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V. POLICY MATTERS FOR APPROVAL OF THE BOARD

Matters recommended by the President for approval, the action of the Board being indicated at the end of each item:

A. **Proposed establishment of an Academic Distinction Fund**

The Academic Distinction Fund aims to award outstanding academic and scholarly works through a system of merit-based incentives. By so doing, the Fund hopes to raise the level of scholarship to internationally accepted standards. There are three types of awards, each with its set of qualifications:

- Scientific Career System;
- International publication award; and
- University Professor grant

The awards are open to faculty and REPS who meet the qualifications per type of award. The qualifications, size and schedule of awards vary according to the award. In addition, a presidential certificate of academic distinction shall be given to each awardee.

The initial fund is twenty-one and a half (P21.5) million pesos effective 1999.

(Please see **Appendix A, pages 55-71**, for the proposal.)

Remarks/Comments:

The establishment of an Academic Distinction Fund was lauded by Regent Alfonso. He believes that this is a landmark decision of the Board of Regents for it confirms and reestablishes merit as a basis for advancement in the University; it separates the chaff from the grain, the performers from the laggards. Finally, the social sciences are to be recognized among the sciences although not yet for the humanities. This would enhance research and creativity but he indicated that teaching remains to be a poor relation. He pointed out the lack of continuity and a permanent system or method in the University for recognizing teaching—good teaching and excellent teaching. U P Diliman, though, annually allots prizes for most outstanding faculty, most outstanding teacher, etc., but it is not on a system level and not continuing and permanent. He therefore urged that this system be given serious concern to give due recognition for excellent teaching.

1
2 **V. POLICY MATTERS FOR APPROVAL OF THE BOARD (cont'd)**

3
4 Matters recommended by the President for approval (cont'd)

5
6 **A. Proposed establishment of an Academic ... (cont'd)**

7
8 Regent Alfonso suggested that the Vice President for
9 Academic Affairs impress upon the faculty that as U.P. rewards
10 high performance, it also means to exact faithful compliance with
11 the terms of the contract because he knows of so many research
12 contracts which are still not completed, among them those funded
13 by the U.P. Foundation.

14
15 Regent David echoed Regent Alfonso's observation that
16 academic distinction, by the criteria of the Academic Distinction
17 Fund, seems to be equated with research. He supports Regent
18 Alfonso's plea to make room for rewarding consistent performance
19 in excellent teaching. It pleases him that academic distinction is
20 being measured in terms of one's contribution to the universal fund
21 of knowledge, research, and also to one's performance as a
22 teacher. But he added that the concept of academic distinction
23 should also be expanded to include contributions of faculty
24 solving the practical problems of society. There are quite a
25 number of faculty members who may not have published in
26 academic refereed journals but apply their disciplines to solve
27 social problems. In his view, it is a much more important
28 expectation of universities that faculty are able to relate
29 themselves to the practical questions of their time and of their
30 place. The economists, social and natural scientists who come up
31 with intellectual products that can solve problems of poverty, for
32 example, though they may not be published in refereed journals,
33 deserve equal recognition as distinguished academics. He noted
34 that the proposal did not include any provision for this aspect.

35
36 Regent Alfonso reiterated the need for these additional
37 categories to which the Chair agreed.

38
39 **Board action: Approval of the creation of the**
40 **Academic Distinction Fund to be used**
41 **initially for the following types of awards:**

- 42
43 a. **Scientific Career System**
44 b. **International Publication Award**
45 c. **University Professor Grant**

1
2 **V. POLICY MATTERS FOR APPROVAL OF THE BOARD (cont'd)**

3
4 Matters recommended by the President for approval (cont'd)

5
6 **A. Proposed establishment of an Academic ... (cont'd)**

7
8
9 **The President and the Vice President for**
10 **Academic Affairs were requested to formulate**
11 **and develop two other categories of awards for**
12 **teaching excellence and public service.**

13
14
15 **B. Proposed establishment of a Creative and Research**
16 **Scholarship Fund**

17
18 The Creative and Research Scholarship Fund aims to
19 recognize works of scholarship and provide the necessary
20 incentives to strengthen research and publication by U P faculty
21 Towards these ends, the Fund will support, on a system-wide
22 competitive basis, research and publication endeavors by regular,
23 full-time faculty and REPS (excluding faculty on sabbatical and
24 those on secondment to other agencies) who meet the
25 qualifications set for each category of the Fund.

