



UNIVERSITY OF THE PHILIPPINES

Diliman Los Baños Manila Visayas Open University Mindanao Baguio Cebu Tacloban

OFFICE OF THE VICE PRESIDENT FOR ACADEMIC AFFAIRS

23 May 2024

PRESIDENT ANGELO A. JIMENEZ
University of the Philippines

Through SECRETARY ROBERTO M.J. LARA
Office of the Secretary of the University

Subject: Proposed OVPAA items for the May 2024 Board of Regents meeting

Dear PRESIDENT JIMENEZ:

This is to recommend the following proposals for your endorsement to the Board of Regents.

- 1. Adoption of the Master in Mathematics program (UPLB) by UP Cebu
2. Elevation of the UPLB Zoonotic Diseases Program to the UPLB Zoonoses Center
3. Appointment of UP Artists under the UP Arts Productivity System (APS)
4. Revision of the UP Scientific Productivity System (SPS) guidelines
5. Establishment of the Lingap-Iskolar Program: Assistance for UPCAT qualifiers from Geographically Isolated and Disadvantaged Areas (GIDA)
6. Revision of the One UP Diploma guidelines to include electronic credentials

Thank you.

Yours truly,

LEO DP CUBILLAN
Vice President for Academic Affairs

ENDORSED: 27 MAY 2024

Signature of Angelo A. Jimenez
ANGELO A. JIMENEZ
President

Action of the Board of Regents
at its 1390th Meeting on 31 MAY 2024
APPROVAL
ROBERTO M.J. LARA
Secretary of the University
and of the Board of Regents



OFFICE OF THE VICE PRESIDENT FOR ACADEMIC AFFAIRS
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REQUESTED BOR ACTION:

APPROVAL OF THE PROPOSED REVISIONS IN THE POINTS SYSTEM OF THE UP SCIENTIFIC PRODUCTIVITY SYSTEM (SPS)

SITUATIONER:

- The BOR approved the revisions in the point requirements for the appointment and rating system of the UP Scientific Productivity System (SPS) (1239th Meeting of the BOR, 17 December 2008 and the 1371st meeting of the BOR, 9 June 2022)
- Part of the rating system is for journal editors wherein only editors-in-chief are recognized and given points. Another category of editor, section/ topical editors play an equally crucial role in shaping the content and maintaining the standards of the journal within their designated areas of expertise. The current points system does not provide points for section/ topical editors.
- Also, the current system gives varying points for editors-in-chief depending on which database the journal belongs to, with WoS-indexed journals given higher points than Scopus-listed journals. All journal editors irrespective of database (specifically WoS or Scopus to which UP subscribes to) have the same duties and responsibilities, hence deserve the same level of recognition.
- Furthermore, for the category of non-indexed journals, editors of international journals are given higher points than editors of national journals. All editors in this category of journals deserve the same level of recognition.



PROPOSED REVISIONS

SPS Approved Guidelines (From)	Proposed Revisions (To)	Remarks
<p>III. Scientific Recognition A. Scientific Standing (International Journals/Books)</p> <p>1. Editor of International Reputable Scientific Journal/Book</p> <p>a. Editor-in-Chief of WoS-indexed Journals (Maximum of 2 journals)</p> <p>3 or more years – 20 pts; 1-2 years – 16 pts; less than a year – 12 pts.</p>	<p>1. Editor of International Reputable Scientific Journal/Book</p> <p>a. Editor-in-Chief of WoS-indexed or Scopus-listed journals (Maximum of 2 journals)</p> <p>2 or more years – 30 pts; 1 to less than 2 years – 20 pts; Less than a year – 15 pts</p>	<p>Revision. Editorial duties and responsibilities are the same whether WoS-indexed and Scopus-listed journals, hence the same points for corresponding editors-in-chief are given.</p>
	<p>b. Section/ Topical Editor of WoS-indexed or Scopus-listed journals (Maximum of 2 journals)</p> <p>2 or more years – 25 pts; 1 to less than 2 years – 18 pts; Less than a year – 12 pts</p>	<p>Additional provision. The role of section/ topical editors in evaluating the journal submissions within their designated areas of expertise are important in the peer-review process, hence a provision is added.</p>
<p>b. Editor-in-Chief of Scopus-listed or non-WoS-indexed or Peer-Reviewed International Journals (Maximum of 2 journals)</p> <p>3 or more years – 12 pts; 1-2 years – 9.6 pts; less than a year – 7.2 pts.</p> <p>c. Editor-in-Chief of National Journals (Maximum of 2 journals)</p> <p>3 or more years – 5 pts; 1-2 years – 4 pts; less than a year – 3 pts</p>	<p>c. Editor-in-Chief of peer reviewed national journals/ international journals (Maximum of 2 journals)</p> <p>2 or more years – 20 pts; 1 to less than 2 years – 15 pts; Less than a year – 8 pts</p>	<p>Revision. National and international peer-reviewed journals that are not indexed, belong to the same category, hence the same points for corresponding editors-in-chief are given.</p>

Action of the Board of Regents at its ^{139th} Meeting on ~~31~~ MAY 2024

APPROVAL


 ROBERT M. J. LARA
 Secretary of the University and of the Board of Regents

SPS Approved Guidelines (From)	Proposed Revisions (To)	Remarks
	<p>d. Section/ Topical Editor of peer reviewed national journals/ international journals (Maximum of 2 journals) 2 or more years – 12 pts; 1 to less than 2 years – 8 pts; Less than a year – 5 pts</p>	<p>Additional provision. Section/ topical editors in non-indexed peer-reviewed journals are important, hence a provision is added</p>

