. CHED has commissioned the PNP and the SWAT Team to assist in the clearing operations.
4. There were more than hundred (200) families affected, 90% of these agreed to voluntary demolition, without relocation.
5. According to Chancellor Cao, based on the parameters determined by the U.P. Diliman and the Barangay Captain, 53 families were allowed to move at the "Pechayan" area across the Commonwealth area but only for three (3) months. The rest agreed to demolish their structures without negotiation about relocation. On February 15, 16 and 17, 90% of the affected families self-demolished. The rest were forcibly demolished on February 20 and 21. The CHED site is now clear of all structures.
6. The 90% of the families who voluntarily demolished their structures got financial assistance from CHED. Each family received P25,000.00. The 53 families relocated to the "Pechayan" area also got P25,000.00 each. However, they signed an undertaking that they would vacate the area in three (3) months, without any financial assistance from the University.
7. Regent Ramos raised a concern that the possible relocation site is not really clear to the affected families.
8. Chancellor Cao explained that the issue should be presented to the Barangay Captain. U.P. has already agreed to a compromise, i.e. to 53 families who signed undertakings. They agreed that if they do not vacate the area where they have been relocated, in three (3) months, they will be forcibly demolished. The Barangay Captain has actually made arrangements for the others to move to other relocation sites.
9. No one from among the affected families is connected with U.P., according to Chancellor Cao.
10. The President pointed out that one major violation of these informal settlers is they build on waterways. There is a law that prohibits building structures on top of the waterways.
11. The Chancellor informed the Board that the construction of the CHED building has already started.
12. The President requested Regent Ramos to convey to Mr. Marco de los Reyes the discussions of the Board on the displaced San Vicente residents.

On the Centennial Fund Campaign

Regent Gonzalez requested the President to give the Board a regular report on the status of the Centennial Fund Campaign. To this the President acceded.

The Board noted the following:

Appointment of Members of the Board of Regents, University of the Philippines

Appointment of the following members of the Board of Regents, University of the Philippines

Nelia T. Gonzalez	-	Acting Member
Abraham F. Sarmiento	-	Acting Member
Edmundo M. Varona	-	Acting Member
Roland G. Simbulan	-	Faculty Regent vice Prof. Salcedo L. Eduardo

Transfer of Administrative Supervision of the UPLB Business Affairs Office (BAO) and the UPLB Budget Management Office (BMO) from the Office of the Vice-Chancellor for Community Affairs (OVCCA) and the Office of the Vice-Chancellor for Planning and Development (OVCPD) respectively, to the Office of the Vice-Chancellor for Administration (OVCA), through Administrative Order Nos. 017 and 022

The transfer is in line with the University's efforts to streamline and integrate related services and functions and for better allocation of resources and improvement of services.

The Chancellor is authorized to transfer administrative supervision of Official Unit or Subunit as per Sec. 63 of Executive Order No. 99-2 on the "Reorganization of the Administration of UPLB in 1997." This E.O. is deemed to have taken effect as of 25 September 1997, the date when the reorganization of the administration of UPLB was approved by the Board of Regents.

Increase in Library Fees of the Different Colleges/Units of U.P. Diliman

The Board of Regents, at its 1197th meeting on 23 June 2005 approved the request of the School of Economics, U.P. Diliman for increase in library fees

	<u>From</u>	<u>To</u>
Undergraduate	P 400.00	P 800.00
Graduate	800.00	1,200.00

The new rates will apply only to **entering freshmen, entering graduate and lateral transfer students.**

The Board likewise approved the recommendation that the proposal once approved be availed of by interested units/CUs.

The Head Librarians of the College/Unit Libraries in U.P. Diliman through their respective Faculty Library Committees have agreed to avail of the increased library fee for entering freshmen, entering graduate and lateral transfer students effective First Semester 2006-2007 to upgrade library collections and pursuant to the purpose of the Library Book Fund. This has been approved by the Chancellor of U.P. Diliman.

Schedule of Commencement Exercises for AY 2005-2006 in the Different CUs of U.P.

CAMPUS	DATE OF GRADUATION
U.P. MANILA	21 April 2006
U.P. BAGUIO	21 April 2006
U.P. MINDANAO	22 April 2006
U.P. DILIMAN	23 April 2006
UP Diliman Extension Program in Pampanga	} not available yet
UP Diliman Extension Program in Olongapo	
U.P. VISAYAS	
UPV (Iloilo)	25 April 2006
UPV (Cebu)	26 April 2006
UPV (Tacloban)	28 April 2006
U.P. LOS BANOS	29 April 2006

Deeds of Donation with U.P. Diliman through the College of Law, for the Renovation Projects at Malcolm Hall

1. Violeta Calvo Drilon Foundation, for the renovation of Room 303 (Violeta Calvo Drilon Room), 3rd Floor, Malcolm Hall
2. Abello Concepcion Regala & Cruz, for the renovation of Room 203 (ACCRA Room), 2nd Floor, Malcolm Hall
3. Mayor Jejomar C. Binay, for the renovation of Room 307 (Binay Room), 3rd Floor, Malcolm Hall
4. U.P. Law Class of 1973 for the renovation of Room 106 (Office of Legal Aide Supervising Lawyers' Room), Ground Floor, Malcolm Hall
5. U.P. Law Class of 1974 for the renovation of Room 301 (Justice Alex A. Reyes Room/Philippine Law Journal Room), 3rd Floor, Malcolm Hall

Certificate of Transfer of the Church of the Holy Sacrifice Historical Marker

(Please see documents filed at OSU Records.)

Academic Calendars of Different Constituent Universities of the U.P. System for the Calendar Year 2006-2007

1. U.P. Diliman
2. U.P. Los Baños
3. U.P. Manila
4. U.P. Visayas
5. U.P. Mindanao
6. U.P. Baguio

(Please see documents filed at OSU Records.)

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

Donors	Purpose	Amount
UPAA Toronto	Endowment for UPAA Toronto Scholarship at UPD College of Science (C\$25,000@P43.14)	P 1,078,500
Cecilio Sanchez-BSBA '68	Alay ng UP BA '68	15,000
Rotary Club of Agham	For the College of Music	59,400
U.P. Alumni Batch '61	For the College of Music	60,300
Philippine Science High School Alumni Association	For the College of Music	39,600
Philippine Science High School Alumni Association	For the College of Music	10,800
Philippine Science High School Alumni Association	For the College of Music	12,000
Dr. Carmencita Q. Fulgado	Initial donation for the establishment of UPAA-NY Scholarship Fund (US\$400@P52.45)	20,980
Ms. Maria Cristina Bitong	BSBAA Class 1996 Professorial Chair (US\$200@P52.70)	10,540
Ms. Maria Cristina Bitong	BSBAA Class 1996 Professorial Chair (US\$200@P51.30)	10,260
Mr. Felix G. Padlan, Jr.	Centennial Fund (US\$2,000@52.35)	104,700

Donors	Purpose	Amount
Mr. Vincent S. Perez, Jr.	Trust Fund for the School of Economics	500,000
Pi Sigma Delta Alumnae Association	Pi Sigma Delta Alumnae Association Scholarship Fund	10,000

1207TH MEETING, 31 MARCH 2006

APPOINTMENTS

The Board **approved** the appointments of the following:

UNIVERSITY OFFICIALS
(Taken up in executive session)

U.P. System

Prof. **Elizabeth A. Pangalangan**, Executive Director, Center for Integrative and Development Studies, effective 1 April 2006 until 31 March 2009

U.P. Baguio

Dr. **Priscilla S. Macansantos**, Chancellor, 14 April 2006 until 13 April 2009

U.P. Mindanao

Dr. **Lilian A. de las Llagas**, Vice-Chancellor for Administration, effective 1 May 2006 until 28 February 2007

U.P. Diliman

Dr. **Milagros P. Querubin**, Dean, College of Home Economics, effective 1 April 2006 until 31 March 2009

U.P. Manila

Dr. **Jose Alvin P. Mojica**, Dean, National Training Center for the Health Professions (NTTC-HP), effective 1 November 2005 until 31 October 2008

U.P. Los Baños*

Dr. **Candida B. Adalla**, Dean, College of Agriculture, effective 1 July 2006 until 30 June 2008

Dr. **Cleofe S. Torres**, Dean, College of Development Communication, effective 1 April 2006 until 31 March 2009

Dr. **Maria Victoria O. Espaldon**, Dean, School of Environmental Science and Management (SESAM), effective 1 April 2006 until 31 March 2009

Dr. **Ernesto V. Carpio**, Dean, Graduate School, effective 1 April 2006 until 31 March 2009

Dr. **Maxima E. Flavier**, Director, Institute of Chemistry, effective 1 April 2006 until 31 March 2009

*The selection of the new Director of the Crop Science Cluster was deferred in view of numerous letters of concern received by the Board. Faculty Regent Simbulan was requested to consult with the faculty and staff of the Crop Science cluster.

TRANSFER TO PERMANENT STATUS**U.P. Diliman**

Henry N. Adorna, Associate Professor 1, College of Science, effective 31 March 2006

U.P. Los Baños

Consuelo Amor S. Estrella, Assistant Professor 4, College of Agriculture, effective 31 March 2006

Katherine T. Castillo-Israel, Assistant Professor 3, College of Arts and Sciences, effective 31 March 2006

Cristino L. Tiburan, Jr., Assistant Professor 3, College of Forestry and Natural Resources, effective 31 March 2006

U.P. Manila

Evangeline B. Dela Fuente, Associate Professor 2, College of Medicine, effective 31 March 2006

ORIGINAL APPOINTMENT**U.P. Diliman**

Beatriz Dykes, Visiting Professor 6, College of Home Economics, effective 1 November 2006 until 31 May 2007

REAPPOINTMENT**U.P. Diliman**

Eduardo T. Gonzalez, Professor 3, Asian Center, effective 1 June 2006 until 31 May 2007

**EXTENSION OF SERVICE BEYOND
COMPULSORY RETIREMENT AGE OF 65****U.P. Diliman**

Manuel S. Alba, Professor 6, College of Business Administration, effective 1 June 2006 until 14 May 2007

Susan S. Navarro, Associate Professor 6, School of Economics, effective 4 July 2006 until 31 May 2007

Rafael A. Rodriguez, Professor 12, College of Business Administration, effective 1 April 2006 until 31 March 2007

Ramon P. Santos, University Professor, College of Music, effective 25 February 2006 until 31 May 2006

U.P. Los Baños

Bienvenido S. Saniano, Associate Professor 7, College of Arts and Sciences, effective 22 March 2006 until 29 April 2006

U.P. Manila

Carmencia M. Abaquin, Professor 5, College of Nursing, effective 12 December 2005 until 31 May 2006

**RENEWAL OF APPOINTMENT BEYOND
RETIREMENT AGE OF 65****U.P. Diliman**

Magdaleno B. Albarracin, Jr., Professorial Lecturer 5, College of Business Administration, effective 1 June 2006 until 31 May 2007

Orlando T. Galang, Professorial Lecturer 1, College of Business Administration, effective 1 June 2006 until 31 May 2007

Juan T. Lim, Professorial Lecturer 2, College of Business Administration, effective 1 June 2006 until 31 May 2007

**REAPPOINTMENT BEYOND
RETIREMENT AGE OF 65****U.P. Diliman**

Priscilla M. Matias, Curator, College of Science, effective 1 February 2006 until 31 January 2007

**MATTERS ARISING FROM THE MINUTES OF THE
1205TH MEETING (26 JANUARY 2006)****On the UPLB Sticker System**

At its 1205th meeting on 26 January 2006, Regent Davide brought to the attention of the Board the issue of the sticker system and the collection of fees from vehicles entering the U.P. Los Baños campus. The Board agreed to refer this matter back to the Chancellor of UPLB for review and appropriate action.

On 17 March 2006, Chancellor Velasco submitted his report on this matter to President Roman. Hereunder is the Executive Summary of this Report:

"UPLB Chancellor Luis Rey I. Velasco received a letter from the Secretary of the University and the Board of Regents, Dr. Lourdes E. Abadingo, dated 26 January 2006 concerning the issue of the UPLB sticker system which Regent Romulo G. Davide brought up to the attention of the Board at its 1205th meeting held on 26 January 2006.

Chancellor Velasco instructed the Vice-Chancellor for Community Affairs on 2 February 2006 to consult or meet with petitioners to learn more about their complaints and to recommend what appropriate actions UPLB should take regarding the UPLB sticker system. Prior to the consultation, Chancellor Velasco ordered the suspension of the issuance of UPLB gate stickers starting 28 January 2006.

A series of sectoral consultations were conducted during the whole month of February 2006. The sectors consulted were: faculty and staff of Animal and Dairy Science Cluster, UPLB-CA; faculty and students of the Institute of Chemistry and Institute of Computer Sciences, UPLB CAS; a group of UPLB retired professors, led by Dr. Jose A. Eusebio, who initiated the complaint; the Ecosystems Research and Development Bureau (ERDB) staff; and the Forest Products Research and Development Institute (FPRDI) personnel. In addition to these sectoral consultations, Dr. Lucrecio L. Rebugio, Vice-Chancellor for Community Affairs, had the privilege of talking personally to U.P. Regent Romulo G. Davide regarding the various issues raised about the UPLB sticker. Altogether, a total of 87 people or 53 percent of the total signatories were able to attend the consultations.

All the sectors, whether sympathetic or critical of the UPLB sticker issue, saw the consultation as a rare opportunity to express their views on a critical issue that affects them. They deeply appreciated the initiative taken by higher UPLB Administration to dialogue with them. Even Regent Davide was elated on the UPLB Administration's initiative to consult.

Numerous issues about the UPLB sticker system including those previously raised were tackled during the consultation.

However, most of the specific issues revolved around two main issues: legality and management efficiency. While the legality of sticker was the main concern of the letter complaint originally submitted to the BOR in 2005, it was clear from the sectoral consultations that most are not really concerned about the legal issues as such but on the way the stickers are issued, the proceeds are used, and how the traffic system within UPLB campus is managed. Majority agreed on the need for a sticker system as a mechanism for regulating the volume of vehicles and for facilitating orderly traffic within the UPLB campus. However, they raised valid specific issues related to the more efficient management of the sticker system.

Based on these findings, it is recommended that:

- 1) UPLB continues to implement the sticker system with all the sectors charged the current rates except UPLB faculty and staff charged at cost.
- 2) UPLB ensures a more effective monitoring of vehicles inside the UPLB campus; starting next year, UPLB through the University Police Force (UPF) will issue colored stickers by sectors.
 - a. Red - faculty and staff
 - b. Green - students
 - c. Yellow - non-UPLB staff
 - d. Blue - public transport and commercial vehicles
- 3) UPLB through the UPF will institute more effective measures to improve:
 - a. Efficiency in the issuance of stickers;
 - b. Transparency in the use and audit of the proceeds; and
 - c. Traffic management inside the UPLB campus."

Board action: Approval

POLICY MATTERS APPROVED

Request for Waiver of Article 177 of the U.P. Code in Favor of Mr. Elmer L. Jover

Relevant portion of Article 177 (amended in several BOR meetings):

... In no case, however, under normal circumstances, shall such renewal exceed five (5) years from the date of initial appointment. After that five-year period, renewal from the date of original appointment as Instructor (regardless of status as casual, substitute, or with item), the appointment shall automatically terminate unless the Instructor is promoted to Assistant Professor, with or without tenure; Provided, that for those pursuing their master's studies who are already in the thesis stage, the appointment may be extended but not to exceed two years, provided the instructor is properly informed of said condition.

