

II. MATTERS APPROVED BY THE BOARD (cont'd)

B. ACADEMIC MATTERS

1. Proposed Rationalization of the UP Diliman Organizational Structure

Board Action: The Board **REMANDED** to UP Diliman the proposal for the upgrading of certain offices, with instructions to consider or include, if necessary, the comments and inputs of the members of the Board. The Board **APPROVED** specific items in the proposal, as follows:

A. Upgrading of existing units/teams into offices:

Technology Transfer and Business Development Office (TTBDO)

B. Transfer/realignment of offices

- a. Transfer of the Center for Ethnomusicology from OC to OVCRD**
- b. Transfer of the Institute for Small-Scale Industries from OC to OVCRD**

C. Renaming of offices:

Under the OVCRD

- 1. From: Project Management and Resource Generation Office (PMRGO)
To: Research Management Office (RMO)**
- 2. From: Research Dissemination and Utilization Office (RDUO)
To: Research Dissemination Office (RDO)**

Under the OVCSA

**From: Office of Scholarships and Student Services (OSSS)
To: Office of Scholarships and Grants (OSG)**

- 1.1 UP Diliman Chancellor Michael L. Tan and Vice Chancellor for Research and Development Fidel R. Nemenzo presented to the Board the proposed rationalization of UP Diliman's organizational structure. This agenda item was discussed during the special briefing of the members of the Board on 30 July 2018.
- 1.2 Chancellor Tan said that this is the second phase of the rationalization of UP Diliman's organizational structure, which was started last year with the Office of the Vice Chancellor for Academic Affairs. His team tried to keep the organization "lean and mean" as recommended by the System Executive Committee. The proposed rationalization includes three (3) types of changes: renaming of offices, transfer/realignment of offices, and upgrading of units/teams into offices.

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- 1.3 Regent Jimenez noticed that there are offices at the CU level that have mirror offices at the System level. He inquired whether there is general supervision and/or control by the System office over the mirror CU office for these types of offices. Chancellor Tan responded that there are certain offices like the Office of the Vice Chancellor for Academic Affairs that sit in the System Academic Affairs Committee for discussion and consultation of issues that have systemwide implications.
- 1.4 Vice Chancellor Nemenzo added that the proposed Technology Transfer and Business Development Office will be the mirror office in UP Diliman of the System TTBDO which is under the Office of the Vice President for Academic Affairs. All the Heads of the TTBDOS across CUs sit in the Executive Committee of the TTBDO which is under the Vice President for Academic Affairs.
- 1.5 Chancellor Tan noted that there are crucial System offices, such as the Office of the Vice President for Planning and Development and the Office of the Vice President for Public Affairs, that have no counterpart offices yet in UP Diliman. There is really a need to rationalize the organizational structure in order to have seamless linkage and coordination among System and CU offices.
- 1.6 Regent Farolan recalled from the discussion at the special briefing that UP Diliman will submit to the Board for review the individual proposal for each of the offices being proposed specifying the rationale and the reason for the proposed change. Vice Chancellor Nemenzo disclosed that the individual proposals of the units are available but were not submitted to the Board. They will have to be revised because some of them contain wish lists which include plantilla items required of a full blown office.
- 1.7 Chair De Vera inquired about the process undertaken by UP Diliman in coming up with the proposed rationalization and whether there was a procedure for engaging the different units to reflect on their mandates, on their actual functions, and on their achievements. The Board has to see what the boxes in the rationalized organizational chart represent and do. Otherwise, the Board may end up converting ad hoc structures into permanent structures.
- 1.8 Chair De Vera also commented that it is hard to identify the offices that are responsible for certain concerns. He shared his experience with the ongoing road construction at Area 1 when his car was damaged. He did not know which office is responsible for the monitoring and policing of all these road constructions. He eventually discovered that it is the Public Safety and Security Office but he asked whether monitoring construction works is really the task of this office.

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- 1.9 Regent Laurel commented that rationalizing an organizational structure may really require budget and plantilla items. Regardless of the recommendation to minimize the plan's budget requirements, it should come up with a proposal which shows how the real plantilla would look like, including the items for new offices being proposed which, as Chair of the BOR Finance Committee, he would like to see. He suggested not to start an office if it will not have a real impact or accomplish a certain level of excellence due to budget or plantilla constraints. Chancellor Tan told the Board that they removed the big ticket items from the original proposal and presented only those that would not require additional budget or staff items. But with the instructions from the Board, they would map out the proposed rationalized UP Diliman administrative structure.
- 1.10 Regent Fulvadora reiterated the concern raised during the special briefing about having a standard nomenclature for similar offices across the CUs. She inquired why UP Diliman is renaming the Office of Scholarships and Student Services (OSSS) as the Office of Scholarships and Grants (OSG) when other constituent units have similar offices using the OSSS nomenclature. Vice Chancellor Nemenzo informed the Board that he actually had a talk with the Chancellors of CUs with similar offices and they advised him to start it in UP Diliman and they will follow. He said that the proposed name reflects the true nature and scope of the functions of and services provided by that office in UP Diliman.
- 1.11 Regent Jimenez commented that the Board looks at the entire university from the lens of the System and UP seems to look like a federalized system with lot of local autonomy. He inquired if the proposed rationalized administrative structure of UP Diliman has gone through the review of the President in terms of rational connection from UP System down the CU level. This is not because the System wants to be a strong executive but just to be effective in its decision making and to properly guide the Board in policy decisions. On this note, he recommended that the Chancellor go back to the Board with the general strategic direction for UP Diliman in light of the rationalization because the Board would like to see the big picture, so it can strategize, prioritize, and approach it at the level of the budget.
- 1.12 Regent Jimenez moved for a review of the Diliman rationalization proposal and asked the President to provide a more systemwide guidance to all reorganization proposals for all campuses, check nomenclature issues and functions in general and see whether the changes would achieve, at a certain level of capacity, the purpose of the office.
- 1.13 Chair De Vera proposed to have two (2) separate resolutions. The first is to remand the entire rationalization proposal to UP Diliman to incorporate the comments of the Board, particularly regarding prioritization and fiscal implications, especially for upgrading offices or creating new ones. The Board would like to know what offices really need to be created, strengthened, or improved. The second resolution is to look at the rationalization from a System perspective, asking the different campuses for comments on the proposed changes, and standardizing the nomenclature across campuses.

