

PROPOSED  
AGENDA

FOR THE 187<sup>th</sup> MEETING OF THE UPD EXECUTIVE COMMITTEE

*Monday, 10 October 2011, 1:30 p.m., Conference Hall,  
Office of the University Registrar (3/Floor)*

- I. Adoption of the proposed agenda
- II. Approval of the minutes of the 186<sup>th</sup> meeting held on 12 September 2011  
(Appendix A)
- III. Matters arising from the minutes
- IV. Report of the Chancellor
- V. Update on the University Health Service Strategic Plan
- VI. Update on the GE Conference
- VII. Other Matters

Section of FM (2005)	Provision of FM (2005)	PROPOSED REVISION (10 Oct 2011)	Inputs by Units and Institutes/Departments
<p><b>4.2.1</b> <b>Required Teaching Load</b> p.29 (e-copy)</p>	<p>A normal teaching load of 12 units per semester or its equivalent in colleges or units observing the trimester or other systems shall be required of each faculty member.</p> <p>Provided, That no member of the faculty shall teach less than six (6) units per semester.</p> <p>Provided, further, That the President or Chancellor may reduce the teaching load to not less than three (3) units per semester of any faculty member who is actively engaged in research/ creative work, community, and/or</p>	<p>A normal teaching load of 12 units per semester or its equivalent in colleges or units observing the trimester or other systems shall be required of each faculty member.</p> <p>PROVIDED, THAT EACH FACULTY MEMBER SHALL ENDEAVOUR TO CARRY THREE (3) UNITS PER SEMESTER OR ITS EQUIVALENT, ON AVERAGE, OF RESEARCH LOAD CREDIT, CREATIVE WORK LOAD CREDIT, OR STUDY LOAD CREDIT, SUBJECT TO DETAILED GUIDELINES OF THE COLLEGE OR UNIT AS ENDORSED BY THE VICE-CHANCELLORS FOR ACADEMIC AFFAIRS AND FOR RESEARCH AND DEVELOPMENT AND PRE-APPROVED BY THE CHANCELLOR;</p> <p>PROVIDED, FURTHER, THAT THE UNIVERSITY ACCORDING TO THE MANDATE OF THE CHARTER SHALL ENDEAVOUR TO GENERATE AND PROVIDE COMPLEMENTARY RESOURCES THAT ENABLE FACULTY MEMBERS TO CARRY SUCH NON-TEACHING LOADS;</p> <p>Provided, FURTHER, That no member of the faculty shall teach less than six (6) units per semester, EXCEPT WHEN CARRYING AN ADMINISTRATIVE LOAD CREDIT (ALC) OF MORE THAN SIX (6) UNITS.</p> <p>Provided, further, That the President or Chancellor may reduce the teaching load to not less than three (3) units per semester of any faculty member who is actively engaged in research/ creative work (AS RESEARCH</p>	<p><b>CAL-DAS:</b> In the last three years, the average was 6 units of RLC/CWLC per 246 units of teaching load were granted with the breakdown as follows... We project three to six units of RLC will be granted next semester/ school year, which will be related to the study of curatorial studies and disciplinal developments in the Asia.</p> <p><b>CAL-DECL:</b> ...faculty members have rarely availed themselves of the load credits for a number of reasons... Perhaps the Department and the College need to study and clarify what percentage of the total teaching load could be granted for research/creative work. As a service unit, our Department and faculty have been less focused on the research/creative work credit loads they could available themselves of; they have been more familiar with teaching load credits... Considering that the Department has more junior faculty members than senior faculty members at this stage in its history, its focus has been more on faculty development towards their finishing master's and doctoral degrees.</p> <p><b>CFA:</b> CFA has always allowed a creative/research load of 3 units per semester.</p> <p><b>CMC:</b> 36 (2<sup>nd</sup> Sem AY 2010-2011); 54 (1<sup>st</sup> Sem AY 2011-2012); about 45 (Next Semester).</p> <p><b>AIT:</b> There were no research load credits granted for previous academic years until the 2nd Semester, AY 2010-2011. For 2nd Sem, AY 2010-2011, 12 units research load credits were granted (3 units per faculty, 4 regular faculty members). Research load credits were about 8% of the total teaching load: Teaching load of regular faculty: 78 units Teaching load of lecturers: 72 units Total teaching load of college: 150 units Total research load credits: 12 units. For next sem or next year, a minimum of 10% of the total teaching load could be a reasonable target, considering that some faculty members have research projects in the pipeline or need to publish for tenure purposes.</p> <p>Ideally, all regular faculty members should undertake research and should be given maximum 3 units research credit load per semester. Make RLC as part of the regular academic load, all regular faculty members should have 9 units teaching plus 3 units research.</p> <p><b>CBA:</b> 15% RLC over TLC; 75% FT faculty with RLC (averages over 7 sems)... The ideal proportion is for 100% of the full time faculty to be given RLC but this is not realizable because some faculty are on full time studies, go on leave without pay, or simply do not engage in research. Thus, the absolute total RLC units changes with the faculty profile.</p> <p><b>ECON:</b> The practice at the School of Economics for many years now is that all regular faculty members are given 3 units load off for research work every semester. That is, unless a faculty member has administrative responsibilities his or her teaching load is 9 units per</p>