Action of the Board of Regents
at its 1390th Meeting on 31 MAY 2024

APPROVAL


ROBERTO M.J. LARA
Secretary of the University
and of the Board of Regents

UNIVERSITY OF THE PHILIPPINES
SCIENTIFIC PRODUCTIVITY SYSTEM

(Approved by the Board of Regents in its 1199th Meeting on 26 August 2005, 1239th Meeting on 17 December 2008, 1299th Meeting on 31 July 2014, 1355th Meeting on 29 October 2020, 1367th Meeting on 27 January 2022, and 1371st Meeting on 09 June 2022)

BACKGROUND: THE SCIENTIFIC CAREER SYSTEM (SCS)

The Scientific Career System, which was established within the Civil Service pursuant to EO 784 dated March 17, 1982 in order to support and encourage the development of science and technology, one of the major dimensions in the country's national and developmental efforts. Section 19 of EO 784 states:

Section 19. Scientific Career System – A Scientific Career System shall be established within the Civil Service. Such System shall cover scientific personnel who shall, for purposes of this Executive Order, be those who have earned advance degrees in any field of the science. The Scientific Career System shall have the following features:

- 1. Entrance to and career progression or career advancement in the Scientific Career Service based on qualification and merit;*
- 2. Parallel career paths which will allow scientists to develop within their respective areas of expertise without having to change their status as scientists;*
- 3. Incentives and rewards to ensure attraction and retention of highly qualified manpower in the science and technology sector; and*
- 4. Other measures to strengthen and increase the effectiveness of the science and technology system*

Thus the Scientific Career System (SCS) is a system of recruitment, career progression, recognition and reward of scientists in the public service as a means of developing a pool of highly qualified and productive scientific personnel (EO No. 901 Prescribing the Rules and Regulations to Implement the Scientific Career System, July 19, 1983).

Appointment in the System is based on rank from Scientist I to Scientist V. Scientific personnel are admitted into the System to the extent that they meet the minimum qualifications. The criteria for appointment to scientific ranks are as follows:

- Education - advanced degree of at least master's level from a college or university of recognized standing either locally or abroad
- Productivity – significant outputs and contributions in relevant fields of applied and natural sciences which includes the following:
 - scientific articles in publications of international circulation and other work of similar nature
 - discoveries, inventions, and other significant original contributions
 - practical applications of research findings, discoveries, inventions in commerce, in public policy and in government
 - books, monographs, compendiums, and major bodies of published work
 - training of young scientists

- professional standing – refers to the level of acceptance and recognition in the scientific community in terms of professional, moral and ethical integrity

In order to create a pool of scientific and technological capabilities who shall give priority to research and development, scientific personnel must devote at least 75% of their official time for R&D to include thesis guidance in the pursuit of scientific work and to exclude administrative work, to qualify them for appointment to Scientist rank. (SCC Resolution Feb. 28, 1991). Researchers and other science experts who are conferred the rank of Scientists must focus their efforts in R&D and thus, shall remain in the scientific career path. (SCC Resolution Sept. 20, 1991)

Scientific personnel applying for the Scientist rank are evaluated using the "Merit System for the Scientific Career System". (SCC Resolution Sept. 3, 2002; SCC Resolution July 4, 2003).

APPLICABILITY OF THE SCS IN UP

Although the System was supposed to embrace the Department of Science and Technology (formerly the National Science and Technology Authority) and its component agencies, the EO also provided that "other scientific personnel in the national government shall likewise be covered by the system as soon as rules and requirements for the purpose have been worked out".

Three professors from the Central Mindanao University, a state university, were conferred the Scientist rank in 1992. Recognizing that SUCs adhere to the closed career system which have their own policies on ranks and salary scale and that the implementation of the Scientific Career System in SUCs will have adverse effects on their adherence to the said closed career system as well as their operations, the Scientific Career Council passed the following clarifications regarding the manner by which SUCs can be considered as part of the System (SCC Resolution No. 4, 08 March 2000):

1. it has filled-up plantilla positions that are equivalent to scientist ranks in terms of qualification standards and benefits, and
2. It has a research and development unit.

The resolution further stated that the "corresponding guidelines on accreditation of SUCs shall be formulated and promulgated by the Council". Such guidelines have not yet been formulated as of this date.

Considering that the SCS is a closed career system which requires that Scientists must devote 75% of their time in R & D, then UP faculty members in spite of their scientific productivity can not be covered by the SCS in its present form; UP researchers (REPS), however, can.

But UP faculty researchers can very well qualify as Scientists in terms of qualifications and achievements. Consider the following:

- Although teaching – both at the undergraduate and graduate levels – is the primary mandate of the UP faculty, research and extension are part and parcel of their academic life. In fact, research and extension are inseparable from teaching because the former enrich the latter. Research and extension provide the real-life context to the theories and concepts taught in the

classrooms, and thus contribute significantly to enhancing teacher competence. This is the reason why merit promotions and special awards give considerable weight on the faculty's achievements in research and extension, even as the University puts the premium on teaching effectiveness.

- Most of the country's leading scientists and S&T experts are in UP. Trained in the leading universities in the country and abroad, and recognized for their significant research contributions, these scientists and experts are also called upon by the government to head key S&T posts in the country.
- With most of the country's distinguished scientists and S&T experts based in UP and with R & D facilities more advanced than local universities and research institutions, UP is at the forefront of R&D in the country.
- The University's research outputs which impact significantly on the national R&D thrusts, have helped the country gain recognition in the international scientific community, and have been lauded for their contributions to the advancement of scientific knowledge locally and internationally.

While UP faculty can very well qualify as Scientists in terms of achievements, it has to address two major concerns in the existing SCS guidelines:

1. The nature of the Scientist appointment: permanent vs. temporary appointment. The basic appointment of the UP faculty is to a specific faculty rank (Professor, Associate Professor, Assistant Professor, or Instructor) whose main function is to teach, with corresponding salaries specified by the Salary Standardization Law. The University has its own policies on appointment, renewal, tenure, and promotions for its faculty members and REPS.
2. The criteria for admission to, renewal, and promotion in the System: more strict than the existing SCS

Already, some academic units in UP impose more stringent requirements for promotion and tenure than the present rules of the SCS.

THE SCIENTIFIC PRODUCTIVITY SYSTEM (SPS) OF THE UNIVERSITY OF THE PHILIPPINES: UP's VERSION OF THE SCIENTIFIC CAREER SYSTEM

Scientific research and productivity have played a crucial role in the development and advancement of the industrialized world through the painstaking generation of new knowledge, new discoveries, and inventions. In all these development and advancement, the scientist is the key player.

The University of the Philippines is the home of the largest group of the finest scientists in the country. These scientists have been continuously providing first-rate contributions toward national progress through their discoveries and inventions published in reputable journals here and abroad. And their expert knowledge has been applied to policy development as well as to the scientific understanding and solutions of social issues. Many of the UP scientists have become esteemed national and international experts in their own disciplines.

The University has been supporting its scientists through the provision of research funds and honoring those who have distinguished themselves in their specialized disciplines with different types of awards. The rightful nurturance of these distinguished scientists by the University is now embodied in the "UP Scientist" Award. The Award bestows not just esteemed recognition but also material incentives and a conducive environment that fosters advanced scientific productivity for national development

Thus, the UP Scientific Productivity System was established by the BOR in its 1199th meeting on 26 August 2005 to encourage and reward scientific productivity. Deserving scientists shall be given the rank "UP Scientist" for a specific period of three years with a monetary award, the UP Scientific Productivity Award.

General Principles

1. The conferment of the UP Scientist title shall be based on qualifications and merit.
2. Faculty members and researchers with doctoral degrees in fields of study in which they are being considered, or MD with MS/MA, with consistent scholarship within the period required in the Guidelines shall be evaluated using a set of high standards that will put "UP Scientists" in their rightful place in the international community of scholars. Only the best and the most deserving shall be conferred the title. The conferment shall be temporary, thus, only those who are productive shall be considered for another conferment and may even be promoted.
3. Scientific productivity shall be evaluated based on the following general criteria:
 - a. Scientific publications in refereed reputable scientific journals and books
 - b. Peer-reviewed technological outputs
 - c. Scientific standing in the international science community
 - d. Professional standing in the international science community
4. The merit rating system shall take into consideration the following:
 - a. the variations in the landscape among disciplines within the University
 - b. the relative weights in the rating system will reflect the significance of the source of points
 - c. sense of proportionality regarding relative weights of the point system
 - d. expectations for each Scientist rank - the higher the rank, the higher the expectations.
5. Scientific productivity in academia is universally measured by the ability to publish in refereed reputable journals and books. Thus, only refereed scientific publications shall be considered.

Technological outputs in the applied sciences shall be considered if they are patented or are peer-reviewed by appropriate means.
6. Scientific and professional standings in the international science community are measured by peer recognition of one's achievements and scientific contributions, gauged by membership in prestigious international bodies and peer review groups, and prestigious international scientific awards,

7. Although teaching, extension work, and the training of other scientists are important functions of an academic, these criteria shall not be considered under the UP Scientific Productivity System. As the name implies, it is scientific productivity that is being recognized. Moreover, teaching and public service deserve their own award system. Also, performances in these functions are already considered when being evaluated as faculty for promotions, tenure, and other awards.
8. Conferment of the UP Scientist title shall be temporary, for a period of 3 years, renewable or upgraded depending on one's productivity. It shall be in the nature of additional recognition, to be given by UP as an Award, called the UP Scientific Productivity Award.

General Guidelines

1. Nature of the Appointment

- a. Productive UP scientists shall be conferred the title "**UP Scientist**" depending on scientific productivity: UP Scientist I, UP Scientist II, UP Scientist III
- b. Conferment of the UP Scientist title shall be temporary. It shall be in the nature of additional recognition, to be given by UP in the form of a title with a monetary award.
- c. After three years, the Scientist shall be evaluated for the purpose of conferment of the Award for another 3-year period and if merited, for promotion in rank.
- d. Faculty, Faculty Researchers, and REPS shall retain their ranks as UP faculty, faculty researchers, and REPS when they join the System and may be promoted as faculty, faculty researchers, or REPS accordingly.
- e. Faculty, Faculty Researchers or REPS rank shall remain the basic rank, on which retirement and other benefits will be based.

