

1. Establish the position of **University Professor Emeritus** to be conferred to retired University Professors following existing guidelines.
2. Change the title from **Professor Emeritus** to **University Professor Emeritus** of all existing Professors Emeriti who were University Professors prior to retirement.

**Board action: Approval**

**E. The U.P. Scientific Career System: U.P. Scientific Productivity System**

Rationale

This proposal specifies the implementing guidelines for the participation of U.P. personnel in the Scientific Career System.

U.P. proposes to address two major concerns regarding the existing guidelines: (1) the nature of the Scientist appointment and (2) the criteria for admission to, retention and promotion in the System.

U.P. scientists shall be evaluated using a set of high standards that will put "U.P. University Scientists" in their rightful place in the international community of scholars. Only the best and the most deserving shall be conferred the title. The conferment shall be temporary, thus, only those who are productive shall be retained or promoted.

Scientific productivity in academia is universally measured by the ability to publish in refereed reputable journals and books. For this reason, only refereed publications shall be, giving more weight to scientific and technological books published by prestigious publishers and to refereed publications in ISI journals. Scientific standing

and peer recognition are best gauged by membership in prestigious international bodies and peer review groups and prestigious international scientific awards. The proposed evaluation criteria and rating system reflect these standards. They also recognize technological productivity in the applied sciences.

Although teaching, extension work, and the training of other scientists are important functions of an academic, these criteria should not be considered for the U.P. University Scientist rank. This is because teaching and public service deserve their own award system. Moreover, the relatively small weight for teaching (only 10 pts in the current system) does not do justice to the service. Furthermore, performances in these functions are already considered when being evaluated as faculty or REPS. Thus, the basis of the U.P. University Scientist rank shall be scientific and technological outputs and scientific and professional standings.

#### General Guidelines

1. Nature of the Appointment
  - a. Productive U.P. Scientists shall be conferred the title "U.P. University Scientist" depending on scientific productivity:  
  
U.P. University Scientist I  
U.P. University Scientist II  
U.P. University Scientist III
  - b. Conferment of the U.P. University Scientist title shall be temporary. It shall be in the nature of an additional recognition, to be given by U.P. as an award.

- c. Regular, full-time faculty, research faculty, and researchers (REPS) in active service who belong to the scientific disciplines covered by the SCS\* (Annex 1) and meet the qualifications in Table 1 may be considered for the title of U.P. University Scientist.
  - d. After three years, the Scientist shall be evaluated for the purpose of retention and if merited, for promotion.
  - e. Faculty, Faculty Researchers, and REPS shall retain their ranks as U.P. faculty, faculty researchers, and REPS when they join the System and may be promoted as faculty, faculty researchers, or REPS accordingly.
  - f. Faculty, Faculty Researchers or REPS rank shall remain the basic rank, on which retirement and other benefits will be based.
2. Admission to the System
- a. U.P. personnel shall be admitted into the system to the extent that they meet the minimum qualifications (Table 1) and subject to the availability of funds.
  - b. Nominees must have at the minimum a Ph.D. degree in the field for which s/he is being conferred the Scientist rank or M.D. with M.S. degrees.

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\*Expanded to include Rehabilitation Science, Occupational Therapy, Speech Pathology and Archaeology, as approved in principle by the Scientific Career Council during its 36<sup>th</sup> meeting on 8 March 2000.

- c. The following shall be the criteria for evaluation:
    - Scientific Productivity as measured by publications and technological output;
    - Scientific Standing; and
    - Professional Standing
  - d. A rating system for the evaluation of nominees shall be followed. (Table 2)
3. Retention/Promotion in the System
    - a. Scientists shall be evaluated every three years using the rating system in Table 2.
    - b. To retain the U.P. University Scientist rank or to be promoted to a higher rank, the Scientist must meet the requirements stated in Table 3, based on work produced in the three years since the last conferment.
  4. Readmission to the System

Scientists who were not conferred the University Scientist rank after re-evaluation may be re-considered after five years and must meet the requirements for initial conferment.

