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2 **IV. POLICY MATTERS FOR APPROVAL OF THE BOARD**
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4 Matters recommended for approval by the President, the action of
5 the Board being indicated at the end of each item:
6

7 **A. Conferment of the degree of Doctor of Humanities (honoris
8 causa) on Camilo Jose Cela**
9

10 The University Committee on Honorary Degrees at its
11 meeting on 21 December 1998 recommended the conferment of
12 an honorary degree, Doctor of Humanities, on Camilo Jose Cela in
13 recognition of his distinguished literary contributions as a great
14 Spanish writer. Cela's body of works demonstrates "the constant
15 renewal of the techniques of the narrative and the skill in the
16 control of language." He was awarded the Nobel Prize in Literature
17 in 1989 for his "rich and intensive prose, which, with restrained
18 compassion, forms a challenging vision of man's vulnerability."
19

20 (Please see **Appendix B, pages 168-176**, for the pertinent
21 documents.)
22

23 **Discussion**
24

25 While recognizing that the proposed conferment of honorary
26 degree on Mr. Cela was fully deserved, Regent David
27 nevertheless suggested that henceforth, the criteria applied in the
28 screening process be appended to the recommendation to confer
29 an honorary degree as a precaution against the probability of
30 another Imelda Marcos receiving an honorary degree from the
31 University.
32

33 Vice President Caoili assured the regent that the Committee
34 has been so strict in applying the criteria as to have turned down
35 even requests from the Department of Foreign Affairs to honor
36 visiting statesmen/dignitaries with such degrees.
37

38 **Board action: Approval**
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40
41
42 **B. U.P. Faculty Code of Ethics**
43

44 **NOTE:** There were two versions presented for approval. The first
45 was prepared by the President's Committee on Ethics and
46 Values Education constituted in July 1995. This draft,
47 which includes suggestions from the various autonomous
48 universities, was favorably endorsed by all the units except
49 U.P. Diliman.
50

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

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

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6 . . .

7
8 **C. U.P. Faculty Code of Ethics (cont'd)**

9
10 The second draft, an abbreviated version written in
11 English and Filipino, was approved by the U.P. Diliman
12 University Council.

13
14 The President recommended the adoption of both
15 versions.

16
17 (Please see **Appendix C, pages 177-192**, for the documents.)

18
19 **Discussion**

20
21 Following the brief background provided by the President,
22 Regent David observed that the U.P. Faculty Code of Ethics is
23 another list of injunctions upon the faculty on top of the other
24 known and unknown rules governing the conduct of the faculty in
25 the University. He wanted to know what purposes such a code
26 was meant to serve, especially since some members of the faculty
27 who were outvoted at the University Council meeting of Diliman
28 where it was taken up perceived the proposed code as no more
29 than a litany of "motherhood statements."

30
31 The President explained that the proposed code was a
32 faculty initiative. As a self-governing community of educated,
33 enlightened, and accountable people, the faculty thought it should
34 impose on its members a code of ethics they themselves worked
35 out, as a way of relieving the apprehension among them that some
36 of their colleagues have not been exactly true to their vocation; that
37 some of them have been forgetful or sometimes remiss in their
38 obligation as faculty members and as citizens of the Republic.

39
40 Regent David opined that codes of ethics are normally
41 drawn up by professionals or guilds, not by a University faculty
42 already governed by a code of conduct. He did not see the need
43 for another statute to make sure that the members of the faculty do
44 their work beyond the code of conduct governing the performance
45 of government officials.

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

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

5
6 . . .

7
8 **B. U.P. Faculty Code of Ethics (cont'd)**

9
10
11 Chancellor Llaguno recounted that the idea of a faculty code
12 of ethics came up four years ago during the term of Chancellor
13 Posadas who had in fact initiated it. To his knowledge, some past
14 incidents precipitated the need for a committee to study the
15 possibility of drawing up a faculty code of ethics for Diliman.
16 However, it was only during the present administration, particularly
17 after the matter was taken up in the faculty conference, that a
18 committee was formed to formulate the code.

19
20 Vice President Caoili cited the celebrated cases of the late
21 Salvador Carlos and Professor Tapales as a turning point toward
22 this initiative. She recalled that the 1995 Faculty Conference came
23 up with a resolution urging the need for a systemwide faculty code
24 of ethics to remind the faculty of how they should comport
25 themselves. Thus President Javier's creation of a systemwide
26 committee to work it out.

27
28 A first draft prepared by U.P. Diliman, the Vice President
29 further recounted, was sent to the university councils of the
30 autonomous campuses for their consideration and inputs. It was
31 returned to the committee thereafter where it went through several
32 processes of refinement. After finding the refined draft acceptable,
33 the President's Advisory Council sent it back to the Councils for
34 approval. Five university councils approved the draft, but U.P.
35 Diliman opted for an abbreviated version based essentially on the
36 contents of the longer version.

37
38 In reply to Regent Alfonso, the University General Counsel
39 went on record that this Code of Ethics should not be construed as
40 "another book to throw at the faculty" nor as a threat to them
41 because there is always a presumption of good faith in the actions
42 of members of the academe, particularly of U.P., and in the way
43 they behave.

44
45 Atty. Guno added that such a document does not merely
46 relate to the matter of discipline which is just one of the concerns
47 of her office, but in her opinion, also to the grant of promotions and
48 tenure.

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3 **IV. POLICY MATTERS FOR APPROVAL OF THE BOARD (cont'd)**
4

5 Matters recommended for approval by the President ... (cont'd)

6
7 . . .

8
9 **B. U.P. Faculty Code of Ethics (cont'd)**
10

11
12 Regent Liban pointed out that since the Code of Ethics is a
13 self-imposed code on the members of the faculty, the Board should
14 only note it with appreciation and convey this action to the
15 university councils. The objective behind the Code of Ethics, in his
16 view, is to ennoble the profession of U.P. faculty members in
17 keeping with the great traditions of the University, its practices, and
18 its mission and vision as the leading institution of higher learning in
19 the country.

20
21 Taking the cue from Regent Liban, Regent Alfonso surmised
22 that since the Code is a self-guiding, a self-enlightening, and a
23 self-civilizing autonomous act of each autonomous university, each
24 of them can tailor this Code of Ethics to its own peculiar situation
25 and needs instead of having a common code of ethics approved by
26 the Board. Vice President Caoili pointed out, however, that this
27 Code of Ethics has already been adopted by five autonomous
28 university councils and that in a sense their members are ready to
29 comply with it.

30
31 The Chairman upheld the Board's noting the Faculty Code
32 of Ethics with appreciation. Regent David, however, insisted that
33 the notation also convey the proviso that the items in this Code of
34 Ethics should not be treated as another set of rules to be complied
35 with by the faculty. President Javier objected, arguing that such a
36 statement is unnecessary in view of its being a self-imposed code.

37 Regent David then requested that his dissenting opinion as
38 a faculty regent be put on record on the ground that the faculty
39 does not need anymore rules than those already contained in the
40 code of conduct for government officials.
41
42

43 **Board action: Notation with appreciation**

**UP FACULTY CODE OF ETHICS
(Draft)**

**Prepared by: The President's Committee on Ethics and Values Education
(Constituted in July 1995)**

**Prof. Elizabeth Ventura, Chair
VCAA Amaryllis Torres, UPD
Prof. Leo de Castro, UPD
Dr. Carmelita Domingo, UPM
Prof. Josefina Tayng, UPM
Prof. Rita Laude, UPLB
Prof. Corazon Lamug, UPLB
Prof. Edelwina Legaspi, UPLB
Prof. Nuria Castells, UPV
Prof. Minda Formacion, UPV**

**This Draft has been referred to the different Autonomous Units through the
Chancellor's Offices. Feedback from the AUs has been incorporated in this draft.**

PREFACE

The University of the Philippines has always been committed to academic excellence. But, as the University is coming increasingly to realize, it must also show deep commitment to moral excellence if it is to continue to be looked up to as a leader.