26
27 There are three types of grants:

- 28
29
 - post-doctoral research;
 - textbook writing; and
 - research or creative work

30
31
32
33 The initial Fund is thirty-five (P35) million pesos effective
34 1999.

35
36 (Please see **Appendix B**, pages 72-78, for the proposal)

37
38 **Board action: Approval**

39
:

I. ACADEMIC DISTINCTION FUND

- The Academic Distinction Fund aims to award outstanding academics and works of scholarship through a system of merit-based incentives. By so doing, the Fund hopes to raise the level of scholarship to internationally accepted standards. There are three types of awards, each with its set of qualifications:

- Scientific Career System,
- international publication award, and
- University Professors grant.

Except for the third which has a specific set of grantees, the awards are open to faculty and REPS who meet the qualifications per type of award. The size and schedule of awards also vary according to the type of award. In addition, a presidential certificate of academic distinction shall be given to each awardee.

A. Scientific Career System

1. Aims

The Scientific Career System (SCS) aims:

- To enhance career progression based on qualifications, merit and scientific productivity; and
- To provide incentives and rewards to attract and retain highly qualified scientists.

2. Coverage and Criteria

The SCS is open to full-time scientific personnel with MA/MS and PhD degrees and who have consistently engaged in R&D work and scientific productivity in the field of natural and related sciences and the social sciences. (See Annex 1, pp. 4-5, for the sciences covered by the system and Annex 2, p. 6, for the qualifications of nominees.) Their scientific productivity shall be measured through a point system (see Annex 3, pp. 7-14.)

Appointment to the system is permanent. Scientists may be promoted subject to the performance evaluation scheme set by the Scientific Career Council (see Annex 4, pp. 15-17).

3. Equivalent Ranks in Scientific and UP Career Systems

SG	UP	SCS	Salary
30	University Professor	Scientist V	P300,000
29	Professor 10	Scientist IV	P263,208
28	Professor 7	Scientist III	P253,080
27	Professor 4	Scientist II	P243,348
26	Professor 1	Scientist I	P233,988
24	Associate Professor 4/Univ. Researcher V		P216,336
22	Associate Professor 1-2/Univ. Researcher IV		P200,004
20	Assistant Professor 4/Univ. Researcher III		P184,920
19	Assistant Professor 2-3		P174,456
18	Assistant Professor 1/Univ. Researcher II		P164,580

4. Screening Mechanism

Each constituent university (CU) shall set up its own Scientific Career Evaluation Committee (SCES), using the criteria and point system devised by the Scientific Career Council. The nominees of the units shall be sent to the System SCES, which shall consist of selected University Professors (and possibly members of the National Academy of Science and Technology) appointed by the President. The UP nominees shall then be sent to the Scientific Career Council, which consists of the DOST and CSC heads who co-chair the Council, and the presidents of NAST, NRCP and UP as members.

B. International Publication Award

1. Nature of Award

Faculty and REPS of whatever rank, whose works are published in an international refereed journal or by a recognized international publisher, shall automatically receive an award of fifty thousand pesos (P50,000) for a journal article or chapter of a book, upon submission of the off-print of the article or copy of the chapter, along with the title/copyright page and the table of contents. Authors of books published by internationally recognized academic or literary publishers shall receive one hundred thousand pesos (P100,000). The award shall be pro-rated in the case of co-authored publications. UP faculty or REPS who co-author publications with non-UP scholars shall receive the pro-rated amount.

Faculty and REPS who receive similar cash awards drawn from CHED or other government agencies may not claim this award for the same article/chapter/book, unless the sum they receive from their department or institute is less. In this case, the faculty or REP shall receive only the difference in value between this award and that they received from their department or institute.

2. List of International Journals and Publishers

Each academic discipline/field shall draw up a list of international refereed journals and reputable publishers. This list shall be sent to the OVPAA, consolidated and finalized, and shall serve as the basis of awarding the grant. Faculty and REPS may receive this award as often as they are published internationally in such journals or by such publishers. Faculty on sabbatical who publish based on this list are also entitled to this award.

C. University Professors Grant

In recognition of their outstanding scholarship and achievement in their respective fields, University Professors in active service shall receive an annual grant of P120,000 in the form of a research contract in order to support their research and creative work. Fifty (50) percent shall be paid upon submission of the project title and the balance, upon submission of the manuscript or creative work.