The University initially hired Mr. Jover in June 2002 as a substitute Instructor in History. He was transferred to temporary status last June 2005, which was the start of his fourth (4th) year of service in U.P. Visayas without tenure. He is an AB History graduate of U.P. Visayas. The College of Arts and Sciences (CAS) recommended Mr. Jover to pursue the M.A. Philosophy degree on his 4th year of service in UPV due to the following circumstances/reasons:

1. The faculty (Mr. Mark Paul Inayan) whom the division sent to U.P. Diliman to be developed in the field of Philosophy backed out after one semester of graduate studies and immediately resigned thereafter;
2. There is a need in UPV Iloilo to develop faculty members in the

field of Philosophy. For several years now, UPV Miagao could only recruit teachers from a renowned religious seminary in Iloilo who could competently teach Philosophy courses. Most of them, however, did not stay long in UPV;

3. Presently, the Division of Social Sciences has only two faculty members (excluding Mr. Jover) who teach the following Philosophy courses every semester:
 - Eight (8) to twelve (12) sections of Philosophy, eleven (11) under the Revitalized GE Program;
 - Philosophy 171 under the BA Political Science Program and as elective course under the following academic programs: BA Community Development, BA History, BA Sociology, BA Psychology, BA Broadcast Communication and BA Literature.
4. The DAPC recommended that Mr. Jover shift from History to Philosophy because of his potentials and great interest in the field of Philosophy. There is a very high probability that he will stay at UPV and help develop and institute courses in Philosophy;
5. Mr. Jover was accepted to the MA Philosophy Program of the College of Social Sciences and Philosophy in U.P. Diliman. He is one of the grantees under the U.P. System's Master's Fellowship Fund (MFF);
6. He has the capability to publish research articles in peer reviewed publications. Mr. Jover has a number of researches and actively participates as paper reader/presenter in research fora; and
7. Mr. Jover's study plan shows that he is taking the comprehensive examination and not the thesis option for the M.A. Philosophy Program. It will take him four semesters and two summers to finish an M.A. degree in Philosophy. He officially enrolled at U.P. Diliman during the second semester 2005-2006, and that he needs one semester extension after concluding his 5th year in U.P. as temporary Instructor on 12 June 2007.

U.P. Visayas is requesting the waiver of pertinent provisions under Article 177 of the U.P. Code because the said Article allows the extension of an instructor's temporary appointment for two more years beyond the five years maximum allowable period *only when the instructor is undertaking a thesis work.*

The President is endorsing the recommendation of the Vice-President for Academic Affairs that the request be granted provided it does not serve as a precedent. The recommendation is anchored on the following:

- Article 177 allows appointment beyond the 5-year period up to a maximum of 2 more years provided the Instructor is already at the thesis stage. For those in the non-thesis option, this may be liberally interpreted as being in the final stages of the degree. Mr. Jover is expected to finish by 1st Semester 2007-2008, just one semester beyond the 5-year period.
- Had Mr. Jover taken the thesis option (requires 24 units plus 6 units thesis as against 30 units for the non-thesis option), he would have been at the thesis stage by 2007-2008.

Request of Mr. Cesar F. Simbulan, Jr., To Be Allowed to Finally Graduate from the University with a Degree of Bachelor of Science in Mechanical Engineering

Background

Records show that, in an Order dated 18 February 1983, by then U.P. President Edgardo J. Angara, Mr. Simbulan and three others, namely, Romulo L. Cadhit, Antonio F. Enriquez and Antonio M. Lim were meted out the penalty of "withholding of graduation", for gross dishonesty in relation to their studies, violation of curfew hours and unauthorized possession of the keys of Engineering Office.

At the time the penalty was imposed on Mr. Simbulan, the then subsisting Rules and Regulations on Student Conduct and Discipline (Rules on Discipline) approved by the Board of Regents at its 842nd meeting held on 28 February 1974 included, in Section 26 thereof on

disciplinary action, the sanction of withholding of graduation and other privileges – a penalty falling within the range of apology as the lightest, to expulsion as the highest, penalty.

More than three (3) years after the imposition of penalty, the BOR in its 993rd meeting held on 28 November 1986, approved Mr. Simbulan’s request for a clean transcript of records. The BOR action pertaining to his request for a transcript did not as yet address what Mr. Simbulan would subsequently request, upon the incumbency of President Roman, to be allowed to finally graduate.

Office of Legal Services’ Opinion

Indeed, the period from 18 February 1983 (decision to withhold graduation) to date spans a period of almost twenty-three (23) years of arduous waiting for Mr. Simbulan to be graduated from the University.

An administrative penalty of withholding graduation cannot be deemed equivalent to an indefinite penalty.

Under the 1974 Rules, withholding of graduation was a penalty classified between suspension and expulsion. While suspension implies the temporary incapacity of a student to enjoy student’s privileges, withholding of graduation implies that the student subject thereof has completed all the academic requirements, except the conferment of a degree. In either case, the student is held to answer for a misconduct done in the University. The longest period of the penalty of suspension explicitly stated in the present Rules of Discipline is one year, imposed at the Dean’s level but may be increased at the President’s level. Records of the BOR meetings show that the longest period of suspension imposed by the Board in 2005 was two (2) years. (*Ricardo H. Moreno, SDT Case No. 2000-006, 1193rd BOR meeting held on 24 February 2005*).

On the other hand, expulsion is a permanent cessation of ties from the University. Notwithstanding that it is the highest penalty for student misconduct, once imposed, it still affords a redeeming recourse for the expelled student, by way of enrollment and possible graduation in another school (*re: Heracleo Rabe, 1203rd meeting of the Board of Regents held on 24 November 2005*).

Parenthetically, the existing Rules and Regulations on Student Conduct, promulgated on 2 September 1976, relaxed the rule on withholding of graduation, by treating it as a sanction lower than suspension and imposable only for “any other form of misconduct”.

In accordance with this equitable rule and the rules of the University that candidates for graduation who began their studies under a curriculum more than 10 years old but did not apply for, nor were granted, the corresponding degree or title shall have their graduation approved as of the date they should have originally graduated (*Art. 405, University Code*).

Finally, In University of the East vs. Jader, G.R. No. 132344, 17 February 2000, the Court stated that:

“x x x Although commencement exercises are but a formal ceremony, it, nevertheless, is not an ordinary occasion, since such ceremony is an educational institution’s way of announcing to the whole world that the students x x x have satisfied all the requirements for such degree.”

In view of the foregoing, and with the passage of twenty-three (23) years of withheld graduation having more than sufficiently addressed Mr. Simbulan’s misconduct, it is recommended 1) that the penalty of withheld graduation be lifted immediately; and, 2) should Mr. Cesar Simbulan deem it necessary, he can then make the usual application to graduate from the relevant college and the University Council of U.P. Diliman.

Board action: The Board approved the recommendation that: 1) the penalty of withheld graduation be lifted immediately; and, 2) should Mr. Simbulan deem it necessary, he can then make the usual application

to graduate from the College of Engineering. The Board likewise agreed that there should be a prescriptive period for resolving cases. In this connection pertinent policies/rules will have to be reviewed.

Proposal to Amend the University Professor and University Professor Emeritus Grant

The University Professor and University Professor Emeritus Grants were established by the Board of Regents at its 1137th meeting on 25 November 1999 and 1203rd meeting on 24 November 2005, respectively. In recognition of their outstanding scholarship and achievement in their respective fields, University Professors and University Professors Emeriti receive an annual grant of P200,000.00, in the form of a research contract in order to support their research and creative work. Since 15% to 20% of this amount is deducted in the form of withholding tax, it is proposed that the grant of P200,000 be net of tax, effective upon the establishment of the University Professor Emeritus Grant on 24 November 2005.

Proposal for the Abolition of the University Food Service (UFS) a Unit Under the Office of the Vice-Chancellor for Community Affairs, U.P. Los Baños and the Redeployment of Its Staff to Other UPLB Units Effective 1 April 2006

This recommendation is part of UPLB’s efforts to align its plans and programs to the U.P. system’s agenda of improving administrative efficiency and pursuing aggressively resource generation and mobilization programs. On 29 May 1989, the BOR at its 1021st meeting approved the “Discontinuation of UFS operations at Molawin Hall and lease of space to private food concessionaires”. For some reasons, the said discontinuation was not fully implemented and UPLB continued to have losses. From January 1999 to October 2005, UPLB lost 20.7 million worth of revenue earnings. This abolition is being proposed in tandem with a plan to develop the Student Union Building as a hub for business, food, recreation, amusement and other services to the students and constituents.

Consultations were conducted with some students, faculty, the All U.P. Worker’s Union and the UFS staff, through the Office of the Vice-Chancellor for Administration, regarding the abolition.

(The complete proposal is on file at OSU)

Board action: Approval (5 in favor, 3 against) with the condition that no employee shall be laid off. There shall be no demotion as well as no diminution in salary.

FINANCIAL MATTERS APPROVED

Reprogramming of the U.P. System Administration’s P113,861,132 Representing the Unexpended Balances of Prior Year’s Obligations

Creative & Research Scholarship Fund	P 30,000,000
Capital Outlay	P 60,000,000
Equipment Outlay	P 23,861,132
Total	P113,861,132

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

Programming of U.P. Diliman’s Income from Endowment Fund and Trust Account in the Total Amount of P30,000,000.00

Programming of U.P. Diliman’s income from Endowment Fund and Trust Account in the total amount of P30,000,000.00, certified available by the U.P. Diliman Accounting Office

A. Program	
A.1 General Administration & Support services for utility bills for Meralco, Manila Water Co., PLDT, Bayantel & other MOOE	P15,000,000.00
B. Projects	
B.1 Construction Outlay for the completion of ongoing infrastructure projects	5,000,000.00
B.2. Equipment Outlay For the purchase of computers, laboratory equipment, airconditioning units and other equipment	10,000,000.00
TOTAL	P30,000,000.00

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

Reprogramming of Prior Years' Savings of U.P. Visayas in the Amount of P9,715,235.54

Reprogramming of prior years' savings of U.P. Visayas in the amount of P9,715,235.54 as certified by the U.P. Visayas Chief Accountant and Chief, Budget Office

PARTICULARS	FROM	TO
Personal Services	P9,715,235.54	
Maintenance & Other Operating Expenses		P6,362,304.82
Equipment Outlays		P3,352,930.72
Total	P9,715,235.54	P9,715,235.54

The reprogrammed amount will be used to augment U.P. Visayas' meager budget for maintenance and other operating expenses and purchase some needed instruction-related equipment.

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

Programming of Prior Years' Excess Income of U.P. Visayas, in the Amount of P1,554,577.57

Programming of prior years' excess income of U.P. Visayas, in the amount of P1,554,577.57 as certified by the U.P. Visayas Chief Accountant and Chief, Budget Office

A.III.a. Advanced & Higher Education Services

PARTICULARS	FROM	TO
Personal Services	P1,554,577.57	
Maintenance & Other Operating Expenses		P1,554,577.57
Total	P1,554,577.57	P1,554,577.54

The above programming will be used to augment the deficient budget for maintenance and other operating expenses of U.P. Visayas.

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

Reprogramming of Prior Years' Savings from the Revolving Fund of U.P. Visayas, in the Amount of P4,885,202.14

Reprogramming of prior years' savings from the revolving fund of U.P. Visayas, in the amount of P4,885,202.14, as certified by the U.P. Visayas Chief Accountant & Chief, Budget Office

PARTICULARS	FROM	TO
Personal Services	P4,885,202.14	
Maintenance & Other Operating Expenses		P 950,202.14
Equipment Outlays		P3,935,000.00
Total	P4,885,202.14	P4,885,202.14

The above reprogramming will be used to augment the meager budget for maintenance and other operating expenses and purchase of equipment for laboratory and library modernization of U.P. Visayas.

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

Request of U.P. Baguio for Programming of the Amount of P14,000,000.00 Representing Unappropriated/Excess Income for CY 2004-2005

Request of U.P. Baguio for Programming of the amount of P14,000,000.00 representing Unappropriated/Excess Income for CY 2004-2005, as certified by the OIC, Accounting Office Operations (AHE)

Personal Services (100)	P 2,115,000.00
MOOE (200)	1,500,000.00
Capital Outlay (300) (bso & rehab of existing facilities)	9,385,000.00
Equipment Outlay (300)	<u>1,000,000.00</u>
Total	<u>P 14,000,000.00</u>

It is understood that all disbursements from this fund shall be made in accordance with the usual accounting and auditing rules and regulations.

Request of U.P. Baguio for Reprogramming of the Amount of P2,258,640.54 from CY 2003

Details of Expenditures:

I. PS - 100	P 200,000.00
II. MOOE - 200	1,058,640.54
III. CAPITAL OUTLAY - 300	
Equipment Outlay	<u>1,000,000.00</u>
Total	<u>P 2,258,640.54</u>

It is understood that all disbursements from these funds shall be made in accordance with the usual accounting and auditing rules and regulations.

Proposal of the College of Engineering, U.P. Diliman to Institute/ Increase Laboratory Fees of Two Environmental Engineering Laboratory Courses

Course/Description	No. of Units	Laboratory Fee	
		From	To
EnE 205 Environmental Engineering Laboratory I	3	0	P 1,500.00
EnE 220 Environmental Engineering Laboratory II	3	P600.00	P 1,500.00

Justification

The Department of Chemical Engineering did not charge any laboratory fee for EnE 205 subject since 1975 and EnE 220 lab fee is P600 only per semester. With the deterioration of the peso value, increase in the number of students and added expenses in running a laboratory, the current fees are not enough.

The College has consulted 65 environmental engineering graduate students last year and they all agreed to pay the laboratory fee of P1,500 for each course. Since 1975, there was an oversight of not charging any laboratory fee for EnE 205, a requirement for all MSEnE students. On one hand, for EnE 220, only P600 was being charged which needs to be increased. Based on the College's computation, they spend about P3,250 per student so the proposed fee of P1,500 per student is only half of the actual expenses.

The 65 students consulted comprised about one half of the MSEnE student population. The College also consulted the Engineering Representative to the University Student Council and was able to address their concerns.

This proposal is endorsed by the President's Advisory Council (PAC).

Board action: Approval (4 in favor, 2 against)

N.B. Student Regent Ramos requested for deferment of action on this particular proposal. He wanted to know how laboratory fees are computed. He wanted more data on the usage of laboratory fees.

The President clarified that laboratory fees collected go to a trust fund and are plowed back for use by the students in the laboratory (reagents, supplies, glasswares, disposables, etc). She suggested that henceforth, when there are proposals for fee increases, the Faculty and Student Regents shall be given advance copies of the proposals so they will have ample time to evaluate.

Proposal of the College of Engineering, U.P. Diliman to Increase Tuition for Its Graduate Programs from P500 per unit to P1,500 per unit and Assessment of an Additional P1,000 per unit on Top of the Proposed Tuition for Graduate Students Enrolled Through the Distributed Graduate Instruction (DIGRI)

The U.P. College of Engineering, in line with the vision of the University is actively pursuing plans to strengthen its position as the institution of choice for engineering graduate studies in the country. More than this, however, the goal of the College extends to ensuring that their graduate programs can compete among the best engineering schools in the region. The College believes that if it is to remain relevant, it must be poised to confront the challenges posed by globalization and the rapidly changing landscape of graduate education.

