

- d Render service to the University and the larger community
 - ▶ Engage in activities that enrich the University's academic life
 - ▶ Undertake public service projects that improve the quality of life, address contemporary problems of society, or generally raise the welfare of the community at large

2.2. On the part of tenured faculty who recommended tenure

- a Uphold academic freedom, which requires that faculty appointments are made solely on academic grounds—performance in teaching, research and extension, potential to contribute to the discipline, and ethical conduct of the profession
- b Apply stringent standards in measuring the quality of the applicant for appointment (reappointment) and tenure
- c Create an intellectual environment that supports open and free inquiry, including the freedom to differ, in the spirit of learning and scholarship
- d Satisfy the minimum (preferably better than the minimum) expectations of faculty stated in section 2

C. Tenure-Track Positions

- 1 Tenure-track appointment is probationary in character. The period of temporary appointment varies according to the rank of the faculty member under probation as stated below.
- 2 Tenure-track positions are those that can lead to tenure, namely: Instructor, Assistant Professor, Associate Professor, and Professor. However, tenure is not given at the Instructor rank except as provided in item E1.1.
- 3 There are two types of initial appointment: direct entry at the rank of Instructor, and lateral entry at higher ranks (Assistant, Associate, and full Professor).
- 4 The period of probation (temporary appointment) is as follows.²
 - 4.1. For Instructor rank, the period is not more than five years reckoned from the date of original appointment as Instructor, regardless of status as temporary,

² Revised Section 5.4.1 of Article 177, UP Code, as amended (Criteria for Tenure: Instructor), 1142nd BOR meeting, 20 May 2000; Article 178, Criteria for Tenure: Assistant Professor; Article 179, Criteria for Tenure: Associate Professor; Article 179A, Criteria for Tenure: Professor.

- 8.2. Members of the department/division Academic Personnel Committee (APC) change as they are elected. To ensure consistency in the details of the plan and avoid misunderstanding, it is best to put the improvement plan in writing.
 - 8.3. The discussions that precede the approval of the plan help ensure that the requirements are fair and reasonable.
 - 8.4. A formal plan will serve as a clear guide and basis for monitoring the progress toward tenure of the faculty.
9. At the end of the year of the plan, the Chair and department APC (or equivalent body) shall either recommend continuation of the plan for another year or modify it. However, if the faculty member's performance is unsatisfactory, his/her appointment shall not be renewed. In no instance shall the improvement plan be used as a reason to renew the appointment of a faculty member who shows little or no promise or potential for growth.
 10. Units may adopt stricter probationary policies,³ provided these are approved by the College, the Chancellor, the President, and the Board of Regents.

D. Non-Tenure Track Positions

1. A non-tenure track position is a full or part-time faculty position with a certain rank which does not lead to tenure. Non-tenure track positions are the following: substitute faculty, casual faculty, adjunct faculty, affiliate faculty, clinical faculty, lecturer, senior lecturer, professorial lecturer, visiting professor, teaching assistant, and teaching associate. REPS (Research and Extension Personnel) faculty are a special case (see item D15).
2. A non-tenure track faculty member has the same rights and responsibilities as tenured faculty except on the matter of tenure. However, lecturers and part-time faculty are not assigned committee work or required to attend meetings.
3. A substitute faculty member is one who occupies the item of a faculty member on leave without pay or who is seconded to another agency of government. The appointment of substitute faculty is for one semester or academic year and ends upon the return to duty of the faculty member who holds the item, as specified in the substitute faculty member's notice of appointment. Substitute faculty carry full-time load.

³ For example, in its 1026th meeting on 23 November 1989, the BOR approved the recommendation of the School of Economics, UP Diliman, that the maximum period of temporary appointment as Assistant Professor of Economics be six years, provided the School continues to hire faculty members with PhD degrees.