Annex 1 Natural and Social Sciences Covered by SCS

I. Natural and Related Sciences

A. Natural Sciences

Astronomy
 Biology (including Molecular Biology)
 Biotechnology
 Botany
 Chemistry (including Bio and Geochemistry)
 Computer Sciences
 Environmental Sciences (including Ecology)
 Geology
 Mathematics
 Meteorology
 Microbiology
 Nutrition
 Oceanography and Marine Sciences
 Physics (including Geophysics, Biophysics)
 Seismology
 Statistics
 Volcanology
 Zoology

B. Engineering and Technology

Aeronautical and Nautical Engineering
 Agricultural Engineering
 Chemical Engineering (including Biochemical Engineering)
 Civil Engineering
 Computer Engineering
 Electrical and Electronics Engineering (including Microelectronics,
 Instrumentation & Control)
 Energy Engineering
 Environmental Engineering
 Food Engineering
 Forest Products Engineering
 Geothermal Engineering
 Materials Engineering
 Mechanical Engineering
 Metallurgical Engineering

Mining Engineering
 Nuclear Engineering
 Textile Engineering

C. Medical Sciences

1. Basic Sciences

Anatomy	Pharmacology
Physiology	Medical Microbiology
Medical Pathology	Public Health
Medical Parasitology	Epidemiology

2. Clinical Sciences

Medical (including Pediatrics and sub-specialities of Internal Medicine)
 Surgical (including Obstetrics, Gynecology, EENT, Ophthalmology)

3. Paramedical Sciences

Dentistry	Pharmacy
Nursing	Medical Technology

D. Agricultural Sciences

Agronomy
 Animal Science
 Entomology
 Fisheries and Aquaculture
 Food Sciences
 Forestry and Forest Products
 Plant Breeding
 Plant Pathology
 Rural Science
 Soil Science
 Veterinary Science

E. Others (Still suspended) } Library & Archival Sciences
 Scientific and Technical Documentation

II. Social Sciences

Anthropology	Political Science
Communication	Psychology
Demography	Public Administration
Economics	Social Work
Geography	Sociology
History	Statistics
Linguistics	

Annex 2. Rules for Appointment to Ranks of the Scientific Career System

Rank	Rules
I	10 years of productive scholarship and professional R&D work beyond MS, or PhD and 5 years of productive scholarship and professional R&D work beyond PhD; at least 50 points in scientific productivity in terms of (a) pioneering application of scientific findings, technologies, discoveries, inventions, major research papers, book articles, etc. (max. 70 points); (b) training of S & T personnel (max. 15 points); and (c) professional standing (max. 15 points)
II	13 years of productive scholarship and progressive R&D work beyond MS, or PhD and 8 years of productive scholarship and professional R&D work beyond PhD; at least 60 points in scientific productivity (as previously described)
III	16 years of productive scholarship and professional R&D work beyond MS, or PhD and 11 years of productive scholarship and professional R&D work beyond PhD; at least 70 points in scientific productivity as defined in Sec. 9 (2) in addition to recognition in the form of any or all of the following: (a) citation of work in scientific articles/reviews/textbooks or utilization of inventions, (b) awards in contests of high caliber; (c) professional standing; (d) appointment to prestigious scientific bodies, national/international, and (e) participation as speaker in scientific lectures, symposia in regional or international meetings.
IV	19 years of productive scholarship and professional R&D work beyond MS, or PhD and 14 years of productive scholarship and professional R&D work beyond PhD; at least 80 points in scientific productivity plus recognition as described above and as acknowledged by appropriate national scientific body such as NAST or international bodies.
V	17 years of productive scholarship and professional R&D work, including use of research results for commercial and industrial purposes; at least 90 points in scientific productivity plus recognition as described above and as acknowledged by appropriate national scientific body such as NAST or international bodies.

Republic of the Philippines
 Department of Science and Technology
 SCIENTIFIC CAREER SYSTEM
 Bicutan, Taguig, Metro Manila

Scientific Career System Form No. 02
 (Revised August 1998)

RATING SHEET FOR NOMINEES TO RANKS IN THE SCS

Name: _____ Office: _____

	Year Graduated	No. of Years of Productive Service
Degree(s) Earned: MS _____	_____	_____
PhD _____	_____	_____
Eligibility: _____	Recommended Rank: _____	

I. Scientific and Technological Productivity Points

(The total points of A and B should not exceed 80 pts.)

A Creative/pioneering scientific work or application of scientific knowledge (max. 40 pts.)

