

V. Matters previously discussed by the Finance Committee . . . (cont'd)

I. General Administration (cont'd) -

7. Agreement between the U.P. and Mr. Felicisimo M. Herrera, Civil Engineer Contractor, 494 Bagbag St., Quezon City, for the general construction of two (2) Faculty-Employees Rowhouses in the Diliman campus at a contract sum of P800,000. (Appendix "P", pages 95 to 102.)

Board action: Approval.

8. Revision of rates of compensation/honoraria for (a) non-regular members of the faculty; (b) overload-teaching; and (c) faculty assigned to teach at U.P. at Clark Air Base, effective at the start of the academic year 1974-75, amending pertinent Board resolutions (759th, 821st, and 912th meetings, respectively).

This recommendation also includes the creation of additional categories of non-regular faculty positions, qualification standards and rules governing the appointment of non-regular faculty members.

(Please see the memorandum of the Vice-President for Academic Affairs dated 18 April 1974, marked as Appendix "Q" for the revised rates and the financial implications of the recommendation, pages 103 to 108.)

- 8-a. In this connection, the Finance Committee suggests that the University take steps to provide accident insurance coverage to personnel going to and from the U.P. at Clark Air Base.

The amounts needed to implement the above proposals may be charged to the appropriation approved by the Board to implement the 1973 revised general salary scales for University personnel and to the income from tuition and other student fees (in the case of the U.P. at Clark Air Base).

Board action: Approval (8 and 8-a).

VI. Matter previously approved by the Personnel Committee at its meeting on Tuesday, April 23, 1974\* and submitted for consideration of the Board, the action of the Board being indicated at the end of the item:

A. College of Engineering -

1. Renewal of the additional assignment of Prof. Alfredo L. Juinio as

\*Present:

1. Regent Tomas S. Fonacier, Chairman.
2. Regent Ambrosio P. Tangco.
3. Regent Abraham F. Sarmiento.
4. President Salvador P. Lopez.

Absent:

1. Regent Gerardo T. Sicat.

UNIVERSITY OF THE PHILIPPINES  
Quezon CityOFFICE OF THE VICE-PRESIDENT  
FOR ACADEMIC AFFAIRS

18 April 1974

MEMORANDUM for -

The President  
University of the Philippines SystemSUBJECT: Revision of rates of compensation/honoraria for:  
(a) Non-regular members of the faculty  
(b) Overload teaching  
(c) Faculty assigned to teach at UP at Clark Air Base

In keeping with the decision of the Board of Regents on the recent upgrading of the general salary scales of regular University personnel, it is recommended that the rates of compensation or honoraria for non-regular members of the faculty (lecturers, etc.), for overload teaching, and for faculty members assigned to teach at U.P. at Clark Air Base, be revised similarly in accordance with the following proposals, effective at the start of the academic year 1974-75. This recommendation also includes the creation of additional categories of non-regular faculty positions, the qualification standards and the rules governing the appointment of non-regular faculty members. In effect, the present recommendation seeks to amend the pertinent resolutions adopted by the Board in its 759th Meeting on June 15, 1967 (with respect to rates for lecturers), 821st Meeting on June 29, 1972 (with respect to honoraria for overload teaching), and 812th Meeting on August 26, 1971 (with respect to honoraria for U.P. at Clark Air Base), and supersedes the recommendations made in a memorandum to the President dated January 15, 1974 which was withdrawn from the agenda of the Finance Committee meeting of January 24, 1974. (Portions in brackets to be ~~added~~; underlined portions to be added.)

I. RATES OF COMPENSATION, QUALIFICATION STANDARDS AND RULES GOVERNING THE APPOINTMENT OF NON-REGULAR MEMBERS OF THE FACULTY

## Regular Rates

- a. Lecturer - ~~₱10.00~~ ₱13.00 per hour of actual service and  
~~₱40.00~~ ₱50.00 for each final examination;  
~~₱12.50~~ ₱15.00 per hour of actual service and  
₱50.00 for each final examination

[/The minimum rate of P7.50 per hour and P30.00 for each final examination may still be allowed for lecturers in the U.P. in Iloilo, / (The positions of assistant lecturers and associate lecturers in all units of the University are hereby abolished.)

b. Senior Lecturer - P18.00 per hour of actual service and P60.00 for each final examinations;

P20.00 per hour of actual service and P60.00 for each final examination;

[b.] c. Professorial Lecturer - P15.00 P25.00 per hour of actual service and P60.00 P70.00 for each final examination;

P30.00 per hour of actual service and P70.00 for each final examination;

P35.00 per hour of actual service and P70.00 for each final examination.

(Note: In all cases, two laboratory hours shall be considered as the equivalent of one lecture hour in applying the above rates of compensation.)

#### Special Rates

[c.] d. Special Lecturers - P30.00 - P100.00 P20.00 - P150.00 (in multiples of P5.00) per hour of actual service /and P60.00 for each final examination (if any)/, depending on the qualifications of the person being recommended for appointment as special lecturer, the nature of the special course or training program, and the budget available, as may be recommended by the dean or director concerned. This rate for special lecturers shall also apply to speakers in the /Senior/ Executive Development Program of the Philippine Executive Academy and in the training or non-degree programs or seminars of the Agrarian Reform Institute, the Agricultural Credit and Cooperatives Institute and other units. The rates for Special Lecturers shall be adjusted in accordance with the attached schedule of adjustments.

e. Transient or "Single-Shot" Lecturers - P50.00 - P100.00 (in multiples of P25.00) per hour of actual service, depending on the expertise, scholastic competence and/or prestige of the person to be appointed as transient lecturer or "single-shot" speaker, and subject to availability of funds in the unit concerned.

Qualification Standards and Additional Rules

1. The qualification requirements for Lecturer shall be the same as those prescribed for Instructor; for Senior Lecturer, the same as those prescribed for Assistant Professor; and for Professorial Lecturer, the same as those prescribed for at least Associate Professor, in the regular class of faculty.
2. The positions of and rates of compensation for Lecturers, Senior Lecturers and Professorial Lecturers shall apply to those assigned to teach regular academic courses only.
3. The position of and rates of compensation for Special Lecturers shall apply to those assigned to lecture or speak on special topics in non-degree training or continuing education programs or courses other than regular academic courses.
4. The position of and rates of honoraria for transient or "Single-Shot" Lecturers or speakers shall apply to those who may be invited by the unit concerned to speak on special topics either in regular academic courses or non-degree training or continuing education programs, without the lecturers or speakers being appointed by the University on a regular basis.
5. Special lecturers and transient lecturers shall not be authorized to give grades in any academic course.
6. All appointments to the positions of Lecturers, Senior Lecturers, Professorial Lecturers or Special Lecturers shall be submitted to the Board of Regents for approval.
7. Deans and Directors shall be authorized to issue appointments to Transient or "Single-Shot" Lecturers at the corresponding rates of compensation, provided that the total period of the appointment shall not exceed seven (7) days, inclusive. Copies of all appointments made under this rule shall be furnished the President.
8. In all appointments to the positions of Lecturers, Senior Lecturers or Professorial Lecturers, nominees who are connected with the other branches of the Government shall present written permits from the head of the office concerned.
9. Repeated reappointments to any non-regular faculty position, no matter how many times made, shall not create any presumption of a right to another reappointment or to indefinite tenure or to automatic appointment as a regular member of the faculty.
10. These rates and rules for non-regular members of the faculty shall apply to all units of the University of the Philippines System, except the U.P. Law Center in the case of lecturers appointed by the Director in accordance with the authority delegated to him by the Board of Regents at its 843rd Meeting on March 28, 1974.

II. HONORARIUM RATES FOR OVERTEACHING LOAD

	<u>Day Program</u>	<u>Night Program</u>
Instructor	<del>₱130</del> <u>₱160.00/unit</u> <sup>1/</sup>	<del>₱160</del> <u>₱195.00/unit</u> <sup>1/</sup>
Assistant Professor	<del>₱140</del> <u>₱170.00</u>	<del>₱170</del> <u>₱210.00</u>
Associate Professor	<del>₱155</del> <u>₱185.00</u>	<del>₱185</del> <u>₱230.00</u>
Professor	<del>₱155</del> <u>₱205.00</u>	<del>₱205</del> <u>₱260.00</u>

<sup>1/</sup> of teaching load.

Note: Pre-collegiate (high school and elementary) courses shall be given nine-tenths as much credit as that of undergraduate collegiate courses.

The above rates shall be applied in all units of the University of the Philippines System except in the U.P. at Clark Air Base where a separate up-graded schedule is also proposed (see item III below). The implementing rules governing overload-teaching honoraria, approved by the Board of Regents at its 821st meeting on 19 June 1972, shall be applied.

III. HONORARIUM RATES FOR FACULTY MEMBERS ASSIGNED TO TEACH IN THE U.P. AT CLARK AIR BASE

(Effective the first trimester, academic year 1974-75)

<u>Rank</u>	<u>Rate per Unit</u> <sup>1/</sup>
Instructor	<del>₱225.00</del> <u>₱260.00</u>
Assistant Professor	<del>₱250.00</del> <u>₱285.00</u>
Associate Professor	<del>₱280.00</del> <u>₱315.00</u>
Professor	<del>₱315.00</del> <u>₱350.00</u>

<sup>1/</sup> of teaching load.

Additional Amount Needed to Implement Proposed Rates

I. For non-regular members of the faculty	₱110,000.00/annum
II. For overload teaching	146,000.00
III. For U.P. at Clark Air Base	<u>19,000.00</u>
TOTAL	₱275,000.00

The estimated additional amount needed to implement proposals I and II (₱256,000.00) in all units of the U.P. System, may be charged against the appropriation approved by the Board of Regents for the implementation of the 1973 revised general salary scales for University personnel.

The estimated additional amount of ₱19,000.00 needed to implement proposal III may be charged against the income of the U.P. at Clark Air Base from tuition and other student fees.

(SGD.) NATHANIEL B. TABLANTE  
Vice-President for Academic Affairs

PROPOSED SCHEDULE OF ADJUSTMENTS  
FOR SPECIAL LECTURERS

<u>Current Rate</u> <u>Per Hour</u>	<u>Proposed Rate</u> <u>Per Hour</u>	<u>Difference</u>
P 30	P 40	P 10
35	45	10
40	55	15
45	60	15
50	70	20
55	75	20
60	85	25
65	90	25
70	100	30
75	105	30
80	115	35
85	120	35
90	130	40
95	140	45
100	150	50