For this reason, the formulation of this Code has become imperative. There is a need to identify broad ethical principles that could inspire the faculty to a life of moral integrity that matches their academic responsibility. These principles may not directly be enforceable but they appeal to our social consciousness and our sense of personal discipline.

At the same time it is useful to emphasize particular rules that address urgent and specific problems. These particular rules need the force of sanctions for their effective implementation. But no additional sanctions are provided. Most of these rules are already part of the University Code. Their inclusion in this Code of Ethics is intended mainly to reinforce the faculty's acceptance of their continuing importance in University life.

With the promulgation of this Code it is hoped that the consciousness of ethical uprightness among the faculty will be heightened and that society's trust in the academic community will be enhanced.

THE UP FACULTY CODE OF ETHICS

UP Faculty members shall :

Perform their roles and responsibilities in instruction, research and extension with a firm commitment to academic excellence, honesty and integrity.

Uphold the integrity and dignity of the teaching profession.

Be loyal to the University and uphold its honor.

Abide by the provisions of the University Charter, the University Code, and the lawful rules and orders of duly constituted authorities of the University System, the autonomous units, and the colleges.

Deal with their colleagues and Other University constituents in spirit of cooperation, camaraderie and professionalism.

Treat their students with respect, fairness and dignity

Resolve conflicting demands guided by the best interest of the University and the country.

Imbue themselves and their students with love of country and humanity and appreciation and respect for individual religious persuasions and different cultures.

Be living examples of the conscience of the University and the nation.

CHAPTER 1. GENERAL PROVISIONS
ARTICLE 1. PRELIMINARY

- SECTION 1.** Faculty members shall commit themselves to the pursuit of academic excellence in providing basic and advanced instruction in the humanities, philosophy, the sciences, the arts and the professions. They shall undertake research and extension contributing to the growth, dissemination and application of knowledge.
- SECTION 2.** Faculty members shall be loyal to the University. They shall uphold the honor of the University and avoid discrediting it with conduct discordant with its goals, standards and principles.
- SECTION 3.** In pursuit of the goals of the University, members of the faculty shall enjoy academic freedom which is the freedom to conduct academic and scholarly inquiry and to discuss and communicate the results of such inquiry unhampered by prior restraint or subsequent punishment and guided by a strong sense of responsibility.
- SECTION 4.** Members of the faculty shall provide education in various fields that will enable those who avail of their instruction and training not only to be members of the profession of their choice but also to be humane and responsible members of a free society that values human dignity.
- SECTION 5.** In consonance with the University's pursuit of high standards of education, the faculty members shall pursue the tradition of academic excellence.

SECTION 6. Members of the faculty shall perform their roles and responsibilities as teachers and scholars and shall discharge these responsibilities with the highest standards of integrity, honesty and excellence. They shall demonstrate :

- a) respect for human dignity and welfare**
- b) moral and intellectual integrity**
- c) a sense of nationalism and a concern for community welfare**
- d) professionalism**
- e) initiative, creativity and diligence**
- f) a sense of propriety**
- g) devotion to duty**

SECTION 7. In case of conflicting demands , faculty members shall responsibly resolve these conflicts according to the best interest of the University.

CHAPTER 2. RELATIONSHIPS WITHIN THE UNIVERSITY

ARTICLE 1. THE FACULTY MEMBERS AND THE UNIVERSITY ADMINISTRATION

SECTION 1. Faculty members shall abide by the provisions of the Charter of the University and the University Code and the lawful rules and orders of the duly constituted authorities of the University System, the University and their respective Colleges.

SECTION 2. Faculty members shall respect the office held by duly constituted authorities and in turn expect to be given the respect due to a member of the academic community and of a learned profession.