A.1 Practical applications (those that were utilized by any of the following sectors: public, private or academe)

A.1.1 New or novel applications of research findings, inventions, transfer of technology, or other existing knowledge

Sole contributor/author (5 pts. max. each) _____
 Principal contributor/author (4 pts. max. each) _____
 Other contributor/author (3 pts. max. each) _____

A.1.2 Design of pioneering project such as a new process, material, technique or method of analysis

Sole contributor/author (5 pts. max. each) _____
 Principal contributor/author (4 pts. max. each) _____
 Other contributor/author (3 pts. max. each) _____

A.2 Creative Work

A.2.1 Major findings in fundamental research (unpatented)

Sole contributor/author (5 pts. max. each) _____
 Principal contributor/author (4 pts. max. each) _____
 Other contributor/author (3 pts. max. each) _____

A.2.2 New technology developed (unpatented)

Sole contributor/author (5 pts. max. each) _____
 Principal contributor/author (4 pts. max. each) _____
 Other contributor/author (3 pts. max. each) _____

A.2.3 Inventions (patented)

Sole contributor/author (5 pts. max. each) _____
 Principal contributor/author (4 pts. max. each) _____
 Other contributor/author (3 pts. max. each) _____

B. Publications (max. 40 pts.)

B.1 Scientific articles in national/international refereed journal(s)/proceedings

Sole author (5 pts. max. each) _____
 Senior author (4 pts. max. each) _____
 1st Co-author (3 pts. max. each) _____
 Other co-author (2 pts. max. each) _____

B.2 Scientific articles in non-refereed journal(s)/proceedings

Sole author (3 pts. max. each) _____
 Senior author (2 pts. max. each) _____
 Other author (1 pt. max. each) _____

B.3 Monographs/occasional papers

Sole author (5 pts. max. each) _____
 Senior author (4 pts. max. each) _____
 Co-author (3 pts. max. each) _____
 Other author (2 pts. max. each) _____

B.4 Scientific book/textbook

Sole author (5 pts. max. each) _____
 Senior author (4 pts. max. each) _____
 Co-author (3 pts. max. each) _____
 Other author (2 pts. max. each) _____

B.5 Editorship of a scientific journal/book/Proceedings/transaction(s)

Sole editor (4 pts. max. each) _____
 Senior editor (3 pts. max. each) _____
 Other editor (2 pts. max. each) _____

B.6 One chapter in a book/textbook

Sole author (3 pts. max. each) _____
 Senior author (2 pts. max. each) _____
 Other author (1 pt. max. each) _____

B.7 Article/Innovative Design/Report/Bulletin (1 pt. max. each)

B.8 Laboratory manuals

Sole author (3 pts. max. each) _____
 Senior author (2 pts. max. each) _____
 Other author (1 pt. max. each) _____

B.9 Unpublished scientific papers presented in International/national symposium (a) per invitation

- Sole author (2 pts. max. each) _____
- Senior author (1 pt. max. each) _____
- Other author (0.5 pt. max. each) _____

II. Teaching of Other Scientists (max. 10 pts.)

- A. Teaching of graduate courses – more than 5 years of actual teaching (min. of 3 pts., max. of 6 pts.) _____
- B. Training of researchers/technologists in research laboratories of government/private research institutions per training course (min. of 3 pts., max. of 6 pts.) _____
- C. Per thesis advisee graduated or Specialty/Licensure Board passed
 - Ph.D./Fellow (1.5 pts. max. each) _____
 - MS/Diplomate (1 pt. max. each) _____
 - DVM (1 pt. max. each) _____
 - Medical residency (0.5. pt. max. each) _____
- D. Resource Person
 - Main resource person (1 pt. max. each) _____
 - Support resource person (0.5 pt. max. each) _____

III. Professional/Scientific Standing (max. 10 pts.)

- A. Prestigious Awards
 - International award (3 pts. max. each) _____
 - National award (2 pts. max. each) _____
 - Institutional award (1 pt. max. each) _____
- B. Membership in international/national professional scientific organization
 - By election/invitation (1 pt. max. each) _____
 - Officership held (0.5 pt. max. each) _____
- C. Membership in international/national honor societies
 - By election/invitation (1 pt. max. each) _____
 - Officership held (0.5 pt. max. each) _____
- D. Citation Index
 - Twenty (20) or more citations (5 pts. max.) _____
 - Ten (10) or more citations (3 pts. max.) _____
 - Five (5) or more citations (2 pts. max.) _____

TOTAL SCORE _____

RATED BY _____
Signature of Individual Rater

Position: _____
Agency: _____
Date: _____

Additional Guidelines in Rating Publications and
R & D Works/S & T Services and Activities

1. Publications with identical subject matter (i.e. the same specific research results) shall not be given credit more than once.
2. The best three (3) publications of nominees shall be submitted for review, one of which should have been published within the last five (5) years.
3. Technical outputs of actual R & D work and results of services documented (papers certified by higher authorities) shall be evaluated and given credits.
4. Any member(s) of the Special Technical Committees may interview the nominee(s) to the SCS, if needed.