One of the steps taken by the college towards this goal is the implementation of the Distributed Graduate Instruction (DIGRI) starting this semester. Unlike the traditional form of classroom instruction, DIGRI uses modern technology and tools to bring the lessons to the students in the convenience of their workplace. This mode of graduate instruction delivery is designed to attract professional engineers from industries who are interested in graduate studies but are constrained by traffic and distance to the University. Interests in DIGRI among engineers working in semiconductor industries are growing as evidenced by the numerous inquiries the College received in the last SEIPI Exhibit at the PICC.

The implementation of some of these plans, however, is hinged on increasing the current tuition collected from the graduate students. Among these plans include: (1) schemes to provide incentives to graduate faculty members who have shown excellence in the areas of teaching and research; (2) enhancement and continual development of course materials offered to graduate students; (3) upkeep of laboratories in terms of supplies and equipment; and (4) enhancement of graduate teaching facilities in the College.

To get the sentiments of students regarding the planned tuition increase, the Graduate Office of the College of Engineering conducted consultations among graduate students last 2 June 2005. In the consultation, the College explained to the students its position in pushing for an increase in tuition. They presented to them four options

where they were asked to affix their signatures to indicate their choice. The table below shows the different options and what the students have chosen.

Option	Tuition Increase	Proposed Tuition	Number of Students
1	None	No Change	2
2	Less than P500	Less than P1,000	3
3	P500	P1,000	30
4	P1,000	P1,500	94

A majority of the students consulted supported the planned increase and they agreed that the current graduate tuition of P500 per unit is not enough to maintain the quality of graduate education offered in the College. A total of 129 students were consulted.

The proposed increase will be used solely for the purpose of enhancing graduate programs and will be apportioned as follows:

Teaching Enhancement and Course Materials Development	50%
Improvement of Laboratory Equipment and Facilities	40%
Student Recruitment and Information Activities	10%

The additional P1,000 per unit on top of the proposed tuition shall be used to cover the cost of maintaining and running the equipment used in DIGRI as much as the development of courses offered.

N.B. The Chair noted the objection raised by the Student Regent.

Proposal of the Philippine General Hospital Administration to Modify the Entitlements of Its Deputy Directors

Entitlement of Deputy Directors	Existing	Proposed
Academic Load Credit	6 units	9 units
Honorarium	P3,630	P3,630
Representation Allowance (RA)	P4,500	P5,000
Transportation Allowance (TA)	P4,500	P5,000

The Philippine General Hospital though a non-degree granting unit is considered as one of the academic units of U.P. Manila. As an academic unit, it is the training laboratory of undergraduate students of the different U.P. Manila Colleges. It handles the training of 260 interns from U.P. and from other medical colleges. It also takes care of the training of 550 resident physicians and about 190 fellows.

The training of these different trainees is a responsibility of 16 different Academic Departments where chairs receive an academic load credit of 6 units. As shown in the PGH Organizational Chart, the different Academic Departments are under the Office of the Deputy Director for Health Operations.

Taking into consideration the entitlements of faculty administrators as of 21 April 2005, the chairpersons are given a maximum ALC of 6 units which is the same as that of the Deputy Directors while the PGH Director is given 12 units ALC. Considering the organizational chart, PGH Deputy Director for Health Operations may deserve an ALC lower than the PGH Director but higher than the PGH Department Chairs. Being of the same level, whatever ALC credit maybe given to the Deputy Director for Health Operations should also be enjoyed by the other Deputy Directors.

As per 1107th meeting of the Board of Regents held on 17 April 1997, the representation and transportation allowances of the Assistant Directors (now Deputy Directors) of the Philippine General Hospital

were upgraded from Level VI to Level IV. This is because of the "level of difficulties and complexity of their duties and responsibilities, which are definitely higher than the Division Chiefs reporting to them who are at level VI RATA."

As of 1 April 2005, RATA of level IV officials as per DBM Circular was increased to P5,000.

The total number of administrative employees of the Philippine General Hospital is approximately 3,600. This is aside from the residents and fellows and 600 faculty members of UPCM who are also PGH attending physicians. Each Deputy Director has under him/her at least 1,000 PGH employees/doctors.

N.B. Related to this proposal, Regent Sarmiento suggested that a recognition be given to doctors working without compensation by giving them tenure and a stipend of P100.00 per month.

The President promised to look into the suggestion of Regent Sarmiento.

Request of U.P. Los Baños for Adjustments of Entitlements of All Cluster Directors

The entitlements received by a cluster director are equivalent to the entitlements of a director of a sub-unit but are lower than the entitlements received by a director of a national center of excellence as shown below:

	ALC	Honorarium (per annum)	Representation Allowance (per annum)	Transportation Allowance (per annum)
Director of sub-unit/cluster director	6	P43,560	P48,000	P48,000
Director of National Center of Excellence	6	P58,080	P60,000	P60,000
Difference		P14,520	P12,000	P12,000

Concomitant with the functions of a cluster director is being director of the cluster's sub-units. Considering that all cluster directors of the College of Agriculture have each, under their supervision, a sub-unit recognized as a national center of excellence, UPLB deems it appropriate and thus requests that all cluster directors be given the entitlements of directors of national centers of excellence.

Proposal of the U.P. Open University on the Full Implementation of Credit Card Payment Schemes in Support of Online/Regular Registration and Other Operations/Transactions

The U.P. Open University proposes to fully implement the following credit card payment schemes: (1) Over-the-Counter (OTC); (2) Mail-Order-Telephone-Order (MOTO); and (3) eCommerce. It is further proposed that the Equitable PCI Bank (EPCIB) be used as the conduit bank for all UPOU credit card transactions until such time that a qualified Government Service Bank (GSB) could provide the required services.

Background

In the Second Semester AY 2003-2004, the U.P. Open University piloted the use of a credit card payment system using the Equitable Card Network (ECN) multi-payment gateway facility for Over-the-Counter (OTC) and Mail-Order/Telephone-Order (MOTO) transactions. With the successful pilot testing and the general acceptance by U.P. Open University students of the credit card payment scheme, the U.P. Open University is considering the extension of the credit card payment scheme to include eCommerce. It is intended to complement U.P. Open University's online registration and to support other U.P. Open University operations.

Recently, U.P. Open University designed an online registration scheme which allows students the convenience of accomplishing

registration requirements through the internet. To complement and complete the online registration at U.P. Open University, a protocol, requiring an Internet Payment Gateway Facility (IPGF), was likewise designed to allow the students to pay through the internet using credit card.

Initiatives were undertaken by UPOU to seek out Government Service Banks (GSBs) and private banking institutions in relation to its eCommerce payment requirements. The following banks were invited to make presentations and submit proposals with the end in view of getting the best arrangement suitable to U.P. Open University operations as a distance education provider and as a government institution: Philippine National Bank (PNB), Land Bank of the Philippines (LBP), Development Bank of the Philippines (DBP), Bank of the Philippine Islands (BPI) and Equitable Card Network (ECN).

As of the time of inquiry, the GSBs did not have an existing or operational system needed by U.P. Open University. As such, U.P. Open University initiated a public bidding for the IPGF services. Unfortunately, the bid failed twice resulting in negotiated procurement. An evaluation of the eCommerce services of private banks then followed. BPI was initially considered by UPOU, but while BPI offers eCommerce banking through its e-link express facility, it only accepts a limited range of credit cards (BPI, Mastercard). ECN on the other hand, is an IPGF provider with a broader range of acceptable credit cards (Mastercard, Visa, JCB and American Express). As such, its services fit U.P. Open University's requirements given that its clientele includes students from abroad.

As U.P. Open University had availed of the ECN service in its pilot implementation of the credit card system for OTC and MOTO transactions, the U.P. Open University deemed it wise to avail of ECN's IPGF facility for its proposed eCommerce operations. In line with this and aware of some restrictions on availing the services of private banks, the UPOU sought advice from the U.P. System and requested approval from the Bangko Sentral ng Pilipinas (BSP) to avail of the banking service facility of ECN.

The request of U.P. Open University coincided with the request of U.P. Press to allow them to open an account with BPI. The U.P. System was advised by the BSP that there is no need to seek permission to avail the services of private banks since all internet banking facilities already have the approval and authority of BSP to provide such kind of banking facilities. Under BSP regulations, as cited by Assistant Governor Diwa C. Guinigundo, private banks with BSP approved internet banking facility are allowed to accept payment of fees and other charges for the account of the department, bureau, offices and agencies of the national government.

Proposal of U.P. Baguio for Institution of Research Affiliation Fees at the Cordillera Studies Center (CSC) and Creation of a Trust Fund Account as Depository Account for Collected Fees

Proposed Fees

Duration	EMPLOYED**				STUDENT*			
	With Fellowship		No Fellowship		With Fellowship		No Fellowship	
	Foreign	Local	Foreign	Local	Foreign	Local	Foreign	Local
1-3 months	\$100	P1,000	\$ 75	P 750	\$ 50	P 500	\$ 30	P 375
3-6 months	\$150	P2,000	\$100	P1,500	\$ 75	P1,000	\$ 50	P 750
6-12months	\$250	P3,000	\$200	P2,250	\$150	P1,500	\$100	P1,125

* MA and Ph.D. students

** Includes Affiliates pursuing post-doctoral research

Justification:

The Funds shall provide support for the maintenance of equipment, e.g., computers, communication facilities, and the acquisition of additional resources for the CSC. A trust fund shall be created as a depository account for collected fees.

The CSC Research Affiliate shall enjoy the following privileges:

1. Use of library facilities and materials and access to relevant research publications of U.P. Baguio faculty members and the CSC;
2. Use of facilities such as telephone, fax machine, computer, printer and photocopying machine (for a fee);
3. Referral to local government units and other competent individuals that may assist in the conduct of the affiliate's research;
4. Use of CSC mailing address for the duration of the affiliation;
5. Assistance in personnel recruitment when requested;
6. Provision of workspace and shelves at the Cordillera Studies Center Office (subject to the availability of space)

The CSC Research Affiliate shall have the following obligations:¹

1. Provide the CSC library copies of research materials and research reports;
2. Provide the CSC copies of progress reports submitted to their funding or base institutions;
3. May be requested to contribute to on-going institutional researches;
4. Deliver at least one seminar paper per semester/year depending on his/her schedule; and
5. Acknowledge the CSC as institutional base in all publications arising from the affiliation.

When approved by the Board, current affiliates will not be covered by the new fees.

Proposed Monetary Awards for U.P. Scientists Under the U.P. Scientific Productivity System

Background

The U.P. Scientific Productivity System was established by the BOR in its 1199th meeting on 26 August 2005 to encourage and reward scientific productivity. Deserving scientists shall be given the rank "U.P. Scientist" for a period of three years with a monetary Award, referred to as the U.P. Scientific Productivity Award.

To fund the system, the U.P. Scientific Productivity System Endowment Fund of P250,000,000 was established by the BOR from reprogramming of unexpended balances of prior year's obligations under General Fund 101 - P200,000,000 on 26 August 2005 (1199th BOR meeting) and an additional P50,000,000 on 27 October 2005 (1202nd BOR meeting).

From the simulations conducted by the different CUs using the proposed criteria for appointment and the corresponding rating system, about 100 U.P. Scientists U.P. system-wide may qualify for the Award.

Proposal

It is proposed that the following monetary awards be given to U.P. Scientists who meet the qualifications expected for each Scientist rank.

U.P. Scientist I	P 96,000 per annum
U.P. Scientist II	120,000 per annum
U.P. Scientist III	144,000 per annum

It is further proposed that for the initial implementation of the System, scientific productivity during the period January 2001-December 2005 shall be considered.

ACADEMIC MATTERS APPROVED

Graduation of Students from the U.P. Open University Who Completed All the Requirements as of First Semester SY 2005-2006

Graduation of students from the U.P. Open University who completed all the requirements as of First Semester SY 2005-2006

and whose graduation was endorsed by the U.P. Open University Council in its 23rd meeting on 22 February 2006

(Please see list filed at the OSU Records.)

Request of the President for Authority to Approve the Graduation of Students from the Different Constituent Universities Who Completed All Their Requirements as of the End of the Second Semester 2005-2006

Request of the President for authority to approve the graduation of students from the different constituent universities who completed all their requirements as of the end of the Second Semester 2005-2006 and whose graduation was endorsed by their respective University Councils

This request is in view of the early Commencement Exercises set by many of the CUs. It is understood that the graduation of students approved by the President is subject to confirmation by the Board of Regents.

MEMORANDA OF AGREEMENT

The Board **confirmed** the following agreements:

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 Diliman Computer Science Foundation (DCSF)

Memorandum of Agreement entered into by and between the University of the Philippines System and the Diliman Computer Science Foundation (DCSF)

Project: Establishment of scholarships in U.P. for the schooling of scholars on a full-time Information Technology Program at the U.P.-ITTC

Particulars:

U.P. and DCSF agree on the following:

- a. DCSF will release to U.P. from funds donated by the following Donors the necessary amounts to cover the tuition and other fees and expenses associated with scholarships to be established by the Donors at the U.P.-ITTC:
 - J-SYS Philippines, Inc.
 - NEC Telecom Software Philippines, Inc.
 - Tsukiden Software Philippines, Inc.
 - ADTX Systems, Inc.
 - Intertek Group, Inc.
 - Trinity Software Philippines, Inc.
 - ASTRA (Philippines), Inc.
 - Fujitsu Ten Solutions Philippines, Inc.
 - Fujitsu Philippines, Inc.
- b. Allowances or stipend due to the scholars under the scholarship programs shall be paid by DCSF to the scholars;
- c. U.P. through the U.P.-ITTC Scholarship Committee, shall review the performance of the scholars after each academic quarter, in accordance with the criteria set by the Committee; and shall report to DCSF and the Donors the results of such evaluation; and
- d. Should the scholar's performance be rated *unsatisfactory*, DCSF may, upon request of the Donors, either withdraw the unexpended amount of the scholarship or award the scholarship to another

¹ Manual of Operations of the Cordillera Studies Center, p. 18.

qualified recipient, subject to applicable U.P. rules and regulations on scholarships.

Effectivity: Effective immediately upon signing of the parties for a period of 3 years

Date signed: 16 January 2006

Memorandum of Agreement with the Fujitsu Philippines, Inc.

Memorandum of Agreement entered into by and between the University of the Philippines and the Fujitsu Philippines, Inc.

