

leadership. Apparently, there were reports of hold-over appointments by several Deans and Directors because the selection process is not being followed on time.

2. Student Regent Macuha observed that committees for the selection process for Chancellors are well-represented because there is a Chair, senior and junior faculty, representatives of REPS and administrative staff, President's representative, and a representative of the students. Apparently, not all CUs follow the same format because in UP Diliman, there are committees composed of faculty members only. He wanted to systematize all selection processes for Deans and Directors to represent all sectors involved.
3. Chair Licuanan recalled that the argument against the basic standardization was that there was a policy allowing different CUs to have their own method of search process. However, the issue on whether there is enough time for the search process to proceed to avoid hold-over appointments may be looked into.
4. President Pascual said that while everybody is aware of the rule, there are reasons for having hold-over appointments in the University.
5. On the Deanship of the UPLB College of Forestry and Natural Resources, Student Regent Macuha put on record that Dr. Willie Abasolo and Dr. Roberto Visco are both student-friendly but students preferred the latter. Still, Student Regent Macuha supports Dr. Abasolo as Dean.
6. On the Deanship of the UP Manila National Teacher Training Center for the Health Professions, Student Regent Macuha put on record that he abstained from the approval of the deanship of Dr. Fajutagana.

Board Action: APPROVED

ACADEMIC MATTERS

A. Enhancement of the University of the Philippines' Postgraduate and Undergraduate Teaching Assistantships Program

Background:

“Teaching Associates” or “Teaching Fellows”, collectively known as “Teaching Assistants”, as defined by the UP Diliman Faculty Manual, are postgraduate students assigned to teach undergraduate courses in the department where they are enrolled. Considered “non-regular members” of the teaching staff, they are appointed on a yearly contractual basis to teach part-time until the maximum residence period allowed by UP (i.e., 5 years for masters students, 6 years for PhD students with a master's degree upon admission, and 8 years for those doing straight PhD). In return, they receive full-time postgraduate study privilege. The teaching load is a minimum of 6 units and a maximum of 9 units a semester, and the semester's study load must be 6 to 9 units of post graduate course work or 12 units of thesis or dissertation work.

The UP Diliman School of Economics, which has employed the most number of teaching fellows, has benefitted from this program. UPLB has institutionalized and expanded the teaching associates and teaching fellows program “in order to accelerate the recruitment of highly-qualified faculty and further encourage the development of existing faculty”.

Highlights of the Discussion

1. Student Regent Macuha said that the issue was that the UP System abolished the 300 or so plantilla items to push for Teaching Assistants and Teaching Fellows on contractual basis. Since the issue affects the faculty members, some members of the Union should have been consulted about the subject matter, based on the Collective Negotiation Agreement.
2. President Pascual said that the UP System was not introducing anything new and that this was part of the solution to the problem of inadequate plantilla items for faculty. Undergraduate and postgraduate students who can do classroom teaching and laboratory supervision would be hired as Teaching Assistants or Teaching Fellows.
3. President Pascual added that some leading universities do not have Instructor items anymore. Based on the System’s analysis, some Instructors take the position while waiting for a regular job offer outside. Fresh graduates who want to venture outside the University fit in the plan of having more Teaching Assistants and Teaching Fellows to augment the faculty resources. Meanwhile, the Instructor positions will not be abolished because these positions are made available to honor graduates whom the University would recruit and later send for Masteral or Doctoral studies abroad.
4. Student Regent Macuha chose to abstain in the approval. He said that the program would benefit the students, and that he understood where the anxiety of the faculty was coming from. He abstained from the approval of the Board.

Board Action: APPROVED

B. Proposal to Rename the Department of Agricultural Economics (DAE) in UP Los Baños to Department of Agricultural and Applied Economics (DAAE)

The addition of “Applied” reflects the Department’s expanded scope and mandate, the internationalization of agricultural and applied economics education, and the growing interdisciplinarity of agricultural economics.

The following fields of specialization will be offered under the renamed department: Production Economics and Farm Management; Agricultural Marketing and Prices; Policy and Development; Rural Finance and Institutions; Natural Resource Economics; Food and Nutrition Economics; and Cooperatives in Rural Development. The UPLB Executive and Management Committees approved the proposal during their joint meeting on 16 January 2015.

Board Action: APPROVED