Resub

(Revised August 1998)

RATING SYSTEM FOR EVALUATION OF NOMINEES TO RANKS IN THE SCIENTIFIC CAREER SYSTEM¹

I SCIENTIFIC AND TECHNOLOGICAL PRODUCTIVITY² (max 80 pts.)

A Creative/pioneering scientific work or application of scientific knowledge (max. 40 pts.)

A.1 Practical applications (those that were utilized by any of the following sectors: public, private, academe)

Criteria	Sole Contributor/ Author	Principal Contributor/ Author	Other Contributor/ Author
A.1.1 New or novel applications of research findings, inventions, transfer of technology, or other existing knowledge	5 pts. max. each	4 pts. max. each	3 pts. max. each
A.1.2 Design of pioneering project such as a new process, material, technique or method of analysis	5 pts. max. each	4 pts. max. each	3 pts. max. each

A.2 Creative Work

Criteria	Sole Contributor/ Author	Principal Contributor/ Author	Other Contributor/ Author
A.2.1 Major findings in fundamental research (unpatented)	5 pts. max. each	4 pts. max. each	3 pts. max. each
A.2.2 New technology developed (patented)	5 pts. max. each	4 pts. max. each	3 pts. max. each
A.2.3 Inventions (patented)	5 pts. max. each	4 pts. max. each	3 pts. max. each

¹This rating system shall be followed as a general guide of all the Special Technical Committees (STCs) of the SCC. However, each of the STCs may add criteria and points for special cases exclusive in their committee.

²The word scientific covers the areas of natural sciences, medical sciences, engineering and technology, and agricultural sciences.

B. Publications³ (max. 40 pts.)B.1 Scientific articles in national or international refereed⁴ journal(s)/proceedings

Sole author	5 pts. max. each
Senior author*	4 pts. max. each
1 st Co-author	3 pts. max. each
Other co-author	2 pts. max. each

B.2 Scientific articles in non-refereed⁵ journal(s)/proceedings

Sole author	3 pts. max. each
Senior author	2 pts. max. each
Other co-author	1 pt. max. each

B.3 Monographs/occasional papers

Sole author	5 pts. max. each
Senior author	4 pts. max. each
Co-author	3 pts. max. each
Other author	2 pts. max. each

B.4 Scientific book/textbook

Sole author	5 pts. max. each
Senior author	4 pts. max. each
Co-author	3 pts. max. each
Other author	2 pts. max. each

B.5 Editorship of a scientific journal/book/proceedings/transaction(s)

Sole Editor	4 pts. max. each
Senior Editor	3 pts. max. each
Other Editor	2 pts. max. each

B.6 One chapter in a book/textbook

Sole author	3 pts. max. each
Senior author	2 pts. max. each
Other author	1 pt. max. each

³Additional guidelines in rating publications and R & D works/ S & T services/activities are attached as Annex 1

⁴Refereed – those following a system in which articles are reviewed by peers/relevant experts prior to publication.

⁵Non-refereed – those which do not follow a system of peer review of articles prior to publication.

B.7 Article/Innovative Design/Report/Bulletin 1 pt. max. each

B.8 Laboratory Manuals

Sole author	3 pts. max. each
Senior author	2 pts. max. each
Other author	1 pt. max. each

B.9 Unpublished scientific papers presented in international/national symposium(a) per invitation

Sole author	2 pts. max. each
Senior author	1 pt. max. each
Other author	0.5 pt. max. each

II. TEACHING OF OTHER SCIENTISTS (max. 10 pts.)

A. Teaching of graduate courses
(more than 5 years of actual teaching) min. of 3 pts., max. of 6 pts.

B. Training of researchers/technologists
in research laboratories of government/
private research institutions per
training course min. of 3 pts., max. of 6 pts.

C. Per thesis advisee graduated or
Specialty/Licensure Board passed

Ph.D Fellow	1.5 pts. max. each
MS/Diplomate	1 pt. max. each
DVM	1 pt. max. each
Medical Residency	0.5 pt. max. each

D. Resource Person

Main Resource Person	1 pt. max. each
Support Resource Person	0.5 pt. max. each

III PROFESSIONAL/SCIENTIFIC STANDING (max. 10 pts.)