2. Eligibility Requirements for Admission/Renewal (*1367th Meeting on 27 January 2022*)

- a. Regular, full-time faculty, research faculty, and researchers (REPS) in active service who belong to the scientific disciplines covered by the SCS* (Annex 1) and meet the qualifications in Table 1 may be considered for the title of UP Scientist. "Active service" in this case means actual direct service to the University, which shall also include special detail.
- b. Applicants for admission and renewal must have, at the minimum, a doctoral degree in the field for which s/he is being conferred the Scientist rank or MD with MS/MA degrees.
- c. UP Faculty, research faculty, and researchers (REPS) who are seconded to other agencies or institutions at the time of application shall not be eligible to apply for admission or renewal to the Scientific Productivity System.
- d. Career Scientists appointed under the DOST Scientific Career System shall not be eligible to apply for admission or renewal to the Scientific Productivity System. Likewise, appointed UP Scientists are not allowed to apply for admission to the DOST Scientific Career System (SCS).

3. Admission into the System

- a. UP personnel shall be admitted into the system to the extent that they meet the minimum requirements (Table 1) and subject to the availability of funds.
- b. Applicants for admission must have at least one (1) paper published in a peer-reviewed international journal within the reckoning period. *(1371st BOR Meeting on 09 June 2022)*
- c. The following shall be the criteria for evaluation:
 - i. Scientific Productivity as measured by scientific publications, significant technological output, and discoveries,
 - ii. Scientific Standing, and
 - iii. Professional Standing.
- d. A merit rating system for the evaluation of nominees shall be followed. (Table 2)

4. Renewal (Retention/Promotion) in the System

- a. Scientists shall be evaluated every three years using the merit rating system in Table 2.
- b. To be conferred the UP Scientist title for another 3-year period at the same rank or promoted to a higher rank, the Scientist must meet the requirements stated in Table 3, based on accomplishments in the three years since the last conferment.
- c. Renewing Scientists must have at least one (1) paper published in a peer-reviewed international journal within the reckoning period. *(1371st BOR Meeting on 09 June 2022)*

5. Readmission to the System

Scientists who have not been conferred the UP Scientist rank upon evaluation after the three-year period may apply after two or more years and must meet the requirements for initial conferment (Table 1). The evaluation for re-admission into the System shall be based on accomplishments within a 5-year period.

6. Evaluation Procedure

- a. Recommendations for appointment shall begin at the unit level (department and/or college). A Committee on Scientific Productivity may be formed consisting of at least three members, with doctorate degrees in fields covered by the SPS (and MDs with MS/MA) who have good track records of research and publications, preferably with representation from the various disciplines/departments within the college. The dean shall forward the recommendations of the college to the Vice-Chancellor.
- b. The OVCRD/RE (or equivalent) shall review the colleges' recommendations to ensure compliance with eligibility requirements and the completeness of the supporting documents. The Vice-Chancellor shall forward the recommendations to the Chancellor.
- c. The Chancellor shall endorse the recommendations of the Constituent Universities to the Office of the Vice President for Academic Affairs for evaluation.

- d. A System Committee on Scientific Productivity System constituted by the President, under the supervision of the Office of the Vice President for Academic Affairs, shall have the following functions:
 - i. Evaluate SPS applications submitted by the Constituent Universities and submit a list of recommended UP Scientists to the UP President for approval of the Board of Regents;
 - ii. Evaluate and address appeals and requests for re-evaluation or clarifications related to the outcome of the applications for SPS. (Section 7 on Appeals and Requests for Re-evaluation)
 - iii. Oversee the implementation and consistently review the requirements and evaluation procedures and propose revisions in the BOR-approved guidelines of the Scientific Productivity System whenever necessary.
- e. Final approval of conferment of the rank of UP Scientist and the Scientific Productivity Award shall come from the Board of Regents upon the recommendation of the President.

7. Appeals and Requests for Re-evaluation

- a. Applicants for the productivity system may appeal the outcome or request to re-evaluate his/her application within seven (7) days upon receipt of the result.
- b. Appellants are no longer allowed to submit additional documents as proof of entry in their application form. The System Committee may only act on the appeal based on the supporting documents which were submitted at the time of application and clarifications provided.
- c. Only if merited upon re-evaluation of the application, the System Committee may request an addendum to the list of UP Scientists to the President for approval of the Board of Regents.

8. Payment and Non-Payment Conditions (*1371st BOR Meeting on 09 June 2022*)

The payment and Non-payment conditions approved in the 1371st BOR Meeting on 09 June 2022 shall apply immediately upon the date of approval. This includes the succeeding and existing batches of the productivity system which are scheduled to receive their monetary award payments starting in 2022 (*OVPAA Memorandum 2022-122*).

- a. Retired, resigned and deceased faculty or researchers will cease to receive their monetary award as an appointed UP Scientist upon their retirement, resignation, or end of active service, and will receive the prorated (per month) amount of the award in their last year of active service.

- b. Retiring faculty who have been extended will continue to receive their monetary award as long as the extended active service period is within the appointment period as a Scientist.

9. Effectivity

The revisions in the requirements and merit rating system of the Scientific Productivity System shall be fully implemented starting in **2024** for both admission and renewal (1371st BOR Meeting on 09 June 2022).

Annex 1

Scientific Career System Disciplines

The Scientific Productivity System shall cover the following disciplines: (list based on the Scientific Career System of the Civil Service Commission and the Department of Science and Technology).

