



The University of the Philippines

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DECISIONS OF THE BOARD OF REGENTS

1282ND MEETING, 20 SEPTEMBER 2012

MATTERS ARISING FROM THE MINUTES OF THE LAST MEETING (291st, July 15, 2012)

A. Very Respectful Ex Parte Motion for Resolution on Faculty Reinstatement Issue Filed by Respondent-Appellants Dean Enrique M. Avila and Prof. Ernesto P. Pineda

Respondent-appellants manifest that the Order requiring respondent-appellant Sharif to file his Supplemental Memorandum may be viewed as further delay on the case of other respondent-appellants. Respondent-appellant Avila prays that the Board of Regents resolves the issue on his dismissal as faculty, since this is allegedly an issue separate and distinct from those issues concerning Mr. Sharif.

The Office of the Vice President for Legal Affairs recommends to DENY the request of respondent-appellant Avila, or simply consider the said Ex Parte Motion as duly “NOTED.”

The issues involving all three respondents, Dean Avila, Prof. Pineda, and Mr. Sharif, are intertwined, particularly those involving the first charge filed against all three – the charge involving the use of the UP Cebu football field by Green Peaks. Accordingly, for a better understanding of the issues involved, it is necessary that the issues involving all three respondent-appellants be discussed by the Board for the complete resolution of the case.

Board action: The Board noted the request and reverts it to the component unit for appropriate action.

B. On the case of Dean Enrique M. Avila, Prof. Ernesto P. Pineda and Mr. Alsidry Sharif

Update: The Board discussed the matter in executive session at the 1283rd Special meetings of the Board of Regents held on 22 November 2012 and 26 November 2012. President Pascual did not participate in the discussion.

C. On the Contract of Lease between the University of the Philippines (Lessor) and the Roman Catholic Diocese of Cubao through the Parish of the Holy Sacrifice (Lessee)

At the 1281st meeting of the Board held on 26 July 2012, Regent Chief Justice Puno sought clarification on the issue on the separation of church and state referred to the Department of Justice (DOJ) for opinion.

President Pascual reported that the DOJ has already rendered an opinion on the issue and the Diliman Legal Office (DLO) is currently doing a counter study on the said opinion. He added that essentially, the DOJ opined that the University may sign a contract of lease with the Parish of the Holy Sacrifice under certain conditions: 1) it will be charged commercial rates, and 2) any denomination that would request to establish a church in the campus should also be considered.

According to President Pascual, Chancellor Saloma said that the DLO is studying the case to be able to justify the different treatment for the Parish of the Holy Sacrifice given its historical significance in the campus and the fact that it is a national heritage site.

Board action: DEFERRED, pending the result of the counter study by the Diliman Legal Office to be able to justify a different treatment for the Catholic Church given historical reasons and the fact that it is a national heritage site.

D. On the Revised Guidelines on the Selection Criteria and Process of Professor Emeritus

The Board, at its 1281st meeting held on 26 July 2012, approved in principle the Revised Guidelines on the Selection Criteria and Process of Professor Emeritus with the instructions to widely disseminate the guidelines and get comments from the constituents of the CUs especially from the retired professors.

The Vice President for Academic Affairs issued Memorandum No. 2012-054 to the Chancellors and the Officer-in-Charge of UP Cebu to get further comments from their respective faculty members, especially the retired faculty.

Faculty Regent Ida Dalmacio said she also disseminated the revised guidelines to the retired professors of the different campuses. So far, the two major feedbacks she received are as follows:

- 1) The minimum qualification for consideration at the CU level which has been revised to at least 15 years of active service is not acceptable because 15 years is too short.
- 2) If the achievements of a Professor 9 are already equivalent to that of a Professor 12, why is s/he not promoted to Professor 12?

President Pascual, in response to the first issue, reasoned out that UP is undergoing a modernization program which involves bringing in faculty members who have already earned their PhDs and who have had teaching and/or research experience in other universities. Some of these professors may be coming in at an older age, say at 40, and they would just have 15 years of service remaining. He said that the 20-year rule applied to the situation in the past wherein younger faculty members were recruited and the university took care of their development.

Regarding the second issue, President Pascual reiterated that UP has no full control over faculty promotions because this has to be cleared with the Department of Budget and Management first. He pointed out that it is possible that faculty members, deserving as they are to be at level 12, will not be able to get promotion because of the constraints imposed on the university by the way salaries for faculty members and their positions are set by existing government rules.

Faculty Regent Dalmacio suggested convening again the Professor Emeritus System Committee after all the comments from the different CUs have been received to finalize whatever action needs to be taken. However, the President stated that the comments are no longer for the appreciation of the committee but for the Board of Regents. The recommendations and position of the committee are already reflected in the proposal before the Board. He added that a thorough consultation has been done, communications have been sent, and comments have been gathered to accommodate the request of Regent Chief Justice Puno for wider dissemination to include the opinions of the retired professors. He emphasized that the proposal before the Board is the output of a committee composed of representatives who were nominated by the Chancellors of the CUs.

Board action: APPROVAL of the Revised Guidelines on the Selection Criteria and Process of Professor Emeritus

E. On the Performance of UP in Professional Examinations

Regent Albarracin, at the 1281st Board of Regents Meeting held on 26 July 2012, reiterated his request for a report to the Board on the performance of UP in professional examinations in the last five (5) years.

In response to the request, Vice President for Academic Affairs Gisela Concepcion prepared a report on UP's performance in the Board/Bar Examinations for the information of the Board.

Regent Albarracin noted the low performance of some colleges in the professional examinations. He said that the attention of the concerned Chancellors and Deans should be called and they should be asked to do something about it. Meanwhile, he said that colleges who are performing well should be commended.

Regent Albarracin added that the matter of a college's performance in licensure examinations could be taken into consideration in renewing appointments of Deans and Chancellors because this is an indication of performance.

Board action: The Board noted the report with an advice to the Vice President for Academic Affairs to regularly monitor the performance of the CUs and colleges in professional examinations.

REPORT of the PRESIDENT and other SECTORAL REGENTS for INFORMATION OF THE BOARD

A. REPORT OF THE PRESIDENT 26 July to 19 September 2012

“Budget Updates

On 14 August, I made a presentation before the Appropriations Committee of the House of Representatives to justify the increased budget allocation to UP for 2013. The budget of UP was approved by the HoR at its plenary session on 11 September. There were no issues raised by the congressmen. The Senate hearing on the UP budget is scheduled for 11-12 October.

On my request to DBM Secretary Abad, two concerned Directors from DBM met with me and our VP for Planning and Finance to discuss the various ways by which we can draw from the Miscellaneous Personal Benefit Fund (MPBF) being held by DBM without having to hire regular employees for the unfilled positions represented by the fund. UP has more than P600M in the MPBF.

QS World University Ranking for 2012

The QS World University Ranking for 2012, which has been released recently, places UP at 348, down from last year's 332. UP's overall score actually went up, though marginally (from 34.4 to 34.5) but universities from other countries such as Korea improved by much more. As before, our ranking in academic reputation (213) and employer reputation (152) was much better than our overall ranking, which is being pulled down by the low level of internationalization of our faculty and students and the low volume of our research output. The only other Philippine university in the top 500 is Ateneo, whose ranking dropped from 360 to 450-500.

LIDAR Project under the DREAM (Nationwide Disaster Risk Exposure Assessment and Mitigation) Program

The mapping component (LIDAR) of the DREAM Program is a two- (2)-year project worth P1.6B funded by DOST and being implemented by UP Diliman. In July this year, following a successful bidding in June, the Board approved the Notice of Award to Asian Aerospace Corporation for leasing of two (2) units of aircraft for a total of P68.6M. The urgency of the project during these times of climate-related emergencies in the country cannot be over emphasized. However, due to one reason or another, after the Board approval of the NOA in July, the finalization of the contract has been delayed significantly resulting in the cancellation of certain project activities. In view of these special circumstances, and as a one-time request, we would like to ask the Board to authorize the UP President to approve the contract. The signed contract will be presented at its next meeting. As I have to leave for The Netherlands tonight, I will authorize the Officer-in-Charge to sign the lease contract as soon as it passes legal clearance by the VP for Legal Affairs.

Independent Trust Committee for Management of Funds

We are proceeding to operationalize Section 24 of RA 9500 (UP Charter) which provides for the creation of this committee which will recommend to the Board appropriate investment strategies to maximize the value of the UP's investible funds. It would be recalled that the Board approved the TOR for this committee in March 2009. However, in that same meeting, the Board decided to go slow in investing in private banks in view of the worldwide financial crisis at that time.

I have just written letters to the Bankers Association of the Philippines (BAP), Investment House Association of the Philippines (IHAP), Trust Officers Association of the Philippines (POAP) and Financial Executive Institute of the Philippines (FINEX) requesting them to name their nominees to the committee.

The Board will also remember that we started to operationalize this year Section 23 of the RA 9500. We organized the Fairness Opinion Committee consisting of nominees from the same organizations in connection with the negotiations on the lease of UP's property at SLEX in Cupang, Muntinlupa City. This matter is again on today's agenda of the Board.

Asia-Pacific Disaster Risk Reduction and Resilience Workshop, Honolulu, 14-19 August

The workshop was organized by the US Pacific Command and the University of Hawaii supported by several US foundations and government agencies. It provided a platform for building partnership between the US and the participating countries (Japan, Indonesia, Philippines, and Vietnam) in the area of disaster management.

The participants from the Philippines representing the academe, government, civil society, and private sector, worked in a group together with US experts to put together a Collaborative Framework for Disaster Management – a scheme by which to align diverse capabilities in creating resilient communities. The resulting framework revolved around the cycle of Preparedness-Response-Recovery-Mitigation.

My airfare and hotel accommodation were paid for by the sponsoring organizations.

5th Conference of the Korean Studies Association of Southeast Asia, Hanoi, 28-31 August

I attended this biennial conference along with a few others from UP: Regent Senator Edgardo Angara, former UP President Emerlinda Roman, and three UP faculty members. Our airfare and hotel accommodation were sponsored by KoSASA and its benefactors.

The Korean Studies Association of Southeast Asia (KoSASA) was formed in 2003 but UP participated in its conference for the first time only in January 2011. My presentation at the first plenary session was on "Regional Networks for Global Korean Studies in Southeast Asia from the Perspective of the University of the Philippines. The presentation emphasized the importance of regional networks such as KoSASA, explained the progress of Korean studies in UP, and pointed out that the growth of Korean studies in UP has been steady albeit slower than in some of the universities in other SEA countries. The presentation also highlighted the networking that UP is doing with Korean institutions, UP's plan to expand some existing Korean programs and courses, and the potential areas of research in the field of Korean studies.

The theme of the conference was “A New Dimension of Collaborations beyond a Country Study”. A new feature of the conference was the Special Workshop on Knowledge Sharing for National Development between Southeast Asia and Korea. This was quite useful in enabling the SEA countries to benchmark with each other in the areas of Export Promotion Policy, Innovation Policy, and Small and Medium Enterprise Policy. The organizers emphasized the three principles guiding the KoSASA network, viz., equal partnership, mutual learning, and interdisciplinary research. From the point of view of the Koreans, the KoSASA network serves as a vehicle for Korea to strengthen its relationship with ASEAN, such relationship providing the “third leg” to balance its two other legs: military alliance with the US for security and trade partnership with China.

The President of Korea Foundation expressed his intention to sign a MOU for collaboration with the university members of KoSASA and offered to finance one student from each of the partner universities for MS or PhD study in Korea in any discipline. This is a welcome offer.”



Alfredo E. Pascual
20 September 2012

Highlights of the Discussion

1. On the LIDAR Project under the DREAM (Disaster Risk Exposure Assessment and Mitigation) Program

President Pascual recalled that the Board, at its 1281st Board meeting, approved the Notice of Award (NOA) to Asian Aerospace Corporation for aircraft services for airborne LIDAR data acquisition. He added that after the Board approval of the NOA, the drafting of the contract was not finalized in time for the September 2012 Board meeting. As a one-time request, he asked if the Board can authorize the UP President to approve the contract subject to the clearance by the Vice President for Legal Affairs. He also informed the Board that he would be authorizing the Officer-in-Charge of the University to sign the lease contract on his behalf since he is scheduled to leave for The Netherlands on 20 September 2012.

The Board approved the request of President Pascual for authority to approve the contract of lease subject to confirmation by the Board at its next meeting.

However, the Board received the finalized contract before the meeting was adjourned. Hence, the Board was able to approve the contract of lease of Asian Aerospace Corporation for the aircraft services for the airborne LIDAR data acquisition.

2. On the Independent Trust Committee for Management of UP Funds

Regent Albarracin said that the creation of the Independent Trust Committee which would recommend to the Board appropriate investment strategies to maximize UP’s investible funds should be done in an urgent manner given the current cash position of the UP System.

E. **REPORT OF THE FACULTY REGENT**
20 September 2012

“Matters followed up/for follow-up

1. 0.2% agency fee charged to non-union members of UP faculty and REPS

This issue was brought to the attention of former VP Arlene A. Samaniego on January 11, 2010 by some faculty and REPS of CBA, UPD, who were objecting to the 0.2% automatic salary deduction for agency fee and requesting further consultation on this matter.

A letter was also transmitted to Chair Francisco T. Duque of the CSC on January 15, 2010 to seek clarification on the provisions of PSLMC Res. 1 prescribing the payment of agency fee. In response, a letter of Dir. Alan F. Alegria of the CSC, dated March 19, 2010 was received which states that “the salary received by employees be it union member or not, is not within the sphere of CNA or should not be subjected to agency fee because such item is fixed by law” and that “xxx there is no law or policy allowing the monthly salary as basis in determining the agency fee”.

Several communications have been made regarding this matter. An order dated Nov. 14, 2011 from the Public Sector Labor Management Council directed UP Pres. Pascual to “xxx submit his comment and other pertinent documents pertaining to the case within 10 calendar days from receipt xxx”.

I got the entire set of documents towards the end of December 2011. I have sent inquiries to OVPLA and OVPA, initially on March 27, 2012 and I was informed that there has been no further communication from the CSC on this subject since UP sent a reply to the CSC on the first week of December 2011. On March 6, 2012, I sent another letter to OVPLA and OVPA and I got the following response from the OVPA:

“Regarding the agency fee issue for the academic staff (faculty and EPS) who are not members of the union, the proper body to address the matter is the Civil Service Commission (CSC)-Public Service Labor Management Council (PSLMC). The issues involve the application of laws and regulations on labor-management relations in the public service. The competent body is the PSLM of the CSC. Position papers have been submitted on this question, with legal implications, both by the faculty concerned and the union. Due process on the resolution of the issue should proceed from these actions and positions.

We recommend that those concerned follow up with the CSC in this regard. The Office of the Vice President for Legal Affairs (OVPLA) has advised us so”.

Since this issue has been dragging on for almost three years, and this is a concern of a number of faculty and REPS, not only in UPD but in other CUs as well, I would like to request that this be followed up with the CSC by the OVPLA and not by concerned individuals.