Project: Establishment of scholarship for five (5) deserving scholars on a full-time Information Technology Program at the U.P.-ITTC

Particulars:

U.P. and Fujitsu hereby agree on the following:

- a. For and in consideration of its generosity and liberality, Fujitsu agrees to be a *Major Donor* to sponsor the schooling for one (1) year of five (5) scholars on a full-time Information Technology Program at the U.P.-ITTC;
- b. Scholars chosen shall be entitled to a 100% free tuition, which shall be paid by DCSF;
- c. Fujitsu shall cause DCSF to release sufficient funds to U.P. to cover the tuition fees and other fees and charges payable by the scholars to U.P.-ITTC for their studies at the U.P.-ITTC;
- d. Fujitsu may select its recipient, who may be any of its employees, or signify its preference to U.P., through the U.P.-ITTC Scholarship Committee, to pre-screen applications and recommend three (3) nominees for its consideration; *Provided* that if the chosen recipient/s shall be required to take other language proficiency or skills examinations, the same shall be funded by Fujitsu;
- e. The academic performance of the scholar is subject to the review of U.P. at the end of each academic quarter, in accordance with the criteria set by the U.P.-ITTC Scholarship Committee for maintaining the scholarship. Should the scholar's performance be rated *unsatisfactory*, the unexpended amount of the scholarship may either be withdrawn or awarded to another qualified recipient, subject to applicable U.P. rules and regulations on scholarships;
- f. Fujitsu has the option to hire its scholars at the end of the scholarship period, subject to terms and conditions as may be agreed upon between Fujitsu and the scholar; and
- g. In consideration of its liberality and generosity, Fujitsu shall be entitled:
 - 1) To be acknowledged in the U.P.-ITTC website and marketing brochures for a period of one (1) year, for the duration of the scholarship grant;
 - 2) To have its company logo and link in the U.P.-ITTC website, and such other company details presented in U.P.-ITTC press releases as a *Major Donor*;
 - 3) To receive a certificate of recognition;
 - 4) To use the U.P.-ITTC's logo and link for its website, with proper acknowledgment to U.P. and/or U.P.-ITTC as the owner of such logo and link;
 - 5) To have access to the directory of U.P.-ITTC graduates; and
 - 6) To be a member of the Friends of the U.P.-ITTC Foundation, with invitation to major Foundation events.
- h. Fujitsu represents and warrants to U.P. that it has legal power and authority to execute and deliver this Agreement and to perform all the terms and conditions required to be performed under this Agreement;
- i. In case any one or more of the provisions contained herein shall, for any reason, be held invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provision of this Agreement, and the remaining valid provision shall be enforceable to the fullest extent; and
- j. Both parties agree to execute such other documents and instruments that may be necessary to implement this Agreement.

Effectivity: Effective immediately upon signing hereof by the parties and shall remain in force and effect unless earlier terminated by mutual consent of the parties, subject to 60 day written notice to the other party

Date signed: 23 February 2006

Memorandum of Agreement with ASTRA (Philippines), Inc.

Memorandum of Agreement entered into by and between the University of the Philippines and ASTRA (Philippines), Inc.

Project: Establishment of scholarship for one (1) deserving scholar on a full-time Information Technology Program at the U.P.-ITTC

Particulars:

U.P. and ASTRA hereby agree on the following:

- a. For and in consideration of its generosity and liberality ASTRA, agrees to be a *Major Donor* to sponsor the schooling for one (1) year of one (1) scholar on a full-time Information Technology Program at the U.P.-ITTC.
- b. Scholars chosen shall be entitled to a 100% free tuition, which shall be paid by DCSF.
- c. ASTRA shall cause DCSF to release sufficient funds to U.P. to cover the tuition fees and other fees and charges payable by the scholars to U.P.-ITTC for their studies at the U.P.-ITTC.
- d. ASTRA may select its recipient, who may be any of its employees, or signify its preference to U.P., through the U.P.-ITTC Scholarship Committee, to pre-screen applications, and recommend three (3) nominees for its consideration; *Provided*, that if the chosen recipient/s shall be required to take other language proficiency or skills examinations, the same shall be funded by ASTRA.
- e. The academic performance of the scholar is subject to the review of U.P. at the end of each academic quarter, in accordance with the criteria set by the U.P.-ITTC Scholarship Committee for maintaining the scholarship. Should the scholar's performance be rated *unsatisfactory*, the unexpended amount of the scholarship may either be withdrawn or awarded to another qualified recipient, subject to applicable U.P. rules and regulations on scholarships.
- f. ASTRA has the option to hire its scholars at the end of the scholarship period, subject to terms and conditions as may be agreed upon between ASTRA and the scholar.
- g. In consideration of its liberality and generosity, ASTRA shall be entitled:
 - 1) To be acknowledged in the U.P.-ITTC website and marketing brochures for a period of one (1) year, for the duration of the scholarship grant;
 - 2) To have its company logo and link in the U.P.-ITTC website, and such other company details presented in U.P.-ITTC press releases as a *Major Donor*;
 - 3) To receive a certificate of recognition;
 - 4) To use the U.P.-ITTC's logo and link for its website, with proper acknowledgment to U.P. and/or U.P.-ITTC as the owner of such logo and link;
 - 5) To have access to the directory of U.P.-ITTC graduates; and
 - 6) To be a member of the Friends of the U.P.-ITTC Foundation, with invitation to major Foundation events.
- h. ASTRA represents and warrants to U.P. that it has legal power and authority to execute and deliver this Agreement and to perform all the terms and conditions required to be performed under this Agreement.
- i. In case any one or more of the provisions contained herein shall, for any reason, be held invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provision of this Agreement, and the remaining valid provision shall be enforceable to the fullest extent.
- j. Both parties agree to execute such other documents and instruments that may be necessary to implement this Agreement.

Effectivity: Effective immediately upon signing hereof by the parties and shall remain in force and effect unless earlier terminated by mutual consent of the parties, subject to 60 day written notice to the other party

Date signed: 8 March 2006

Research Service Agreement with the Procter and Gamble Distributing Philippines, Inc. (P&GDP)

Research Service Agreement entered into by and between the University of the Philippines and the Procter and Gamble Distributing Philippines, Inc. (P&GDP)

Project: Evaluation of the clinical and other scientific data of P & GDP providing the effectiveness of Head & Shoulders Shampoo (H & S) against dandruff and to conduct independent laboratory tests to confirm or reject P & GDP's claim that H & S is effective against dandruff and has the ability to fight other signs of dandruff

Particulars:

The University, through the microbiological services laboratory known as the Philippine National Collection of Microorganisms (PNCM) of the National Institute of Molecular Biology and Biotechnology (BIOTECH) at U.P. Los Baños, is willing to provide the service.

The Parties agree as follows:

- a. The University as independent contractor, will perform the Service outlined and will use reasonable efforts to complete the same on or before 7 April 2006;
- b. The Service does not include improvements, additions or changes to any information, product or technique subject of the Service or the provision of solutions to problems identified in such information, product or service created as a result of the performance of the Service;
- c. The Service will be performed under the direction of Dr. Rosario G. Monsalud of the Philippines National Collection of Microorganisms, BIOTECH at U.P. Los Baños;
- d. The Client will pay to the University the Service Fee as well as the costs of the research;
- e. The Client shall be liable for any and all taxes, whether direct or indirect, fees or charges that are due or may be imposed by the National or local government unit on the Service or its results;
- f. The Client may disclose confidential information to the University to facilitate performance of the Service. Each party shall use all reasonable efforts to treat and keep confidential, and cause its officers, employees and agents to treat and keep confidential all information deemed by either party as confidential information. In no event shall such efforts be less than the degree of care and discretion the recipient exercises in protecting its own confidential information. Any such information will be disclosed within the recipient's organization on a "need to know" basis;
- g. The Client agrees that the University shall own the Service Results with full right to use and publish the same. The University reserves the right to use all Service results by virtue of and pursuant to this Agreement for the enhancement of its academic and research programs, pursuant to its academic freedom guaranteed under the Constitution without need of consent from Client; and
- h. The Client will not use the name of the University, any of its units unless in accordance with the terms of the contract and Annex "C" of the agreement.

Effectivity: Effective upon approval by the Board of Regents of the University

Date signed: 28 March 2006

U.P. Diliman

Memorandum of Understanding with the Hoseo University (Korea)

Memorandum of Understanding entered into by and between U.P. Diliman and the Hoseo University (Korea)

Project: Academic cooperation

Particulars:

The parties will cooperate, map out and implement mutually beneficial activities and programs that may include:

- a. Fellowship programs for professors and students;
- b. Collaborative programs undertaken in both institutions where resource sharing and exchange of faculty and staff can be effected;
- c. Consultancies;
- d. Other innovative educational and training activities for human resources development; and
- e. Research cooperation.

Effectivity: Shall be valid for 2 years from the date of signing

Date signed: 7 March 2006

Memorandum of Agreement with the Graduate School of Environmental Studies, Nagoya University (Japan)

Memorandum of Agreement entered into by and between U.P. Diliman and the Graduate School of Environmental Studies, Nagoya University (Japan)

Project: Academic exchange and cooperation

Particulars:

Both institutions agree to establish and implement the following activities:

- a. Exchange of graduate students;
- b. Exchange of professors and research scholars;
- c. Exchange of scientific materials, publication and information; and
- d. Joint research activities

Effectivity: Effective for a period of 3 years upon signing

Date signed: 3 March 2006

Grant Contract Entered with the Asian Center for Energy (ACE) in Behalf of the Association of South-East Asian Nation (ASEAN)

Grant Contract entered into by and between U.P. Diliman through the National Engineering Center (Beneficiary) and the Asian Center for Energy (ACE) in behalf of the Association of South-East Asian Nation (ASEAN) (Contracting Authority)

Project: Strengthening the Institutional Capacity in the Philippines to Prepare the Electric Cooperatives for the Adaptations of Performance-Based Regulation (Action)

Particulars:

- a. The Beneficiary will be awarded the grant on the terms and conditions set out in the contract, which consists of special conditions and the annexes, which the Beneficiary declares it has noted and accepted.
- b. The Beneficiary accepts the grant and undertakes to carry out the Action under its own responsibility.
- c. The total cost of the Action eligible for financing by the Contracting Authority is estimated at €385,789.00.
- d. The Contracting authority undertakes to finance a maximum of €165,889.00 equivalent to 43.00% of the estimated total eligible cost specified in paragraph 1; the final amount shall be established in accordance with Article 17.

Effectivity: The Contract shall enter into force on the date when the last of the two Parties signs. The Action implementation period is 10 months or has to be completed before 12 December 2006.

Date signed: 25 January 2006

Memorandum of Agreement (Renewal) with the Kansai University of International Studies (KUIS) (Japan)

Memorandum of Agreement (Renewal) entered into by and between U.P. Diliman and the Kansai University of International Studies (KUIS) (Japan)

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 which both parties agree.

Effectivity: Shall remain in full force for a period of 3 years

Date signed: 31 January 2006

Memorandum of Agreement with the Bayantrade Dotcom, Inc.

Memorandum of Agreement entered into by and between U.P. Diliman through the College of Engineering and the Bayantrade Dotcom, Inc.

Project: Practice of Supply Chain Management (SCM)

Particulars:

Obligations of the University:

- a. Provide selected undergraduate and graduate students of its Department of Industrial Engineering and Operations Research, College of Engineering to the Bayantrade summer internship program. Such students shall be selected using criteria that the two parties will formulate and agree;
- b. Incorporate SCM specific topics in the academic program of selected courses through colloquium talks, project studies and the like;
- c. Provide adequate computer and classroom resources that can be used for training, colloquium talks and seminars; and
- d. Provide faculty members to be part of public and private seminars and trainings that Bayantrade hosts regularly.

Obligations of Bayantrade:

- a. Provide a summer internship program for selected senior students from the Department of Industrial Engineering and Operations Research, College of Engineering;
- b. Provide colloquium speakers on SCM who are practitioners in the industry to give students from the Department of Industrial Engineering and Operations Research, College of Engineering an industry perspective of SCM;
- c. Provide training and access to qualified undergraduate and graduate students from the Department of Industrial Engineering and Operations Research, College of Engineering to Bayantrade's SCM technology infrastructure for project practicum as part of their academic training;
- d. Deploy qualified undergraduate and graduate students and faculty members of the Department of Industrial Engineering and Operations Research to business undertakings of Bayantrade with its customers, provided, that the said customers will explicitly allow such deployment; and
- e. Assist the Department of Industrial Engineering and Operations Research, College of Engineering in setting up and supporting their own SCM technology infrastructure provided, such skills is available in Bayantrade.

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

Date signed: 3 February 2006

Memorandum of Agreement with the Ecole Supérieure Des Sciences Commerciales D' Angers (ESSCA) (France)

Memorandum of Agreement entered into by and between U.P.

Diliman and the Ecole Supérieure Des Sciences Commerciales D' Angers (ESSCA) (France)

Project: Student exchange

Particulars:

Obligations of Exchange Students:

- a. Exchange students shall pay for their own international transportation and local travel expenses;
- b. Exchange students are responsible for their own financial support. The host institution has no obligation to provide funds to an exchange student for any purpose;
- c. Exchange students are subject to the rules and regulations on conduct and discipline of the regular students at the host institution;
- d. Exchange students are responsible for securing their own housing accommodation. They will receive a list of available accommodation from the host institution coordinator. Exchange students who wish to live in university housing or dormitories, if available, shall apply with the appropriate office of the host institution through the host institution coordinator.
- f. Exchange students are required to be covered by health insurance valid in the host country; and
- e. The home institution may provide financial and other assistance to enable its exchange students to meet their obligations under the Agreement.

Effectivity: Effective upon signing and shall be valid for a period of 3 years from the date of execution

Date signed: 12 December 2005

Memorandum of Agreement with the Institute of Asian and African Studies, Moscow State University (Russia)

Memorandum of Agreement entered into by and between U.P. Diliman and the Institute of Asian and African Studies, Moscow State University (Russia)

Project: Student and Staff exchange program

Particulars:

Conditions for the students:

- a. Waiver of tuition fees;
- b. A monthly scholarship, used at home and host universities; and
- c. Waiver of accommodation.

Conditions for the staff:

- a. Waiver of accommodation; and
- b. A monthly salary, used at home and host universities.

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

Date signed: 2 February 2006

Memorandum of Understanding with the National Taiwan University of Science and Technology

Memorandum of Understanding entered into by and between U.P. Diliman and the National Taiwan University of Science and Technology

Project: Academic exchange and collaboration

Particulars:

Both institutions agree to promote cooperation in the fields of education and academic research as follows:

- a. To encourage exchanges and visits in the following categories:
 - 1) undergraduate and graduate students;
 - 2) non-teaching and post-graduate fellows; and
 - 3) junior and senior faculty members.
- b. To exchange information and materials in the field of Engineering which are of interest to both universities;
- c. To facilitate negotiations and arrangements made by individuals or faculty members in the accomplishment of the above exchanges;
- d. To organize joint conferences and academic programs; and
- e. To arrange joint research activities and publications.

Effectivity: Effective for a period of 3 years upon signing

Date signed: 22 November 2005

Project Contract with Prof. Wilhelmina L. Cabo

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 Prof. Wilhelmina L. Cabo (Lead Project Proponent)

Project: Conduct of the 47th Local Administration and Development Program

Particulars:

The Lead Project Proponent shall undertake the implementation of the Project from May 2006 to October 2006. The U.P. Diliman through the CLRG-NCPAG shall release financial assistance to the Lead Project Proponent in the amount of P500,000.00, chargeable against the CLRG.

Date signed: 16 February 2006

Contract with Prof. Grace Alfonso (Production Team), Prof. Malaya Ronas, and Prof. Raymund Jose Quilop (Content Writers)

Contract entered into by and between U.P. Diliman through the Diliman Interactive Learning Center and Prof. Grace Alfonso (Production Team), Prof. Malaya Ronas, and Prof. Raymund Jose Quilop (Content Writers)

Project: Second Phase of On-line Lectures and Production of Lectures in CD for Social Science 2 in the U.P. System

Particulars:

The University shall provide an Instructional Material Development Grant for the following:

- a. Production Team in the amount of P87,500.00 per on-line lecture but not to exceed four (4) lectures.
- b. Content Writers in the amount of P10,000.00 per on-line lecture but not to exceed four (4) lectures.

