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.

CAESAR A. SALOMA
Chancellor

Attached: a/s

NOTED:

RONALD S. BANZON
Vice-Chancellor for Academic Affairs
OFFICE OF THE VICE PRESIDENT FOR ACADEMIC AFFAIRS

18 September 2012

Dr. Lilian de las Llagas
Secretary of the University and of the Board of Regents
University of the Philippines

Dear Secretary de las Llagas,

In compliance to the instructions from the BOR "to get the comments from the constituents of the U.P. especially retired professors" on the Revised Guidelines on the Selection Criteria and Process of Professor Emeritus (approved in principle at the 1281st BOR Meeting on 26 July 2012), may we submit the attached comments from the following:

1. Prof. Regelio Cuyno — retired Professor from UP Mindanao
2. Prof. Niceto Poblador — retired Professor from UP Mindanao
3. Assoc. Prof. Josefina Carvajal — retired Associate Professor from UP Cebu
4. Assoc. Prof. Lourdes Barcenas — retired Associate Professor from UP Cebu
5. College of Science, UP Baguio (submitted by Dean Rosemary Gutierrez)

Yours truly,

[Signature]
Gisea P. Conepcion, PhD
Vice President for Academic Affairs

[Stamp: Action of the Board of Regents at its 1281st Meeting on 26 July 2012 Approval]

[Signature]
LILIAN A. DE LAS LLAGAS
Secretary of the University and of the Board of Regents
From: Nick Poblador <npoblador@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, UPM Mindanao

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 1281st Meeting on 26 July
APPROVAL
LILIAN A. DE LAS LLAGAS
Secretary of the University
and of the Board of Regents
Comment of CS, UP Baguio re Guidelines on Selection Criteria on Prof Emeritus

Rosemary Gutierrez <rosemangut@gmail.com>  
Fri, Sep 14, 2012 at 4:59 PM

Reply-To: Rosemary Gutierrez <rosemangut@gmail.com>
To: OVPAA <upovpaa@gmail.com>, "ovpaa@up.edu.ph" <ovpaa@up.edu.ph>
Cc: "rayrovillos@gmail.com" <rayrovillos@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

Action of the Board of Regents at its REG Meating on 09/14/12
APPROVAL
LILIAN A. DE LAS LLAGAS  
Secretary of the University  
and of the Board of Regents
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.
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.
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:

LILIANA 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
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.