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2 **VI. POLICY MATTERS FOR APPROVAL ... (cont'd)**

3  
4 Matters recommended by the President . (cont'd)

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8 **I. Request for waiver of the provision governing**  
9 **the timing of a sabbatical ... (cont'd)**

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13 2. **Dr. Leoncio P. Deriada, 62 years and 4 months**  
14 **old, Professor at the College of Arts and Sciences**  
15 **and currently Head of the Sentro ng Wikang**  
16 **Filipino, U P Visayas. This is his application for a**  
17 **second sabbatical, the first he enjoyed during the**  
18 **Second Semester of SY 1993-94 and the First**  
19 **Semester of SY 1994-1995**

20  
21 **Justification**

22  
23 Prof Deriada, a prolific writer, would like to  
24 finish twelve (12) anthologies, for publication before  
25 his retirement.

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28 **Board action: Approval**

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31 **J. Proposed changes in policies on faculty**  
32 **tenure and study leave**

- 33  
34 a. Section 5.4.1 (Criteria for Tenure: Instructors) of  
35 Art. 177, as amended

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4 Matters recommended by the President (cont'd)

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8 **tenure and study leave (cont'd)**

9  
10 From. d) After that five-year period, the  
11 appointment shall automatically  
12 terminate, unless the Instructor is  
13 promoted to the rank of Assistant  
14 Professor, with or without tenure;  
15 provided, that in the case of those  
16 pursuing master's studies who are  
17 already in the thesis stage, the  
18 appointment may be extended for  
19 another year but not to exceed two (2)  
20 years, provided that the instructor is  
21 properly informed of said condition

22  
23 To . d) After that five-year period,  
24 RECKONED FROM THE DATE OF  
25 ORIGINAL APPOINTMENT AS  
26 INSTRUCTOR (REGARDLESS OF  
27 STATUS AS CASUAL, SUBSTITUTE,  
28 OR WITH ITEM), the appointment shall  
29 automatically terminate, unless the  
30 Instructor is promoted to the rank of  
31 Assistant Professor, with or without  
32 tenure; provided, that in the case of  
33 those pursuing master's studies who  
34 are already in the thesis stage, the  
35 appointment may be extended for  
36 another year but not to exceed two (2)  
37 years, provided that the instructor is  
38 properly informed of said condition.

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7 **J. Proposed changes in policies on faculty**  
8 **tenure and study leave (cont'd)**

9  
10 Effectivity: Implementation of this policy may be  
11 carried out in phases so as to enable  
12 deserving but "overstaying" faculty to  
13 complete their graduate degrees. The  
14 manner and time frame for  
15 implementing the policy shall be  
16 determined by the Chancellor of each  
17 constituent university

18  
19 Justification

20  
21 The present practice is to count service only  
22 from the date of the instructor's appointment with  
23 an item. Hence, there are cases of faculty who  
24 have served for years as substitute faculty or  
25 faculty paid from lump sum whose service does not  
26 count towards tenure, despite the regular  
27 evaluation of their performance. The proposed  
28 revision will now allow the University to grant  
29 tenure to faculty who have served for five years and  
30 who fulfill all the requirements of tenure, provided  
31 an item is available.

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33 b. Obligations of Faculty on Study Leave

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35 1 Full Study Leave With Pay (local and abroad)

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37 From 4. Faculty members pursuing a  
38 master's degree may enjoy a  
39 fellowship or full study leave with  
40 pay for at most two years (24

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8 **tenure and study leave (cont'd)**

9  
10 months). Faculty members  
11 pursuing a doctoral degree may  
12 enjoy a fellowship or full study  
13 leave with pay for at most two  
14 years (24 months) after a masters  
15 degree or its equivalent has been  
16 earned.

17  
18 To

19 4. Faculty members pursuing a  
20 master's degree may enjoy a  
21 fellowship or full study leave with  
22 pay for at most two years (24  
23 months). Faculty members  
24 pursuing a doctoral degree may  
25 enjoy a fellowship or full study  
26 leave with pay for at most THREE  
27 years (36 MONTHS) after a  
28 masters degree or its equivalent  
29 has been earned. IN THE CASE  
30 OF FACULTY ON STRAIGHT  
31 PH D PROGRAM, THE PERIOD  
32 OF STUDY LEAVE WITH PAY IS  
33 AT MOST FOUR YEARS (48  
34 MONTHS).

35 Justification

36  
37 Ph.D study requires longer than two years  
38 after a master's degree. Hence the proposal for  
39 three years. The provision for straight Ph.D. program  
40 will address the gap in the present policy

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Matters recommended by the President for approval  
(cont'd)

**J. Proposed changes in policies on faculty  
tenure and study leave (cont'd)**

2. Full Study Leave Without Pay

From Those on full study leave without pay (local or abroad) are subject to the same requirements as LOCAL faculty fellows. This means, among other things, a return service of one year service for every year or fraction thereof on leave—whether the faculty student is enrolled here or abroad. The same limits imposed on total number of years imposed on faculty fellows shall be imposed on those on full study leave without pay

To Those on full study leave without pay (local or abroad) are subject to the same requirements as LOCAL faculty fellows, EXCEPT IN THE MATTER OF THE RETURN SERVICE OBLIGATION FACULTY ON FULL STUDY LEAVE WITHOUT PAY SHALL RENDER ONE YEAR OF SERVICE FOR EVERY TWO YEARS OF LEAVE OR A FRACTION THEREOF [This

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7  
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9 **J. Proposed changes in policies on faculty  
10 tenure and study leave (cont'd)**  
11

12  
13 means, among other things, a  
14 return service of one year service  
15 for every year or fraction thereof  
16 on leave—whether the faculty  
17 student is enrolled here or  
18 abroad.] The same limits  
19 [imposed] on THE total number of  
20 years imposed on faculty fellows  
21 shall be imposed on those on full  
22 study leave without pay  
23

24 **Justification**

25  
26 Since the University does not support  
27 faculty on study leave without pay, it is not fair  
28 that it demands the same return service  
29 obligation as from faculty it supports. Hence,  
30 the lighter obligation for faculty on study leave  
31 without pay  
32

33  
34 **Board action: Approval**