Effectivity: 16 February 2006 to 15 December 2006

Date signed: 17 February 2006

Memorandum of Agreement on Academic Exchange and Cooperation with Kobe University, Japan

Memorandum of Agreement on Academic Exchange and Cooperation entered into by and between U.P. Diliman and Kobe University, Japan

Project: Academic Exchange Program

Particulars:

Both Parties shall promote the following exchange programs:

- a. Joint research;
- b. Exchange of faculty;
- c. Exchange of graduate and undergraduate students;
- d. Exchange of research results, academic publications and other academic information; and
- e. Other forms of academic exchanges.

Effectivity: Effective for a period of 3 years, commencing from the date of signing by both parties

Date signed: 18 October 2005

U.P. Los Baños**Memorandum of Agreement with the Fiber Industry Development Authority (FIDA)**

Project: Development of Regeneration System for Biolistic - Mediated Transformation for Abaca to be undertaken at the Department of Horticulture

Particulars:

- a. FIDA shall provide funds for the implementation of the project in the amount of P700,000.00.
- b. UPLB, through the Department of Horticulture, will provide the technical expertise and manpower to undertake the project's research and development component.
- c. Joint ownership of project component output and intellectual property rights.

Effectivity: Effective upon signing thereof and receipt by UPLB of the Notice to Proceed and shall be effective for a period of 1 year until 31 December 2006

Date signed: 30 January 2006

Memorandum of Understanding with the University of Miyazaki, Faculty of Agriculture, Japan

Memorandum of Understanding entered into by and between U.P. Los Baños and the University of Miyazaki, Faculty of Agriculture, Japan

Project: Academic exchange in education and research

Particulars:

- a. Miyazaki and U.P. Los Baños agreed to develop academic exchange in various areas of education and research on the basis of equality and reciprocity:
 - 1) Exchange of researchers and other research staff
 - 2) Conducting collaborative research projects and organizing symposia
 - 3) Exchange of research data and materials
 - 4) Exchange of students
 - 5) Exchange of administrative staff
- b. Specific details on the development and implementation of particular exchange shall be negotiated and agreed between Miyazaki and UPLB, and carried out in accordance with the memorandum.

Effectivity: Effective for a period of 5 years from the date of signing, and renewable for 5 years subject to mutual consent

Date signed: 3 March 2006

Memorandum of Understanding on Student Exchange with the University of Miyazaki, Faculty of Agriculture, Japan

Memorandum of Understanding on Student Exchange entered into by and between U.P. Los Baños and the University of Miyazaki, Faculty of Agriculture, Japan

Project: Student exchange

Particulars:

Following the signing of an Agreement on Academic Exchange between the University of the Philippines Los Baños and the University of Miyazaki, Faculty of Agriculture, Japan, both faculties shall conclude a Memorandum on Student Exchange

- a. Duration of Stay

Duration of stay for students of both universities shall not exceed one year. However, duration of stay can be extended for one year.
- b. Number of Exchange Students

Each University will accept up to a maximum of 2 students under this memorandum yearly.
- c. Enrolment of Exchange Students
 - 1) Students of the University of Miyazaki will register as audit students at the University of the Philippines Los Baños and can attend lectures, seminars and tutorials.
 - 2) Students of the University of the Philippines Los Baños will register as special audit students or special research students at the University of Miyazaki and can attend lectures, seminars and tutorials.
 - 3) Participating students will be subjected to the regulations of the host university.
- d. Selection of Exchange Students

Both universities will select the most suitable students, with the host university providing a suitable academic adviser and curriculum for the students' major field.
- e. Study Program

Exchange students will determine their study program at the host university in consultation with an academic adviser from their home university. The host university will evaluate their academic performance according to the rules of that university.

f. Academic Record and Accreditation

Exchange students will submit to the home university the academic record, certificate or diploma (or equivalent) obtained at the host university. The home university will accredit them according to the rules of the home university.

g. Tuition

Each student shall be exempted from the payment of the entrance examination fee, admission fee and tuition fees of the host university.

h. Accommodation

The host university will assist students in finding accommodation at a reasonable cost.

i. Financial Responsibility

Exchange students will be responsible for their own expenses including travel expenses, accommodation costs and health insurance fees.

Effectivity: Effective for a period of five years from the date of signing, and is renewable thereafter for further five-year term subject to mutual consent. The period of validity of this agreement may be terminated within this period by either university by giving notice in writing to the other university not later than six months before the termination date.

Date signed: 3 March 2006

Memorandum of Understanding on International Exchange with the University of Hawai'i at Mānoa

Memorandum of Understanding on International Exchange entered into by and between U.P. Los Baños and the University of Hawai'i at Mānoa

Project: Exchange of faculty, scholars, students, academic information, and materials

Particulars:

- a. The University of Hawai'i at Mānoa and UPLB agree to promote the following exchange activities based on their respective academic and educational needs:
 - 1) Exchange of faculty and scholars (professors, lecturers, or researchers)
 - 2) Exchange of students (including undergraduate and graduate students)
 - 3) Exchange of academic information and materials
 - 4) Exchange of periodic academic publications
 - 5) Organization of joint research programs
 - 6) Organization of joint conferences
 - 7) Other academic exchanges agreed to by both parties
- b. The implementation of each specific exchange based on this agreement shall be separately negotiated and determined by both universities. Efforts shall be made by both sides to find financial sources for carrying out the exchange programs.

Effectivity: Effective for a period of 5 years and is subject to revision or modification by mutual agreement

Date signed: 10 January 2006

U.P. Manila

Memorandum of Agreement with the Department of Health (DOH) and the Child Protection Unit Network Organization, Inc. (CPUNOI)

Memorandum of Agreement entered into by and among the U.P. Manila - College of Medicine - Philippine General Hospital (UPM-CM-PGH), the Department of Health (DOH) and the Child Protection Unit Network Organization, Inc. (CPUNOI)

Project: Institutionalization of integrated hospital-based multidisciplinary continuum of care that encompasses medical, psychological, social, legal, judicial, law enforcement and educational services for abused children and women through a network of women and/or child abuse experts

Particulars:

Joint responsibilities of DOH, U.P. Manila and CPU-NET:

- a. Train physicians, nurses and social workers from DOH Hospitals/ Medical Centers in the specialized skills necessary in caring for abused/neglected women and children.
- b. Work cooperatively to establish multidisciplinary Women and Child Protection Units (WCPU) in DOH Hospitals and Medical Centers.
- c. Create a national database for the gathering of accurate statistics on child abuse and neglect, improve case management and promote multi-center research
- d. Create a multidisciplinary Child Death Review Team composed of physicians, medico-legal officers, forensic scientists, social workers, lawyers, investigators, and other professionals; to review cases of infant and child deaths for the purpose of sharing information among the different agencies involved, standardizing procedures, and coming up with recommendations for future actions.
- e. Form a Task Force for the oversight of this project, to be composed of representatives from U.P. Manila, DOH and CPU-NET in consultation with other government and non-government partners involved in child protection.

Effectivity: Effective for a period of 3 years upon signing by the parties
Date signed: 1 March 2006

OTHER MATTERS

Paper Prepared by the National College of Public Administration and Governance (NCPAG), Entitled "A Preliminary Discourse Towards Rationalizing Faculty Promotions"

Hereunder are the highlights of the President's response to this paper:

In its paper "A Preliminary Discourse Towards Rationalizing Faculty Promotions", NCPAG raised three issues:

1. the declining importance attached to the teaching function vis a vis other criteria
2. the weight that must be given to units' evaluation and recommendations and the various criteria and the factors that are set
3. the role of central administration (letter mentioned APFC and HRDO) in the process

The President focused on the first issue, touched a little on the second and deferred to U.P. Diliman to explain its position especially on the second and third issues since these two issues may have come out as a result of guidelines that U.P. Diliman may have issued on equivalencies or its interpretation of what constitutes research or creative work, or guidelines to ensure consistency across units.

On the first issue: Declining importance attached to teaching

A close examination of the principles and the general evaluation criteria and indicators for faculty promotions shows an underscoring of the importance of the teaching function.

The manual prepared by the Office of the Vice-President for Academic Affairs (Shaping our Institutional Future: A Statement on Faculty Tenure, Rank and Promotion - 2004) provides the following:

1. Promotion is a recognition of the faculty member's accomplishments, growth, and development as a **teacher** and scholar, and service to the University and the general public (A. No. 1 p. 20)
2. The breadth and variety of academic and professional fields in the University make the development of detailed promotion criteria, equally applicable in all fields, inappropriate. However, the overriding values and standards are the demonstrable academic achievement in **teaching**, scholarly or creative work, service and professional growth. (A. No. 4, 20)

3. Faculty shall be evaluated on the following categories: **teaching**, scholarly or creative work, service to the University and the public, and professional growth. (B. No. 1, p. 21)
4. The weights for each category are differentiated according to the nature of the unit. Graduate units (i.e. without undergraduate programs) are expected to place **at least equal emphasis on teaching** and scholarly work, while purely undergraduate units may **give greater value to teaching**. (B. 2 p. 21)

The weights are tabulated below:

Evaluation Category	Purely Graduate/ Mixed Undergraduate	Weights Undergraduate
Teaching	30-40%	40-50%
Scholarly/creative work	30-40%	30-40%
Service	10-15%	10-15%
Professional growth	10-15%	10-15%

From the above it becomes evident that teaching has either the edge or is treated equally as research. To say therefore that the importance of teaching has declined is incorrect.

The paper (p. 3, last paragraph) goes on to say that "the University has chosen to honor and extend lavish recognition to those with publications. It has set aside considerable sums of money to generously reward authors of internationally refereed publications while not maintaining any similar systematic programs for those committed to the teaching function with the exception of sporadic and ritualized recognitions here and there. In so doing publications now become the center of attention to promotions."

The facts:

1. In 2005, the University disbursed a total amount of P82,532,050.62 for overload honoraria alone. Certainly the amount is not a pittance.
2. In the same year, the University disbursed a total amount of Php 24 Million for six years from 2000-2005 for research awards.
3. Every year, the chancellors of the different campuses give awards to their outstanding professors. In Diliman, for example, outstanding faculty teachers receive P50,000 as award.
4. At the System level, there is a President's Award for Innovation in Teaching. The award carries with it a prize of P75,000. The idea is to award it every year. Awardees include Bron Dytoc from the College of Architecture, Anton Juan from the College of Arts and Letters and Ruben Defeo from the College of Fine Arts.

The paper (p. 4, 2nd paragraph) also says that "In the meantime, the University has not given much attention to disciplining faculty tardiness and habitual absences in their classes, to strictly enforcing deadlines in the submission of grades to monitoring the preparation of syllabi, updating literature, classroom management and time given to student consultations."

Response:

The University does not lack rules and procedures for dealing with violations such as those mentioned above. What is lacking is political will on the part of the department chairs and deans to strictly enforce the rules. The College of Law strictly enforces the rule on late submission of grades. Members of the Law faculty have either been reprimanded or have been imposed fines for late submission of grades. It is incumbent on the chairpersons and the deans to implement the rules. University administration should defer to the college to implement these rules.

It is also clear in the promotions guidelines that in assigning points for teaching, colleges should measure teaching in terms of the following, among others:

- Constant review and improvement of syllabus and teaching materials (C, 1.5, p. 22)
- Accessibility to students for consultation (C, 1.4, p. 22)

Again the college should make this determination when they recommend their faculty for promotion.

It is unfair for NCPAG to say that the University has not given much attention to these things because some colleges have in fact instituted measures to discipline erring faculty members. Perhaps NCPAG should ask itself what it has done to ensure that University rules are strictly followed.

On the second issue: Weight that must be given to units' evaluation and recommendations.

The University has spelled out the guidelines and the weights assigned to teaching, research and extension. And yet, within the range specified in the Table of Weights, it is provided that "**individual units may decide on the mix of weights to be applied, unless the constituent university adopts a uniform system.**" (B, No. 3, p. 22) Then again, "the aspects to be assessed, indicators, items, and activities to be evaluated for each category and generally worded so that academic units can further define them (B, No. 4 p. 22)

The University has determined that teaching, research and extension must be rewarded. It has specified the range of weights that might be allocated for each function. The units decide on the mix and the weights of these factors. In other words, the units are given leeway to interpret the rules and to consider their own unique requirements.

Promotions are decided finally at either the level of the Chancellor or the Board of Regents. The Chancellors and the Board of Regents cannot be mere rubberstamps to decisions of the units. The fact that they are the decision-makers gives them some authority to consider other factors. To insist on the primacy of the units on matters that are finally decided by the Chancellor or the Board is to reduce the powers of the decision-makers, in favor of the faculty who may not be able to appreciate the situation from the point of view of the campus or the System. Moreover, the University is one big community of scholars where members' performance is assessed on the basis of a set of criteria aimed at ensuring that everyone performs with the highest degree of scholarship. To allow units to finally decide, on their own, how they should be recognized or rewarded may lead to the development of several communities that are unequal in terms of the degree of scholarship and performance.

Regent Simbulan reacted to the statement in the paper which says that "A university, or a teaching institution, if you will, exists, first and foremost, not to publish, not to do research, not to engage in public affairs, not to perform any other things, but to teach." He said it is wrong to compartmentalize teaching, research and extension. One cannot teach effectively without research and extension. The quality of teaching is enhanced by one's research and extension service.

Related to this, Regent Simbulan requested that the Board be furnished a report on the last round of promotions.

The President called the attention of the Regents to the response of Chancellor Cao to this position paper.

Board action: The Board authorized the President to respond to this letter and to incorporate in her letter the points raised by Regent Simbulan.

Request of President Emerlinda R. Roman for Authority to Travel to Taiwan from 1 to 3 June 2006, Inclusive of Travel Time, to Participate and Give a Presentation at the International Conference on Innovative University Education which will be Sponsored by and Held at Kainan University

U.P. signed a Memorandum of Academic Cooperation with Kainan University in February 2006.

The Kainan University will take care of the roundtrip business-class ticket, hotel accommodation, food and transportation within Taiwan.

The President further requests the following:

1. payment of her salary during the period, the usual pre-travel allowance, and one-third (1/3) of the prevailing rate of Daily

- Subsistence Allowance (DSA) to be taken from the U.P. International Linkages Fund to cover incidentals.
2. use of official passport; and
 3. exemption from payment of travel tax.

Board action: **Approval**

Request of President Emerlinda R. Roman for Authority to Travel on Official Time to Japan from 9 to 12 April 2006, Inclusive of Travel Time, to Attend the Opening Ceremony and Reception for the Liaison Office of U.P. Visayas in Kagoshima University

U.P. Visayas and Kagoshima University have a long history of collaboration in the field of fisheries under the Japan Society for the Promotion of Science (JSPS). To further promote their linkage and facilitate joint activities, the two institutions recently agreed to establish a liaison office in each other's campus.

The Kagoshima University will take care of the roundtrip ticket, hotel accommodation, and other expenses.

Of the requested period, one day, the 10th of April is reserved for the ceremony/reception itself, and two days for the travel to and from Japan. The 12th of April is Holy Wednesday.