2. Inclusion of Faculty Administrators in Service Recognition Pay (SRP)

I received a letter from Prof. Erlinda S. Echanis requesting that the Office of the Faculty Regent propose to the Board that the same benefit be extended to faculty members who have served the university in an administrative capacity. As administrators, these faculty members have to render service to the university throughout the calendar year like the administrative staff and REPS.

The letter, together with the draft implementing guidelines for said policy was forwarded to the OVPA, which was immediately acknowledged. VP Amante replied that the inclusion of faculty administrators was proposed during last year's discussions of the SRP. The actual headcounts, and the CUs which will commit to pay the extra benefit will have to be determined first should this proposal be approved. This matter will be transmitted by VP Amante to VP Bersales and he will await instructions from Pres. Pascual regarding this concern.

3. Case of Ms. Marla Endriga

This case of non-renewal of the appointment of Ms. Endriga was taken up in the Board Meeting in 2006. The Board tasked UPD to create an impartial investigating committee to evaluate the case. No committee was created then, and it was only recently that UPD acted on this matter.

4. Illegal Termination and Non-Renewal of Appointment as Senior Lecturer 3 of the School of Statistics of Ms. Myra Villamin

All the members of the BOR have been furnished copies of the documents of the case. The former lecturer is seeking for proper action and due course regarding her illegal termination and non-renewal of appointment.

5. Extension Classes in UPD

I was consulted by the VPAA regarding the proposed guidelines to standardize faculty remuneration and loading for extension classes in UPD. The courses are to be treated as regular courses and in case a faculty handling extension classes accumulate over 12 credit units, s/he will be entitled to honoraria.

Credit is given to teaching, research and extension; but overload pay is given only to extra teaching load. Even if the faculty earns 14 units and the additional credits come from research, s/he will not receive any overload pay/honoraria.

This matter, along with other issues which affect other CUs as well, e.g., faculty appointment and promotion, can also be tackled in the Faculty Conference scheduled in November.

Revised Guidelines on the Selection Criteria and Process of Professor Emeritus

There were some responses that I got from emeritus professors and retired faculty. The general sentiment is that lowering the length of service to 15 years is not

acceptable. Also, if a Professor 9 has achievements equivalent to that of a Professor 12, s/he should have been promoted to Professor 12.

There are a number of retired faculty and emeritus professors to whom I sent the document but have not yet forwarded their comments/ suggestions.”

REPORT OF THE STUDENT REGENT

“University Committee on Scholarships and Financial Assistance (UCSFA) Meeting, 6-7 September

I attended the regular UCSFA meeting held at UP Diliman together with the Vice President for Academic Affairs Dr. Concepcion (the Chair of the Committee), UP Diliman Vice Chancellor for Student Affairs and Office of Scholarships and Student Services (the Secretary of the Committee), and Office of Student Affairs Directors and Student Council Chairpersons of all constituent universities.

We've granted all the appeals of our students for lower brackets in the STFAP. Also, different concerns were raised regarding STFAP ranging from the delayed release of the results to the lack or insufficient support of the administration (in terms of funding) for the offices processing STFAP (despite its many tasks).

UCSFA would also like to recommend a change in the composition of its members to be forwarded to the BOR on its next meeting.

This October, UCSFA is set to meet again and will be conducting a UP STFAP conference inviting past and present university officials, sectoral representatives, external experts, and other stakeholders.

UCSFA also agreed to conduct a UP OSA Summit next year with a committee to prepare for it, chaired by UP Diliman Vice Chancellor for Student Affairs Marion Tan and co-chaired by the Student Regent.

Student-Initiated Relief and Rebuilding Operations

Last August, intensified Hanging Habagat caused high levels of flooding in Metro Manila, Southern Tagalog and many other areas in Luzon. Among the badly affected by this disaster were poor families coming from the different marginalized and flood-prone areas in Metro Manila.

Responding to this disaster, the Office of the Student Regent along with many student councils and other student formations conducted different relief and rebuild operations systemwide. As of the OSR's count, student-initiated operations were able to help 9,000 families in different areas in Metro Manila and Southern Tagalog.

It is recommended that preparing students for disaster and mobilizing them for relief and rebuilding operations be a core part of UP's NSTP program.

UP Diliman Student Manual

A Committee constituted by UP Diliman Chancellor Ceasar Saloma tasked to finalize the draft for student manual that will include a new declaration of rights of the students as

well as a revised code of student conduct is set to be presented to the UP Diliman University Council next month for its approval and to the Board of Regents in its November meeting for its approval.

For the past weeks, progress has been made during the many meetings of the committee. In principle, we wish to guide UP Diliman students how to maintain 'honor and excellence' inside and outside UP as well as create an enabling, healthy and sustainable environment for students and student organizations.

40th Martial Law Anniversary

The UP community is conducting many activities to commemorate the martial law years in the Philippines as well as to highlight UP's role in the fight against Marcos' dictatorship.

Among these activities was an exhibit by KARAPATAN of different memorabilia items from the martial law period and a gathering of former and present activists in the historical AS steps led by BAYAN.

We invite the members of the BOR to express their appreciation of UP's role in the dismantling of martial law. A protest and commemoration march is scheduled on September 21- the exact date when martial law was declared by Marcos 40 years ago.

2012 UP Student Congress

The Congress jointly hosted by the Office of the Student Regent, KASAMA sa UP (systemwide alliance of UP student councils), and UP Solidaridad (systemwide alliance of campus publications) will be conducted in three different UP campuses: UP Baguio for the Luzon leg, UP Cebu for the Visayas leg, and UP Mindanao for the Mindanao leg with our many student leaders as delegates.

We wish to discuss our pressing concerns, synthesize understanding of these issues, and formulate a unified response.

The Mindanao leg of the Congress was successful and the Visayas and Luzon legs for the Congress are set to happen this September 21-23.



CLEVE KEVIN ROBERT V. ARGUELLES

Student Regent, UP Board of Regents

Ex-Officio member, KASAMA sa UP"

D. REPORT OF THE STAFF REGENT

The following items were discussed by Staff Regent Ebesate:

- Deviated Items of Administrative Staff and REPS
- Committee on Employees Welfare and Benefits

MATTERS SUBMITTED FOR APPROVAL BY THE BOARD

GENERAL GOVERNANCE

The Board **APPROVED** the following:

A. **APPOINTMENT OF UNIVERSITY OFFICIALS**

UP System

Atty. **HECTOR DANNY D. UY** as Vice President for Legal Affairs, effective 12 September 2012 to serve at the pleasure of the President

Prof. **CRISTOPHER S.P. ESPINA** as Assistant Vice President for Development, effective 1 September 2012 to serve at the pleasure of the Vice President for Development

UP Diliman

Assoc. Prof. **LEONARDO C. ROSETE** as Dean, College of Fine Arts, effective 1 October 2012 until 30 September 2015

UP Los Baños

Dr. **CRISANTO A. DORADO** as Vice-Chancellor for Administration, effective 1 August 2012 to serve at the pleasure of the Chancellor

ACADEMIC MATTERS

The Board **APPROVED** the following:

A. **Proposed Dual Ph.D. Degree Program between the University of Houston and the University of the Philippines Diliman through the Institute of Chemistry, College of Science, UP Diliman**

Objective of the Program

The intent of this collaboration is to permit highly qualified students who have earned Master Degrees from UP Diliman and whose preparation and research interest comport well with the available resources and research activities of UH CHEM faculty to earn a dual Ph.D. degree from UP Diliman and from the University of Houston.

As this program offers significant benefits to the participating students, it is expected to be highly competitive. Prospective students will be first identified at the point of completing MS course requirements at UP Diliman. A UP Diliman faculty member who is familiar with the prospective student's academic work and is available to serve as the student's dissertation co-advisor will nominate the student through a formal process to the University of Houston.

The UP Diliman University Council approved the proposal at its 122nd meeting held on 10 July 2012.

B. Institution of the Doctor of Philosophy in Media Studies Program, College of Mass Communication, UP Diliman

Introduction

The media's profound impact on society is widely acknowledged. During the last century, scholars from various disciplines have studied and theorized about the significant role of media in shaping the modern social order. Today, this role is made more complex by the pervasive force of new information technologies that, among other influences, have aided, for good or for ill, the globalization of just about all aspects of the political, economic, social and cultural lives of 21st century nations.

To contribute to the scholarly pursuit of understanding the media in the lives of Filipinos today, the College of Mass Communication (CMC) Department of Graduate Studies has instituted the Doctor of Philosophy in Media Studies Program. The program is premised on at least two assumptions:

- That the media are a significant area of study, and that Philippine media are an area in which scholars are deeply interested; and
- That the field of media is better understood with a multidisciplinary approach, such that the program prescribes an exposure to other disciplines.

Brief Description of the program

The area of study will use a critical cultural framework within the context of Philippine media. While regional as well as global contexts are viewed as equally relevant and indeed shall be part of the program discourse, the Philippine media will serve as a starting point in the production of knowledge about the media's position in our lives today.

The College's Media Studies programs, both MA Media Studies and the proposed Ph.D. in Media Studies, derive their philosophical bases from Cultural Studies, an interdisciplinary academic field grounded in critical theory. Cultural Studies investigate the ideological bases, broadly defined, of contemporary cultures by analyzing their histories and economic structures, the worldviews they privilege, and the meanings and readings they generate. Media Studies, therefore, interrogate issues of power and ideology exercised through the structures of media and the production and circulation of media products and engagements with them.

Budget and Effect on Resources

No additional requirements are anticipated. The present faculty complement and existing facilities and equipment of the College will suffice to meet the requirements of the proposed program. However, overload pay and/or reduced Research Load Credits (RLCs) may be a consequence of the proposed program.

C. Proposal to Institute the Master in Veterinary Epidemiology, College of Veterinary Medicine and Graduate School, UP Los Baños

Total No. of Years: 1 year & 1 Summer

Total No. of Units: 30 units

Introduction

Several diseases in the last decade such as Severe Acute Respiratory Syndrome (SARS), Bovine Spongiform Encephalopathy (BSE) and Highly Pathogenic Avian Influenza (HPAI) H5N1 have highlighted the threat to human and animal health and the need for rapid and effective veterinary response to new animal health threats. The threat is complex, often unpredictable and international, and has huge economic implications. Since most of these diseases are found in or arise from animal populations, the skills of veterinary epidemiologists are critical in order to a) to improve understanding of the causes and management of diseases, implementation of effective surveillance and disease control programs, enhancement of the quality of animal health researches and disease investigations, dissemination of animal health research results to the appropriate people, and b) to assist policy makers translate appropriate results into making good policy. Indeed, veterinary epidemiology has significant contribution in disease priority setting and decision-making for improved animal health and safety and quality of animal products and in disease control implementation.

Rationale

The expectation of a rapid veterinary response to new animal health threats and protect human health establishes the need for a specialized training in veterinary field epidemiology in the Philippines. In this country, many provincial, city, or municipal veterinarians who are the front line staff to detect, control and prevent animal diseases and zoonoses, lack the specialized veterinary field epidemiologist skills to respond or meet the needs of their localities. In fact, during the planning of an Avian Influenza Protection Program in 2005, these local veterinarians indicated the need to develop their capacities to respond to HPAI and other disease threats. Sound animal health care decision-making and preventive action in zoonoses, endemic and newly emerging diseases of livestock and poultry, foodborne diseases, and disease combat and prevention have to be based on adequate information about animal health status, risks involved and the proper analysis and interpretation of such data. *The proposed program is designed to train veterinary practitioners and other animal health professionals to enable them to effectively perform essential surveillance, risk analysis and disease prevention and control activities in populations, including animal health investigation and research.* The existing MS (Veterinary Medicine) does not provide these core competencies.

Justification

There is no Master's program in Veterinary Epidemiology being offered in Asia, including the Philippines. The University of the Philippines Los Baños is a recognized university in Southeast Asia, being known for agriculture and forestry degrees. Hence, it should take the lead in offering a Master in Veterinary Epidemiology in the Philippines. The Master in Veterinary Epidemiology degree program is being proposed in response to the market needs and demands, both locally and overseas. Graduates of veterinary schools in the country who are employed in government agencies, veterinary schools, the military and private industry have expressed interest to enrol in the program based on surveys of market demand conducted in February 2010 (85.3% of 68 respondents) and June-July 2011 (76.2% of respondents). There is a persistent clamor from nationals of Cambodia and Lao PDR to offer this Master's degree program in Veterinary Epidemiology in the Philippines because the medium of instruction is English.

The proposed Master in Veterinary Epidemiology degree program is an opportunity for the College of Veterinary Medicine (CVM) to meet its societal responsibility in promoting national/regional and global animal and human health and facilitating trade of animal and animal products. The degree program will strengthen the epidemiological and analytical capabilities of the local unit veterinarians. In its assessment of the performance of veterinary services in the Philippines, the World Organization for Animal Health (OIE) mission noted the very few staff in the national veterinary service with postgraduate training in epidemiology and which may result in a weak system for early detection, general disease surveillance, analysis and reporting. OIE recommended an urgent need for Filipino veterinarians to undergo further training in veterinary epidemiology.

In the program, students will have ample opportunities to work on animal health events of current importance to their workplace or practice areas, even while studying. The Field Project in Veterinary Epidemiology will further strengthen the capacity of the students in solving animal health problems and in conducting animal health researches since the project can be part of the regular veterinary service or practice activities, thus serve ongoing animal health needs.

The Proposal was favorably acted upon by the UP Los Baños University Council at its meeting held on 23 July 2012.

D. Proposal to Institute the Doctor of Philosophy in Development Studies, Graduate School, UP Los Baños

Total No. of Years: 3 years (full-time), 4 years (part-time)

Total No. of Units: 49 units

Introduction

University programs should be both rigorous and relevant. To be relevant, academic programs should foster interdisciplinary approaches to solve societal problems. This proposal for a PhD in Development Studies programs prepares graduates to be able to address such problems and as such view the world in a more integrative manner.

Rationale

The University of the Philippines Los Baños, a premier university in agriculture, forestry, environment and biotechnology has proposed to enhance its relevance by expanding its curricular programs to cover cross-cutting development issues confronting key sectors in development such as agriculture, forestry, environment, science and technology and governance. This proposal of a PhD in Development Studies provides an integrative academic framework for the study of these concerns. Its focus will be on the interaction of agriculture and food systems, natural resources and social environments.

Justification

Development studies as a multi-disciplinary field of study is problem-oriented aimed at providing knowledge and increased understanding of the complexities of the development process. As offered in various universities in the Philippines and abroad, development studies is holistic in analysis and utilizes inter-,cross-,multi-, and trans-disciplinary approaches. The PhD in Development Studies program prepares graduates for careers in academe, government and non-government agencies, international agencies and the private sector as development specialist, researcher, or manager.

The Proposal was favorably acted upon by the UP Los Baños University Council at its meeting held on 23 July 2012.

