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# UNIVERSITY OF THE PHILIPPINES

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## ADMINISTRATIVE ISSUANCES

### ADMINISTRATIVE ORDERS

#### Administrative Order No. 281: Applications for the School of Nursing

In order to effect the prompt and orderly merger of the College of Nursing and the School of Nursing in accordance with the resolution of the Board of Regents at its 827th meeting held on December 11, 1972, the following are hereby directed to stop accepting applications for the School of Nursing, effective the academic year 1974-75: The Director, Philippine General Hospital; The Principal, School of Nursing; and The Dean, College of Nursing. All nursing applicants shall henceforth be directed to the College of Nursing at Diliman.

18 December 1974

#### Administrative Order No. 1: Revision of the Position-Classification Plans of the University

The following are hereby constituted into a Committee with Professor Ramon M. Garcia as Chairman and Mr. Amor N. Oribello, Jr. as Member-Secretary, for the purpose of revising the position-classification plans of the University: Dr. Luis C. Pascual, Chairman, Department of Industrial Engineering and Operations Research, College of Engineering; Dr. Pedro R. Sandoval, Executive Director, Center for Policy and Development Studies, U.P. at Los Baños; and Professor Romeo de la Paz, Chairman, Department of Business Policy and Administration, College of Business Administration. The goal is to achieve greater rationality and equity in the range allocation or hierarchical arrangement of positions through reexamination and evaluation of the relative worth of classes of positions.

In preparing the revision, the committee has to consider the four broad areas of revision identified and submitted by the Office of Administrative Personnel Services to the Administrative Personnel Board, which are as follows:

1. Updating of the qualification standards for each class of position.
2. Formulating realistic definitions of typical duties and responsibilities of each class of position.
3. Reexamination of the occupational groupings of classes.
4. Resolving the problem of multi-range allocation of classes.

A technical staff is at the committee's disposal to gather data and conduct the necessary researches it may need in the course of its study.

The committee is authorized to call upon the appropriate offices and personnel of the University and to examine records in the performance of its duties.

20 January 1975

#### Administrative Order No. 2: Designation as Chairman, University Committee on Cultural Presentations

Dr. Eliseo M. Pajaro is hereby designated Chairman of the University Committee on Cultural Presentations,

effective immediately, vice the President who shall no longer be a member of the Committee.

29 January 1975

#### Administrative Order No. 3: Designation as Vice-Chairman of the Board of Athletic Affairs

Professor Santiago S. Simpas is hereby designated Vice-Chairman of the Board of Athletic Affairs without additional compensation effective 21 March 1975, following the expiration of the appointment of Dr. Bonifacio S. Salamanca on 20 March 1975, until 20 March 1976.

30 January 1975

### MEMORANDUM CIRCULAR

#### Memorandum Circular No. 2: President's Memorandum on "Student Discipline"

I am sending you herewith copy of a memorandum dated 29 January 1975 from President Onofre D. Corpuz submitted to and concurred in by the Board of Regents (857th meeting, 30 January 1975).

The memorandum is "a statement of the approach to be taken by the... President of the University of the Philippines System in matters of student discipline in general, and in relation to Executive Order No 15, as amended, pertaining to the functions, responsibilities and powers of deans, directors and heads of units in the conduct and discipline of students in particular."

31 January 1975

For the President:  
(Sgd.) OSCAR M. ALFONSO  
*Secretary of the University*

This is a statement of the approach to be taken by the undersigned as President of the University of the Philippines System in matters of student discipline in general, and in relation to Executive Order No. 15, as amended, pertaining to the functions, responsibilities and powers of deans, directors and heads of units in the conduct and discipline of students in particular.

1. The basic status of the President is that of "Chief Executive of the University System"—Section 5, Board of Regents resolution, 828th meeting, 21 December 1972. As such he is vested with powers and responsibilities. These powers, as provided for in the aforesaid resolution, all relate to System-wide matters, except with respect to units of the System directly placed under his supervision and control, and the power of appointment of personnel directly under his Office and in other offices not attached to any autonomous university. The standard proviso giving the President other powers and responsibilities is included, but these are contingent on delegation by the Board.

In general, therefore, the nature of the powers and responsibilities of the President of the University System is clearly indicated by Section 5 (c) of the Board resolution:

"He shall concern himself with the larger questions of university policy relating to national development programs, research activity, academic standards, curricula, and matters affecting the rights, privileges, responsibilities and welfare of the University constituency."—Underscoring supplied.

2. Now, specifically in relation to student conduct and discipline, Executive Order No. 15, as amended on 28 February 1974, was promulgated by the President of the University "for the guidance of all concerned."

Sections 1 & 2 of this Executive Order define the basis of discipline and the forms of specific misconduct.

Section 4 provides that violations of Sections 1 & 2 "shall fall under the jurisdiction of" the respective deans or directors. Not only that. The President of the University states in this section of his Executive Order that said violations "shall be dealt with by" the respective deans or directors. The jurisdiction of the deans or directors, and their dealing with these cases, shall be exercised after investigation by the appropriate committee.

In addition to the general powers of deans and directors in their respective colleges or units in connection with violations of Sections 1 & 2, they are empowered by Section 3 to "promulgate rules on conduct and discipline of peculiar application to their respective units," subject to the President's approval and conformity to rules on circularization and date of effectivity.

These provisions of Executive Order No. 15, as amended, are wise provisions. They ensure that the President of the University System shall have time and perspective for concerning himself with "the larger questions of university policy." At the same time, they provide for the management of student conduct and discipline at the venue and level at which justice and fairness are most meaningful: in the college where the student is enrolled; where he receives tutelage; where he develops close and often lasting relationships with his faculty and fellow students; where the dean or director presides as the senior member of the community that is part of the larger university community.

Section 19 of Executive Order No. 15 as amended then provides for transmittal by the dean of the unit or by the Dean of Students of his *action* or *recommendation* in a particular case to the President of the University.

Section 26 provides that the action of a dean or director may include the imposition of the penalty of suspension for a period not longer than one calendar year. This presumes that his authority includes the imposition of lesser penalties. However, a dean or director may not impose a larger period of suspension, nor shall he impose the penalty of expulsion; in these cases Section 26 provides that he recommends the corresponding penalties to the President.

Thus, Sections 19 & 26 reserve to the President the resolution of the issues raised by the gravest disciplinary sanctions. The wisdom of the Board of Regents in requiring Presidential consideration at this stage becomes manifest. Expulsion operates to terminate the membership of a student in the University community. It is similar or analogous to exile, deportation, or the death penalty in criminal cases. And a

very long period of suspension might render for naught a student's expectation of promotion from the status of a sophomore to that of a junior, etc. And both raise the question of the possible loss to the nation of the public treasure invested in the student's university education, and the similar loss to his family of the resources allocated to his tuition.

Indeed, the provisions in Executive Order No. 15 as amended relative to the constitution of an Inter-College Disciplinary Committee (Sections 4b & 9), and the vesting of authority upon a dean or director to impose penalties summarily (Section 27), can have no meaning other than that the rules and regulations of the Executive Order are intended to bring about the settlement of student discipline cases below the level of the President.

3. If Executive Order No. 15 as amended, promulgated by the President of the University System "for the guidance of all concerned," is construed as designed primarily for the resolution of cases by the Deans or Directors, is there no danger of miscarriage of justice?

The answer to this question is that there are ample and adequate provisions protecting the parties to a case. These provisions are principally Sections 1, 5, 7, 10, 11, 14, 16, and Section 23 especially, in the case of respondents. The last-named Section, in paragraph (a), specifically provides that "no student may be subjected to disciplinary penalty except upon due process of law."

In addition to the foregoing provisions, there is provided a system of reconsideration or appeal (Sections 20 & 21). Reconsideration and appeal, to all intents and purposes, are referred to as if they are equivalent in Section 22.

In this connection, the Board of Regents resolution in its 828th meeting provides that the President of the University System "shall set up a machinery for review of all disciplinary actions *appealable* to the Office of the President, and for the consideration of petitions for redress of grievances."—Underscoring supplied. This Board resolution means that in addition to those recommendations for suspension in excess of one year and for expulsion, which must go to the President, actions by deans or directors imposing lesser penalties may be appealed to the President. It is an error, however, to conclude herefrom that the President shall receive *all* motions for reconsideration or all appeals from actions of the deans or directors as if all such motions or appeal were proper. The Board resolution cited in this paragraph refers to *appealable* disciplinary actions. The language of the resolution therefore clearly establishes a category of actions which are appealable, and the necessary and inescapable implication is that there is a category of actions which are *not* appealable.

Here Executive Order No. 15 as amended is deficient. It is not an adequate implementing order for the Board resolution. Whereas the latter requires the President to set up a machinery for review of appealable disciplinary actions, there is no proviso in the Executive Order defining which actions are appealable, and which are not (Section 20). Section 21 is slightly less vague, for it refers to an appeal which is deemed meritorious by the Board, but it does not define "meritorious," and it refers to appeals *from* the President to the Board.

In any event, it is the sense and intent of the governing body of the University System that there be actions of deans or directors which are appealable, and actions not appealable. It is understandable that for as long as there are no definitions of appealable and un-appealable actions, the President, in order to avoid the risk of injustice to appellant parties, might receive and act on all appeals and petitions for reconsideration as if they were meritorious or proper appeals and petitions. But this is contrary to the very reason or purpose of a rational or fair system of justice. The objective in setting up or formulating regulations to govern student conduct and discipline is precisely to terminate or resolve all cases or disputes as early as possible, consistently with due process. Indeed we must provide for conciliation procedures where appropriate for the purpose of settling cases without recourse to formal proceedings.

The automatic and indiscriminate consideration of appeals from all actions imposed as a result of regular or proper proceedings by subordinate bodies or officers vested with jurisdiction only serves to extend the dispute or litigation, to the prejudice of complainant parties.

Nor is it a justification that the President of the University System treat all actions as appealable, on the ground that the rules do not define un-appealable actions, and to do otherwise is unfair to legitimate appellants. The remedy, clearly, is to improve the rules by curing their deficiency.

4. It remains to consider whether or not it is in the interests of the University, or of student parties, for the President to be involved in the resolution of cases as if in the exercise of original or concurrent jurisdiction on the ground that it is his duty to see to it that there be a University-wide uniformity of penalties for offenses of similar gravity or seriousness. In other words, after the President has vested jurisdiction over cases involving a stipulated range of penalties to deans or directors, and after he has provided by Executive Order that said deans or directors deal with these cases, he may now act on his own *motu proprio*, receive appeals as a matter of course and in effect review, confirm, or modify the penalties imposed by the deans or directors in the exercise of their jurisdiction and authority.

The undersigned does not subscribe to this view. Executive Order No. 15 as amended plainly recognizes varied conditions relevant to student conduct and discipline might obtain in the different colleges or units. Section 3 explicitly allows the promulgation of rules on student conduct and discipline "of peculiar application" to a particular unit or college. It follows that the imposition of a penalty for a particular offense committed by a student of one unit is not to be reversed or subjected to revision or modification merely because it happens to be lesser or graver than the penalty imposed for the same offense in another unit.

Indeed, Executive Order No. 15 (Section 26a) as amended provides that "the gravity of the offense committed and the circumstances attending its commission shall determine the nature of the disciplinary action or penalty to be imposed." It is therefore to be presumed that the dean or director concerned, and the investigating committee involved, in the course of the proceedings and in the determination of the action, were guided by this

proviso. Hence there must be a showing that the presumption is not warranted, or that the proceedings were not regular, for the action or penalty to be subject to modification—although in fact the remedy for irregular proceedings would either be new proceedings or dismissal of the case. Even granting the above, however, the correct ground for revision of the penalty is the irregularity of the proceedings or the non-compliance with due process, but not the consideration of uniformity of penalties.

5. In view of the foregoing, the undersigned concludes that it is necessary to review Executive Order No. 15 as amended, for the purpose of improving it by rectifying its deficiencies.

In the meantime, the President of the University shall require the deans or directors to discharge their functions and responsibilities to the fullest extent pursuant to the said Executive Order. The lack of courage, or remissness in this matter, shall be an indication that a head of a unit falls short of what is required to be *doyen* of a college or unit. At the same time, the adequate discharge of the role shall be recognized by a respect for the validity of the actions taken, and the President shall not substitute his ideas of what is meet or just for those of the deans or directors in whom he has vested jurisdiction, whenever their actions are decided upon in compliance with pertinent rules and regulations in regular proceedings.

As for the President of the University System, he shall exercise what his own Executive Order reserves to his Office, which is the appellate or review power or function. This power or function is by its nature different from the exercise of original jurisdiction, as law students very well know. For this reason, it is to be exercised as a corrective to defects or mistakes in earlier proceedings.

Finally, the President of the University System acknowledges the superior appellate power of the Board of Regents, in all proper cases.

(Sgd.) ONOFRE D. CORPUZ  
President

## MEMORANDUM

### Technical Staff to Assist the Committee on the Revision of the U.P. Position-Classification Plans

In addition to their present duties, the following are hereby designated as members of the technical staff assigned to assist the Committee on the Revision of the Position-Classification Plans of the University, with Professor Perla Segovia as Coordinator:

Mr. Ananias B. Aurelio, Chief, Office of Institutional Studies, Office of Academic Affairs; Mrs. Isabelita Poe, Chief, Office of Academic Services; Miss May Huntington, Management Specialist, Office of the Vice-President for Administration; Miss Victoria R. Silva, Management Analyst, Office of Administrative Personnel Services; and Miss Clarita Cuizon, Administrative Officer, Department of Physical Education.

Its duties will comprise gathering of data and conducting researches necessary in the study.

20 January 1975

(Sgd.) SALVADOR P. LOPEZ  
President



- Lourdes A. Africa, increase in honorarium as Lecturer Preceptor (part-time), Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1974 until November 30, 1975.
- Adrienne A. Agpalza, transfer to another item and to non-substitute status as Research Associate, Institute of Environmental Planning, effective January 1, 1974 until June 30, 1975.
- Ramon L. Arcadio, promotion from Medical Consultant (Range 9) to Medical Consultant (Range 10), Out-Patient Department, Philippine General Hospital, effective January 1, 1975.
- Adriano Arcelo, reappointment as Professorial Lecturer in Economics, University of the Philippines College in Manila, effective December 7, 1974 until May 31, 1975.
- Jovito Arias, increase in salary as Residence Head (Range 8), Molave Residence Hall, effective January 1, 1975.
- Angelina R. Bernardo, increase in salary as Residence Head (Range 8), Kamia Residence Hall, effective January 1, 1975.
- Leonor M. Briones, reappointment as Assistant Professor I of Public Administration, College of Public Administration, effective February 1, 1975.
- Carmencita C. Castueras, change in designation and increase in salary from Economist (Range 9) to Research Associate II, DPWTC-UIEP Projects, Institute of Environmental Planning, effective July 1, 1974 until June 30, 1975.
- Abraham S. Catacutan, increase in salary as Residence Head (Range 8), Narra Residence Hall, effective January 1, 1975.
- Wilfredo C. Cosico, reclassification of position with increase in salary from Agronomist I to Research Associate, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until July 31, 1974.
- Rafael P. Creencia, increase in salary from Assistant Professor I to Assistant Professor II of Horticulture, College of Agriculture, University of the Philippines at Los Baños, effective January 1, 1975.
- Antonio P. Cruz, increase in salary as Director of the Office of Physical Plant (Range 11), effective January 16, 1975.
- Rodelio S. Cruz, increase in salary as Dentist (Range 8), Philippine General Hospital, effective January 1, 1975.
- Ma. Vida V. Dacumos, change in designation and increase in salary from Sociologist to Research Associate I, DPWTC-UIEP Projects, Institute of Environmental Planning, effective July 1, 1974 until June 30, 1975.
- Rogelio T. Datuin as Senior Lecturer in Geology and Geography, College of Arts and Sciences, effective November 8, 1974 until May 31, 1975.
- Adolfo M. de Guzman as Assistant Professor I of Mathematics, University of the Philippines at Baguio, effective November 4, 1974 until May 31, 1975.
- Leonora S. de Guzman, reappointment as Senior Lecturer in Social Work, Institute of Social Work and Community Development, effective November 11, 1974 until May 31, 1975.
- Alejandro S. de Leon, change in designation from Secretary to Assistant Director, Philippine Eye Research Institute, effective January 1, 1975 until December 31, 1975.
- Thelma T. de Leon, change in designation with increase in salary from Administrative Assistant to Research Associate IV, Institute of Environmental Planning, effective July 1, 1974 until June 30, 1975.
- Ernesto R. de los Reyes as Research Associate (part-time), Natural Science Research Committee, effective December 1, 1974 until November 30, 1975; re-appointment as Medical Consultant (Range 9), part-time, Out-Patient Department, Philippine General Hospital, effective July 1, 1974 until June 30, 1975.
- Raquel Elvira M. Delovino, upgrading of position with increase in salary from Resident Physician (Range 7) to Resident Physician (Range 8), Philippine General Hospital, effective January 1, 1975 until June 30, 1975.
- Vicente G. del Rosario as Liaison Officer, Office of the President, effective October 1, 1974 until June 30, 1975.
- Miguel L. Director as Dentist (Range 8), Basilan Land Grant, effective January 30, 1975.
- Delia G. Dumadag, promotion in rank and salary from Research Assistant to Research Associate, DPWTC-UIEP Projects, Institute of Environmental Planning, effective July 1, 1974 until June 30, 1975.
- Jeminiano R. Escano, reappointment as Assistant Professor III of Dairy and Pasture Husbandry, Dairy Training and Research Institute, University of the Philippines at Los Baños, effective December 17, 1974 until June 30, 1975.
- Patrocinio D. Escobar, promotion in rank from Research Associate to Researcher I, Office of the Vice-President for Academic Affairs, effective January 1, 1975.
- Susan Esperanza C. Exconde, reappointment as Assistant Professor of Home Technology, College of Agriculture, University of the Philippines at Los Baños, effective November 11, 1974 until April 4, 1975.
- Henrietta A. Fajardo, increase in salary as Research Associate, Institute of Environmental Planning, effective July 1, 1974 until June 30, 1975.
- Teofilo S. Fontanilla, increase in salary as Administrative Officer (Range 8), College of Medicine, effective August 1, 1974.
- Lourdes C. Gadia, promotion in rank from Research Associate to Researcher I, Office of Academic Services, effective January 1, 1975.
- Renato R. Gonzales, reappointment as Assistant Professor I of Animal Science, College of Agriculture, University of the Philippines at Los Baños, effective December 2, 1974 until June 30, 1975.
- Corazon Paulino Gonzales as Director of the National Teacher Training Center for the Health Sciences, College of Medicine, effective February 1, 1975 until January 31, 1976.
- Eloisa B. Gonzalez, reclassification of position from Stenographer (Range 7) to Community Relations Officer (Range 8), Office of the President, effective December 1, 1974.
- Yolandá Granda, promotion in rank and transfer to another item from Librarian I to Librarian II, Uni-

- versity Library, effective January 1, 1975 until June 30, 1975.
- Mariano J. Guillermo, increase in salary as Training Specialist II, Local Government Center, College of Public Administration, effective January 1, 1975.
- Jose L. Guerrero, reappointment as Professorial Lecturer in Broadcast Communication, Institute of Mass Communication, effective November 11, 1974 until June 30, 1975.
- Mario T. Gutierrez, increase in salary as Chairman, Out-Patient Department (Range 10), Philippine General Hospital, effective January 1, 1975.
- Ibrahim Hasan as Visiting Researcher, Institute of Economic Development and Research, School of Economics, without compensation, effective January 1, 1975 until December 31, 1975.
- Leila Ilan as Field Consultant, UPPI-IDRC Project, Population Institute, effective November 1, 1974 until April 30, 1975.
- Eloisa Y. Jacinto, increase in salary as Residence Head (Range 8), Sanggunay Residence Hall, effective upon her report for duty from a trip abroad.
- Josefino J. Javellana as Professorial Lecturer, Institute of Mass Communication, effective November 11, 1974 until March 15, 1975.
- Emil Q. Javier as Associate Dean, College of Agriculture, University of the Philippines at Los Baños, effective January 9, 1975 until January 8, 1978.
- Porfirio P. Jesuitas, increase in salary as Science Education Specialist III, Science Education Center, effective January 2, 1975.
- Ermelina B. Kalagayan, increase in salary as Cashier (Range 11), effective January 16, 1975.
- Pilar D. Kalaw, change in designation and adjustment in salary from Executive Assistant in the Administrative Development Program to Management Specialist I, College of Public Administration, effective December 1, 1974.
- Wilhelmina A. Landicho, increase in salary as Research Associate II, DPWTC-UIEP Projects, Institute of Environmental Planning, effective July 1, 1974 until June 30, 1975.
- Cecilia L. Lazaro, change in designation from Professorial Lecturer to Assistant Professor I of Broadcast Communication, Institute of Mass Communication, effective January 2, 1975 until the return of Higinio A. Ables from a leave of absence, but not later than December 31, 1975.
- Josefina R. Licuanan, promotion in rank from Instructor to Assistant Professor of Accounting, College of Agriculture, University of the Philippines at Los Baños, effective November 11, 1974 until April 4, 1975.
- Gloria Lim as Research Ophthalmologist, Philippine Eye Research Institute, effective January 1, 1975 until June 30, 1975.
- Elsa Evelyn Lonergan as Visiting Associate Professor of Education, College of Education, without compensation, effective November 11, 1974 until September 11, 1975.
- Merlin M. Magallona, transfer from the College of Law with change in designation and increase in salary from Assistant Professor of Law to Law Researcher III, Division of Research and Law Reform, Law Center, effective January 1, 1975 until June 30, 1975.
- Elmo Q. Makil as Music Coach, U.P. Staff Choral Society, College of Music, effective December 11, 1974 until June 30, 1975.
- Daniel Malamud as Visiting Associate Professor of Biochemistry, College of Medicine, without compensation, effective January 13, 1975 until March 20, 1975.
- E. Arsenio Manuel as Senior Research Fellow, Law Center, effective December 16, 1974 until April 15, 1975.
- Alegria M. Martija, promotion from Accountant (Range 7) to Chief, Bookkeeping Section (Range 9), effective January 30, 1975.
- Gloria R. Martinez as Guidance Associate, Office of Student Affairs, effective January 16, 1975 until June 30, 1975.
- Bernadette C. Mendonez, change in designation and increase in salary from Economist to Research Associate I, DPWTC-UIEP Projects, Institute of Environmental Planning, effective July 1, 1974 until June 30, 1975.
- Yolanda M. Mingoa, promotion in rank and salary from Research Assistant to Research Associate IV, Institute of Environmental Planning, effective July 1, 1974 until June 30, 1975.
- Cristobal L. Miranda as Professorial Lecturer in Nutritional Biochemistry, Institute of Public Health, effective January 2, 1975 until May 31, 1975.
- Catalina A. Naval, change in designation and increase in salary from Head Nurse, Nursing Service to Medical Researcher I, Philippine General Hospital, effective December 1, 1974.
- Edward N. Norris as Visiting Professor of Education, College of Education, without compensation, effective January 6, 1975 until April 14, 1975.
- Rosauro S. Paderon, change in designation and increase in salary from Assistant Director (Range 10) to Area Manager I, DPWTC-UIEP Projects, Institute of Environmental Planning, effective July 1, 1974 until June 30, 1975.
- Lee Peng-Yee as Special Lecturer in Mathematics, Science Education Center, effective January 10, 1975 until January 28, 1975.
- Angelica R. Perez as Associate Computer Programmer, Philippine General Hospital, effective February 1, 1975 until June 30, 1975.
- Vicente U. Quintana as Director, Agricultural Credit and Cooperatives Institute, University of the Philippines at Los Baños, effective January 16, 1975 until January 15, 1978.
- Juan F. Rivera, increase in salary as Law Researcher III, Division of Research and Law Reform, Law Center, effective February 1, 1975 until January 31, 1976.
- Dionisia A. Rola as Dean, University of the Philippines at Iloilo, effective January 30, 1975 until January 29, 1980.
- Ninfa P. Roxas, change in designation, adjustment in salary and transfer of item from Assistant Instruc-



tor in Animal Science to Research Associate, College of Agriculture, University of the Philippines at Los Baños, effective January 1, 1975 until June 30, 1975.

- Lanniene S. Salazar, increase in salary as Research Associate, Science Education Center, effective January 2, 1975.
- Remberto G. Santiago, increase in salary as Residence Head (Range 8), Yakal Residence Hall, effective January 1, 1975.
- Celerina M. Siongco, extension of appointment beyond retirement age of 65 as Associate Professor of Education, College of Education, without compensation, effective January 18, 1974 until the end of the second semester, 1974-1975; automatic pre-retirement increase in salary from Associate Professor III to Associate Professor V of Education, College of Education, effective December 17, 1974.
- Florentino S. Solon as Visiting Professor of Medicine, College of Medicine, without compensation, effective January 1, 1975 until May 31, 1975.
- John W. Sullivan as Visiting Consultant, Philippine Executive Academy, without compensation, effective December 17, 1974 until December 22, 1974.
- Wilhelmina V. Tecson, promotion in rank and salary from Research Associate to Research Associate II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective July 1, 1974 until June 30, 1975.
- Lucio M. Topacio as Consultant, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective December 1, 1974 until June 30, 1975.
- Cesario R. Torres, reclassification of position from Executive Assistant (Range 9) to Community Relations Officer (Range 9), University of the Philippines at Tacloban, effective July 1, 1974; increase in salary as Community Relations Officer (Range 9), University of the Philippines at Tacloban, effective December 1, 1974.
- Ruben D. Torres, reappointment as Law Researcher II, Division of Research and Law Reform, Law Center, effective January 1, 1975 until June 30, 1975.
- Jaime B. Valera as Field Consultant, UPPI-IDRC Project, Population Institute, effective November 1, 1974 until April 30, 1975.
- Nilda D. Vasquez as Visiting Research Associate, Institute of Economic Development and Research, School of Economics, without compensation, effective December 16, 1974 until December 15, 1975.
- Eva M. Duka Ventura as Chairman, Social Sciences and Humanities Research Committee, effective December 1, 1974 until June 30, 1975.
- Mamerto S. Ventura, reappointment as Professor of Political Science, University of the Philippines College in Manila, without compensation, effective November 11, 1974 until March 31, 1975.
- Alexis L. Verzosa, increase in salary as Traffic Engineer (Range 9), DPWTC-UPIEP Projects, Institute of Environmental Planning, effective July 1, 1974 until June 30, 1975.
- Rene Georges Wery as Visiting Research Associate, Institute of Economic Development and Research, School of Economics, without compensation, effective January 15, 1975 until April 30, 1975.

#### TRANSFER TO PERMANENT STATUS

The Board approved the transfer of the following to permanent status:

- Froilan M. Bacungan as Associate Professor VI of Law, College of Law, effective January 1, 1975.
- Dominador T. Caiyod as Superintendent (Range 9), Laguna Land Grant, College of Agriculture, University of the Philippines at Los Baños, effective January 1, 1975.
- Florante A. Cipres as Legal Education Officer I, Division of Continuing Legal Education, Law Center, effective November 18, 1974.
- Josefina R. Cortes as Associate Professor I of Education, College of Education, effective January 15, 1975.
- Rafael P. Creencia as Assistant Professor II of Horticulture, College of Agriculture, University of the Philippines at Los Baños, effective January 1, 1975.
- Froilan T. Madriñan as Assistant Professor I of Arts, College of Fine Arts, effective January 1, 1975.
- Wilfredo I. Reboton as Superintendent (Range 8), Makiling Forest Office, College of Forestry, University of the Philippines at Los Baños, effective January 30, 1975.
- Cesario R. Torres as Community Relations Officer (Range 9), University of the Philippines at Tacloban, effective July 1, 1974.

#### SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board accepted with appreciation a donation from Dr. *Raymond J. Aphorpe*, UNDP Visiting Professor of Development Sociology and Officer-in-Charge of the UNDP-Assisted Project of the Institute of Environmental Planning, in the amount of P1,925.00 to cover tuition and related fees of one candidate in the Institute's new masteral program in Urban and Regional Planning scheduled to be offered beginning the school year 1975-1976.

\* \* \*

The Board accepted with appreciation a donation of P25,000.00 from Mrs. Remedio V. Piñon given on behalf of her sister, the late *Lydia V. Arguilla*. The sum will be held in perpetual trust by the University for the purpose of supporting with its annual income one (1) scholarship, to be known as *Manuel E. Arguilla Scholarship in Literature*.

The scholarship shall be awarded each year to an undergraduate or graduate student of the College of Arts and Sciences, who, in the opinion of a board of judges established for the purpose, shows the best promise of contributing to the growth of creative writing in English or Pilipino in the University.

\* \* \*

The Board accepted with appreciation a grant from the *China Medical Board of New York, Inc.* in the amount of \$200,000.00 to support various projects of the College of Medicine, as follows:

- a. Continuing medical education;
- b. Fellowship training; and
- c. Research in basic science, clinical medicine, medical education and health care delivery.

Funds will be made available during the period ending December 31, 1977. It is understood that the funds will be held in New York as a credit, against which payments will be made on request within the terms of the grant.

\* \* \*

The Board accepted with appreciation a donation of professional services (estimated fee, P20,000.00) by the *Sycip, Gorres, Velayo & Co.* in the form of a management audit of the U.P.-PGH Medical Center, as part of the Corporation's Professional/Social Involvement Program. The services will be free of charge in its entirety, except for pocket expenses consisting mainly of transportation of its staff which will be to the account of the Center.

The management audit to be conducted in coordination with the Center staff shall cover the following:

- a. Determination of the problem areas of the present organization, systems and procedures and operations of the Center;
- b. Ranking of these problem areas as to their priorities;
- c. Development of general recommendations; and
- d. Development of a comprehensive program designed to improve the service and operating results of the Center.

#### COLLECTION OF FEES

The Board approved the increase in the participants' fee for the executive sessions conducted by the Philippine Executive Academy from P5,000.00 to P6,000.00 per participant, to be collected and disbursed by the Academy subject to the usual accounting and auditing regulations.

\* \* \*

The Board approved the increase in the basic application fee of Filipino applicants and resident foreign applicants for admission to all graduate programs in the Graduate School from the present rate of P10.00 for both to P15.00 and P50.00, respectively, beginning the academic year 1975-1976. It is understood that the basic application fee for non-resident foreign applicants remains at \$10.00.

#### NAMING OF ALEC STUDIO COMPLEX AND ALEC LIBRARY

The Board authorized the Asian Labor Education Center to name the ALEC Studio Complex and the ALEC Library in honor of the two distinguished labor leaders, Mr. Jose "Che" Hernandez and Atty. Cipriano Cid respectively.

Mr. Hernandez or "Che" as he was fondly called in the labor movement, is considered the Diplomat and Statesman of Philippine labor. He earned this distinction because of his active involvement in the activities of the International Confederation of Free Trade Unions (ICFTU) from 1954, and his able representation of Philippine labor in the International Labour Organization (ILO) for almost 20 years. He was elected workers' representative to the governing body of the ILO and served in that capacity until his death in September 1972. He was known and well respected here and abroad.

Naming the ALEC Studio Complex after the late "Che" Hernandez would be a fitting token to one who is considered one of the architects of ALEC because of his active participation in the early deliberations which led to the establishment of the Center.

Atty. Cid or "Apo" Cid, was the great "guru" of labor leaders, secretaries of labor, workers and even all the ALEC directors, who served the Center while he was alive. Atty. Cid was a U.P. graduate and one-time editor of the *Philippine Collegian*.

Naming the ALEC Library after the late Apo Cid would be a fitting and appropriate way to express the Center's recognition of his tremendous and far-reaching contributions to scholarly pursuits, his organizing ability, his sincerity of purpose and his advocacy of a philosophy of social unionism as a means of advancing the workers' interest and contributing to nation-building.

#### ESTABLISHMENT OF NATIONAL TEACHER TRAINING CENTER FOR THE HEALTH SCIENCES

The Board approved the establishment of a National Teacher Training Center for the Health Sciences, the main activities of which will be three-fold: teacher training, research and service along the topic areas of curriculum, and teaching methods and evaluation in health education.

#### AUTOMATIC PROMOTIONS AND/OR SALARY INCREASES OF THE PGH MEDICAL GROUPS

The Board approved the adoption of the following implementing details regarding automatic promotions and/or salary increases of the Philippine General Hospital Medical Groups within the range allocations approved by the Board of Regents at its 820th meeting on 31 May 1972 which took effect 1 April 1972:

##### A. Based on the year level in the residency training program of a particular clinical department

a. Clinical Trainee	
Underboard	Range 5, Step 1
Board Certified	Range 6, Step 1
b. Resident Physician (2nd year)	Range 7, Step 1
c. Resident Physician (3rd year)	Range 7, Step 3
d. Resident Physician (4th year)	Range 8, Step 1
e. Resident Physician (5th year)	Range 8, Step 3
f. Chief Resident Physician	Range 9, Step 1

##### B. For the Medical Consultant and Medical Specialist group:

a. Medical Consultant/Specialist without administrative responsibilities	Range 9
b. Medical Consultant/Specialist with administrative responsibilities (like Division or Section Chief)	Range 10

#### INTEGRATION OF ALL CASH PERSONNEL IN U.P. COLLEGE IN MANILA AND INSTITUTE OF PUBLIC HEALTH WITH UNIVERSITY CASH DIVISION

The Board approved the integration of all cash personnel in the U.P. College in Manila and the Institute of Public Health with the Cash Division of the University.

The Board designated Adriano Cabel, senior CDO, as CDO for Manila Units with the other personnel reporting directly to him. Mr. Cabel will report directly to the University Cashier.

#### STUDENT DISCIPLINE

The Board concurred with a memorandum from President Onofre D. Corpuz on the subject of student discipline (see pages 1-3 for a copy of the Memorandum).

The memorandum is a statement of approach by the President on matters of discipline in general and in rela-

tion to Executive Order No. 15 as amended, regarding functions, responsibilities and powers of the deans and directors and heads of units in the conduct and discipline of students in particular.

The President concludes that it is necessary to review Executive Order No. 15 as amended for the purpose of improving it by rectifying its deficiencies. In the meantime, the President shall require the deans and directors to discharge their functions and responsibilities to the fullest extent pursuant to the said Executive Order.

## PRESIDENTIAL APPOINTMENTS

The President approved the following appointments:

Nelia Cortes Maramba as Chairman, Department of Pharmacology, College of Medicine, effective January 16, 1975 until January 15, 1978.

Rosie Noche as Secretary, Philippine Eye Research Institute, effective January 1, 1975 until December 31, 1977.

Ma. Theresa Nadorra Perdon as Officer-in-Charge, Department of Physical Therapy, School of Allied Medical Professions, effective January 6, 1975 until

March 31, 1975.

Antonio Perlas as Officer-in-Charge, Department of Psychiatry, College of Medicine, effective January 1, 1975 until March 31, 1975.

Perla Segovia as Director of Research, Philippine Executive Academy, effective January 1, 1975 until June 30, 1975.

Fe P. Sumilong as Acting Deputy Director, Local Government Center, College of Public Administration, effective January 6, 1975 until March 31, 1975.

## SEPARATIONS FROM THE SERVICE

#### Resignations

Romeo B. Honasan, Jr. as Draftsman, Campus Landscaping Office, effective January 21, 1975.

