

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

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B. ACADEMIC MATTERS

1. Proposed amendments of the rules on Sabbaticals

- 1.1 The President explained that the proposal was discussed during the briefing held last 21 March 2022.
- 1.2 Vice President Bautista presented and explained the five (5) proposed amendments of the Technical Working Group on the rules on Sabbaticals, as follows:
 - a. Reduce return service to the equivalent period for which Sabbatical Leave is granted;
 - b. Grant exemptions from return service due to any serious or debilitating illness or any compelling reason;
 - c. Stop the practice of imposing 50% equity charge of the final amount expended and interest at the prevailing legal rate upon failure of faculty member to render return service;
 - d. Require execution of a Return Service Contract; and
 - e. Change the start of the Semester/Trimester/Quarter or Summer to conform to the Academic Calendar
- 1.3 Vice President Bautista further requested that instead of “Sabbatical Leave”, it shall be called simply as “Sabbatical.”
- 1.4 President Concepcion suggested to re-word the fifth item of the proposal from “change the start of the *Semester/Trimester/Quarter or Summer* to conform to the Academic Calendar” into “change the start of the *Sabbatical* to Semester/Trimester/Quarter or Summer to conform to the academic calendar. Vice President Bautista agreed to amend the proposal accordingly.
- 1.5 Regent Laurel asked for clarification on the term “equity charge.” In response to this, President Concepcion explained that a faculty member who failed to render return service upon completion of the Sabbatical are asked to pay back the expenses incurred by the University for paying the faculty member’s benefits and wages during the Sabbatical. On top of that, the faculty member will be charged an additional penalty of 50% of the amount due. This penalty is called equity charge. President Concepcion explained that this was designed to discourage faculty members from not returning to the University from their Sabbatical. However, he pointed out that such penalty should be waived as the sabbatical should be treated as a reward that has already been earned by faculty members for their years of service to the University.

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- 1.6 Regent Go inquired on who are qualified to avail of a Sabbatical. President Concepcion responded that under the existing rules, a faculty member should have reached the rank of at least an Associate Professor level two (2) years prior to filing a Sabbatical.
- 1.7 Regent Go further inquired what will happen if a faculty member who returned after a Sabbatical resigns a year after returning to service, to which President Concepcion replied that the faculty would not need to pay back any amount since they have already rendered service upon their return equivalent to the period of their Sabbatical.
- 1.8 There being no further questions from the members of the Board, President Concepcion moved for the omnibus approval of the five (5) amendments on the rules on Sabbaticals. There being no objections to the motion duly made and seconded, the same was approved.

Board Action: APPROVED

2. Delegation of Authority to the UP President to approve Minor Programs retroactive to the UP Diliman College of Education's Minor Programs previously approved by the UP President.

- 2.1 President Concepcion informed the members of the Board of Regent Go's proposal to delegate the approval of Minor Programs to the UP President since no new academic offering is being created and Minor Programs are already covered by academic programs approved by the BOR.
- 2.2 Regent Dupo emphasized that prior to approval, minor programs have to undergo the regular processes of approving programs. President Concepcion assured her that the usual process of instituting academic programs, including minor programs, shall still be observed.