E. Revisions of the BOR-Approved Programs, as follows:

- Visiting Professor Program
- Foreign-trained Filipino PhD Faculty Recruitment Program
- International Publication Award (for Journal Article)
- Adjunct Professorship
- Research Dissemination Grant

The University has started strengthening its faculty complement by inviting foreign experts and mentors in various fields under the Visiting Professor Program. However, there is a need to expand the coverage of the program to include Filipino experts not only in the academe but also in industry and government who will contribute to enhancing and upgrading UP's academic programs.

F. Renaming of the “Department of Agribusiness Management (DAM)” Under the College of Economics and Management to the “*Department of Agribusiness Management and Entrepreneurship (DAME)*”, UP Los Baños

Background

In 1975, the Department of Agribusiness Management (DAM) was established to develop agribusiness management manpower, rural-based agribusiness firms and traditional agriculture into commercial undertakings. In today's competitive business landscape, the traditional agribusiness has become more market-oriented and is considered as a dynamic and systematic endeavour that serves consumers globally and locally through innovation and management of multiple value-chains. In light of recent developments, it is proposed that DAM be renamed to the Department of Agribusiness Management and Entrepreneurship (DAME). Entrepreneurship is more than the mere management of business. It is a mindset anchored on innovation. While the existing

courses being offered by the department are management in orientation, a different set of courses are needed to develop a line of thinking in entrepreneurship. The characteristics of seeking opportunities, taking risks, and having the tenacity to push an idea through reality are the very essence of entrepreneurship that are needed in developing students.

Rationale/Justification

The renaming is consistent with UP President Pascual's vision:

“We must prepare our students for the workplace so they may remain competitive ... expose them to the basic tenets of entrepreneurship which is needed to spawn wealth creation ... through business enterprise ... towards the path of innovation...”

The renaming captures well the department's additional thrust of producing graduates who will invigorate the economy by engaging in entrepreneurial ventures, creating job and fuelling the growth of the food and agribusiness system. It aims to promote a shift from traditional agribusiness undertakings to value-creating enterprises through innovation at the Micro, Small and Medium Enterprise (MSME) and corporate levels. It is consistent with the strategic direction of the department towards a more relevant and market-responsive academic offerings and research thrust. This is in response to a growing concern on entrepreneurship as potential jobs provider and alternative career. It is expected that this new program will provide more job opportunities to the students. At the undergraduate level, the department has recently instituted and offered the very first General Education (GE) course on entrepreneurship entitled ENTR 1 (SSP) – Unleashing the Entrepreneurial Spirit. The goal of this course is to develop an entrepreneurial mindset among UPLB students and promote entrepreneurship within their own career path. This course, together with the recently approved revision of the Master of Management major in Agribusiness Management (MM-ABM) program to Master of Management, major in Agribusiness Management and Entrepreneurship (MM-ABME), is in support of UPLB's current thrust towards technology enhancement and commercialization as well as the urgent need for entrepreneurs in the country. The new DAME will also be supportive of the Institute of Cooperative and Bio-enterprise Development's (ICOPED) thrust of transforming cooperatives as business enterprises that create more jobs and wealth thus improving the welfare not only of their members but of the larger community and economy.

G. Graduation of Students Who Completed All the Requirements for their Respective Degrees/Titles as of the End of Summer/Third Trimester AY 2011-2012, as Recommended by the Respective University Councils, Except those With Pending Disciplinary Cases

UP Los Baños (Approved by the UPLB University Council at its 23 July 2012 Meeting)

UP Mindanao (Approved by the UP Mindanao University Council at its 36th Meeting held on 30 July 2012)

UP Open University (Approved by the UP Open University Council at its 40th Meeting held on August 2012)

UP Cebu (Approved by the UP Cebu College Council at its 5th Regular Council Meeting held on 11 July 2012)

H. Establishment of the *Dr. Rodolfo B. Herrera Professorial Chair in Computer Science at the College of Engineering, UP Diliman*

Donor: Dr. Rodolfo B. Herrera

Amount: ₱1,000,000.00

Fund Management: UP Foundation, Inc. (UPFI)

Particulars:

The implementation of the award shall be in accordance with the applicable policies and guidelines of the University, in effect as of such awarding, not inconsistent with the enumerated terms of the Deed of Donation.

I. Establishment of the *UPAA of Hawaii Mahalo, UP! Professorial Chair at the College of Arts and Sciences of the UP System (UP Diliman, UP Los Baños, UP Mindanao, UP Visayas, UP Baguio, and UP Manila)*

Donor: UP Alumni Association of Hawaii

Amount: USD 32,000

Fund Management: UP Foundation, Inc. (UPFI)

Particulars: The implementation of the award shall be in accordance with the pertinent rules of the University.

FISCAL MATTERS

I. The Board APPROVED the following:

A. Request for Authority to Pay the Second Merit Incentive of ₱5,000.00 for CY 2012 to All Qualified UP Personnel

Staff Regent Ebesate in his letter dated 3 September 2012 requested the Board of Regents for approval of the payment of 2nd merit incentive in the amount of ₱5,000.00 for CY 2012 to all qualified UP Personnel this October 2012.

The merit incentive is given to qualified UP personnel in recognition of their dedicated service to the University. This will also inspire them to be more efficient, productive and creative.

B. Reprogramming of Unexpended Obligations from Prior Years CY 2003-2010 of UP Manila in the Amount of ₱32,552,107.46, Certified as Available by the UP Manila Chief Accountant, to be utilized as follows:

| | |
|--|-----------------------|
| 1. PERSONAL SERVICES | ₱26,052,107.00 |
| Financial Assistance Program for Hospitalization Expenses (FAPHE) | |
| Service Recognition Pay (SRP) | |
| Commutation and Other Personnel Benefits (Additional Grocery Allowance, Additional Rice Allowance, CCC staff benefits, Terminal Leave) | |
| 2. MAINTENANCE & OTHER OPERATING EXPENSES | 1,500,000.00 |
| ACAD Trainings/Workshop | |
| 1. IT EQUIPMENT | 2,500,000.00 |
| Computers (Programmers, Job Orders, Student Portal, Hardware) | |
| 2. CAPITAL OUTLAY | 2,500,000.00 |
| (Construction of CCC Bldg, Proposed Construction of Bids and Awards Committee Offices, Computer Server) | |
| Total | ₱32,552,107.00 |

It is understood that any obligation/disbursement from this reprogrammed amount shall be subject to the usual accounting, budgeting, auditing and procurement laws, rules and regulations.

C. Proposed Utilization of the ₱100 Million Centennial Fund Sponsored by Senator Miriam Defensor Santiago to Augment the Funds for UP's Faculty Development Under the Expanded Modernization Program (EMP):

| Program | PS | MOOE | EO | Total |
|-----------------------|--------------------|--------------------|-------------------|---------------------|
| Doctoral Fellowship | 30,000,000 | 35,250,000 | 0 | 65,250,000 |
| UP Visiting Professor | 0 | 3,750,000 | 0 | 3,750,000 |
| Balik-PhD Recruitment | 0 | 25,000,000 | 0 | 25,000,000 |
| EMP Operation | 0 | 5,000,000 | 1,000,000 | 6,000,000 |
| TOTAL | ₱30,000,000 | ₱69,000,000 | ₱1,000,000 | ₱100,000,000 |

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

D. Request Authority for UP Cebu to Adopt Previous UP BOR Approval to Charge ₱500 as Laboratory Fee for Management (MGT) 186

Justification:

- In its 1217th meeting on 26 January 2007, the Board approved the institution of the laboratory fee for the Management Information System (BA 125) course, proposed by the UP Visayas College of Management;
- In its 1161st meeting on 25 July 2002, the Board approved the institution of ₱500 laboratory fee for courses under the revised Bachelor of Business Administration (Management) Program of UP Visayas. The IT management courses were: IT 101, IT 102, IT 127, and IT 152; and
- A ₱500 laboratory fee for Management Information System (MIS) courses is charged in the other constituent universities: UP Open University (₱400 to ₱800); UP Baguio and UPLB (₱500); and in UP Mindanao (₱300 to ₱800) per course.

E. Authority to Purchase Vehicles for the UP System

The UP Board of Regents *inter alia* approved the reprogramming of funds which included the allocation of ₱10 Million for the purchase of vehicles for the UP System (1281st Meeting, 26 July 2012). This allocation will cover the proposed purchase of eleven (11) units of vehicles which approximately cost around ₱10,000,000.

Authority is requested for the UP President to purchase vehicles for the UP System, with the following justifications:

- The vehicles will be for the official use of the UP System Officials who are responsible for providing strategic leadership and day-to-day management of operations. The University of the Philippines System is composed of the following constituent units: UP Diliman, UP Manila, UP Los Baños, UP Visayas, UP Mindanao, UP Open University, UP Baguio and UP Cebu; with 50,000+ students, 12,000+ faculty and staff, including the UP PGH; and
- The existing vehicles of the University Officials in the UP System Administration are, on the average, 15 years old, already outmoded, hardly road-worthy, unreliable and inconvenient to the officials and drivers. Most of the time, the existing vehicles require repairs that result in high cost of maintenance and equally high fuel consumption.

F. Notice of Award for One (1) Lot Electron Probe Microanalyzer with Accessories to be Used by the National Institute of Geological Sciences (NIGS), College of Science, UP Diliman

Amount: ₱63,245,837.00

Name of Contractor: Philab Industries, Incorporated

Mode of Procurement:

The UP Diliman Bids and Awards Committee (BAC) Resolution No. 230-12 dated 21 June 2012 recommended for approval of its Chancellor the award for the procurement of the abovementioned equipment.

The Office of the Vice President for Legal Affairs reviewed the Notice of Award under the presumption of regularity in the performance of duties by the UP Diliman BAC and the concerned technical people. It finds the same to be in order.

G. Contract of Lease of Aircraft Services for Airborne LIDAR Data Acquisition between the University of the Philippines and the Asian Aerospace Corporation (Service Provider)

Program: Two (2)- Year (FY 2012 and 2013) Nationwide Disaster Risk Exposure and Assessment for Mitigation (DREAM) Program, UP Diliman College of Engineering Training Center for Applied Geodesy and Photogrammetry (UPD COE-TCAGP)

Amount: ₱68,600,000.00 for two (2) aircrafts

Public Bidding: 31 May 2012

Particulars:

1. The Government of the Republic of the Philippines, through its Department of Science and Technology Grants-In-Aid (DOST-GIA) Program and the implementing agency, the University of the Philippines, specifically its Training Center for Applied Geodesy and Photogrammetry (UP-TCAGP), shall implement a two-year (FY 2012 AND 2013) Nationwide Disaster Risk Exposure Assessment and Mitigation (DREAM) Program;
2. The DREAM Program aims to build capacity to produce data sets from Light Detection and Ranging (LIDAR) Mapping Technology and generate information on flood hazards of eighteen (18) major river systems in the Philippines;
3. The three-dimensional (3D) earth surface data shall be acquired through aerial survey using an airborne LIDAR sensor; and, for the purpose; aircraft provision and services shall be necessary; and
4. The Service Provider undertakes to provide and make available, for the use of and at cost to the University two (2) duly registered and certified airworthy aircrafts.

H. Notice of Award for the Procurement of One (1) Lot – Genetic Analysis Workflow System to be Used by the National Institute of Molecular Biology & Biotechnology (NIMBB), College of Science, UP Diliman

Amount: ₱31,900,000.00 (USD 725,000.00)

End User: Philippine Genome Center DNA Sequencing Core Facility

Name of Contractor: Life Technologies Holdings Pte. Ltd.
10 Biopolis Road, Level 4, Chromos, Singapore 138670

II. The Board DEFERRED ACTION on the following:

A. Proposal to Increase Graduate Tuition and Institution of Laboratory Fees for Music Courses, College of Music, UP Diliman

1. Increase Graduate Tuition

Proposal: From ₱500/unit to ₱1,000/unit;

Date of Implementation: Second Semester AY 2012-2013 and will affect only incoming graduate students

Justification:

- The last graduate tuition fee increase in the College of Music took effect in AY 2001-2002 per BOR approval on 24 May 2001;
- The proposed increase takes into consideration the diminishing value of the peso and the current rate of undergraduate tuition;
- In comparison to the graduate tuition in three universities in Metro Manila, the increase to ₱1,000/graduate unit in the UP College of Music is even much lower than University of Santo Tomas, which charges ₱1,750/unit, St. Scholastica's College (₱1,564/unit), and Philippine Women's University (₱1,252/unit);
- With the increase, the UP College of Music can continue to improve the quality of its graduate programs, both at the masteral and doctoral levels;
- The increase in graduate tuition fee is proposed for the following reasons:
 - To maintain and update graduate education activities;
 - To continue and improve course development facilities, and
 - To upgrade teaching materials and other resources.

Allocation of the Graduate Tuition Fee Increase:

- Improvement of classrooms and facilities – 25%
- Teaching enhancement & graduate faculty incentives – 30%
- Improvement of library services – 25%
- Thesis/dissertation financial assistance – 15%
- Student recruitment & information dissemination – 5%

Consultation:

- Twenty-two out of twenty-four students in the masteral programs were consulted and they unanimously agreed to the proposed increase.
- This was brought up to the faculty meeting on 24 March 2011 and likewise approved by the majority.

2. **Institution of Laboratory Fees for Music Courses**

Purpose: For the maintenance of music instruments, and related equipment

Proposed Laboratory Fees: Graduate - ₱400/unit;
Undergraduate - ₱200 to ₱300 /unit

Date of Implementation: Second Semester, AY 2012-2013

Justification:

- Presently, the cost of tuning an upright piano is P850-1,500, harpsichord - P1,500, koto - P2,000, kulintang - P500, while tuning a grand piano costs P1,800-2,500. The cost of a treble string is P150, while a bass string costs P500;
- Every semester, the College continuously makes sure that all instruments and equipment, used for performance classes and recitals, are in tune and in good condition;
- The proposed laboratory fees will be spent specifically for this need. It is therefore imperative to implement the laboratory fee so the College can continue providing quality music performance instruction.

Consultation:

- The faculty previously approved the proposal during the faculty meeting on 4 July 2011 as well as through a referendum; and
- Majority of the undergraduate students and graduate students agreed on the proposed charging of laboratory fees to the specified undergraduate and graduate courses.

Board action: The Board DEFERRED the approval of the proposal with the instructions for the College of Music to follow the protocol of inviting representatives from the College Student Council and the Office of the Student Regent to complete the process of consultation.

ADMINISTRATIVE MATTERS

The Board APPROVED the following:

- A. Request for Waiver of the Rule on Sabbatical in Favor of DR. FLORDELIZA A. LANTICAN, Department of Agricultural Economics, College of Economics and Management (CEM), UP Los Baños effective 18 December 2012 until 17 December 2013 to Take a Rest and Finish Writing the Syllabus in Agricultural Marketing**

Dr. Lantican's term as Dean of CEM will end only on 17 December 2012 and therefore could not apply for sabbatical much earlier as prescribed by the UP two-year rule (*That in no case shall the sabbatical be granted within two years before the faculty member's sixty-fifth birthday*). In this regard, a waiver of the said rule is being requested.

Dr. Lantican started serving the University as Research Assistant from 1 July 1976 to 5 February 1978; as Instructor from 6 February 1978 to 14 September 1983; as Assistant Professor from 15 September 1983 to 31 May 1993; as Associate Professor from 1 June 1993 to 30 June 2000; and as Professor from 1 July 2000 to date.

This sabbatical will not entail any expense to the University except for the payment of her salary. It is understood that during this period, Dr. Lantican shall: (1) turn over all records of students who may be needing removal examinations or completion of academic requirements; (2) transfer student advising responsibilities or membership to graduate guidance/advisory committees to other faculty members in consultation with the concerned units; (3) clear with the UPLB Library; and (4) submit a copy of the output she produced upon return from the sabbatical.

- B. Secondment of Dr. ROWENA CRISTINA L. GUEVARA at the Department of Science and Technology (DOST) as Acting Executive Director of the Philippine Council of Industry Energy and Emerging Technology Research and Development (PCIEERD), Effective 1 July 2012 until 30 June 2013**

This refers to the memorandum of Dr. Caesar A. Saloma, Chancellor of UP Diliman dated 26 July 2012, requesting the UP Board of Regents to consider the payment of the salary differential of Dr. Rowena Cristina Guevara, a professor of Electrical and Electronics Engineering Institute of UP Diliman, who was seconded to the Department of Science and Technology (DOST) as Acting Executive Director of the Philippine Council of Industry Energy and Emerging Technology Research and Development (PCIEERD) effective 1 July 2012 until 30 June 2013.

In a letter dated 9 July 2012, DOST Secretary Mario Montejo noted that Dr. Guevara was receiving a higher salary as Professor 11 in UP Diliman than her salary as Acting Executive Director of PCIEERD. He, therefore, requested UP Diliman to pay the salary differential of Dr. Guevara amounting to ₱11,232.00 per month, with the consideration that DOST shall “allow Dr. Guevara to work for the University while on secondment with PCIEERD on terms that are mutually agreed upon by both DOST and UP Diliman.”

The Office of the Vice President for Legal Affairs discussed the matter of secondment to a position with a lower salary through Memorandum No. HDDU-2012-C-024 dated 20 February 2012. The said Memorandum stated that Resolution No. 061165 of the Civil Service Commission (CSC) is the applicable law to govern the secondment. Section 3.b of the said CSC Resolution requires the submission of a Memorandum of Agreement or contract for secondment between the parent agency and the receiving agency, and concurred in by the employee. Thus, the payment of salary differential together with additional work arrangements may be agreed upon by the concerned agencies and provided for in the MOA.

In its 1279th meeting held on 29 March 2012, the UP Board of Regents approved the payment of the salary differential of Dr. AMELIA P. GUEVARA, *pro hac vice*, who was seconded to the DOST as Executive Director of PCIEERD for the period 1 April 2011 to 31 March 2012, subject to the execution of a MOA between UP and DOST.

The University finds no compelling reason to deny Dr. Rowena Cristina L. Guevara of the salary differential. It is recommended to the Board to approve the payment of salary differential of Dr. ROWENA CRISTINA L. GUEVARA, *pro hac vice*, provided that the MOA incorporating the provisions on the payment of salary differential as well as other work arrangements is executed.

C. Memorandum of Agreement between the University of the Philippines and the All UP Workers’ Union

Particulars:

1. On 12 December 2008, the parties entered into a Collective Negotiation Agreement (CNA) to govern the terms and conditions of employment of all non-academic rank-and-file employees of the University for a period of five (5) years;
2. Article XVIII, Section 2 of the existing CNA provides that the University and the Union agree to negotiate after three years for the economic benefits of the employees;
3. On 20 March 2012, the Union submitted its proposals to the University to improve the terms and conditions of the existing CNA, particularly Article XIII, Section 1 (a) and (b) thereof to govern the last two years of its effectivity;
4. For and consideration of the above premises, the parties hereby agree to amend Article XIII, Section 1 (a) and (b) of the CNA, to wit:

Article XIII

Section 1. The UNIVERSITY shall prioritize the use of savings in accordance with law, taking into account employee welfare and mandatory economic benefits. In addition, subject to the accomplishment of its mission, law and availability of funds, the UNIVERSITY shall provide the following:

1. Rice Subsidy (Minimum of Four (4) Sacks of Rice at ₱1,500 per sack);
 2. Christmas Grocery Allowance in the Amount of ₱4,000.00
3. To help fund the enhanced benefits, both the administration and the Union panels reconfirm the commitment to enhance cooperation, between Union and Management, as provided in the AUPWU CNA's Article XIX, Section 2: "The UNION shall support the UNIVERSITY's cost-saving measures related to conservation of energy (fuel, electricity) and other utilities, water and office supplies."

D. Memorandum of Agreement between the University of the Philippines and the All UP Academic Employees' Union

Particulars:

1. On 12 December 2008, the parties entered into a Collective Negotiation Agreement (CNA) to govern the terms and conditions of employment of all academic rank-and-file personnel, except those specifically excluded by PSLMC Resolution No. 2, series of 1993, or those whose functions are normally considered as policy-determining, managerial or confidential in nature of the University for a period of five (5) years;
2. Article XXIII, Section 1 of the existing CNA allows its amendment or negotiation for new terms and conditions;
3. On 20 March 2012, the Union submitted its proposals to the University to improve the terms and conditions of the existing CNA, particularly Article XIII, Section 1 (a) and (b) thereof to govern the last two years of effectivity;
4. For and consideration of the above premises, the parties hereby agree to amend Article XIII, Section 1 (a) and (b) of the CNA, to wit:

Article XIII

Section 1. The UNIVERSITY shall prioritize the use of savings in accordance with law, taking into account employee welfare and mandatory economic benefits. In addition, subject to the accomplishment of its mission, law and availability of funds, the UNIVERSITY shall provide the following:

1. Rice Subsidy (Minimum of Four (4) Sacks of Rice at ₱1,500 per sack);
2. Christmas Grocery Allowance in the Amount of ₱4,000.00

5. To help fund the enhanced benefits, both the administration and the Union panels reconfirm the commitment to enhance cooperation, between Union and Management, as provided in the AUPAEU CNA's Article XVIII Section 2: "The UNION shall support the UNIVERSITY's cost-saving measures related to conservation of energy (fuel, electricity) and other utilities, water and office supplies."

E. Draft Contract of Lease between the University of the Philippines (Lessor) and the Panorama Development Corporation (Lessee) for the UP Property in Cupang, Muntinlupa City

Leased Premises: Three (3) contiguous parcels of land with improvements, with a total aggregate area of 38,123 square meters, situated at Barrio Cupang, Muntinlupa [Rizal], Metro Manila, covered by Transfer Certificates of Title (TCT) Nos. S-10651, S-10652, and S-10653

Rental/Payment: ₱1,200,000.00/month

Escalation Rates: The following escalation rates shall apply to the monthly rentals:

| | | |
|------------|---|-------|
| Year 2-5 | - | 2.50% |
| Year 6-10 | - | 3.00% |
| Year 11-20 | - | 4.00% |
| Year 21-24 | - | 4.50% |
| Year 25 | - | 7.60% |

Rent-Free Period: Rental payments shall be waived for the first twelve (12) months of effectivity of the Contract to allow for the construction period. Demolition, if required, shall be the responsibility of and for the account of the Lessee and shall be considered part of the construction phase.

Particulars:

1. As a result of the expiration of the Laurel-Langley Agreement and by virtue of a Deed of Donation entered into between 3M Philippines, Inc. (as Donor) and the University of the Philippines (as Donee) on 23 May 1975, the Lessor acquired ownership and became the registered owner of a parcel of land consisting of three (3) contiguous parcels of land with improvements, with a total aggregate area of 38,123 square meters, situated at Barrio Cupang, Muntinlupa [Rizal], Metro Manila, covered by Transfer Certificates of Title (TCT) Nos. S-10651, S-10652, and S-10653, issued in favor of the Lessor on 27 May 1975;
2. The University of the Philippines also acquired ownership of all buildings and improvements found in the above-described parcels of land (both parcels of land and all its improvements shall hereinafter referred to as the "Property");
3. The University of the Philippines Charter (RA 9500) enacted on 29 April 2008 provides that all income generated by the University, such as rentals from the Property, shall support the University's mandate to lead in higher education and development, research, public service and operational excellence;

4. The UP Board of Regents at its 1260th meeting on 24 September 2010 allowed the University, pursuant to RA 9184, to adopt a negotiated mode of procurement after two (2) consecutive instances of failure of bid, and the Special Bids and Awards Committee (SBAC) duly constituted for the purpose adopted the Terms of Reference (TOR) approved by the BOR at its 1251st meeting on 23 November 2009, as amendments on the lease term approved by the BOR at its 1254th meeting on 25 February 2010;
5. The UP Board of Regents at its 1280th meeting on 4 June 2012 accepted the recommendations of the Special Bids and Awards Committee (SBAC) for the constitution of a Fairness Opinion Committee, based on Section 23 of the UP Charter (RA 9500), to examine the Proposal of the Lessee for the Lease of the Property;
6. The UP Board of Regents at its 1281st meeting on 26 July 2012 approved the recommendations of the Fairness Opinion Committee relative to the Lessee's Proposal for the Lease of the Property; and
7. The Lessee has expressed its intention to lease, and the Lessor has agreed to lease out to herein Lessee, the Property, under mutually acceptable terms and conditions, and in accordance with the BOR-approved Terms of Reference and recommendations of the Fairness Opinion Committee.

Lease Period: 25 years (2012-2037), effective upon approval (with allowance for a reasonable clearance period after the demolition of the old structures.)

F. Draft Memorandum of Agreement for Partnership and Collaboration between the University of the Philippines and the Development Academy of the Philippines (DAP)

Objective: To resolve the problem of informal settlers and to undertake joint development projects on the properties

Particulars:

1. UP and DAP are absolute owners of a 5.525-hectare (covered by TCT Nos. T-37067, T-37068, T-37069, T-37070, T-37071, T-37072, T-37073, T-37074, T-37075, T-37076, T-37077 and T-37078) and a 1.9 hectare (covered by TCT Nos. T-37065 and T-370660 contiguous properties, respectively, in Barangay Lawaan I, City of Talisay, Province of Cebu, hereinafter referred to as "properties");
2. UP and DAP intend to collaborate and undertake joint development programs, projects or initiatives directly or indirectly involving the properties in accordance with their respective mandates and objectives, master development plans and land use plans; and
3. A large portion of both UP and DAP properties is currently occupied by informal settlers; thus, both UP and DAP, in coordination with the Local Government Unit and/or through the filing of appropriate charges in court, would like their respective properties to be cleared of informal occupants soonest.

Obligations and Responsibilities

The parties shall explore all possible options, jointly or separately, in addressing and resolving the problem of informal settlers, as well as in determining the appropriate development projects on the properties.

Cost

The parties shall share in the cost of undertaking the obligations and responsibilities specified in the Agreement, in proportion to their ownership interest on the properties. The manner of paying their respective shares shall be mutually agreed upon by the Parties or their respective Point Person.

Termination and Renewal

This Agreement shall expire exactly five (5) years from the signing of document by both parties and may be renewed upon agreement by the Parties.

G. Request of the UP Visayas Chancellor dated 09 May 2012, for Permission to Cut Trees in the UP Visayas Campus

The UP Visayas has been continuously developing its campus in the Municipality of Miag-ao, Iloilo subject to availability of funds. Lately, UPV got some funds for the construction of the campus road linking the proposed site for the building complex for School of Technology and College of Management with the College of Arts and Sciences, College Union Building, and the rest of the developed area of the UPV Miag-ao campus. Unfortunately, in constructing the above- mentioned road, it is inevitable that the existing trees along the road construction site need to be cut.

In this connection, the UPV would like to request permission from the Board of Regents to cut 157 trees affected by the construction, which Dr. Armando Palijon recommended, given that UP Visayas has a sustainable reforestation project that can easily compensate for the cutting of 157 trees affected by the road construction.

UPV's tree replacement program must however comply with the Native Tree Policy of the University.

In consultation with the relevant experts and officials of the University, the Office of the Vice President for Administration is updating and developing system-wide guidelines and protocols to process application, evaluation and approval of requests for tree removal, replacement, as well as a tree inventory to support the thrusts of Green UP.

H. Draft Memorandum of Agreement amongst the University of the Philippines Manila and the following Second Parties:

- Phi House Corporation (PHC), Inc
- Phi Kappa Mu Fraternity International, Inc. (PKMFII)
- Phi Kappa Mu Alumni Association (PKMAA)
- Phi Kappa Mu Foundation (PKMF)

Project: Construction and Donation of a Dormitory (UP Manila Phi Dormitory: A Gift from the University of the Philippines College of Medicine Phi Kappa Mu Fraternity and Phi Lambda Delta Sorority)

Particulars:

Land Use, Design and Construction

1. The Project shall be composed of one (1) building consisting of residential units, parking areas and services/spaces for support facilities to be called “UP Manila Phi House Dormitory (UPMPHD)” and for the use and benefit of qualified undergraduate, graduate students, junior faculty members and any personnel involved in university-supported activities;
2. In accordance with the UP Manila Land Use Plan, the University shall make available, as the site of the Project, a lot measuring approximately 215 square meters (“the Land”) located between the College of Pharmacy and the College of Allied Medical Professions. It is understood that during the period of construction, the exclusive use of the land shall remain with UP and no alienation or disposition thereof is intended, implied and contemplated;
3. The Second Party will construct one (1) building on the land and shall assume full responsibility for the design and construction of the UPMPHD Building, provided that the architectural design and engineering plans for said building shall be subject to the approval of the Board of Regents upon endorsement of the UP President. It is agreed that the external basic design of the UPMPHD building shall be similar to the overall architectural design of and shall be consistent with the adjacent College of Pharmacy and College of Allied Medical Professions;
4. The Second Party shall assume the responsibility for raising funds for the design and construction of the UPMPHD Building;
5. Upon completion of the UPMPHD Building, the Second Party shall donate the same to the University by way of a Deed of Donation and the University shall accept the same;
6. The Second Party shall shoulder all taxes and fees that may be imposed by the national auditor and/or local government as well as obtain all the necessary permits, consents, and licenses for the construction of the UPMPHD Building;
7. The Second Party shall hold the University free and harmless from all damages that may arise out of the construction of the UPMPHD Building and shall indemnify accordingly any damage to property or injury to persons caused by willful acts, or negligence of Second Party, its contractors, sub-contractors, employees or agents; and
8. In consideration of this donation, and consistent with the decisions of the Board of Regents regarding building donations, the naming rights over the UPMPHD has been given to the Second Party.

