

I. Minutes of the previous meeting (cont'd) -

"The proposed outlay is the estimated minimum requirement to establish and maintain the branch. The recommended position items are just enough to service the needs of about 100 students expected to enroll therein.

"Board action: Approval (6 and 6a), with Regent Fonacier suggesting the recruitment of more experienced faculty members for this new unit FROM WITHIN THE UNIVERSITY." (Addition in capital letters by Regent Fonacier.)

- B. Page 34, item VII-T-No. 5 and 5-a, re incentives for faculty members to accept appointments in external units. - Regent Sicat sought clarification as to whether this policy would be applicable only to faculty members from Diliman accepting assignments in the external units, or whether this means providing a higher salary pattern in general for faculty members in the external units. The President clarified that the policy applies only to faculty members from Diliman, Manila, or U.P. at Los Baños who shall accept assignments in the external units.

II. On motion duly seconded, the Board approved the following matters from the University Council:

- A. Revision of the Codal provisions on faculty tenure (Articles 177, 178 and 179), with the incorporation of new provisions (Art. 179a, 179b, 179c, 179d) submitted by the Executive Committee through the President. (Please see Appendix "A", pages 57 to 60 for the proposals with an explanation on the salient features thereof.)

Note: The Board deferred action on the recommendation to revise the Codal provision on faculty tenure at its 830th meeting on 22 February 1973, taking into account the comment of Regent Fonacier that the recommendation failed to answer the basic question of at what level faculty tenure should begin.

The Board again deferred action on the recommendation for the revision of the Codal provisions on faculty tenure at its 831st meeting on 29 March 1973 for further study of the Executive Committee, with the suggestion from Regent Fonacier that the Committee consider appointments

II. On motion duly seconded, the Board approved the following (cont'd) --

A. Revision of the Codal provisions on faculty tenure (cont d) -

Note (cont'd) -

on a contractual basis for a number of years without any promise of tenure. The Regent stated that one should not get a tenure until he is an associate professor; those below should be on contractual basis, because one of the enemies of teaching efficiency, according to the Regent, is permanent tenure.

A-1. In this connection, the financial implications on the above revised provisions on faculty tenure (Appendix "B", page 61.)

The financial requirements for possible faculty promotions as a result of the new provisions on faculty tenure would be between P580,000 and P780,000, based on the current faculty salary scale. If only instructors would be promoted, P580,000 would be enough, but extending the promotions to higher ranks would require P780,000, both estimates inclusive of additional GSIS premiums.

Board action: Approval of "A" and notation of "A-1."

In this connection, Regent Sicat raised the question of how the rules will apply to a faculty member appointed on substitute basis in place of an assistant professor on leave of absence, and who assumes the substitute position with the same rank as assistant professor. The Regent wanted to know if that faculty member concerned is automatically covered by the proviso and if so, what happens to the other faculty member when he returns from leave of absence. The Board clarified that substitute faculty members are not covered by these rules, and that as long as they are on substitute status, they remain on temporary basis. The question therefore poses a budgetary problem, because if they acquit themselves well on the job, they can be taken in on regular status only if an item is created for them in the budget.

*Board Action: Approval*PROPOSED REVISION OF THE CODAL PROVISIONS ON FACULTY TENURE

- From - Art. 177. The initial appointment to the rank of instructor or assistant instructor shall be temporary in character and for a period not exceeding one year. This appointment may be renewed for periods of one or two years but their total length shall not exceed three years. A temporary appointment shall automatically terminate at the end of the period stated in it unless the Dean or Director with the concurrence of the President, recommends renewal of the temporary appointment with a stated tenure on the basis of the factors mentioned in Article 174 of this Code.
- To - ART. 177. INSTRUCTORS. - (a) THE INITIAL APPOINTMENT IN THE UNIVERSITY TO THE RANK OF INSTRUCTOR SHALL BE TEMPORARY IN CHARACTER AND FOR A PERIOD NOT EXCEEDING ONE YEAR.
- "(b) A TEMPORARY APPOINTMENT SHALL AUTOMATICALLY TERMINATE AT THE END OF THE PERIOD STATED THEREIN UNLESS THE CHANCELLOR OR THE PRESIDENT UPON RECOMMENDATION OF THE DEAN OF THE UNIT RENEWS THE TEMPORARY APPOINTMENT FOR A PERIOD OF ONE OR TWO YEARS, BUT IN NO CASE EXCEEDING FIVE YEARS FROM THE DATE OF THE INITIAL APPOINTMENT.
- "(c) UNLESS WITHIN THE SAID FIVE-YEAR PERIOD AN INSTRUCTOR WITH A TEMPORARY APPOINTMENT, BY REASON OF HAVING OBTAINED A GRADUATE DEGREE OR A PROFESSIONAL DEGREE REQUIRING AT LEAST FIVE YEARS OF ACADEMIC WORK OR BY REASON OF OUTSTANDING ACADEMIC OR PROFESSIONAL ACHIEVEMENT, IS RECOMMENDED FOR PROMOTION TO THE RANK OF ASSISTANT PROFESSOR BY THE DEAN OR DIRECTOR OF HIS UNIT WITH THE CONCURRENCE OF THE CHANCELLOR OR THE PRESIDENT, HIS MEMBERSHIP IN THE FACULTY SHALL TERMINATE; PROVIDED, THAT IN THE CASE OF INSTRUCTORS HOLDING TEMPORARY APPOINTMENTS AT THE TIME THESE RULES ARE ADOPTED, THE FIVE-YEAR PERIOD SHALL BE RECKONED FROM THE DATE OF ADOPTION. HOWEVER, NOTHING HEREIN PROVIDED SHALL DEPRIVE ANY INSTRUCTOR OF PERMANENT STATUS ALREADY HELD AT THE TIME OF THE ADOPTION OF THESE RULES.

