

Sec. 5. Promotions

ART. 174. In determining promotions in the faculty, careful consideration shall be given to the following factors: the teaching ability of the candidate, his research competence and productivity, scholarly performance, dedication to service, positive evidence of educational interest and marked academic growth, moral integrity, and good personal character and conduct. A salary promotion may be given to a faculty member beyond the regular scale when his services are greatly needed even if for valid reasons his academic performance and scholarly competence do not justify promotion in rank. No person may be appointed or promoted to full professorship unless his record shows outstanding achievement in scholarship or science.*

Sec. 6. Academic Freedom of Teachers

ART. 175. Members of the teaching staff enjoy academic freedom;
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Provided, however, That no instructor in the University/shall inculcate sectarian tenets in any of the teachings, nor attempt either directly or indirectly, under the penalty of dismissal by the Bard of Regents,
System
to influence students or attendants at the University/for or against any particular church or religious sect or political party.

ART. 176. Academic freedom is the right of the teacher to teach the subject of his specialization according to his best lights; to hold, in other subjects, such ideas as he believes sincerely to be right; and to express his opinions on public questions in a manner that shall not interfere with his duties as a member of the faculty or negative to his loyalty to the school, college, or university that employs him. Within this specific framework, the following principles are hereby declared:

* See Appendices "K" and "L", p. 171, infra.

a. The University of the Philippines System shall not impose any limitation upon the teacher's freedom in the exposition of his own subject in the classroom or in addresses and publications;

b. No teacher may claim as his right the privilege of discussing in his classroom controversial topics that are not pertinent to the course of study that is being pursued;

c. The University of the Philippines System should not place any restraint upon the teacher's freedom in the choice of subjects for research and investigation undertaken on his own initiative;

d. The University of the Philippines System should recognize that the teacher, in speaking or writing outside of the institution upon subjects beyond the scope of his own field of study, is entitled to the same freedom and is subject to the same responsibilities as attach to all other citizens but in added measure;

e. It is clearly understood that the University of the Philippines System assumes no responsibility for views expressed by members of its staff; and the faculty members themselves should, when necessary, make it clear that they are expressing only their personal opinions;

f. If the conduct of a teacher in his classroom or elsewhere should give rise to doubts concerning his fitness for his position, the question should in all cases be submitted first to a committee of the faculty, and in no case should any member of the teaching staff be dismissed before the normal termination of his period of appointment without full and open hearing before the Board of Regents, should he desire it, and only upon sufficient notice.*

Sec. 7. Tenure

ART. 177. Instructors. - (a) The initial appointment in the University to the rank of Instructor shall be temporary in character and for a period not exceeding one year.

* See Appendix "X", p. 207, infra.