Management and Operation of the Dormitory Donated by Phi House Corp. Inc., et al

The management and operation of the Dormitory by the third party management group shall be under the supervision of the Oversight Committee jointly constituted by the Parties.

Board action: APPROVED subject to minor Revisions on the constitution of the Oversight Committee.

I. Request for Temporary Waiver of Faculty Tenure Rule of the following:

UP Los Baños

Asst. Prof. **MARK DONDI M. ARBOLEDA**, Assistant Professor 5 (Salary Grade 21-1), School of Environmental Science and Management (SESAM), effective 1 June 2012 until 31 October 2012

Asst. Prof. **MARILYN C. DEL BARRIO**, Assistant Professor 2 (Salary Grade 19-1), College of Engineering and Agro-Industrial Technology (CEAT), effective 1 June 2012 until 31 October 2012

Asst. Prof. **MONET CONCEPCION C. MAGUYON**, Assistant Professor 2 (Salary Grade 19-1), College of Engineering and Agro-Industrial Technology (CEAT), Effective 1 June 2012 until 31 October 2012

Asst. Prof. **MARIA CLARET B. LAUAN**, Assistant Professor 1, College of Arts and Sciences, Effective 1 November 2012 until 31 May 2013

Asst. Prof. **VICTOR S. TICZON** as Assistant Professor 4 (Salary Grade 20-1), College of Arts and Sciences, effective 1 June 2012 to 26 July 2012

J. Appointment of Faculty

Note: *These proposed appointments have gone through the standard University peer review process from the Department to the College, the Constituent Universities concerned, and the University System. In cases where there was doubt about the process followed or about the fairness of the recommendations, the papers were returned to the unit concerned for review and recommendation.*

1. Transfer to Permanent Status

UP Diliman

Asst. Prof. **JOSE ANTONIO R. CLEMENTE** as Assistant Professor 2 (Salary Grade 19-1), College of Social Sciences and Philosophy, effective 20 September 2012

Asst. Prof. **DAPHNE-TATIANA T. CANLAS** as Assistant Professor 2 (Salary Grade 19-1), College of Mass Communication, effective 20 September 2012

Asst. Prof. **IAN KENDRICH C. FONTANILLA** as Assistant Professor 5 (Salary Grade 21-1), College of Science, effective 20 September 2012

Asst. Prof. **JOCELYN T. GUADALUPE** as Assistant Professor 1 (Salary Grade 18-1), College of Music, effective 20 September 2012
Assoc. Prof. **EULALIO R. GUIEB, III** as Associate Professor 1 (Salary Grade 22-4), College of Mass Communication, effective 20 September 2012
Asst. Prof. **JOSE C. GUTIERREZ, III** as Assistant Professor 2 (Salary Grade 19-1), College of Mass Communication, effective 20 September 2012
Asst. Prof. **CONCEPCION L. JARDELEZA** as Assistant Professor 7 (Salary Grade 21-1), College of Law, effective 20 September 2012
Asst. Prof. **EMILIO U. OZAETA** as Assistant Professor 1 (Salary Grade 18-1), College of Architecture, effective 20 September 2012
Asst. Prof. **DIVINE LOVE A. SALVADOR** as Assistant Professor 1 (Salary Grade 18-1), College of Social Sciences and Philosophy, effective 20 September 2012

UP Manila

Dr. **CONSTANTINE D. DELLA** as Associate Professor 1 (part-time) (Salary Grade 22-4), College of Medicine and Attending Psychiatrist, Philippine General Hospital, effective 20 September 2012
Dr. **MARYSIA STELLA T. RECTO** as Associate Professor 2 (part-time), (Salary Grade 22-5), College of Medicine and Attending Pediatrician, Philippine General Hospital, effective 20 September 2012
Dr. **FILOMENA S. SAN JUAN** as Professor 1, (Salary Grade 26-4) College of Medicine, effective 20 September 2012

UP Los Baños

Asst. Prof. **LARA PAUL D. ABITONA** as Assistant Professor 1 (Salary Grade 18-1), College of Arts and Sciences, effective 20 September 2012
Asst. Prof. **EDWIN R. ABUCAY** as Assistant Professor 1 (Salary Grade 18-1), College of Human Ecology, effective 20 September 2012
Asst. Prof. **MARK DONDI M. ARBOLEDA** as Assistant Professor 5 (Salary Grade 21-1), School of Environmental Science and Management (SESAM), effective 20 September 2012
Asst. Prof. **KATRINA ROSS A. TAN** as Assistant Professor 1 (Salary Grade 18-1), Department of Humanities, College of Arts and Sciences, effective 20 September 2012

2. **Original Appointment**

UP Diliman

Dr. **THOMAS S. HOFER** as Visiting Professor, College of Science at ₱1,000/working day plus ₱15,920 accommodation at Balay Kalinaw) effective 15 July 2012 until 2 August 2012

3. Extension of Appointment Beyond Compulsory Retirement Age of 65

UP Diliman

Prof. **MELITON B. JUANICO** as Professor 5 (Salary Grade 27-7), College of Social Sciences and Philosophy, effective 1 June 2012 until 31 May 2013

Prof. **ANGELITO G. MANALILI** as Professor 12 (Salary Grade 29-8), College of Social Work and Community Development, effective 4 July 2012 until 31 May 2013

UP Manila

Prof. **ARACELI O. BALABAGNO** as Professor 1 (Salary Grade 26-4), College of Nursing, effective 1 June 2012 until 31 May 2013

Prof. **IRMA L. PARAJAS** as Professor 12, College of Public Health, effective 1 June 2012 until 31 May 2013

UP Visayas

Prof. **NORMA LUZ R. FORTES** as Professor 10 (Salary Grade 29-8), College of Fisheries and Ocean Sciences, effective 7 July 2012 until 31 October 2012

4. Original Appointment Beyond Compulsory Retirement Age of 65

UP Diliman

Prof. **CARMENCITA R. ABAYAN** as Professorial Lecturer 2, College of Arts and Letters, effective 1 June 2012 until 31 May 2013

Prof. **CARMEN A. ABUBAKAR** as Professorial Lecturer 5, Institute of Islamic Studies, effective 1 June 2012 until 31 May 2013

Prof. **MANUEL R. ALETA** as Senior Lecturer 3, College of Architecture, effective 1 June 2012 until 31 May 2013

Prof. **ANNADAISY J. CARLOTA** as Professorial Lecturer 5, College of Social Sciences and Philosophy, effective 1 June 2012 until 31 May 2013

Prof. **CLEOFE L. CHI** as Professorial Lecturer 1, College of Education, effective 20 April 2012 until 31 March 2013

Prof. **PATRICIO B. LAZARO** as Professorial Lecturer 5, College of Arts and Letters, effective 1 June 2012 until 31 May 2013

Prof. **BONIFACIO S. MACARANAS** as Senior Lecturer 3, School of Labor and Industrial Relations (SOLAIR), effective 1 June 2012 until 31 May 2013

Prof. **GLORINA N. POCSIDO** as Professorial Lecturer 5, College of Science, effective 1 June 2012 until 31 May 2013

Mr. **JAIME J. YAMBAO** as Professorial Lecturer 1, College of Arts and Letters, effective 1 June 2012 until 31 May 2013

UP Los Baños

Prof. **ANTONIO J. ALCANTARA** as Professorial Lecturer 5, School of Environmental Science and Management (SESAM), effective 20 September 2012 until 31 May 2013

Dr. **CARMENCITA D. MATEO** as Adjunct Professor, without compensation, College of College of Veterinary Medicine, effective 20 September 2012 until 31 May 2013

Prof. **FLORINIA E. MERCA** as Adjunct Professor, without compensation, Institute of Chemistry, College of Arts and Sciences, effective 2 June 2012 until 31 May 2013

5. Renewal of Appointment Beyond Compulsory Retirement Age of 65

UP Diliman

Prof. **CONSOLACION R. ALARAS** as Professorial Lecturer 5, College of Arts and Letters, effective 1 June 2012 until 31 May 2013

Prof. **LYDIA R. ARCELLANA** as Professorial Lecturer 1, College of Arts and Letters, effective 1 June 2012 until 31 May 2013

Prof. **BIENVENIDO G. CLARAVALL** as Senior Lecturer 2, Asian Institute of Tourism, effective 1 June 2012 until 31 May 2013

Prof. **ALBINA P. FERNANDEZ** as Professorial Lecturer 2, College of Arts and Letters, effective 1 June 2012 until 31 May 2013

Prof. **FRANK G. FLORES** as Professorial Lecturer 5, College of Arts and Letters, effective 1 June 2012 until 31 May 2013

Prof. **CORAZON F. GATCHALIAN** as Professorial Lecturer 4, College of Home Economics, effective 1 June 2012 until 31 May 2013

Prof. **EDELBERTO E. GARCELLANO** as Senior Lecturer 3, College of Arts and Letters, effective 1 June 2012 until 31 May 2013

Prof. **WILLIAM A. LONGACRE, II** as Visiting Professorial Lecturer 5, Archaeological Studies Program, effective 1 June 2012 until 31 May 2013

Prof. **PABLO R. MANALASTAS, JR.** as Professorial Lecturer 2, College of Engineering, effective 1 June 2012 until 31 May 2013

Prof. **VIVIEN M. TALISAYON** as Professorial Lecturer 5, College of Education, effective 1 June 2012 until 31 May 2013

UP Manila

Dr. **EDBERTO M. VILLEGAS** as Professorial Lecturer 4, College of Arts and Sciences, effective 1 June 2012 until 31 May 2013

Dr. **CYNTHIA I. VALENCIA** as Clinical Professor, College of Medicine, without compensation, effective 1 June 2012 until 31 May 2013

UP Los Baños

Dr. **CASIANO S. ABRIGO, JR.** as Adjunct Professor, without compensation, College of Engineering and Agro-Industrial Technology, effective 1 June 2012 until 31 May 2013

Prof. OFELIA K. BAUTISTA as Adjunct Professor, without compensation, Crop Science Cluster, College of Agriculture, effective 1 May 2012 until 30 April 2013

Dr. ANGEL L. LAMBIO as Adjunct Professor, without compensation, College of Agriculture, effective 1 June 2012 until 30 April 2013

Prof. ASUNCION K. RAYMUNDO as Adjunct Professor, without compensation, Institute of Biological Sciences, College of Arts and Sciences, effective 1 June 2012 until 31 May 2013

6. Reappointment Beyond Compulsory Retirement Age of 65

UP Diliman

Prof. ROSARIO G. MANALO as Professorial Lecturer 5, Asian Center, effective 1 June 2012 until 31 May 2013

UP Manila

Prof. ERNESTA G. QUINTANA as Adjunct Research Professor, without compensation, Institute of Herbal Medicine, National Institutes of Health, effective 1 June 2012 until 31 May 2013

UP Visayas

Arch. MANUEL B. TINGZON, JR. as Senior Lecturer 1, College of Management, effective 1 June 2012 until 31 October 2012

UP Open University

Prof. MA. THERESA L. DE VILLA as Professorial Lecturer 5, Faculty of Education, effective 1 September 2012 until 8 December 2012

**MATTERS SUBMITTED FOR CONFIRMATION
BY THE BOARD**

ACADEMIC MATTERS

The Board **CONFIRMED** the following:

A. Prescribed General Education and other GE Courses of UP Manila

The UP Manila University Council approved the GE courses on 7 July 2011 and the President approved the same on 9 August 2012.

The Board at its 1280th meeting held on 4 June 2012 gave the President authority to approve Prescribed GE Courses in the various CUs subject to confirmation by the Board of Regents.

B. Institution of GE Course in Civil Engineering, UP Diliman

Course Number: CE 10

Course Title: DMAPS: Disaster Mitigation, Adaptation and Preparedness Strategies

Course Description: Introduction to principles and practices of natural disaster risk management by mitigation, adaptation, and preparedness strategies through civil engineering and related disciplines aiming for resilience.

Justification:

CE 10 is being instituted under the Revitalized General Education Program (RGEP) to help students appreciate the specific role of civil engineering in the management of disaster risk associated with natural or environmental hazards, as well as the general role of social and natural sciences, engineering, technology and the arts aiming for resilience. CE 10 shall inspire students as citizens to strike a balance between environment and infrastructure, thereby minimizing natural disasters.

The Board, at its 1280th meeting held on 4 June 2012, gave the President authority to approve Prescribed GE Courses in the various CUs, subject to confirmation by the Board of Regents.

FISCAL MATTERS

The Board **CONFIRMED** the following:

Note: These agreements have gone through the standard University processes from the Constituent Universities (CUs) concerned and the University System. In cases where there were irregularities in the processes, the documents were returned for review of or to exact compliance by the concerned.

| UNIT | | TITLE | PROJECT/AMOUNT/DURATION |
|-----------|---|--|--|
| UP System | 1 | Protocol on International Educational Cooperation between the University of the Philippines and the Sifa University (Turkey) | <p>Project: Cooperation in Education and Research that may include but not limited to the following:</p> <ul style="list-style-type: none"> • Exchange of faculty; • Exchange of students; • Joint research activities, lectures and lectures via e-learning; • Joint research • Participation in seminars and academic meetings; • Exchange of published academic materials and other information; • Special short-term academic programs; and • Establishment and management of research centers, institutes, and other academic units about Turkey Studies and Philippine Studies at UP and Sifa University, respectively. <p>Effectivity: Valid for five (5) years</p> |

| UNIT | | TITLE | PROJECT/AMOUNT/DURATION |
|-----------|---|--|--|
| UP System | 2 | <p>Contract between the University of the Philippines and the ePLDT, INC. (Contractor)</p> <ul style="list-style-type: none"> • Oracle Licensing and Service Agreement (OLSA), with Amendment between the University of the Philippines and Oracle Corporation through ePLDT <p><i>Note: The Contract was approved by the Board at its 1281st meeting held on 26 July 2012</i></p> | <p>Project: Contract for the Procurement of Products and Services for Key Components of the eUP Project</p> <p>Amount: ₱134,618,243.88 inclusive of VAT</p> <p>Duration: The Project will commence upon receipt of the Notice to Proceed by the Contractor and shall be implemented over the period specified in the Technical Proposal.</p> |
| | 3 | <p>Memorandum of Understanding for Partnership and Collaboration between the University of the Philippines and Smart Communications, Inc. (Smart)</p> | <p>Particulars:</p> <ul style="list-style-type: none"> • Parties intend to collaborate for the design, implementation and deployment of various ICT projects; • Parties aim to cooperate in formulating solutions in line with the eUP objectives of simplified operations, improved efficiency in transactions, reduced paperwork, optimal utilization of ICT resources, increased productivity, and extensive sharing of information; and • Parties intend to strengthen and enhance their technical cooperation and mentorship in the field of ICT <p>Effectivity: Valid and enforceable for a period of five (5) years from the date of signing by the Parties. It may be renewed or extended by mutual consent of both Parties expressed in writing.</p> <p>Date notarized: 17 Sept. 2012</p> |