The President further requests the following:

1. payment of her salary during the period, the usual pre-travel allowance, and one-third (1/3) of the prevailing rate of Daily Subsistence Allowance (DSA) to be taken from the U.P. International Linkages Fund to cover incidentals.
2. use of official passport; and
3. exemption from payment of travel tax.

Board action: **Approval**

Request of President Emerlinda R. Roman for Authority to Travel to Quanzhou, Fujian Province, People's Republic of China in the Middle of May 2006

This trip is upon the invitation of the President of Huaqiao University and is under the Academic Exchange Program between the two Universities which has been going on for more than twenty (20) years now. The Huaqiao University and Tan Sui Lin Foundation will take care of the President's airfare and accommodation.

The President further requests the following:

1. payment of her salary during the period, the usual pre-travel allowance, and 20% of the prevailing Daily Subsistence Allowance (DSA) to be taken from the U.P. International Linkages Fund to cover incidentals;
2. use of official passport; and
3. exemption from payment of travel tax.

Board action: **Approval**

Request for BOR Resolution Allowing the Office of the President to Delegate Authority to the Office of the Vice President for Legal Affairs to Act on Requests for Extensions of Time to File Appeals and Other Memoranda Before the Office of the President

Lately, the Office of the Vice President for Legal Affairs has been receiving frequent motions for extension of time to file appeals or order pleadings in cases appealed before the Office of the President of the University.

In order to address these motions with dispatch, the Office of the Vice President for Legal Affairs requests a Board Resolution allowing the Office of the President to delegate its authority to the Office of the Vice President for Legal Affairs to act on these motions.

Board action: **Denied**

On the Complaint Filed Against Ms. Olivia Rosita S. Dimaano, a Student of the U.P. College of Law for Disgraceful and Immoral Conduct

The Board took this up in Executive Session. The Regents were furnished copies of the following:

- 1) Letters dated 1, 11, 17 and 21 March 2006 of Atty. Loreto C. Ata of the Cayetano, Sebastian, Ata, Dado and Cruz Law Offices, requesting the Board a full investigation of their charges (their appeal from Chancellor Cao's Ruling on the CIC Case and SDT Case No. 05-020)

- 2) Amended Order of U.P. Diliman Chancellor Sergio S. Cao, dated 3 March 2006 (including all its annexes.)

Board action: **The Board affirmed the Order of Chancellor Cao. It likewise agreed to ask the SDT to facilitate the hearing of this case.**

Request of U.P. Manila for Correction of Promotions

U.P. Manila is requesting the correction of the following promotions approved by the Board in its meeting held on 24 November 2005. Some of these necessitated increase in steps to effect salary increases. Some were plain oversights on the part of the campus.

The Chief of the Budget Office of U.P. Manila has certified that the proposed corrections are all within the authorized salaries of the authorized positions the faculty members are occupying. Moreover, the budgetary requirements are all within the amount allocated to U.P. Manila for Faculty Promotions.

Name	Present Position	BOR Approved Position	Proposed Correction
1. Dr. Myrna D. Buenaluz	Asst. Prof. 6, PT	Assoc. Prof. 3, PT GR 23-5 @132588/a	Assoc. Prof. 3, PT GR 23-4 @129366/a
2. Dr. Edolina P. Dela Paz	Asst. Prof. 7	Assoc. Prof. 1 GR 22-4 @255000/a	Assoc. Prof. 2 GR 22-5 @255000/a
3. Dr. Agnes D. Mejia	Assoc. Prof. 5	Professor 2 GR 26-4 @291036/a	Professor 2 GR 26-5 @298308/a
4. Dr. Mayvelyn Gose	Professor 1, PT	Professor 4 GR 27-5 @310236/a	Professor 4, PTGR 27-5 @155118/a
5. Dr. Nemencio Nicodemus	Assoc. Prof. 1, PT	Assoc. Prof. 2 GR 22-6 @261372/a	Assoc. Prof. 2, PT GR 22-6 @130686/a
6. Dr. Nelson T. Geraldino	Assoc. Prof. 1, PT	Assoc. Prof. 2 GR 22-6 @261372/a	Assoc. Prof. 2, PT GR 22-6 @130686/a
7. Dr. Edna May Lasap-Go	Assoc. Prof. 1, PT	Assoc. Prof. 2 GR 22-6 @261372/a	Assoc. Prof. 2, PT GR 22-6 @130686/a
8. Dr. Joven Q. Tanchuco	Assoc. Prof. 4, PT	Assoc. Prof. 5 GR 25-2 @266364/a	Assoc. Prof. 6, PT GR 25-3 @136506/a
9. Dr. Irmingarda Gueco	Assoc. Prof. 4, PT	Assoc. Prof. 5, PT GR 25-2 @133182/a	Assoc. Prof. 6, PT GR 25-3 @136506/a
10. Dr. Rene S. Tuazon	Assoc. Prof. 2, PT	Assoc. Prof. 3, PT GR 23-4 @129366/a	Assoc. Prof. 3, PT GR 23-5 @132588/a
11. Dr. Jaime F. Flor	Assoc. Prof. 5, PT	Assoc. Prof. 6, PT GR 25-3 @136506/a	Assoc. Prof. 6, PT GR 25-4 @139926/a
12. Dr. Bethel Buena P. Villarta	Assoc. Prof. 1	Assoc. Prof. 3 GR 22-6 @261372/a	Assoc. Prof. 3 GR 23-4 @258372/a

Board action: **Approval**

The Board **noted** the following:

Letter of Raul M. Gonzalez, Secretary, Department of Justice, Dated 9 February 2006, on the Request for Opinion on Whether the Negotiation with Ayala Land, Inc. for the Long Term Lease for the Development of the University of the Philippines' 37.5 Hectare Property along Commonwealth Avenue, Quezon City Falls Within the Exceptions from Public Bidding

(Please see letter filed at the OSU Records.)

UPOU Academic Calendar for AY 2006-2007

(Please see document filed at the OSU Records.)

Draft Concept Paper of U.P. Los Baños Rural High School Faculty on the University System Policy on Tenure

Background

The U.P. Rural High School faculty is mindful of the fact that the University seeks from its faculty excellence in its three-fold mandates of instruction, research and extension. However, the nature of secondary education entails a more unique and demanding task which includes not only academic learning but also moral, social and cultural formation among their students. The faculty works closely with the students and parents and spend much time in school supervising co-curricular and extra curricular activities which are usually done outside school hours. Due to the nature of high school teaching, the faculty has to assume multiple roles alien to those assumed by the college instructors. The performance of these roles occupies a major portion of their time leaving very little for research work and other requirements on faculty tenure and promotion.

U.P. Rural High School in its long years of existence, is known for producing graduates well equipped to face the challenges of college

education. Undoubtedly, a contributing factor to this reputation is the school faculty members, particularly those who chose to stay in the profession, and who despite greener pastures outside the school, dedicated themselves to the nurturing of the potentials of young people under their care. They have multiplied themselves into several roles in the name of youth formation which is the very nature of secondary education.

(Please see concept paper filed at the OSU Records.)

N.B. The President informed the Board that she has requested the Vice President for Academic Affairs to study this matter.

Deed of Donation between U.P. Diliman through the College of Law (Donee) and Sycip, Salazar, Hernandez & Gatmaitan (Donor) for the Renovation of Room 204 Located at the Second Floor of Malcolm Hall, U.P. Diliman, Quezon City

1. Installation of one (1) airconditioning unit (Carrier); one (1) faculty table, ten (10) desks, forty (40) chairs and one (1) white board;
2. New ceiling finish: new gypsum ceiling to central coffered ceiling, repairs and make good other ceiling areas;
3. Repainting of existing walls in two-tone finish;
4. Decorative columns: new marbled paint and refinishing/repainting of top and base including modified cladding of base pedestal;
5. Mounted marble plaque;
6. Electrical utility and roughing-in works (for ceiling only);
7. Electrical lighting fixtures including pendant lights; and
8. Door restorations: Repairs and refinishing only (12 panels).

(All the foregoing works are collectively referred to as the "Improvements").

Date signed: 7 March 2006

SEPARATIONS FROM THE SERVICE

U.P. System

1st Quarter 2006 (Jan.- March)

Victoria M. Catibog, Director IV, System Budget Office, effective 16 January 2006 (optional retirement)

U.P. Diliman

4th Quarter 2005 (October-December)

Teresita P. Acevedo, Professor 12, College of Home Economics, effective 31 October 2005 (compulsory retirement)

Alfredo C. Albao, Utility Worker II, College of Human Kinetics, effective 28 December 2005 (compulsory retirement)

Celia M. Antonio, Associate Professor 5, College of Social Sciences and Philosophy, effective 31 October 2005 (compulsory retirement)

Enrique D. Barcelo, Associate Professor 4, College of Music, effective 1 November 2005 (optional retirement)

Felimon Z. Claude, Jr., Utility Worker II, Supply Property and Management Office, effective 3 December 2005 (death)

Remigio M. Israel, Driver, University Health Service, effective 25 November 2005 (death)

Anya Lourdes Lansangan, Instructor 6, College of Education, effective 31 October 2005 (resignation)

Emmanuel Q. Laureola, Assistant Professor 7, College of Music, effective 11 November 2005 (compulsory retirement)

Marcia E. Macalinao, Medical Specialist III, University Health Service, effective 9 November 2005 (compulsory retirement)

Ma. Ellen C. Pangilinan, Assistant Professor 1, College of Arts and Letters, effective 1 November 2005 (non-renewal of appointment)

Paul B. Sorioño, Information Technology Officer 1, Computer Center, effective 1 November 2005 (resignation)

Leygio A. Tiston, Audio-Visual Equipment Operator IV, College of Social Work and Community Development, effective 20 December 2005 (compulsory retirement)

Edwin M. Umali, Assistant Professor 1, College of Engineering, effective 1 November 2005 (resignation)

Adelaida F. Villafuerte, Student Records Evaluator II, College of Arts and Letters, effective 27 December 2005 (compulsory retirement)

1st Quarter (Jan.- March 2006)

Fernando P. Balasbas, Fiscal Examiner 1, Diliman Accounting Office, effective 15 January 2006 (optional retirement)

Antonio J. Bejasa, College Business Manager III, Office of the Vice President for Development, effective 17 January 2006 (compulsory retirement)

Solomon C. Carranza, Driver II, Institute of Biology, College of Science, effective 31 January 2006 (optional retirement)

Thelma C. Castillejos, Food Service Manager, University Food Service, effective 1 January 2006 (optional retirement)

Lorybelle C. Castillo, University Researcher I, Technology Management Center, effective 16 February 2006 (resignation)

Tomas R. Castor, Electrician Foreman, Campus Maintenance Office, effective 18 January 2006 (disability retirement)

Helen V. Chungtuycyco, Records Officer 1, University Health Service, effective 10 January 2006 (optional retirement)

Ferdinand S. Co, Information Technology Officer 1, School of Economics, effective 1 March 2006 (transfer to BSP)

Adolfo M. De Guzman, Professor 4, School of Statistics, effective 21 March 2006 (compulsory retirement)

Chona T. dela Cruz, University Research Associate 1, Natural Science Research Institute, effective 1 January 2006 (non-renewal of contract)

Wenefredo I. Iieto, Laboratory Technician 1, College of Engineering, effective 9 February 2006 (compulsory retirement)

Hermogenes G. Lapira, Mechanic II, School of Statistics, effective 1 January 2006 (optional retirement)

Ernesto M. Narciso, Utility Worker II, School of Statistics, effective 1 February 2006 (optional retirement)

Zenaida E. Quiray, University Researcher II, College of Social Sciences and Philosophy, effective 16 January 2006 (compulsory retirement)

Crispin R. Rance, Audi-Visual Equipment Operator III, College of Science, effective 2 January 2006 (resignation)

U.P. Los Baños

4th Quarter 2005 (October-December)

Renante A. Artificio, Instructor 1, College of Arts and Sciences, effective 1 November 2005 (non-renewal)

Liwayway L. Baybay, College Librarian II, College of Public Affairs, effective 31 December 2005 (optional retirement)

Achilles C. Costales, Associate Professor 5, College of Economics and Management, effective 1 November 2005 (optional retirement)

Carlo C. Dela Señá, Instructor 2, College of Arts and Sciences, effective 14 February 2005 (resignation)

Felino S. Garcia, Jr., Assistant Professor 1, College of Arts and Sciences, effective 1 November 2005 (non-renewal)

Noahlyn C. Maranan, Instructor 2, College of Arts and Sciences, effective 1 November 2005 (resignation)

Christian G. Mundo, Assistant Professor 1, College of Arts and Sciences, effective 1 November 2005 (non-renewal)

Domingo M. Ramirez, Associate Professor 4, College of Forestry and Natural Resources, effective 11 December 2005 (death)

Hilda D. Solis, University Researcher I, College of Public Affairs, effective 31 December 2005 (optional retirement)

Crispin B. Taeza, Jr., Administrative Aide VI, College of Agriculture, effective 31 December 2005 (optional retirement)

Hernane P. Tingson, University Research Associate II, College of Agriculture, effective 31 December 2005 (optional retirement)

1st Quarter 2006 (January-March)

Rolando C. Alawas, Administrative Aide III, Office of the Vice-Chancellor for Community Affairs, effective 1 January 2006 (optional retirement)

Lourdes P. Alinsunurin, Laundry Worker II, Office of the Vice-Chancellor for Community Affairs, effective 13 February 2006 (retirement)

Rea Victoria P. Anunciado, Associate Professor 4, College of Veterinary Medicine, effective 29 March 2006 (resignation)

Froilan L. Aquino, Instructor 2, College of Engineering and Agro-Industrial Technology, effective 7 January 2006 (resignation)

Genevieve Mae B. Aquino, University Researcher II, College of Agriculture, effective 1 February 2006 (resignation)

Rogelio M. Cabanig, Administrative Aide I, College of Agriculture, effective 1 January 2006 (optional retirement)

Alejandro A. Cacananta, Administrative Aide VI, Office of the Vice-Chancellor for Planning and Development, effective 17 February 2006 (death)

Fe P. Capili, Nurse IV, Office of the Vice-Chancellor for Community Affairs, effective 1 January 2006 (optional retirement)

Roderick L. Catriz, Instructor 2, College of Engineering and Agro-Industrial Technology, effective 1 January 2006 (resignation)

Diogenes C. Dayan, Legal Officer V, Office of the Chancellor, effective 8 March 2006 (retirement)

Elisa V. De Mesa, Administrative Aide IV, College of Agriculture, effective 13 February 2006 (death)

Irene P. Dones, Assistant Professor 1, College of Forestry and Natural Resources, effective 1 January 2006 (resignation)

Agustina B. Fabon, Medical Technologist II, College of Veterinary Medicine, effective 1 January 2006 (optional retirement)

Danilo B. Formeloza, Security Guard III, Office of the Vice-Chancellor for Community Affairs, effective 30 March 2006 (retirement)

Joan R. Hernandez, Instructor 5, College of Engineering and Agro-Industrial Technology, effective 10 March 2006 (resignation)

Romeo R. Huelgas, Associate Professor 5, College of Economics and Management, effective 22 January 2006 (retirement)

Maria Concepcion R. Lapitan, Administrative Assistant II, Office of the Vice-Chancellor for Community Affairs, effective 1 January 2006 (resignation)