Basic/Natural Sciences and Mathematics

1. Archeology
2. Astronomy
3. Biology (including molecular Biology)
4. Biotechnology
5. Botany
6. Chemistry (including Biochemistry)
7. Earth Sciences
 - a. Geochemistry
 - b. Geology
 - c. Geophysics
 - d. Seismology
 - e. Volcanology
8. Environmental Sciences (including Ecology)
9. Mathematical Sciences
 - a. Mathematics (pure/abstract/applied, including analysis, differential geometry, and graphs)
- b. Operations Research
- c. Statistics (including mathematical probability, statistical mathematics, and computing and graphics)
10. Materials Science
11. Meteorology
12. Microbiology (including Veterinary and Agricultural Microbiology)
13. Nutrition
14. Oceanography and Marine Sciences
15. Physics (including Biophysics and mathematical physics)
16. Space Sciences
 - a. Astronomy
 - b. Interferometry
 - c. Remote Sensing
17. Zoology

Engineering and Information and Communication Technology

1. Aeronautical and Nautical Engineering
2. Agricultural Engineering
3. Architecture
4. Chemical Engineering
5. Civil Engineering
6. Computer Engineering
7. Computer Science
8. Communications Engineering
9. Earthquake Engineering
10. Electrical Engineering
11. Electronics Engineering
12. Energy Engineering
13. Environmental Engineering
14. Food Engineering
15. Forest Products Engineering
16. Geothermal Engineering
17. Industrial Engineering
18. Information Technology
19. Materials Engineering
20. Mechanical Engineering
21. Metallurgical Engineering
22. Mining Engineering
23. Nuclear Engineering
24. Structural Engineering
25. Textile Engineering

Medical Sciences

1. Basic Sciences
 - a. Anatomy

- b. Epidemiology
 - c. Medical Pathology
 - d. Medical Parasitology
 - e. Medical Microbiology
 - f. Physiology
 - g. Pharmacology
 - h. Public Health
2. Clinical Sciences
- a. Medical (including Pediatrics and sub-specialties of Internal Medicine and Psychiatry)
 - b. Surgical [including subspecialties of Surgery, Obstetrics, Gynecology, Ear-Nose-Throat (ENT) and Ophthalmology Medical Biotechnology]
3. Health Related Sciences
- a. Dentistry
 - b. Medical Technology
 - c. Nursing
 - d. Pharmacy
4. Medical Biotechnology
5. Medical Genetics
6. Rehabilitation Science
- a. Occupational Therapy
 - b. Physical Therapy
 - c. Rehabilitation Medicine
 - d. Speech Therapy
 - e. Speech Pathology

Agricultural Sciences

- 1. Agricultural Biotechnology
- 2. Agronomy
- 3. Animal Science
- 4. Entomology
- 5. Fisheries and Aquaculture
- 6. Food Science and Technology
- 7. Forestry and forest products
- 8. Horticulture
- 9. Plant Breeding and Genetics
- 10. Plant Pathology
- 11. Soil Science
- 12. Veterinary Medicine
- 13. Weed Science

Selected Fields of Social Sciences (per SCC Resolution No. 12 dated 8-20-98)

- 1. Anthropology
- 2. Communication
- 3. Demography
- 4. Economics
- 5. Geography
- 6. History
- 7. Linguistics
- 8. Political Science
- 9. Psychology
- 10. Public Administration
- 11. Social Work
- 12. Sociology

Others

- 1. Library and Archival Sciences
- 2. Scientific and Technical Documentation

Table 1

Minimum Qualifications for Admission into the System

Criteria	UP Scientist I	UP Scientist II	UP Scientist III
Eligibility	Doctoral Degree in specific field of specialization or MD with MS/MA		
	At least one (1) peer-reviewed paper published in international journal within the reckoning period		
Minimum no. of years of consistent productive scholarship as a UP faculty prior to appointment to the SPS	5 years	7 years	10 years
Source of Points (Minimum)	Part II (45 pts) and Part III	Part II (min 50 pts, max 60 pts) plus Part III	Part II (min 55 pts, max 65 pts) plus Part III
Number of Points Required	65 pts	85 pts	105 pts

Table 2

Qualifications for Renewal (Retention/Promotion)

1. Scientists shall be evaluated every three (3) years after the last appointment.
2. The number of points required, and the sources of these points, to be retained within the same rank or promoted to the next higher rank are summarized in the table below:

UP Scientist Rank	Total Points Required (period of evaluation: 3 years after the last appointment)	Source of Points
I	45	II (min 35) and III
II	55	II (min 35-max 40) and III
III	65	II (min 35-max 45) and III

3. If a University Scientist does not meet the retention requirements, the following will apply:
 - a. May slide down to a lower rank if the accumulated points satisfy the total points required for the lower rank; or
 - b. May be temporarily removed from the UP Scientific Productivity System. If a University Scientist is removed because s/he did not meet the minimum requirements, s/he may apply again AT A LATER TIME but should meet the same requirements as for initial appointment (Table 1).