| UNIT | | TITLE | PROJECT/AMOUNT/DURATION |
|------------|---|--|--|
| UP System | 4 | <p>Memorandum of Agreement for Collaboration and Partnership between the University of the Philippines and the Philippine Health Insurance Corporation (PHILHEALTH)</p> | <p>Project: PHILHEALTH has commissioned the faculty of the UP as experts and consultants to assist and provide technical inputs in some of its projects</p> <p>Effectivity: Effective upon signing by the representatives of the Parties and shall remain in full force and effect for a period of five (5) years. It may be revised or terminated by mutual agreement by the Parties.</p> <p>Date notarized: 11 Sept. 2012</p> |
| UP Diliman | 1 | <p>Memorandum of Agreement between the University of the Philippines and the National Research Council of the Philippines (NRCP)</p> <p>Project Leader: Dr. Percival F. Almoro National Institute of Physics, College of Science, UP Diliman</p> | <p>Project: Enhanced Detection of Sub-Surface Defect Using Fringe-Shifted Shearograms</p> <p>Amount: P434,890.00</p> <p>Effectivity: One (1) year</p> |
| | 2 | <p>Research Contract between the University of the Philippines and Dr. J. PROSPERO E. DE VERA, III (Program Head)</p> | <p>Title of Research: Challenges in Financing Public Higher Education in the Philippines: Options for Reform</p> <p>Amount: For undertaking the project, the NCPAG shall pay the Program Head the amount of P350, 000.00 chargeable against A-Teacher Party List Rep. Julieta R. Cortuna Scholarship Fund for UP National College of Public Administration and Governance (NCPAG) under SARO No. BMG-G-11-T000000555 dated 29 April 2012</p> |

| UNIT | | TITLE | PROJECT/AMOUNT/DURATION |
|---------------|---|--|---|
| UP Diliman | 3 | Research Contract between the University of the Philippines and Assistant Professor MARK ANTHONY M. GAMBOA of NCPAG (Program Head) | <p>Title of Research: Compendium of Laws and Executive Issuances on Civil Service and Government Reorganization</p> <p>Amount: The University shall pay the Project Head the amount of P400, 000.00 chargeable against A-Teacher Party List Rep. Julieta R. Cortuna Scholarship Fund for UP National College of Public Administration and Governance (NCPAG) under SARO No. BMG-G-11-T000000555 dated 29 April 2012</p> |
| | 4 | Memorandum of Agreement between the University of the Philippines through the College of Engineering and the SunPower Philippines Manufacturing, Ltd. | <p>Title of the Program: Conduct of MS Materials Science and Engineering (MS MSE)</p> <p>Period of the Program: Four (4) years beginning June 2012 until the MS MSE is completed</p> |
| | 5 | Memorandum of Agreement between the University of the Philippines through the Institute of Biology, Philippine Council for Agriculture, Aquatic and Natural Resources Research and Development (PCAARRD) and the Department of Science and Technology (DOST) | <p>Title of the Program: Genetics for a Sustainable Milkfish</p> <ul style="list-style-type: none"> • Development of Molecular Markers for Milkfish Broodstock Management • Genetic and Morphological Variations in Hatchery and Wild Populations of Milkfish • Cloning and Sequence Analysis of Lectin Genes from <i>Chanos chanos</i> F • Molecular Identification and detection of Microbial Pathogens of Milkfish <p>Amount: ₱16,821,325.00</p> <p>Period of the Program: Shall be implemented for three years to start on 1 June 2012. The program shall start immediately after the release of the project funds.</p> <p>Date notarized: 02 July 2012</p> |

| UNIT | | TITLE | PROJECT/AMOUNT/DURATION |
|------------|---|---|---|
| UP Diliman | 6 | Memorandum of Agreement amongst the University of the Philippines (UP), Department of Agrarian Reform (DAR), Department of Agriculture (DA), Department of Environment and Natural Resources (DENR), and the Development Academy of the Philippines (DAP) | <p>Project: Master Program in Public Management Major in Rural Development (MPM-RD)</p> <p><i>Period of the Project:</i> March 2012 until December 2014</p> <p><i>Date Notarized:</i> 22 June 2012</p> |
| | 7 | Memorandum of Agreement between the University of the Philippines through its Law Center (Second Party) and the Bureau of Internal Revenue (First Party) | <p>Project: Mandatory Continuing Legal Education (MCLE)</p> <p><i>Amount:</i> P2,000 per BIR lawyer-participant and P6,000 per non-BIR lawyer participant</p> <p><i>Period:</i> 16-20 January 2012</p> |
| | 8 | Contract of Lease between the University of the Philippines and the Land Bank of the Philippines (Lessee) | <p>Area: Approximately 40 sq.m. space located on the Ground Floor, Southeast corner of Bulwagang Rizal, corner Roces St. and Roxas Avenue, UP Diliman</p> <p>Monthly Rental Rate inclusive of Value Added Tax:</p> <p>1st Year – P67,200.00 2nd Year – P73,920.00 3rd Year – P81,312.00</p> <p><i>Effectivity:</i> 07 January 2012 until 6 January 2015</p> |
| | 9 | Project Contract between the University of the Philippines through the College of Engineering and the JICA Project Office for ASEAN University Network/ Southeast Asia Engineering Education Development Network (AUN/SEED-Net) | <p>Project: AUN-SEED-Net Project UP G1201 (Graduate Study Program for Master's Degree/Doctoral Degree)</p> <p><i>Amount:</i> ₱5,730,697.00</p> <p><i>Duration:</i> 1 April 2012 to 15 March 2013</p> |

| UNIT | | TITLE | PROJECT/AMOUNT/DURATION |
|-------------|----|--|---|
| UP Diliman | 10 | Project Contract between the University of the Philippines through the College of Science and the JICA Project Office for ASEAN University Network/ Southeast Asia Engineering Education Development Network (AUN/SEED-Net) | <p>Project: AUN-SEED-Net Project UP RC-1201 (5th Regional Conference on Geo-Disaster Mitigation in ASEAN)</p> <p><i>Amount:</i> US\$14,000.00</p> <p><i>Duration:</i> 6-7 September 2012</p> |
| | 11 | Project Contract between the University of the Philippines through the College of Engineering and the JICA Project Office for ASEAN University Network/Southeast Asia Engineering Education Development Network (AUN/SEED-Net) | <p>Project: AUN-SEED-Net Project UP RC-1101 (Regional Conference/Workshop Program)</p> <p><i>Amount:</i> US\$14,000.00</p> <p><i>Duration:</i> 27-28 October 2011</p> |
| UP Manila | 1 | Memorandum of Agreement between the University of the Philippines Manila and the Dr. Jose Fabella Memorial Hospital (DJFMH) | <p>Project: Mutual Cooperation and Partnership: Actual Delivery Completion and Cord Dressing</p> <p><i>Effectivity:</i> Valid for a period of one (1) year commencing 1 June 2012 to 31 May 2013 and may be terminated by any of the parties upon a written notice at least sixty (60) days before the date stipulated for such termination</p> |
| UP Mindanao | 1 | Deed of Donation between the University of the Philippines Mindanao and the University of the Philippines Alumni Association of Sacramento and Vicinity (UPAASV) (Donor) | <p>Project: Establishment and Maintenance of an Education Assistance Loan Fund</p> <p><i>Amount:</i> \$2,000.00 or ₱84,408.90</p> <p>(The UP Mindanao will manage the educational loan fund through the Office of Student Affairs under the guidance of Special Committee assigned by the Chancellor which will formulate the administrative policies, guidelines and procedures for the program.)</p> |

| UNIT | | TITLE | PROJECT/AMOUNT/DURATION |
|--------------------|---|---|---|
| UP Open University | 1 | Memorandum of Agreement between the University of the Philippines Open University, Department of Environment and Natural Resources (DENR) and Environmental Management Bureau (EMB) | <p>Project: E-Learning Course on Solid Waste Management for Local Government Units</p> <p>Project Fund: ₱1,311,000.00</p> <p>Effectivity: Effective on the date of signing by the authorized signatories and shall remain in force until terminated in accordance with the Agreement.</p> <p>Date notarized: 23 July 2012</p> |
| | 2 | Memorandum of Agreement between the University of the Philippines Open University and the UP Los Baños Credit and Development Cooperative (UPLBCDC) | <p>Purpose: The Agreement defines the relationship of the parties in the event and to the extent that employees of UPOU shall signify their membership with UPLBCDC and the latter has approved the same</p> <p>Effectivity: Effective on the date of signing by the parties and shall remain in full force and effect for a period of five (5) years subject to annual review by both parties</p> <p>Date notarized: 17 August 2012</p> |

ADMINISTRATIVE MATTERS

The Board **CONFIRMED** the following:

A. **Appointment of Faculty**

Confirmation of the Appointment of DR. NAM YONG PARK, Professor Emeritus of the College of Veterinary Medicine, Chonnam National University, Gwangju City, South Korea as Visiting Professor of the Department of Veterinary Paraclinical Sciences, College of Veterinary Medicine, UP Los Baños under the Visiting Professor Program of the UP Modernization Fund effective 27 August 2012 until 26 September 2012

The Board approved the appointment of Dr. NAM YONG PARK through a referendum conducted on 28 August to 6 September 2012.

B. Student Matters

Confirmation of Request of Mr. ARMAND LORENZE V. SAPITAN for the Release of his Certificate of Graduation and Transcript of Records Pending the Resolution of his Case Before the Student Disciplinary Tribunal (SDT) for Violation of the Revised Rules on Fraternities, Sororities and Other Student Organizations with Annotation with Respect to his Pending Case

The Board approved the request of Mr. Armand Lorenze V. Sapitan through a referendum conducted on 28 August 2012 to 6 September 2012.

MATTERS SUBMITTED FOR INFORMATION OF THE BOARD

(Delegated Authority to the President, subject to information of the Board)

A. Changes in the Approved UP Diliman Academic Calendar for AY 2012-2013

| | FROM | TO |
|---|----------------------------|-----------------------------|
| Deadline for colleges to submit appeals/cases for CSAPG consideration | 12 Oct, Fri 16 Nov, Fri | 15 Oct, Mon 05 Nov., Mon |
| Committee on Student Admissions, Progress and Graduation (CSAPG) Meetings | 22 Oct, Mon 03 Dec, Mon | 22 Oct, Mon 12 Nov, Mon |
| Curriculum Committee Meetings | 19 Nov, Mon | 29 Oct, Mon |
| Deadline for colleges to submit to the OUR the approved List of Candidates for Graduation for those graduating as of the end of: <ul style="list-style-type: none"> • Summer 2012 • 1st Sem Ay 2012-2013 • 2nd Sem AY 2012-2013 | | |
| | 26 Nov, Mon | 14 Nov, Wed |
| University Council Meeting to Recommend for BOR APPROVAL the List of Candidates for Graduation for those graduating as of the end of: <ul style="list-style-type: none"> • Summer 2012 • 1st Sem Ay 2012-2013 • 2nd Sem AY 2012-2013 | 10 Dec, Mon | 19 Nov, Mon |
| Board of Regents (BOR) Meeting to Approve Graduation | | 29 Nov, Tue |

The President approved the proposed changes on 10 September 2012.

B. Changes in the UP Manila Academic Calendar for First Semester AY 2012-2013 Due to Numerous Class Suspensions Brought About by Bad Weather Conditions

| | FROM | TO |
|--|---------------------------|---------------------------|
| End of Classes | 8 Oct, Mon | 15 Oct, Mon |
| Integration Period | 9 Oct, Tue | 16 Oct, Tue |
| Final Exam: | | |
| Graduating Students | 10-11 Oct, Wed-Thu | 17-18 Oct, Wed-Thu |
| Other Students | 10 Oct. Wed – 17 Oct. Wed | 17 Oct. Wed – 23 Oct. Tue |
| Deadline for Submitting Grades: | | |
| Graduating Students | 18 Oct, Thu | 25 Oct, Wed |
| Other Students | 25 Oct, Wed | 30 Oct, Tue |

The President approved the request on 10 August 2012.

C. Adjustment of the 40th UP Open University Council Meeting from 8 August 2012 (W) to 16 August 2012 (Th) Due to Inclement Weather Conditions

The President approved the request on 14 August 2012.

D. Deed of Donation between the University of the Philippines Foundation, Inc. (Donee) and Mr. Rodolfo B. Herrera (Donor) for the Establishment of the “Dr. Rodolfo B. Herrera Professorial Chair in Computer Science” at the College of Engineering, UP Diliman

Donation: ₱1,000,000.00

Conditions: The implementation of the award shall be in accordance with the pertinent rules of the University

E. Deed of Donation between the University of the Philippines Foundation, Inc. (Donee) and the UP Alumni Association of Hawaii (UPAA of Hawaii) (Donor) for the Establishment of the “UPAA of Hawaii Mahalo, UP! Professorial Chair” at the College of Arts and Science of the UP System (UP Diliman, UP Los Baños, UP Mindanao, UP Visayas, UP Baguio, and UP Manila)

F. Deed of Donation and Acceptance between the University of the Philippines (Donee) and the Bridgebury Realty Corporation (Donor)

Donation: 1-Unit Boom Truck

Purpose: For pruning of trees

G. Contracts/Agreements

Note: These agreements have gone through the standard University processes from the Constituent Universities (CUs) concerned and the University System. In cases where there were irregularities in the processes, the documents were returned for review of or to exact compliance by the concerned.