Jose Magpantay as Instructor, College of Arts and Sciences, effective January 10, 1975.

Ernesto V. Valdez as Chairman, Department of Pharmacology, College of Medicine, effective January 15, 1975.

Jesus I. Vergel de Dios as Instructor, College of En-

gineering, effective January 16, 1975.

#### Retirements

Alfonso Chavez as Laboratory Attendant, College of Medicine, effective January 20, 1975.

Ernesto Reyes as Library Assistant, University Library, effective January 19, 1975.

Celerina Siongo as Associate Professor, College of Education, effective January 17, 1975.

## CONTRACTS AND AGREEMENTS

The Board *confirmed* the following contracts and agreements at its 857th Meeting on 30 January 1975:

#### 1. Deed of Assignment Between F. L. Ramos Construction Co., Inc. and A. S. Alfonso Enterprises

A deed of assignment was entered into between the F. L. Ramos Construction Co., Inc. and A. S. Alfonso Enterprises, whereby the latter has accepted a payment arrangement covering the total sum of P180,000.00 for 129 units "Farlite" bamboo-type FRP lighting poles and luminaries, of which it is a distributor, collectible from the University (chargeable to the payment due the F. L. Ramos Construction Co., Inc., under the Oval Road Lighting Project Contract in the amount of P405,000.00 which has been awarded to it by the University).

#### 2. Memorandum of Agreement with Ateneo de Manila University and De La Salle College

A memorandum of agreement was entered into among the University, the Ateneo de Manila University, and the De La Salle College, whereby the parties agree to make available on the request of one or the other, such personnel, facilities, library services and privileges, laboratories and other related facilities, services and resources in the physical sciences and mathematics as may be needed by the requesting institution for purposes of instruction, research, consultancy and other similar academic activities in these disciplines, under such terms and conditions as may be further agreed upon and subject to pertinent rules and regulations of the institutions concerned. The agreement is for a period of one (1) year subject to renewal for like periods upon mutual agreement.

## HISTORICAL PAPERS AND DOCUMENTS

### ROMULO — FIVE CAREERS IN ONE

By PRES. SALVADOR P. LOPEZ

*(Remarks introducing General Carlos P. Romulo during Romulo Recognition Day,  
U.P. at Los Baños, 14 January 1975)*

Even if history does not really repeat itself, it has yet a way sometimes of behaving unexpectedly so that what is happening in the present appears to be a replay of the past, in reverse. I am moved to make this remark today because it was our guest of honor who, six years ago, introduced me to the presidency of the University of the Philippines. It was he who persuaded me to give up both the Philippine Mission to the U.N. in New York and the Philippine Embassy in Washington, D.C. in favor of the presidency of the University in Diliman, saying that the latter was the best, most satisfying job he ever had. As he had already, at that time, occupied some of the highest positions in the nation and, indeed, in the world, I rather suspected him of indulging in hyperbole. Today, having followed in his giant footsteps most of my life, I can truthfully attest that the U.P. presidency is indeed the most rewarding, most engrossing if arduous job any Filipino can have.

The University of the Philippines which he turned over to me in 1969 stood on a par with other leading universities in the more advanced societies of the 20th century — with its buildings, its spacious campus, its faculty involved in the exciting enterprise of teaching and research, and even the radicalism of what our guest of honor used to call "our studentry." He turned over to me a university strongly committed to the goals of academic excellence and relevance, and fully engaged in pursuing varied programs of modernization and development. He placed under my responsibility a faculty and staff that had been conditioned by him to expect an annual bonanza promised by the fabulous "Romulo salary scale," which took all my ingenuity to implement and then surpass — professors and officials who had, moreover, developed a Romulean taste for international travel. I understand that when he was President, it used to be said that the U.P. was the only university in the world where there were more members of the faculty who were either travelling or earning degrees abroad than in the classrooms of the various colleges. Indeed, aside from student activism — a phenomenon I also inherited from him — one of my difficult problems as President has been how to recall these footloose professors back to the classrooms from their wanderings in the United States, Europe or Asia.

Yet, this policy of faculty and staff development eventually paid off. The scholars and fellows who returned with their Ph.D.'s in the 50's and 60's now bear the brunt of responsibility for the academic excellence of the University, or have become the technocrats of the New Society.

He clearly recognized the need to modernize the facilities of the College of Agriculture at Los Baños. When in 1965 he negotiated a loan from the World Bank to upgrade these facilities, he was criticized for concentrating so heavily on the development of this unit, for no other purpose, it was alleged, than to ensure that the Philippines would forever be a poor, agricultural nation. Exactly the opposite has happened, however; for, by renovating the physical plant and strengthening the cap-

abilities of Los Baños, he has enabled us to make what is now the autonomous University of the Philippines at Los Baños the central headquarters of the national productivity campaign, and the main laboratory for the liquidation of feudalism in our country.

Every President of the University brings to the institution the imprint of his personal style. Our guest of honor brought to the University an urgent sense of contemporaneity. Reflective of his own stature as an outstanding citizen of the world, he imbued the work of the University with the spirit of regional as well as international responsibility. He strove to make the U.P. a "multiversity," a word he often liked to use to emphasize the expanding scope of the academic programs of the University and of its responsibilities to the nation.

Our guest of honor has lived a long life of varied experience and of fruitful service to the nation and to the world. He has compressed five careers in the course of a lifetime and achieved high distinction in all of them — as journalist and author, soldier, diplomat, educator and statesman. As journalist, he was both the herald and the tribune of the principle and practice of freedom of information and of the press; and as President of the United Nations Conference on Freedom of Information held in Geneva in 1947, he affirmed that freedom of information is "the touchstone of all the freedoms to which the United Nations is consecrated." As soldier, he was in charge of the famed radio station, the "Voice of Freedom" on Corregidor which, during the four-month siege of Bataan from January to April 1942, continued to sustain the fighting spirit of our embattled troops. As diplomat, in his capacity as President of the General Assembly of the United Nations, he started the long and arduous struggle to disarm the atomic bomb through agreements among the nuclear powers, thus removing the Damoclean threat of total annihilation which overhangs human life on earth.

On March 23, 1937, almost at the beginning of a public career of incredible versatility and phenomenal success, in a commencement address at the University of the Philippines, he formulated a credo of four articles in these memorable words:

"1. We believe that true freedom consists of the right of every human being to be well born. . . to participate in the work of the world with all the power of his mind and body. . . to rise to his fullest stature as a human being without constraint.

"2. We believe that man is improvable and improving, that life can be made and is becoming more abundant, that the increase of knowledge, far from increasing sorrow, has increased the scope of human happiness.

"3. We believe in the rule of the people, in the inviolability of the human person, in the supremacy of a man's right to life over another's right to property.

"4. We believe in holding on to the old-fashioned rights and liberties guaranteed under democracy, and in resisting all attempts to curtail or cancel them."

Thus, it could be said that his whole life is an eloquent articulation of the principle of freedom which runs through his career like a golden thread. And today, occupying for the second time the premier position in the cabinet, in the dignity and ripeness of his years, he yet speaks to a nation that looks up to him as an elder statesman, indeed as the only living elder statesman who is still functioning and operational in our time.

Today, however, here in Los Baños, we are gathered to honor him for his achievement as the Ninth President of the University of the Philippines, as a great builder not only of the physical plant — the body — of the University, but also of its mind and spirit: its mind, through the pursuit of a large-scale and far-reaching faculty and staff development program, and its spirit by his stout defense of academic freedom, which is the solid bedrock on which the University stands.

In his inaugural address on April 7, 1963, our guest of honor said:

"Since higher education is an unfolding process, . . . restraint from any source, within or without the person,

is an alien and repugnant thing, to be banished . . . by the active exercise of freedom. Curiously, in spite of the fact that academic freedom is enshrined in the fundamental law of the land and has become a byword in academic circles, this freedom is more distinguished by its non-exercise than by its predominance. I propose, therefore, to go beyond protecting it, but actively to espouse its positive and constructive expression. Nevertheless, just as unbridled license is a self-destroying element in any system, its exercise must not exceed bounds which decency and national security dictate. But bounds are always a matter for adjudication. It is better for the University to be slightly on the side of excess than on the side of suppression, especially where educated, mature persons are concerned, if the spirit of free inquiry is to prevail and not to be discouraged or stultified."

Ladies and gentlemen: I take great pleasure in presenting to you the Honorable Carlos P. Romulo, the Ninth President, and the first President Emeritus of the University of the Philippines.

### THE NEW IDEOPOLIS IN AN ASIAN SETTING

By SEC. CARLOS P. ROMULO

*(Address delivered on the occasion of "Romulo Recognition Day," University of the Philippines at Los Baños, 14 January 1975)*

In every university, generations of students, and perhaps of faculty, come and go very quickly — every four, five years. University presidents, likewise, lead a quickened life; many of them live a lifetime in the few short years that they have wrestling with its multitudinous affairs. While, as you can see, it does not always shorten the lives of presidents, or their tempers, it most certainly lengthens their perspectives on life.

I want to thank this generation of students, and a few of the older generation of faculty whom I see here and there among you, for bringing me back once more to our beloved academe, if only for this brief moment. And I want to repeat my thanks to the generation of students and faculty before you, who made it possible for me today to be thanking this new generation with nostalgia and a certain degree of pride — justifiable pride — as I witness some of the fruits of our labor a few years back. I am proud to have been associated with them; I am proud to have been an accessory to the act of erecting these magnificent structures that you see all around you, and in advancing the ambition of Los Baños to become a university in its own right, a status that you have virtually achieved.

I am very much aware that in accepting your gracious invitation, in reliving in this delightful moment my years as president of the University of the Philippines, I am somewhat breaking tradition. I have often wondered at the unfortunate incubus or inhibition that prevents many a former president from re-tracing his steps to the university to receive the honors to which he may be entitled, or simply to revive his associations with colleagues and friends. I myself have used every occasion to do so, even if it means having to receive an award I do not deserve, if only to be once again with persons I have come to love and respect.

For that is one of the principal reasons why, as far as I am concerned, I now look at my years in the U.P. as well-spent. Indeed, as Thomas Jefferson responded when he was asked what legend he would prefer to be placed on his tombstone, he said: "President of the University of Virginia," not President of the United States. I consider my six years and a half at the University of the Philippines to have been the happiest years of my life. I do not want you to think that I am indulging in hyperbole, for I mean it. I was happy for two reasons: one I have already mentioned. During those years I had the pleasure of making intimate contact with men and women whose lives are a life-long dedication to the cultivation of the intellect and the sensibilities; one cannot but be touched by their magic, or moved by their enthusiasms. For one such as I who has spent much of his time in the rough and tumble of public affairs, it is sheer comfort to know that there are Filipinos who find their fulfillment in honing their intellects, who seek no other reward than the joys that pursuit of knowledge or the exploration of the arts bring, and who would much rather spend a quiet hour in the library or laboratory or field than do anything else. For one does not build a nation without the untiring work of such men and women; a people do not become honored for their achievements unless some of them are of the mind.

The other reason for my personal sense of fulfillment as the President of the University has to do with the equally rewarding encounter that I had with the students. This gave me fulfillment because it served to round up the cycle of my life: from the young, fiery and protesting student that I was in this same University, to man of public affairs, applying what I learned in the marketplaces and battlefields of public life, and then to mentor of a new generation of students, imparting to them what I could of my experiences outside academe. If this gen-

eration that I had as president were impatient—even enraged—over the state-of-affairs within and without our country, what were they but myself as a student in this University? Same passions, but perhaps different issues: in repeating the cycle, we renew ourselves, for there comes a time in every man's life when the old idealisms and the old enthusiasms may appear a bit worn-out and meaningless, until one sees them again emblazoned in some flaming standard waving in the hot sun, and, with the sounds of protest or harangue, crashing back into our consciousness once more.

If the dissatisfactions of youth were to be expressed only this way, then my university presidency would have been somewhat of a wasted effort, for a university as we know it would not be needed for such a manifestation of one's dissent. But it is precisely in a different manner of expressing one's disagreement with anything that a university excels. It is in equipping the discontented youth with the effective means to change even society itself, that is the primary source of the feeling I have that I did not spend my time in vain nurturing the University and helping it grow and expand.

Grow it did, during my time, for the time was ripe for the University to find its proper role and place in the national scheme of things. It was the hour for the University to begin the process of transformation that would make it the treasure-house that the whole nation wanted it to be—for the knowledge and expertise, the innovations, and the forward vision that it is capable of seeding in its hot-houses. As the nation's needs expand and burgeon into unaccustomed directions, the University must try to become all things to all men; in short, it must become a multi-versity, an entire city of learning and of skills, the new Ideopolis in the Asian setting.

Today I find the University farther along the same direction than it ever was; the monster, you might say, has grown not only in sheer size but in the number of its tentacles. It has, indeed, developed fissiparous tendencies; you call it now a System (is it perhaps because it is more orderly?) and Los Baños has its own Chancellor. All these, I have no doubt, affirm the thrust of development that, in my day, we felt to be inevitable if the University were to transform itself into a positive factor for national development that the times called for it to be. If it restricted itself to the pursuit of chimerical, so-called "universal" values, it would not have to proliferate and diversify; if it detached itself that way, everyone knows it would not have survived for long.

I derive no small amount of satisfaction that in a small way we helped set the University on its present course, that we revved the engine, so to speak, that we helped give it the necessary initial push to work up a momentum

whose consequences—for the rebuilding of our nation and for the re-structuring of the educational experience of our youth—we now begin to discern within our own society as well as in its relations with the other societies of the world.

Let me not say that I had the prescience to do what I did. Because I did not have that prescience. Nor let me claim that it was an act of prestidigitation. I was not a magician. But all the forces were converging; it was a question of keeping in step.

What will the future bring? On an occasion like this one speaks, predictably and safely, about the past, and besides, I have already taken refuge behind my disclaimer of being a prescient president. But I dare say that there are men and women among you, just as there were in my time, who will find the answer to the questions that will confront the University about its nature, its relevance, and its meaning to that part of mankind that may have need for it at that moment. If a University thrives on the adventure of exploring the dark unfathomed caves of ocean, or plumbing the depths of existence, the adventurer and explorer must come back and is eagerly awaited for the gems he may bring back from his peregrinations, for what he may contribute to the hunger and thirst of a teeming homeland. On no other premises can a University translate a promise into reality.

Today, in tribute to my successor, the tree is bursting forth not only in promise but in performance; we reap the fruit of our labors, but just as the fruit always contains within it the seeds of tomorrow's harvest, what we have built on these grounds shall forever be the fulfillment of everyone whose life touches, however briefly, the existential being that is the University.

As University president I tried my very best, gave of my utmost, not much perhaps, but the best that there was in me. It is said that after Winston Churchill helped win the Second World War, he was eulogized for his service to the nation. In reply he related:

"A rider once came upon a sparrow lying on its back, its feet sticking straight up in the air. The rider stopped, looked at the sparrow and said, 'What are you doing down there?'"

'I have it on very good authority,' the sparrow said, 'that the sky will fall today.'

'And I suppose,' said the rider, 'that you think you can stop it by holding your feet up like that.'

'We do what we can,' replied the sparrow, 'we do what we can.'"

Yes, my friends, I did what I could. In all candor, I could not have done less, and in all sincerity I could not have done more.

## THE LOVE FOR THE LIFE OF THE MIND

BY PRESIDENT FERDINAND E. MARCOS

*(Remarks at the Induction of Dr. O.D. Corpuz as 11th President of the University of the Philippines, Malacañang Reception Hall, Friday, 24 January 1975)*

We are gathered here this morning for the oath-taking ceremonies of the new President of the University of the Philippines. The outgoing President of the University, the members of the Board of Regents as well as the deans and members of the faculty are here to witness this event.

I gather that at his own instance, President S. P. Lopez has terminated his tenure as President of the University. We, therefore, should extend to him our congratulations for his successful incumbency as President of the University during these tumultuous years. You remember that it was during his incumbency that the University was

converted into some kind of a battleground, not just of the mind but of occasional physical force, and it is a monument to his flexibility, resiliency, and wisdom that the University still stands today.

I mean just that; it still stands today. It could have been burned down, it could have been wrecked, and not just the physical attributes of the University but possibly all others — moral, spiritual, intellectual.

I take this occasion, therefore, to extend to him the appreciation not only of the academic community but also of the government. After all, U.P. is a State University, it is our Alma Mater and it is supposed to be the fountainhead of intellectualism and leadership — not only intellectual leadership but also economic, social, political leadership. For after all, the men who now formulate the policies and implement them, not only in government but also in the private sector, come from the University of the Philippines, and whatever may be said about the University, it has indeed moulded leadership. It has always been a pride for anyone to say that he comes from the University of the Philippines.

The most difficult times were the times under President Lopez.

\* \* \*

The truth of the matter is that the State University, the University of the Philippines, is the custodian of legacy. It is the trustee of whatever you call Philippine culture, Philippine intellectualism, Philippine tradition and idealism. And thus, all of us have a soft spot in our hearts for the University.

. . . I understand the true mark of the *guerrillero* is instinct, pure instinct, just plain instinct. Of course, we all wisecrack: What do you mean "instinct"? All you have to do to be a good *guerrillero* is to have a good pair of legs. Keep running, that's all, keep running. . . . S. P. [Lopez] also had a good pair of legs, but he was running in the other direction. Safe in the foreign service, in the United Nations as permanent representative, why, he came in with all the enthusiasm and the zeal, the dedication of an alumnus of the University. It can be said, however, that as a veteran of Bataan and Corregidor, he must have known there was an ambush somewhere waiting for him. Notwithstanding which he went in.

Well, the same thing is true of the incoming President. In fairness to him, of course, he had hoped that he would devote his time to not only the Development Academy of the Philippines but to his academic solitary pursuits. For I know that he is in the process of writing. Just like most of us — we think that if we will not be remembered for anything, at least, we will write down what we think of other people.

As Winston Churchill said, "Oh, yes, I'm going to make history, but I'm not going to allow anybody else to interpret it." I think he realized that history has strange ways of being written. Of course, now it can be said by those who followed in his footsteps, that there were some inaccuracies even in his sequential presentation of events. However, he had his say.

And I know that O. D. [Corpuz] is preparing a history book. He is a political scientist, social scientist, an intellectual recognized for his merits. But more than that, he loves seclusion, which I gather is the mark of the intellectual. One must acquire the capacity to be alone. And that's the problem with the modern world. I under-

stand that the younger generation doesn't seem to be able to stand its own company alone, and, we of the older generation had no alternative. We had to stand our own company because there was no other way of spending one's time.

O. D. comes into the presidency of the University of the Philippines, therefore, during this critical period of our history as we seek to create a New Society.

I am sure that the matter of the problems of the University is something that should be left to the Board of Regents, the deans, the members of the Faculty. You know more about it than I do, but I am supposed to look wise and speak wisely since I speak to academicians and especially to those who are members of the faculty. Come to think of it, this opportunity never comes too often, this opportunity of having a captive audience among those who used to make me sit down and listen.

I say that I am supposed to look wise because when I asked the advisers, some that I knew from the Faculty and the Board of Regents, what are we supposed to talk about? What can I tell you about the University? You know more about it than I do. I will talk to you about financing. I will talk to you about political orientation, economic and social problems. I will talk to you about social engineering, yes, but certainly the academic problems of the U.P. should be in your hands.

Well, I was told that perhaps we should talk about what a university is for. What is a university? And what is it intended to be?

So, I wrote down a few thoughts on the matter last night while the First Lady was acting as foreman for the Heart Center. I sat alone and wrote this idea of a university. Of course, the university is supposed to be many things; what is it supposed to be of all many other things? There are many things it is not supposed to be, and what it ought not to be.

Among different authors the debate rages as to what a university should be. However, although no one man can, in the solitude of his thoughts, speak finally and absolutely about what a university is or ought to be in our time, at least one eminent scholar has spoken of "the confused university." We probably cannot but acknowledge this rather despairing thought.

The confusion, I must say, is a reflection of our times, the outward representation of the things that are happening. Robert Hutchins, noting the restlessness of the students of the sixties, observed: "They did not know why they had come to the University, what they were supposed to do there, and what the University and the students were supposed to do." The students found themselves taught by assistants while the professors roamed the world. The students were numbered and computerized. Thus, Hutchins concluded, "The confused university added to their own confusion." We might add, in turn, that the students, not finding the purpose of the University within their understanding, sought other purposes.

It is time, perhaps, for us to look back. As a wise man has said, when you lose your way, especially when you are in the dark, start reorienting yourself, locate your place and find out where you are going.

So, it is time to discuss the purposes, and review the ideals of a University, and this can only be done by men and women like you.

But, let me unburden myself of what I consider a basis for agreement of members of the society, whether they be academicians, businessmen, traders, politicians, statesmen, soldiers or the like. At least, we can agree that the University in its ancient ideal, at the very beginning of the establishment of its concept and idea, was meant to be an intellectual community; that originally it acted as a barrier to the barbarism of the times. Thus it was open to those who had committed themselves to lead the life of the mind. In this community, therefore, everyone is joined together to pursue knowledge and regard life and truth as a whole; it is a community of independent minds conforming only to a single prescription, that of intellectual excellence.

Through the years, however, business and various factors, all the factors that make up a society, have come in, have made their impression, indentation, if you will, on the university. As politics is architectonic, states have had their say in even the running of the University. The University of the Philippines, of course, is no exception; in many senses, it was handed down to us, as with other institutions.

Those who speak of the great traditions of the University of the Philippines may often forget that this University, our University, has many great traditions, all of which can be listed down. Among them are patriotism, freedom from cant and superstition, commitment to the goals of independence. But over and above all these, is the love for the life of the mind. That, to me, is the meaning of a University.

Not all of us, to be sure, can be devoted to intellectual life. There were many who came to the University to learn the profession for greater chances in this cruel struggle for existence. For a livelihood, if you will. Few, however, may have come for social status. Thus, the tradition of egalitarianism in the University of the Philippines. But these people did not come to stay; those who did, to my mind, knew what the university is all about, otherwise, they would not have elected to stay in the University. It must be with some outrage that they regard those who stay for other purposes than enriching the intellectual life of the university, or stirring the community of scholars and intellectuals with purposes alien to, or disruptive of, that quiet vocation.

It would seem to me, then, that the intellectual integrity of the University of the Philippines is paramount. Whatever we may discuss, whatever conflicts we may have, whatever we may argue about, the intellectual integrity of the University of the Philippines must be maintained. This is the challenge to the new leadership of the University. In fact, to all leaderships, outside or inside the University.

It is no longer possible perhaps to pursue academic and intellectual work in absolute peace and tranquility and isolation. Perhaps in our world this seeking for isolation of some Walden pantheism can no longer be possible, but that is the worthy intention. Whether it is attainable or not, is of no matter. The thing is, it is there, it is our objective. If the culture is not transcended, the culture of media, for example, how can the University engage in the work of cultural transformation, if, indeed, that is the intention? If the University is only going to

reflect current realities, where will the critical thought — the transforming criticism of society — come from? There has to be a zone of sanity, of clear, uncluttered thought, so that the turmoils can be seen at a distance and hopefully provide an approach to accommodating them or putting them at the service of society. This the university is ideally suited to do.

If this enterprise is too tame for the professor or the student, then perhaps he is in the wrong place. His temperament and talents might be better suited to the wider arena of conflict. But he has no right to contaminate the entire academic and intellectual community with his passions and dubious contentions. Academic freedom entails a rigid discipline, and a man who can not speak with the language of the free mind compromises that freedom.

As the tradition of civility recommends, there is no liberty, of course, without authority; these must go hand in hand if man's life in society must be fulfilled. However, to stay human one must keep on learning. But these are all thoughts, of course — notions. And there are all kinds of propositions, doctrines, which often claim to be the last word. The mission of the University, the intellectual community, is not to exalt them but to deflate them, to analyze them and to keep on inquiring, but not to speak with finality for all men. Let us be spared the fate of slaves to cant made respectable through the University.

A bastion against barbarism, an opportunity for creative discovery, believing more in the intellectual quest rather than in the celebration of arrival: these are some of the immediate images of a university that are evoked in my mind.

I would hope, therefore, for a restoration of intellectual discipline, a flowering of the imagination through the literary arts, a more rigorous inquiry through philosophy and critical thought, all in the service of our own unalterable ideal: the self-disciplined, self-realizing individual. Herein lies our hope in our intellectual community, on whom the vitality of the entire nation depends.

These, then, are thoughts which I have about the University, and I am certain that all of you agree with me, when I say that I begin to speak with cant, too, because it sounds final. But, actually, we know that the University will keep on inquiring. The intellectual mind will question any proposition and this is as it should be. And ideology, principle, idealism, do not find conclusion in the university, rather, they find the basic premises for further inquiry. This, then, is my concept of a university.

It is my hope that as the University grows and spreads, for I understand we now have 4 branches — Cebu, Iloilo, Tacloban, Baguio — that we will fully convert this community into a community of intellectuals. As you know, I have kept out of University affairs, precisely respecting the right of the academician to inquire and to question any proposition whatsoever. I feel an excitement whenever this happens, for I know then that we will never suffer from sterility and redundancy of thought so long as the University stands.

I, therefore, wish to state that whatever the plans for the future, the University will receive the support of the



government. The University of the Philippines stands as our constant hope in bringing about an age of elevated intellectualism.

Let the University then move forward, and let government and the citizenry support this concept of a University of the Philippines.

**REMARKS OF FORMER PRESIDENT SALVADOR P. LOPEZ  
AT TURNOVER CEREMONY, OFFICE OF THE PRESIDENT,  
FRIDAY NOON, 24 JANUARY 1975**

Mr. President, Members of the Board of Regents, Deans and Directors, Members of the Faculty, Fellow Workers in the University—

In your name I welcome the new President of the University, the 11th President of the University of the Philippines, the 2nd President of the University of the Philippines System.

He's not a newcomer coming to this position. He's returning to his old haunts. He has been in the University as student, teacher, administrator, Chairman of the Board of Regents. He has been here for a much longer period than many of you and, of course, than myself.

So, Mr. President, we welcome you to the resumption of your love affair with the University.

I know that in leaving today at the end of my six-year term, I am leaving the University in very good hands.

May I take this opportunity to say just one special word of gratitude to you as my Chairman of the Board of Regents during the first three years of my term. I will never forget, Mr. President, that you helped me through those years, when the University was in peril for its very existence. I remember that after the barricades of February 1971 you took it upon yourself as Chairman of the Board of Regents to find the most expeditious means of letting the dust settle, to enable the University to go back on the tracks. I'm certain now that it was your patience in dealing with the students, sitting with me at my side during those very difficult times, that made it possible for the University to go back on the tracks.

So, Mr. President, this is your University and we're happy to have you back. Thank you.

**REMARKS OF PRESIDENT ONOFRE D. CORPUZ AT TURNOVER  
CEREMONY, OFFICE OF THE PRESIDENT,  
FRIDAY NOON, 24 JANUARY 1975**

Mr. President, Regent Tangco, Regent Fonacier, Regent Sarmiento and my friends—

Mr. President, you gave me an idea which I thought it might be proper to begin with, not just because it explains the nature of the University but also perhaps the nature of the understandings which reflect our conversation yesterday.

You referred to the love of the University. Well, I suppose that institutions like the U.P. are polygamous because they conduct love affairs with many people. But the character of this love affair is such that at any one time, there is only one love affair, and that is between the University and whoever is the man or the woman who is President—because we should not exclude the time and the possibility of a time when a woman, a lady, will become President of the University. So it is total while the affair is going on.

And that is why I understand, Mr. President, not just on your part and my part, but on the part of everybody else here that this moment, this event is a time for mixed emotions, when people who have worked with an associate and leader say goodbye to him and wish that he would come back and come back often. And then they meet the new President of the University. These are the times, as I said, that evoke mixed emotions.

I'd like to say that President Lopez and I had a very useful, very frank, and I thought a very intelligent conversation yesterday. I told him very frankly that perhaps he arranged this formal turnover here because of his instincts as a diplomat, somebody who is wedded to protocol. But of course, he is more mature than I am, and

he told me there is a higher significance in these things because it is good to let the community know that perhaps for the first time in a very long time, longer than most of us will remember, there has been a smooth turnover of the functions of the President of the University.

Also, I think that for anyone who loves the University and is committed to that which President Marcos just called this morning "the love for the life of the mind," it might be useful to reassure you by conveying to you some of his words or at least some of the ideas that he brought up this morning [at the oath-taking ceremony], namely, that he respects the intellectual integrity of the University of the Philippines, that he believes that the University should be a forum—a forum which is dedicated to the pursuits of elevated thinking and larger truths. And that as long as the University adheres to its nature as a forum, the people of the Philippines through their government will extend every form of assistance and will be unstinting in support, because that is precisely what the people of the Philippines and our nation deserve, a university that is not a bastion of barbarism but a university through which our people contribute to the best that the human population can make.

I am encouraged, of course, Mr. President by your kind words and by these arrangements. So, without promising things that one can not deliver, I should only reassure you that in this love affair I'll give the best I can, with the permission of—(glancing at Mrs. Corpuz). Thank you very much.

## PRESIDENT 11: DAY 1

BY OSCAR M. ALFONSO  
Secretary of the University

It was 11:25 a.m., and Onofre Dizon Corpuz was now President of the University of the Philippines, the second of the U.P. System.

At 48, he had become the first postwar alumnus and graduate of the Diliman campus to rise to the exalted position, his oath of office just having been administered and signed by the President of the Philippines.

*...tutuparin kong buong husay at katapatan, sa loob ng aking kakayahan, ang mga tungkulin ng aking kasalukuyang katungkulan...*

Witnessing the oath-taking was an impressive gathering which included the First Lady, some Cabinet members, the Chairman and the members of the U.P. Board of Regents (save one abroad and another who was not well), outgoing U.P. President Salvador P. Lopez, the officers of the U.P. administration, members of the U.P. Executive Committee, and friends. There, as rightly beaming wife and as member of the Executive Committee in her own right, being the dean of the college of home economics, was Dr. Aurora G. Corpuz.

Noticeably absent were the six children of the new U.P. President. Not that they were loved less than those of most any other inductee who would not have passed up the opportunity to have them at his side for such an occasion, but that they well understood their father's healthy sense of propriety.

Before the oath-taking, the President of the Philippines congratulated Dr. Lopez for his successful incumbency as President of the University during its most tumultuous years. Recalling that the University was converted in the past into "some kind of a battleground," the President said it is a monument to the flexibility, the resiliency, and the wisdom of Dr. Lopez that the University is still standing, when it could have been burned or it could have been wrecked, not just in its physical attributes but in other senses, moral, spiritual, intellectual. "The most difficult times were the times under President Lopez."

The President noted that the U.P.'s next head would have preferred to devote his time not only to the Development Academy of the Philippines but to his academic solitary pursuits—Dr. Corpuz being in process of writing a history book and desiring the seclusion that intellectuals seek—but he comes nonetheless into the presidency of the U.P. in order to serve there during a critical period of the nation's history.

Speaking on "the love for the life of the mind," the President stressed that the vitality of the entire nation depends upon the intellectual community, and pledged support for the University of the Philippines. He underscored the paramount importance of the intellectual integrity of the University. "Whatever we may discuss, whatever conflicts we may have, whatever we may argue about, the intellectual integrity of the University of the Philippines must be maintained. This is the challenge to the new leadership of the University. In fact, to all leaderships, outside or inside the University." Affirming the academic freedom of the University, he declared there has to be a zone of sanity, of clear, uncluttered thought so that

turmoils can be seen at a distance and hopefully provide an approach to accommodating them, or putting them at the service of society. This would entail rigid discipline, for a man who cannot speak with the language of a free mind compromises that freedom.

In a short one-sentence statement after his oath-taking, Dr. Corpuz thanked the President and the First Lady for their understanding and their assurances of support "for that ideal of the University that we all cherish."

The congratulations and the amenities over, the new U.P. President and his predecessor sped to the Diliman campus in the presidential LTD. Dr. Corpuz was seated at the right side of the car, symbolic both of the changing of the guard and the former President's experience in protocol as a veteran of the diplomatic service. Led by three motorcycle escorts, the car turned left from Aurora Boulevard at the Cubao intersection, stopping in their tracks some vehicles that had begun to make a left turn from Epifanio de los Santos Avenue. The presidential party made it in twelve minutes from Jose P. Laurel, Sr. street to the campus.

As the new President alighted at Quezon Hall, dressed in unaccustomed all-white suit, there was enthusiastic applause from the catwalk, the lobby and the steps from a warm and eager crowd that had been waiting to greet him and to bid his predecessor Godspeed. The new President was back at his old haunts, come to provide the University his style of leadership. Welcome back to the University, his many well-wishers said as they shook his hand on his way to the second floor and the office of the President.

The room quickly filled with the University's constituencies. Many of them heard themselves addressed by the new President by their first names, filed in unflinching memory from long years of association with the University as student, teacher, administrator, and Chairman of the Board of Regents, and now unhesitatingly spoken—Pol, Lily, Gus, Emy, Edel, Franz. Regents, faculty members, administrative personnel, students, reporters and TV crewmen were there, and they were to bear witness to the start of what is hoped will be a tradition from here on: the gracious and smooth turnover of the Office of the President from outgoing to incoming occupant.

The turnover was the idea of the 10th President of the University, who, on the night of the election of the new President on January 16, toasted at the Hilton to the success of his successor, the first among the Board of Regents to do so. In the car on the way home that night he sincerely said he wished the next President a good start and wanted everyone to give him every possible help, and he would do what he can to let this be known—which he did at every turn, allowing no opportunity for it to slip by.

Now, to be sure, there was graciousness as the 10th President addressed his successor, "Welcome to the resumption of your love affair with the University" and expressed a special word of gratitude to him for all his help as Board Chairman during the first three years, the most tumultuous, of his term.

There was graciousness likewise as the new President acceded to the arrangements for a formal turnover, his usual preference for avoidance of show and ceremony notwithstanding, because he had "a very useful, very frank, and I thought a very intelligent conversation yesterday" with his predecessor, who told him there is a higher significance in these things because it is good to let the community know there has been a smooth turnover.

Dr. Corpuz, having had an 18-minute meeting with the President of the Philippines in his study together with the Board of Regents and Dr. Lopez just before the oath-taking, and conveying some of the President's ideas expressed at the oath-taking in the reception hall of Malacañang, said that the government shall extend support without stint as long as the University adheres to its nature as a forum dedicated to the pursuit of elevated thinking and larger truths.

Minutes after the turnover, the new President disclosed in an interview by a young and comely staffer from Channel 13 that his first project will be a performance audit of the University. This would review the University's objectives, assess structures, organizations and programs, and see how closely or how far the objectives have been attained. He emphasized that the U.P. belongs to the people and must therefore concern itself with the well-

being and the development of the nation both socially and economically. At the same time, however, the University must be a place where truth is studied and people discuss ideas.

The ceremonies now out of the way, the new President buckled down to work forthwith, finding time only for a quick lunch at home at 12:30 before driving himself in his white Datsun back to the office. At his desk by 1:15, he plowed into papers and correspondence, discussed with the dean of the college of fisheries the likely prospect of establishing a University of the Visayas, met with the *Collegian*, and held an hour-and-a-half familiarization and exploratory meeting with the staff. A thoughtfully proffered merienda-cena at the Executive House for the President and the staff was graciously declined, because time was running short for the meeting. Soon there was the *au-revoir* dinner at 7:00 for the 10th President hosted by the Executive Committee at the plush residence of a brother-in-law of one of its members.