Table 3

Rating System for Evaluation of Scientific Productivity and Recognition

Scientific Productivity

Criteria	Points	Requirements
Scientific Articles/Journals		
<p>Refereed Scientific Publications</p> <p><i>(applies to all publications that will be listed)</i></p>	<p>Multi-authors (for journal articles and books):</p> <ul style="list-style-type: none"> • 1-2 authors: 100% of total pts • 3-4 authors: 80% of total pts • 5 or more authors: 60% of total pts 	<p>In order for publications to be considered the following should be satisfied:</p> <ol style="list-style-type: none"> 1. UP must be explicitly indicated as the primary address of the author(s) on the article. 2. The journal (print or electronic) should: <ol style="list-style-type: none"> a. have a well-defined peer-review or refereeing process; b. have been reviewed by at least two (2) external referees; c. be published according to its stated frequency of publication; d. follow international editorial convention, it should contain informative journal titles, descriptive article titles and abstracts, complete bibliographic entries for cited references, and full address information for every author; and e. have a good track record. 3. Research notes published in WoS-indexed journals that are more than one page are also considered. 4. The book should: <ol style="list-style-type: none"> a. have undergone a well-defined review process by at least two (2) external reviewers; and b. be published by commercial and reputable academic book publishers, prestigious university presses, and other highly regarded international publishers with a good track record for at least ten (10) years. 5. Book chapters should have a minimum of three (3) pages. <p>Publications not considered under this category:</p> <ol style="list-style-type: none"> 1. Proceedings of conferences, congresses, symposia, and the like that are NOT published in journals; 2. Handbooks, Manuals, Final reports, and other

		<p>documents of contract projects; and</p> <p>3. Review articles and comments.</p> <p>In case of multiple publication entries of a nominee in a journal issue or book where he/she was designated as editor or member of the editorial board, only one of the entries will be credited per issue.</p>
Papers published in Web of Science (WoS)-indexed journals	<p><u>As Author:</u> 1-2 authors – 7 pts 3-4 authors – 5.6 pts 5 or more – 4.2 pts</p>	<p>Journals must be indexed in any of the Web of Science collections at the time of publication.</p> <p>Note: UP has a current subscription to the Web of Science database in which journals which are currently indexed in WoS may be easily found.</p>
Papers published in Scopus or non-WoS-indexed or peer-reviewed international journals	<p><u>As Author:</u> 1-2 authors – 5 pts 3-4 authors – 4 pts 5 or more – 3 pts</p>	<p>In order for the publication to be given equivalent points, the publication must be:</p> <ol style="list-style-type: none"> 1. Published in journals indexed in Scopus during the year of publication; or 2. Published in non-WoS and non-Scopus journals but have international circulation; or 3. Published in non-WoS and non-Scopus journals but indexed in other journal databases. <p>For conference proceedings published in a journal, the nominee must submit proof that the paper was sent to referees for review.</p> <p>Publications in college-based and CU-based journals indexed in Scopus and/or in international journal databases may be listed in this category.</p>
Conference Papers published by Reputable Book Publishers	<p><u>As Author:</u> 1-2 authors – 7 pts; 3-4 authors – 5.6 pts; 5 or more – 4.2 pts.</p>	<p>Only conference papers in books published by commercial and reputable academic book publishers, prestigious university presses, and other highly regarded international publishers are considered.</p> <p>Conference papers in books published by foundations, government agencies, NGOs, professional societies, international commissions or organizations, and non-academic bodies shall not be given credit.</p>
Papers published in National journals	<p><u>As Author:</u> 1-2 authors – 3 pts; 3-4 authors – 2.4 pts; 5 or more – 1.8 pts.</p>	<p>National journals are those with national circulation and distribution to different parts of the country. To be considered, national journals must have:</p> <ol style="list-style-type: none"> 1. At least one (1) regular issue per year; 2. Diverse editorial board members (with experts from various local/international institutions); 3. Official journal websites that are regularly updated.

		College-based and CU-based journals should also satisfy the above criteria to be considered as national journals.
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Scientific/Technological Books/Chapters of a Book published by Prestigious Publishers

Books or Chapters of a Book (Non-Textbook) Published by an International Publisher with International Circulation	<u>As Author:</u> Book: 1-2 authors – 35 pts; 3-4 authors – 28 pts; 5 or more – 21 pts.	Only books published by commercial and reputable academic book publishers, prestigious university presses, and other highly regarded international/local publishers are considered. Books published by foundations, government agencies, NGOs, professional societies, international commissions or organizations, and non-academic bodies shall not be given credit. The book should: <ol style="list-style-type: none"> 1. Have undergone a well-defined review process by at least two (2) external reviewers; and 2. Be published by a publishing company with a good track record for at least ten (10) years. Book chapters should have a minimum of three (3) pages
	Book chapter: 1-2 authors – 7 pts; 3-4 authors – 5.6 pts; 5 or more – 4.2 pts Maximum of 5 chapters per book	
Books or Chapters of a Book (Non-Textbook) Published by a Local Publisher with National Circulation	<u>As Author:</u> Book: 1-2 authors – 25 pts; 3-4 authors – 20 pts; 5 or more – 15 pts	Only books published by commercial and reputable academic book publishers, prestigious university presses, and other highly regarded international/local publishers are considered. Books published by foundations, government agencies, NGOs, professional societies, international commissions or organizations, and non-academic bodies shall not be given credit. The book should: <ol style="list-style-type: none"> 3. Have undergone a well-defined review process by at least two (2) external reviewers; and 4. Be published by a publishing company with a good track record for at least ten (10) years. Book chapters should have a minimum of three (3) pages
	Book chapter: 1-2 authors – 5 pts; 3-4 authors – 4 pts; 5 or more – 3 pts Maximum of 5 chapters per book	

