

Nursing, College of

Josefina D. Baylon—appointment as DJ Associate Professor of Nursing, effective 1 January 1990 until 31 December 1990.

Thalma F. Corcega—appointment as Millman-dela Cruz Associate Professor of Nursing, effective 1 January 1990 until 31 December 1990.

TRANSFER TO PERMANENT STATUS

U.P. DILIMAN

Economics, School of

Ma. Socorro H. Gochoco—as Associate Professor I (Sal. Gr. 22), effective 1 March 1990.

Fidelina B. Natividad—as Assistant Professor III (Sal. Gr. 19), effective 1 March 1990.

Ma. Agnes R. Quisumbing—as Assistant Professor V (Sal. Gr. 21), effective 1 March 1990.

Orville C. Solon—as Assistant Professor III (Sal. Gr. 19), effective 1 March 1990.

Engineering, College of

Rolando P. Dayco—as Associate Professor I of Electrical Engineering, effective 1 June 1990.

Labor and Industrial Relations, School of

Virginia A. Teodosio—as Assistant Professor I (Sal. Gr. 18), effective 1 April 1990.

Social Work and Community Development, College of

Ma. Lyra T. Del Castillo—as Assistant Professor II, effective 1 June 1990.

Editha V. Maslang—as Assistant Professor IV, effective 1 June 1990.

U.P. MANILA

Public Health, College of

Remedios B. Gosa—as Assistant Professor I (Sal. Gr. 18), effective 1 November 1989.

Arturo M. Pesigan—as Assistant Professor I, effective 1 April 1990.

Wilfred U. Tiu—as Assistant Professor III (Sal. Gr. 19), effective 1 January 1989.

Repeal and Adoption of UP College Baguio Charter Provisions Pertaining to the UP Baguio High School.

The Board repealed Section 2, Article 2-a and Section 3 in the UP College Baguio Charter pertaining to the Division of Education:

- a. Section 2, Article 2-a
 - Division of Education
 - 1. Department of Professional Education
 - 2. High School Department, and
- b. Section 3

(Section 3 is a discussion on the Division of Education Departments. It includes the functions of the High School Department, the disciplines under the High School Department, the functions of the Principal and the Department Secretary.)

The Board also adopted the following provision pertaining to the UP Baguio High School:

In the High School Department, there shall be a Principal who shall be nominated by the Dean, for appointment by the Chancellor, from among the regular members of the Faculty of UP College Baguio. The Principal shall act as an academic leader and administrator and shall report directly to the Dean of the College, the College Executive Board, and the College Academic Personnel Committee.

Abolition of the Department of Community Health, College of Public Health

The Board approved the abolition of the Department of Community Health, College of Public Health, effective AY 1990-1991.

Abolition of the Security Service Force and Creation of a UP Visayas Police

The Board confirmed the abolition of the Security Service Force and Creation of a UP Visayas Police, as embodied in Administrative Order No. 081 of the UPV Chancellor dated March 28, 1990.

Reorganization of the UP Diliman Police (UPDP)

The Board confirmed the reorganization of the UP Diliman Police (UPDP) per General Order No. 1 of the UP Diliman Safety and Security Commission.

Reorganization

The Board approved the reorganization of UP College Cebu and UP College Tacloban.

Proposed Amendments on the Rules to Govern Outside Activities (Bracketed words to be deleted, words in capital to be added)

The Board approved the proposal amendment on the rules to govern outside activities including the proposed amendments on the rules on secondment.

I. Outside Activities

- 1. Coverage — Outside activities of University personnel shall include: limited practice of profession, management of private enterprises, outside consultancy, secondment, teaching in other educational or training institutions with which the University has a Memorandum of Agreement, as well as research and other activities or projects under the auspices of outside agencies which are not considered integral functions of the University. Such activities shall not be considered part of the regular work load of the personnel concerned.

1.1. TEACHING IN OTHER EDUCATIONAL OR TRAINING INSTITUTIONS

- A. TEACHING BY THE FACULTY SHALL BE ALLOWED ONLY IN OTHER EDUCATIONAL OR TRAINING INSTITUTIONS WITH WHICH THE UNIVERSITY HAS A MEMORANDUM OF AGREEMENT AND ONLY UNDER THE FOLLOWING CONDITIONS:

- 1. THE EDUCATIONAL OR TRAINING INSTITUTION SHALL OFFICIALLY REQUEST PRIOR AUTHORIZATION FROM THE CHANCELLOR FOR THE TEACHING SERVICES OF THE UP FACULTY OR STAFF MEMBER.
- 2. THE REQUEST SHALL INCLUDE SUCH INFORMATION AS:
 - * THE FACULTY/STAFF MEMBER'S TEACHING LOAD IN UP;
 - * THE COURSES TO BE TAUGHT OUTSIDE UP AND THE EQUIVALENT NUMBER OF UNITS FOR EACH COURSE;
 - * THE TIME AND DAY SCHEDULE FOR THE TEACHING OF COURSES.
- 3. FACULTY/STAFF MEMBERS MAY TEACH ONLY AFTER WRITTEN PERMISSION HAS BEEN GRANTED.
- 4. MAXIMUM TEACHING LOAD IN OTHER EDUCATIONAL AND TRAINING INSTITUTIONS SHALL NOT EXCEED SIX (6) UNITS (I.E., COURSE CREDITS) PER SEMESTER.

- B. AS A GENERAL RULE, FACULTY MEMBERS WITH ADMINISTRATIVE OR RESEARCH LOAD CREDITS SHALL NOT BE ALLOWED TO TEACH IN OTHER EDUCATIONAL OR TRAINING INSTITUTIONS.

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.