- SECTION 3.** Faculty members shall accept their share of responsibility for the governance of the University. It is their honor and obligation to serve in committees within the department, the College and the University. They shall extend their full cooperation and serve to the best of their ability to accomplish the goals of the University.
- SECTION 4.** Faculty members may engage in the practice of their profession according to the rules of the University provided that such activities shall not interfere with their responsibilities to the University and shall not impair their integrity and efficiency.
- SECTION 5.** Faculty members appointed as administrators shall exercise democratic leadership, observe transparency, practice objectivity and fairness towards their colleagues, seek a consensus in matters of policy, and exercise prudence in the use of University resources.
- SECTION 6.** Faculty members who are appointed as administrators shall use their office in support of the academic goals of the institution. They shall work for the attainment and advancement of the scholastic and research creativity of the faculty.

**ARTICLE 2. THE FACULTY MEMBERS AND THEIR COLLEAGUES AND OTHER
EMPLOYEES IN THE UNIVERSITY**

SECTION 1. Faculty members shall deal with their colleagues in the spirit of cooperation, camaraderie, and professionalism. Observing these values they shall :

- a) be sincere and open in dealing with colleagues;**
- b) observe intellectual property rights of colleagues and others**
- c) respect their colleagues and others**
- d) subordinate personal wishes to higher goals**
- e) not engage in and discourage illegal, immoral and unethical activities**
- f) display goodwill and sportsmanship at all times**
- g) extend moral support and material assistance when needed**

SECTION 2. Faculty members who teach courses in collaboration with others shall comply in good faith with previously agreed upon plans and arrangements.

SECTION 3. Faculty members shall not speak ill of their colleagues and other University employees nor malign them by any other means.

SECTION 4. Faculty members shall be fair to and be respectful and considerate of support staff.

SECTION 5. Faculty members shall not directly or indirectly encroach on the professional practice of their colleagues.

SECTION 6. Faculty members shall guard against the unscrupulous practice of their profession or field. They shall not involve themselves nor assist others in the same. They shall not delegate/ refer to any unqualified person any task which may be performed only by an expert.

ARTICLE 3. THE FACULTY MEMBERS AND THE STUDENTS

SECTION 1. Faculty members' personal and professional behavior shall be consistent with the objectives and standards of the University. It shall be worthy of emulation by students.

SECTION 2. Faculty members shall impart knowledge and skills to students according to their best lights.

SECTION 3. Faculty members shall be conscientious in performing their teaching responsibilities and activities including course preparation, attendance in classes, correction of examinations, submission of grades, and in case of team teaching, adhering to the agreed upon concept and conduct of the course. They shall dismiss their classes on time, and shall observe punctuality and attendance in University meetings, prudence in the use of time and University facilities and promptness in the completion of set tasks.

SECTION 4. Faculty members shall provide a class atmosphere conducive to learning. They shall stimulate and guide students to think critically and work independently.

SECTION 5. Faculty members shall deal impartially and fairly with students . They shall not discriminate against or act in favor of them on the basis of beliefs, nationality, ethnicity, gender, relationship by kinship, social class or favors received. The evaluation of their capabilities shall be based on merit.

SECTION 6. Faculty members shall behave in a dignified manner. They shall not commit immoral acts nor engage in sexual or other forms of harassment. They shall not use their position and authority to take advantage of students.

SECTION 7. Faculty members shall inculcate in the students a sense of moral responsibility and respect for life and human dignity .

SECTION 8. Faculty members shall not exploit their students .

SECTION 9. Faculty members shall see to it that transactions with students are transparent and above-board. They shall not enter into financial transactions with them for personal gain. They shall discourage gift-giving.

SECTION 10. The faculty shall keep confidential all information regarding the academic performance of their students , unless needed for evaluation of scholastic standing.

ARTICLE 4. THE FACULTY MEMBERS AND THE TEACHING PROFESSION

SECTION 1. In the spirit of academic excellence, faculty members shall continuously endeavour to upgrade their knowledge and skills.

SECTION 2. Faculty members shall uphold the primacy of teaching.

SECTION 3. Faculty members shall at all times uphold the integrity and dignity of the teaching profession. They shall not behave in a scandalous manner and shall avoid using sexist and vulgar language and gestures. They shall dress appropriately.

SECTION 4. Faculty members must be imbued with the values of honesty, efficiency, punctuality and prudence in the use of official time and University facilities.