It was a full January 24. The morrow would bring an early morning trip to Tagaytay, and at 3:30 p.m. the President's first meeting with the deans and directors from all over the University, at the Faculty Center conference room in Diliman.

No matter that the morrow was a Saturday.

## THE ROLE OF THE INSTITUTE FOR SMALL-SCALE INDUSTRIES IN NATIONAL DEVELOPMENT

BY DR. SALVADOR P. LOPEZ

(Address at the dedication ceremonies of the Enrique T. Virata Hall, Institute for Small-Scale Industries, 30 January 1975)

One of the pleasures of retirement is the freedom it affords to do what one likes with one's time. The retiree is embarrassed by an unaccustomed freedom of choice, and his first impulse is to achieve a total change of scenery and change of pace, to get away from it all, to disappear completely, even if only for a while.

Today, however, just one week after leaving the University, I return briefly to the campus for one final act of dedication and remembrance. This afternoon's ritual was among the scheduled activities that were caught in the transition from the outgoing to the incoming University administration, and it is the only one that I had hoped to be able to undertake, though it had been scheduled subsequent to the date of the formal turnover. For the honor, therefore, of participating in this ritual of dedication, I would like to thank President Corpuz and Director Chico.

I propose to use as the text of my remarks the statement of Director Chico which appears in the printed program that "there is nothing small-scale about this building." Indeed, there is nothing small-scale about the Institute for Small-Scale Industries itself. This unit serves more than 10,000 small entrepreneurs around the country, each with potential to grow and develop into an important pillar of the national economy.

This is not the occasion to go into the relative merits of small-scale, medium-scale and large-scale industry. But a developing country like the Philippines, continually exposed to the blandishments of hyper-accelerated development resulting from the operation of massive enterprises, has special reason to value the solid contributions

which small and medium-scale industries can make to balanced national development. The familiar injunction to "think big," as if unqualified bigness were a virtue in itself, is particularly enticing for poor countries that are in a hurry to become rich, believing that a rising GNP will solve all their problems. But as contemporary history abundantly shows, a steeply rising GNP resulting from artificially revved up industrial activity often creates more serious problems than it solves, not the least of these being the inevitable diminution of the people's sovereignty over their economic and political life.

The development flowing from small-scale and medium-scale industry may be relatively modest. But because it is more closely attuned to a people's customary existence, it is also less vulnerable to the unpredictable and often radically fluctuating economic forces that operate within a market economy. Small-scale and medium-scale industry, therefore, in the process of providing support to national development, helps also to ensure the stability of the national economy.

This, then, is the particular sector of the economy which this Institute has been intended to serve and service.

This Institute is unique among the members of the vast U.P. family. It stands out—far out—among the units that are involved in extension and community service, the last though not the least of the three elements of the mission of the University. Generously supported by the government as well as by the enterprises it assists, recipient of special assistance from the Government of The Netherlands, the Institute for Small-Scale Industries

exemplifies the kind of activity in which this great University can involve itself without diminishing its role or losing caste as the premier academic and research institution of the land.

It was in this awareness that we gave unstinting support to this Institute. We discouraged all suggestions to detach it from the University; instead, we endorsed the plan to transfer it from its old quarters at the SSS building to its own home, at a preferred location, right at the entrance of the Diliman campus, as part of the Public Affairs Complex.

This building has taken three years to build. This may have been due in part to some uncertainty (not on the part of the University) about the future of the Institute; one thing certain is that inflationary costs caught up with the project, and work was suspended nearly two years. I remember that when the First Lady, Mrs. Imelda Romualdez Marcos visited the campus in August 1973, she asked me what that "ruin" (which was this building abandoned in mid-construction) was doing at the entrance to the campus. I explained that the "ruin" was the ISSI building, left unfinished because we had run out of funds. She said: "You should never start a building unless you have enough funds to complete it." A very wise piece of advice from one who has become a master-builder of our time, which I immediately took to heart and have followed ever since.

And so, we are inaugurating the new home of the Institute for Small-Scale Industries today, and let us note with pride and satisfaction that there's nothing "small-scale" about it. It is a solid and handsome edifice, premonitory of the imposing Public Affairs Complex when it is completed, and it should be adequate for the tasks and responsibilities of the Institute in the foreseeable future.

The inauguration of this building, however, is made doubly significant by the fact that it is being named after, and dedicated to the memory of Dr. Enrique T. Virata, a man of whom it can also be said that there was nothing small-scale about him, either in the breadth of his humanity or in the depth of his commitment, a man as thoroughly of the University as can ever be found, whose entire life was dedicated to its service and to the service of the Filipino people.

Dr. Virata's life was inseparable from that of the University, which he joined in 1919 as an assistant, in the department of mathematics. He rose rapidly in the academic ranks to become instructor, assistant professor, department head, associate professor and full professor. He was, also, intimately connected with the University's administration, having been University business manager, acting dean of the College of Business Administration, director of the Extension Division, and of the Statistical Center which he organized, and later Vice-President and Acting President of the University.

Dr. Virata was a mathematician and was perfectly at home with the statistical language so current in social science research today, a language which we are told is much more objective, much more capable of describing social reality than words can hope to do. As one trained in the use of words, I must admit that I respect the man of science and his tools and envy him the technique with which he tries to give substance to what is sometimes merely suspected or inadequately perceived, to pre-

sent in terms of authoritative data the lineaments of the reality in our time and place.

The kind of objectivity thus achieved enables us to arrive at an approximation of the truth, independent of our individual biases. The perception and understanding of what constitutes objective reality is, after all, the first essential step towards the conscious determination of it. Without that understanding, freedom in its most profound sense would be impossible—freedom, that is, in terms of the capacity to control the circumstances that govern existence rather than to be controlled by them.

To advance human freedom in this sense is, or should be, the aim of all science even as it is also the aim of the humanities: it should, indeed, be the aim of all knowledge.

The prescriptive character of these statements proceeds from a tendency today to ignore the fundamental purpose of the natural and the social sciences, and to elevate technical expertise to a level at which it ceases to be a means for the realization of social values and becomes an end and a value in itself. Objectivity has been interpreted as a kind of alienation from human affairs, a refusal to take sides rather than as a determined effort to discover reality for the sake of certain desirable ends. It is time to subject this tendency to a critical reassessment, and there is no more appropriate venue for this effort than the University.

There is general agreement that social reform, even social revolution, is a national imperative. If for no other purpose than to achieve lasting social peace, our society must be restructured so as to eliminate the injustice and inequity that have characterized it for more than three centuries. It is upon science—science not only in terms of better machines, improved rice varieties, etc., but in terms of the development of a national capacity to rebuild society—that we must rely in order to achieve this goal.

Rebuild society and develop it, yes—but rebuild it for what end and develop it along what lines? This is a question that must be answered, because we cannot speak of development as an abstraction, as a process independent of concrete human needs, unrelated to the suffering of sick and hungry children or the outstretched hand of the beggar. Rather must we look at it in terms of the creation of a social, political and economic situation in which the needs of the great majority of the people can be satisfied. What I am trying to suggest is that technical expertise is not a value in itself, but only a means for the achievement and creation of values, to be utilized for certain well-defined purposes.

The national government, of course, has recognized this as shown by its effort to develop an ideology that will guide the program of national development—an ideology being, after all, a system of values as well as a guide to action.

An ideologized technocracy seems to be a contradiction in terms: is not the technocrat beyond ideology, and was it not only a decade or so ago that the "the end of ideology" was so confidently pronounced by Western social scientists? But events have proven the validity of the argument that what a developing society like ours needs in its social scientists, managers, and technocrats is *partisan objectivity*. This is not really the contradiction in terms that it appears to be on the sur-

face, for our historical experience compels the view that development must be interpreted in terms of meeting, at the very least, the minimum demands of the great majority of our people for food, clothing and shelter: this is an objective fact, an objective necessity, for the achievement of which we must all be committed partisans.

I hope that you will forgive this digression—a digression undertaken for a purpose. In his life as a University man, Dr. Virata revealed himself to be no less a partisan in the Filipino struggle for freedom as he was a scientist and mathematician. In the great struggles that raged in the University in the 50's and 60's, he stood on the side of the forces working for the enlargement of intellectual freedom. The Institute whose building is now named after him is no less involved in the larger struggle of which the ferment of the 50's and 60's was a part. We know the value of the entrepreneurial skills it is trying to impart to Filipinos; we know that such skills must be developed if Filipino capitalism is to develop as a necessary step in our national development. It is of course not true, as some mischievous critics have insinuated, that we are interested in the development of small-

scale industries because we have surrendered the large-scale ones to the multi-national corporations.

But this is precisely what I mean. Every policy, whether in economics, in politics or in culture, must be scrutinized in terms of its expected results insofar as the achievement of certain national and social values is concerned. If it is our purpose to bring about a situation in which we can be truly self-reliant, for example, then all policies must be measured against that goal. Technique cannot be all: the purposes for which it is being used must be fairly clear, for the end of ideology is not yet in sight, most specially for nations striving for development like our own.

Thank you, Mr. President, for allowing me to participate in this ritual. It is a privilege I particularly treasure because we are dedicating this building to the memory of a man whose entire life and career were totally committed to the service of the University, and because we are doing so in the presence of his beloved widow and their children, his brother, my good friend and colleague from the old days, Leo, and Secretary Cesar Virata, both also, in their own right, distinguished sons of this University.

**RESOLUTIONS FROM VARIOUS UNIVERSITY SECTORS ENDORSING  
THE CONTINUANCE OF DR. SALVADOR P. LOPEZ  
AS PRESIDENT OF THE UNIVERSITY**

U.P. FACULTY ORGANIZATION  
Faculty Center Rm. 3143  
U.P. Campus, Quezon City  
RESOLUTION

WHEREAS, the tenth President of the University of the Philippines and first President of the University of the Philippines System, the Honorable Dr. Salvador P. Lopez has served with ability and dedication in these capacities for approximately four years and two years respectively;

WHEREAS, in the absence of a specific term for either office in the University Charter and Presidential Decree No. 58 respectively, the tenure of the University President is at the discretion of the Board of Regents as the highest governing body of the University of the Philippines System;

WHEREAS, the U.P. Faculty Organization endorses unreservedly the performance record of President Lopez's administration, informed as this has been by his enlightened policies towards students, faculty and other personnel;

NOW THEREFORE: BE IT RESOLVED, as it is hereby resolved, that the U.P. Faculty Organization present to the Board of Regents of the University of the Philippines System for its consideration this resolution in support of President Salvador P. Lopez's continuance in the office to which he has done honor and given distinction.

Done at Diliman, Quezon City, December 19, 1974.

THE U.P. FACULTY ORGANIZATION  
(61 Signatories)

\* \* \*

**RESOLUTION FROM DEANS AND DIRECTORS**

The Officers of Administration, the Deans and Directors of the Colleges, Institutes, Schools, Centers and Branches of the University have the honor of presenting this

and reaffirmation of wholehearted support and confidence in the leadership

TESTIMONIAL  
of

PRESIDENT SALVADOR P. LOPEZ

For having served with utmost dedication the best interests of the University from the first time he assumed the Presidency in 1969 and continuously thereafter in a period of crisis and turbulence;

For having maintained the integrity and eminence of the University not only as a center of learning but moreover as an institution geared to the fulfillment of the needs for intelligence and skills indispensable to a developing society;

For having zealously attended to the welfare of the faculty, personnel and students in the difficult task of shaping an academic community inspired by unity and harmony, thereby creating an atmosphere conducive to scholarly achievement rather than to narrow, partisan dissension;

For having administered with honor and competence the affairs of this premier institution of higher learning from the start of his term; directing the wise use of inadequate resources, acting with prudence and moderation at a time when the survival of the University itself was threatened, stimulating a critical self-examination of the duties of teaching and research to dispel complacency and ineptitude; and ultimately evoking the circumstances which made it possible for this renowned University to attain the peak of its growth and progress in the mid-seventies;

On the occasion of the presentation of this Testimonial and reaffirmation of wholehearted supported and confidence in his leadership, we, the undersigned Deans and Directors of this University, also make it of record our unanimous endorsement of the continuance in office of

President Salvador P. Lopez upon the expiration of his term.

Done on the 24th day of December, 1974, in the U.P. Campus, Diliman, Quezon City, Philippines.

44 SIGNATORIES

\* \* \*

University of the Philippines  
OFFICE OF STUDENT AFFAIRS  
Room 302, Vinzons Hall  
Quezon City

26 December 1974

The Chairman and Members  
Board of Regents  
University of the Philippines System

S i r s :

As Dean of Students, I have the pleasure of officially transmitting to you two documents coming from the student sector of the University, to wit:

1. The statement of the *Philippine Collegian* staff, which was published in a special issue on Dec. 19, 1974;
2. An "Open Letter" to President Lopez from the Consultative Committee on Student Affairs, presented on Dec. 23, 1974.

Both documents speak for themselves. For my part, if I may be permitted to voice my own opinion, I believe that the big strides accomplished by the Lopez Administration in bringing harmony and cooperation between the University administrators and the studentry, should be given a chance to continue, by giving the incumbent U.P. president another term. The U.P. needs him.

Sincerely yours,

(SGD.) ARMANDO J. MALAY  
*Dean of Students*

\* \* \*

#### LET LOPEZ CONTINUE MAKING THE U.P. RELEVANT

(On January 1975, Salvador P. Lopez will make his exit as the 10th President of the University of the Philippines. It was during his term that the University underwent its most turbulent years in history which he termed the "apocalyptic quinquennium" in his five-year report entitled *Growth and Development Through the Years of Turmoil*. The *Collegian* staff underscores here the principles which Pres. Lopez stood for in making the University serve the people.)

Time has proved the validity of these principles. The University has survived and grown even in adversity because it has maintained its commitment to the highest interest of the people. This commitment required that it accept no standards save its own, for to do so would be to compromise its role in the development of a consciousness essential to the meaningful transformation of Filipino society. The standards of excellence which sustain a University usually stand in opposition to the standards of power, for the latter are based neither on superiority of intellect nor on the capacity to achieve original insights, but on the need to perpetuate an order which is not necessarily in the larger interest of the Filipino people.

— President Salvador P. Lopez

When he took his oath in Malacañang, he gave cognizance of the need to relate the University to the people and pledged the University to a hospitable attitude to the positive idealism of the Filipino youth. On his first day in office as 10th President of the University, he was confronted with a demonstration and handed him 77 demands by the faculty, students, and non-academic personnel.

These initial events were to characterize the entire posture of Dr. Salvador P. Lopez's administration; as leader of an institution supported by the State, he was to rationalize the authority of the University to a society that was bent on democratizing it; as an intellectual committed to the liberal principles of freedom and justice, he had to affirm the very aspirations of that same society, particularly as those aspirations were expressed by the immediate members of the academic community — the students, the faculty, and the administrative staff.

It is a measure of President Lopez's statesmanship as titular head of the University that he was able to hold both conflicting interests in perfect balance. Under his administration, changes were instituted without undermining the authority of the University; if anything characterizes his administration, it was reform through stability.

Some of those reforms were not by themselves new, but rather continuations of measures adopted by his predecessors. The effort to Filipinize the University, for instance, dates as far back as Villamor and Palma and were intermittently taken up by such presidents as Bobo, Vidal Tan, and Romulo. President Lopez adopted the same policy but added something new to it, namely, the emphasis on relevance.

Nationalism was the catchword of Romulo, his immediate predecessor. But with Romulo's effort to project the nation, the University also lost a great part of its autonomy when it became committed to American aid. The idea of national development could be a booby-trap; with imperialist assistance, for instance, the nation could develop in the direction of continuing identification with the foreign donors and, therefore, render modernity irrelevant. It is to President Lopez's credit to insist on relevance and to deviate from the fallacy of affirming modernity per se as an ideal of national development.

Rather, he urged the University scholars, artists and scientists to accept the fact of the semi-feudal and semi-colonial situation of the nation and to direct their talents and energies towards changing the status-quo. Where the medical sciences, for example, tended to gear the orientation of their practitioners to sophisticated hospital work, President Lopez reminded them that the problems of the Filipinos may not require such sophisticated expertise and skills; he directed them to the problems of the people in the countrysides, the barrios, and the hinterlands.

The same argument was presented to the artists and scholars in the University and the result was an effluorescence of writings and art activities in the University imbued not only with the spirit of nationalism, but also with the responsibility of raising the consciousness of the Filipino into a realization of what is to be done with their particular situation and that of the national society.

"The demand for democratization," declared President Lopez in his Report, "is only one aspect of the situation that confronted the University. There was also the question of relevance." We prefer to think, however, that the democratization that he initiated in the University was precisely part of his recognition of the urgency of making the University itself relevant.

No other president, perhaps, has democratized the University to such an extent and, by so doing, strengthened its stability at a time when it could easily have been corroded.

This policy of affirming the University — its integrity and autonomy — even while adopting changes is the hallmark of President Lopez's administration. On such a wise policy, the University maintained its prestige even while other public institutions were being swept aside into petty cowering bureaucracies during the proclamation of emergency in September 1972. And more, the University has not reneged on its function as a critic of society — the Socratic gadfly that pricks men's consciences and civilized sensibilities. "The University," he said in his paper on Palma, "would not be faithful to its mission if at this time, of great exigencies for the fatherland, it would not speak its unbiased opinion regardless of whether such opinion would contradict those entertained by the men in power or would court their displeasure." Then, affirming the universal principle on which all institutions of higher learning stand, he continued: The University "cannot agree to be merely a passive receiver of State directives ... because while the fundamental duty of the State is its own preservation, that of the University is to serve the people."

On these principles, President Salvador P. Lopez should be made to continue making the University serve the people.

— THE PHILIPPINE COLLEGIAN STAFF.

\* \* \*

CONSULTATIVE COMMITTEE ON  
STUDENT AFFAIRS

University of the Philippines  
Quezon City

AN OPEN LETTER TO PRESIDENT SALVADOR P.  
LOPEZ FROM THE CONSULTATIVE COMMITTEE  
ON STUDENT AFFAIRS

As your present term draws to an end, the university indulges in the intellectual exercise of evaluating the President who has led the community through the travails of student unrest and martial law. In those five years you have pursued policies in accordance with the principles of the times — Filipinization, democratization and the affirmation of the University's integrity.

In the same vein, the students have continued to fight for student rights and welfare — for the reactivation of the Student Council; representation in the Board of Regents and better University facilities — all of these in line with the principles of the times. Students have faced equal odds in their battles for the realization of these principles.

We hope you will be with us to face the tasks that are great and many. Much remains to be achieved. We cannot abandon our principles.

In the service of the students  
and the people,  
CONCOMSA  
23 December 1974

\* \* \*

R E S O L U T I O N

WHEREAS, Dr. Salvador P. Lopez, by his exercise of wise and judicious leadership in the University of the Philippines, has steered the University closer to the ideal of national unity and rendered the University a more effective vehicle for the pursuit of national development;

WHEREAS, he has secured the integrity of the University by insuring its character as a center for the robust and uninhibited pursuit of truth in the sciences, the arts and humanities, thus maintaining its character as an authoritic trustee of civilization and securing an atmosphere most conducive to intellectual self-fulfillment;

WHEREAS, consistent with his belief in the creative capacities of the human spirit, he has institutionalized the democratic process in policy and decision making in the University, affording for the first time to members of the University constituency the right to express themselves in all matters of important concern;

WHEREAS, he has prosecuted a vigorous and imaginative infrastructure and physical development program, which has kept the University in pace with progressive academic institutions in the world, and making the University campus a peaceful, pleasant and beautiful place to live and to work in;

NOW, THEREFORE, we, members of the University constituency, do hereby affirm our confidence in the leadership of Dr. Salvador P. Lopez as President of the University of the Philippines System and resolve to manifest our sense to the Honorable Chairman and Members of the Board of Regents that Dr. Lopez should continue as such President.

IN WITNESS WHEREOF, we have hereto affixed our signature on the place and date below mentioned.

Done at Quezon City, Philippines, this 4th day of January 1975.

(SIGNED by a total of 1,249 signatories representing the following units: UPNSRC, College of Arts and Sciences, Clark Air Base, community residents, College of Education, College of Fine Arts, Department of Physical Education, General Administration, University Health Service, College of Home Economics, College of Fisheries, College of Music, Institute of Mass Communication, College of Engineering, University Elementary School, PCAS, College of Business Administration, University Library, Institute of Environmental Planning, University High School, Law Center, College of Veterinary Medicine, ALEC, College of Public Administration, U.P. at Iloilo, Population Institute, Statistical Center, College of Medicine, ARI, College of Nursing, College of Law, Basilan Land Grant, Institute of Public Health.)

UNIVERSITY OF THE PHILIPPINES  
AT LOS BAÑOS  
COLLEGE OF FORESTRY  
College, Laguna

RESOLUTION OF THE COLLEGE OF FORESTRY  
FACULTY URGING THE BOARD OF REGENTS  
TO RENEW THE APPOINTMENT OF DR. SALVA-  
DOR P. LOPEZ AS PRESIDENT OF THE UNIVER-  
SITY OF THE PHILIPPINES SYSTEM

WHEREAS, the University of the Philippines has made significant growth during the years of Dr. Salvador P. Lopez as President despite great problems that plagued the campuses and the country during these years;

WHEREAS, the University's character as a discoverer, keeper, and disseminator of knowledge and truth and the University's traditions of academic excellence and relevance have been well preserved and nourished under the able leadership of Dr. Salvador P. Lopez;

WHEREAS, the innovative administration of Dr. Salvador P. Lopez has brought about greater democratization in the University which has served to enrich decision-making and to improve academic atmosphere and the life of students, faculty, and administrative personnel;

WHEREAS, the sincere interest of Dr. Salvador P. Lopez in the growth and development of the University has led to its transformation about two years ago into a multi-versity with the University of the Philippines at Los Baños as its first autonomous university.

WHEREAS, Dr. Salvador P. Lopez has been very fair in dealing with the units in the University of the Philippines System and has given the much deserved attention and understanding to the College of Forestry;

WHEREAS, Dr. Salvador P. Lopez has shown continuing interest in the growth and development of the University of the Philippines System;

WHEREAS, the term of office of Dr. Salvador P. Lopez as the 10th President of the University of the Philippines expires on January 23, 1975;

WHEREAS, the University still needs the dynamic leadership and selfless dedication of Dr. Salvador P. Lopez in the Presidency during the formative years of the University of the Philippines System;

NOW, THEREFORE, be it resolved, as it is hereby resolved that we, the members of the faculty, UPLB College of Forestry, petition the Honorable Members of the Board of Regents to renew the appointment of Dr. Salvador P. Lopez as President of the University of the Philippines System.

Be it resolved finally that copies of this resolution be furnished the Honorable Members of the Board of Regents and His Excellency, the President of the Republic of the Philippines.

Done at the UPLB College of Forestry, College, Laguna, this 2nd day of January, 1975.

(39 Signatories)

\* \* \*

RESOLUTION OF THE COLLEGE OF SCIENCES  
AND HUMANITIES TO THE BOARD OF REGENTS  
REQUESTING THE EXTENSION OF THE TERM  
OF OFFICE OF PRESIDENT SALVADOR P. LOPEZ  
FOR ANOTHER SIX YEARS

WHEREAS, President Salvador P. Lopez has made the University relevant to the needs of our developing

society by maintaining a balance between the dispassionate search for truth and knowledge as a worthy end in itself, and the compassionate utilization of the fruit of that endeavor in the service of the community and the nation;

WHEREAS, under his steadying leadership, the University of the Philippines weathered the stormy crisis at the turn of the decade; and

WHEREAS, he has worked untiringly to place within the reach of many the gift of a UP education, thereby making the University truly a university of our people;

NOW, THEREFORE BE IT RESOLVED, as it is hereby resolved that we, the faculty of the College of Sciences and Humanities, University of the Philippines at Los Baños, request the Honorable Members of the Board of Regents to extend the term of office of President Salvador P. Lopez for another six years so that the University of the Philippines in particular, and the country in general, may continue to benefit from his rich experience as a scholar, humanist, educator, statesman, and leader;

BE IT RESOLVED, further, that copies of this Resolution be furnished the Honorable Members of the Board of Regents and His Excellency, the President of the Republic of the Philippines.

Done at the College of Sciences and Humanities, University of the Philippines at Los Baños, this 4th day of January, 1975.

(Sgd.) E. C. LEGASPI

(Sgd.) N. T. MAGALIT

(Sgd.) A. S. SALACUP

(Sgd.) G. S. ARGOZINO

(Sgd.) RAMON SAMANIEGO

(Sgd.) CESAR MADAMBA

(Sgd.) PERCY E. SAJESI

(Also, 35 other Signatories)

\* \* \*

UNIVERSITY OF THE PHILIPPINES  
AT CLARK AIR BASE  
Quezon City

6 January 1975

The Honorable Members of the Board of Regents  
University of the Philippines System  
Diliman, Quezon City

Sirs:

Come February, 1975, the tenure of Dr. Salvador P. Lopez as the tenth President of the University will end. Momentous events such as this give occasion for serious thought and reflection. Looking back, we cannot but be awed by the long list of achievements under his stewardship as the top administrator and academic leader of our University. Foremost in our minds was his almost solitary efforts to make the U.P. relevant even under a martial law regime and continue its fundamental task of "seeking after truth" by safeguarding its sacred and time-honored right to academic freedom. Thus, the University continued with its tasks without any infringement of its primordial right.

The welfare of both the academic and administrative sectors of the University constituencies was always top priority. We need only to point to the salary increases, housing projects, infrastructure development programs and say nothing more. These are mute testimonies of his



concern for our well-being. For all these, we cannot but express our sincere appreciation.

Student autonomy, he saw as another basic right the University must enjoy. In fact it is part and parcel of his plan to "democratize" the University. To a great measure he has succeeded toward this end. Yet what is more important is his manifest interest in protecting the rights of students and his utmost concern for their welfare.

We cannot pay any other kind of tribute to this great man except by requesting your august body to pass a resolution expressing confidence and belief in his capacity to continue as President of the University.

With highest esteem.

Very respectfully yours,  
(37 Signatories)

\* \* \*

UNIVERSITY OF THE PHILIPPINES  
ALUMNI ASSOCIATION

Alumni Center, Diliman  
Quezon City D-505  
9 January 1975

Dr. Oscar M. Alfonso  
Secretary, Board of Regents  
Diliman, Quezon City

Dear Dr. Alfonso:

At its general membership meeting on 27 April 1974, the U.P. Alumni Association approved a resolution recommended by the Alumni Council "expressing confidence in the administration of President Salvador P. Lopez and endorsing his reappointment."

The abovementioned resolution was transmitted by the undersigned to the Board of Regents at the 846th meeting on 30 May 1974.

May I request that the resolution be brought to the attention of the Board of Regents anew, as soon as possible.

Sincerely yours,  
(SGD.) ABRAHAM F. SARMIENTO  
*President*

\* \* \*

UNIVERSITY OF THE PHILIPPINES  
AT LOS BAÑOS  
COLLEGE OF AGRICULTURE  
College, Laguna

RESOLUTION OF THE COLLEGE OF AGRICULTURE  
FACULTY REQUESTING THE BOARD OF REGENTS  
TO RENEW THE APPOINTMENT OF DR. SALVADOR  
P. LOPEZ AS PRESIDENT OF THE UNIVERSITY  
OF THE PHILIPPINES SYSTEM

WHEREAS, the University of the Philippines has not only survived its most turbulent era in history during the height of student activism but also made significant growth in its academic programs under the able leadership of President Salvador P. Lopez;

WHEREAS, President Lopez has brought about innovative policies and procedures toward democratic administration of the university and its units and departments;

WHEREAS, President Lopez has shown great concern for and appreciation of the problems of the university constituency and has brought about substantial amelioration of those problems; and

WHEREAS, President Lopez has demonstrated liberalism and great respect for basic academic freedom in tackling problems and dealing with personnel.

NOW, THEREFORE, be it resolved, as it is hereby resolved that we, the members of the faculty, UPLB College of Agriculture, request the Board of Regents to renew the appointment of Dr. Salvador P. Lopez as President of the University of the Philippines System.

Be it resolved further that copies of this resolution be furnished the Honorable Members of the Board of Regents and His Excellency, the President of the Republic of the Philippines.

Done at College, Laguna this 9th day of January 1975.

(122 Signatories)

\* \* \*

A RESOLUTION OF THE INSTITUTE OF HUMAN  
ECOLOGY AND THE AGRICULTURAL CREDIT  
AND COOPERATIVES INSTITUTE TO THE BOARD  
OF REGENTS REQUESTING THE EXTENSION OF  
THE TERM OF OFFICE OF PRESIDENT S.P. LOPEZ  
FOR ANOTHER SIX YEARS

WHEREAS, President Lopez has guided the University of the Philippines in making its programs and activities relevant to the goals of the New Society;

WHEREAS, he has democratized the administration of the various units of the University, thereby giving the constituents the opportunity to share in the formulation and implementation of policies,

WHEREAS, he has shown great appreciation of the problems of the University and its constituents and has effected significant measures to resolve these problems,

NOW, THEREFORE, be it resolved, as it is hereby resolved that we, the members of the academic personnel, Institute of Human Ecology, request the Board of Regents to renew the appointment of Dr. Salvador P. Lopez as President of the University of the Philippines System.

Be it resolved further that copies of the resolution be furnished the Honorable Members of the Board of Regents and His Excellency, the President of the Republic of the Philippines.

Done at College, Laguna this 9th day of January 1975.

- (Sgd.) GIL F. SAGUIGUIT
  - (Sgd.) ILLEGIBLE
  - (Sgd.) ILLEGIBLE
  - (Sgd.) ILLEGIBLE
  - (Sgd.) ILLEGIBLE
  - (Sgd.) ILLEGIBLE
  - (Sgd.) ILLEGIBLE
  - (Sgd.) ILLEGIBLE
  - (Sgd.) MYRNA U. GARCIA
  - (Sgd.) ILLEGIBLE
  - (Sgd.) J. M. VEGA
  - (Sgd.) VIRGINIA A. FERNANDEZ
- (Also, 32 Signatories from ACCI)

U.P. SUPERVISORS ASSOCIATION  
Quezon City

RESOLUTION

WHEREAS, Dr. Salvador P. Lopez, through his enlightened and progressive stewardship has made the University of the Philippines System a better instrument for national growth and human development;

WHEREAS, he has demonstrated his abiding concern for all segments of the national community by making the University more accessible specially to the less privileged through democratized student selection and expanded grants-in-aid and scholarship programs;

WHEREAS, he has maintained a creative but compassionate leadership by:

- a. Extending to all sectors of the University constituency the privilege to participate in the decision-making process;
- b. Raising the standards of living of University personnel through higher salary levels;
- c. Pursuing a more vigorous development program for University personnel and extending educational benefits to members of their families as well;

NOW, THEREFORE, we, members of the Executive Board of the University of the Philippines Supervisors Association in a special meeting called for the purpose on January 10, 1975 at Quezon Hall, University of the Philippines, Quezon City, do hereby resolve to manifest to the Honorable Chairman and Members of the Board of Regents our desire that Dr. Salvador P. Lopez continue as President of the University of the Philippines System.

IN WITNESS HEREOF, we have hereunto affixed our signatures at the place and on the date aforementioned.

(Sgd.) ARMANDO D. ALVAREZ  
President  
(Sgd.) CECILIA T. LOPEZ  
Secretary  
(Sgd.) IRENEO R. ARANDIA  
Treasurer  
(Sgd.) VENANCIO C. VENGCO  
Auditor  
(Sgd.) ISABELITA B. POE  
Press Relations Officer  
(Sgd.) BARTOLOME B. APUAN  
Director  
(Sgd.) TEOFILO S. FONTANILLA  
Director  
PIO P. FRAGO  
Director  
(on study leave abroad)  
(Sgd.) ESTEBAN D. KAMPITAN  
Director  
(Sgd.) AMOR N. ORIBELLO, JR.  
Director  
(Sgd.) ROMEO C. TOMACRUZ  
Director

\* \* \*

RESOLUSYON NG ONAPUP

Sapagka't si Dr. Salvador P. Lopez ay isang mahusay na pinuno na may matalino at makatarungang pagpasiya sa pamamahala ng Unibersidad ng Pilipinas;

Sapagka't siya namamahala na ang nasa ay katotohanan at katapatan na sa unang pagkakataon ang mga manggagawa ay nabigyan ng kalayaang makapagpahayag ng kanilang damdamin para sa kaayusan, kaunlaran at kabutihan ng pamantasan lalung-lalo na sa kabuhayan ng mga manggagawa;

Sapagka't sa kanyang panunungkulan, tapat siya sa kanyang batayang prinsipyo na siya ay pinuno na ang hangari'y maglingkod ng taos-puso sa pamantasan na taas noo naming pinagpupugayan;

Sapagka't sa kanyang pamumuno'y nagkaroon ng damaming pagkakaisa ang mga mag-aaral, tagapagturo at manggagawa sa loob at labas ng pamantasan;

Dahil dito, kaming mga pinuno sampu ng aming mga kapatid na manggagawa sa samahang Organization of Non-Academic Personnel of the University of the Philippines (ONAPUP), ay naniniwala at taos-pusong nagnanasa at nagkayari na maihayag sa Kagalang-galang na Tagapangulo at mga miyembro ng Lupon ng Rehente na ipagpatuloy ang panunungkulan ni Dr. Lopez bilang pangulo ng Unibersidad ng Pilipinas;

Dahil dito, kaming mga pinuno ng ONAPUP ay lumalagda bilang pagpapatunay sa aming hangaring inilahad sa itaas.

Napagkayarian dito sa U.P. Lungsod ng Quezon, ika-10 ng Enero, 1975, Pilipinas.

