

Function 1 - General Adm. & Support Services

Maintenance & Other Operating Expenses (200) ✓
For Power, Security, Janitorial Services, including maintenance of buildings and other facilities P6,359,840.00

Function 4 - Advanced & Higher Education

Maintenance & Other Operating Expenses (200)
Supplemental MOOE for UPV High School and other academic units 728,000.00

Project 2 - Capital Outlays

Land & Land Improvements (300-31)
Shoreline protection fronting Wet & Dry Laboratories 600,000.00
Construction of Perm. Improvements (300-32)
Fabrication of grills for the Library/Museum bldg. and completion of Staff House No. 29 1,400,000.00

T o t a l - P9,087,840.00
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Board action: Approval.

- 4.4 Increases in faculty benefits (see Appendix A) UP
- ✓ 4.1.1 New compensation rates for lecturers, professors emeriti, and retired faculty with teaching loads
 - ✓ 4.1.2 Proposed policies and compensation rates for overload teaching and summer teaching

- 1/ 4.1.3 Increase in honoraria rates for dissertation/thesis advisers, panel members and comprehensive exam. panels

Board action: Approval of
4.1.1 to 4.1.3

4.5 ~~Increases~~ in student fees

- 1/ 4.5.1 Increase in some (Undergraduate and Graduate) laboratory fees of various colleges (see Appendix B)

UP

Justification: It is understood that the collection of laboratory fees is covered by the "full return policy". That is, that the entire collection of lab fees is returned to the College or Department which collected it, over and above its regular budget.

Board action: Approval, provided the students are informed at the end of every semester how the money was spent by the college concerned.

- 1/ 4.5.2 Increase in Athletic Fees in the U.P. Diliman and U.P. Los Baños campuses

UPD
UPLB

In the Diliman From: P 50/sem.
Campus: To: 75

In the UPLB From: P 25/sem.
Campus: 30

Justification: Increase in cost of maintaining athletic facilities.

Board action: Approval.

FOR APPROVAL BY THE BOARD OF REGENTS (MARCH 26 1992):

NEW COMPENSATION RATES FOR LECTURERS, PROFESSORS EMERITI AND
RETIRED FACULTY WITH TEACHING LOADS

INTRODUCTION

This is a proposal to increase the compensation rates for lecturers and professors emeriti effective November 1, 1991, the start of the second semester 1991-92. The increase is in response to the increase in the salaries of regular faculty due to the Salary Standardization Law. (The new rates may be seen in the attachment.) At the same time, rules on maximum allowable teaching loads are being tightened.

The last time when compensation rates for lecturers were revised was during AY 1989-1990, i.e., effective June 1, 1989. A month later, the Salary Standardization Law or SSL (RA 6758) took effect. The SSL increased substantially the salaries of regular faculty but it is only now that U.P. is able to increase lecturers rates.

On the average, about 10% of all teaching in U.P. is done by lecturers. In some colleges, notably Business Administration and Law, the load handled by lecturers is even greater. In the eyes of many U.P. students, lecturers (who are classified as "non-regular faculty") are as much a part of the U.P. faculty as the regular fulltime or regular part-time faculty. It is hoped that the increase in compensation rates for lecturers will enable the University to attract and retain the best lecturers, specially in fields where it has been difficult to recruit or keep regular faculty.

REITERATION OF GENERAL POLICIES:

1. The university recognizes the valuable role of lecturers in its academic programs and shall offer appropriate compensation rates for them.
2. As a rule, lecturers should be hired because they have special expertise (whether due to academic training and/or professional experience) which is not available or is in short supply among the regular fulltime and regular part-time faculty. Moreover, the University should recruit and retain only those lecturers with expertise, training or experience comparable to at least that of a regular U.P. Assistant Professor.
3. The actual assignment of teaching loads to lecturers is premised on at least three conditions:

- a. the subject has to be offered in the present term and cannot be postponed to the next;
- b. there is no available regular faculty to teach the course; and
- c. the lecturer's qualifications and expertise are specially suited for the course.

I. INCREASE IN COMPENSATION RATES FOR LECTURERS

To derive the new rates, the general approach was as follows: Establish a Table of Comparison, i.e. do some matching between the ranks given to lecturers and the salary grades given to the regular fulltime faculty under Salary Standardization. Next, compute the lecturers compensation rates per hour as a fraction of annual salary (of comparable fulltime faculty) attributable to teaching.

A. TABLE OF COMPARISON BETWEEN LECTURERS AND REGULAR FACULTY

The lecturers ranks are matched to comparable regular faculty ranks and the appropriate SSL salary grades as shown in the attachment. Although there are presently only eight (8) lecturer ranks from "Lecturer 1" up to "Professorial Lecturer 4", there is a need to add two (2) new lecturers ranks to fill in some gaps.

The two proposed new ranks are "Senior Lecturer 3" (matched to Associate Professor 1 at SSL grade 22) and "Professorial Lecturer 5" (the new highest lecturer rank, matched to Professor 10 at SSL grade 29).

CAVEAT: It should be understood that the "comparable" faculty ranks for lecturers have been set only as a guide for computing the compensation rates of lecturers. It should NOT be taken to mean that a lecturer who is appointed later as a regular faculty may count on being appointed to the comparable faculty rank. The determination of the rank for regular fulltime or regular part-time (including those of former lecturers) shall be subject to the usual criteria used to evaluate the recommendations for appointment/promotion of regular faculty.