Hilbert M. Libres, Instructor 6, College of Engineering and Agro-Industrial Technology, effective 31 March 2006 (resignation)

Estela D. Malijan, Student Records Evaluator II, College of Agriculture, effective 1 March 2006 (optional retirement)

Severina F. Mamino, Administrative Assistant V, Office of the Vice-Chancellor for Administration, effective 15 January 2006 (optional retirement)

Esteban U. Manimtim, Laboratory Technician II, College of Human Ecology, effective 8 January 2006 (optional retirement)

Rodrigo B. Marasigan, Administrative Aide III, Office of the Vice-Chancellor for Community Affairs, effective 22 March 2006 (optional retirement)

Roberto P. Mariano, Administrative Assistant II, Office of the Vice-Chancellor for Administration, effective 1 March 2006 (optional retirement)

Adriano N. Patricio Sr., Construction and Maintenance Foreman, Office of the Vice-Chancellor for Planning and Development, effective 5 March 2006 (optional retirement)

Marylin B. Perlas, Assistant Professor 7, College of Public Affairs, effective 15 March 2006 (optional retirement)

Celerino C. Punzalan, Administrative Aide III, College of Agriculture, effective 3 February 2006 (retirement)

Mario C. Ramirez, Administrative Aide VI, College of Engineering and Agro-Industrial Technology, effective 1 January 2006 (optional retirement)

Leonila C. Raros, Professor 12, College of Agriculture, effective 14 January 2006 (retirement)

Stephen G. Reyes, Associate Professor 3, College of Agriculture, effective 1 March 2006 (death)

Bienvenido S. Saniano, Associate Professor 7, College of Arts and Sciences, effective 22 March 2006 (retirement)

Arturo T. Sunga, Administrative Aide III, College of Agriculture, effective 1 January 2006 (optional retirement)

Renato L. Talatala, Associate Professor 2, College of Public Affairs, effective 16 January 2006 (retirement)

Rebecca C. Torres, Planning Assistant, College of Human Ecology, effective 1 March 2006 (resignation)

Henry M. Villegas, Medical Officer III, Office of the Vice-Chancellor for Community Affairs, effective 1 January 2006 (optional retirement)

Apolinario L. Zara, University Research Associate II, College of Agriculture, effective 25 February 2006 (death)

U.P. Manila

Mylyn F. Agpawa, Nurse IV, National Institutes of Health, effective 17 February 2006 (resignation)

Aminah J. Domado, Medical Technologist II, National Institutes of Health, effective 16 March 2006 (resignation)

Aris Luke I. Dungo, Clinical Associate Professor, College of Medicine, effective 10 January 2006 (resignation)

Lydia M. Egay, Professor 10, College of Medicine, effective 4 February 2006 (retirement)

Salvador N. Eugenio, Jr., Medical Technologist III, National Institutes of Health, effective 24 February 2006 (resignation)

Romeo A. Francisco, Laboratory Technician I, College of Pharmacy, effective 13 February 2006 (retirement)

Jocelyn D. Jonson, Administrative Aide VI, effective 1 February 2006 (resignation)

Jacqueline G. Lumain, Instructor 2, College of Arts and Sciences, effective 15 January 2006 (resignation)

Joel S. Morcilla, Medical Technologist II, College of Medicine, effective 9 January 2006 (resignation)

Bernadine C. Quilatan, Instructor 2, College of Pharmacy, effective 1 February 2006 (resignation)

Aurora G. Rojas, University Research Associate II, College of Nursing, effective 1 January 2006 (resignation)

Evangeline O. Santos, University Researcher IV, National Institutes of Health, effective 28 March 2006 (retirement)

Rafael S. Tomacruz, Clinical Professor, College of Medicine, effective 7 January 2006 (resignation)

Philippine General Hospital - U.P. Manila

4th Quarter 2005 (October-December)

Maria Luisa Delos Santos Aceron, Nurse IV, effective 1 November 2005 (resignation)

Ana Maria Olavo Dela Serna, Medical Officer III, effective 2 October 2005 (resignation)

Arlene Trinidad Ilagan, Nurse II, effective 16 December 2005 (resignation)

Jose Florencio Fabella Lapeña, Medical Specialist III, part-time, effective 28 November 2005 (transferred to UPCM)

Josephine Legaspi Lazaro, Nurse II, effective 1 December 2005 (resignation)

Andreliita Bonielyn Cid Lelina, Medical Specialist III, part-time, effective 19 December 2005 (resignation)

Odette Pardo Lorenzo, Pharmacist III, effective 7 December 2005 (resignation)

Cherry Luz Judy Resma Montenegro, Nurse II, effective 27 December 2005 (resignation)

Arnie Buggay Natividad, Medical Technologist I, 11 October 2005 (end of contract)

Rogelio Ventura Tangco, Medical Specialist III, effective 25 October 2005 (transferred to UPCM)

1st Quarter 2006 (January-March)

Gloria Larena Abara, Clerk II, effective 1 January 2006 (resignation)

Jenny Panlilio Abarabar, Nurse II, effective 20 January 2006 (resignation)

Jose Modesto Bassig Abellera III, Medical Officer III, effective 1 January 2006 (completion of training)

Fortuna Corazon Agustin Aberin, Medical Officer IV, effective 1 January 2006 (completion of training)

Chessed Olvida Abrigo, Medical IV, effective 1 January 2006 (completion of training)

Jill Morales Abrigo, Medical Officer V, effective 1 January 2006 (completion of training)

Joseph Caronan Abueg, Medical Officer IV, effective 1 January 2006 (completion of training)

Teresita Salceda Aderes, Nurse II, effective 13 February 2006 (resignation)

Rosevilla Manzano Agregado, Assistant Chef, effective 24 January 2006 (compulsory retirement)

Joshua Yap Aguilar, Medical Officer IV, effective 1 January 2006 (completion of training)

Remo-Tito Amihan Aguilar, Medical Officer III, effective 1 January 2006 (completion of training)

Zeny Flor Tabora Alano, Nurse III, effective 5 January 2006 (resignation)

Albert Bugaring Albay, Jr., Medical Officer IV, effective 1 January 2006 (completion of training)

Edison Reyes Alberto, Medical Officer III, effective 1 January 2006 (completion of training)

Aquilina Garcia Algas, Supply Officer II, effective 23 January 2006 (compulsory retirement)

Ma. Noreen Bantula Alqueza, Medical Officer IV, effective 1 January 2006 (completion of training)

Ma. Liezl Naldo Alvarado, Nurse 1, effective 10 March 2006 (resignation)

Maribel Rufo Amante-Aurelio, Medical Officer IV, effective 1 January 2006 (completion of training)

Emerson Maneja Amon, Clerk II, effective 15 February 2006 (resignation)

April Rheiboy Carolino Andal, Medical Officer III, effective 1 January 2006 (completion of training)

Imelda Digna Soberano Antonio, Medical Officer III, effective 5 March 2006 (resignation)

Mario Ylagan Antonio, Medical Technologist III, effective 1 March 2006 (optional retirement)

Jose Joefrey Fontanilla Arbatin, Jr., Medical Officer IV, effective 1 January 2006 (completion of training)

Julius Billones Arches, Medical Officer III, effective 1 January 2006 (completion of training)

Maria Patricia Sapida Austria, Medical Officer III, effective 1 January 2006 (completion of training)

Maria Christina Marcelo Bacay-Domingo, Medical Officer III, effective 1 January 2006 (completion of training)

Michael Martin Carpio Baccay, Medical Officer IV, effective 1 January 2006 (completion of training)

Silver Ragual Baldonado, Nurse II, effective 6 February 2006 (resignation)

Lilia Vargas Balingbing, Nurse VI, effective 1 February 2006 (compulsory retirement)

Meriam Tabilla Bandolon, Medical Officer IV, effective 1 January 2006 (completion of training)

Giovell Padayao Barangan, Medical Officer IV, effective 1 January 2006 (completion of training)

Fred Eldon Baculi Barde, Nurse II, effective 21 January 2006 (resignation)

Marion Benitua Bastan, Medical Officer III, effective 1 January 2006 (completion of training)

Ada Portia Macarubbo Batcagan, Medical Officer IV, effective 1 January 2006 (completion of training)

Marilou Alva Mesina Bayana, Medical Officer III, effective 1 January 2006 (completion of training)

Minica Lim Beja, Medical Officer IV, effective 1 January 2006 (completion of training)

Ana Liza Valde Belleza, Medical Officer IV, effective 1 January 2006 (completion of training)

Vicente Aaron Lascano Bernardo VI, Medical Officer IV, effective 1 January 2006 (completion of training)

Teofilo Ulep Bueno, Jr., Accounting Clerk II, effective 1 January 2006 (resignation)

Arsenio Claro Añel Cabungcal, Medical Officer IV, effective 1 January 2006 (completion of training)

Janet Rigor Cadiz, Nurse II, effective 15 February 2006 (resignation)

Merrilee Enero Cajez, Medical Officer IV, effective 1 January 2006 (completion of training)

Marianne Pablo Caling, Nurse II, effective 2 January 2006 (resignation)

Katherine Banaag Camus, Medical Officer III, effective 1 January 2006 (completion of training)

Cindy Dejas Canceko-Llego, Medical Officer V, effective 1 January 2006 (completion of training)

Therese Claudio Capalongan, Medical Officer IV, effective 1 January 2006 (completion of training)

Ma. Veronica Cuevas Capitan, Nurse II, effective 20 January 2006 (resignation)

Grace Bermudez Caras, Medical Officer IV, effective 1 January 2006 (completion of training)

Ryner Jose Dela Cruz Carrillo, Medical Officer IV, effective 1 January 2006 (completion of training)

Paul Salutes Castillo, Medical Officer IV, effective 1 January 2006 (completion of training)

Mark Causin Cellona, Medical Officer IV, effective 1 January 2006 (completion of training)

Sheila Aleto Chua, Pharmacist III, effective 20 February 2006 (resignation)

Christina Luz Lopez Cifra, Medical Officer IV, effective 1 January 2006 (completion of training)

Jaycee Justo Clemente, Pharmacist III, effective 1 January 2006 (resignation)

Ludelyn Bautista Comia, Medical Technologist II, effective 1 January 2006 (resignation)

Rhodora Andrea Melo Concepcion, Medical Officer III, effective 1 January 2006 (completion of training)

Donna Liza Oasay Corpuz, Nurse III, effective 31 January 2006 (resignation)

Aline Resurrection Cortez, Medical Officer III, effective 1 January 2006 (completion of training)

Augusto Borhillo Cruz, Jr., Medical Officer III, effective 1 January 2006 (completion of training)

Christian Ted Rodriguez Cruz, Utility Worker II, effective 1 January 2006 (resignation)

Eric George Vega Cruz, Medical Officer III, effective 1 January 2006 (completion of training)

Jonathan Sy Cu, Medical Officer IV, effective 1 January 2006 (completion of training)

Elizabeth Lee Cuady, Nurse II, effective 20 February 2006 (resignation)

Arlyn Naguimbing Cuaresma, Medical Officer IV, effective 1 January 2006 (completion of training)

Maria Veronica Espellegar Datinguino, Medical Officer IV, effective 1 January 2006 (completion of training)

Lilybeth Umali De Armas, Pharmacist III, effective 1 January 2006 (resignation)

Genalyn Tolentino De Jesus, Medical Officer IV, effective 1 January 2006 (completion of training)

Benjamin Galvez Decapia, Nurse II, effective 14 February (resignation)

Charlotte Santos Dela Cruz, Medical Officer IV, effective 1 January 2006 (completion of training)

Revien Balbona Dela Cruz, Medical Officer III, effective 1 January 2006 (completion of training)

Mercedes Castillo Dela Viña, Medical Officer IV, effective 1 January 2006 (completion of training)

Hannah Kathleen Villarín Delicana, Nurse II, effective 9 February 2006 (resignation)

Mayla Anastacio Delos Santos, Nurse II, effective 9 January 2006 (resignation)

Alexander Diaz Deveza, Medical Officer IV, effective 1 January 2006 (completion of training)

Neil Gumtang Dionisio, Nurse II, effective 27 January 2006 (resignation)

Filipina Dollaga Dollaga, Medical Officer IV, effective 1 January 2006 (completion of training)

Kristina Lamela Dodos, Medical Officer IV, effective 1 January 2006 (completion of training)

Marve De Chavez Duka, Medical Officer IV, effective 1 January 2006 (completion of training)

Aris Luke Iguico Dungo, Medical Specialist III, part-time, effective 9 January 2006 (resignation)

Vivian Pugal Enriquez, Medical Officer III, effective 1 January 2006 (completion of training)

Naomi Roselle Cariaga Espiritu, Medical Officer III, effective 1 January 2006 (resignation)

Leonila Andal Estole, Medical Officer IV, effective 1 January 2006 (completion of training)

Israel Musico Fallarme, Medical Officer IV, effective 1 January 2006 (completion of training)

Carolyn Ann Zamora Ferreras, Nurse II, effective 18 February 2006 (resignation)

Ma. Regina Carcellar Fontanilla, Medical Officer IV, effective 1 January 2006 (completion of training)

Marie Belle Dela Cruz Francia, Medical Officer IV, effective 1 January 2006 (completion of training)

Rannelyn Taaca Francisco, Nurse II, effective 9 January 2006 (resignation)

Analyn Tornea Fuentes-Fallarme, Medical Officer IV, effective 1 January 2006 (completion of training)

Philip Bautista Fullante, Medical Officer IV, effective 1 January 2006 (completion of training)

Allan Gallardo Gabriel, Medical Officer III, effective 8 January 2006 (termination of appointment)

Michael Frani Galicia, Jr., Medical Officer III, effective 1 January 2006 (completion of training)

Florel Timi Vince Cruz Gan, Medical Officer III, effective 8 January 2006 (resignation)

Anne Kathleen Batto Ganal, Medical Officer III, effective 1 January 2006 (completion of training)

Jemelyn Urbistondo Garcia, Medical Officer IV, effective 1 January 2006 (completion of training)

Rhodora Alvarez Go, Medical Officer III, effective 1 January 2006 (completion of training)

Ethrelyn Balicat Gonzaga, Nurse II, effective 3 March 2006 (resignation)

Julieta Rita Nacalitban Gonzales, Medical Officer IV, effective 1 January 2006 (completion of training)

Marlon Tabo Gonzales, Nurse II, effective 27 March 2006 (resignation)

Valerie Frago Gosiengfiao, Medical Officer IV, effective 1 January 2006 (completion of training)

Samuel Arsenio Muñoz Grozman, Medical Officer V, effective 1 January 2006 (completion of training)

Daffodils Guerzon Guevarra, Medical Officer IV, effective 1 January 2006 (completion of training)

Edwin Gregorio Gumafelix, Medical Officer IV, effective 1 January 2006 (completion of training)

Aurelio Daniel Lo Gutierrez, Medical Officer IV, effective 1 January 2006 (completion of training)