(Sgd.) BERNARDINO G. DE GUZMAN  
Secretary General  
(Sgd.) A. DELORIA  
President  
(Sgd.) FELIZARDO EALA JR.  
Deputy Secretary General  
(Sgd.) C. N. CUIZON  
Secretary of Public Information  
(Sgd.) PETE PACIS  
Secretary of Treasury  
(Sgd.) PEDRO BALTAZAR  
Auditor General

BOARD OF DIRECTORS

(Sgd.) WILFREDO REYES  
(Sgd.) PETE PACIS  
(Sgd.) FELIZARDO EALA JR.  
(Sgd.) RAMON BARNEDO  
(Sgd.) CLARITA CUIZON  
(Sgd.) GREGORIO INIGO  
(Sgd.) AMADO DELORIA  
(Sgd.) CARLOS RUBITE  
(Sgd.) CARLOS LORENZO  
(Sgd.) BERNARDINO DE GUZMAN  
(Sgd.) EMMANUEL REBLORA  
(Sgd.) LEOPOLDO CORTES  
(Sgd.) RAZON SEGUNDIANO  
(Sgd.) VICTOR RENACIA  
(Sgd.) SALVADOR BERNARDINO  
(Sgd.) CESAR SALONA  
ALFREDO KIMUELL  
EFREN MALLARI  
(Sgd.) EDUARDO LANDRITO  
REYNALDO MALLARI  
(Sgd.) PEDRO BALTAZAR

**RESOLUTION ADOPTED BY THE ADMINISTRATIVE PERSONNEL OF THE UNIVERSITY OF THE PHILIPPINES AT LOS BAÑOS FOR THE RENEWAL OF THE TERM OF OFFICE OF DR. SALVADOR P. LOPEZ AS PRESIDENT OF THE UNIVERSITY OF THE PHILIPPINES SYSTEM**

WHEREAS, the Administrative Personnel of the U.P. at Los Baños recognize the need for a dynamic and able leader;

WHEREAS, Dr. Salvador P. Lopez has been instrumental in the accelerated growth and development of the University of the Philippines System;

WHEREAS, during his incumbency he has instituted administrative innovations which have boosted efficiency and morale of University constituents;

WHEREAS, through his dynamic leadership he has brought the Office of the President closer to the constituents, particularly the administrative personnel;

WHEREAS, his democratization approach enabled the administrative personnel to participate actively in the administration of University affairs;

WHEREAS, he was instrumental in the reorganization of the University and the establishment of the first full-fledged autonomous University of the Philippines at Los Baños thereby making the institution more responsive to the needs of the Filipino people;

NOW, THEREFORE, BE IT RESOLVED AS IT IS HEREBY RESOLVED, that for and in consideration of the above premises, the term of office of Dr. Salvador P. Lopez as 10th President of the University of the Philippines System be renewed to enable him to continue his progressive and responsive administration.

BE IT RESOLVED FURTHER, that copies of this Resolution be furnished the Board of Regents of the University System.

Done at College, Laguna, this 10th day of January, 1975.

\* \* \*

**A RESOLUTION FROM THE AGRARIAN REFORM INSTITUTE TO THE BOARD OF REGENTS REQUESTING THE EXTENSION OF THE TERM OF OFFICE OF PRESIDENT SALVADOR P. LOPEZ FOR ANOTHER SIX YEARS**

WHEREAS, President Salvador P. Lopez has made the University relevant to the needs of our developing society by maintaining a balance between the dispassionate search for truth and knowledge as a worthy end in itself, and the compassionate utilization of the fruit of that endeavor in the service of the community and the nation;

WHEREAS under his steadying leadership, the University of the Philippines weathered the stormy crisis at the turn of the decade; and

WHEREAS, he has worked untiringly to place within the reach of many the gift of a UP education, thereby making of the University truly a university of our people;

NOW THEREFORE, BE IT RESOLVED, as it is hereby resolved that we, the faculty of the Agrarian Reform Institute, University of the Philippines at Los Baños, request the Honorable Members of the Board of Regents to extend the term of office of President Salvador P. Lopez for another six years so that the University of the Philippines in particular, and the country in general, may continue to benefit from his rich experience as a scholar, humanist, educator, statesman, and leader;

BE IT RESOLVED, further, that copies of this Resolution be furnished the Honorable Members of the Board of Regents and His Excellency, the President of the Republic of the Philippines.

Done at the Agrarian Reform Institute, University of the Philippines at Los Baños, this 10th day of January, 1975.

29 SIGNATORIES

\* \* \*

January 10, 1975

We, the undersigned staff members of the Department of Physical Education, U.P. at Los Baños, do hereby endorse the retention of Hon. Salvador P. Lopez as President of the University of the Philippines System.

(Sgd.) ILLEGIBLE  
 (Sgd.) F. CUBILLAR  
 (Sgd.) LUWALHATI D. YÑIGUEZ  
 (Sgd.) ALBERTO A. \_\_\_\_\_  
 (Sgd.) RODOLFO R. \_\_\_\_\_  
 (Sgd.) ILLEGIBLE

# the university of the philippines gazette

RETURN TO OUR RECORDS

VOL. VI, No. 2

QUEZON CITY, PHILIPPINES

FEBRUARY 28, 1975

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**UNIVERSITY OF THE PHILIPPINES**  
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*Secretary of Education*
- The Honorable Onofre D. Corpuz, *Vice-Chairman*  
*President, University of the Philippines*
- The Honorable Jose D. Drilon, Jr.  
*Undersecretary of Agriculture*
- The Honorable Abelardo G. Samonte  
*Chancellor, University of the Philippines at Los Baños*
- The Honorable Ruben Santos Cuyugan  
*Chancellor, Philippine Center for Advanced Studies*
- The Honorable Abraham F. Sarmiento  
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- Dr. Nathaniel B. Tablante, *Vice-President for Academic Affairs*
- Dr. Ramon C. Portugal, *Vice-President for Administration*
- Dr. Oscar M. Alfonso, *Secretary of the University*
- Prof. Manuel P. Bendaña, *Dean of Admissions*
- Prof. Armando J. Malay, *Dean of Students*
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- Mr. Armando D. Alvarez, *President of the U.P. Supervisors Association*

**EDITOR**

Dr. Oscar M. Alfonso

## ADMINISTRATIVE ISSUANCES

### ADMINISTRATIVE ORDERS

#### Administrative Order No. 4: Membership in the Administrative Personnel Board

Upon the recommendation of the Vice-President for Administration and Chairman, Administrative Personnel Board, the following are designated members of the Administrative Personnel Board vice Atty. Nicolas R. Cuevo and Mr. Carlos Rubite effective January 27, 1975 to January 26, 1977: Atty. Eligio Manto, Chief, Administrative Division, College of Medicine, and Mr. Felizardo Eala, Jr., Residence Hall Assistant, Yakal Residence Hall.

As provided in Administrative Order No. 14 dated January 26, 1973, the Administrative Personnel Board "formulates and recommends to the President and the Board of Regents policies, rules and standards with respect to the selection, compensation and promotion of the administrative staff, taking into consideration the civil service laws and rules, the merit promotion plan, the Revised University Code and other rules and regulations of the University. It also assists the President in the review of recommendations on the promotion of administrative personnel and other matters affecting employee status and welfare."

3 February 1975

#### Administrative Order No. 5: Constitution of the Committee to Evaluate the Written Examination for Administrative Fellowships

The following are constituted into an *ad hoc committee*, with Dr. Virgilio G. Enriquez as Chairman, to evaluate the written examination being administered to University administrative employees who are candidates for administrative fellowships in the University: Prof. Beulah D. Nuval, Office of Student Affairs; and Dr. Georgina B. Cadeliña, College of Education.

Should the need arise, the committee shall coordinate with the Division of Counseling and Guidance in developing a new set of examinations which will be an adequate measure of the developmental needs of the administrative personnel of the University. The recommendations of the committee should be submitted to this Office on or before April 16, 1975.

3 February 1975

#### Administrative Order No. 6: Constitution of the Committee to Formulate the Plan of Operation of the Co-Educational Residence Hall (H-Type)

The following are constituted into a committee with Dean Armando J. Malay as Chairman to formulate the plan of operation of the co-educational dormitory: Professor Manuel P. Bendaña, Dean of Admissions; Mr. Ananias B. Aurelio, Chief, Office of Institutional Studies; Professor Beulah D. Nuval, Director, International Stu-

dents Program; Dr. Natividad Munarriz, Chairman, Department of Guidance and Counselling; Mr. Amor N. Oribello, Jr., Officer-in-Charge, Office of Administrative Personnel Services; Director Dominador G. Torres, Office of Student Auxiliary Services; and Miss Angelina Bernardo, Residence Head, Kamia Residence Hall.

The committee shall study the details of the proposed freshman advising system and the staffing pattern of the dormitory. The President will welcome a report of the committee on or before March 15, 1975.

3 February 1975

#### Administrative Order No. 8: Constitution of a Committee to Review the Guidelines for Selective Salary Increases of Administrative Personnel

The following are constituted into a Committee with Dr. Guillermo R. Lazaro as Chairman, to review the guidelines for selective salary increases of administrative personnel in the University as set forth in Executive Order No. 6 dated April 24, 1973 with a view to achieving a more equitable basis for such selective increases:

Prof. Santiago S. Simpas, College of Public Administration; Prof. Angeles R. Buenaventura, Statistical Center; Mr. Ananias B. Aurelio, Office of Institutional Studies; Mr. Armando D. Alvarez, Jr., Office of General Services; and Mr. John P. Rabe, Office of Administrative Personnel Services.

The President will appreciate receiving the Committee's recommendations on or before March 31, 1975.

9 February 1975

#### Administrative Order No. 9: Committee on Commencement Exercises for Academic Year 1974-75

The following shall constitute themselves into the Committee on Commencement Exercises for Academic Year 1974-75 to take charge of planning the nature and type of activities for the general commencement exercises to be held on April 13, 1975 and to submit appropriate recommendations to the Executive Committee: Vice-President Nathaniel B. Tablante, Chairman; Dr. Oscar M. Alfonso, Dean Aurora G. Corpuz, Dean Jose T. Joya, Atty. Galicano J. Mateo, Atty. Hermenegildo C. Dumlao, Col. Benjamin R. Vallejo, Mr. Vicente Bobis, Mr. Antonio P. Cruz, Mrs. May C. Dumlao and Mr. Ramon de la Llana, Members.

The President would welcome the submission of your report and recommendations to my Office not later than 14 March 1975.

11 February 1975

#### Administrative Order No. 11: Committee to Study the Rental Rates for Housing Units Financed by the GSIS Loan

The following shall constitute themselves into a committee, with Director Romeo C. Tomacruz as Chairman,

to study the rental rates for the newly-erected houses financed by the GSIS loan: Prof. Ernesto Pineda, College of Business Administration, and Mr. Jose B. Antonio, Accounting Division.

The committee shall take into consideration the following factors:

1. 7.5% interest payable for fifteen (15) years entirely from the rentals;
2. 7.5% interest payable for fifteen (15) years to be partly subsidized by the University;
3. In addition to interest, a certain percentage to cover maintenance and operations costs; and
4. Possible extension of the contract with the GSIS by restructuring the loan agreement after the lapse of a certain period, to reduce the amortization payments in monthly, quarterly or yearly basis.

Please be guided accordingly.

13 February 1975

## MEMORANDUM CIRCULARS

### Memorandum Circular No. 3: Guidelines from President Corpuz regarding discussion in the University of Referendum Issues

The contents of a memorandum received today from President Onofre D. Corpuz on the guidelines adopted by him regarding the discussion in the University of the Philippines of Referendum issues, are hereby transmitted for information and guidance:

"1. Discussions relative to the forthcoming Referendum issues should reflect the position and thinking of the University community, corresponding to its various campuses. This position and thinking, independently arrived at, should inform the larger national community.

"2. The University has enough people, whether faculty or student or non-academic, whose views are not less valid than those of outside discussants, and whose insights are more relevant to the interests of the University community than those of outsiders.

"3. In the discussion of Referendum issues, we attach no special value to intellectual brilliance or sophistication from outsiders, although the members of the University are not deficient in this respect. What is to be stimulated and promoted is the expression of honest ideas and feelings of University campus residents, who may not have the glamor of famous or powerful personages, but whose thoughts are fully as legitimate.

"4. Therefore, and consonant with the above considerations, there shall be free public discussions by the University constituency in the campuses of the University System, the same shall be encouraged and promoted, and no outside discussants shall be invited in any such public discussions.

"Please cause this to be circulated for the guidance of all concerned.

(Sgd.) ONOFRE D. CORPUZ"

Please be guided accordingly.

6 February 1975

FOR THE PRESIDENT:

(Sgd.) OSCAR M. ALFONSO  
Secretary of the University

### Memorandum Circular No. 5: Rescission of restriction in Item No. 4 of Memorandum Circular No. 3 dated 6 February 1975

The contents of a memorandum received today from President Onofre D. Corpuz regarding Memorandum Circular No. 3 dated 6 February 1975, are hereby transmitted in their entirety for information and guidance:

"19 February 1975

"Memo for: Dr. Alfonso

"Subject : *Guidelines Governing Discussion of Referendum Issues*

"In view of the agreement arising out of yesterday's dialogue involving the President of the University with members of the University constituency, to the effect that elements from the lower classes of our society (especially those from the University) be given the opportunity to discuss their views and feelings in the Referendum discussions, the purpose of Memorandum Circular No. 3 may be deemed to have been attained.

"Wherefore, the restriction in Item No. 4 of said Memorandum Circular is hereby rescinded.

"Please cause this Memo to be circulated in its entirety for the information of all concerned.

(Sgd.) ONOFRE D. CORPUZ"

Please be guided accordingly.

19 February 1975

FOR THE PRESIDENT:

(Sgd.) OSCAR M. ALFONSO  
Secretary of the University

### Matters approved by Board of Regents at 858th meeting

The Board of Regents approved the following matters at its 858th meeting on 20 February 1975:

I. *Revised schedule of honoraria for thesis advisers, readers (critics), panel members effective at the start of the academic year 1975-1976:*

	Adviser	Reader	Panel Member
1. Doctoral	P300.00	P150.00	P50.00
2. Masteral	P200.00	P100.00	P30.00
3. Baccalaureate	P100.00	xxx	xxx

The above schedule was approved with the stipulation that service as thesis adviser or critic (reader) inheres in and attaches to an appointment to an academic rank involving duties in a graduate program, and *payment of honorarium shall consequently be made only for work involving more than two students per adviser or critic (reader), per year.*

II. *Increase in the application fee being charged first-year applicants to the University High School from P8.00 to P12.00, effective 20 February 1975.*

III. *Increase in the graduation fee in the University Elementary School from P7.00 to P10.00, effective 20 February 1975.*

Please be guided accordingly.

24 February 1975

Secretary of the University

## DECISIONS OF THE BOARD OF REGENTS

*858th Meeting, 20 February 1975*

### APPOINTMENTS, REAPPOINTMENTS, PROMOTIONS, SALARY INCREASES, ETC.

The Board approved the following appointments, re-appointments, promotions, salary increases, and other matters:

Gemino H. Abad as Editor, *GE Journal*, College of Arts and Sciences, effective March 1, 1975 until February 28, 1976.

Archimedes M. Abella, reclassification of position from Engineer (Range 7) to Supervisor, Buildings and Grounds Section (Range 8), University of the Philippines at Los Baños, effective February 1, 1975 until June 30, 1975.

Ma. Salome Alegre, promotion in rank and salary from Instructor III to Assistant Professor I of English, University of the Philippines College in Manila, effective February 1, 1975 until May 31, 1975.

Galileo L. Baniqued as Consultant, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective December 1, 1974 until June 30, 1975.

Leticia O. de Asis Buenaluz, promotion in rank and salary from Instructor III (part-time) in Medicine to Assistant Professor I of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective February 1, 1975 until the return of Gabriel G. Carreon from a detail at the Philippine General Hospital, but not later than May 31, 1975.

Eduardo Q. Canela, promotion in rank and salary from Senior Research Assistant to Training Associate, Institute for Small-Scale Industries, effective January 1, 1975 until June 30, 1975.

Arsenio A. Cosico, promotion in rank and salary from Instructor III to Assistant Professor I of Community Development, Institute of Social Work and Community Development, effective February 1, 1975.

Mely M. de Leon as Consultant, Out-Patient Department, Philippine General Hospital, effective January 1, 1975 until June 30, 1975.

Douglas A. Dañosos, upgrading of position with increase in salary from Resident Physician (Range 7) to Resident Physician (Range 8), Department of Otorhinolaryngology, Philippine General Hospital, effective January 1, 1975 until June 30, 1975.

Francisco U. de Guzman, promotion in rank and transfer to salaried item from Instructor (part-time), without compensation, to Assistant Professor I of Medicine (part-time), College of Medicine, and as Attending Physician (part-time), Philippine General Hospital, effective February 1, 1975 until the return of Alendry Caviles from a detail at the Philippine General Hospital, but not later than May 31, 1975.

Alberto G. Eusebio, reappointment as Research Associate, Los Baños Computer Center, University of the Philippines at Los Baños, effective February 1, 1975 until the return of M. M. Manuel, Jr. from a study leave, but not later than June 30, 1975.

Raymundo A. Favila, extension of appointment after retirement age as Professor VIII of Mathematics, College of Arts and Sciences, effective March 16, 1975 until March 15, 1976.

Lourdes L. Foo-Canto, transfer to salaried item as Assistant Professor I of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective February 1, 1975 until the return of Rodolfo Jao from a leave of absence, but not later than May 31, 1975.

Lily Z. Fullon, increase in salary as Dentist (Range 8), part-time, University of the Philippines at Iloilo, effective January 16, 1975 until June 30, 1975.

Jaime C. Laya, termination of appointment as "IBM (Philippines) Professor of Business Administration," College of Business Administration, effective January 1, 1975, at his request in view of his recent appointment as Deputy Governor of the Central Bank of the Philippines concurrently with his appointment as Deputy Director of the National Economic Development Authority (NEDA).

Juan T. Lim as Officer-in-Charge of the MBA Program in Herran, College of Business Administration, effective February 1, 1975 until January 31, 1976.

Redentor D. Magat as Consultant, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective December 1, 1974 until June 30, 1975.

Priscilla Militante Matias as Dr. Jose Maria Feliciano Associate Professor of Geology, College of Arts and Sciences, effective January 1, 1975 until December 31, 1975.

Elpidio J. Mendoza as Legal Counsel (Range 8), Philippine General Hospital, effective February 20, 1975.

Evangeline A. Menguito, increase in salary as Research Associate, Institute for Small-Scale Industries, effective February 1, 1975.

Pablo E. Natividad as Senior Lecturer in Language Teaching, Institute for Language Teaching, College of Education, effective April 18, 1975 until May 31, 1975.

Celeste A. Obligacion, increase in salary as Administrative Officer (Range 8), Population Institute, effective January 1, 1975.

Mimosa C. Ocampo, promotional transfer from Senior Research Assistant, Agrarian Reform Institute, to Research Associate, Dairy Training and Research Institute, University of the Philippines at Los Baños, effective February 1, 1975 until June 30, 1975.  
Joseph James O'Neill as Senior Lecturer in English, University of the Philippines at Baguio, effective November 11, 1974 until May 31, 1975.



Sosimo Ma. Publico, promotion in rank and salary from Information Editor to Research Associate, Office of the Chancellor, University of the Philippines at Los Baños, effective January 1, 1975 until June 30, 1975.

Esteban Pineda, transfer to part-time status and promotion in rank from Assistant Professor II to Associate Professor I (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective February 1, 1975.

Pedro N. Prado, change in designation with increase in salary from Regional Urban Planner (Range 9) to Department Manager I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective July 1, 1974 until June 30, 1975.

Lajman Bin Haji Sirat as Visiting Research Associate, Institute of Economic Development and Research, School of Economics, without compensation, effective February 1, 1975 until June 30, 1975.

Jose D. Soberano, increase in salary from Professor III to Professor IV of Public Administration, College of Public Administration, effective February 1, 1975.

Armando A. Villaflor as "Don Ramon Arevalo Associate Professor of Forestry," College of Forestry, University of the Philippines at Los Baños, effective February 1, 1975 until January 31, 1976.

The Board approved the following *ad interim* appointment:

Erwin B. Ramiscal as Training Specialist I, Institute for Small-Scale Industries, effective February 1, 1975 until June 30, 1975.

#### SCHOLARSHIPS, FELLOWSHIPS, GIFTS, AND GRANTS

The Board approved the terms and conditions of the *Philippine Council for Agricultural Research Fellowship Study Grant* in the College of Business Administration.

\* \* \*

The Board accepted a grant of P78,790.00 from the *Department of Social Welfare* for a study on "Social Work Profession in the Philippines: Focus on Social Workers in Metro Manila and the Southern Tagalog Region" in the Institute of Social Work and Community Development.

\* \* \*

The Board accepted with appreciation a donation of P5,000.00 (FUB Mand—A No. 199002 dated 25 December 1974) from Mrs. *Lydia Ll. Reyes and Family* to the Department of Physiology, College of Medicine, for the purchase of medical books, journals and plaques for the E.C. Reyes Memorial Award of the College of Medicine.

#### COLLECTION OF FEES

The Board approved the consolidation of the P2.50 Journal fee being charged students in the College of

Business Administration every trimester with the regular P3.50 publication fee being collected from all undergraduate and graduate students every semester, or a total of P6.00, the former to finance the publication of college brochures, newsletters, catalogues, etc., and the latter to finance other publications of the college.

The Board made it clear that there should be flexibility in the use of the funds and not a rigid P3.50-P2.50 apportionment.

#### ADMINISTRATION OF PROGRAM LEADING TO DEGREE OF BACHELOR OF SCIENCE IN HOME TECHNOLOGY

In connection with the establishment of the Institute of Human Ecology and the phasing out of the Department of Home Technology in the College of Agriculture (853rd meeting, 28 November 1974), the Board approved the transfer of the responsibility for administering the program leading to the degree of Bachelor of Science in Home Technology from the College of Agriculture to the Institute of Human Ecology.

#### CHANGE IN NAME OF DEPARTMENT OF GUIDANCE AND COUNSELING TO DEPARTMENT OF COUNSELING EDUCATION

The Board approved the change in the name of the Department of Guidance and Counseling, College of Education, to *Department of Counseling Education*. This is in keeping with the Department's major functions. In addition, this will prevent confusing the name with the existing Division of Counseling and Guidance of the Office of the Vice-President for Academic Affairs.

#### COMMENDATION FOR HONESTY AND EFFICIENCY

The Board was informed of the commendation given by President O.D. Corpuz to the following members of the U.P. Security Division for honesty and efficiency in the performance of their duties leading to the immediate recovery of an attache case stolen from Mr. Albert R. Capacillo of the U.P. Village:

Fidel Ancheta  
Wilfredo Desierto  
Isagani Lacsamana  
Eduardo Manzano

(For a copy of this letter of commendation, see page 33.)

#### GENERAL RENOVATION WORK ON THE COLLEGE OF DENTISTRY BUILDINGS

The Board appropriated P328,000.00 for expenses of the general renovation work on the existing buildings of the College of Dentistry, chargeable to the public works funds. This is aimed at accommodating the expected increase in enrolment next school year.

#### WORKSHOPS ON FRUIT AND VEGETABLE PROCESSING IN COLLEGE OF HOME ECONOMICS

The Board authorized the College of Home Economics to conduct a series of workshops on fruit and vegetable processing from April 5 to May 9, 1975.

In this connection, the Board authorized the college to charge the following fees from each participant:

- P100.00 for Community Food Processing Workshop
- P300.00 for each of the Pilot Canning and Pilot Dehydration Workshops
- P500.00 package price for participants who attend both the Pilot Canning and the Pilot Dehydration Workshops (instead of P600.00)

**FINANCIAL ASSISTANCE TO SCHOOL OF ALLIED MEDICAL PROFESSIONS**

The Board approved the request of the Director, School of Allied Medical Professions, for financial assistance for the following expenses which cannot be funded from the current budget of the school:

- a. Construction of toilet for the Department of Physical Therapy;
- b. Overhauling of its service vehicle;
- c. Purchase of various equipment for office use; and
- d. Purchase of additional tools and equipment needed in therapeutic subjects.

The estimated amount involved is P55,184.00.

**SCHEDULE OF HONORARIA FOR THESIS ADVISERS, CRITICS AND PANEL MEMBERS**

The Board approved the revision, effective at the start of FY 1975-1976, of the schedule of honoraria for thesis advisers, critics and panel members approved by the Board at its 822nd meeting on 31 July 1972, in order to read as follows:

	<i>Adviser</i>	<i>Reader</i>	<i>Panel Member</i>
A. Doctoral	P300.00	P150.00	P50.00
B. Masteral	P200.00	P100.00	P30.00
C. Baccalaureate	P100.00	N/A	N/A

In this connection, the Board approved the following limitations to the size of the panels:

- a. Doctoral panel—not more than ten (10)
- b. Masteral panel—not more than five (5)

Within the above limits, the various graduate programs may be allowed flexibility in determining the number of *readers* or panelists in a panel; provided that the total amount set aside for honoraria should not exceed P850.00 for each doctoral panel and P390.00 for each masteral panel.

The approval is with the stipulation that service as thesis adviser or reader inheres in and attaches to an appointment to an academic rank involving duties in a graduate program, and payment of honorarium shall consequently be made only for work involving more than two students per adviser or reader per year.

**SPECIAL BUDGET FOR UPLB SUGAR TECHNOLOGY PROGRAM**

The Board approved the supplemental special budget for the Sugar Technology Program of the University of the Philippines at Los Baños for FY ending June 30, 1975, allotting P144,255.00 broken down as follows:

- P45,200.00 for personal services;
- P25,055.00 for maintenance and other operating expenses;
- P54,000.00 for capital and equipment outlay; and
- P20,000.00 for special purposes.

(Chargeable to an equal amount of grant from the PHILSUGIN.)

**STRUCTURAL, FUNCTIONAL AND PERSONNEL ORGANIZATION OF QUEZON LAND GRANT**

The Board considered the report and approved the recommendations of the Management Task Force constituted under Administrative Order No. 125 which made a study of the structural, functional and personnel organization of the Quezon Land Grant.

The Team recommended the restructuring of the organizational set-up, the reallocation of functions and the revision of the staffing pattern of the Land Grant, which will involve the abolition of certain positions and the subsequent reduction of administrative costs, reclassification of existing positions, and shifting of qualified personnel to positions appropriate to their skills.

The Team likewise recommended the creation of a Presidential committee for the developmental needs of the Quezon Land Grant and proposed the periodic audit of its operations. The immediate recall of all heavy equipment loaned without cost to ESADECO will also be made inasmuch as the Land Grant will now embark on agricultural development.

**FACULTY SALARY INCREASES**

The President approved the increases in salary of the following instructors:

- Atanacio Abadingo, from Instructor I to Instructor III, University of the Philippines College in Manila, effective February 1, 1975 until May 31, 1975.
- Ma. Consolacion Enriquez, from Instructor I to Instructor III, College of Home Economics, effective February 1, 1975.
- Rogelio J. Libarnes, from Instructor I to Instructor IV, College of Medicine, effective February 1, 1975 until May 31, 1975.

- Juanito Magbanua, Jr., from Instructor I to Instructor IV, College of Medicine, effective February 1, 1975 until May 31, 1975.
- Lourdes Santos, from Instructor I to Instructor II, College of Home Economics, effective February 1, 1975 until May 31, 1975.
- Ofelía Tablan, from Instructor I to Instructor IV, College of Medicine, effective February 1, 1975 until May 31, 1975.
- Alfonso Tioleco, from Instructor IV to Instructor V, College of Business Administration, effective February 1, 1975 until May 31, 1975.



a. *Agreement with the Bureau of Vocational Education (BVE)*

The Agreement provides for the establishment of the UPLB-BVE Advanced Agriculture Training Program beginning June 1975. Under the program, the BVE shall send 25 outstanding agricultural teachers to UPLB to take courses leading to a master's degree in agriculture and see to it that these grantees are paid by their respective schools their monthly salaries and other attendant expenses for the duration of their training. The UPLB shall provide the grantees free

tuition, laboratory fees and miscellaneous and other fees. The agreement shall be in force for 10 years.

b. *Memorandum of Agreement with the Philippine Kiku Chemical Company (PKCC)*

The agreement pertains to a research project whose primary objective is to ascertain the effect of "Kiku" soil conditioner on the growth and yield of rice and tobacco, for which PKCC is providing the amount of P28,552.00 for a period of one year beginning 1 December 1974.

## HISTORICAL PAPERS AND DOCUMENTS

### COMMENDATION FOR HONESTY AND EFFICIENCY

12 February 1975

Mr. Fidel Ancheta  
Security Guard  
Security Division  
University of the Philippines  
Diliman, Quezon City  
(Through: The Acting Chief  
Security Division)

Dear Mr. Ancheta:

I have just been informed by Mr. Albert R. Capacillo of 33-B Marilag St., U.P. Village, Quezon City of your role together with three other members of the Security Division, in the immediate recovery of his attache case

which was stolen from his car while he was eating at the Jacy's Restaurant, University Campus.

I wish to commend you for your honesty and efficiency in the performance of your duties. Your good deed is worthy of emulation by others and it will be entered in your record of service in the University.

My congratulations for a job well done.

Sincerely yours,

(Sgd.) ONOFRE D. CORPUZ  
*President*

\* Similar letters were addressed to the other three security guards, namely, Wilfredo Desierto, Isagani Lacsamana, and Eduardo Manzano.

### GUIDELINES GOVERNING DISCUSSIONS OF REFERENDUM ISSUES

Office of the President

14 February 1975

The [Students] Steering Committee for Information  
on the Referendum  
University of the Philippines  
Diliman, Quezon City  
(Through: The Dean of Student Affairs  
Vinzons Hall)

Gentlemen:

Thank you for the Position Paper from you on the guidelines issued by this Office relative to the conduct of discussion on the Referendum issues.

1. You state your disagreement therein with the guidelines. I am certain that you cannot mean what you say. I am in fact confident that you agree with the first three guidelines (Nos. 1-3 in Memo Circular No. 3, dated 6 February 1975). You will also agree with the first part of the fourth guideline, which says that: "there shall be free public discussions by the University constituency in the campuses of the University System, the same shall be encouraged and promoted. . . ." It is difficult to imagine that you will hold to the contrary of the foregoing view(s).

What you disagree with, therefore, is the last part of the fourth guideline: "no outside discussants shall be invited in any such public discussions."

I had anticipated disagreement to this inhibition from partisans of proponent and opponent views.

2. You might be interested in the background and surrounding developments pertinent to my decision. A government agency had requested a University convocation in which the agency proposed to assist in "the enlightenment of the studentry" on the Referendum issues. Of course I immediately declined the request.

Subsequently, Commissioners of the COMELEC made informal queries as to whether they were included in the prohibition on outside discussants. These queries I answered through the same informal channels, to the effect that the COMELEC Commissioners are not to be invited to discuss the Referendum issues. They would be welcome to explain the mechanics, the procedures of the Referendum, but it would be improper for them to engage in substantive discussion of the issues.

Meanwhile, the Ang Wika came to me to appeal from a decision of the Dean of Student Affairs disapproving their application to sponsor campus discussions by, among others, outside speakers. Their proposed speakers from the outside were "name" speakers, or came from well-known organizations. I likewise disapproved this application.

3. Let me now answer your specific points of disagreement. First, you say in effect that the University can be independent in its thinking, even if outside speakers were invited, and the University should not be independent "to the extent of isolation from the rest of Philippine society."

You miss the point completely. If outside discussants

come to the University to express or advocate *already well-known views*, whether for or against relative to the Referendum issues, you seem to believe that this suffices to achieve the objective of University independence. This is wrong. Such a situation, where already well-known positions, *whether for or against*, are given national prominence by making the University available as the forum of presentation, and where the University takes a stand by adopting one or the other of such positions, merely means that the University is taking *an independent stand in favor of orthodoxy*, be it the orthodox position in favor, or the orthodox position against. This is not the independence fitting for the University. The University must, wherever it can, seek to generate unorthodox views, which the rest of the national community will not or does not seek, promote and protect. I will show later that the University can do this in the present situation.

Moreover, you say that a prohibition on your outside speakers isolates us from the rest of the community. I will also show shortly, that your choice of speakers isolates us from the reality of the mass of our society.

4. Your second point is that you disagree that U.P. speakers have "insights more relevant to the interests of the University community than those of outsiders." And then you say that the Referendum involves national questions, and therefore it is proper to invite outside speakers "who are knowledgeable on the questions involved."

If the rest of the U.P. constituency think like you do, I am almost tempted to conclude that this University is beyond salvation. Your views and your choice of speakers, reflect the most un-mitigated elitism which I personally commit myself to destroy.

The overt issues of the Referendum are the instrumental issues. The real and fundamental issues are those of justice, liberty, dignity and well-being for the masses of our countrymen. When you vote in the coming referendum, think of these issues. The trouble with our political thinking is that most of us believe that these issues are beyond the comprehension of the common man. We think that only learned people can discuss the great and enduring issues of human well-being. You want "knowledgeable" speakers. Apparently what you mean by knowledgeable is having occupied a high position in government or having wielded political power, or having participated in the enactment of laws (of dubious wisdom), or being in positions of "opinion leadership." And you expect that these personages will guide our thinking on the Referendum issues so that our votes will be votes for justice, dignity, liberty and well-being for the people. Of course we can learn from their well-researched, elegant and eloquent dissertations and theories on the misery, deprivation, injustice and the socio-economic constraints that afflict the common man, that constrain his liberty, which is his capability to develop to the fullness of his potential as a human being.

But no matter how you view this path to learning, all it means is that we will learn about improving the quality of life of the masses of our national community from the wisdom of the old-fashioned elite, although some of them happen to be out of power.

Should we not rather choose the other path to learn-

ing? Do we have nothing to learn about what it means to be poor and depressed and deprived from those who are in fact poor and depressed and deprived? We have been over-educated by the urban elite, the powerful. Let us now learn from the wisdom of the common citizen, of whom we have so many in the University.

5. You say that the Guidelines I promulgated are "a hindrance to the proper dissemination of information." I agree. They are a hindrance to the dissemination of elitist wisdom. But I will retain them and implement them fully. We have at present a system for dissemination of views exclusively for the elite. You want me to cooperate in maintaining this system. It is an unjust and un-free system. Before we can have a free system for dissemination, let us first ensure that the views to be disseminated are not a monopoly of one class or category of interests. Your disagreement, if accommodated by the University, only serves to perpetuate the dominance of information by the elite, to make the University an accomplice to this dominance and to isolate the University from the people you and all of us say we must serve.

6. Nevertheless, I am prepared to rescind the inhibition on outside speakers under the following conditions. You invite a fisherman, whose home is not lighted by electricity and who goes into the cold wind and waters of dawn to feed his family and eke out a livelihood; a jeepney driver; a farmer who was once a tenant and is now a leasehold operator in a *Samahang Nayon*. Let us open the University to them and to common Filipinos like them and learn from them about dignity and the issues of welfare.

They are the forgotten, the nameless citizens of our nation, who will forever remain anonymous if the University remains elitist in its social perspectives.

If you want "graduates" from detention as a consequence of martial law, we have honorable members of the U.P. community, whom we are urged under the Presidential amnesty to receive into our community and our friendship, because of expressions and actions on the basis of honest conviction. Let us invite them, and I personally shall guarantee that all the resources of the University shall be enlisted to protect every lawful exercise of the right of expression and discussion on the same basis as any other citizen shall deserve or need such protection.

7. You will see, I trust, that the guidelines were promulgated not from disguised partisanship, but from a raging dissatisfaction on my part at the insensitivity of the University to many of the real issues in our national life, at the mental conditioning that grips our minds at a time when we must review old habits, orthodox propositions and traditional institutions.

At the same time, I see in your disagreement a concern with public issues. I have been in Office but a short time for you to know my views and convictions; I express my convictions in the strongest way I can, as I expect you to express yours. I wish to preserve this exchange, and I am prepared to learn from you, for I cannot be right all the time.

Yours truly,

(Sgd.) ONOFRE D. CORPUZ  
President

**LIST OF STUDENTS WHO COMPLETED ALL REQUIREMENTS  
FOR GRADUATION FOR THEIR RESPECTIVE TITLES OR  
DEGREES AS OF THE END OF THE FIRST SEMESTER,  
1974-1975**

The Board approved the graduation of the following students certified by the Registrar as having completed all the requirements for their respective titles and degrees as of the end of the first semester, 1974-1975, or as otherwise indicated below.