ARTICLE 5. FACULTY MEMBERS IN RESEARCH AND EXTENSION

SECTION 1. Faculty members shall pursue scholarly research and engage in extension work with excellence, honesty and integrity.

SECTION 2. Faculty members engaged in research shall present findings based on complete and actual results. Faculty members shall conduct extension service, disseminate research results with openness and commitment to truth. They shall not plagiarize nor distort results.

SECTION 3. Faculty members shall observe rules and procedures promulgated by the University in the conduct of research and dissemination of results.

SECTION 4. Faculty members engaged in research shall safeguard the rights and promote the welfare of the participants/ subjects of the research. Thus they shall :

- a) treat human subjects with dignity and shall not subject them to unnecessary pain, suffering, embarrassment or intrusion into their private lives
- b) give the participants/subjects of the research the full emolument (if any) stipulated in the research proposal but not for the purpose of manipulating the subject's behavior
- c) ensure informed consent and confidentiality for the participants/subjects of the research
- d) treat other subjects with respect

SECTION 5. Authorship shall be determined by the extent of participation, especially in the conceptualization and analysis of the work. The authors shall assume responsibility for the integrity of the research.

SECTION 6. The contribution of others to the research team and the funding agency shall be appropriately acknowledged.

SECTION 7. Equipment and instruments used in the research shall become the property of the unit / institution conducting the research unless otherwise provided in a memorandum of agreement with the funding agency.

CHAPTER 3. RELATIONSHIPS OUTSIDE THE UNIVERSITY

ARTICLE 1. THE FACULTY MEMBER AND PHILIPPINE SOCIETY/ COMMUNITY

SECTION 1. Faculty members shall possess and promote a strong sense of nationalism, ie., safeguard Filipino sovereignty, take pride in the Filipino people, elevate national morality and work for people's democratic rights and welfare. They shall be living examples of the conscience of the nation. They shall foster a healthy appreciation and respect for the cultures of other nations.

SECTION 2. Faculty members shall have a concern for community welfare and public service. They shall exemplify personal commitment, service and sacrifice to the marginalized sectors.

SECTION 3. Faculty members shall endeavour to establish harmonious personal/official relations with other professionals and officials in the community.

SECTION 4. Faculty members shall uphold moral courage and a healthy respect for critical study and thinking imbuing their students and community with a strong sense of responsibility for the nation and humanity.

SECTION 5. Faculty members shall be imbued with the spirit of democracy and pluralism, and not of elitism and shall pursue the continued democratization of Philippine society.

SECTION 6. Faculty members shall propagate strong environmental consciousness and contribute to the struggle for a sustainable environment.

SECTION 7. Faculty members shall uphold respect for basic human rights and social justice in the community and nation.

ARTICLE 2. THE FACULTY MEMBER AND OUTSIDE ENTITIES/PRIVATE BUSINESS

SECTION 1. Faculty members shall observe honesty and fairness in all their dealings and transactions.

SECTION 2. Faculty members shall not render services to the external entities when such services conflict with the interests of the University.

SECTION 3. Faculty members shall not use University premises and facilities for personal political, religious or other partisan activities except in designated places or with prior consent of the University.

UNIVERSITY OF THE PHILIPPINES
DILIMAN
QUEZON CITY

1/13 (3)

RECEIVED

OFFICE OF THE CHANCELLOR

199-016
Office of the Vice-President
for Academic Affairs
University of the Philippines
Date: 13 January 1999
By: JAN 13 1999

MEMORANDUM NO. 99-22

To : Vice-President Olivia C. Caoili

Attached herewith are the English and Filipino versions of the Faculty Code of Ethics approved by the U.P. Diliman University Council on 8 December 1998.

For the consideration of the PAC please.


