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2 **X. GRADUATION OF STUDENTS ... (cont'd)**

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6 **C. U.P. Los Baños**

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8 **D. U.P. Visayas**

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10 **E. U.P. Mindanao**

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12 **F. U.P. College Baguio**

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15 **Board action: Approval**

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18 **XI. MATTERS FOR CONFIRMATION OF THE BOARD**

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20 The Board **CONFIRMED** the following:

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22 **A. Revision of the Rule on Automatic Promotion for**  
23 **Obtaining Ph.D.**

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25 **Rationale**

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27 The present rule discourages Instructors from  
28 proceeding to a Ph.D. at their rank because when they  
29 return with their degree, they will be given the same rank  
30 as Assistant Professors who have just obtained their  
31 M.A./M.S. At the same time, the rule assures Assistant  
32 Professors that they will automatically be promoted to  
33 Associate Professor rank the later they begin their  
34 studies (at Assistant Professor III rank) and the longer  
35 they take (assuming they are promoted one or two steps  
36 for merit while taking their Ph.D.)

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2 **XI. MATTERS FOR CONFIRMATION ... (cont'd)**

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5 **A. Revision of the Rule on Automatic ... (cont'd)**

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8 Note also that a Ph.D. who is hired through lateral  
9 entry is given a starting rank of Assistant Professor III,  
10 while an Instructor who obtains a Ph.D. is only granted  
11 Assistant Professor I rank upon his/her return.

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13 The revised rule thus aims to encourage Instructors  
14 to take their Ph.D. as soon as they can by assuring them  
15 of a higher rank promotion than if they were to begin their  
16 Ph.D. studies at a later age and higher rank. It also  
17 closes the gap between lateral entrants with a Ph.D. and  
18 returning Instructors with a Ph.D.

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20 The revised rule also suggests that promotion to  
21 Associate Professor and Professor ranks cannot simply  
22 be obtained through a Ph.D. The merit aspect should  
23 become more significant the higher the rank. Hence  
24 while the Assistant Professor rank can be used to  
25 recognize advanced degrees, the Associate and  
26 Professor ranks must be based on merit. The cut-off  
27 rank has to be Assistant Professor III because under the  
28 present rule, that rank is automatically raised to the rank  
29 of Associate Professor I upon completion of the Ph.D.

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31 The revised rule therefore requires faculty who  
32 obtain their Ph.D. at the rank of Assistant Professor III  
33 and above to show proof of merit - apart from their Ph.D.  
34 degree - in order to be promoted to the rank of Associate  
35 Professor.

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37 The new rule shall apply to the 2000 promotions.