

V. Matters recommended by the President ... (cont'd) -

FF. General Administration (cont'd) -

8. Inclusion of the Vice-President for the U.P. in Los Baños as a member ... (cont'd) -

Approval of this recommendation will require an amendment of the membership of the Board as constituted at the 789th meeting of the Board of Regents on November 25, 1969. (Please see Appendix "WWW", page 228 for copy of the President's Memorandum to the Board dated 13 October 1970.)

Board action: Approval.

In this connection, Regent Fonacier suggested that the President study the possibility of giving the Budget Director more participation as a regular member of the Budget Review and Program Evaluation Board (of which he is now ex-officio secretary), he being the more objective among those in the Board while the others may have their nests to feather.

9. Upgrading of Class Television Program Producer from Range 4 to Range 7 of the Position Classification and Salary Plan for Administrative Personnel:

This recommendation takes into consideration the area of Industrial Journalism, newly set up in the Institute of Mass Communication, which substantially changed the responsibilities of the position. In addition to the fact that this position demands a reservoir of creativity and ability to improvise, it also covers the coordination and supervision of personnel in any production job, which kind of supervision is allocated to Range 7 of the Salary Plan.

Board action: Approval.

10. Memorandum dated October 24, 1970 from the President (Appendix "XX", pages 229 to 231) recommending the adoption of the following rules to govern leave of absence and special detail with the subsequent amendment of the specific Codal provision:

- (a) With respect to members of the faculty and non-academic personnel who accept career positions in the national government, a leave of absence or special detail of one year shall be renewed only once;

V. Matters recommended by the President ... (cont'd) -

FF. General Administration (cont'd) -

10. Memorandum dated October 23, 1970 ... (cont'd) -

- (b) Special service leave not to exceed four years shall be granted to members of the faculty who accept, on a temporary basis, government positions which are primarily confidential, policy-determining, or highly technical, tenure to which is usually terminable at the pleasure of the appointing power; Provided, however, that members of the faculty appointed to government positions in which they maintain direct connection with the University shall be entitled to a leave of absence coterminous with such government position. (Amendment underscored.)
- (c) The above rules would not preclude an arrangement whereby the professors concerned may retain their link with the University, like being appointed as professorial lecturers or serving as consultants to the various units of the University.

Note: Limiting the number of renewals of leaves of absence will enable the University to appoint permanent replacements for professors recruited into the government. A distinction is made between career positions in the government and policy determining positions which are usually coterminous with the term of a President of the Philippines. Leaves for the first category should be shorter than the second, because a professor who accepts a career position may be said to have decided to leave the University permanently. On the other hand, one who accepts a policy-determining position does not enjoy security of tenure; allowing him to return to his academic position, he would bring back into the University fresh insights and new knowledge.

Board action: Approval with amendment.

11. Creation of the position of Executive Assistant (R-8 and 9) in the Index of Classes for Administrative Personnel. This class will be descriptive of duties and responsibilities of a staff person in the office of at least a third-level executive or administrator, but who may not be performing administrative officer functions at the first level of supervision.

OCT 24 1970

M E M O R A N D U M -

F o r : The Board of Regents
University of the Philippines

Subject : Recommendation to Adopt New Rule Concerning Government
Service Leave

P R O B L E M

The national government has frequently turned to the faculty of the University of the Philippines for talent needed to fill vital positions in the executive bureaus and administrative agencies. This reliance on U.P. faculty members to help in solving problems of national importance is to be encouraged, for it accords with the general purpose of the University of applying knowledge to actual social problems. In other words, the University realizes that knowledge discovered in the research laboratory and in the classroom must be put to good use. One means of achieving this is for the University to share the talents of its faculty members with the national government.

This increasing reliance on U.P. for needed expertise, however, depletes the ranks of the faculty. This problem can be appreciated better if we note that the number of faculty members serving with the government grows larger every year, and, it is the more competent members of the faculty who are usually impressed into government service.