- Michelle Sialay Hernandez-Diwa**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Mariles Rubio Hernandez-Nazal**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Simplicio Ibanez Hocson III**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Hana Marie Villarama Huang-Biagtan**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Efrelyn Amon Iellamo**, Nurse II, effective 25 February 2006 (resignation)
- Maria Cristina Papa Ignacio**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Anna Sheila Imperial Igoy**, Nurse II, effective 4 February 2006 (resignation)
- Yvette Ocampo Ilaio**, Pharmacist III, effective 1 January 2006 (resignation)
- Lizbeth Ruth Aragoness Intong**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Ernest Benedict Estaris Javier**, Medical Officer III, effective 1 January 2006 (completion of training)
- Celso Jaramilla Jimeno**, Nurse II, effective 18 February 2006 (resignation)
- Faith Balongangey Kishi Generao**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Ma. Shiela Lim Laguidao**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Armi Grace Gonzales Laino**, Medical Officer III, effective 1 January 2006 (completion of training)
- Margrette Ruth Ong Lampa**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Ronald Alconis Lapid, Jr.**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Byron Yuzon Largado**, Medical Officer III, effective 22 February 2006 (resignation)
- Glenmore Urbano Lasam**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Regie Angeles Layug**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Czarina Juliana Cu Lazo-Alcaraz**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Edsel Gunnacao Liban**, Nurse II, effective 20 March 2006 (resignation)
- Nikki Rose Quidlat Libarnes**, Medical Officer III, effective 1 January 2006 (completion of training)
- Yasmin Jahala Dalugug Liboro**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Ma. Luisa Candia Librando**, Nutritionist Dietitian III, effective 1 January 2006 (resignation)
- Sheila Tupaz Lim**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Jade Barrios Lim-Tiongco**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Ramil Samoy Lising**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Flaviano Allan Platon Llanto III**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Kristine Tan Lo**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Caroline Bungga Lorenzana**, Nursing Attendant I, effective 7 January 2006 (death)
- Perigrino Ramos Lorenzo VII**, Medical Officer V, effective 1 January 2006 (completion of training)
- Teofila Dotado Loza**, Nurse II, effective 17 February 2006 (resignation)
- Jose Miguel Marco Tañedo Lumawig**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Jorge Aissa Sotto Lynn**, Nurse I, effective 1 January 2006 (resignation)
- Maricel Espela Magtibay**, Pharmacist III, effective 1 February 2006 (resignation)
- Ronald Cicero Cordero Malunda**, Medical Officer III, effective 1 January 2006 (completion of training)
- Sidney Erwin Tolentino Manahan**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Hiyasmine Dizon Mangubat**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Genalyn Baclig Maratas**, Pharmacist III, effective 23 March 2006 (resignation)
- Marlon Belardo Marquina**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Joseph Gonzales Marzo**, Medical Officer III, effective 1 January 2006 (resignation)
- Felisa Dela Cruz Matanguihan**, Medical Specialist III, (part-time), effective 1 January 2006 (optional retirement)
- Rizalina Marquinez Medina**, Nurse II, effective 12 February 2006 (resignation)
- Rocel Valentos Medina**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Liemer Rodriguez Miranda**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Mia Charmagne Decena Miranda**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Johann De Castro Monzon**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Emerlyn Saddi Nadal**, Nurse II, effective 3 March 2006 (resignation)
- Jhoanna Mendoza Narvaez**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Maria Elisa Manalo Naval**, Nurse IV, effective 31 January 2006 (resignation)
- Teresita Cecilio Navarro**, Clerk II, effective 1 January 2006 (end of appointment)
- Marilyn Loren Yu Nocom**, Medical Officer IV, effective 1 January 2006 (completion of training)
- John Viado Non**, Medical Officer III, effective 1 January 2006 (completion of training)
- Clarence Cerdena Odevilas**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Maree Jesselle Ambayec Oesmer**, Medical Officer III, effective 1 January 2006 (completion of training)
- Melanie Medrano Omar**, Medical Officer III, effective 8 March 2006 (resignation)
- Ericson Bueno Ortiona**, Accounting Clerk II, effective 1 January 2006 (resignation)
- Baby Aileen Zamora Pablo**, Nutritionist-Dietitian II, effective 1 January 2006 (resignation)
- Junn Rojas Pajarillo**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Siegfredo Ricerra Paloyo**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Ronaldo Majarreis Panganiban**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Simonette Catherine Abadejoz Paras**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Jonathan Talle Parilla**, Nurse I, effective 2 January 2006 (resignation)
- Florence Sanchez Pascua**, Nurse II, effective 1 March 2006 (resignation)
- Rachel Roca Paulino**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Gilbert Pavilion**, Medical Officer IV, effective 1 January 2006 (completion of training)

- Lissa Theresa Cueto Pedro**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Pablito Morallo Planta, Jr.**, Medical Officer III, effective 1 January 2006 (completion of training)
- Ma. Lourdes Galang Prado**, Pharmacist III, effective 27 March 2006 (resignation)
- Ma. Fahrdilen Uribe Puray**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Lorina Dimaano Quimio**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Sofronio Cruz Ramirez, Jr.**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Elizabeth Gayle Dela Cruz Ramos**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Grace Amistoso Recaña**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Jose Rafael Eala Resubal**, Medical Officer IV, effective 1 January 2006 (completion of training)
- George Angelo Hernandez Reyes**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Karl Michael Gutierrez Reyes**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Wilfredo Benjamin Quejano Reyez**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Susan Sanataromana Rosa**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Julietta Blancaflor Rosanes**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Chiles Aedam Rivera Samaniego**, Medical Officer III, effective 23 January 2006 (resignation)
- Joselito Buenaventura Sanchez**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Darby Espiritu Santiago**, Medical Officer III, effective 1 January 2006 (completion of training)
- Medylene Santos Santos**, Nurse II, effective 1 March 2006 (resignation)
- Paul Dexter Cosme Santos**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Jennifer Biglaen Santos-Bonsol**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Jessamine Credo Sareno**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Jayne Cordobis Saure**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Wilfredo Silario Savellano**, Clerk II, effective 1 January 2006 (resignation)
- Jocelyn Catubag Serrano**, Nurse II, effective 1 March 2006 (resignation)
- Maria Loida Ocampo Sibunga**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Paolo Antonio Sandico Silva**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Chris Barnard Cabigas Sinoro**, Pharmacist III, effective 1 March 2006 (resignation)
- Michael Palma Sionzon**, Medical Officer V, effective 1 January 2006 (completion of training)
- Domingo Pait Solimen**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Alvin Manaois Soriano**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Jonathan Galoyo Soriano**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Kimberly Espiritu Soriano**, Pharmacist II, effective 2 February 2006 (resignation)
- Heustein Lu Sy**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Mary Ellen Ang-Comp Sy**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Ysmael Timuat Tabuzo**, Nurse II, effective 20 March 2006 (resignation)
- Yvette Cornejo Tamayo**, Pharmacist III, effective 31 March 2006 (resignation)
- Jennifer Tan Tan**, Medical Officer III, effective 1 January 2006 (completion of training)
- Cindy Roque Tanchiatco**, Radiologic Technologist II, effective 28 February 2006 (resignation)
- Sarah Jane Corpuz Tapawan**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Camilo Gamus Te, Jr.**, Medical Officer III, effective 8 January 2006 (termination of appointment)
- Jose Velasco Tecson III**, Medical Officer III, effective 1 January 2006 (completion of training)
- Vermer Veluz Tecson**, Radiologic Technologist II, effective 31 March 2006 (resignation)
- Manuel Sorilla Tesoro**, Medical Officer III, effective 1 January 2006 (completion of training)
- Edward Agravante Tolentino**, Pharmacist III, effective 27 March 2006 (resignation)
- Joy Raymundo Tominoaray**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Marcos Jose Severo Tongco**, Nurse II, effective 11 February 2006 (resignation)
- Joseph Micua Tovera**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Raphael Gino-Gino Tuazon**, Medical Officer V, effective 1 January 2006 (completion of training)
- Jannet Sabalboro Umali**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Hernalen Salcedo Urfilla**, Nurse II, effective 31 March 2006 (resignation)
- Christopher Sebastian Jarilla Uy**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Christopher Sebastian Jarilla Uy**, Medical Officer IV, effective 2 January 2006 (withdrawal of appointment)
- Elenore Judy Bungcasan Uy**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Pilita Aquino Valencia**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Desiree Balan Vanguardia**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Marcielo Barreras Vasquez**, Medical Officer V, effective 1 January 2006 (completion of training)
- Janice Tolledo Velasco**, Radiologic Technologist II, effective 11 January 2006 (resignation)
- Medilaine Caalam Veranga**, Nurse II, effective 24 February 2006 (resignation)
- Vincent Austria Vergara**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Mary Evangeline Alindugan Villa**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Marikka Thania Agusan Villafuerte-Solana**, Medical Officer V, effective 1 January 2006 (completion of training)
- Maria Theresa Comia Villanueva**, Medical Technologist II, effective 1 February 2006 (optional retirement)
- Richard Francis Egay Villegas**, Medical Officer IV, effective 1 January 2006 (completion of training)
- Vilma Jane Sabuga-a Yacapin**, Medical Officer III, effective 1 January 2006 (termination of appointment)
- Mario Adrian Meñez Zafra**, Medical Officer V, effective 1 January 2006 (completion of training)
- Carolyn Reyes Zalameda-Castro**, Medical Officer V, effective 1 January 2006 (completion of training)

Katherine Vargas Zamora, Medical Officer V, effective 1 January 2006 (completion of training)

Cindy Amor Teves Zaragoza, Nurse II, effective 31 January 2006 (resignation)

U.P. Visayas

Maristel Angeli A. Calapre, Instructor 1, UPV Cebu College, effective 21 January 2006 (resignation)

Leoncio P. Deriada, Professor 9, College of Arts and Sciences, effective 31 March 2006 (retirement)

Lourdes A. Dureza, Professor 1, College of Fisheries, and Ocean Sciences, effective 1 January 2006 (retirement)

Dolores V. Familiar, Administrative Officer III, Office of the University Registrar, effective 1 January 2006 (retirement)

Doroteo M. Fernandez, Administrative Aide III, UPV Cebu College, effective 1 January 2006 (retirement)

Wilfredo A. Galan, Administrative Aide III, UPV Cebu College, effective 4 January 2006 (retirement)

Ma. Hannah Effie R. Germinal, Day Care Worker 1, Gender and Development Program, effective 22 March 2006 (resignation)

Pedro F. Gobenciong, Dentist (pt), UPV Tacloban College, effective 1 January 2006 (expiration of appointment)

John G. Golilao, Security Guard III, Security Service Force, effective 1 January 2006 (retirement)

Nerissa M. Lalugan, Administrative Aide VI, College of Fisheries and Ocean Sciences, effective 23 February 2006 (death)

Cherry Ivy R. Naldoza, Engineer I, Campus Development and Maintenance Office, effective 1 February 2006 (resignation)

Roselle T. Niaga, Administrative Aide IV, UPV Cebu College, effective 1 January 2006 (resignation)

Ivy Faith I. Nofuente, Administrative Aide VI, College of Arts and Sciences, effective 16 January 2006 (expiration of appointment)

Jay N. Nuevaespaña, Administrative Assistant II, Auxiliary Service Office, effective 21 January 2006 (resignation)

Mae L. Quintilla, Administrative Officer II, College of Arts and Sciences, effective 10 February 2006 (resignation)

Vanessa Khristine F. Seguiza, Administrative Aide IV, College of Management, effective 1 January 2006 (expiration of appointment)

U.P. Open University

Jose Michael Roldan Alviar, Administrative Assistant I, Management Information Systems Office, effective 27 March 2006 (resignation)

Ma. Dolores Evangelista Ignacio, Administrative VI, Office of the Chancellor, effective 1 January 2006 (end of contract)

Alberto Acosta Mojica, Administrative Aide IV, Office of the Vice-Chancellor for Finance and Administration, effective 16 January 2006 (resignation)

U.P. Mindanao

4th Quarter 2005 (Oct. - December)

Anna Marie S. Cruz, Assistant Professor 1, College of Science and Mathematics, effective 1 November 2005 (awol)

1st Quarter 2006 (Jan.- March 2006)

Emmanuel B. Garcia, HRM Aide, Human Resource Development Office, effective 1 March 2006 (non-renewal of appointment)

May Marie M. Milton, Guidance Services Specialist, Office of Student Affairs, effective 3 February 2006 (awol)

Ma. Carolyn Columba C. Pedregosa, Budgeting Assistant, Budget Office, effective 1 January 2006 (resignation)

U.P. Baguio

Bienvenido P. Tapang, Jr., Associate Professor 7, effective 10 March 2006 (compulsory retirement)

HISTORICAL PAPERS AND DOCUMENTS

UPDATE ON THE U.P. CHARTER

January 31, 2006

Dear Colleagues, Co-Workers, Students and Alumni,

Recently, we have learned that the Committees on Higher Education, Appropriations and Ways and Means of the House of Representatives filed House Bill No. 5008, otherwise to be known as the "University of the Philippines Charter of 2005." This substitutes for the earlier versions of house bills which proposed to revise our present charter, Act No. 1870 as amended.

It is House Bill 5008 which will be presented to the plenary session of the House of Representatives and will soon be the subject of debate and further amendments.

The House Bill incorporates some of the changes that we would like to see in our charter.

It now removes the power of appointing members of the Board of Regents from the President of the Republic of the Philippines. The exemption from payment of taxes has also been broadened.

A special allowance is also provided for, thus:

Section 24. Grant of Special Allowances—In order to continue to attract and maintain competent and excellent teaching personnel, all faculty members of the University

may be granted special allowances upon approval of the Board of Regents up to a maximum amount equivalent to one hundred percent (100%) of the basic monthly salary specified for their respective salary grades under Republic Act No. 6758, as amended, otherwise known as the Salary Standardization Law."

The grant of special allowance will be implemented in phases. While this falls short of our advocacy for full exemption from the Salary Standardization Law, it does move us in the right direction.

While House Bill 5008 provides more administrative leeway for the university, it restricts the management of our academic activities in the following manner:

First, it fails to recognize the University of the Philippines as the national university. It simply restates that we are the "premier state university."

Second, it reintroduces the concept of the UP System Assembly, i.e. "an assembly of individuals representing the students, academic personnel, administrative personnel and alumni of the seven constituent universities" and creates University Assemblies in each of the constituent universities.

Third, it erroneously attempts to define by legislation academic matters such as "basic subjects," "course," "subject," "non-professional courses," and

Fourth, it changes the secular nature of the University by making religious instruction mandatory. It defines established religious beliefs as "mandatory spiritual and theological practices, convictions and faith of the University population to make them God-fearing, productive, patriotic citizens conscious of their values and cultural heritage." It also imposes obligations for make-up classes, i.e. "Students shall be given options to fulfill their academic responsibilities such as but not limited to make-up classes/examinations on missed school days/examinations which coincided with the exercise of their established religious beliefs—all upon recommendation of the University Council of the Constituent University concerned through the President of the University" [section 11 (3)].

We find these proposals disturbing. They constitute an unwelcome attempt to limit our cherished autonomy in determining for ourselves what and how we should teach.

We call on the UP community to remain vigilant by helping to convince lawmakers in the House to remove those provisions that run counter to the ideals and aspirations of UP. At the same time, we wish to assure you that we will continue to work for the removal of these unwanted provisions during the second reading of House Bill 5008, the schedule of which has not yet been set.

At the Senate, hearings have been suspended. Should there be any developments, we shall keep you informed.

(Sgd) EMERLINDA R. ROMAN
President