A. Prestigious Awards

International award	3 pts. max. each
National award	2 pts. max. each
Institutional award	1 pt. max. each

B Membership in international/national professional scientific organization

By election/invitation	1 pt. max. each
Officership held	0.5 pt. max. each

C Membership in international/national honor societies

By election/invitation	1 pt. max. each
Officership held	0.5 pt. max. each

D Citation Index

Twenty (20) or more citations	5 pts. max.
Ten (10) or more citations	3 pts. max.
Five (5) or more citations	2 pts. max.

IV The rating form to be used shall be SCS Form No. 2 (revised August 1998) as shown in Annex 2.

Republic of the Philippines
Department of Science and Technology
SCIENTIFIC CAREER SYSTEM

Scientific Career
System Form No. 03
(Revised August 1998)

**RATING SHEET FOR THE YEARLY EVALUATION
OF CONFERRED SCIENTISTS**

Name: _____

Scientist Rank. _____

I. SCIENTIFIC PRODUCTIVITY (12 pts. maximum)

Points Earned

A. New Knowledge (copyrighted)

- a.1 Sole researcher/author
- a.2 Principal researcher/author
- a.3 Contributor

B. Applied Knowledge

- b.1 Sole researcher/author
- b.2 Principal researcher/author
- b.3 Contributor

C. Inventions/Utility Models

- c.1 Sole Inventor/Designer
- c.2 Principal Inventor/Designer
- c.3 Contributor
 - patented
 - patent pending
 - unpatented

D. Pilot/Demonstration Projects

- d.1 Completed
- d.2 In progress

E. Research Projects/Studies/
Creative Works

- E.1 Completed
- E.2 In progress

F. Scientific Publications

F.1 Articles in Refereed Journal(s)

- Sole author
- Senior author
- 1st co-author
- Other co-author

F.2 Articles in Non-Refereed Journal(s)

- Sole author _____
- Senior author _____
- Other author _____

F.3 Monographs/Occasional papers

- Sole author _____
- Senior author _____
- 1st co-author _____
- Other co-author _____

F.4 Scientific Book

- Sole/Senior author _____
- 1st co-author _____
- Other co-author _____

F.5 Invited contributor of a chapter in a book published internationally/locally

F.6 Articles/Innovative Design/Report/Bulletin/Press Release

F.7 Techno-publications for the use of clientele

F.8 Proceedings/abstracts of regional national/international conferences

II. RELEVANT INTERVENING ACTIVITIES (5 points maximum)

A. Philippine representative/delegate in international scientific policy-making meetings/conferences

B. Chair/Member of national scientific policy-making bodies

C. Resource speaker in foreign/local training workshop(s).

D. Speaker/Paper presenter in seminars or symposium(a), local/foreign

E. Membership in technical committee(s) or evaluation panel(s)

F. Chair/Moderator/Rapporteur in national/international meetings/conferences

G. Editorship of a publication(s)

- Sole editor _____
- Others _____

- II. Preparation of report(s)/research proposals _____
- I Relevant Study Visit(s) _____
- J Attendance to relevant international conferences _____
- K. Paper/Poster presenter in regional/national/
International conferences _____
- L. Training of future scientists _____
- M Counterpart of foreign expert _____
- N Interview (radio & television) _____
- O. Consultancy/technical assistance to clientele _____
- P Advising thesis students _____
- Q: Active participation in scientific organizations,
local/international _____

**III. PRESTIGIOUS PROFESSIONAL/SCIENTIFIC/
TECHNOLOGICAL AWARDS (3 points maximum)**
- Specify awarding country/organization/agency/institution

- A. International award(s) _____
- B. National award(s) _____
- C Regional awards _____
- D. Institutional award(s) _____

TOTAL POINTS _____

ADJECTIVAL RATING: _____
(To be given only every third rating period)

- | | |
|---------------------|---------------------------|
| 1 - 5 Poor | 6 - 19 Highly Meritorious |
| 6 - 10 Fair | 20 Outstanding |
| 11 - 15 Meritorious | |

Rated by: _____
(Signature over Printed Name)

Position: _____
Name of Agency: _____
Date: _____

Concurred by: _____
(Signature over Printed Name)

Position & Rank: _____
Name of Agency: _____
Date: _____