DURATION OF LEAVE PRIVILEGES

Faculty members who accept positions in the national government either go on leave of absence without pay or are placed on special detail. On leave of absence, the U.P. Code provides:

Art. 239. Leave of absence without pay, not to exceed one year at a time, shall be granted for good cause, the absence to be timed in advance so as not to interfere with the work of the University; Provided, however, That where a leave of absence without pay is applied for in order that the applicant may pursue advanced studies abroad, the President shall direct the Dean or Director concerned to ascertain whether it would be a more feasible arrangement for the University, in case the application is granted, to allot the functions of the absent faculty member among the remaining members or to employ a substitute, and to make a corresponding report thereon.

Special detail by the President of the U.P. is allowed under the Code on the following terms:

Art. 241. A member of the faculty or an administrative officer may be assigned by the President on a special detail in the Philippines or abroad for the benefit of the University or any of its units and under conditions to be fixed by him in each case; Provided, That members of the faculty who are married at the time of the detail may be granted an extra family allowance of one hundred fifty (P150) pesos per month, to commence from the date of their departure from a Philippine port to the date of their arrival in the Philippines if in the opinion of the President the circumstances warrant.

While leave of absence is limited to only one year under the U.P. Code, renewals have been allowed year after year. It is submitted that the number of renewals of leaves of absence be limited so as to enable the University to appoint permanent replacements for the professor recruited in the government.

In this connection, the practice of other universities may provide a guide in delimiting leave privileges. Harvard provides for two years' leave of absence for its professors who go into government service. It is said that Harvard's two-year rule is so inflexible that after economist Hohn Kenneth Galbraith had been away for two years as U.S. Ambassador to India, the university gave him the choice of returning or losing his professional position. Galbraith had to return to Harvard. The Massachusetts Institute of Technology adheres to the two-year leave of absence rule. It bent its rule and extended three years' leave to economist W. W. Rostow, who joined in 1961 President Johnson's advisory group as a foreign-policy aide. When Rostow did not return after three years, he was asked either to return or resign. He resigned. When he tried to go back to MIT in 1969, he found his job filled, and the university would not take him back. (This raised quite a furor in U.S. academic circles, which speculated that Rostow was denied readmission because of his "hawkish" views on the Vietnam war, and that MIT feared student power explosion over his return.) More liberal is the University of Chicago, which seems to have a provision for indefinite leave of absence for professors who join the government, since it gave one to U.S. Secretary of Labor George P. Shultz. Just as liberal is the University of Michigan, which took back into its faculty ranks Wilbur Cohen, Secretary of Health, Education and Welfare under the previous Democratic administration, who was away from the University for eight years. The short leave rule in American universities is summed up in the words of Prof. Paul Samuelson of MIT: "The ideal academic career is to go into government--but not for too lengthy a stay."

In limiting the renewal of leaves of absence in the University of the Philippines, perhaps it may be relevant to make a distinction between career positions in the government and policy-determining positions which are usually co-terminous with the term of a President of the Philippines. For instance, the position of Director of the National Library is a career position, while that of the Chairman of the National Economic Council or Member of the Cabinet usually coincides with that of one administration. Thus, leaves of absence for the first category of officials should be shorter than that for the second category. A professor who accepts a career position may be said to have decided to leave the University permanently. On the other hand, one who accepts a policy-determining position does not enjoy security of tenure and his stint with the government is very likely temporary. Provision should be made in our rules for such an official to return to his academic position for, after participating in high-level policy-making in the government for several years, he would bring back to the University fresh insights and new knowledge not only in his field of expertise but also on the decision-making process of our government.

P R O P O S A L

It is therefore proposed that the U.P. Code provision on leave of absence and special detail be amended so that (1) with respect to members of the faculty and non-academic personnel who accept career positions in the national government, a leave of absence or special detail of one year shall be renewed only once, and (2) special service leave not to exceed four years shall be granted to members of the faculty who accept, on a temporary basis, government positions which are primarily confidential, policy-determining, or highly technical, tenure to which is usually terminable at the pleasure of the appointing power.

This proposal would not preclude an arrangement whereby the professors concerned may retain their link with the University, like being appointed as professorial lecturers or serving as consultants to the various units of the University.

(Sgd.) Salvador P. Lopez
President