CLARO T. LLAGUNO
Chancellor

cc: University Secretary Helen E. Lopez



Draft

KODIGO NG ETIKANG PANGKAGURUAN



ami, mga kasapi sa kaguruan ng Unibersidad ng Pilipinas—taglay ang pagtitiwala sa tao at sa pagtiktas sa kaalaman, at buo ang loob sa pakikiisa sa mapagpalayang propesyon ng edukasyon—ay sumusumpa na:

- I. Una at higit sa lahat, isusulong ang dangal ng Unibersidad ng Pilipinas;
- II. Basakaluparan ang kagalingan sa pagtuturo, pamanaliksik, at serbisyong pantabas at ipagpapatuloy ang gawain, magsusulong sa aming kaalaman at kahusayan na kaalinsabay ng pamantayang pandaigdig;
- III. Pataguyod ang tunay na diwò ng nasyonalismo at marubdòb na pagkapit sa pantipunang-katarungan, kasariang-pagkakapantay, kapakanang-pangkominidad, at pangangalugang-pangkapaligiran;
- IV. Ipagpapatuloy ang katatagan ng halayaang akademiko sa pagpapatupad ng aming mga-gawain at responsibilidad bilang mga-guro at iskolar nang may karangalan, katapatan, pagkamalikhain, kawastuhang-asal, pagkakapantay, at laos-pusong paglilingkod;
- V. Ipupunta sa kaisipan ng mga mag-aaral ang mulinding pagmamahal sa kaalaman kaugnay ng pagsulong ng kagalingan, katapatang pangkaisipan at paggalang sa pagkamakatao;
- VI. Basabuhay ang pagtutulongan, kasiyahan at propesyonalismo sa pakikipag-ugnayan sa mga kasamahan;
- VII. Ipagpapatuloy ang katapatan at pagkakapantay sa pakikibahagi sa kasamahan, mag-aaral at iba't ibang tao o ahensya sa labas ng Unibersidad;
- VIII. Diwawaksi ang mga-gawain at interes na salungat sa aming tungkulin bilang mga-guro, at taliwòs sa interes ng Unibersidad;
- IX. Isusulong ang epektibong pamamalakad at pagpapalunlad sa mga institusyon ng Unibersidad sa pamamagitan ng aktibong pakikilahók; at
- X. Ipatutupad ang mga probisyon ng Charter ng Unibersidad at Kodigo ng Unibersidad, at alituntuning isinabatas ng mga pinagkatiwalaang-aawtoridad ng University System.

Inaprubahan ng University Council sa Ika-63 Pagpupulong noong Disyembre 8, 1998 sa Malcolm Hall, UP Diliman, Quezon City.
Kinumpirmahan ng Lupon ng mga Rehente sa Ika-___ Pagpupulong noong _____

Genes ng UP Diliman Information Office



Draft
THE FACULTY CODE OF ETHICS



With faith in humankind and the quest for knowledge and with commitment to the best in our profession as educators in order to liberate the human spirit, we, the members of the faculty of the University of the Philippines hereby pledge to:

- I. Uphold the honor of the University of the Philippines, first and foremost;*
- II. Pursue excellence in instruction, research and extension, and work continuously towards advancing our knowledge and skills to a level comparable with the best in the world;*
- III. Promote a strong sense of nationalism and enduring concern for social justice, gender equality, cultural values, community welfare and protection of the environment;*
- IV. Keep academic freedom inviolate in the performance of our roles and responsibilities as teachers and scholars with integrity, honesty, creativity, propriety, fairness and devotion;*
- V. Instill in our students the passion for learning, the discipline attendant to the pursuit of excellence, intellectual honesty and respect for the humane;*
- VI. Relate with our colleagues in the spirit of cooperation, camaraderie and professionalism;*
- VII. Maintain honesty and fairness in our dealing with colleagues, students and entities outside of the University;*
- VIII. Reject activities and interests that interfere with our responsibilities as faculty members and conflict with the interests of the University;*
- IX. Participate actively in the effective governance and institutional development of the University; and*
- X. Abide by the provisions of the Charter of the University and the University Code, as well as the lawful rules and regulations of the duly constituted authorities of the University System.*

Approved by the University Council at its 63rd meeting on December 8, 1998, at Malcolm Hall, UP Diliman, Quezon City
Confirmed by the Board of Regents at its _____ Meeting on _____

Produced by the UP Diliman Information Office