| CU | | TITLE | PROJECT | AMOUNT/ DURATION |
|------------|---|---|--|---|
| UP Diliman | 1 | Memorandum of Agreement between UP Diliman through the College of Human Kinetics and the Runnex Executive Runners Club Phil., Inc. (Club) | Sunday Morning Running Clinics | <i>Effectivity:</i> Effective for a period of one (1) year from signing by the parties <i>Date notarized:</i> 13 July 2012 |
| | 2 | Construction Agreement between UP Diliman and the Eastern Construction Co. Inc. (Contractor) | Proposed Renovation of Rooms 312-316, NEC Building | <i>Period of the contract:</i> 90 Calendar Days <i>Amount:</i> ₱6,088,722.97 <i>Date notarized:</i> 26 July 2012 |
| | 3 | Construction Agreement between UP Diliman and the EMQ Design and Construction (Contractor) | Proposed Classroom Building (Phase2), UP Extension Program in Pampanga | <i>Period of the contract:</i> 240 Calendar Days <i>Amount:</i> ₱6,520,775.13 <i>Date notarized:</i> 03 July 2012 |
| | 4 | Contract for Janitorial Services (South Sector) between UP Diliman and the Care Best International, Inc. (Agency) | Janitorial Services for the South Sector area of the Diliman Campus for the Year 2011-2012 | <i>Period of the contract:</i> 1 January 2012 to 31 December 2012 <i>Amount:</i> ₱30,474,153.48 <i>Date notarized:</i> 24 April 2012 |

| CU | | TITLE | PROJECT | AMOUNT/ DURATION |
|------------|---|--|--|--|
| UP Diliman | 5 | Contract for Janitorial Services (Extension) between UP Diliman and the Philcare Manpower Services (Agency) | Janitorial Services (North Sector) | <i>Period of the contract:</i> 9 June 2012 to 8 July 2012 <i>Amount:</i> ₱118,846.35 <i>Date notarized:</i> 16 July 2012 |
| UP Manila | 1 | “Rent-A-Dialysis Package” Contract between UP Manila-Philippine General Hospital and the B. Braun Avitum Philippines, Phils. | Operation and Maintenance of Hemodialysis Machines: Supply of Dialyzers and Related Pharmaceutical Supplies and Physical Rehabilitation of the Dialysis Unit at the UP Philippine General Hospital | <i>Effectivity:</i> Effective upon signing by both parties and shall be valid for a period of five (5) years, with annual evaluation <i>Date notarized:</i> 5 June 2012 |
| | 2 | Supply Contract between UP Manila and the BRHL Trading and Industrial Construction Corporation (BRHLTICC) (Supplier) | Supply and Installation of Airconditioning System at the OR Complex of the Philippine General Hospital | <i>Period of the Contract:</i> In view of the urgency of the University’s need for AC system, complete delivery and installation thereof to UPM-PGH shall be made within 210 Calendar Days to take effect upon receipt of Notice to Proceed <i>Amount:</i> ₱13,776,705.00 <i>Date notarized:</i> 8 June 2012 |
| | 3 | Contract for Security Services between UP Manila and the 168 Security and Allied Services, Inc. (168SASI) (Agency) | Assignment of security guards at the premises of the University of the Philippines Manila, including the Philippine General Hospital compound located at Taft Avenue, Padre Faura and Pedro Gil Streets and the UP Manila SHS Extension Campus Baler, Aurora | <i>Period of the Contract:</i> 1 January 2012 to 31 December 2012 <i>Amount:</i> ₱46,719,766.74 <i>Date notarized:</i> 29 February 2012 |

| CU | | TITLE | PROJECT | AMOUNT/ DURATION |
|--------------------|---|--|---|--|
| UP Open University | 1 | Contract of Lease between UP Open University and the UP Baguio | Rent of Space (64 sq.m) in UP Baguio to be used by UPOU Learning Center | <i>Effectivity:</i> Effective for a period of one (1) year commencing on 01 August 2012 until 31 July 2013 <i>Contract Price:</i> ₱156,000.00, exclusive of VAT, for the entire lease period of one (1) year <i>Date notarized:</i> 14 June 2012 |

OTHER MATTERS

Matters endorsed by the President, the actions of the Board are indicated at the end of each item:

A. Request of President Alfredo E. Pascual for Authority to Travel to Tainan, Taiwan from 29-31 October 2012 to Attend the 2012 SATU President’s Forum

The President requests permission to travel on official time to Tainan, Taiwan from 29-31 October 2012, exclusive of travel time, to attend and make a presentation at the 2012 President’s Forum of the Southeast and South Asia and Taiwan Universities (SATU Presidents’ Forum) which will be held at the National Cheng Kung University. UP is a member of SATU.

Among the topics that will be discussed during the forum are the following:

1. South and Southeast Asia University Rankings: Enhancement Strategy
2. Academia-Industry Collaboration and Venture Capital
3. The Development of Science Parks in Taiwan

The organizers will finance the round-trip economy class ticket, hotel accommodation and meals during the Forum. From UP, the President requests class upgrade of return airfare consistent with what was approved by the Board in its 1270th meeting on 25 July 2011, cost of un-sponsored meals, pre-travel allowance of P1,500.00 and that portion of the daily subsistence allowance (DSA) intended for incidentals, all to be taken from the UP Centennial Linkages Fund.

The President also requests payment of his salary during the period and exemption from payment of travel tax.

Board action: APPROVAL

B. Proposals of Student Regent Cleve Kevin Robert V. Arguelles

1. Proposal to Remove Bracket B Certification, Retain the Original Practice by Upholding the Original Policy Approved by the Board and Rule that Any Changes Involving STFAP Bracketing or Re-Bracketing must Undergo Student Consultation and Approval of the Board

Board action: NOTATION

2. Proposal for the Board to Rescind its Approval of the PE Laboratory Fees and Instead Facilitate the Use of the Tuition Increment for the Use and Development of PE Courses Consistent with the TOFI Policy approved by the Board in its 1216th Meeting and Emphasize the Ruling of the Board in its 1256th Meeting that All Fees, Including PE Laboratory Fees Must Undergo a Comprehensive and Systematic Student Consultation

Board action: The Board DEFERRED the implementation of the PE laboratory fees collection until the First Semester AY 2013-2014, pending: (1) resolution of the students' disapproval of the justification of including the expenses of the varsity teams and other expenses of the CHK, and (2) the study to be made by the College of Human Kinetics.

3. Proposal for the Board to Comprehensively and Systematically Review STFAP with a Committee Composed of the Honorable Members of the Board and Sectoral Representatives in Recognition of the Different Policy and Procedural Concerns, and for the Committee to Recommend Policies and Procedural Steps to be Adopted by the Board Upon Completion of the Review

Board action: APPROVAL

C. Case of MYRA E. VILLAMIN

This relates to the request for an executive summary of the case of Ms. Myra E. Villamin, a former senior lecturer at the School of Statistics in UP Diliman. The Office of the Vice President for Legal Affairs assumed that the request is connected with the two (2) previous letters of Ms. Villamin dated 24 May 2012 and 28 August 2012. In the recent letter, a copy of which was received by the Office of the Secretary of the University and of the Board of Regents on 31 August 2012, Ms. Villamin was “seeking from the honorable Members of the UP Board of Regents that her illegal termination and non-renewal of appointment as Senior Lecturer be given proper action and due course.”

(Note: The details of the case are in the OSU files.)

Board action: The Board agreed to refer the letter of Ms. Villamin to the UP Diliman Chancellor to be treated as an application for a faculty position.

D. Motion for Reconsideration of Mr. FLORENDO C. SAMBRANO

This refers to Mr. Florendo Sambrano's Motion for Reconsideration filed with the Secretary of the University and the Board of Regents on 8 May 2012. It may be recalled that during its meeting on 16 January 2012, the Board of Regents rendered its decision on the appeal of Mr. Sambrano the dispositive portion of which reads as follows:

“The Board resolved to approve the recommendation of the OVPLA and affirmed the Decision of the former UP President dated 15 July 2009 but reduced the penalty of Mr. Sambrano to one (1) year suspension in view of the mitigating circumstance of length of service.”

In his motion, Mr. Sambrano reiterated the grounds stated in his appeal, particularly the following: (a) failure of the complainant to be presented and to testify during the investigation, and (b) lack of transcript of the proceedings of the Administrative Disciplinary Tribunal (ADT).

In this case, as clearly stated in the earlier decision of the University President, as affirmed by the Board of Regents, this case is governed by the Uniform Rules on Administrative Cases (URAC) promulgated by the Civil Service Commission Section 3 of which explicitly states that administrative investigations shall be conducted without necessarily adhering strictly to the technical rules of procedure and evidence applicable to judicial proceedings.

In the decision, it was emphasized that:

“Notice and hearing is the bulwark of administrative due process, the right to which is among the primary rights that must be respected even in administrative proceedings.¹ The essence of due process is simply an opportunity to be heard, or as applied to administrative proceedings, an opportunity to explain one's side.² So long as the party is given the opportunity to advocate her cause or defend her interest in due course, it cannot be said that there was denial of due process.³

No less than the Supreme Court defined the type of hearing allowed in administrative cases, thus:

¹ *De La Salle University, Inc., et al. vs. Court of Appeals*, G.R. No. 127980, 19 December 2007.

² *Bañez v. De La Salle University*, 503 SCRA 691 (2006).

³ *De la Salle University v. CA, supra*.

“A formal trial-type hearing is not, at all times and in all instances, essential to due process – it is enough that the parties are given a fair and reasonable opportunity to explain their respective sides of the controversy and to present supporting evidence on which a fair decision can be based. “To be heard” does not only mean presentation of testimonial evidence in court – one may also be heard through pleadings and where the opportunity to be heard through pleadings is accorded, there is no denial of due process”.⁴

The right to cross-examine is not an indispensable aspect of due process. Nor is an actual hearing always essential.⁵

We find that appellant was accorded the opportunity to be heard that complies with the requirements of administrative due process.

The record, as it stands, sufficiently shows compliance with the requirements of administrative due process. Mr. Sambrano himself participated in the proceedings of the ADT and was sufficiently accorded his rights to be informed of the charges against him and was given an opportunity to defend himself.

(Note: The details of the case are in the OSU files.)

Board action: Sustain the original decision to suspend Mr. Sambrano for one (1) year.

E. Performance Evaluation of Mr. FLORENDO SAMBRANO

This relates to the appeal of Mr. Florendo Sambrano from the decision of the UP System Performance Evaluation Review Committee (UPSPERC), concurred in by then Pres. Emerlinda Roman, affirming his unsatisfactory performance rating for the period January to June 2007.

It may be recalled that during the 1266th Meeting on 27 January 2011, the Board of Regents decided to defer its action on the recommendations of the Vice President for Legal Affairs (VPLA) on the aforementioned case, as well as the case of Ms. Bella Lucas, which raised a common issue of lack of jurisdiction of the Board of Regents (BOR) over appeals of this nature.

As stated in the VPLA’s Memorandum No. TOT-2011-007, it was previously recommended that:

“3. For the FLORENDO SAMBRANO Appeal from the findings of the UPSPERC, we respectfully recommend that the Board dismiss the Appeal for lack of jurisdiction for the reasons explained in OVPLA Memorandum No. TOT(J)-2010-057 dated November 10, 2009.”

Board action: NOTATION. The Board took note of the fact that it does not have jurisdiction to entertain appellant’s (sic) appeal.

⁴

Id.

⁵

Velez v. De Vera, A.C. No. 6697, 25 July 2006 (496 SCRA 345).

In the memoranda previously submitted by our office, we maintained that, following the rules regarding performance evaluation promulgated by the Civil Service Commission (CSC) and the University of the Philippines, it is clear that the Board of Regents does not have jurisdiction over appeals of performance ratings.

Section F of the Guidelines Implementing the Revised Performance Evaluation System of the University of the Philippines (Guidelines) provides:

F. System of Appeals.

Problems on the establishment and performance targets and evaluation of performance shall be settled at the Unit PERC level or appealed to the University PERC (UPSPERC) if necessary.

Civil Service Commission Memorandum Circular No. 13, Series of 1999 likewise provides:

VI. Appeals

1. Employees who feel aggrieved or dissatisfied with their final performance ratings can file an appeal with the PERC within ten (10) days from the date of receipt of their Performance Report Forms from the PERC. Employees, however, shall not be allowed to protest the performance ratings of their co-employees. Ratings obtained by other employees can only be used as basis or reference for comparison in appealing one's performance rating.
2. The PERC shall decide on the appeals within one month from receipt.

Appeals lodged at any PERC shall follow the hierarchical jurisdiction of various PERCs in an agency. For example, the decision of the Provincial PERC is appealable to the Regional PERC which decision is in turn appealable to the National/Central Office PERC.

The decision of the PERC in the central office of departments may be appealed further to the CSC, Commission Proper, only in exceptional instances.

XXXX

Considering that the appellant's performance ratings have already been reviewed by the UPSPPERC, which is a systemwide or national PERC system, appellant's recourse is to appeal to the CSC Commission Proper, assuming that his case may be considered an *exceptional instance*.

Likewise, it may be worthy to state that UP employees are bound by the rules of the CSC, and not just by the University rules alone. If the BOR should exercise jurisdiction over this type of appeal, that employee is given another layer of appeal which is unavailable to other government employees bound by the CSC rules. Accordingly, the Board's exercise of jurisdiction over this matter will mean a grant of an undue privilege to UP employees, which is not enjoyed by other government workers.

In its letter dated 26 January 2011, the CSC answered the letter written by then Vice President for Legal Affairs Theodore Te, which sought clarification regarding the issue of jurisdiction of the BOR to entertain appeals regarding performance evaluation. The CSC replied that, it is a policy of the Commission not to render opinions or rulings on issues that may eventually be the subject of a complaint or appeal before it. However, the CSC provided guidance by calling attention to Civil Service Commission Memorandum Circular No. 13, Series of 1999 (previously quoted).

(Note: The details of the case are in the OSU files.)

Board action: Sustain the original decision for the appellant to appeal to the Civil Service Commission (CSC).

F. Performance Evaluation of Ms. BELLA LUCAS

The case of Ms. Lucas, along with that of Mr. Florendo Sambrano, poses the issue of whether or not the Board of Regents has jurisdiction over appeals of this nature.

In the previous memoranda submitted by our office, we consistently maintained that, following the rules regarding performance evaluation promulgated by the Civil Service Commission (CSC) and the University of the Philippines, it is clear that the Board of Regents does not have jurisdiction over appeals of performance ratings.

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XXXX

Considering appellant's performance ratings have already been reviewed by the UPSPERC which is a systemwide or national PERC system, appellants' recourse is to appeal to the CSC Proper, assuming that her case may be considered an *exceptional instance*.

In its letter dated 26 January 2011, the CSC answered the letter written by then Vice President for Legal Affairs Theodore Te, which sought clarification regarding the issue of jurisdiction of the BOR to entertain appeals regarding performance evaluation. The CSC replied that it is a policy of the Commission not to render opinions or rulings on issues that may eventually be the subject of a complaint or appeal before it. However, the CSC provided guidance by calling attention to Civil Service Commission Memorandum Circular No. 13, Series of 1999 (previously quoted).

Furthermore, it should be emphasized that the power of performance evaluation is not specifically lodged with the Board of Regents under either the University Charter or the University Rules.

Likewise, it may be worthy to state that UP employees are bound by the rules of the CSC, and not just by the University rules alone. If the BOR should exercise jurisdiction over this type of appeal, that employee is given another layer of appeal which is unavailable to other government employees bound by the CSC rules. Accordingly, the Board's exercise of jurisdiction over this matter will mean a grant of an undue privilege to UP employees, which is not enjoyed by other government workers.

(Note: The details of the case are in the OSU files.)

Board action: Sustain the original decision for the appellant to appeal to the Civil Service Commission (CSC).

G. Memorandum of Agreement between the University of the Philippines and the Commission on Elections (COMELEC)

This refers to the Memorandum of Agreement regarding the conduct of registration and voter education and information in the seven (7) constituent universities, one (1) constituent college and fifteen (15) campuses of the University of the Philippines in connection with the 13 May 2013 Mid-Term National and Local Election, as revised by COMELEC's Ms. Rose A. Albia-Radin of the Office of the City Election Officer, District IV, Quezon City and endorsed by Dr. J. Prospero E. De Vera, III, Vice President for Public Affairs.

Board action: APPROVAL

H. UPLB's Chancellor Upholding the Recommendation of the 2010 UPLB Ad Hoc Committee Not To Endorse the Nomination of Dr. WILFREDO P. DAVID as Professor Emeritus

The decision of the 2010 UPLB Ad Hoc Committee not to endorse the nomination of Dr. David as Professor Emeritus is upheld.