**Bachelor of Arts**

Cecilia B. Achacoso, Minerva G. Aldaba, Rosali S. Alonso, Virginia U. Andrada Ignacio Q. Angeles, *cum laude*, Milagros A. Anguluhan, Godofredo S. Antonio, Domingo T. Añonuevo, Socrates M. Arevalo.

Regino M. Balibat, Ma. Cynthia Rose Banzon, *magna cum laude*, Roberto E. Betia, Jr., Catalina E. Brillon.

Carmelita F. Calupitan, Ma. Teresa P. Campos, Josefina R. Carag, Aureo P. Castro, Josefina de L. Castro, Aurora C. Cervantes, *cum laude*, Luzeta J. Chavez, De-king (Margaret) L. Cheng, Isabelo C. Concepcion, Claro S. Cristobal, *cum laude*, Victor D. Cruz.

Eva S. Daproza, Ma. Theresa Z. del Castillo, Leopoldo B. de Ocampo, Rene S. Desiderio, Aida D. Dizon, Gloria C. Estenzo, Agnes A. Estioko, Dolores T. Evangelista.

Bernadette R. Galang, Eugenio H. Galvez, Jr., Jose S. Gatchalian, Cynthia N. Gonzalez, Ernesto S. Gorospe, Evangeline R. Guarin, Genevieve Claire M. Hamada, Ronald M. Henson.

Julie G. Indunan, Edith I. Infante, Gerardo R. Jacinto, Jenato F. Javier, Mercedita R. Jose, Virgilio F. Joven, Jr., Ma. Luisa S. Jucaben, Edward F. King.

Jimmy A. Labrador, Tereso Tomas P. Laurel, Victoriano M. Lecaros, Emmeline N. Ledesma, Alex M. Leopando, Jose Gilbert Lumibao Licuanan, Jr., Edgardo T. Lopez, Joseph G. Lorenzo, Daniel C. Lorica, Eleazar M. Los Baños.

Ferdinand D. Macaibay, Victor E. Macapagal (as of the end of the Second Semester, 1973-1974), Jocelyn E. Magsino, Evelyn A. Manalo, Leticia R. Mapili, Milagros C. Marras, Rommel L. Martinez, Rebecca R. Monte, Cynthia R. Navarro, George Thur Hong Lee Ng, Rene E. Ofreneo, Gilda S. Orlina, Antonio Teodoro T. Ortiga.

Eduardo B. Padilla, Patricia Ann V. Paez, Carol C. Pagaduan, *cum laude*, Ela T. Panga, Ma. Karina C. Pangilinan, Mary Ann L. Paras, Thelma A. Paz, Joselito N. Pederero, Ma. Teresa S. Peña, Marietta O. Perez, Noida A. Perlas, Amor B. Permato, Carlos C. Quirino, Jr. Loreta Vivian B. Ramel, Caesar D. Ramirez, Ma. Teresa C. Ramos, Edna G. Reyes, Floraida S. Reyes, *cum laude*, Maria Paz V. Rivera, Juliana C. Rodriguez, *cum laude*, Lilia A. Ronquillo, Darlene G. Rose.

Eliseo Magno C. Salva, Amanda G. Sanchez, Renato B. Sevilla, Martha F. Sison, *cum laude*, Belindo de Guzman

Soriano, Ernesto M. Suarez, Ma. Lourdes Suplido, Dante A. Tan, Melba C. Tan, Roberto D. Tangco, Noel V. Teodoro, *cum laude*, Cristina A. Tobia, Elena R. Trinidad, Restituto T. Tuason.

Mary Ann R. Valenzuela, Rafaelita S. Valera, Yolanda C. Velez, Wilfredo G. Villanueva, Virgilio V. Villareal, Cesar C. Villariba, Jr. (as of the end of Summer, 1971), Teresa Jessica Zulueta.

**Bachelor of Arts in Public Administration**

Francisco M. Parodes.

**Bachelor of Laws**

Miguel P. Gonzales, Edgar L. Mendoza.

**Bachelor of Library Science**

Teresa R. Samson, Ma. Melissa B. Zamora.

**Bachelor of Music**

Benjamin P. Llanes.

**Bachelor of Science**

Ma. Cristina A. Aldana, Hermes F. Angcaco, Marvin R. Balaan, *magna cum laude*, Elizabeth P. Baldia, Dan D. Baliao, Maria Corazon Bautista, Sonia S. P. Bulaong.

Zenaida F. Cariño, Evelyn B. Carreon, Celia C. Castillo, *cum laude*, Perla P. Castillo, Edgardo C. Celestino, Eulalia R. Y. Cheng, Agnes R. Cortez, Ponciano D. Cruz, *cum laude*, Zita M. de Silva, Miriam S. Espino, Eduardo V. Faeldan, Mora Linda D. Flores.

Theresa C. Galang, Ifelia R. Galman, Danilo A. Garcia, Jerrold J. Garcia (as of the end of the First Semester, 1972-1973), Marilyn Y. Guzman, Marianne L. Hizon, Cynthia B. Lazaro, Teofilo V. Leonin, Jr., Elma A. Luis.

Dorotea A. Mangune, Ma. Teresa A. Mercado, Rosario T. Obleada, Edward N. Padilla, Loida S. Pangilinan, Ardea F. Rabor, Evelyn R. Ramos, Nathaniel V. Rimando, Jonadab C. Sebastian, Catalina R. Serafica, Angeline T. Sy, Guillermo Sylianteng, Jr.

Maria Bella R. Tan, Francisco D. Turalba III, Viven- cicio D. Valdez, Ernesto M. Valencia, Maria Lilia B. Vibar, Maria Cynthia P. Yangco, Yvonne V. Yumul, Ricardo C. Zotomayor.

**Bachelor of Science in Agri-Business**

Reynaldo P. Bantug, *cum laude*, Myrna S. Corpus, Romeo L. Mata, Jr., Francisco S. Pascua, Eduardo F. Pelaez.

**Bachelor of Science in Agricultural Chemistry**

Elizabeth C. Campo, Portia O. Jimenez, Maria Luisa Orillo, *magna cum laude*, Cecilia A. Ramilo.

**Bachelor of Science in Agricultural Engineering**

Mario C. Bueno, Lorenzo T. Villamayor.

**Bachelor of Science in Agricultural Extension**

Remigia C. Alcasid, Wilfredo B. Balatibat, Roberto R. Garing, Diego G. Ramos, Irene T. San Jose.

**Bachelor of Science in Agriculture**

Jesusa D. Aguda, Thelma A. Alcasid, Nicholas P. Aliac, Cristeta H. Apolinario, Nida A. Asuncion, Felimon F. Barral, Cesar B. Bo, Honorio S. Bugawan, Romeo P. Buranday, Sergia A. Caldo, Gloria O. Caliboso, Rebecca A. Callo, Rogelio R. Caluya, Angelita C. Cardíño, Eulogio V. Cardona, Jr., Eddy A. Chan, Rogelio D. Colting.

Beatrizitacion G. Dacayo, Leticia C. de Guzman, Mauricio C. Feliciano, Godofredo M. Galicia, Danilo A. Guevarra, Marcelino M. Guevarra, Angelito P. Ismael, Ruben R. Jalando-on, Erma B. Kayan, Augusto P. Lansigan, Lazaro V. Lapaz, Raymundo M. Lucero, Marcelino D. Lumaban, Lutgarda L. Lumactod.

Democrito E. Magpantay, Ben A. Malabuyoc, Rita P. Manguiat, Manolito F. Mendez, Jose B. Panggat, Filomena S. D. Pascual, Angelito C. Patonona, Teresita B. Perez, Teresita O. Perez, Pio R. Ramirez, Glicerio B. Rosario, Antonio S. Sayaboc, Leonides L. Sicam, Arfiles H. Sison, Sirichai Sittilears, Emmeline D. Somero.

Julieta S. Tanyag, Teresita E. Tapay, Renato S. Tiamzon, Anita G. Tidon, Estefania A. Tucay, Rodolfo D. Ungson, Edgardo O. Vasquez, Pablo G. Vicencio, Alejandro C. Villarino, Vu Thi Ngoc Thu.

**Bachelor of Science in Architecture**

Garnet David, Carlo Gervasio, Victorio Hervias, Raquelito Rivera, Rebecca J. Viscarra.

**Bachelor of Science in Business Administration**

Antonio Abanilla, Victoria Nina L. Agbayani, Reynaldo C. Bautista, Ronaldo Callang, Freddy O. Co, Perla D. delos Santos, Lucia M. de Vera, Angelina Espiritu, Francisco Fuentes, Ma. Luisa Garcia, Lizabeth G. Gozar, Eddie J. Hechanova, Efren S. Mabini, Socorro Miranda.

Eva Navarro, Florian A. Pet, Paula Marilyn Polintan, Arline A. Pulgado, Ma. Loida R. Quijano, Fausta S. L. Resurreccion, Marilou S. Reyes, Concepcion C. Santos, Jorge V. Sibal (as of the end of the Second Semester, 1970-1971), Marylin D. J. Tablan, Aida O. Tuason, Faida Ver, Ma. Josefina L. Villanueva, Sheila Uy Villanueva.

**Bachelor of Science in Business Administration and Accountancy**

Susan P. Mendoza (as of October 2, 1974), Emilia M. Subido (as of October 2, 1974), Isabelita A. Vermillo, Reby S. Young.

**Bachelor of Science in Business Economics**

David C. Ang, Alex O. Baldovino, Estrella M. Cervera, Eduardo A. Cristobal, Lucille A. Goqingco, Remigio A. Mercado, Eleanor J. Salvador, Alexis C. San Juan.

**Bachelor of Science in Chemical Engineering**

Jose F. Cabalteja, Leonora G. Celestino, Myrna B. del Rosario, Ofelia N. Diaz, Tiburcio M. Evalle, Jr., Enrique Ll. Jover, Marcelino G. Margate, Jr., Marilou Claire J. Noriel, Elvira Q. Velasco, Myrna G. Vivar, Emmarita G. Zamora.

**Bachelor of Science in Chemistry**

Virmila A. Bernabe, Relicardo M. Coloso, *cum laude*, Marilou G. Gagalac, Dalina R. Javier, Lorna E. Lee, Rosaida T. Magsarili, Nestor A. Nuguid, Teresita A. Romero (as of the end of Summer, 1974), Zosima F. Simbul.

**Bachelor of Science in Civil Engineering**

Samuel R. Coran, Cyrus P. Fagar, Marilou D. Garcia, Dante G. Guzum, Guillermo A. Mendoza, Jaime R. Millan, Abeto T. Tiam-Lee, Ismael M. Valdez, Manuel M. Vergel.

**Bachelor of Science in Community Nutrition**

Cesarita M. Raymundo, Ma. Myrna C. Zuñiga.

**Bachelor of Science in Education**

Antonio A. Cabrera, Emilia M. Cailao, Rozana T. Ortega, Isabela P. Tidalgo, Socorro B. Villacruis.

**Bachelor of Science in Electrical Engineering**

Nemesio M. Acuesa, Lourdes G. Belita, Avelina D. Bandonado, Miguel G. Contreras, Jr., Fermina G. Cortez, Maura Z. del Rosario, Cesar S. Domingo, Cesar T. Fernando, Eugenio F. Garcia, Ramon Z. Gatchalian, Abdon O. Laigo, Roberto E. Magno, Gershon G. Meneses, Efren R. Salvaleon, Ruben R. Sy, Bliss O. Yanga.

**Bachelor of Science in Elementary Education**

Lorna G. Gangan, Rosemarie L. Mamauag.

**Bachelor of Science in Fisheries**

Ramon F. Apostol, Lillian D. Bandonil, Susan O. Canonizado, Edgardo M. Cariño, Felipe L. Darlucio, Elsie C. de Torres, Ernesto C. Esmerio, Jasmin M. Espejo, Escolastica G. Gorrero, Leila D. Lacuesta, Lustina P. Lapie, Florinda J. Lesaca, Salome M. Manipol, Amelita M. Nazareno, Leila M. Peralta, Saturnino P. Perdido, Manuel M. San Jose, Jr., Roberto C. Tiongson, Reynaldo E. Velasco.

**Bachelor of Science in Food Technology**

Imelda M. Abeleda, Melinda L. Atanacio, Evangelina S. I. Carillo, Florecita C. Fernandez, Lydia O. Martinez, Minerva S. Olympia, Lorna V. Pardo, Aurea F. Wan.

**Bachelor of Science in Foreign Service**

Victoria L. Balbuena, Loida Y. Calingasan, Ma. Teresa F. Venteno, Emelita N. Chan, Ofelia A. Pua, Felisa R. Varias.

**Bachelor of Science in Forestry**

Domingo R. Bravo, Benigno B. de Guzman, Florencio C. Diaz, Aleli B. Matundan, Juan S. Odanga.

**Bachelor of Science in Geodetic Engineering**

Rosauro Buencamino.

**Bachelor of Science in Geology**

Reynaldo C. de Lara, Gustavo T. Gloria.

**Bachelor of Science in Home Economics**

Daisy V. Adriano, Ma. Isabel B. Colayco, Ma. Divina G. Garcia, Monserat V. Hernandez, Vilma R. Iglesias, Eliza R. Jimenez, Isabelita B. Reyes, Laura H. Salafra, Aurorita A. Tan, Julie S. Umale.

**Bachelor of Science in Home Technology**

Beatriz I. Rabino, Beatriz S. Samsam, Maria L. Tosino, Florencia C. Vereña.

**Bachelor of Science in Hotel and Restaurant Administration**

Alma R. Apelo, Maria Fe R. Arcinas, Marichu G. Bartolo, Agustin M. Cailao, Riina U. Carbonell, Roberto G. Delgado, Susan T. Fabella, Mercedes F. Garcia, Li Eng H. Gaw, Elizabeth A. Gopuansuy, Christina A. Hidalgo, Vivian A. Menguito, Oscar A. Nepomuceno, Johnny C. Ong, Sylvia M. Taguinod.

**Bachelor of Science in Hygiene**

Thelma J. Galvez, Efren A. Marcos.

**Bachelor of Science in Industrial Engineering**

Virgilio N. Fermin, Jr., Ray V. Fernandez, Ramon L. Gelvezon, Ismael de L. Melandres, Jr., Florante C. Ofrecio.

**Bachelor of Science in Mechanical Engineering**

Carlito I. Allado, Jose G. Antonio, Emmanuel A. Burgonio, Efren Chua Yap, Bene P. Crucero, Florentino C. Cruz III, Joel Delicano, Orlando V. Meneses, Maria G. Montejo, Gary F. Palma, Eduardo C. Quimpo, Jaime Redita, Andres M. Rutaquio.

**Bachelor of Science in Metallurgical Engineering**

Velerio R. Adorador.

**Bachelor of Science in Mining Engineering**

Edgar S. D. Olympia.

**Bachelor of Science in Social Work**

Angelina D. Legaspi, Zenaida F. Salomon, Shelley H. Shapiro.

**Bachelor of Science in Statistics**

Ma. Carmencita Abola, Zaida R. Agravante, Celia C. Capule, Lillian Arlene Cervaán, Miel J. Horilleno, Aurora

P. Mallari, Mystica T. Pelayo, Ma. Victoria Ramos, Jocelyn M. Reyes, Regina B. Tabayoyong, *cum laude*, Alicia A. Tiongson.

**Bachelor of Science in Sugar Technology**

Loida Y. Guevarra.

**Bachelor of Statistics**

Celeste Flor Saenz.

**Certificate in Business Management**

Atilano R. Kalagayan (as of the end of the First Trimester, 1974-1975).

**Certificate in Community Development**

Emma Joyce R. Alojipan, Lorenzo A. Judan, Francisca T. Mendoza, Ma. Josephine L. Mogarte, Sr. Angelita T. Navarro, Ruperto E. Resurreccion.

**Certificate in Governmental Management**

Susana P. Abaya, Rachele C. Agustin, Ma. Concepcion P. Alfiler, Teresita Gabito Arceo, Nestor R. Balmores, Domingo G. Barcelo, Jose G. Bautista, Jr., Emma G. Boncaras, Nilda D. Brodit, Cipriano P. Cabaluna, Jr., Nora R. Cortes, Teodulfo T. Despojo, Jr., Manuel M. Drilon.

Wilna Fajardo, Laura E. Firmeza, Nelia O. Fortugaleza, Dionisio V. Gonzales, Eldigario D. Gonzales, Rodolfo P. Gumabong, Jesus R. Hermosa, Domingo Jola, Napoleon P. Jola, Jr., Simeon L. Kintanar, Pedrito L. Santiago, Estelita B. Serrano, Maximino O. Sobredo, Lilia E. Tabaldo, Pantaleon D. Talaugon, Alicia S. Torres, Tran Van Tu, Rizalino C. Viñeza, Lea S. Zapanta.

**Certificate in Hospital Administration**

Sr. Cecillienne M. Borja, Hilarion E. Cajucom, Adena G. Canlas, Adoracion P. de la Cerna, Juan R. Maravilla, Enriqueta R. Montes, Manuel J. Salazar.

**Ranger Certificate**

Roberto N. Caraan, Florencio C. Diaz, Imelda C. Docena, Modesto R. Quime, Flordeliza M. Salon, Onofre C. Tomboc.

**Certificate in Teaching**

Angelina Y. Caracena, Venus C. Soria, Juanita R. Torres, Celedonio M. Villamera.

**Diploma in Fisheries**

Arturo A. de Leon (as of the end of the First Semester, 1974-1975), Myrna C. Morano (as of the end of the second semester, 1973-1974).

**Diploma in Statistics**

Matilde D. Carillo, Rafaelita C. Francia, Vida Bon Tulay.

**Master of Agricultural Business Management**

As of the end of the Third Trimester, 1973-1974  
Dolores T. Luistro.



*As of the end of the First Trimester, 1974-1975*

Julio M. Baldo, Jimmy L. Dator, Rodolfo E. Medina, Camilo L. Opeña.

**Master of Agriculture**

Jeffrey M. Lessoff, Flordelina D. Zuraek.

**Master of Arts**

Ma. Salome S. Alegre, Atanasio N. Abadingo, Gabriel S. Casal, Pichai Chumvichitra, Anicia H. del Corro, Antoinette B. Gosioco, Fe Corazon T. Labayen, Leticia A. Lagmay, Ma. Theresa M. Jazmines, Clarissa A. Rubio, Laniel S. Santos, Sahat Banta Simadjuntak.

**Master of Arts in Teaching**

Federico T. Alabaña, Condrada C. Aldemita, Perlita L. Bravo, Eminiano A. Cabreza, Charita C. Cañete, Josefina C. Carvajal, Braulio M. Dulay, Henritta H. Ele, Rosalinda R. Esmundo, Deogracias V. Fornilos, Wilfrida P. Galvante, Kanoktip Intakanoke, Lucita G. Jacalne, Violeta A. Llanes.

Milagrosa M. Magalong, Carmen E. Magdalena, Dolores E. Matias, Zosima S. Medrano, Milagros C. Mendoza, Bella R. Miciano, Nemah C. Nuñez, Leticia G. Provido, Norma M. Quitos, Francis C. Reyes, Renee Y. Reyes, Victorio N. Sugbo, Yuenyong Thaijaidee, Nicetas K. Tuburan, Adul Tanprayoon, Filomeno L. Valdemoro.

**Master of Business Administration***As of the End of the Third Trimester, 1973-1974*

Adoracion D. Alcasabas, Ramon C. Dizon, Efren M. Gancayco, Eugenie U. Marquez Lim, Romeo V. Semilla, Ernesto R. Sison.

*As of the end of the First Trimester, 1974-1975*

Roberto P. Alingog, Leo S. Alvez, Romeo Z. Cayabyab, Ricardo S. Chua, Emiliana P. Crisostomo, Delfin S. de la Cruz, Artemio F. Disini, Domingo M. Dizon, Jr., Luis Rolando C. Fadrigio, Lourdes Y. Fernandez, Renato A. Florencio, Guillermo A. Gatdula, Lourdes M. Gauzon.

Pedro O. Kho, Jr., Willen A. Kho, Milagros M. La'O, Jose Adan O. Obed, Wilhelm G. Ortaliz, Amorita M. Pakilit, Cornelio P. Pelaez, Yok Lin S. Pua, Romulo P. Ramirez, Briccio S. Tampang, Jr., Douglas J. Tavanlas, James T. Ternura, Ismael Z. Villareal, Rolando V. Zapanta.

*As of the end of the Second Semester, 1973-1974 (U.P. at Cebu)*

Eduardo G. Faelnar, Praxedes Lopena.

**Master of Education**

Soledad R. Acidie, Margarito P. Barrot, Thivarath Boonpange, Constanca D. Buhay, Maria G. Cacacho, Chalerchai Chantraroj, Leonarda F. Favila, Fe A. Guance, Pilar D. Guevarra, Pia A. Guiuan.

Putra, Klomchum, Chingchareon Metta, Sununtar Pornnimitra, Anuson Puechpan, Ma. Leonor C. Satuito, Sunuata Sirisab, Dhanee Sengsai, Clarita A. Taup, Poonsri Thanghem, Rene Tongbumrang, Sirisuk Vidomphum.

**Master of Engineering**

Andresito J. Degilla, Jose B. Liwanag.

**Master of Home Economics**

Naomi N. Capinpin, Elsa R. Orlina, Zenaida Diangga Pangandaman, Belen A. Resma, Tipvimon Tevit.

**Master of Hospital Administration**

Sr. Florida T. Manzano.

**Master of Library Science**

Estella T. Antonio, Josefina A. Barraquiel, Marianita L. Dumangas, Rosalie B. Faderon.

**Master of Nursing**

Librada G. Abad, Crescencia C. Agagan, Delia T. de la Rama, Florencia R. Estrera, Nelia L. Evangelista, Rosario F. Flores, Estrella M. Manalo, Eufemia F. Octaviano, Erlinda A. Piedad, Sr. Bonifacia T. Tecson.

**Master of Public Administration**

Manuel E. Ballelos, Jr., Nestor R. Balmores, Fredelino S. Bautista, Ma. Aurora Carbonell, Rowena C. Celino, Aida R. Cherreguine, Nora R. Cortes, Cresencio M. Datu, Sofia C. Gomez, Helen F. Lucas, Leonardo L. Manalo, Adelaida V. Reverente, Isabel C. Saldajeno, Ernesto C. Saldajeno, Alicia S. Torres.

**Master of Public Health**

Tian Pholpothi, Erlinda P. Santos, Taweesak Seedonrasmee.

**Master of Science**

May Yusoff Abdullah, Emiliano A. Aberin, Jose M. Alkuino, Ma. Nieves H. Austria, Teresa F. Banzon, Somsat Baromthenarat, Liborio S. Cabanilla, Fernando O. Cariño, Eulogio T. Castillo, Isagani G. Catedral, Chu Sin-I, Yolanda P. Cruz, Marcelino V. Dalmacio, Daniel D. Delariarte, Ligaya M. de Ramos, Nguyen Dung.

Ismael A. Elevazo, Juan C. Gonzales, Luzviminda A. Guerrero, Jose R. Juego, Faisal Kasryno, Buhnum Kyokong, Andrei L. Lavellanos, Felix Librero, Ulysses M. Austria, Elizabeth R. Manzanares, Julia M. Montemayor, Maitri Naembani, Norberto R. Navarette, Vitchien Petpusut, Nguyen Le Phu, Rodolfo A. Pisigan, Jr., Oscar B. Posas.

Eufémio T. Rasco, Jr., Romasito G. Redoble, Mervyn Sikurajapathy, Narciso C. Silverio, Udom Sooksangchai, Benito C. Tan, Cecilio F. Tanjoco, Mehretab Tekie, Isaac M. Veracruz, Gregorio D. Yasay, Jr.

**Master of Social Work**

Nimfa P. Franco, Felicisima Tongco Gutierrez, Erlinda L. Natulla.

**Master of Statistics**

Kong Siong Liao.

**Doctor of Education**

Sr. Ma. Asuncion G. Evidente, Purita B. Hipol, Felisa P. Javier.

**Doctor of Philosophy**

Robustiano J. Estrada, Tahir Hussain, Mohammad Abdul Karim, Rashed-Ul-Qayyum.

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PLS. RETURN TO OGS

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QUEZON CITY, PHILIPPINES

MARCH-APRIL 1975

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The University of the Philippines Gazette is published monthly by the Information Office, University of the Philippines, Quezon City, Philippines.

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## MEMORANDUM CIRCULARS

### Memorandum Circular No. 10: Summer Vacation Calendar, 1975

Hereunder are the guidelines for the Summer Vacation Calendar 1975:

1. The second semester of the academic year 1974-75 ends after the General Commencement Exercises on April 13, 1975.
2. The summer vacation starts on April 14, 1975 and ends on May 25, 1975.
3. Members of the faculty shall begin regular service for the academic year 1975-76 on May 26, 1975.

Items 1 and 2 in the above schedule do not apply to members of the faculty detailed to the 1975 Summer Session which starts on April 16 and ends on June 2, 1975.

Members of the faculty who are not administrative officers and who are not assigned to teach or do other work during the 1975 Summer Session may file applications for vacation leave under existing rules and regulations.

Subject to the requirements of the service, members of the faculty may be recalled any time during the summer vacation for special assignments.

21 March 1975

(Sgd.) ONOFRE D. CORPUZ  
President

### Submission by Public Officers of Statement of Assets, Liabilities and Net Worth as of December 31, 1974

Quoted hereunder is Letter of Instructions No. 262 of the President of the Republic of the Philippines, Malacañang, Manila dated March 31, 1975, for your information and guidance:

"MALACAÑANG  
"MANILA

"LETTER OF INSTRUCTIONS No. 262

"TO: ALL HEADS OF DEPARTMENTS, AGENCIES AND OFFICES OF THE GOVERNMENT AND OTHERS CONCERNED.

"SUBJECT: Submission by Public Officers of Statement of Assets, Liabilities and Net Worth as of December 31, 1974.

"In pursuance of the program of reform in the Government under the New Society which was, among others, overwhelmingly endorsed by the people in the referendum held on February 27, 1975, and consistent with the guarantees provided in the different tax amnesty decrees, it is hereby directed that—

"1. Every public officer shall prepare and file, in the prescribed form (Annex "A") a sworn statement of assets, liabilities and net worth as of December 31, 1974, which shall include the assets, liabilities and net worth of the spouse and unmarried children below twenty-one years of age as of that date; Provided, That every public officer who is—

"a. A chief of Section or above; or

"b. occupying a position allocated to range 51 [Range

6 in U.P.] or above, whether chief of section or not; or

"c. holding the rank of sergeant or above, in case of the military; or

"d. an officer or member of a law enforcement agency of the government

"shall prepare and file, in the prescribed form (Annex "B"), a sworn comparative statement of assets, liabilities and net worth, as provided in Paragraph 2 hereof, which shall also include the assets, liabilities and net worth of the spouse and unmarried children below twenty-one years of age.

"2 The comparative statement required in Paragraph 1 hereof shall consist of:

"a. A statement of assets, liabilities and net worth as of December 31, 1974; and

"b. A statement of assets, liabilities and net worth as of December 31, 1965, or as of the date the public officer entered the government service, whichever date is later; Provided, That in case the public officer had availed of tax amnesty, the statement of assets, liabilities and net worth shall be as of—

"(1) December 31, 1971, if the public officer availed of tax amnesty under Presidential Decree No. 23 only; or

"(2) December 31, 1972, if the public officer availed of the tax amnesty under Presidential Decree Nos. 23 and 157, and/or Presidential Decree Nos. 213 and 370; or

"(3) December 31, 1973, if the public officer availed of the tax amnesty under Presidential Decree No. 631.

"3. The comparative statement of assets, liabilities and net worth shall be accompanied by a statement, also under oath, showing and explaining any increase in net worth for the period covered by the comparative statement.

"4. The statement of assets, liabilities, and net worth shall be filed on or before May 30, 1975, with the Office of the corresponding Department Head, or in the case of a Head of Department or Chief of an independent office, with the Office of the President.

"5. The following terms as used herein shall be defined as follows:

"a. 'Government' includes the national government, the local governments, the government-owned and government-controlled corporations, and all other instrumentalities or agencies of the Republic of the Philippines and their branches.

"b. 'Public Officer' includes elective and appointive officials, including barangay heads, and employees, permanent or temporary, whether in the classified or unclassified or exempt service receiving compensation, even nominal, from the government as defined in the preceding subparagraph.

"c. 'Assets' include any property, real or personal, tangible or intangible, wherever situated, to the extent of the cost or interest therein of the public officer, his spouse and unmarried children below twenty-one years of age.

"d. 'Liabilities' are legitimate and enforceable obligations reducible in terms of money and existing as of the date of the statement of assets, liabilities and net worth required herein.

"e. 'Net Worth' is the difference between the total assets and the total liabilities.

"6. Any public official who fails to file the statement required by this Letter of Instructions shall be subject to the penalties provided for in Section 9(b) of Republic Act No. 3019, otherwise known as the Anti-Graft and Corrupt Practices Act.

"DONE in the City of Manila, this 31st of March, in the year of Our Lord, nineteen hundred and seventy-five.

"(SGD.) FERDINAND E. MARCOS  
"President  
"Republic of the Philippines"

Forms for the purpose (Annex "A") and (Annex "B") are available in the Office of General Services, 3rd Floor, Quezon Hall.

7 April 1975

For the President:  
(SGD.) OSCAR M. ALFONSO  
*Secretary of the University*

**Memorandum Circular No. 12: Three-day Weekend Summer Schedule (April 1 to June 15, 1975)**

Quoted hereunder is the text of Memorandum Circular 812-A from the Office of the President of the Philippines dated March 19, 1975, received yesterday, for your information and guidance:

"TANGGAPAN NG PANGULO NG PILIPINAS  
"OFFICE OF THE PRESIDENT OF THE  
PHILIPPINES

"MEMORANDUM CIRCULAR NO. 812-A  
"PRESCRIBING THE WORK HOURS DURING THE  
SUMMER SEASON, APRIL 1 TO JUNE 15, 1975,  
INCLUSIVE.

"In view of the exigencies of the service and the demands of the times, such as the need for continuity in the discharge of government functions, and in order to afford government employees ample time for weekend visits to the province and to promote local tourism, heads of departments and of independent offices, as well as of provincial, city and municipal governments, are hereby granted the discretion to group the employees under them into two for the purpose of letting these groups enjoy a three-day weekend alternately during the summer season (April 1 to June 15, 1975).

"The usual office hours (7:30 a.m. to 12:00 noon and 1:00 to 4:30 p.m. and 9:00 to 12:00 noon and 1:00 to 6:00 p.m., Mondays through Fridays) will be observed, except that the group scheduled for a three-day weekend will work only from 7:00 a.m. to 12:30 p.m. on Fridays and 12:30 p.m. to 5:30 p.m. on Mondays.

"This circular shall not apply to the offices in the City of Baguio, whether national, provincial or municipal, and to officers and employees engaged in field work.

"By authority of the President:

"(SGD.) ALEJANDRO MELCHOR  
"Executive Secretary

"Manila, March 19, 1975"

Please give effect to this Memorandum Circular immediately.

Pursuant to this memorandum, please submit a copy of the service schedules of your administrative and academic non-teaching personnel for the period covering April 1, 1975 thru June 15, 1975 to the Office of Administrative Personnel Services or to the Office of Academic Services, respectively.

The schedules are needed for purposes of determining leave credits earned by your staff for the specified period.  
16 April 1975

For the President:  
(Sgd.) OSCAR M. ALFONSO  
*Secretary of the University*

**Memorandum Circular No. 15: Supplementary Guidelines on the Submission by Public Officers of Sworn Statements of Assets, Liabilities, and Net Worth as of December 31, 1974 Pursuant to Letter of Instructions No. 262**

The following additional guidelines should be observed in the filing of sworn statements of assets, liabilities and net worth by public officers required under Letter of Instructions No. 262, which was circularized earlier by a Memorandum Circular issued by the Secretary of the University on 7 April 1975.

**A. General Rules**

1. All personnel employed in the University on regular appointment, contractual, full-time, part-time, or hourly basis, receiving compensation, even nominal, from the University (including those paid out of the regular budget, institutional grants, and any other University funds) fall under the category of "Public Officer" as defined in Letter of Instructions No. 262, and, therefore, are required to file the necessary sworn statements of assets, liabilities, and net worth specified in said Letter of Instructions. This requirement applies also to personnel who will be employed on or before May 30, 1975.

2. By virtue of Letter of Instructions No. 262, those who have been exempted (faculty members who neither hold administrative positions nor have property and/or financial responsibility; laborers and all other temporary, casual or emergency non-teaching personnel) under R.A. 3047 from filing statements of assets, liabilities, and net worth required under R.A. 3019, otherwise known as the Anti-Graft Law, are also required to file the necessary statements called for by Letter of Instructions No. 262.

3. Sworn statements must be submitted in three copies to the Office of Academic Services, or the Office of Administrative Personnel Services, or the Personnel Division (at UPLB), as the case may be, which shall acknowledge receipt of the statements and forward two copies thereof to the Office of General Services and return one copy to the "public officer" concerned. (The authority to administer oath granted by the Civil Service Commission on October 3, 1974 to some personnel of the University extends to the statements of assets, liabilities, and net worth prescribed herein.)

**B. Statement of Assets, Liabilities, and Net Worth as of December 31, 1974**

1. All University personnel included in the definition of "Public Officer" specified in Paragraph A, sub-

paragraph 1 above who were already in the service of the government (in the U.P. or elsewhere) as of December 31, 1974 and who do not fall under any of the categories of "Public Officer" enumerated in Paragraph C below are required to file a sworn statement of assets, liabilities, and net worth as of December 31, 1974, which shall also include the assets, liabilities, and net worth of the spouse and unmarried children below twenty-one years of age as of December 31, 1974.

2. The form to be used is the one attached herein as Annex "A" which should be submitted not later than May 30, 1975.

C. Comparative Statement of Assets, Liabilities and Net Worth as of December 31, 1965 and December 31, 1974

1. The following University personnel included in the definition of "Public Officer" specified in Paragraph A, sub-paragraph 1 above who were already in the service of the government as of December 31, 1974 are required to file a sworn *comparative statement* of assets, liabilities, and net worth:

- a. All faculty members
- b. All academic non-teaching personnel whose positions are allocated to a salary range with a starting rate (i.e. step 1) of P7236 per annum or higher; and
- c. All administrative personnel whose positions are allocated to range 6 or higher.

2. The comparative statement shall consist of:

a. A statement of assets, liabilities, and net worth as of December 31, 1974 which shall also include the assets, liabilities, and net worth of the spouse and unmarried children below twenty-one years of age as of December 31, 1974; and

b. A statement of assets, liabilities, and net worth as of December 31, 1965, or as of the date the public officer entered the government service, which ever date is later; Provided, that in case the public officer had availed of tax amnesty, the statement of assets, liabilities, and net worth (which shall also include the assets, liabilities, and net worth of the spouse and unmarried children below twenty-one years of age as of the applicable dates below) shall be as of—

(1) December 31, 1971, if the public officer availed of tax amnesty under Presidential Decree No. 23 only; or

(2) December 31, 1972, if the public officer availed of the tax amnesty under Presidential Decree Nos. 23 and 157, and/or Presidential Decree Nos. 213 and 370; or

(3) December 31, 1973, if the public officer availed of the tax amnesty under Presidential Decree No. 631.