B. COMPUTATION OF THE COMPENSATION RATES FOR LECTURERS

Lecturers will continue to be paid on a per hour basis. The formula used to derive the rate per hour is based on the following basic assumptions:

- a. Ten months of the year, 2/3 of faculty time is spent for teaching. The remaining time is for other duties or entitlements of regular U.P. faculty: research, extension, administrative work, attendance in faculty meetings, committee work, study leave, sick leave, sabbatical, teacher's leave, etc.
- b. The normal fulltime load per year is 24 units.
- c. Each unit requires 16 hours of teaching.
- d. Each subject requires a 3-hour final exam.
- e. The proposed new rates apply for both undergraduate and graduate teaching.

THE FORMULA FOR COMPUTING LECTURERS RATES PER HOUR

With the foregoing assumptions, the formula to be used is:

Hourly rate = $(10/12) * (2/3)$ of Annual Salary of equivalent regular faculty rank divided by $24 * 16$ hours.

The actual rate is rounded to the nearest five pesos.

C. REVIEW OF PRESENT RANKS OF INCUMBENT LECTURERS

As a pre-condition to entitlement to the new rates, the qualifications of all incumbent lecturers shall be reviewed or re-evaluated according to the new Table of Comparison. In general, the standards used for the comparable regular faculty will be used for lecturers.

II. PROPOSED AMENDMENTS OF RULES ON LECTURERS

A. MAXIMUM ALLOWABLE TEACHING LOAD

1. From: 6 units per semester/trimester/term at any one time in all units of the University.
- To: 6 units per semester/trimester/term at any one time in all units of the

University unless otherwise authorized by the Chancellor in meritorious cases.

2. From: Aggregate maximum teaching load in a year of 24 units.
- To: Aggregate maximum teaching load in a year of 18 units, unless otherwise authorized by the Chancellor in meritorious cases.

JUSTIFICATION:

The changes are meant to tighten rules on maximum teaching loads for lecturers. Most lecturers have fulltime jobs elsewhere and it is not wise to overload them to the extent that they would be ineffective in class. At the same time, flexibility is being given to Chancellors to handle special cases.

III. COMPENSATION AND TEACHING LOAD FOR PROFESSORS EMERITI AND RETIRED FACULTY GIVEN TEACHING ASSIGNMENTS

- A. Professors Emeriti with teaching assignments shall be paid P4,000 per month or P16,000 per semester for a 3-unit subject or more. This rate is set deliberately higher than the income received by the highest-ranked lecturer (i.e. Professorial Lecturer 5) teaching a 3-unit subject. Adjustment of the monthly rate shall be made accordingly for Professors Emeriti teaching less than the equivalent of 3 units or 48 hours/semester.
- B. Retired faculty members who may be given teaching assignments shall be appointed to the appropriate lecturer rank as recommended by the college or department and the usual Academic Personnel Boards and approved by the Chancellor. Henceforth, they shall be paid the rate corresponding to the lecturer rank they have been appointed to.
- C. For both categories of faculty members made to teach beyond retirement, a maximum load of one subject or a 3-unit course shall be imposed, unless otherwise authorized by the Chancellor in very exceptional cases.
- D. It is understood that all lecturers or professors emeriti given teaching loads are in good health and physically able to teach.
- E. As a rule, no lecturer who is more than 70 years old shall be assigned a teaching load. Exceptions to this

rule can be granted only on recommendation by the President and approval by the Board of Regents.

IV. OTHER CONDITIONS AND POLICIES

A. THE ROLES OF VICE-CHANCELLORS FOR ACADEMIC AFFAIRS

It shall be the responsibility of VCAs to monitor compliance by colleges to the policies and rules on lecturers and professors emeriti.

B. ADDITIONAL NON-GOVERNMENT COMPENSATION FOR LECTURERS IN CERTAIN FIELDS

The University recognizes that for certain fields or specialties, even the new compensation rates may fall short of market rates. In this regard, the University encourages the use of non-government funds (e.g. from foundations, alumni associations, private grants or donations, secondment arrangements by private firms, etc.), whenever necessary and available, for additional compensation or incentives for PROFESSORIAL LECTURERS.

V. SAVING CLAUSE

All rules previously approved which have not been modified, revised or repealed by this new recommendation shall still stand.

VI. EFFECTIVITY DATE: 1 November 1991.

Attachment: TABLE OF COMPARISON AND COMPENSATION RATES

hgn/18 March 1992

NEW RATES FOR LECTURERS AND PROFESSORS EMERITI
(Effective 1 November 1991)

Lecturer Rank	Comparable Faculty Rank	Salary Grade	Annual Salary	Rate Per Hour Old	Rate Per Hour New	% Increase	TOTAL PAY per 3unit SUBJECT**
Lect 1	Instr 1	14-1	49,092	52	70	35%	3,570
Lect 2	Instr 3	16-1	57,432	57	85	49%	4,335
Sr Lect 1	Asst Prof 1	18-1	74,388	73	110	51%	5,610
Jr Lect 2	Asst Prof 4	20-1	81,576	81	120	48%	6,120
Lect 3*	Assoc Prof 1	22-1	99,000		145		7,395
Prof Lect 1	Assoc Prof 4	24-1	121,620	99	175	77%	8,925
Prof Lect 2	Prof 1	26-1	151,800	129	220	71%	11,220
Prof Lect 3	Prof 4	27-1	166,980	142	240	69%	12,240
Prof Lect 4	Prof 7	28-1	182,160	157	265	69%	13,515
Prof Lect 5*	Prof 10	29-1	204,900		295		15,045
Prof Emeritus				1,500	4,000/mo.		16,000

* PROPOSED ADDITIONAL/NEW LECTURER RANKS

** TOTAL PAY FOR TEACHING A 3-UNIT SUBJECT WITH FINAL EXAM.
FEE PER FINAL EXAM EQUALS THAT FOR 3 HOURS OF CLASS.