Section of FM (2005)	Provision of FM (2005)	PROPOSED REVISION (10 Oct 2011)	Inputs by Units and Institutes/Departments
	<p>other authorized activities;</p> <p>Provided, finally, That no faculty member shall be allowed an aggregate teaching load of more than 36 course credit units for the first and second semesters of any given academic year, including authorized teaching outside the University of the Philippines System, unless otherwise given prior authorization by the President or Chancellor due to exceptional circumstances.</p>	<p><b>FACULTY OR CREATIVE WORK FACULTY EITHER ON LIMITED OR PERMANENT APPOINTMENT),</b> community EXTENSION, and/or other authorized activities;</p> <p>Provided, finally, That no faculty shall be allowed an aggregate teaching load of more than 36 course credit units for the first and second semesters of any given academic year, including authorized teaching outside the University of the Philippines System, unless otherwise given prior authorization by the President or Chancellor due to exceptional circumstances..</p>	<p>semester.</p> <p><b>NCPAG:</b> NCPAG adopts the 3-unit research load credit to every or any faculty member for a requested RLC by a faculty for a semester.</p> <p><b>ASP:</b> Three units per regular faculty member</p> <p><b>ENGG:</b> In AY 2011-2012, approx. 3% RLC ratio to Total Load... Ideally, each faculty member should be given automatically 3 units RLC so that they commit to producing research output. However, because the departments/institutes have differing manpower complements, in nearly all cases undermanned, the RLC is usually assigned to fill up the balance of load credits should the faculty fall short of the required 12 unit total load credit. RLCs are not credited for overload pay of the faculty.</p> <p><b>CHE-HEEd:</b> For each faculty member who has a research project, he/she is given 2 units of research load credit. Since we are encouraging our faculty members to do research, 2-6 units of research load credit may be appropriate allotment for the next year.</p> <p><b>SLIS:</b> For the past two years only one to two faculty members (7 total full time) per semester were assigned Research Load Credit amounting to 3 units per faculty per sem, mostly involving authorized graduate studies (as per 4.2 of the faculty manual). For this year no RLCs were assigned. For next year, RLCs (estimated 3 units each for 3 faculty members per sem) will be assigned in conjunction with plans for the start of PhD studies of the faculty.</p> <p><b>CS:</b> Almost all PhD faculty members of MSI, IESM, NIGS, NIMBB carry at least 3-unit RLC; some [institutes] have more PhD faculty carrying 6-unit RLC. PhD faculty of MSI (and lately NIMBB) all carry 6-unit RLC. For NIP (even if faculty members undertake multiple research projects), only 3-units of RLC is normally given. Math and Chem have lower RLC. This is partly due to higher teaching loads in these units. Math faculty members are able to do research (even without funding); however, everyone is strongly encouraged to apply for funding. Some faculty members (e.g. Math) do research but do not claim RLC because their teaching loads are already high, and the Institute does not have the luxury to deload them.</p> <p>The percentage of RLC (over the total teaching load) is not always reflective of the amount of research undertaken by a unit. This percentage is influenced by the faculty size (which may include many instructors), the number of courses offered, and also by the administrative load credit. The university should consider at the minimum, a norm of 9-unit teaching and 3-unit research load for all qualified faculty (e.g. PhD faculty in units with good track record in research) if we truly want to push for increased research and publication.</p>