3. The form to be used is the one attached herein as Annex "B" which should be submitted not later than May 30, 1975.

D. Filing of Statement of Assets, Liabilities, and Net Worth by University Personnel Employed on or after January 1, 1975

1. All University personnel included in the definition of "Public Officer" specified in Paragraph A, sub-para-

graph 1 above who were originally appointed or reappointed on or after January 1, 1975 are also required to file a statement of assets, liabilities, and net worth as of the date of their report for duty, which shall also include the assets, liabilities, and net worth of the spouse and unmarried children below twenty-one years of age as of said date.

2. The form to be used is the one attached herein as Annex "A" which should be submitted not later than May 30, 1975.

E. Filing of Statement of Assets, Liabilities, and Net Worth by Future Personnel

1. For purposes also of Letter of Instructions No. 262, personnel who will be originally appointed or reappointed on or before May 30, 1975 will have to file a sworn statement of assets, liabilities, and net worth as of the date of their report to duty, which shall also include the assets, liabilities and net worth of the spouse and unmarried children below twenty-one years of age as of said date.

2. The form to be used is the one attached herein as Annex "A" which should be submitted on the day the public officer reports for duty.

F. Filing of Statement of Assets, Liabilities, and Net Worth by University Personnel on Leave, Special Detail, Fellowship, etc.

1. The filing of the necessary statement (comparative or not) of assets, liabilities, and net worth as required under Letter of Instructions No. 262 also applies to University personnel who are presently on leave, special detail, fellowship, travel, conference status, or the like.

2. Deans, directors, and heads of offices, therefore, should communicate by the speediest feasible means with their respective personnel on leave, special detail, etc. informing them of the requirements of Letter of Instructions No. 262.

3. In the case of those who are outside the country and will still be on May 30, 1975, the Office of Academic Services, or the Office of Administrative Personnel Services, or the Personnel Division of the U.P. at Los Baños, as the case may be, should send them by registered air mail a copy each of this Memorandum Circular and the April 7, 1975 Memorandum Circular of the Secretary of the University together with three copies each of Annexes "A" and "B" for their earliest compliance.

In conformity with the spirit of Letter of Instructions No. 262, prompt cooperation of all personnel of the University will be highly appreciated.

Additional copies of this Memorandum Circular and the earlier one referred to above as well as the necessary forms are available in the Office of General Services, 3rd Floor, Quezon Hall.

22 April 1975

For the President:  
(Sgd.) OSCAR M. ALFONSO  
Secretary of the University

**MEMORANDA****Display Counter for Used Equipment, etc.**

The Display Counter of the Property Division for used equipment and furniture has just been finished. It is located on the basement of the Administration Building adjacent to the Property Storeroom.

Please feel free to come and visit the Display Counter for office equipment, fixtures and other items which you might find to be still serviceable and which you might need.

4 March 1975

(Sgd.) RAMON C. PORTUGAL  
Vice-President for Administration

**Site Preparation for Public Affairs Complex**

In connection with the planned transfer of some units of the University from Padre Faura to the proposed Public Affairs Complex on the Diliman Campus, Director Antonio P. Cruz of the Physical Plant Office is hereby directed to take the necessary first steps toward site preparation.

Such steps shall include (1) the designation of routes and the delineation of roads, including their pounding though not yet their construction, and (2) preparations for water and sewer lines.

The President would welcome progress reports on what has been done pursuant to this memorandum.

17 March 1975

(Sgd.) ONOFRE D. CORPUZ  
President

**Proper Identification and Use of Government Vehicles**

Quoted hereunder is a memorandum of the Auditor of the University to the undersigned, dated March 14, 1975, on the above subject.

"We have observed that a big number of the U.P. vehicles are not marked 'FOR OFFICIAL USE ONLY' (3 inches) on each side and 'UNIVERSITY OF THE PHILIPPINES SYSTEM' underneath (1½ inches). This practice or omission is violative of GAO General Circular No. 26, dated July 28, 1955 and Memorandum Circular No. 170 of the Office of the President of the Philippines, dated March 25, 1968, as circularized by the University President in his Memorandum Circular, dated May 22, 1968.

"In view hereof, we suggest that Memorandum Circular No. 170 of the Office of the President of the Philippines aforementioned, dated March 25, 1968, copy attached, be circularized to all units/departments of the University, setting a period, say 10 days, within which to comply therewith. May we also suggest that, after the said period or deadline, the University Servicenter be advised not to honor requisitions for gasoline, oil, spare parts and other services for said vehicles unless they are plainly marked as above indicated, in compliance with the requirements aforementioned.

"Thank you."

(Sgd.) MARCIANO S. CABALLA  
Auditor

The Physical Plant Office will be glad to assist you in meeting the above requirement.

For compliance.

18 March 1975

(Sgd.) RAMON C. PORTUGAL  
Vice-President for Administration

OFFICE OF THE PRESIDENT  
OF THE PHILIPPINES

MEMORANDUM CIRCULAR NO. 170  
PROPER IDENTIFICATION AND USE OF GOVERNMENT VEHICLES

All heads of departments and chiefs of bureaus, offices, provincial, city and municipal governments, as well as government-owned or controlled corporations, are hereby reminded that (1) all RP vehicles should be plainly marked 'For Official Use Only' with the name of the office or agency underneath; and that (2) a trip ticket should be issued for every official trip of such government vehicle.

The Presidential Agency on Reforms and Government Operations (PARGO) is hereby directed to see to it that the above requirements are strictly observed and to report to this Office violations thereof.

The General Auditing Office is also hereby enjoined to assist in the enforcement of the provisions of this Circular, for which purpose it *should not pass in audit the disbursement of funds for the purchase, repair, servicing, or operation of government vehicles unless the applicable requirements herein prescribed are complied with.*

For the guidance of all concerned.  
Manila, March 25, 1968

By authority of the President:  
(Sgd.) RAFAEL M. SALAS  
Executive Secretary



## DECISIONS OF THE BOARD OF REGENTS

### 855th (Special) Meeting, 16 January 1975

#### CONFIRMATION OF SALVADOR P. LOPEZ IN THE RANK OF UNIVERSITY PROFESSOR

The Board *confirmed* the conferment upon Salvador P. Lopez of the rank of University Professor (782nd Meeting, 29 May 1969), with the proviso adopted at this present meeting that he shall receive as University Professor the salary of ₱62,400.00 from the expiration of his term as President of the University System, the additional funds needed therefor to be taken out of other sources.

### 859th Meeting, 10 April 1975

#### APPOINTMENTS, REAPPOINTMENTS, PROMOTIONS, SALARY INCREASES, ETC.

The Board approved the following appointments, reappointments, promotions, salary increases, and other matters:

Gemino H. Abad, promotion in rank and salary from Assistant Professor III to Associate Professor I of English, College of Arts and Sciences, effective March 1, 1975.

Juanito B. Abcede as Professor Emeritus of Pharmaceutical Chemistry, College of Pharmacy, per nomination made by the President's Committee on Emeritus Appointments.

Lilia G. Abis, promotion in rank and salary from Instructor III to Assistant Professor I of Mathematics, College of Arts and Sciences, effective March 1, 1975.

Carolina A. Abrigo, reclassification of position with adjustment in salary from Personnel Examiner (Range 7) to Community Relations Officer (Range 8), Office of Administrative Personnel Services, effective April 1, 1975.

Andresito E. Acuña, promotion in rank and salary from Instructor III to Assistant Professor I of Philosophy, College of Arts and Sciences, effective March 1, 1975.

Rossina Lydia T. Alejo, increase in salary as Research Associate, Philippine Eye Research Institute, effective March 1, 1975.

Clarissa G. Aquino, increase in salary from Assistant Professor I to Assistant Professor II of Chemistry, College of Arts and Sciences, effective March 1, 1975.

Francisco Arcellana, Sr. as Brig. Gen. Hans M. Menzi Professor of Creative Writing, College of Arts and Sciences, effective April 16, 1975 until April 15, 1976.

Fe R. Arcinas, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Sociology, College of Arts and Sciences, effective March 1, 1975.

Daisy B. Atienza, transfer from the University Library to the Asian Labor Education Center, with

change in designation from Librarian III to Training Specialist III, effective April 1, 1975.

Corazon F. Azucena as Research Associate, Integrated Rural and Agricultural Development, Institute of Human Ecology, effective February 17, 1975 until June 30, 1975.

Alfredo M. Bacani as Acting Residence Head, Ipil Residence Hall, effective April 10, 1975 until June 30, 1975.

Nestor R. Balmores, promotion in rank and salary from Personnel Examiner to Training Specialist I, Personnel Classification, Standards and Training Section, Office of Administrative Personnel Services, effective June 1, 1975.

Rosa Maria J. Bautista, increase in salary as Law Research III, Division of Research and Law Reform, Law Center, effective April 1, 1975.

Ramon G. Buenvenida, promotion in rank and salary from Instructor IV to Assistant Professor II of Philosophy, College of Arts and Sciences, effective March 1, 1975.

Rosal Y. Bulaong as Librarian II, University Library, effective June 1, 1975 until December 31, 1975.

Rodolfo A. Bulatao, Jr., increase in salary from Assistant Professor II to Assistant Professor III of Sociology, College of Arts and Sciences, effective March 1, 1975.

Esperanza A. Icasas Cabral, reappointment as Assistant Professor I of Pharmacology (part-time), College of Medicine, and Consultant in Medicine (part-time), Philippine General Hospital, effective April 1, 1975 until May 31, 1975.

Filomena M. Cantoria as SyCip, Gorres, Velayo and Co. Associate Professor of Management Services II, College of Business Administration, effective March 1, 1975 until June 30, 1975.

Virginia S. Cariño, reappointment as Member, Executive Advisory Council, Natural Science Research Center, effective March 1, 1975 until February 28, 1977.

Antonio F. Carlos, transfer of item and change in designation with increase in salary from Instructor I to Research Associate, College of Agriculture, University of the Philippines at Los Baños, effective March 4, 1975 until the return of P. C. Manuel from a leave of absence, but not later than June 30, 1975.

Nenita R. Casimiro, increase in salary from Assistant Professor I to Assistant Professor II of Chemistry, College of Arts and Sciences, effective March 1, 1975.

Flor V. Cejalvo, reappointment as Member, Executive Advisory Council, Natural Science Research Center, effective March 1, 1975 until February 28, 1977.

Luz C. Clemente, increase in salary from Assistant Professor II to Assistant Professor IV of Chemistry, College of Arts and Sciences, effective March 1, 1975.





Ma. Veronica M. Tayag, promotion in rank and salary from Instructor III to Assistant Professor I of Mathematics, College of Arts and Sciences, effective March 1, 1975.

Yolanda V. Tomeldan, increase in salary from Assistant Professor II to Assistant Professor IV of English, College of Arts and Sciences, effective March 1, 1975.

Noe R. Tuason, promotion in rank and salary from Instructor III to Assistant Professor I of Philosophy, College of Arts and Sciences, effective March 1, 1975.

Filonila M. Tupas, promotion in rank and salary from Assistant Professor IV to Associate Professor I of English, College of Arts and Sciences, effective March 1, 1975.

Emmanuel T. Velasco as Dean, College of Business Administration, effective March 28, 1975 until March 27, 1980; increase in salary from Associate Professor I to Associate Professor II of Business Economics and Statistics, College of Business Administration, effective March 1, 1975; and increase in honorarium as Atlas Consolidated Mining Company Associate Professor of Business Administration, College of Business Administration, effective March 1, 1975 until February 28, 1976.

Eusebia G. Victorino, promotion from Personnel Examiner (Range 7) to Chief, Administrative Section (Range 9), Office of Administrative Personnel Services, University of the Philippines at Los Baños, effective April 1, 1975.

Bella M. Villanueva, increase in salary as Chief, Scholarships and Financial Assistance Service (Range 9), Office of Student Affairs, effective March 1, 1975.

Leopoldo Y. Yabes, renewal of appointment as Dean, Graduate School, effective March 1, 1975 until November 14, 1977.

Herminia J. Yap, promotion in rank and salary from Assistant Professor IV to Associate Professor I of English, College of Arts and Sciences, effective March 1, 1975.

Carminia A. Yaptenco, increase in salary from Assistant Professor II to Assistant Professor III of English and Comparative Literature, College of Arts and Sciences, effective March 1, 1975.

Grace dela Costa Ymzon, reappointment as Training Specialist II, Institute of Social Work and Community Development, effective March 16, 1975 until June 30, 1975.

#### TRANSFER TO PERMANENT STATUS

The Board approved the transfer of the following to permanent status:

Rossina Lydia T. Alejo as Research Associate, Philippine Eye Research Institute, effective March 1, 1975.

Herminia R. Fajardo as Training Specialist IV, Institute for Small-Scale Industries, effective August 1, 1974.

Elsa P. Jurado as Assistant Professor I of Political Science, College of Arts and Sciences, effective March 1, 1975.

Elpidio L. Rosario as Assistant Professor II of Agronomy, College of Agriculture, University of the

Philippines at Los Baños, effective March 1, 1975.

Genaro Yusi as Assistant Professor I of Surgery (part-time), College of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, effective April 10, 1975.

#### DROPPING FROM THE ROLLS

Leodagario Soriano, Jr., Instructor in the College of Public Administration, effective October 1, 1973; it being understood that he shall settle with the University his contractual obligations of \$27,003.00 and ₱31,779.68, exclusive of interest (expenses incurred by the Ford Foundation and the U.P. respectively), within 60 days from his receipt of the notification of his having been dropped from the rolls.

#### SABBATICAL ASSIGNMENTS

The Board approved the sabbatical assignment to the United States and Mexico of Virginia F. Agbayani, Professor, College of Fine Arts, for a period of six (6) months with full pay (from her item in the College), effective July 1, 1975, for the following purposes:

- Observation and study of administration of the university with integrated fine arts and design programs;
- Observation of the management and administration of institutions governing the conservation and preservation of ethnographic arts in relation to settlements and reservations;
- Observation and study of the process of integration or separation of state support with other institutions (specifically education) concerned with preservation and dissemination of culture; and
- Study of curricula involving training artists and draftsmen in design under a short term, non-degree program.

In this connection, the Board appropriated her round-trip transportation fare from the Faculty Development Fund.

The Board likewise approved the sabbatical assignment abroad of Flordeliz R. Uyenco, Associate Professor IV of Botany, College of Arts and Sciences, for a period of six (6) months, from June 1, 1975 to November 30, 1975, to enable her to attend the XIIth International Botanical Congress at Leningrad, USSR, undertake training in electron microscopy and biochemistry tools in the study of fungal differentiation, and visit different laboratories in Europe and the United States. This sabbatical assignment is with full payment of salary.

#### SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board approved the revision of Rule 2 of the *Flora Rios Palomar Scholarship in Social Work* in the Institute of Social Work and Community Development in view of the increased amount of the scholarship, as follows:

"Rule 2. The grant consists of [₱300.00] *₱600.00* per semester."

(Figures in brackets to be deleted; those in italics to be added.)

The Board accepted the following donations to the University of the Philippines at Baguio from the *Philippine Social Science Council*:

One (1) Casio calculator, Model 801, MR worth P795.00;  
 One (1) Olympia Standard Typewriter worth P2,994.00.  
 The above equipment were given to the U.P. at Baguio Center for Research as part of the PSSC research network.

\* \* \*

The Board accepted the following donations to the University of the Philippines at Los Baños from the *International Rice Research Institute* for use in the Multiple Cropping Project of the UPLB:

- Three (3) units YAMAHA Wonderbike Model YL2GF, 100 cc complete with tools and accessories;
- Six (6) units HONDA Motorcycles S90-2K Dtype, complete with tools and accessories.

\* \* \*

The Board approved the revision of Rule 3d of the rules governing the *U.P.-Government Scholarships*, as follows:

Rule 3d To qualify for a renewal of the scholarships, the awardee must:

- (1) Be financially deserving as defined in Rule 2 c(2).
- [1](2) Maintain a weighted average of at least "2.5" during any academic year.
- [2](3) Not get a grade of "5". Any grade of "4" or "Inc." must be removed before the immediately following registration period.
- [3](4) Not have been the subject of disciplinary action involving more than one month suspension from classes. The Dean of Students shall decide whether an awardee who has been the subject of disciplinary action can still qualify for the renewal of his grant.

(Words in italics to be added; those in brackets to be deleted).

\* \* \*

The Board approved the revision in the qualification requirements (Qualification No. 3) for the grants-in-aid, as follows:

If he is a currently enrolled—

- (1) *Freshman* undergraduate student of the University, he must have passed a minimum of either twelve (12) units or three-fourths (3/4);
- (2) *Sophomore* undergraduate student of the University, he must have passed a minimum of either eleven (11) units or seventy percent (70%);
- (3) *Junior* undergraduate student of the University, he must have passed a minimum of either ten (10) units or sixty-five percent (65%);
- (4) *Senior* undergraduate student of the University, he must have passed a minimum of either nine (9) units or sixty percent (60%)—

of the total units he was enrolled in as of the last day for late registration whichever of the two alternatives is higher, during the regular semester immediately preceding the awarding of the grant. (Texts in italics to be added.)

#### PROFESSORIAL CHAIRS

The Board accepted the proposal of the *U.P. Engineering Research and Development Foundation, Inc.* to establish the following professorial chairs in the College of Engineering, each to be funded by a continuing support of P6,000.00 per year from a donation of the Hydro Re-

sources Contractors Corporation, effective upon the notification of the Foundation by the University regarding the appointment of chair-holders:

- a. *HRCC Professorial Chair in Soil Mechanics*; and
- b. *HRCC Professorial Chair in Energy*.

\* \* \*

The Board accepted an annual grant from the *U.P. College of Law Alumni Foundation, Inc.* totalling P35,000.00, beginning 1975-1976, to establish in the College of Law the following:

- a. The *Jose B.L. Reyes Professorial Chair in Civil Law* with honorarium of at least P10,000.00 per annum. This chair is being established in honor of a distinguished jurist and alumnus of the College, former Associate Justice of the Supreme Court Jose B.L. Reyes.
- b. An annual lectureship with honorarium of P8,000.00 per annum.
- c. Three (3) faculty grants, each with an honorarium of P5,400.00 per annum, as supplement to faculty salaries.

Appointments to the above positions shall be for a period of one (1) year, renewable for the same period.

#### COLLECTION OF FEES

The Board authorized the College of Dentistry to charge a service fee of P15.00 and \$10.00 each for Filipino students and foreign students, respectively, effective the Summer Session 1975, provided the said fee shall not be collected from students, whether Filipino or foreigner, coming from the College of Arts and Sciences or other units of the U.P. System.

In this connection, the income to be derived from the service fee shall accrue to the College of Dentistry Revolving Fund, to be used to cover miscellaneous expenses in connection with the evaluation of credentials, interviewing, screening, etc. of applicants to the College.

\* \* \*

The Board approved the collection of and increase in laboratory fees for the following courses in Hotel and Restaurant Administration, Food Science and Nutrition, and Family Life and Child Development, in the College of Home Economics, effective the start of the academic year 1975-1976:

- a. P30.00 for each of the following courses:
  - HRA 101 (Quantity Food Production)
  - HRA 105 (Beverage Management)
  - HRA 109 (Food Purchasing)
  - HRA 111 (Catering)
- b. Increase in fees from P14.00 to P30.00 for each of the following:
  - FS 106 (Food Microbiology)
  - FS 107 (Food Processing I)
  - FS 108 (Food Processing II)
  - FS 111 (Food Biochemistry)
  - FS 195 (Food Analysis)
  - FS 199 (Research Methods)
  - FN 11 (Principles of Food Preparation)
- c. Increase in the fee from P111.00 to P150.00 for FLCD 175 (Home Management and Residence).

The increased fees will enable the College to meet increased costs of laboratory supplies, materials, repair



test responses (provided further, that the examiner has at least three examinees);

- c. When an examiner has not more than two examinees, he shall be entitled to an honorarium of only P7.50 per student.

#### ESTABLISHMENT OF PROGRAM DEVELOPMENT STAFF IN OFFICE OF THE PRESIDENT AND RE-CREATION OF POSITION OF EXECUTIVE VICE-PRESIDENT

The Board allocated P631,500.00 from the unprogrammed budget of the University to establish in the Office of the President a Program Development Staff (PDS) that will undertake a planning and project development effort to facilitate the early implementation of major pending University projects as well as formulate short-term and long-term directions of the University.

While the planning effort is expected to be a continuing activity, the funding request is intended to generate a first round of program concepts and approaches which can be implemented over the next four to six years and thereby serve as a development plan for the University. This effort will also enable the University to build on past achievements toward higher levels of accomplishment.

The full complement of the PDS is expected to be available for a six- to twelve-month period, after which only a core will remain to service the President's needs for continuing project development work as well as incremental improvements and changes of the development plan.

The Board likewise approved the re-creation of the position of Executive Vice-President for the University on recommendation of the President, and the appointment of Emanuel V. Soriano to the position effective 10 April 1975 and in accordance with Section 6 of the resolution adopted by the Board of Regents at its 828th meeting (21 December 1972) establishing the U.P. System, and subject to the condition that he shall revert to his regular item as Professor in the College of Business Administration at the termination of his appointment as Executive Vice-President. As Executive Vice-President, he will serve as Director of the Program Development Staff.

#### ESTABLISHMENT OF NATIONAL TRAINING CENTRE FOR PREVENTIVE DRUG EDUCATION

The Board approved the establishment of a National Training Centre for Preventive Drug Education which will formulate a training course for nationals of the ASEAN states, a program designed to provide opportunities for sharing experiences and analyzing common problems on the prevention and control of drug abuse.

The creation of the Centre was one of the recommendations in the ASEAN Experts Meeting on the Prevention and Control of Drug Abuse held in Manila on 23-26 October 1972 and approved by the 6th ASEAN Foreign Ministerial Meeting held in Pattaya, Thailand on 16 April 1973.

In this connection, the Board approved the holding of an ASEAN Workshop on Drug Education for Teacher Educators from July 14 to August 23, 1975 under the

auspices of the Department of Foreign Affairs through the ASEAN and the College of Education, which will have a total of 25 participants, five each from Indonesia, Malaysia, Singapore, Thailand and the Philippines.

#### RURAL THEATRE FOR FAMILY PLANNING COMMUNICATION

The Board authorized the Institute of Mass Communication to undertake, in cooperation with the Population Center Foundation, a project on *Rural Theatre for Family Planning Communication* which will make a study of the theatre as a possible vehicle for family planning information and motivation adaptable to the rural setting.

In this connection, the Board approved its budget in the amount of P150,716.00, which includes the 15% contribution to administrative overhead for the University, chargeable to funds to be provided by the Population Center Foundation.

#### HONORARIA GRANTS

The Board authorized the Natural Science Research Center to grant honoraria to research grantees of the U.P. Natural Science Research Center (U.P. NSRC) at the rates fixed by the Board of Regents at its 828th meeting, effective December 1, 1974. This will entitle the grantees to an honorarium equivalent to 15% of their basic salaries, or if they have two or more research grants, their total honorarium would be 25% of their basic salaries. (Funds available from the transfer of funds of P25,000.00 approved by the Board at its 857th meeting on 30 January 1975.)

\* \* \*

The Board approved the revised honorarium rates for faculty and personnel who teach after office hours in the short-term courses (non-credit) in the Science Education Center, as follows:

(As authorized by B/R, 842nd meeting,  
28 March 1974)

	Current Rates	Revised Rates
a. For full-time staff:		
Science Education Specialist		
I (Instr. I)	P200.00/18 hrs.	P214.50/18 hrs.
Science Education Specialist		
II (Asst. Prof.)	200.00/18 hrs.	231.00/18 hrs.
Science Education Specialist		
III (Assoc. Prof.)	200.00/18 hrs.	253.00/18 hrs.
Science Education Specialist		
IV (Professor)	200.00/18 hrs.	286.00/18 hrs.
b. Teaching/Laboratory		
Assistants	100.00/36 hrs.	3.10/hr. or 111.60/36 hrs.

The revised honorarium rates will enable the Center staff to receive the same rates given to faculty members for overload teaching in the credit courses.

\* \* \*

The Board approved the grant of the following honoraria to staff members of the *Pagbutlak*, the student paper in the University of the Philippines at Iloilo, provided reasonable expenses for snacks and transportation during press work shall be allowed:

	<i>Rates per issues</i>
Editor in Chief	P150.00
Managing Editor	100.00
Business Manager	80.00
Associate Editor	80.00
News Editor	80.00
Contributing Editor	80.00
Features Editor	60.00
Literary Editor	60.00
Sports Editor	60.00
Rewrite	50.00
Newswriter	30.00

The above rates of honoraria are based on those given to staff members of the *Philippine Collegian*.

#### SUBSCRIPTION RATES FOR *PHILIPPINE AGRICULTURIST*

The Board approved the increase in the subscription rate for the *Philippine Agriculturist* in the College of Agriculture, University of the Philippines at Los Baños, effective June 1975, as follows:

	<i>From</i>	<i>To</i>
Local subscriber	P12.00/year or /vol.	P25.00/year or /vol.
Foreign subscriber	US\$10.00/year or /vol.	\$14.00/year or /vol.
Single copy (combined)	P2.50	P6.00

#### INCREASE IN PRICES OF MEALS

The Board approved the increase in the prices of meals, effective the summer session 1975, and in dormitory rates, effective the start of the first semester, academic year 1975-1976.

The increases in food and rental rates are in view of the financial restrictions of the revolving fund system, the spiraling increase in the prices of commodities, and high labor cost. With the increase, the Food Service and the dormitories which operate under the revolving fund system, expect to break even in their operations.

#### STANDARD HOUSING ALLOWANCE FOR DEANS OF ALL REGIONAL UNITS

The Board approved a standard housing allowance for deans of all regional units in the amount of P4,800.00 per annum, effective February 1, 1975, subject to the following conditions:

- a. The allowance will be enjoyed only by deans who are not residents of the region;
- b. The allowance shall be given only those who, by reason of their assignment to the regional unit, are thereby displaced from their usual place of residence.

The corresponding amount needed for the new housing allowance shall be charged to any available savings in the

budget of the respective regional units until June 30, 1975, the corresponding charges to be incorporated later on in the fiscal year 1975-1976 budgets of said units.

#### MERGER OF U.P.-PGH SCHOOL OF NURSING AND COLLEGE OF NURSING

The Board approved the merger of the U.P.-PGH School of Nursing and the College of Nursing into one unit which shall hereafter be called College of Nursing.

#### HONORARY DEGREE FOR PRESIDENT NICOLAE CEAUSESCU

The Board confirmed its action approving by referendum dated 25 February 1975 the conferment of the degree of Doctor of Laws *honoris causa* on President Nicolae Ceausescu of the Socialist Republic of Romania.

#### CREATION OF CLASS TITLE OF ASSISTANT UNIVERSITY REGISTRAR

The Board approved the creation of the class title of Assistant University Registrar with the following salary range and qualification requirements:

*Salary range:* P16,800 17,748 18,744 19,800 20,928 22,116

*Qualifications:* a. M.A./M.S. degree plus one (1) year of teaching experience and four (4) years of experience on student records and curricular matters; or

- b. A.B./B.S. degree plus 24 units of graduate credits, one (1) year of teaching experience and six (6) years of experience on student records and curricular matters.

#### MAINTENANCE AND OTHER OPERATING EXPENSES OF DTRI

The Board approved the reallocation of savings of P15,000.00 in equipment outlay and P30,000.00 savings in special purposes (training, seminars and conferences), or a total of P45,000.00 for maintenance and other operating expenses, authorized in the operating budget of the Dairy Training and Research Institute for the current fiscal year ending June 30, 1975, chargeable against the appropriation authorized under Republic Act No. 4718 (for Dairy Training and Research Institute).

The amount of P45,000.00 will be used to develop and maintain an additional 24 hectares for pasture and to supplement the funds needed to maintain and improve the existing 5 hectares of pasture area. The increasing number of milk-producing herd of DTRI requires expansion and full development of pasture land.



## PRESIDENTIAL APPOINTMENTS

The President approved the following appointments:

Demetria Bonggay as Coordinator, Continuing Education Program, College of Home Economics, effective April 1, 1975 until March 31, 1976.

Bellaflor Gonzales as Officer-in-Charge, Natural Science Research Center, effective March 6, 1975 until March 15, 1975.

Rodolfo Mercado as Officer-in-Charge, Department of Community Health, Institute of Public Health, effective March 28, 1975 until May 30, 1975.

Salome R. Miranda as Pharmaceutical Consultant, Natural Science Research Center, effective March 1, 1975 until February 28, 1976.

Florida Ruth Romero as Officer-in-Charge, Law Center, effective April 14, 1975 until April 29, 1975.

## FACULTY SALARY INCREASES

The President approved the following faculty salary increases:

Carmencita Aguilar, from Instructor I to Instructor II, College of Arts and Sciences, effective March 1, 1975 until May 31, 1975.

Sofia M. Alino, from Instructor I to Instructor II, University of the Philippines at Cebu, effective March 1, 1975 until May 31, 1975.

Erlinda Buenavides, from Instructor I to Instructor III, College of Arts and Sciences, effective March 1, 1975 until May 31, 1975.

Fernando Gutierrez, automatic pre-retirement promotion from Professor I to Professor IV, College of Arts and Sciences, effective March 1, 1975.

Aurora Lim, from Instructor I to Instructor II, High School Department, University of the Philippines at Cebu, effective March 1, 1975 until May 31, 1975.

Catherine Lui, from Instructor I to Instructor III, College of Arts and Sciences, effective March 1, 1975 until May 31, 1975.

Teofilo Lutao, from Instructor II to Instructor III, University of the Philippines at Cebu, effective

March 1, 1975 until May 31, 1975.

Felicidad Merced, from Instructor I to Instructor II, University of the Philippines at Cebu, effective March 1, 1975 until May 31, 1975.

Daniel Nellas, from Instructor II to Instructor III, University of the Philippines at Cebu, effective March 1, 1975 until May 31, 1975.

Lydia Peña, from Instructor III to Instructor IV, College of Arts and Sciences, effective March 1, 1975.

Nestor N. Pilar, automatic promotion from Instructor IV to Assistant Professor III, College of Public Administration, effective March 24, 1975.

Elena Leilani Reyes, from Instructor I to Instructor III, College of Arts and Sciences, effective March 1, 1975 until May 31, 1975.

Fe N. Reyes, from Instructor I to Instructor II, University of the Philippines at Cebu, effective March 1, 1975 until May 31, 1975.

Clarissa Rubio, from Instructor I to Instructor III, College of Arts and Sciences, effective March 1, 1975 until May 31, 1975.

## SEPARATIONS FROM THE SERVICE

### Resignations

Elcna Extra as Senior Research Assistant, Philippine Executive Academy, effective March 1, 1975.

Gilda S. Manalo as Instructor, Department of Psychology, College of Arts and Sciences, effective April 1, 1975.

Reolita Paray as Research Assistant, Local Govern-

ment Center, College of Public Administration, effective March 22, 1975.

### Retirements

Cecilio Arciga as Security Guard, University Security Division, effective March 1, 1975.

Pedro P. Palmis as Custodial Worker, Physical Plant Office, effective April 10, 1975.

## CONTRACTS AND AGREEMENTS

The Board *confirmed* the following contracts and agreements at its 859th meeting on 10 April 1975:

### 1. Contract for General Construction Work on Arts and Sciences Laboratory Extension Building

A contract for the general construction work on the Laboratory Extension of the College of Arts and Sciences was entered into between the University and the Artech Construction Company, with postal address at 55-E Kamias Road, Quezon City, at a total contract sum of P894,000.00.

### 2. Supplemental Memorandum of Understanding with Philippine Council for Agricultural Research Regarding Fellowship Study Grant in Fisheries

A supplemental memorandum of understanding was entered into between the Philippine Council for Agricultural Research and the University, whereby to further strengthen Philippine research institutions through a staff development program, PCAR is setting aside the additional amount of P150,000.00 for the existing PCAR Fellowship Study Grant with the College of Fisheries, to be known as "PCAR Graduate and Undergraduate Fellowship Study Grant." The provisions of this supplemental memorandum of understanding take effect in the second semester, 1974-1975.

### 3. Contracts for Security Services

a. A contract for security services was entered into between the University and the Lambdan Security and Detective Agency, Inc., whereby the Agency shall assign security guards at the buildings and premises listed therein under the joint supervision of the Security Agency and the Chief Security Officer of the University. For and in consideration of the services abovementioned, the University shall pay the agency the following rates:

P390.00 per guard (8 hours duty a day) a month.

P629.40 per guard (12 hours duty a day) a month.

The contract shall be in force for a period of one (1) year, renewable from year to year at the option of the University.

b. A contract for security services was entered into between the University and the Vito Intelligence Protective and Investigation Agency whereby the Agency shall assign four (4) security guards at the premises of the University of the Philippines at Baguio at a salary of P310.00 per month per guard, for a period of one (1) year.

### 4. Memorandum of Agreement with UPLB Concerning Training Program for Staff Members of Program Genesis Newspapers

A memorandum of agreement was entered into between the Bureau of Broadcast, Department of Public Information and the UPLB concerning a training program for prospective staff members of the Program Genesis newspapers. Under the agreement, the DPI binds itself to make available to the UPLB the sum of P17,952.00 as financial support for an editorial training program which the UPLB agrees to undertake. The agreement

takes effect upon signing by the parties and terminates on June 30, 1975.

### 5. Memorandum of Agreement with National Science Development Board on RSTC Programs

A memorandum of agreement was entered into between the University and the National Science Development Board for the project "Evaluation of the Effects of the RSTC Programs on Student Performance" under a financial assistance from the NSDB in the amount of P157,300.00, to be utilized per line-item budget dated 29 January 1975. The contract is for an initial period of one (1) year.

### 6. Owner-Contractor Agreement

An owner-contractor agreement was entered into between the UPLB and the R.G. Majarais Construction for the repainting of various UPLB buildings and other structures (Phase II) at a contract sum of P498,000.00.

### 7. Agreements Entered Into Between the UPLB and Outside Agencies

The Board confirmed the following agreements entered into between the UPLB and outside agencies and approved by the President:

a. *Memorandum of Agreement with the Philippine Council for Agricultural Research (PCAR)*, under which PCAR shall provide financial assistance in the total amount of P979,087.00 for certain research projects.

b. *Memorandum of Agreement with the International Rice Institute (IRRI)* pertaining to a project "Varietal Improvement for Intensive Cropping Systems" to be financed by a grant from the International Development Research Center (IDRC) to the IRRI amounting to \$288,000.00 (Canadian). The agreement is for four (4) years, beginning January 1, 1975.

c. *Memorandum of Agreement with the Bicol River Basin Council (BRBC) and the National Economic and Development Authority (NEDA)*, providing for the extension of the Memorandum of Agreement on the Bicol River Basin Development Program, a pilot project funded by the NEDA in the amount of P150,000.00 and administered by BRBC. The UPLB will provide senior technical experts under the agreement, which is for a period of one (1) year beginning January 1, 1975.

d. *Memorandum of Agreement with the Educational Development Projects Implementing Task Force (ED-PITAF)*, under which the UPLB shall provide the EDPITAF the assistance of experts and other support activities toward the implementation of agricultural education projects between UPLB-EDPITAF and other agencies, for which the EDPITAF shall remit to the UPLB the initial amount of P131,692.00 for FY ending June 30, 1975. The agreement is for one (1) year, starting January 1, 1975.

## RULES AND REGULATIONS

### RULES AND REGULATIONS REGARDING ACCOMMODATION IN UPLB STUDENTS' RESIDENCE HALLS

*(Approved by the Board of Regents at its 859th Meeting, 10 April 1975)*

#### Policy Statement

1. Residence halls are more than mere provisions for board and lodging of students; they are institutions central to the residential concept of education—one of the core programs of the University. As such, more than providing food and shelter to students, they must also provide experience in general education through social interaction and group living.

2. Residence halls thus have a three-fold function: a) enhancement of the physical well-being of residents; b) provision of opportunities for social advancement by giving stress to the individual rights and responsibilities of each resident; c) contribution to the intellectual development of residents by providing an atmosphere conducive to serious study, tolerance of opinions, open debate and inquiry.

3. Residence halls shall primarily service bonafide students.

4. Residence halls are intended to be financially self-supporting.

#### Section I. General Provisions

A. Pursuant to the provisions of Articles 425 and 426 of the Revised U.P. Code, these rules and regulations are hereby established for the information and guidance of all concerned.

B. These rules bind the applicant upon approval of his application and admission to the residence hall by the residence head or his duly authorized representative.

C. Memoranda, circulars, and/or orders emanating from the respective residence heads or other duly constituted University authorities are part of these rules and regulations, if such do not contradict any of these rules and regulations.

D. The Residence Hall Agreement is on a semestral or summer basis. As such, the resident who qualifies and still desires to stay in the hall should renew the said agreement or otherwise be advised to leave the hall. During semestral or summer vacation, residents may be required to vacate their rooms when repainting, repair or general cleaning is to be undertaken.

E. Reservation for accommodations by old residents shall commence one month before the end of classes. Reservations of new applicants will be accepted right after the end of classes. Cancellation of reservations will be allowed two weeks before registration, otherwise all reservations made are considered final.

#### Section II—Accommodations

A. The following are categories of applicants to be given accommodation:

1. Regular resident.

a. Any bonafide student of the UPLB. Priority will be given to new freshmen.

b. Employees of UPLB and other UPLB constituents. (May be accommodated depending upon availability of space two weeks after the first day of registration.)

2. Transient/guest (priority given in the following order).

a. Parent and/or guardians (brothers/sisters or relatives) of bonafide student of UPLB.

b. Relatives and guests of UPLB personnel.

c. Delegates or representatives of seminars, conferences, workshops, meetings or activities of like nature sponsored by and/or held in UPLB.

B. An applicant shall be admitted as a transient upon approval of the residence head and shall be charged the established schedule of fees.

C. Tenure of residency:

1. Undergraduate residents may be allowed to stay in the residence hall as long as they are enrolled in the UPLB Colleges.

2. A graduate student resident may be allowed to stay in the residence hall/s for a maximum of three (3) years including thesis writing. Graduate students enrolled only in thesis writing may be allowed to stay in residence hall/s for one (1) year.

D. Upon admission, the residents shall each be furnished with a study table, chair, bed with mattress, locker and a set of keys. Furnishings provided by the residence hall may not be replaced with personal property of the residents. A prescribed deposit shall be made for each key if any is furnished. These keys should be returned to the residence head when going on leave from the residence halls. Deposit will be refunded upon permanent check-out. Failure to return the keys on the date aforementioned will mean forfeiture of the deposit.

E. No student applicant shall be accepted without clearance from previous residence hall/s of which he was previously a resident prior to his current application.

#### Section III—Rental Agreement

A. Upon admission to the UPLB Colleges, the applicant shall pay a reservation fee equivalent to one (1) month's rent. This shall be held as a breakage fee and shall be refundable upon the student's permanent check-out from the Residence Hall with approved clearance.

B. Monthly rentals shall be paid on or before the 15th day of the month. Failure to pay rentals for at least two (2) successive months shall automatically cancel the resident's privilege to stay in the hall.

C. In case a resident moves out without permission from the residence head, he shall be liable for the payment of his room for the remainder of the period expressed in the Agreement.

- D. The rental period constitutes that time designated by the University as semestral or summer term and shall cover the first day of registration and the last day of examination.
- E. Students who will continue to stay after the end of the semester or summer term for a period of one (1) week shall be charged the corresponding student rate equivalent to the number of days at the residence hall.
- F. The reservation deposit equivalent to one month's rent is not refundable or transferable except under the following conditions:
- Rejection of application by the Residence Head or non-admission in the UPLB Colleges.
  - Other reasons that the UPLB authorities concerned may consider meritorious.

No refund shall be given after the second week of classes.

- G. When a resident has signed the Residence Hall Agreement, he is expected to remain in the residence hall for the entire period indicated in the Agreement. Cancellation of the Agreement is allowed if the resident can prove or show any of the following just causes:
- Sick leave, with a UPLB Infirmary Certification.
  - Honorable dismissal from the University.
  - Other just causes as may be considered meritorious by the Director of Student Affairs and/or residence head in the exercise of his sound discretion. Other than the above mentioned just causes the resident shall be charged A DEPARTING FEE OF 50% FOR THE REMAINING PERIOD OF THE AGREEMENT.

#### Section IV—Norms of Conduct and Responsibilities of Residents

- The resident should respect the peace and privacy of his co-residents and observe proper decorum.
- The resident should cooperate with the residence hall management in maintaining the cleanliness and orderliness of the hall and help in making it an ideal place to live in.
- The residents should use toilets and bathrooms properly.
- The residents shall be held liable for any damage done to the facilities or furnishings issued to him, or to the hall.
- The residents should cooperate in the adoption of measures to prevent fire, accident and theft.
- Immoral conduct, gambling, drinking intoxicating liquor, drunken behaviour, possession or taking of a prohibited drug or chemical is prohibited.
- Any resident who would like to use an electric fan, radio or tape recorder which may need electric power should first secure a permit from the residence head. A fee of five (P5.00) pesos per month shall be charged for each appliance. Unauthorized use of the aforementioned appliances shall mean outright confiscation of the said items. Use of airconditioners, refrigerators, stoves and other similar appliances is prohibited.
- Radios, TV sets, phonographs or musical instruments must be tuned at such a volume so as not to disturb or inconvenience the other residents.

- Study and visiting hours shall be observed at all times. Residents should receive their visitors in the receiving hall.
- The resident is prohibited from cooking or heating food and water except in designated areas provided with cooking facilities.
- The resident should not transfer from one room to another without prior permission from the residence head.
- Laundrying in the bathrooms is prohibited except for under garments. Clothing must be laundered at the designated washing areas.
- Keeping of pets in the Residence Halls is strictly prohibited.

#### Section V—Visiting Hours, Social Calls and Curfew Hour

The Residence Head and the House Council shall establish the rules on visiting hours, social calls and curfew.

#### Section VI—Medical Attention, Laundry and Peddling

- Medical Attention**  
The resident shall inform the residence head or his assistant whenever he is sick. The latter shall refer the matter to the UPLB Infirmary for appropriate action.
- Laundry**
  - The resident shall transact business with laundry men/women and/or bootblacks at the place and time designated for such purpose by the Residence Head.
  - Laundry men/women and/or bootblacks are not allowed to enter the hall unless during authorized hours.
- Peddling**  
Vendors shall not be allowed to peddle their wares in the residence hall. Violation of the rule shall be brought by the residence head or his duly authorized representative to the attention of the Security Division Office for appropriate action.

#### Section VIII—Check In/Out

- CHECK-IN** refers to the period of accommodation for residents who have made reservations which will start three (3) days before the first day of registration.
- PERMANENT CHECK-OUT** refers to a permanent absence granted to residents who have no intention to return to the hall for residence and those whose connection with the University is terminated. Residents concerned shall return to the hall custodian all residence hall property issued to them, and settle all their legitimate obligations with the residence hall authorities.
- LEAVE** refers to a temporary absence granted to residents who go on semestral, summer, Christmas or academic leave with the intention to return. Residents on leave shall observe the same procedure prescribed for a permanent check-out.

4. PASS refers to a permit given to residents who intend to spend the weekend or night outside the halls (or for other purposes not included above). The residence head or his authorized representative shall issue such a permit to the resident when necessary.

#### Section VIII—Miscellaneous

- A. The following shall be grounds for cancellation of residence hall privileges and/or expulsion from residence halls by the residence head:

1. Failure to pay monthly rentals for at least two (2) consecutive months.
2. Destruction of any part of the residence hall property thereof to include:
  - a. Removal of equipment and/or furnishings without permission of the residence head.
  - b. Tampering with electrical outlets or use of illegal electrical connections such as "octopus connections."
3. Keeping of inflammable materials inside the building.
4. Bringing in of non-residents to enter and/or sleep in the room of the residents without permission from the residence head.
5. Cooking inside the room.
6. Stealing.

- B. The residents shall be subject to disciplinary action for any of the following acts:

1. Carrying of firearms and other deadly weapons within the residence halls.
2. Drinking of alcoholic beverages in the hall or coming in drunk.
3. Gambling within the residence hall.
4. Possession of prohibited drugs or chemicals.
5. Misbehaviour such as fighting and insubordination, gross and deliberate discourtesy.
6. Lack of due respect and consideration for the hall staff and one's co-residents.
7. Frequent infraction of one of the following rules:
  - a. Silence during appointed hours.
  - b. Signing in/out of the residence halls.
  - c. Observance of curfew hour on time.
8. Any other form of misconduct.

Violation of the provisions of Section VIII shall fall under the jurisdiction of, and shall be dealt with by the Director of Student Affairs, after investigation by an Inter-College Disciplinary Committee constituted by the said Director.

The procedure for the conduct of the hearing and investigation of the case as provided for in Section 5 to 27 of the Rules and Regulations on Student Conduct and Discipline as approved by the Board of Regents at its 842nd meeting 28th day of February 1974 will be followed.

- C. Each resident shall pay a semestral association fee to the Residence Hall Association and other fees determined and established by the House Council.

- D. The residence head may inspect the room and/or locker of residents when they are present unless circumstances warrant otherwise.

- E. The residence head may inspect the luggages of incoming and outgoing residents and transients should circumstances warrant it.

- F. No belonging shall be left inside the room or locker by the student going on semestral or summer vacation. However, a designated place for storage will be made available for a fee.

The following is a schedule of monthly rents and daily fees in the different residence halls, to take effect at the start of the academic year 1975-76:

1. Men's and Women's Residence Halls and International House:		
New Unit		
Students	(4 to a room)	P27.00
	(3 to a room)*	30.00
	(2 to a room)*	32.00
Employees	(4 to a room)	35.00
	(3 to a room)*	38.00
	(2 to a room)*	40.00
Old Unit (Men's Residence Hall)		
Students	(5 to a room)	22.00
	(3 to a room)	24.00
2. Forestry Residence Hall:		
Per Person/Month		
Students	(4 to a room)	P15.00
	(3 to a room)*	18.00
	(2 to a room)*	20.00
Employees	(4 to a room)	35.00
	(3 to a room)*	38.00
	(2 to a room)*	40.00
3. Transient/Guest in the Residence Halls:		
	With beddings	P9.00/person/day
	Without beddings	6.00/person/day
Group Accommodation		
	With beddings	8.00/person/day
	Without beddings	5.00/person/day
Forestry Residence Hall		
	With beddings	7.00/person/day
	Without beddings	4.00/person/day
4. Storage fee		
	Student personal belongings (Limited to 5 boxes)	0.35/day
	Per piece of equipment and appliance	0.35/day

\* The resident can apply for this option only if and when other applicants will not be deprived of accommodation.

## HISTORICAL PAPERS AND DOCUMENTS

### THE LEGACY OF PALMA TO THE YOUTH

By VICTORIA F. MANASAN

*(Winner of the First Prize Award of P750.00 in the Student Division of the Essay Contest Held in Connection with the Commemoration in 1974 of the Birth Centenary of Dr. Rafael Palma, Fourth President of the University of the Philippines)*

Centenaries are the makeshift milestones of history, thresholds over which a select few cross when they step forward from the ranks of those claimed by death, to join the hall of immortals reclaimed by the living. They are indispensable to the community, these commemorative evocations of heroes dead and remembered glories—festive gatherings at which the bleached bones of the past are taken up, and as it were, resurrected, fleshed out anew by the living, by their heightened vision, their replenished spirit, their renewed will to continue with the great adventure.

This year, we at the University celebrate the centenary of the birth of Rafael Palma, a remarkable man even for an age of giants, a man in whom character and circumstance fused to mould a fledgling school in a struggling young Asian colony into an educational institution today acknowledged to be the first in its country and among the world's finest. His life is indeed the proper focus for a remembrance of origins to illuminate our destination. Though placed at the University's helm more by necessity than by choice, he immediately bent events to his will, taking up the two emergent themes of nationalism and liberal democracy in his time to institutionalize these by policy and example into the University's very soul, thereby leaving, in those impressionable formative years, an individual imprint perhaps unmatched since in depth and permanence.

His is a legacy especially instructive to the young, that generation of unformed minds for whom Palma always felt both the concern of the teacher and the empathy of the fellow rebel. Now that circumstances have arisen to test our breadth of vision and moral purpose, we the young would do well to look back at Palma, not with token interest, but in honest, questioning assessment of his relevance to the trials of our time.

*It is a good augury that we change, that our youth do not submit to the restrictions and hindrances which the past has bequeathed to us, that they endeavor to bring originality into their thoughts and feelings and acquire new experiences which have been denied us. After all, the youth of today will be the citizens of tomorrow, and they have the right to remould the things which they find out of place and out of step with the times.*

These sentiments may no longer sound new to us, let alone shocking. Since the First Quarterstorm, they have been appropriated from the parliament of the streets by the respectable politics of accommodation. But let us adjust our time frame and consider now the circumstances under which Palma so forthrightly endorsed the iconoclasm of the young.

The year was 1928, the thirtieth year of an oppressive American presence. While political independence remained as elusive as ever, a new spectre of economic insufficiency had grown to alarming proportions. Such

conservatism in production was the material counterpart of a pervasive feudal and pietist ideology developed by nearly four centuries of colonization, into which the individualist values of American culture had not yet fully worked themselves out. Even the organization which Palma addressed, the YMCA on its thirteenth anniversary, was still suspected by letter-devout Catholics, and only irrepressible freethinkers like Palma showed up at its podiums.

However, the "new ways" had already made their impact, understandably, on the younger generation. Breaking out of the confinement of "proper" thought and behavior, they were beginning to affect Western fashions and unfamiliar idioms, speak out their mind on anything under the sun, and generally display an argumentative independence that was shocking by current standards. Scandalized, the hardline conservatives promptly placed the blame for this subversion of young morals at the door of radical education, embodied in its most objectionable form by the State University.

As rector of that University, Palma could not afford to let such criticism pass unchallenged. Accordingly, on that December day before the YMCA, he launched his own series of counter-expositions on the progressive view of the problems and challenges of modernization—a body of polemic which significantly affected public consciousness and marked him for posterity as a decisively influential progressive in his time.

#### 'The Revolt of the Youth'

In his address, Palma began by clarifying the nature of the root conflict between two conflicting educational systems and philosophies. The Old Education, to which the critics subscribed, was authoritarian, dogmatic, and heavy-handedly religious, a "learning by blood" which was useful only to the hierarchized pre-Revolutionary dispensation and to the theological conception of life on earth as a preparation for life after death. By contrast, the New Education corresponded to a more utilitarian and materialistic secular outlook: it sought to encourage individuality, productiveness, and a liberal view of social obligations.

Couched in such terms, the revolt of the youth did not turn out at all to be a simplistic rebellion against authority, as fancied by "old teachers who believe that they have a monopoly on the truth". Rather, it was a manifestation, through the behavior of the young of a more basic conflict between two conceptions of society and nature, two systems of knowledge, two methods of instruction—an intellectual disjunction which sprang in its own turn from the fundamental discontinuity on the material level between the backward ways of a frustrated colonized population and the unfettered productiveness of the industrial order, in which Palma unreservedly placed his hopes for a more prosperous future.

In turn, what was happening at home reflected deep-going movements in the historical process itself, discerned by Palma's rare capacity to look further afield and ahead than most of his contemporaries:

*The faithlessness and immorality with which the youth have been indicted... are the results of a new readjustment taking place... between the old order of things in clash with the tendencies and worth of a new order.... What is happening in our country is a replica of that which obtains in the rest of the world.*

There was no stopping this process of change; it only remained for one to choose between being left behind by opposing it, and keeping abreast with the times by adjusting personal desires to its requirements:

*The trend of humanity has always been of the better, and this slow and imperceptible march towards new conditions is generally accompanied by new evils and sufferings which incite men to struggle and to find new avenues for a better life and wiser courses to action... Life has to follow its course... and unless we desire to see life as it is and not as we desire it to be, our idealism and aspirations will be shattered... on the rocks of reality.*

Thus did Palma conceive of history as an indefinite process of realizing human perfectibility, by strengthening the human capacity to do good with every new test presented. Accordingly, the primary concern of education was to develop an enlightened conscience, and not to teach dogma, as the basis for moral behavior, to train the young in the disciplined use of freedom. On the continuing relevance of education's methods and content, as with any other social institution, would depend the constancy and validity of its appeal to the questioning minds of youth:

*We need new ideas and new conceptions which can better respond to the... new conscience which has been produced by the industrial progress and the economic wonders of our age... We must produce a state of culture which gives the most complete freedom to the individual and at the same time creates ample inhibitions within himself to avoid what is bad.*

*Undoubtedly ancient formulas and precepts have had a great value... But their value to the present and the future must be judged only insofar as they respond to the actual demands of society, to the conditions of the times, to the ideals and aspirations of the present generation.*

Addressing himself to this generation of the present, Palma exhorted them greatly to persevere in their search for intellectual and moral honesty, a quest in which they could in turn count him as their lifelong supporter and admirer:

*It is high time that our youth think for themselves and not accept as final and perfect the body of fossilized thoughts and ideas which we have accepted without due examination and critical analysis. Nothing is perfect and final in this life because there is always something beyond which, on account of our natural limitations, we cannot reach.*

Daring words for his time these were indeed! But to Palma, they simply represented the logical extension

into the field of education of lifelong commitments he had upheld since his revolutionary conversion by the events of 1896. As a summary statement of his life's work as educator, they belong to the larger body of practical activity and intellectual output of his varied career as educator, committed journalist, politician, legislator, lawyer, businessman, scholar, and family man, which collectively comprise his greater legacy to his people.

Like many young people just before the violent opening of this decade, Palma in his early years, as a student of the Ateneo Municipal and then of the UST, was a perfect specimen of the prevailing values of his time:

*While I was in the university, I dedicated myself to Catholic propaganda... I attended Mass almost everyday, and even after leaving the Ateneo I went to confession and communion frequently. I attended all the religious exercises during the Holy Week. I did not learn how to dance so as to avoid the temptation of women... In short, I was considered a model Catholic youth.*

When Revolution suddenly broke out, Palma at first equivocated, repelled by the secrecy of the Katipunan and the strangeness of its ideas, very much like many moderates of later years who shrank from the demanding life of radical agitation. But his intellect was too independent, and his moral sensibilities too developed, to prevent the daring new views from working themselves gradually into his consciousness and completely turning his life upsidedown:

*The overthrow of Spanish sovereignty produced a tremendous change in my ideas and habits. It seemed to me that with the breaking of ties with the old Metropolis, I was released from my old inhibitions. I felt that I had lived in complete error... All the old restrictions on the freedom of reason and human will which constituted the foundation of the Catholic system appeared unnatural. I was converted into a genuine revolutionary.*

From intellectual conversion, it was but a matter of time for the gestation of commitment to eventually break out into open action.

This opportunity came through *La Independencia*, the first mouthpiece of the post-Revolutionary independence movement against the new American colonizers. Together with men like General Antonio Luna, Salvador del Rosario, Cecilio Apostol, and Fernando Ma. Guerrero, Palma brought out this radical paper, which soon commanded a circulation greater than that of all the other old Spanish papers combined—testament to the effectiveness of its staff and the popularity of its message.

Upon Luna's assassination in 1899, Palma assumed the editorship and continued to publish until the implacable advance of American troops forced the remaining staff to abandon their printing machines and return to Manila. But even here, Palma did not turn his back on the fight, continuing to write for Manila tabloids and serving for a while with Sergio Osmella Sr. on *El Nuevo Dia* in Cebu, which was cut short by the blue-pencilling American authorities there.

On September 3, 1901, exactly three years to the date from *La Independencia's* first issue, Palma resurrected its spirit in *El Renacimiento's* own maiden issues. Fund-

ed by money he had raised and staffed by veterans of the fiery old days, *El Renacimiento* was again another first in revolutionary Philippine journalism—this time, the first independence mouthpiece after the Philippine-American civil war. For the next two years, Palma traded verbal blows with the annexationist Federalistas, and only after his marriage to his publisher's daughter did he reluctantly give up the editorship in order to earn more money from fulltime law practice.

Palma's role in these critical first years of the century has been criticized in a recent article in the *Philippine Collegian*. The article contends that the ambivalent *ilustrado* background of Palma, which caused him to hesitate in his commitments and wait out the period of anti-Spanish uprising in comparative inactivity, seriously undermines whatever claims may be made for heroism on his part.

But then we must understand how deeply the feudal and colonial virtues had been drilled into his mind by the schools which he attended. These, combined with his own slowness to arrive at decisions he never afterwards reversed, lengthened the gestation period of what would become his new political outlook. In Salvador P. Lopez's words, he was still "unformed as Filipino," as much a child as a maker of the Revolution. But then Revolution "is a process that ebbs and flows with circumstance", and when circumstance favored the opportunity for Revolutionary participation according to his own talents at journalism, Palma rose to the occasion by making a political choice of his own free will, overcoming the vacillating, potentially opportunistic side to his character, and thereafter assuming the responsibility of "caretaker of the Revolution," long after the armed struggle had ended, by nursing its ideals to institutional flower in the difficult years of transition and reconstruction.

The political daring required for leadership of publications like *La Independencia* and *El Renacimiento* carried over from this formative phase of Palma's career into his practice of law. Like all lawyers before and since, he had his share of opportunities to grow rich on fat retainers and fees from wealthy clients. Yet he also went out of his way to defend in court men to whom the colonial government and the vested interests it represented were implacably hostile.

Successively, Palma took on the defense of Don Isabelo de los Reyes, father of Philippine labor, over a Malabon labor strike; the fiery Dr. Dominador Gomez, de los Reyes' successor, who was later sent to Bilibid and Corregidor "to soften his hard character"; and the playwright Aurelio Tolentino, charged with sedition for his play "Kahapon, Ngayon, at Bukas". Not surprisingly, none of them won in court. Palma fared better, however, in his successful co-defense of his *alma mater* *El Renacimiento* against a libel charge filed in connection with an article on Constabulary abuses in Cavite. Aside from being the first case ever lost by government, it also started off Palma's political career when grateful Cavite leaders later drafted him to run as their representative to the First Philippine Assembly in 1907.

Even in public service, Palma stuck to his commitment to the underdog. Several times he spoke out for women's suffrage and coeducation. As Secretary of the Interior,

he worked for the integration of the Mindanao area as regular provinces of the country—a conciliatory gesture that antedated by decades today's efforts by the national government to integrate our Muslim countrymen into the body politic.

Years later, Palma was to issue what amounted to a challenge to the youth to display the same kind of militance and independent judgment which he was leaving to them as an example from his earlier crusades:

*There are not many individuals among the youth, who display real independence of judgment and action . . . There are not many persons who carry on a strong fight against social and political injustices, who come out in defense of views or who uphold their own ideas even though they may have to defy common beliefs.*

For young students overly impressed by their learning, Palma would bring them down to earth by reminding them of the greater responsibilities associated with such learning:

*Whoever has been the beneficiary of larger educational advantages is duty-bound to render greater services. . . . Mere talent is not enough to gain the respect of the community; evidences of grandness and altruism are also necessary. . . . Sometimes, when intelligence is used for evil purposes, it is a damned thing rather than a gift.*

Palma's concern for the people's welfare naturally expressed itself also as an uncommon honesty in public office. His son-in-law remembers Palma as "one of the few Filipinos who left the public service as poor as he entered it—perhaps even poorer." So stubborn was his honesty that the historian Agoncillo considers him even "unFilipino", "one of the few (in public service) whose integrity and courage never collapsed, even at a critical time." His frequent adversary, the formidable Don Manuel Quezon himself, was used to calling people by familiar nicknames, but when it came to Palma, it was always a respectful "Don Rafael"—a respect grudgingly bestowed on one of the handful of men who once backed down from Quezon.

On so many occasions, political temptation presented itself to Palma, only to shrivel up before the intense uprightness of his character. At the height of his career in 1920, while serving concurrently as senator from Manila and as Secretary of the Interior—an unprecedented honor—he chose to resign the latter position partly in disillusionment over the falling-out between his two old friends, Quezon and Osmena, with whom he had formed the remarkable OPQ triangle of early Philippine leadership. Two years later, he castigated Osmena for abandoning his oppositionist duties by mending fences with Quezon, and left elective politics for the last time.

Again, in 1933, he stepped down from the U.P. presidency rather than allow Quezon to carry out his threat of cutting down its appropriations in reprisal for Palma's public support of the Hare-Hawes-Cutting Law. In the subsequent 1934 senatorial elections, his bid for a political comeback was upset by the Quezon machine largely because he refused to adopt the corrupt new practices of politicking. Twice more again, he rebuffed financial offers from Quezon: the first one, to buy his monumental *Historia de Filipinas* with its potentially embarrassing



insights into the leaders of colonial Philippine politics; the second time, to alleviate his financial straits, prompting Quezon to convert the proffered money into the 1933 Commonwealth Award Palma went on to claim with his Rizal biography (later entitled *Pride of the Malay Race*).

That is why Palma is relatively less known as a political leader of his time. His name does not spring as readily to memory as those of his contemporaries, because he chose to pay the price of comparative obscurity instead of playing at the game of compromise which propelled more malleable men to political prominence.

This irritating stubbornness which displeased quite a few powerful men and constitutes another solid cornerstone of his personal greatness was commented upon at the time by a rising young writer named Salvador P. Lopez:

*Palma belongs to that type of men whom even their most violent enemies will honor in private, because they are men of mettle, men who cannot be swayed by mercenary temptations from a point of view honestly arrived at, men who cannot be bought. You can disagree most heartily with such men, you can call them all sorts of names, you can consign them a thousand times to the nether world, but in the end, you will have to respect them.*

#### Palma in the University

For such an intellectual of conviction, the right place at the right time for history was the University of the Philippines, then barely a quarter-century old, still unformed and unsure in personality, conceived as a tool of colonial policy yet yearning to break away into the emerging mainstream of nationalist and democratic agitation. Palma never imagined himself qualified for rectorship, even though he had been among the first Filipino regents of this institution, and he accepted his appointment to the presidency only when Speaker Roxas reminded him that, should he decline, an American would most probably take his place.

But it was during the decade of Palma's stewardship, from 1923-1933, that the best of UP's traditions came to be set, founded on a strengthened physical and administrative organization, so that it would continue to carry from the past to the present, in a continuous bright red thread, the ideals that Palma had proclaimed from *La Independencia* and *El Renacimiento*. The polestars by which successive administrations have invariably been measured were either first established or solidly stabilized by the influence of Palma's personality and ambition for the University.

The first of these was the primacy of the University's commitment to the advancement of human knowledge—as a “Republic of Science and Letters,” a “little universe” of learning:

*As the precursor of knowledge and the guardian of civilization, (the university) transmits from one generation to another the intellectual inheritance of mankind. . . . Even in the professional and technical schools, the university is looking towards a more lofty aim—not merely furnishing its students with the tools and equipment for competence in the professions, but always insisting on the fundamentals, on the principles of science and ethics which are*

*behind the mechanical application of knowledge to practical life.*

Accordingly, Palma set out to improve the environment within which this search after knowledge would be conducted. The buildings he added to the university complex on Padre Faura testify to his farsightedness even as they house some of the country's leading agencies; buildings presently occupied by the Supreme Court, Department of Foreign Affairs, and Court of Appeals, as well as the College of Dentistry building and the annexes added to the College of Medicine and the physical plant of U.P. at Los Baños and Cebu. Were he alive today, as the *Philippine Collegian* pointed out, he would never have tolerated the substandard facilities in many parts of the Diliman campus which official business has not had time as yet to attend to.

More intangibly, Palma set up the highest standards of intellectual and moral uprightness for his colleagues. From his faculty, he demanded that they be “not only imbued with the highest ideals, but also prompted by the ambition to make study and the research habit their primary aims in life and moved by a love of country.” From his personnel, he required that they “must always act as public servants for whom there are no precious moments of leisure and of rest”. Morality was no trivial matter with him; when two instructors were accused of flirting with some students, he promptly dismissed them in what might today be considered summary fashion.

But the University, on account of its universality, did not by this token become an ethereal agency lost in the abstractions of pure thought and alienated from the real problems of the world. Far from it, for Palma believed that such a search for knowledge was worthwhile precisely because men stood to benefit from its new discoveries, and specifically because, in the case of U.P., an undeveloped country like the Philippines directly needed its intellectual services. Since the State University was itself “a manifestation of the efforts of our people to become a nation,” it was important that at all times,

*. . . through our varied and extensive educational programs, there should ring true this clearcut question: ‘Is this study, this method, this point of view, of positive benefit to the Filipino people?’*

*This is a ‘university of the people and for the people’. This dictum signifies that we should discuss our social and political problems, or subject to observation and analysis those subjects that are peculiar to our environment.*

Consistent with his own dictum, Palma vigorously prosecuted the Filipinization movement of the University, replacing vacancies left by departing Americans with Filipino teachers. He required the faculty to participate actively in social life so that they would not degenerate into the ivory-tower mentality still prevalent today. In fact, the whole university system to which U.P. belonged had an obligation to exceed the confines of “pure scholarship” by engaging in the controversial discussions of the day, thereby putting their training to practical use and also enhancing the intellectual climate of the country.

As for the youth, they had their own obligation to systematically develop a knowledge and love of country as

the basis for the productive utilization of what they would learn:

*The first thing a young man or young woman should study, the first question that he should ask himself, is 'What is my country?' Without a knowledge of his country... what shall it profit a man to be educated?... Education implies the idea of improving ourselves in order to be useful not only for our own behalf but also for the good of others. The seeking of one's welfare is simply the expression of a material unity, which is transformed by reason to an ideal unity called 'our country'.*

#### Palma and the youth

It was his natural affinity for the spirit of youth that gave Palma the ear of this high-spirited generation. Oldtimers at the University remember that he used to join in picnics, excursions, and hikes of his wards. No *cordón sanitaire* separated him from their problems and ideas, for after all, they were the real purpose for the establishment of the University:

*We should protect you, the young seeds—this is the purpose of the University, so that you might not be contaminated by the weed that has grown in our midst thru neglect or abandon... and that out of the education which you imbibe shall grow strong and vigorous trees, capable of bearing ripe and luscious fruits to the country.*

Thus, he revitalized the Student Council and the student organ to serve as their voice in university affairs. "I have high hopes in (the Student Council's) future," he once remarked. "It is surely going to play an important part as an instrumentality in student government and as an agency which can best express student sentiments on University affairs, especially those affecting their own interest." More directly for student welfare, he also established a University Commons, a Committee on Students' Living Conditions, and an Employment Exchange, as expressions of the administration's concern for every facet of their stay on campus.

It was this concern, ironically, which finally sundered Palma from his young charges, when he chose to leave the presidency in 1933 rather than allow the university to suffer what might well have been drastic or fatal cutbacks in its appropriations as reprisal for Palma's opposition to Quezon over the Hare-Hawes-Cutting Law. Yet before this happened, he had already left a comprehensive body

of admonitions to the young, the gist of which was his enduring challenge for them to love their country well by defending its freedom, appropriating its natural resources through their own labors for their benefit, promoting the scientific spirit among their countrymen, leading in community and national endeavors for advancement, and in general setting the example as graduates of the University of and for the People.

This is a legacy which has certainly been appropriated by the youth as their own, though not always with knowing reference to Palma. This is not necessary, for the spirit of intellectual revolt and moral honesty which came naturally to both is a more permanent kinship. When the *Philippine Collegian* set forth its own appraisal of the man during the start of his centennial celebration, it was merely to formalize what had already been established by the sacrifices of the young in preceding years, and to honor Rafael Palma by issuing a clarion-call in his name:

*It is to Palma's credit that the Student Council and the Philippine Collegian have become institutions. This fact is of direct historical significance in our present campaign to win back the Student Council... Palma's example poses a challenge to us students to situate his struggle in the present context and embrace the task as a continuing pursuit.*

*...When he declared that 'the environment in which one teaches must produce contentment and satisfaction on the part of those who study...', he meant that we deserve better equipment than stinking lab rooms and leaking ceilings. When he said that 'the University is not only obliged to be the modern evangelist preaching the gospel of the new knowledge, but is also charged with the equally grave duty of exploring far and wide in order to... give form, meaning and solution to the social puzzles of man', he spoke of the need for a relevant education, that is attuned to the aspirations of the people, and the students' basic social responsibility to answer the need of his society. Similarly, when he urged us to 'forge ahead and not be afraid of change' he meant that we advance and develop instead of cower and stagnate behind grills and chickenwire fences...*

*Let this be the occasion for us to firm up our stance and steel our unity for the great battle ahead of us.*

## PALMA: TEACHER AND PROPHET TO A RACE

By CELIA BOCOBO-OLIVAR

(Winner of the First Prize Award of P1,500.00 in the Faculty-Alumni Division of the Essay Contest Held in Connection with the Commemoration in 1974 of the Birth Centenary of Dr. Rafael Palma, Fourth President of the University of the Philippines)

*The career of Rafael Palma is interesting not so much because of the events that shaped it...as it is because of the principles which constitute the substance and the meaning of it...Of other great men you can say that they are the idols of the populace, that they are peerless spell-binders, that their personalities are magnetic, that they have a personal charm that is irresistible. Of Rafael Palma, you can say, not that he entirely lacks the qualities of a popular idol, but that he is a man of principles.*

*His career is notable for its faithful adherence to the logic of conviction and principle. It grew and was reared under circumstances wherein fidelity to conviction was paramount; it declined because of this same unshakeable insistence on the dignity of one's beliefs; it will move on, perhaps maimed and diminished in importance, but still under the inspiration of ideals that would not be denied.*

—Salvador P. Lopez (1934)

In 1934, the year these observations on Palma were noted down by one of the country's rising young *litterateurs*, most people had come to believe that the stubbornness remarked upon by Lopez had finally caught up with this Grand Old Man of Philippine politics and education.

Only the year before, Palma had chosen to resign a university presidency distinguished by his Filipinist and liberal policies rather than drag the university down with his ill-starred support of the Hare-Hawes-Cutting Law into the perdition of Quezonian ire. The following June, the same unrelenting fury dealt him his first political defeat ever, when Quezon's formidable machine delivered the Manila senatorial elections to his opponent. Persistent ill-health had degenerated into bronchial asthma and a head tumor; unknown, death awaited him a short five years later.