**Board action: Approval**

(Please see **Appendix 1** for the annexes/tables)

## ANNEX 1

Specifically, the SCS shall cover the following disciplines:

### A. Basic/Natural Sciences and Mathematics

1. Archaeology
2. Astronomy
3. Biology (including molecular Biology)
4. Biotechnology
5. Botany
6. Chemistry (including Biochemistry)
7. Earth Sciences
  - 7.1 Geochemistry
  - 7.2 Geology
  - 7.3 Geophysics
  - 7.4 Seismology
  - 7.5 Volcanology
8. Environmental Sciences (including Ecology)
9. Mathematical Sciences
  - 9.1 Mathematics (pure/abstract/applied, including analysis, differential geometry and graphs)
  - 9.2 Operations Research
  - 9.3 Statistics (including mathematical probability, statistical mathematics and computing and graphics)
10. Materials Science
11. Meteorology
12. Microbiology (including Veterinary and Agricultural Microbiology)
13. Nutrition
14. Oceanography and Marine Sciences
15. Physics (including Biophysics and mathematical physics)
16. Space Sciences
  - 16.1. Astronomy
  - 16.2. Interferometry
  - 16.3. Remote Sensing
17. Zoology

### B. Engineering and Information and Communication Technology

1. Aeronautical and Nautical Engineering
2. Agricultural Engineering
3. Architecture
4. Chemical Engineering
5. Civil Engineering
6. Computer Engineering
7. Computer Science
8. Communications Engineering
9. Earthquake Engineering
10. Electrical Engineering

11. Electronics Engineering
12. Energy Engineering
13. Environmental Engineering
14. Food Engineering
15. Forest Products Engineering
16. Geothermal Engineering
17. Industrial Engineering
18. Information Technology
19. Materials Engineering
20. Mechanical Engineering
21. Metallurgical Engineering
22. Mining Engineering
23. Nuclear Engineering
24. Structural Engineering
25. Textile Engineering

#### C. Medical Sciences

1. Basic Sciences
  - 1.1. Anatomy
  - 1.2. Epidemiology
  - 1.3. Medical Pathology
  - 1.4. Medical Parasitology
  - 1.5. Medical Microbiology
  - 1.6. Physiology
  - 1.7. Pharmacology
  - 1.8. Public Health
2. Clinical Sciences
  - 2.1. Medical (including Pediatrics and sub-specialties of Internal Medicine and Psychiatry)
  - 2.2. Surgical [including subspecialties of Surgery, Obstetrics, Gynecology, Ear-Nose-Throat (ENT) and Ophthalmology  
Medical Biotechnology]
3. Health Related Sciences
  - 3.1. Dentistry
  - 3.2. Medical Technology
  - 3.3. Nursing
  - 3.4. Pharmacy
4. Medical Biotechnology
5. Medical Genetics
6. Rehabilitation Science
  - 6.1. Occupational Therapy
  - 6.2. Physical Therapy
  - 6.3. Rehabilitation Medicine
  - 6.4. Speech Therapy

#### D. Agricultural Sciences

1. Agricultural Biotechnology
2. Agronomy

3. Animal Science
4. Entomology
5. Fisheries and Aquaculture
6. Food Science and Technology
7. Forestry and forest products
8. Horticulture
9. Plant Breeding and Genetics
10. Plant Pathology
11. Soil Science
12. Veterinary Medicine
13. Weed Science

E. SELECTED FIELDS OF SOCIAL SCIENCES (per SCC Res. No. 12 dated 8-20-98)

1. Anthropology
2. Communication
3. Demography
4. Economics
5. Geography
6. History
7. Linguistics
8. Political Science
9. Psychology
10. Public Administration
11. Social Work
12. Sociology

F. OTHERS

1. Library & Archival Sciences
2. Scientific & Technical Documentation

**Annex 2**  
**Minimum Qualifications for Initial Appointment**

SCS Rank	Existing SCS Qualification	UP Proposal 2005
I	MS in the appropriate fields of science and 10 yrs productive scholarship and professional R & D work  or  PhD and 5 yrs productive scholarship and professional R & D work  <ul style="list-style-type: none"> <li>• must garner at least 50 pts in scientific productivity</li> </ul>	MD plus MS and 5 yrs of consistent productive scholarship  or  PhD and 5 yrs of consistent productive scholarship  * 55 pts from criteria I and/or II
II	[MS/10 yrs or PhD/5 yrs] plus 60 pts	NONE
III	[MS/10 yrs or PhD/5 yrs] plus 70 pts	PhD and 7 yrs of consistent productive scholarship  ** 75 pts from criteria I and/or II plus criteria III or IV
IV	[MS/10 yrs or PhD/5 yrs] plus 80 pts	NONE
V	PhD in appropriate fields and 10 yrs of productive scholarship and professional R & D work  * must garner at least 90 pts	PhD and 10 yrs of consistent productive scholarship  * 95 pts from criteria I and/or II, plus criteria III and IV

\* in field for which s/he is being considered