(Note: The details of the case are in the OSU files.)

Board action: NOTATION

I. On the Extension of Service Beyond Retirement Age of 65

At the 1281st Board of Regents meeting on 26 July 2012, Regent Albarracin informed the Board that UP would lose two hundred five (205) PhD degree holders in the faculty by the end of the term of President Pascual. The Board left the matter of handling the issue of replenishing the dwindling number of PhD component in the faculty to the President and the Vice President for Academic Affairs.

Regent Albarracin, as an initiative to come up with a concrete plan to address the expected decline in the PhD component, said he collaborated with VP Concepcion in preparing a report on the projected number of PhD scholars and direct hires in the university for the period 2013 to 2019.

Based on the report, there would be a total of 158 PhD graduates and direct hires by 2016 should the university follow the proposal of Regent Albarracin in managing PhD degree holders in the faculty. He stated that although this number is not adequate to replenish the 205 PhD degree holders needed, it implies that a lot of things should be done. For example, it takes about P6 million to produce one PhD, so it would take about P1.2 Billion to produce 205 PhDs. He emphasized also the following policy options: First is to continue reappointing PhD degree holders beyond age 65 on a yearly basis. Second is to require a PhD degree as a necessary condition for tenure, and third is not to hire BS degree holders for the faculty.

President Pascual reported that he has been discussing with certain officials the reappointment or extension of appointment of faculty members beyond the compulsory age of 65. He recalled that the Board has taken a policy of implementing this rule strictly, but with the circumstances the university is facing now with respect to the dwindling number of PhD degree holders, he said that perhaps the university would be open to the possibility of extension for PhD degree holders who continue to demonstrate active involvement in teaching, mentoring of graduate students, and research. He suggested that the Board takes a second look at the policy on the extension of appointment beyond retirement age of 65. The default decision now is not to extend and the burden of proof is on the person concerned and the unit. However, to manage the expected decline in the PhD component of the faculty, there is a need to review this policy.

With this, Regent Albarracin made a motion to amend the former Board policy to allow reappointment up to age 70 provided that the guidelines are met, and a review of the situation will be made by 2016.

The Board approved the motion of Regent Albarracin.

ADMINISTRATIVE ORDERS

A. Administrative Order No. PAEP 12-50: UP Puerto Galera Committee (UPPGC)

Members: Prof. Miguel D. Fortes, UPD CS MSI (Chair)
Prof. Porfirio M. Alinño, UPD CS MSI
Prof. Sonia D. Jacinto, UPD CS IB
Prof. Rene N. Rollon, UPD CS IESM
Asst. Prof. Vincent V. Hilomen, UPLB CAS IBS
Asst. Prof. Ariel C. Blanco, UPD COE GE
Asst. Prof. Reil G. Cruz, UPD AIT
Representative, OVPLA or UPDLO
Representative, UPD OCA

Resource Persons: Representative, UPD CS MSI
Representative, OVPD

With Dr. Miguel D. Fortes as Chair, please constitute yourselves into a Committee to plan the Environmental Training Facility in Puerto Galera, Mindoro. The Committee shall have the following tasks:

1. Develop a program (academic, research, extension) for Puerto Galera;
2. Facilitate the program's implementation, especially the development and use of the Environmental Training Facility;
3. Identify the functions and design the Facility, and
4. Develop a sustainability plan for running the program and Facility.

In addition to those cited above, you may ask the help of other resource persons and support personnel as necessary to assist the Committee in its tasks.

The Committee and its resource persons, secretariat and support staff shall be granted honoraria in accordance with the rates for Ad Hoc Committees as approved by the Board of Regents in its 1199th meeting on 26 August 2005.

8 August 2012

(Sgd.) **ALREDO E. PASCUAL**
President

B. Administrative Order No. PAEP 12-51: Constructors Performance Evaluation CPEs) for the UP Professional Schools in Cebu City

To: Engr. Rosario S. Cariño
Office of the Campus Architect, UP Diliman

Engr. Rolando S. Jamero
Campus Development and Maintenance office, UP Visayas

Arch. Leonard P. Cordero
Campus Planning Development and Maintenance Office, UP Manila

Pursuant to Administrative Order PAEP 12-45, please constitute yourselves into An Ad Hoc committee composed of accredited Constructors Performance Evaluators (CPEs) to assess current infrastructure projects of the UP Professional Schools in Cebu City, with Engr. Rosario S. Cariño as Chair.

All expenses (travel, accommodation and others), honoraria / per diem of the members and support staff shall be charged to UP Cebu funds.

The Committee, including the support staff shall be entitled to honoraria for Ad Hoc Committee level 1. Payment of honoraria shall be on a per “major” infrastructure project basis. “Minor” projects shall be lumped to form one (1) “major” project. The Vice President for Administration, through the recommendation of the CPES System Chair, shall determine the type of infrastructure project evaluated for purposes of payment of honoraria.

9 August 2012

(Sgd.) **ALREDO E. PASCUAL**
President

C. Administrative Order No. PAEP 12-53: Appointment as Member of the UP System Administrative Personnel Committee

For: MR. FELIX PARIÑAS
College of Arts and Letters

Alternate Member:
MR. NESTOR G. ORE
College of Engineering

You are hereby appointed as member and alternate member, respectively, of the UP System Administrative Personnel Committee effective 01 August 2012 until 30 April 2013.

You will serve as part of the advisory body to the President and act on the following, but not limited to, personnel concerns as prescribed under the existing delegated authority (*Reference: MVG 03-75 dated 2 July 2003, "Implementing Guidelines for the University of the Philippines Merit Selection Plan for Administrative Personnel"*):

Original Appointment / Renewal of Appointment
Reappointment / Reemployment / Permanency
Promotion / Reclassification / Upgrading of positions.

14 August 2012

(Sgd.) **ALREDO E. PASCUAL**
President

D. Administrative Order No. PAEP 12-54: Appointment as Officer-in-Charge of the University

To: Dr. Gisela P. Concepcion
Vice President for Academic Affairs

I hereby appoint you Officer-in-Charge of the University on 23-26 August 2012. I will be in UP Baguio to officiate in the investiture of Chancellor Raymundo D. Rovillos and to deliver a message at UP Baguio's e-UP Kick-Off.

22 August 2012

(Sgd.) **ALREDO E. PASCUAL**
President

E. Administrative Order No. PAEP 12-55: Extension of the Term of the UP College of Law Centennial Commission until 31 December 2012

To: The UP College of Law Centennial Commission

On the recommendation of Dean Danilo L. Concepcion, I hereby extend the term of the UP College of Law Centennial Commission until 31 December 2012 to enable the Commission to wind up its various projects which include, among others, the proposed UP Professional Schools in Bonifacio Global City, Taguig City.

The Commission is composed of the following:

Chair: Senator Edgardo J. Angara
Members: Senator Franklin M. Drilon
Senator Richard J. Gordon
Chief Justice Hilario G. Davide
Chief Justice Reynato S. Puno
Justice Ameurfina Melencio Herrera
Justice Flerida Ruth P. Romero
Justice Antonio T. Carpio
Atty. Estelito P. Mendoza
Atty. Felipe L. Gozon
Atty. Merceditas Santiago-Nolledo
Solicitor General Francis H. Jardeleza
Prof. Rafael A. Morales
Atty. Ma. Lourdes Rausa-Chan
Atty. Rodolfo R. Waga, Jr.
Mr. Benedict G. Nisperos, President, Law Student Government

Convenor: Dean Danilo L. Concepcion

Head Secretariat: Associate Dean Concepcion L. Jardeleza

4 September 2012

(Sgd.) **ALREDO E. PASCUAL**
President

F. Administrative Order No. PAEP 12-56: Search Committee for the Deanship of the UP Tacloban College – President’s Representative

To: **Dr. Jose Wendell P. Capili**
Assistant Vice President for Public Affairs and
Director, Office of Alumni Relations

I hereby appoint you as the President’s representative in the search committee for the Dean of the UP Tacloban College.

Expenses, if any, as well as honoraria, shall be borne by the Office of the President.

Thank you.

4 September 2012

(Sgd.) **ALREDO E. PASCUAL**
President

G. Administrative Order No. PAEP 12-60: Search Committees for the Deanship of the College of Public Affairs (CPAf) and College of Economics and Management (CEM), UPLB – President Representative

To: **DR. JOSE WENDELL P. CAPILI**
Assistant Vice President for Public Affairs and
Director, Office of Alumni Relations
UP System

I hereby appoint you as the President's representative in the search committee for the Deans of the College of Public Affairs and Development (CPAf) and the College of Economics and Management (CEM), both of UPLB.

Expenses, if any, as well as honoraria, shall be borne by the Office of the President.

12 September 2012

(Sgd.) **ALREDO E. PASCUAL**
President

H. Administrative Order No. PAEP 12-61

To : Assoc. Prof. **JUANITO KARL P. ROQUE, JR.**, Senior Faculty
Assoc. Prof. **JUDITH R. SILAPAN**, Senior Faculty
Ms. **CHARMAINE L. CARREON**, Junior Faculty
Ms. **PORTIA D. DACALOS**, REPS
Ms. **GEMMA M. HERMOGENES**, Administrative
Mr. **CARLO EMMANUEL C. CABATINGAN**, Student
Dr. **LILIAN A. DE LAS LLAGAS**, President's Representative

Subject: **Constitution of the Search Committee for the Dean of UP Cebu**

With Assoc. Prof. **JUANITO KARL P. ROQUE, JR.** as Chair, please constitute yourselves into a Search Committee that will assist the President and the Board of Regents in the selection of the next Dean of UP Cebu.

I. BACKGROUND

The term of office of the incumbent Dean of UP Cebu will end on 30 November 2012.

As provided for in RA 9500, Section 19 "The Dean shall be elected by the Board upon nomination of the President of the University... following a process of consultation with the constituents of the college based on standards and guidelines set by the Board."

With the elevation of UP Cebu from a regional unit of UP Visayas to an autonomous unit under the Office of the President in 2010, the Dean of UP Cebu plays a crucial and significant role in creating an institution of higher learning in the region within the framework of the UP System. With this in mind, please enjoin all constituents of UP Cebu to actively participate in the search process, guided at all times by the ideals and the best interests of the University and of the College.

II. TIMETABLE FOR THE SEARCH PROCESS

The search committee shall draw up its own calendar of activities that shall incorporate the following schedule and deadlines:

1. Nomination of candidates for Dean of UP Cebu - Monday, 17 Sept. to Monday, 1 Oct. 2012
2. Submission of the Report of the Search Committee to the President - Monday, 5 Nov. 2012
3. Meeting of the Board of Regents to choose the new Dean - Thursday, 29 Nov. 2012

III. NOMINATION PROCESS

A. Who may be nominated

The nominee must possess the following minimum qualifications:

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

6. Must consider resource generation an important function of the position

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

B. Who May Nominate

The following may submit nominations:

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

Nominators (individuals or groups) shall submit:

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

C. Active Search

- The Search Committee shall ensure that there are enough qualified nominees for the position. It shall actively search for nominees.

IV. OTHER GUIDELINES

- The nominee shall draw up, in broad terms his/her flagship projects for the college. The submission of a vision paper is not required.
- A public forum is encouraged.
- The Search Committee is a fact finding committee whose job is to gather all information considered useful for decision-making. But more important than just gathering and recording information, the Search Committee shall provide a frank assessment of the nominees' suitability for the position.
- The Search Committee shall not rank the nominees.
- The nominees (not individually but as a group) may be interviewed by the President.

V. BUDGET

The Committee should draw up its proposed budget during its organizational meeting and have it approved by the OIC-Dean, charged against the budget of UP Cebu. All expenses of the President's Representative shall be charged against the Office of the President. Payment of honoraria, including those of the secretariat and support staff, shall be in accordance with the rates approved by the Board of Regents for this purpose, and shall also be charged against the Office of the President.

14 September 2012

(Sgd.) **ALFREDO E. PASCUAL**
President

I. Administrative Order No. PAEP 12-63: Constitution of the System Committee for the UP President's Oblation Award, its membership, and its functions

To: All Concerned

The System Committee for the UP President's Oblation Award, created as a standing committee under the Office of the President, is hereby constituted effective immediately. Its composition shall be:

Chair : The Vice President for Public Affairs

Members : The Vice President for Academic Affairs
The Vice President for Planning and Finance
The Vice President for Administration
The Vice President for Development
The Vice President for Legal Affairs
The Secretary of the University and of the Board of Regents

The Committee shall assist the President in evaluating nominations for recipients of the UP President's Oblation Award by undertaking the following functions:

1. Formulate the guidelines and procedures for granting the UP President's Oblation Awards;
2. Evaluate the individuals identified and recommended by the Chancellors, faculty members, and alumni from the various UP constituent units and alumni association for the UP President's Oblation Medal;
3. Recommend to the President potential awardees of UP President's Oblation Medal; and
4. Assist the President in the awarding ceremonies for the UP President's Oblation awardees.

The Committee shall meet quarterly or as often as it deems necessary to perform its functions.

The Vice President for Public Affairs as Chair is authorized to identify and invite the resource persons who can assist in the exercise of the functions of the committee. He may also form subcommittees to address specific issues/matters related to the awards.

The Office of Alumni Relations and the Padayon Public Service Office shall provide the necessary technical and administrative support to the Committee.

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

14 September 2012

(Sgd.) **ALREDO E. PASCUAL**
President

J. Administrative Order No. PAEP 12-64: Officer-in-Charge of the University

To: Dr. Gisela P. Concepcion
Vice President for Academic Affairs
UP System

I hereby appoint you Officer-in-Charge of the University from 21-30 September 2012.

I will be in The Netherlands to attend the 3rd ASEM Rectors' Conference jointly organized by the Asia-Europe Foundation (ASEF), the ASEAN University Network (AUN), and the University of Groningen (RUG).

18 September 2012

(Sgd.) **ALREDO E. PASCUAL**
President

K. Administrative Order No. PAEP 12-65: Status Report on Strategic Initiatives

To: All Vice Presidents
All Chancellors and OIC Dean, UP Cebu

This is in connection with the Strategic Initiatives identified/formulated during the UP Strategic Planning Workshop held on 30 November to 02 December 2011 in Tagaytay City.

I request individual written Status Report (in bullet/outline form) from each of you on your respective Strategic Initiatives for submission within the first week of October 2012. Please find attached for your reference a tabulation of these Strategic Initiatives and your respective assignments.

A UP System Workshop for Status Reporting on Strategic Initiatives has been scheduled for 08-10 November 2012. I shall meet with each of you prior to the Workshop to discuss your report and decide how the status of initiatives will be presented to the body.

I would appreciate receiving your Status Report on or before Friday, 05 October 2012.

Thank you for your support. Best regards.

18 September 2012

(Sgd.) **ALREDO E. PASCUAL**
President

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