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- 1.14 Vice President Bautista informed the Board that some of the units being proposed for upgrading are linked to the UP System. TTBD0 is a case in point. It is being renamed and upgraded to be aligned with the System and CU TTBD0s.
- 1.15 President Concepcion clarified that the proposed organizational rationalization will not require new plantilla items. The only financial requirements are the honoraria and RATA for a Director of an office which will be upgraded from an existing team/unit into an office, which will require the amount of P274, 272.00 per year per office.
- 1.16 Chair De Vera asserted that it should be clear to all the personnel in these offices that they will not get additional items. Vice Chancellor Nemenzo confirmed that there will be no expectations from them because they are actually operating as de facto offices.
- 1.17 Regent Arinto clarified that upgrading is different from renaming. In the case of a renaming, there is no change in the function and scope of the work of the office and there may be no need to expand the number of personnel. She said she is not comfortable looking at charts and boxes without specific proposals for each of the offices being renamed or upgraded. She added that while she understands how it is to negotiate with the System to establish even just one office, she also knows that it is very difficult to avoid additional expenses.
- 1.18 On the proposed renaming of offices without upgrading, Vice Chancellor Nemenzo attested that there will be no financial impact on the part of the University. Chair De Vera added a collatilla that it should be made clear to these offices that there will be no additional plantilla items for them. After a long deliberation by the Board, the

Board approved specific items in the proposal under renaming of offices, as follows:

- a. From: Project Management and Resource Generation Office (PMRGO)
To: Research Management Office (RMO)
 - b. From: Research Dissemination and Utilization Office (RDUO)
To: Research Dissemination Office (RDO)
 - c. From: Office of Scholarships and Student Services (OSSS)
To: Office of Scholarships and Grants (OSG)
- 1.19 President Concepcion moved for approval of the proposed transfer/realignment of two (2) offices, namely, the Center for Ethnomusicology and the Institute for Small Scale Industries, from the Office of the Chancellor (OC) to the Office of the Vice Chancellor for Research and Development (OVCRD). There being no objection to the motion duly made and seconded, the Board approved the proposed transfer of the foregoing offices from OC to OVCRD.

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- 1.20 On the proposed upgrading of offices, President Concepcion concluded from the long discussion that the Board was not ready to make a decision yet, and moved for the deferment of action on these items in the proposal. Regent Jimenez seconded the motion with a clarification to incorporate the inputs of the Board in the final proposal that will be brought back to the Board.
- 1.21 There being no objection to the motion duly made and seconded, the Board remanded to UP Diliman the proposal for the upgrading of certain offices, with instructions to consider or include, if necessary, the comments and inputs of the members of the Board.
- 1.22 Vice Chancellor Nemenzo appealed to the Board for reconsideration of its decision on the UP Diliman TTBD0 because it is the unit that has the most number of staff among the function-based units of the OVCRD. Chair De Vera moved that approval of the upgrade of the TTBD0 be done by referendum, with the appropriate documents submitted to the members of the Board.
- 1.23 Regent Arinto reiterated that, as a matter of practice, the Board would like to have the full proposal for offices to be renamed or upgraded. She said that she is inclined to approve the proposed upgrade of the UP Diliman TTBD0 if the proponent can show supporting documents containing the rationale for the upgrade.
- 1.24 Before the end of the meeting, Regent Farolan called the attention of the Board to the document submitted by Vice Chancellor Nemenzo on the proposed UP Diliman TTBD0. He recalled that it was agreed that if the proponent can submit the required document to the satisfaction of the Board, the Board would approve the upgrading of the TTBD0. He moved for the approval of the upgrading as provided in the earlier briefing by UP Diliman. There being no objection to the motion made and seconded, the Board approved the upgrading of the TTBD0 into an office.

2. Proposed Institution of the Professional Master in Data Science (Analytics) Program

Board Action: APPROVED

- 2.1 Dr. Erniel B. Barrios, former Dean of the School of Statistics, presented to the Board the proposed Professional Master in Data Science (Analytics) Program at the School of Statistics. With him was the Director of the UP Diliman Interactive Learning Center, Dr. Joseph Ryan Lansangan. This agenda item was part of the agenda of the special briefing of the members of the Board held on 30 July 2018.