

C. ADMINISTRATIVE PERSONNEL AND REPS WITHOUT AFFILIATE FACULTY APPOINTMENTS MAY BE ALLOWED TO TEACH IN OTHER EDUCATIONAL OR TRAINING INSTITUTIONS, SUBJECT TO THE SAME CONDITIONS IN NO. 1.1, LETTER "A" ABOVE. IN ADDITION, THEIR TEACHING IN OTHER EDUCATIONAL AND TRAINING INSTITUTIONS SHALL BE DONE OUTSIDE OFFICE HOURS.

1.2 LIMITED PRACTICE OF PROFESSION AND MANAGEMENT OF PRIVATE ENTERPRISES

1.2.1 Article 250: No member of the academic staff, officer, or employee of the University shall, without prior permission from the [President or] Chancellor, practice any profession or manage personally any private enterprise which in any way may be affected by the functions of his office; nor shall he be directly financially interested in any contract with the University unless permitted by the Board. Violation of this provision shall be punishable by reprimand, suspension, or dismissal from the service.

1.2.2 Practice of Profession — Permission to engage in private practice of profession may be granted provided that such practice:

- (1) Is not adverse to the interests of the University;
- (2) Shall not be conducted on official time;
- (3) Will improve person's efficiency and usefulness to the University; and
- (4) Shall be subject to such other requirements as may be imposed by law or University rules and regulations.

1.2.3 Management of Private Enterprise — Permission to engage in management of private enterprise shall be subject to the conditions imposed on practice of profession.

1.2.4 UP PERSONNEL REQUESTING PERMISSION SHALL STATE THE: A) EXACT NATURE OF THE PROPOSED LIMITED PRACTICE OF PROFESSION/MANAGEMENT OF PRIVATE ENTERPRISES; B) THE AMOUNT OF TIME TO BE SPENT; AND C) THE REASONS FOR PURSUING THESE OUTSIDE ACTIVITIES. THEY SHALL FILL UP HRDIO FORM NO. F-12.

1.2.5 THE DEPARTMENT CHAIRMAN OR OFFICE HEAD CONCERNED SHALL SEE TO IT THAT A FACULTY OR STAFF MEMBER GRANTED PERMISSION TO ENGAGE IN LIMITED PRACTICE OF PROFESSION OR IN ANY OTHER OUTSIDE ACTIVITY SHALL CONTINUE TO FAITHFULLY DISCHARGE HIS DUTIES AS A FACULTY OR STAFF MEMBER OF THE UNIVERSITY OF THE PHILIPPINES AND THAT CONDITIONS SPECIFIED IN 1.2 ABOVE ARE COMPLIED WITH.

1.2.6 AT THE END OF THE PERIOD AUTHORIZED, A WRITTEN REPORT ON THE PRACTICE OF PROFESSION/MANAGEMENT OF PRIVATE ENTERPRISES SHALL BE SUBMITTED TO THE CHANCELLOR THROUGH CHANNELS. MOREOVER, REQUEST FOR RENEWAL SHALL NOT BE PROCESSED WITHOUT A REPORT ON THE PAST YEAR'S OUTSIDE ACTIVITIES.

II. Penalties

VIOLATION OF ANY OF THE RULES ON OUTSIDE ACTIVITIES SHALL BE GROUND FOR DISCIPLINARY ACTION. THE IMMEDIATE SUPERIOR OF THE FACULTY/STAFF MEM-

BER SHALL IMMEDIATELY SUBMIT A REPORT ON ANY VIOLATION OF THE RULES TO THE OFFICE OF THE CHANCELLOR, THROUGH CHANNELS.

DISCIPLINARY ACTION ON ANY FACULTY/STAFF MEMBER MAY BE IMPOSED, BUT ONLY IN ACCORDANCE WITH THE LAW, AND AFTER DUE PROCESS.

PROVISIONS OF THE RULES ON OUTSIDE ACTIVITIES APPROVED AT THE 987TH MEETING OF THE BOARD AND OF ALL OTHER RULES ON OUTSIDE ACTIVITIES THAT ARE INCONSISTENT WITH THE FOREGOING AMENDMENTS ARE HEREBY AMENDED OR REPEALED, AS THE CASE MAY BE.

Proposed Amendments to the Rules on Secondment (portions in bracket deleted, portions in capital letters added):

Secondment—upon request of another agency, government or private, and when the needs of the University so permit, University personnel may be detailed by secondment to the requesting agency, subject to the following conditions:

1. Secondment to a private agency or to a **career** position in the government shall not exceed one calendar year, renewable for a like period; **provided**, that should the person seconded fail to return to the University after the expiration of two calendar years, the position in the University shall be **ipso facto** vacated; **Provided, further**, that secondment to accept academic positions with an academic institution with which the University has a Memorandum of Agreement shall be for the duration of the term of the position to which the secondment is made.
2. Secondment to a policy determining, primarily confidential or highly technical position in the civil service may initially be for two calendar years, renewable for a like period; **provided**, that should the person seconded fail to return to the University after the expiration of four calendar years, the position in the University shall likewise be vacated **ipso facto**, **PROVIDED FURTHER THAT**, IN THE CASE OF THOSE SECONDED TO THE POSITION OF SECRETARY OR UNDERSECRETARY IN THE EXECUTIVE, JUDICIARY OR LEGISLATIVE BRANCH, TWO TWO-YEAR RENEWALS MAY BE ALLOWED; **PROVIDED MOREOVER** THAT THE SECOND RENEWAL MAY BE ALLOWED ONLY IF THE FACULTY MEMBER RESUMES TEACHING IN THE UNIVERSITY DURING SUCH SECOND RENEWAL; **PROVIDED FINALLY**, THAT SHOULD A PERSON SECONDED TO THE POSITION OF SECRETARY OR UNDERSECRETARY FAIL TO RETURN TO THE UNIVERSITY AFTER THE EXPIRATION OF THE SIX CALENDAR YEARS, THE POSITION IN THE UNIVERSITY SHALL LIKEWISE BE VACATED **IPSO FACTO**.
3. If a full-time secondment is with pay, honorarium, or allowance equivalent to or higher than the salary and allowance in the University, such secondment shall be without pay from the University.
4. Secondment to international agencies or organizations shall be [subject to existing agreements between such agencies or organizations and the Philippine government] **INITIALLY FOR ONE YEAR, RENEWABLE FOR A LIKE PERIOD. IN MERITORIOUS CASES, THE CHANCELLOR MAY ALLOW A FINAL EXTENSION OF NOT MORE THAN SIX MONTHS.**

Proposed Rules Governing Visiting Professors/Visiting Scientists/Visiting Researchers

The Board approved the proposed rules governing visiting scientists, visiting professors and visiting fellows:

1. The University may appoint Visiting Professors, Visiting Scientists, Visiting Fellows, subject to the following rules:
 - 1.1 The present rank of the prospective appointee shall be considered in determining his rank in U.P.