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OFFICE OF THE CHANCELLOR

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26 November 2012

MEMORANDUM NO. CAS-12-066

TO : Deans, Directors, and Heads of Units
SUBJECT : UP System-wide Revised Guidelines on the Selection
Criteria and Process of Professor Emeritus

Please find attached the excerpts from the Minutes of the 1281st and 1282nd meetings of the Board of Regents held on 26 July 2012 and 20 September 2012 respectively on the approved Revised Guidelines on the Selection Criteria and Process of Professor Emeritus for your information and guidance.

Please disseminate to concerned faculty.

Thank you.

[Signature]
CAESARA SALOMA
Chancellor

Attached:a/s

NOTED:

[Signature] 11/28/12
RONALD S. BANZON
Vice-Chancellor for Academic Affairs

From: Nick Poblador <nspoblador@yahoo.com>
To: Gisela Concepcion <gpconcepcion@gmail.com>; "gildarivero@up.edu.ph" <gildarivero@up.edu.ph>
Cc: fred pascual <fredpascual@yahoo.com>; "evbph@yahoo.com" <evbph@yahoo.com>; Beng Concepcion <sbconcepcion@yahoo.com>
Sent: Friday, September 7, 2012 1:34 PM
Subject: Revised Guideline for Appointment to Professor Emeritus

Dr. Gisela P. Concepcion
Vice President for Academic Affairs
University of the Philippines


Dr. Gilda Rivero
Chancellor, UPMindanao

Dear VP Concepcion and Chancellor Rivero:

I have read the relevant portions of the Minutes of the 1281st Meeting of the BOR which was held on 26 July 2012, and I wish to inform you that I am in general agreement with the new set of criteria and procedures for nomination to the honorific position of Emeritus Professor.

I am particularly pleased with the explicit emphasis placed by the new set of guidelines on achievement rather than on period of service. I interpret this to mean that the candidates' qualifications will be based not only on their accomplishments during their period of tenure at the University but also on their professional work after their retirement. I believe that doing so would give a more complete picture of the candidates' academic and professional credentials and, more importantly, their ability to continue serving the University and society.

NICETO S. POBLADOR, Ph.D.
Retired Professor of Management
University of the Philippines Mindanao

Action of the Board of Regents
at its 1282nd Meeting on 9/20/12
APPROVAL

LILIAN A. DE LAS LLAGAS
Secretary of the University
and of the Board of Regents



Division of
Administrative Services

Comment of CS, UP Baguio re Guidelines on Selection Criteria on Prof Emeritus

Rosemary Gutierrez <rosemarymgutz@yahoo.com>

Fri, Sep 14, 2012 at 4:59 PM

Reply-To: Rosemary Gutierrez <rosemarymgutz@yahoo.com>

To: UP OVPA <upovpa@gmail.com>, "ovpa@up.edu.ph" <ovpa@up.edu.ph>

Cc: "rayvillo@gmail.com" <rayvillo@gmail.com>, willyalangui X <wvalangui@gmail.com>

Dear VP Concepcion:

Here are some comment from the College of Science, UP Baguio regarding the Guidelines on the selection criteria and process of Prof. Emeritus

1. Is it correct that the CU committee is an ad hoc committee, that is assembled only when there is a candidate for Professor Emeritus?

2. What about the point system in each of the items in Annex 1? how is the weight of each item determined? for example, is it 2 points for each international publication and 1 point for local publication? or is this something that should be discussed by the CU committee to be formed?

Truly yours,

Rosemary M. Gutierrez
Dean, College of Science
UP Baguio



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Excerpt from the Minutes of the 1281st Meeting of the Board of Regents held on 26 July 2012 at the Board of Regents Room, Administration Building, UP Diliman, Quezon City

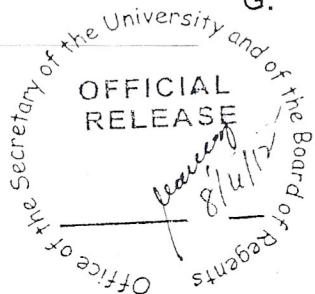
VI. ACADEMIC MATTERS

G. Revised Guidelines on the Selection Criteria and Process of Professor Emeritus

BACKGROUND:

This is a proposal to revise the Professor Emeritus selection guidelines system-wide, based on the following findings of the OVPAA:

1. SELECTION PROCESS: The BOR approved the general guidelines for the selection process and approved the specific guidelines for the selection process in UP Diliman. There are no BOR-approved Professor Emeritus guidelines for the selection process in other CUs.
2. SELECTION CRITERIA: The BOR provided general guiding principles and minimum qualifications for selection. There are no BOR-approved specific selection criteria of the CUs. UP Diliman set specific, quantitative selection criteria for 5 clusters of disciplines, but the criteria were found to be widely disparate across clusters. Other CUs have used the BOR-approved general guidelines as selection criteria.
3. COMMITTEES: There was lack of communication and synchrony between the CU Committees and the System Committee because the members of the System Committee did not come from the CU Committees. UPOU had no representation in the System Committee.
4. LOBBYING AND APPEALS: Several cases of lobbying and appeals by retiring or retired professors have been documented indicating the lack of clear guidelines in the selection process and criteria.



UNIVERSITY OF THE PHILIPPINES
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-2-

MEETINGS AND MEMBERS OF THE SYSTEM COMMITTEE:

For almost a year, the System Committee held several meetings and a workshop to review and harmonize the guidelines on the selection process, criteria, entitlements and proposed activities across CUs. Chairs of CU committees were selected by the Chancellors to represent the CU in the System Committee. UP Diliman has two representatives in the System Committee. UPOU now has a representative. There were 2 members-at-large, Professor Emeriti Edgardo Gomez, Cecilia Florencio, and recently, Prof. Emer. Francisco Nemenzo, joined the System Committee.

SALIENT FEATURES OF THE PROPOSAL:

The minimum qualification for consideration at the CU level is revised to at least 15 years of active service, reaching the highest rank of Professor 12 upon retirement, or in exceptional cases, Professor 9, with achievements equivalent to Professor 12. Only a professor who has been promoted to the highest professor rank deserves the title. Emphasis is given to the exceptional quality of the achievements rather than the period of service.

1. CUs will use a system-wide harmonized set of criteria based on: 1. teaching (minimum of 30 points = very good, maximum of 50 points = excellent), 2. research or creative work (minimum of 30 points = very good, maximum of 50 points = excellent), 3. public service (minimum of 10 points = good, maximum of 20 points = very good) and allows each CU a degree of flexibility to score the nominees based on specific measures under each criterion. A minimum total score of 90 points must be obtained to merit the title. Emphasis is placed on outstanding performance in teaching/mentoring AND research or creative work.

UNIVERSITY OF THE PHILIPPINES
Quezon City

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-3-


2. The selection process is two-stage and twice a year. All professors who meet the minimum qualifications are automatically considered at the CU Committee level. Nominees are endorsed by the Chancellor to the System Committee which reviews the nominations and endorses the nominees to the President. Appeals are considered at the System Committee Level only once.
3. The chairs of the CU committees are the representatives of the CU at the System Committee. Members-at-large, preferably Professor Emeriti, can be invited to be part of the CU and System Committees.

Board action: APPROVAL IN PRINCIPLE with the instructions to widely disseminate the criteria for the selection of Professor Emeritus and get comments from the constituents of the CUs especially retired professors.

CERTIFIED CORRECT:


LILIAN A. DE LAS LLAGAS
Secretary of the University
and of the Board of Regents

6 August 2012

cc:	The Vice President for Academic Affairs	_____	_____
	The Vice President for Administration	_____	_____
	The Vice President for Planning and Finance	_____	_____
	The Vice President for Development	_____	_____
	The Vice President for Public Affairs	_____	_____
	The Vice President for Legal Affairs	_____	_____
	The Chancellor, UP Diliman		8/14/12
	The Chancellor, UP Manila	_____	_____
	The Chancellor, UP Los Baños	_____	_____
	The Chancellor, UP Visayas	_____	_____
	The Chancellor, UP Baguio	_____	_____
	The Chancellor, UP Open University	_____	_____
	The Chancellor, UP Mindanao	_____	_____
	The Officer-in-Charge, UP Cebu	_____	_____

Note: All Chancellors and the Officer-in-Charge of UP Cebu will please see to it that copies of this excerpt are furnished to all units/persons concerned.