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2 **G. Revised Guidelines on the Selection Criteria and Process of**
3 **Professor Emeritus**

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5 **BACKGROUND:**

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7 This is a proposal to revise the Professor Emeritus selection
8 guidelines system-wide, based on the following findings of the
9 OVPAA.

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11 1 SELECTION PROCESS. The BOR had earlier approved the
12 general guidelines for the selection process and approved the
13 specific guidelines for the selection process in UP Diliman
14 There are no BOR-approved Professor Emeritus guidelines
15 for the selection process in other CUs.
- 16
17 2 SELECTION CRITERIA. The BOR provided general guiding
18 principles and minimum qualifications for selection. There are
19 no BOR-approved specific selection criteria of the CUs. UP
20 Diliman set specific, quantitative selection criteria for 5
21 clusters of disciplines, but the criteria were found to be widely
22 disparate across clusters. Other CUs have used the BOR-
23 approved general guidelines as selection criteria.
- 24
25 3. COMMITTEES: There was lack of communication and
26 synchrony between the CU Committees and the System
27 Committee because the members of the System Committee
28 did not come from the CU Committees. UPOU had no
29 representation in the System Committee.
- 30
31 4. LOBBYING AND APPEALS. Several cases of lobbying and
32 appeals by retiring or retired professors have been
33 documented indicating the lack of clear guidelines in the
34 selection process and criteria.

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37 **MEETINGS AND MEMBERS OF THE SYSTEM COMMITTEE:**

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39 For almost a year, the System Committee held several
40 meetings and a workshop to review and harmonize the guidelines on
41 the selection process, criteria, entitlements and proposed activities
42 across CUs. Chairs of CU committees were selected by the
43 Chancellors to represent the CU in the System Committee. UP
44 Diliman has two representatives in the System Committee. UPOU
45 now has a representative. There were 2 members-at-large,

1 Professor Emeriti Edgardo Gomez, Cecilia Florencio, and recently,
2 Prof Emer Francisco Nemenzo, joined the System Committee.

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4 **SALIENT FEATURES OF THE PROPOSAL:**

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6 The minimum qualification for consideration at the CU level is
7 revised to at least 15 years of active service, reaching the highest
8 rank of Professor 12 upon retirement, or in exceptional cases,
9 Professor 9, with achievements equivalent to Professor 12. Only a
10 professor who has been promoted to the highest professor rank
11 deserves the title. Emphasis is given to the exceptional quality of the
12 achievements rather than the period of service.

- 13
14 1 CUs will use a system-wide harmonized set of criteria based
15 on 1 teaching (minimum of 30 points = very good, maximum
16 of 50 points = excellent), 2. research or creative work
17 (minimum of 30 points = very good, maximum of 50 points =
18 excellent), 3. public service (minimum of 10 points = good,
19 maximum of 20 points = very good) and allows each CU a
20 degree of flexibility to score the nominees based on specific
21 measures under each criterion A minimum total score of 90
22 points must be obtained to merit the title. Emphasis is placed
23 on outstanding performance in teaching/mentoring AND
24 research or creative work.
- 25
26 2 The selection process is two-stage and twice a year All
27 professors who meet the minimum qualifications are
28 automatically considered at the CU Committee level.
29 Nominees are endorsed by the Chancellor to the System
30 Committee which reviews the nominations and endorses the
31 nominees to the President. Appeals are considered at the
32 System Committee Level only once.
- 33
34 3. The chairs of the CU committees are the representatives of
35 the CU at the System Committee. Members-at-large,
36 preferably Professor Emeriti, can be invited to be part of the
37 CU and System Committees.

38 **Board action: APPROVAL IN**
39 **PRINCIPLE with the instructions**
40 **to widely disseminate the criteria**
41 **for the selection of Professor**
42 **Emeritus and get comments from**
43 **the constituents of the CUs**
44 **especially retired professors.**

1 Highlights of the Discussion

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3 Regent Chief Justice Puno inquired whether it would be appropriate to get
4 more inputs from retired professors.

