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

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5
6 **C. U.P. Los Baños**

7
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.