Peer Reviewed Technological Outputs

International Patents	Technical Review – 20 pts Formality Review – 30 pts Patent Awarded – 50 pts	For patents and designs to be credited, UP must be indicated as the primary address of the owner(s)/developer(s). Plant varieties, registration of plant hybrids, Copyrights, Trademarks and the like are not included. Utility Models
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Local Patents	Technical Review – 6 pts Formality Review – 9 pts Patent Awarded – 15 pts	may be listed as entries but may not be given full points equivalent to a patent upon evaluation.
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Scientific Recognition

Criteria	Points	Requirements
Scientific Standing (International Journals/Books) To be credited, the books/journals should meet the criteria enumerated in the preceding table. Not included: Publications by non-academic organizations and societies.		
Editor of International Reputable Scientific Journal/Book (Maximum of 2 journals/books)	<u>Editor-in-Chief of WoS-indexed or Scopus-listed journals (Maximum of 2 journals)</u> <u>2 or more years – 30 pts;</u> <u>1 to less than 2 years – 20 pts;</u> <u>Less than a year – 15 pts</u>	
	<u>Section/ Topical Editor of WoS-indexed or Scopus-listed journals (Maximum of 2 journals)</u> <u>2 or more years – 25 pts;</u> <u>1 to less than 2 years – 18 pts;</u> <u>Less than a year – 12 pts</u>	
	<u>Editor-in-Chief of peer reviewed national journals/ international journals (Maximum of 2 journals)</u> <u>2 or more years – 20 pts;</u> <u>1 to less than 2 years – 15 pts;</u>	

	<p>Less than a year – 8 pts</p>	
	<p>Section/ Topical Editor of peer reviewed national journals/ international journals (Maximum of 2 journals) 2 or more years – 12 pts; 1 to less than 2 years – 8 pts; Less than a year – 5 pts</p>	
	<p><u>Editor of Book (International)</u> 1-2 editors – 20 pts; 3-4 editors – 16 pts; 5 or more – 12 pts</p> <p>Maximum of 2 books</p>	
	<p><u>Member of Editorial Board of WoS-indexed or Scopus-listed Journals</u> 3 or more years – 4 pts; 1-2 years – 3.2 pts; Less than a year – 2.4 pts</p> <p>Maximum of 2 Entries</p>	
	<p><u>Issue Editor of WoS-indexed Journals</u> 2.5 pts per issue</p> <p>Maximum of 3 entries</p>	<p>Includes appointment as Guest Editor of a Special Issue of journals. Not included: Associate, Managing and Section Editors.</p>
	<p><u>Issue Editor of Scopus-listed or non-WoS-indexed or Peer-Reviewed international Journals</u> 1.5 pts per issue</p> <p>Maximum of 3 entries</p>	

Peer Reviewer in WoS-indexed and/or Scopus-listed Journals	3 pts per reviewed article Maximum of 2 entries	
Citations in Papers Published in WoS-indexed and/or Scopus-listed journals	2 pts. per citation Maximum of 5 entries, 1 citation per authored article	Papers in which the applicant's authored paper is cited should be published in WoS-indexed or Scopus-listed journals. Papers which cite your work should be published within the reckoning period to be considered. Self-citations are not included
Professional Standing (in international organizations/ conferences)	The organization should: <ol style="list-style-type: none"> 1. Be respected in its disciplinal field/s; 2. Be an independent scientific international organization; 3. Have world renowned scientists as members and awardees from different countries; 4. Promote membership in the form of recognition through nomination, not by mere application and paying of membership fees or subscription to a journal 	
Invited Member of Prestigious International Scientific Bodies	10 pts. for long-term appointments (at least 1 year); 6 pts. for short-term appointments (less than 1 year) Maximum of 2 entries	Only membership in academic, scientific and policy-making bodies are considered. Membership should be through direct invitation only and in recognition of the applicant's professional standing. Not included: <ul style="list-style-type: none"> • Memberships achieved through payment of membership fees, application and/or election process; • Membership by means of public or administrative positions held by the applicant; • Official position and memberships in ad hoc committees, associations, and societies;
International Scientific Award	30 pts per award Maximum of 2 entries	The award should: <ul style="list-style-type: none"> • Be through international competition with participants from different countries; • Advance a discipline through outstanding or seminal contribution; • Come from a non-profit, independent organization dedicated to the further development and promotion of research and education; and • Have been won by respected scientists. Not included: <ul style="list-style-type: none"> • Awards that are research grants in nature;

		<ul style="list-style-type: none"> • Best paper/poster in conferences, etc.; • Awards funded by international agencies specific for the Philippines; • UP International Publication Award, etc.
Invited Keynote Speaker in Scientific International Conferences, Symposia, Congresses	<p>25 pts per invitation/paper</p> <p>Maximum of 2 entries</p>	<p>The applicant should be indicated as the keynote address speaker during a convention, conference and the like, i.e. the applicant is the sole keynote address speaker. If not labeled as keynote speaker but there are no simultaneous sessions and the session is for all participants, the applicant can be considered as a keynote speaker.</p> <p>A scientific international conference that is held/organized in the Philippines may only be regarded as "international" if at least three (3) countries are represented in terms of its organizing committee, speakers, and participants. Only reputable scientific international conferences attended by at least 50 participants are considered.</p> <p>Not included:</p> <ul style="list-style-type: none"> • In the case where the applicant was invited as a keynote speaker based on his/her position/designation in an organization or institution, and not through recognition of his/her scientific accomplishments; • Where there are several "keynote speakers" indicated in the program for each day of the conference, the "keynote speaker" entry should be placed as entry for plenary speaker -- some conference organizers interchangeably use "keynote speaker" and "plenary speaker."
Invited Plenary Speaker in Scientific International Conferences, Symposia, Congresses	<p>10 pts per invitation/paper</p> <p>Maximum of 2 entries</p>	<p>The applicant should be indicated as a plenary speaker in one of the sessions of a convention, conference and the like.</p> <p>A scientific international conference that is held/organized in the Philippines may only be regarded as "international" if at least three (3) countries are represented in terms of its organizing committee, speakers, and participants. Only reputable scientific international conferences attended by at least 50 participants are considered.</p> <p>Not included:</p> <ul style="list-style-type: none"> • The applicant was an invited plenary based on his/her position/designation in an organization or institution and not through recognition of his/her scientific accomplishments.