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6 In response, President Pascual said that the guidelines underwent a one-
7 year consultation that involved professors representing all the Constituent
8 Universities (CUs) and incumbent Professors Emeriti and retired
9 professors.

10
11 Vice President Concepcion informed the Board that the System Committee
12 is composed of the chairs of the different CU Committees plus members-at-
13 large who are Professors Emeriti. She added that consultations were done
14 at the CU and System levels.

15
16 Regent Chief Justice Puno wondered whether the retired professors are
17 aware that the Selection Criteria for Professor Emeritus are being revised.
18 He suggested that before finalizing, the guidelines should be widely
19 disseminated in order to get the comments of the retired faculty.

20
21 Faculty Regent Dalmacio inquired if the guidelines would affect the
22 compensation given to Professors Emeriti.

23
24 President Pascual said that only the Selection Criteria and Procedures are
25 being amended.

26
27 Regent Chief Justice Puno reiterated his request to conduct a wide range
28 discussion to obtain the viewpoints of retired professors before the final
29 approval of the Guidelines.

30
31 President Pascual informed the Board that incumbent Professors Emeriti
32 Francisco Nemenzo, Cecilia Florencio and University Professor Emeritus
33 Edgardo Gomez were part of the System Committee. He added that the
34 Guidelines were discussed by the President's Advisory Council consisting
35 of the Chancellors of the CUs.

36
37 Vice President Concepcion in addition said that the different CUs are
38 represented in the System Committee and that the guidelines are reflective
39 of the views of the various CUs.

40
41 Chair Licuanan said that in a sense there would be little value added to
42 disseminating it because the Revised Guidelines are already extensive.

43
44 Regent Chief Justice Puno, as a compromise, moved to approve the matter
45 in principle with the condition to widely disseminate the criteria for the
46 selection of Professor Emeritus and get comments from the constituents of
47 the CUs especially the retired professors.

1 The Board agreed to the motion of Chief Justice Puno.
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4 **H. Confirmation of Graduation *Ad Referendum* of Ms. BETHEL**
5 **GRAIN G. DINAMPO for the Degree of Bachelor of Science in**
6 **Community Nutrition, College of Home Economics, UP Diliman**
7 **as of the End of Summer 2012 Who Will Be Taking the**
8 **Licensure Examination**
9

10 By virtue of the authority delegated to the President by the
11 Board of Regents at its 1048th meeting held on 26 March 1992, the
12 Officer-in-Charge of the University approved on 3 July 2012 the
13 graduation *ad referendum* of Ms. Dinampo.
14

15 The graduation of Ms. Bethel Grain G. Dinampo has been
16 recommended by the faculty of the College of Home Economics in
17 their letter dated 21 June 2012 and by the UP Diliman University
18 Council, *Ad Referendum*.
19

20 This request is made to enable Ms. Dinampo to submit her
21 application for the Nutritionist-Dietitian Board Examination on 4 July
22 2012, the deadline set by the Professional Regulatory Commission
23 (PRC).
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26 **Board action: CONFIRMATION.**
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29 **I. Confirmation of Graduation of Students from UP Diliman Who**
30 **Have Completed All the Requirements as of the End of Summer**
31 **2012 Who Will Be Taking the Licensure Examinations**
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33 By virtue of the authority delegated to the President by the
34 Board of Regents at its 1048th meeting held on 26 March 1992, the
35 President of the University approved on 13 July 2012 the list of
36 candidates for graduation of UP Diliman as of the end of Summer
37 2012.
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39 Their graduation has been recommended by the UP Diliman
40 University Council at its 122nd meeting held on 9 July 2012. Their
41 official graduation is being required by the Professional Regulatory
42 Commission (PRC) for the students' application for the Licensure
43 Examinations.
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46 **Board action: CONFIRMATION.**
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