

IV. Matters recommended by the President ... (cont'd)

II. General Administration - (cont'd)

7. Clarification of the Board's resolution ... (cont'd)

House, in the discretion of the President, to the effect that said appropriation should include subsistence expenses. This clarification is being made at the request of the University Auditor.

Board action: Approval.

8. Appointments under the UP-NSDB Integrated Research Program, effective September 11, 1972 until September 10, 1973 unless sooner terminated. (Original additional assignments.)

a. Dr. Ricardo M. Lantican as Assistant Program Coordinator for U.P. at Los Baños with an honorarium of ₱2,400 per annum. (NSDB-UP Integrated Research Program, Administrative Support B.IV.1.)

b. Dr. Joventino D. Soriano as Deputy Program Coordinator with an honorarium of ₱3,600 per annum. (NSDB-UP Integrated Research Program, Administrative Support A.IV.2.)

Justification for retroactive effectivity: The above recommenders had been serving since September 11, 1972; however, funds for the UP-NSDB Integrated Research Program were only recently released.

Board action: Approval (8a-8b).

9. Change in the designation of Dr. Joventino D. Soriano from University Research Coordinator with transportation allowance of ₱150 a month to Director, Office of Research Coordination with an allowance of ₱2,400 per annum, effective October 1, 1972 until September 30, 1973 unless sooner terminated. (10202-701.) (Additional assignment.)

Board action: Approval.

10. Amendment of the present rule on automatic promotions for faculty members who obtain doctoral degrees, such that instead of the effectivity of such promotion being on the date the faculty member reports for duty with the Ph.D. degree, the promotion will be made effective on the date of report for duty after completion of all requirements without having been formally conferred the degree. As amended, the rule will read as follows:

Automatic promotions will be made effective on the date of report for duty, provided that there is a certification from appropriate officials of the University concerned that all the requirements for the doctoral degree have been met.

IV. Matters recommended by the President ... (cont'd)

II. General Administration - (cont'd)

10. Amendment of the present rule on automatic promotions ... (cont'd)

Note: There are quite a number of instances where faculty members report for duty after completion of all requirements for a Ph.D. without having been formally conferred the degree, which is awarded after some months. The prevailing system of waiting for the actual conferment of the degree before giving the promotion may work against the interest of the University, in that the faculty member may be discouraged from reporting back immediately after completion of all requirements for the degree if the expected promotion is not readily available. He may not return until after graduation or after the expiration of his leave or special detail, since there is no incentive for him to return immediately.

Board action: Approval.

11. Amendment of the rules and regulations governing penalties for the late submission of grades by faculty members which were adopted by the Board at its 822nd meeting on 31 July 1972, as follows:

a. From: "(3) The schedule of fines for late submission of grades is as follows:

"Twenty-five pesos (P25.00) per subject per day for the first five days of delinquency; and

"Fifty pesos (P50.00) per subject per day for every day of delinquency beyond the fifth day.

To "(3) UPON RECOMMENDATION OF THE DEAN AND SUBJECT TO THE APPROVAL OF THE PRESIDENT, A FACULTY MEMBER WHO WITHOUT JUSTIFIABLE CAUSE FAILS TO SUBMIT GRADES ON TIME, SHALL BE LIABLE TO ANY OF THE FOLLOWING PENALTIES:

"a. WARNING;

"b. REPRIMAND;

"c. FINE OF NOT MORE THAN HIS SALARY PER DAY FOR EACH DAY OF DELAY; OR

"d. SUSPENSION WITHOUT PAY FOR A PERIOD NOT EXCEEDING ONE SEMESTER IN CASE OF REPEATED DELINQUENCY.

b. "(4) The procedure for the levying of fines IMPOSITION OF ANY PENALTY shall consist of the following steps: