

- B. Establishment of a system of faculty ranks and qualifications whereby qualified research and extension personnel may be appointed to the ranks of Assistant Professor (Research/Extension), Associate Professor (Research/Extension), and Professor (Research/Extension).

The proposed system of faculty ranks and qualifications shall be applicable System-wide.

Note: After a series of consultations by officials of the University with the staff of DBM, the latter had agreed to the appointment (or promotion) of qualified research and extension personnel as Assistant Professor (Research/Extension), Associate Professor (Research/Extension), and Professor (Research/Extension), as the case may be.

DBM requested in this connection that the University submit a formal decision or resolution by the Board establishing an appropriate system of faculty ranks and qualifications for research and extension personnel.

(Please see Appendix A for the details of the Proposed SYSTEM OF RANKS AND QUALIFICATIONS FOR RESEARCH AND EXTENSION FACULTY)

- B-1. Conversion of the items of twenty-five REPS positions to faculty positions of U.P. Los Baños, to facilitate their promotion in accordance with the system of faculty ranks and qualifications proposed in B above. (Please see Appendix B for the list of REPS positions proposed to be converted.)

Board action: Approval of B and B-1.

In response to the observation of Regent Alfonso that if the titles will always carry the appendages in parenthesis (i.e., research, or extension), such nomenclature might be indicative of a connotation of "second class citizenship", the President clarified that the titles that will appear in the appointment

APPENDIX A

Proposed
SYSTEM OF RANKS AND QUALIFICATIONS
FOR RESEARCH AND EXTENSION FACULTY

Ranks

	R	A	N	K	Sal.	Grad	Step
Asst. Professor	1			(Research/Extension)	18	-	1
Asst. Professor	2			(Research/Extension)	19	-	1
Asst. Professor	3			(Research/Extension)	19	-	3
Asst. Professor	4			(Research/Extension)	20	-	1
Asst. Professor	5			(Research/Extension)	21	-	1
Asst. Professor	6			(Research/Extension)	21	-	3
Asst. Professor	7			(Research/Extension)	21	-	5
Assoc. Professor	1			(Research/Extension)	22	-	1
Assoc. Professor	2			(Research/Extension)	22	-	3
Assoc. Professor	3			(Research/Extension)	23	-	1
Assoc. Professor	4			(Research/Extension)	24	-	1
Assoc. Professor	5			(Research/Extension)	25	-	1
Assoc. Professor	6			(Research/Extension)	25	-	3
Assoc. Professor	7			(Research/Extension)	25	-	5
Professor	1			(Research/Extension)	26	-	1
Professor	2			(Research/Extension)	26	-	3
Professor	3			(Research/Extension)	26	-	5
Professor	4			(Research/Extension)	27	-	1
Professor	5			(Research/Extension)	27	-	3
Professor	6			(Research/Extension)	27	-	5
Professor	7			(Research/Extension)	28	-	1
Professor	8			(Research/Extension)	28	-	3
Professor	9			(Research/Extension)	28	-	5
Professor	10			(Research/Extension)	29	-	1
Professor	11			(Research/Extension)	29	-	3
Professor	12			(Research/Extension)	29	-	5

Qualifications

Appointment to the ranks of Assistant Professor (Research/Extension), Associate Professor (Research/Extension), and Professor (Research/Extension) shall be subject to the same qualifications standards as are prescribed for Assistant Professor, Associate Professor, and Professor as provided for in the Revised University Code, and such other requirements for research and extension specialists as the Board may prescribe.

Service Requirement

Those appointed to the ranks of Assistant Professor (Research/Extension), Associate Professor (Research/Extension), and Professor (Research/Extension) will be required to teach at least one course each year in the discipline of their specialization in any suitable teaching department or unit of the University.

Leave Privileges

Those appointed to the ranks of Assistant Professor (Research/Extension), Associate Professor (Research/Extension), and Professor (Research/Extension) shall continue to enjoy cumulative leave privileges; provided, that they shall be subject to the same leave rules and regulations as those governing administrative personnel and other personnel (e.g., deans, department chairmen, college secretaries, etc.) enjoying cumulative leave privileges.