Additional Requirements/Conditions:

1. All applicants to the UP Scientific Productivity System shall submit a completely filled-in application form. All supporting documents must be properly labeled, and complete. The CUs are tasked to check and ensure the completeness of the application.
 - a. All supporting documents must clearly identify the applicant as belonging to UP e.g. publication entries under scientific productivity must have been published with UP as the primary address/affiliation of the author(s) on the title page to be considered.
 - b. For supporting documents in plenary and keynote speakership, all documents must explicitly **state** that the applicant was invited as a plenary or keynote speaker.
 - c. Entries without proper documentation shall not be given points.
2. Incomplete applications shall only be processed by the System Committee as is. Applicants are not allowed to submit supplementary documents after the deadline for submission and once the CUs have submitted the applications to OVPAA.
3. Applicants who have been charged with criminal or administrative offenses do not qualify for the Award. For those with pending cases, the Award shall be withheld, if the nominee qualifies, until the resolution of his/her case.



Proposed revisions on the points system rating of the UP Scientific Productivity System (SPS)

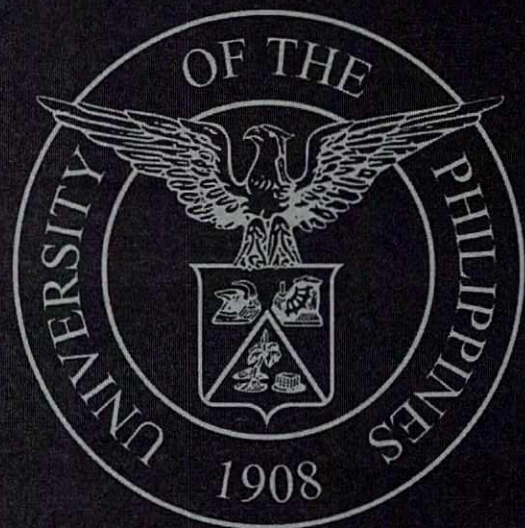
REQUESTED BOR ACTION:

**APPROVAL OF THE PROPOSED REVISIONS
IN THE POINTS SYSTEM OF THE UP
SCIENTIFIC PRODUCTIVITY SYSTEM (SPS)**

The current rating system of the SPS only recognizes the contributions of the editors-in-chief of peer reviewed journals. The proposed revision in the rating system would acknowledge the importance of the section editors and its crucial role in shaping the content and maintaining the standards of the journal within their designated areas of expertise.

Also, the current system gives varying points for editors-in-chief depending on which database the journal belongs to, with WoS-indexed journals given higher points than Scopus-listed journals. All journal editors irrespective of database (specifically WoS and Scopus to which UP subscribes to) have the same duties and responsibilities, hence deserve the same level of recognition.

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<p>III. Scientific Recognition</p> <p>A. Scientific Standing (International Journals/Books)</p> <p>1. Editor of International Reputable Scientific Journal/Book</p> <p>a. Editor-in-Chief of WoS-indexed Journals (Maximum of 2 journals) 3 or more years – 20 pts; 1-2 years – 16 pts; less than a year – 12 pts.</p> <p>a. Editor-in-Chief of Scopus-listed or non-WoS-indexed or Peer-Reviewed International Journals (Maximum of 2 journals) 3 or more years – 12 pts; 1-2 years – 9.6 pts; less than a year – 7.2 pts.</p> <p>a. Editor-in-Chief of National Journals (Maximum of 2 journals) 3 or more years – 5 pts; 1-2 years – 4 pts; less than a year – 3 pts.</p>	<p>a. Editor-in-Chief of WoS-indexed or Scopus-listed journals (Maximum of 2 journals) 2 or more years – 30 pts; 1 to less than 2 years – 20 pts; Less than a year – 15 pts</p> <p>a. Section/ Topical Editor of WoS-indexed or Scopus-listed journals (Maximum of 2 journals) 2 or more years – 25 pts; 1 to less than 2 years – 18 pts; Less than a year – 12 pts</p> <p>a. Editor-in-Chief of peer reviewed national journals/ international journals (Maximum of 2 journals) 2 or more years – 20 pts; 1 to less than 2 years – 15 pts; Less than a year – 8 pts</p> <p>a. Section/ Topical Editor of peer reviewed national journals/ international journals (Maximum of 2 journals) 2 or more years – 12 pts; 1 to less than 2 years – 8 pts; Less than a year – 5 pts</p>



**Revisions on the points
system rating of the UP
Scientific Productivity
System (SPS)**

Requested BOR Action: APPROVAL