From - Art. 178. The initial appointment to the rank of assistant professor shall be temporary in character for a period not exceeding three years. A temporary appointment shall automatically terminate at the end of the period stated in it, unless the Dean or Director, with the concurrence of the President, recommends the renewal of the temporary appointment or an appointment with stated tenure on the basis of factors mentioned in Article 174 of this Code.

To - ART. 178. ASSISTANT PROFESSORS. - THE INITIAL APPOINTMENT IN THE UNIVERSITY TO THE RANK OF ASSISTANT PROFESSOR SHALL BE TEMPORARY IN CHARACTER AND FOR A PERIOD NOT EXCEEDING THREE YEARS. A TEMPORARY APPOINTMENT SHALL AUTOMATICALLY TERMINATE AT THE END OF THE PERIOD STATED THEREIN UNLESS THE DEAN OR DIRECTOR OF HIS UNIT WITH THE CONCURRENCE OF THE CHANCELLOR OR THE PRESIDENT, RECOMMENDS THE RENEWAL OF THE TEMPORARY APPOINTMENT OR AN APPOINTMENT WITH TENURE ON THE BASIS OF CRITERIA SET FOR FACULTY PROMOTIONS. IN NO CASE SHALL THE TOTAL LENGTH OF TEMPORARY APPOINTMENTS EXCEED THREE YEARS.

NO PERSON WITHOUT A GRADUATE DEGREE OR A PROFESSIONAL DEGREE REQUIRING AT LEAST FIVE YEARS OF ACADEMIC WORK OR OUTSTANDING ACADEMIC OR PROFESSIONAL ACHIEVEMENT SHALL BE INITIALLY APPOINTED TO THE RANK OF ASSISTANT PROFESSOR.

From - Art. 179. The initial appointment to the rank of professor or associate professor shall be for a period not exceeding five years. Reappointments shall be on the basis of the factors mentioned in Article 174 of this Code. Unless a stated period is mentioned, reappointments of professors and associate professor shall be for a permanent tenure.

To - ART. 179. ASSOCIATE PROFESSORS. - THE INITIAL APPOINTMENT IN THE UNIVERSITY TO THE RANK OF ASSOCIATE PROFESSOR SHALL BE TEMPORARY IN CHARACTER AND FOR A PERIOD NOT EXCEEDING TWO YEARS. A RENEWAL SHALL BE WITH TENURE ON THE BASIS OF CRITERIA SET FOR FACULTY PROMOTIONS.

"New Provisions:

"ART. 179<sup>a</sup>. - PROFESSOR. THE INITIAL APPOINTMENT IN THE UNIVERSITY TO THE RANK OF PROFESSOR SHALL BE FOR A PERIOD OF ONE YEAR. A RENEWAL SHALL BE WITH TENURE.

"ART. 179<sup>b</sup>. - TERMS AND CONDITIONS OF APPOINTMENT. - THE PRECISE TERMS AND CONDITIONS OF EVERY APPOINTMENT SHALL BE STATED IN WRITING. IN CASE OF NON-RENEWAL OF A TEMPORARY APPOINTMENT THE PERSON CONCERNED SHALL BE SO INFORMED IN WRITING AT LEAST SIXTY DAYS BEFORE THE TERMINATION DATE.

"AN APPOINTMENT WITH TENURE MAY BE TERMINATED BY RESIGNATION, RETIREMENT OR REMOVAL FOR CAUSE."

"ART. 179<sup>c</sup>. - PROMOTIONS IN RANK. - EVERY PROMOTION IN RANK SHALL BE WITH TENURE."

"ART. 179<sup>d</sup>. - NOTHING HEREIN PROVIDED SHALL PRECLUDE THE UNIVERSITY FROM MAKING APPOINTMENTS TO THE FACULTY ON A CONTRACT BASIS FOR A FIXED TERM."

EXPLANATION.

The salient features of these revised proposals on academic tenure are:

1. Tenure begins only with the rank of assistant professor. However, the rule shall have no retroactive effect, hence instructors with permanent appointment upon the adoption of the rule will retain their permanent status and those holding temporary appointments are given five years to earn permanency according to the provisions of the new rules.

2. The "Up or Out" policy originally proposed for those initially appointed in the University to the rank of instructor is modified. Within the maximum probationary period of five years, an instructor is either promoted to the rank of assistant professor on the basis of his having a graduate degree or a professional degree requiring at least five years of academic work or outstanding academic

or professional achievement, or his appointment is terminated. However, instructors holding permanent appointments at the time of the adoption of these rules may remain on the faculty, but their rank will be frozen at the instructor level unless they qualify for promotion to assistant professor on the bases of specified criteria.

3. A minimum qualification is set for initial appointment in the University to the rank of assistant professor.

4. To give the University greater flexibility in recruitment of its faculty, provision is made for appointments on the contract basis with a fixed term. These appointments will be covered by conditions set in the contract and not by the general provisions, prescribed in articles 177 to 179<sup>C</sup>.

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19 June 1973