Yet personal circumstances, and the longer vision of history, were to prove that Lopez's prophecy went beyond empty flattery. For Palma was simply too vital, too much like the *molave*, to be undone by the consequences of his celebrated inflexibility of will, even at this nadir of his career.

In the briefness of his remaining lifetime, he squeezed in a delegate's seat at the 1935 Constitutional Convention; the chairmanship of the National Educational Council, from which he preached surprisingly contemporary views on the need for a more practical educational system; the 1938 Commonwealth Award for his Rizal biography, which, translated a decade later into *Pride of the Malay Race*, posthumously stirred up quite a tempest in the Dominican teapot; and a monumental four-volume treatise in Spanish on his country's history, unpublished till recently only because Palma had characteristically snubbed Quezon's overtures to purchase it and thus preempt its expected intimate insights on the leaders of colonial Philippine politics.

This year, we celebrate the centennial anniversary of this remarkable man, whose prodigious career and intellectual output spanned three major periods of Philippine history, whose life and teachings reach out even to our day with continuing relevance. The simpler world that conceived and shaped him may well seem a far, far cry from the tortuous complications of the present. Yet the essential problems still remain with our people—problems of economic sufficiency, political identity, and social amelioration—and the same basic dilemma he raised still confronts all people—the basic question of naked pragmatism versus moral obligation, the familiar choice between the real and the ideal, between what is and what should be. Only the terms have changed, the situations multiplied by a more complex modern world.

That is why Palma remains as original and instructive a teacher to his people as he was in his lifetime. In his last years, he once expressed a wistful desire to serve again in public life, this time in the reconstruction that would have to follow the granting of independence. This centenary celebration is our opportunity to regain for him what death sought to deny. For this uncommon man, who chose to bend his life to conviction and not the other way around, what more fitting commemoration is there than to rekindle the light shed by his ideals, from them to illuminate our spirit and renew our vision for the great adventure ahead?

*A political upheaval struck like a thunderbolt! The overthrow of Spanish sovereignty produced a tremendous change in my ideas and habits...Monarchy seemed to me an anachronism; the republic, a model for all society. Liberty, equality, and the brotherhood of men, that trilogy idolized by the French Revolution, captured my imagination...I was converted into a genuine revolutionary.*

The drama of that moment, when time stood still at a crossroads for him and for his country, would never leave the political imagination of Rafael Palma. From then on, this was to be a lifelong passion: his vision of an independent state, strong in its republican institutions, founded by an articulate and freedom-loving citizenry, nurtured to prosperity by their productive ambition. It was a dream germinated from the works of the European Enlightenment, tempered in the heat of Revolutionary propaganda work, and projected as a path to the future, far beyond the pitiful realities of this small, unknown Asian colony, by the breadth of his love of country.

But this republican state would not just sprout up, fully-formed, one fine day. As a product himself of colonial education, Palma was acutely aware how little the centuries of colonization had prepared his people for the responsibilities of democracy. Thus, he undertook the arduous task of setting forth, by instruction and example, the requirements of the democratic way of life.

### The conception of liberty

Though liberty might be won someday, it could never be adequately expressed or protected simply by institutional definitions. Its essence went far deeper:

*Liberty rests not on the mere absence of external restraints, but on the conscience of the individual. The individual is not free so long as he does not... understand that liberty is essential to his life and does not even know how to defend it and avoid being despoiled of it.*

To this end of facilitating the development, expression, and protection of free consciences, democracy had set up its institutions. As such, these approached the sacredness of conscience; of them, Palma once remarked that "God no longer abides only in the tiara or in royal robes, but also in public opinion and in popular assemblies."

The press, for example, invoked in him "an almost superstitious faith... as a powerful instrument by which the democracies have corrected errors and guided better ideals to triumph." Through his leadership of *La Independencia* and *El Renacimiento*, the first nationalist mouthpieces before and after the Philippine-American civil war, respectively, Palma demonstrated this faith in the press, not just as a social critic, but, in its noblest role, as the articulator of revolutionary sentiment.

Likewise, public service was the sacrosanct repository of public trust. What would have been empty words from others was a perfectly natural admission from Palma:

*I detest fraud and hypocrisy, and prefer to speak the truth... I admire civic spirit, sacrifice, and abnegation in public service, and for this reason, I suffer morally when I see people seeking public office for the sole purpose of profit for themselves and their friends.*

Only a severely honest man would care to say this—one of an exceptional few who threw their talents into the political arena, never shirking from its temptations, yet never once yielding to them. To the historian Agoncillo, Palma was actually unFilipino, "one of the few (in public service) whose integrity and courage never collapsed even at a critical time... Nothing, not money, not honors bestowed, could make him surrender his convictions, sense of justice, and integrity."

How many giants have since joined our pantheon who turned out to have feet of clay! Palma set a forbidding example indeed—one made more meaningful today, when a command society, in the interests of national development, has entrusted very great powers to a few men in high office.

### Economic reform

While the obscurantists of his time loudly bewailed scandalous morals and blamed these on the godless ways of the modern world, Palma knew that it was precisely the backwardness of economic life in such an undeveloped colony that lay at the roots of whatever decline morality might have suffered. Thus, he repeatedly advocated a scheme of economic rehabilitation that included such sound measures as taking an inventory of available resources, reorganizing these for greater intercoordination, gearing education to the labor requirements of industry, clearing productive land for government financed cultivation and eventual resale to private persons, and

working to raise overall income to help pay off the public debt and ease the tax burden.

This scheme assigned a decisive role to capital, not just because Palma regarded capital with the liberal's tolerance, but for the expedient reason that men of less foresight were making foreign capital the scapegoat for their reluctance to proceed with industrialization. Palma's answer was that any exploitative implications were invariably outweighed by the productive and stabilizing intentions of capital:

*The entrance of capital, be it American or other... will not be left idle in the coffers... but will be invested in some form of production. Capital seeks profits. It does not try to enslave anyone, because it does not find any benefits thereby. It must see stability and order... American capital has been here long, but we do not witness those disastrous consequences which many augured at its arrival.*

However, conditions had to be set in any case in adopting such an open-door policy to alien investments:

*Outside capital and labor we need... (but) it is highly necessary that we define in no uncertain terms our relationship with outside capital and labor, to make them distinctly understand that provided our political independence is respected and assured, we are ready and willing to insure for all newcomers the benefits and guarantees they are entitled to demand in return for their help and cooperation in the material development of the country.*

Faced with the alternative of economic stagnation, Palma the pragmatist preferred to take the risks, along with the rewards, as part of the challenge of industrial progress: an essentially moral perspective that, in the broader context, saw every human situation as combining both evil and good, with men being left the duty of vigilance against the former.

Years later, Palma was to describe the refusal of the United States to grant free trade to the Philippines as proof of "the inescapable antagonism, the irremediable incompatibility of interests which naturally exists between a ruling country and a dependent people of a different race." This germinal percipience of diplomatic exigency and economic nationalism, when contrasted with his earlier statements endorsing harmony of different national interests, only underscores the flexibility with which Palma sought to steer a policy of calculated compromise, as the most feasible means to serve long-term national interests within a prevailing colonial arrangement.

### People: the decisive factor

In the final analysis, as with the question of political independence and democracy, it was the people in whom Palma rested the resolution of the question of economic advancement:

*We cannot strengthen our economic life until we free the great mass of citizens from the attitude of indifference which keeps them satisfied with the hand-to-mouth existence of a miserable life... Unless we interest the masses in improving their status the structure of any economic development will be weak at its foundation, because the masses everywhere constitute the strength upon which the pro-*

*perty and greatness of any nation rest... We will not cease to be a poor and weak nation unless we wish to be and are determined to be rich and strong.*

Long before the concept of "people ends" was restored to development economics, Palma already recognized that the motivation and mobilization of the people was the decisive factor in improving the economic conditions of the country. This did not just mean the strict economic sense of self-sustained growth continually fed by the intersupportive increases of supply and demand. More profoundly, Palma's democratic instinct understood that, as a latter-day Asian philosopher once said, "the masses are the real makers of history", including economic history.

His people and his country were indeed the touchstones of Palma's political vision. In "The Revolt of the Youth", he drew together all the strands of this vision into one high statement of economic, political, historical, and moral purpose:

*This is our country, not because we have conquered her or bought her, nor yet because we exercise sovereignty over her—for we are subject to another sovereign—but because Nature has placed us in this land of ours; we have received her as a legacy from our forebears; we have built her and fashioned her; we have fought for her and only by superior force has she been seized from our hands. She is ours not to alienate, not to sell, not to destroy, but to conserve, to advance, to transmit intact and under better conditions of prosperity to our descendants.*

\* \* \*

As profoundly as 1896 transformed Palma from a model of pro-Spanish, Catholic submissiveness into the life-long republican, his moral values and perspective on social institutions acquired a secular character that provided the partner and foundation to his political activism. His recruitment into the Renaissance was completed and thus made whole.

Social progress became an obsessive ambition for his countrymen. The modern world represented in all ways an order superior to the old, particularly since the declaration of the Rights of Man, to Palma "the most epochal achievement of the age." Thus, the forms that such social institutions as religion, the family, education, and morality took were bound to change, to remain relevant to the changing temper of the times:

*Religion, morality, family, and government will always remain as essential and necessary institutions in the world, and there is no human force that can destroy them, as they are founded on the nature of things. But their form will not remain the same... they will change... as fast as humanity discovers new truths and understands better the workings of matter and of spirit.*

This continuing discovery of new and higher knowledge was the driving force of secular progress, the mode through which man sought to realize his ultimate perfectibility. This was the essence of Palma's social thought, the framework both for his political concerns and for the universality of his speculation. So long as the human conscience served as a reliable rudder, then humanity's ship would unfailingly steer past all obstacles towards the destined triumph of good in men's hearts:

*The trend of humanity has always been for the better, and this slow and imperceptible upward march towards new conditions is generally accompanied by new evils and sufferings which incite men to struggle and to find new avenues for a better life and wiser courses of action... If man were always inspired by what his conscience reveals to him... then he would rise to a position where he would be used to performing good unconsciously and mechanically. This is the state of culture towards which our age is bound.*

Today, such optimism has been pushed to the farthest corner of the contemporary scene by perennial crises and the politics of brinkmanship. Yet the colonial period to which Palma addressed himself was also no fit place for glad tidings, burdened as it was by economic stagnation, political subjection, and the philosophical heritage of obscurantism from the colonial theocracy. In a sense, the cycle has come full circle, and the prophecy of Palma has renewed itself in our time.

#### The gift of reason

Yet Palma was no wishful thinker. Juan Cabildo, a newspaperman who was less than friendly regarding Palma, had to admit that "if Palma is to be revered, that reverence will originate from the spring of pure reason..." A dialectician of the first water, the question uppermost in his mind is not so much what is to be done, as how, and in the name of which principles, it ought to be done." Even prophecy had to be measured against these two standards of rigid logic and moral justifiability.

To Palma, reason was a dependable lighthouse amid the storm of human emotions and unfamiliar challenges, a multi-faceted tool of human endeavor. In the first instance, it served to illuminate the judgments of conscience, which enlightenment was the source of individual liberty and the last protection against intellectual and moral oppression:

*Thanks to the principle of individual liberty, it is now well-settled that even with original sin, a person is guided by the light of his own conscience; and thus it would be possible to create by means of education sufficient internal restraints to serve as his safeguard and the safeguard of others. Under the influence of such an enlightened conscience, a person may be left alone without the necessity of subjecting him to a reign of terror.*

Reason was also the key to indefinitely extend human knowledge to its infinite possibilities. This fact was at the same time a practical motivation to the youth to set their horizons higher than the frame imposed by the Old Education:

*It is high time that our youth think for themselves and not accept as final and perfect the body of fossilized thoughts and ideas which we have accepted without due examination and critical analysis. Nothing is perfect and final in this life because there is always something beyond which on account of our natural limitations we cannot reach.*

In its broadest sense, therefore, reason was a profound gift conferred by God for man to use in exalting his Maker, through the revelation of His Presence in the real world:

*Why should we refuse to see the will of God in the truths revealed to the human conscience by the modern world? Why place our country at odds with God?... Is it that God desires paralysis and stagnation of life? No, I would say not.... Who but God inspired the prophets of the modern world, as wise and learned as the prophets of the old, in the teaching of new religious, moral, economic, and social truths?... God has placed us on this planet in order constantly to improve it, and to beautify it. God has endowed us with the faculty to think, in order that... we may dedicate it to the task of exalting human endeavor.*

True to his own words, Palma used his reasoning to develop a theory of religion and morality that placed the act of worship on a secular basis consistent with the modern world. It was an undertaking so unpopular among lesser minds that, years after his death, he would continue to be calumniated as an "atheist" and "notorious anti-Catholic." Yet Palma never flinched from the implications of such exploration.

#### Religion and morality

Palma began from the assumption that, as social institutions, religion and morality were neither static nor infallible, but dynamic and susceptible to the changing nature of all truth:

*I cannot consider that we have exhausted the sources of knowledge in matters of religion and morality, and that religious and moral precepts of our ancestors are unalterable and not amenable to any modification or betterment, consistent with the experience of the times.*

Religious and moral leaders could not therefore claim exemption from the responsibility of remaining relevant. Their knowledge was mediated through circumstance equally as secular knowledge, and changes in such circumstance, if prevented from working themselves into the structure of dogma, would inevitably act to alienate that dogma from men and their new reality:

*If religion and education are to maintain their influence over youth, they should go with life and not against it. To me, the greatest error of the Church, as well as of the pedagogy of old, was that both endeavored to mould life in accordance with a preconceived notion, and to maintain this notion in spite of the revolts and derangements which it occasioned and was unable to check.*

How timely his advice remains for today, when the general crisis is forcing us to abandon the dead end of useless old ways and strike out in bold new directions! The Church has not been spared the dilemma; together with other institutions of the human community, it has arrived at its own crossroads between acting and guiding men for today and preserving the elaborated rituals and *a priori*s from its age of infallibility.

But Palma's iconoclasm must not be misunderstood as self-serving. In fact, all his children invariably recall the memorable calendar of year-round feasts and Holy Days through which their father steered them—a calendar of days when citizens could "unite in fellowship and worship, merge personalities and acquire a common consciousness, strengthening the idealism of the soul."

#### A democratic God

God would always remain the ineluctable core of life: "How worthless would our life be if we did not have faith... God is the expression of that faith, of that hope, and of that consolation which is the next life." The difference between this and other conventional statements of faith originated once again, from the democratic bent of Palma's character:

*The idea of God persists and will persist, but the form of worshipping Him and the knowledge of His precepts and of our duties towards Him will change with the enhanced information and better and closer knowledge of the workings of Nature and Man....*

Such a God could not dwell solely in the rituals Palma himself never deserted. Palma's God, after all, was a God who had bestowed human reason for man's upliftment, who had inspired progress from the feudal morass into the democratic light, who manifested Himself not just within the church, but also through his handiwork of Nature and society. Only obscurantists were importunate enough to try to drive a wedge between the Father and His children:

*God and man are not antagonistic terms. He who would see a conflict of principles between God and man, wherein man could not live surrounded by comforts and conveniences without displeasing God, insults the Almighty who, in His infinite wisdom, kindled in the heart of man the desire for his own personal advancement....*

And just as God and Nature together comprised but one Unity, so did human nature combine the base and the divine in one configuration—so too did man's quest for knowledge partake of the material and the spiritual in him:

*...God is not outside of Nature or man; He is with us and lives with us, and although His kingdom is not exactly of this world, it is necessary to understand first this world in order to see Him in His Kingdom.*

*It is man's duty to discover the laws of God by reading the book of Nature.... It is his duty to unfold equally the forces of matter and of spirit. Never should it be considered that because man is composed of two elements, there exists on principle a contradiction within himself.... Man cannot be brutally materialistic or inhumanly spiritualistic.*

Such an intimate relationship between Divine wisdom and human knowledge, continuously changing in its formal expression, could have no room for the prejudices of religious intolerance. These were as alien to true worship as to clear thinking. The fervor with which certain fundamentalist sects on and off campus today evangelize in the name of God would have called forth a sharp rebuke from Palma:

*Let us have mutual religious tolerance, since religion treats of something immaterial and incomprehensible.... What matters is that no religion preaches anything that degrades mankind.... The proliferation of religion will cause the death of religion itself unless proselytizing is left aside and adherents of each sect practise tolerance and mutual respect. Precisely because of the danger of such intolerance,*

Palma sought to separate the respective jurisdictions of religion and morality. "Not all religious principles are moral, nor are all moral principles religious," he maintained, unknowingly antedating the restlessness of today's "new theologians" and "radical Christians." Religion properly belonged to the church, morality to the classroom. And on account of the changes introduced by progress, the teaching of morality itself in the classroom had to answer to the inevitable criterion of continued relevance to man's actual problems and needs:

*We need new ideas and new conceptions which can better respond to the...new conscience which has been produced by the individual's progress and the economic wonders of our age. What is lacking is a new spiritual guidance which is in consonance with life and which knows how to solve our actual problems and not the problems of the past.*

*...Thus, religion is no longer sufficient basis for virtuous action, such that we really do live in an age of 'disbelief and impiety.' As solution, we must evolve a new moral code appropriate to new experiences and modern times, appealing to the scientific and rational man no longer satisfied with theological speculations.*

Life was always Palma's yardstick of value. It was also so rich and varied in texture that it would be futile to try and subdivide it into morally permissible and impermissible areas:

*No longer will it be the standard of virtue to isolate oneself from the world's temptations; or consider flesh abominable; or marriage without love still viable; or poverty a pure status; or morality just a matter of conduct not of internal motives.*

The turning of what was black into white, and white into black, and recognition of the many shades of gray in between, was to Palma the direction morality had to take to retain meaningfulness. But such forms and propositions were in the last analysis really meant to be transient; what was permanent and indispensable to the human condition lay at the very core:

*The fundamental principle of all morality and religion resolves itself into charity...Religion does not consist in external formulas or in pompous acts, as prescribed by cults. It consists of love of God and love of neighbor.*

It is rather ironic to consider that by such simple re-statement of what has lain in the Bible for two millenia, Palma should have come to be regarded as an atheist by his enemies, as a rebel in the Church by his friends. We still have much to learn, it seems, in this the only Christian country in Asia.

#### Equal rights to everyone

This democratic conceptiveness of Palma's also influenced his interpretations of other affairs of social life. Regarding the methods of pedagogy at home as well as in school, for example, he believed that the early experience by children of the responsibilities of freedom was the best way for them to learn and handle such responsibilities:

*Why ought we not educate our children with the greatest possible amount of freedom, in order to develop in them from their tender years the inner*

*moral restraints that they need for overcoming evil impulses without at the same time lessening the respect and obedience that they owe to their elders—who should, in turn, treat them with the love and consideration befitting rational beings, and not as chattels and beasts of burden?...It is precisely to stimulate the good instincts and suppress the evil that children should be encouraged to assert themselves.*

In Palma's own family, the center of gravity was the children, not the parents. His daughter Virginia recalls her father's belief that while parents should care for their children's physical, mental, and spiritual development, they had no right to dictate their fate, or choose professions or husbands for them, or require payment for taking care of them. How many Filipino parents have since abandoned the traditional feudal customs to the contrary, which to Palma amounted to nothing less than parental enslavement?

Likewise, how many Filipino men can claim more than lip service to the idea of equal rights and opportunities to women? As early as 1923, Palma had flatly dismissed sex as "a mere accident in life," like "the color or contours of a face". Accordingly, women deserve equal responsibilities in society — responsibility, he emphasized, not license to continue indulging in frippery:

*Like man, woman is born and lives in society, and she cannot and must not remain indifferent to the source of distress and suffering...Let woman be the glory and the happiness of the home, but do not forget that she must extend her beneficent action beyond the confines of the household...Just as she shares the duties of life with man within the house, so should she in public life share with man the responsibility for remedying and alleviating public distress and misfortune.*

Palma himself encouraged and took pride in his wife's participation in founding the Philippine Women's University. Speaking perhaps from such intimate experience, he scoffed at detractors of the new system of co-education:

*Far from being a constant charge to the family, the educated woman has often been its sustain and support in times of great need. The educated woman has not become a bluestocking, that fatuous imagined by certain elements, nor has she lost any of her feminine charms by being able to argue and discuss on every subject with the men. On the contrary, it seems to lend her an additional grace and charm, because she understands us better and can make herself better understood.*

#### Filipinism

The flexible form and inflexible essence which characterize Palma's convictions on a wide range of subjects, from religion to pedagogy to women's rights, also appear in his conception of the Filipino community. As distinguished from his political ideology and its origin in the hard imperative of national survival, his Filipinism was an affective yet intellectually coherent attachment to his country's past and institutions, infused by a faith in its capacity to endure. Yet political and social outlooks both share the common element of Palma's practical idealism and inspired pragmatism.

History had taught Palma the secret of his country's endurance: its flexibility to adapt, to assimilate new elements, in order to fit into every new scheme of things and preserve the community's integrity against successive colonial reorganizations. Originally we valued communal life, social and filial authority, *bayanihan*, and hospitality to guests. Then Spain had brought her Christian religion and the martial spirit of her race, followed by America's restlessness, materialism, individualism, democratic institutions and popular education.

All these had been absorbed and integrated into a new unity, "petrified through the crucible of our long years of trial so as to come to a working formula of right nationalism and right nationalization." The maintenance of such unity therefore required that we continue to look ahead and turn outwards:

*Our generation, determined as it is to seek membership in the sisterhood of nations, cannot commit a greater blunder than to repel the influx of new ideas, processes, and methods which have caused other nations of the world to rise to heights of power and supremacy... Instead of confining our knowledge to local conditions, we should open our windows and see the world without... Our experiences are quite too limited to be self-sufficient, so we should drink deep of the wisdom of the world...*

*If we are prudent, if we have common sense, if we do not wish to renounce our right to survive, we should familiarize ourselves with and adopt the constructive forces by which the more advanced nations have made themselves great... Above all, we need to alter our attitude of mind, shaped as it is in the mould of the present epoch, and to enrich it with the ideas of the present.*

But such a universalist outlook also had its conservative implications. Palma was too much of the Old World gentleman to turn his back on its traditions even as he fixed his gaze resolutely on the future. Progress and cosmopolitanism were of highest priority, true, but only as the means to preserving and enriching everything that made the Filipino's a proud, capable race:

*Rafael Palma had no grandiose scheme of life... If he had one obsessive dream, it was for the whole family of Filipinos—that they keep a tight grip on their virtues... as if he held a secret fear that his country will one day run out of virtues.*

\* \* \* \*

*Education of all the social forces at work in the world, is the least self-complacent. It never ceases to invent, to throw aside what it has invented with the view of building a new structure on the ruins of its own creation. Education partakes of the unconquerable restlessness, of the eternal dissatisfaction that inspires the production of a masterpiece.*

In his vocation and in his philosophy, Palma the educator strove all his life to bring to the educational process the satisfying completeness of a masterpiece indeed. In this task was summarized the nationalism of his politics and the democracy of his person and social philosophy — a task that occupied the most productive latter years of life. It was as president of the State University from 1923-1933, then as chairman of the National Educational Council from 1934 till his death, that he turned out the

greater part of what Cabildo described as "a literary output that has more thought and sense to the square inch than any other prophet or sage of this generation".

The significance of Palma's contribution derives from the historic development of educational thought on the basis of a dynamic struggle between tradition and progressivism. While the specific forms of this conflict have been mediated by differing circumstances in each age, the basic tension has oscillated between discipline and freedom, conformity and individualism, authority and independence, old and new methods, in response to the particular educational situation in a given country in a given period.

To Palma, the situation that confronted him was specifically defined by the colonial transition period from the regimented hierarchy of Spanish Catholic instruction to the democratic pedagogy of the American public-school system. As a product himself of the former, Palma reacted violently against its methods and forged an unqualifiedly progressivist educational philosophy that was to figure so profoundly in the country's premier community of learning, under his rectorship.

#### The new education

The basic difference between Old and New Education lay in their contrasting philosophies in life, as developed by different social systems. The Old Education perpetuated the virtues of obedience, conformism, and religious pietism, required by a theocratic hierarchized order, while the New Education sought to inculcate individual assertiveness and the libertarian spirit appropriate to *laissez-faire*. On one hand, the world was a mere preparing-ground for the after-life, to be subordinated at all times to heavenly truths. On the other, the world deserved to be met on its own terms, in the interest of improving the here and now. God was not denied; rather, He was "sought... at close range, in the depths and grandeur of His works, instead of considering Him as an unknowable and unknowing Being, living in a distant region divorced from the world and its institutions".

The first impact of change from old to new was felt in pedagogy:

*The doctrine of individual freedom has manifested itself in the elimination of the old practice, 'Quod Magister dixit'. The teacher is not supposed to dogmatize. He has no longer the right to impose his own theories or personal beliefs. He is expected to stimulate free discussion of the subject he teaches, leaving to his students the choice of the system of thought which best satisfies their reason.*

Such freedom was important not just for the sake of reason, but in the formation of moral character as well, a task which, as we have seen, Palma emphatically assigned to the school rather than to the Church:

*The best that education can do in our times is to train the individual for freedom in order that he may make good use of it and not misuse it. Training for freedom requires a constant and methodical exercise of the will, in order to control bad instincts and stimulate good ones.*

The importance of developing morals through such disciplined use of freedom was urgently felt by Palma. Highly critical of the type of moral "instruction" practised



by the old school, he saw its replacement as the challenge to the youth themselves, in the interest of bettering the world they would inherit:

*We are submerged under a torrent of hypocrisies and conventionalisms which does not permit us to distinguish between good and evil. This is the result of an education which is based on fear. . . .*

*Youth ought to aspire to achieve a morality which is more pure, less formalistic and less hypocritical. If in order to attain this it is necessary to revise all our ideas and conceptions which have been transmitted to us for centuries, the work is worth the effort. . . . We must produce a state of culture which gives the most complete freedom to the individual and at the same time creates ample inhibitions within himself to avoid what is bad.*

In evolving such a morality for their day, the youth needed to be instructed in an equally appropriate and relevant body of knowledge:

*Undoubtedly ancient formulas and precepts have had a great value. . . . But their value for the present and the future must be judged only insofar as they respond to the actual demands of society, to the conditions of the times, to the ideals and aspirations of the present generation.*

*We cannot expect to educate the youth of our day with the body of truth and knowledge possessed by our elders under social conditions which were not only different from but diametrically opposed to those that obtain at present. . . . Educating youth today demands a change in principle and methods in the same way that science and industry have sought new by-paths in their development.*

Such a forward-looking philosophy combined with Palma's forthright sympathy for the youth to make him that rare type of leader: one who can speak out for more than one generation. While this probably lost him the good graces of contemporary old fogies, it earned for him what they would never have—the far more valuable consolation, in his old age, of the affection of the young:

*The tragedy of most men is that they lose step with the times; they are left behind in an increasing loneliness as old friends die. Rafael Palma was never lonely; he was at home with the new as well as with the old. Standing fast on the principles of intellectual revolt, he moved with the world. His greatest value as an educator, as a Filipino, was this ability to act as a connecting link between two generations. (from a Philippines Free Press editorial eulogy)*

#### Vocational Education

After leaving the UP presidency in 1933, Palma was given the opportunity to crystallize into policy his educational ideals, with his appointment to the chairmanship of the National Educational Council. The recommendations he drew up centered on the differential functions and administrative features of education among the three main levels of instruction.

On the primary level, education would prepare the young citizen for democracy by stressing moral and civic values in the curriculum. Free and obligatory school attendance was required in order to eliminate the aggrava-

tion of illiteracy by a high drop-out rate due to family poverty.

On the secondary level, the State could now exercise its right to discriminate through entrance exams and tuition fees in favor of persons with the most useful educational inclinations. Emphasis now shifted to preparation for gainful occupation, since most Filipinos start working after high school. At this point, Palma now introduced the practical side to his conception of education's relevance by proposing that vocational education receive central attention as an investment in the future productivity of the nation.

Accordingly, he called for the nationwide establishment of vocational high schools as appropriately distributed, e.g. marine schools to coastal towns, agricultural schools on farming plains, commercial and industrial schools in the towns. This was economically desirable in several ways: to encourage work in one's own hometown, thereby restricting urban migration and rural stagnation; to increase employment and promote intertown trade through such regionalization of employment; and to upgrade labor efficiency by disseminating modern technique.

Vocational colleges would afterwards continue the secondary curriculum on a higher level. Normal schools and regular colleges of education would turn out a continuous supply of teachers and administrators. The humanities would be represented by national schools for painting, sculpture, and music. In general, colleges would seek to expand professional career opportunities as well as provide the general education background for such old mainstays as law, medicine, and philosophy.

Education as a social process partook of a nobler inspiration than mere preparation for making a livelihood. The diploma mills of today would do well to ponder Palma's admonitions on the broader, more profound obligations of education:

*I hope that our colleges understand fully their mission and will seek to train their students not merely to be professional and technical men, but something better—men of broad culture and open mentality, men of their age. . . .*

*Education would fall short of its mission if it did not impart more information than that necessary to the exercise of a calling or a profession, if it did not open the vision of the student to what lies beyond the horizons of his country, and if it did not stimulate him to think of what he himself can do toward enrichment of the stock of human knowledge and the promotion of human welfare on earth.*

#### The university: a community of scholars

The embodiment of education's mission was the university. "It is a fallacy to appraise university training in terms of aptitude for commercial and industrial production," Palma flatly stated. "The university does not merely try to qualify a man to earn a living, but to lead a life."

*The university is the instrumentality of the people in the pursuit of truth and beauty, and in the preservation, dissemination, and enhancement of culture. The university seeks to keep the nation in touch with the achievements of mankind in all ages and in all fields of knowledge, so that he may feel the*

*incentive to take the vanguard in the march of civilization.*

Thus conferred such an elect mission by the nation, the university could be nothing less than an elite community. Not social influence nor material wealth, but intellectual capability, qualified one to leave the ranks of the mediocre and enter this assembly of scholars:

*At the very top of the (educational) system, the university stands, as in the old days, as the repository and guardian of human knowledge and culture, to be entered into only by privileged individuals—privileged because of intellectual attainment... For this reason, it has been in keeping with university tradition to give entrance only to those persons who have shown a certain degree of achievement in any field of knowledge and deserve to be admitted in the fraternity of scholars.*

This was a fraternity whose social contribution transcended ordinary productive activity, into the realm of ideas and ideals:

*...Although all other elements—artisans, agriculturists, teachers, shippers, capitalists—help to preserve the country, there is none among them all that can contribute to the national stability and national honor, unless behind and above them all alike there is another class, the scholars class, that stands not only for ideas but for ideals—those higher standards of human wisdom and conduct which enable man to rise to the fullest comprehension of himself and of his place in the world around him.*

It was natural for someone of Palma's education and intellect to expect such lofty properties of intellectual prowess. From other men, such words might only be construed as overweening arrogance. But because Palma was at the same time an activist, a democrat, and a truly honest man, it is easier to take his statements at face value: that the directiveness of the national effort originates, not from the diffuse endeavors of the many, but from the insight and overview enjoyed by an intellectually qualified leadership.

Within the university, then, civilization continually repaired and renewed itself for transmittal to succeeding generations. Here, human knowledge was summarized: elaborated by empirical observation and human reason, then refined of its secondary forms and details into the bedrock of fundamental propositions:

*As the precursor of knowledge and the guardian of civilization, (the university) transmits from one generation to another the intellectual inheritance of mankind. Its interest is purely immaterial. Even in the professional and technical schools the university is looking towards a more lofty aim—not merely furnishing its students with the tools and equipment for competence in the professions, but always insisting on the fundamentals, on the principles of science and ethics, which are behind the mechanical application of knowledge to practical life.*

For our own age, Palma believed that only in the form of liberal education could contemporary universities continue to discharge these historic obligations of theirs. As the application to education of the rights of man, liberal education constituted a challenge to the vision and resources of a struggling young colony and its

state university, one which Palma for his own part met with all his energies:

*The primary aim of all education is to form the habit of thinking, of judging facts and circumstances in their proper light, of logically deducing inferences from them—and this cannot be attained save through... a liberal education. The university would do well to place stress on the diffusion of liberal studies... if its aim be that of sending forth scholarly men, truly great by reason of their broad outlook on life, their tested openness of mind, and the vast range of their accomplishments.*

It is clear from these words that Palma would never have stood for the grotesque mixture of blind specialization, "publish-or-perish," impersonality, ivory-tower intellectualism, and moral fence-sitting that today passes for "liberal education." Whether this creature represents a perversion of the original concept, or simply its natural mutation under impervious circumstances, is beside the point. Were he alive today, Palma would have been out front, hitting back at the multiversities, arranging student-faculty dialogues, calling for position papers on the day's issues, and hailing the university community out of their classrooms and into the turbulent mainstream of the people's everyday lives and problems.

#### Nationalism and relevance

A deliberate policy of Filipinization of instruction and administration in the State University was indeed another enduring hallmark of the Palma administration. He was brought to this position just at the time when the fragmented strands of post-Revolutionary consciousness were just beginning to resolve themselves into a quest for national identity. The historical timeliness of the arrival of this veteran Revolutionary propagandist thus conspired to produce a legacy matched since then perhaps only by his immediate successor, Dr. Bocobo, and then by Dr. Lopez.

Originally, the University was conceived to be an instrument of colonial policy, set up to train a new cadre of colonial civil servants who would facilitate the process of pacification and colonial reorganization. But any institution which honestly sets itself after truth can never remain for long as an instrument to be used against the people. By recognizing this and articulating the role U.P. was to play, Palma began the conversion of the State University into an instrument of the people to rediscover and reassert their national identity:

*The fundamental aim of the University is to complete and accelerate the development of a new spirit which would be the underlying force behind the stability of the democratic institutions required by the change of our social regime... In the educational field, (the U.P.) is a manifestation of the efforts of our people to become a nation.*

As such a manifestation, U.P. also came to mean "university of the people and for the people"—a singular honor which be retained only by a conscious, ceaseless self-examination of policy and method:

*...Through our varied and extensive educational program, there should ring true this clearest question:*

*'Is this study, this method, this point of view, of positive benefit to the Filipino people?' This... also signifies that we should discuss our social and political problems, or subject to observation and analysis those subjects that are peculiar to our environment. ... We ought to study preferentially our own things, not only for the sake of keeping intact our love of what is our own and of strengthening a feeling of patriotic pride, but also for the sake of encouraging original thinking and of asserting our individuality in the realm of the mind.*

For this reason, Palma objected to being shackled to texts or material alien or hostile to the Filipino experience. As for foreign experts and scientists, or today's exchange professors and visiting consultants,

*...it should be neither our policy nor our creed in this University to encourage the continuation of our intellectual thralldom under a foreign intelligentsia, or of a constant appeal for guidance and aid from foreign scientists and experts...*

In practice, Palma was quick to fill in vacancies left by departing American instructors with Filipino replacements. He himself had accepted the presidency largely because then-Speaker Roxas had pointed out that his refusal would mean the appointment of an American in his stead. If we still have a few little brown Americans remaining, this is through no fault of Palma's; these people have not learned the history of their university well enough.

In short, while Palma upheld the university of human knowledge as the proper sphere of the University, nevertheless he discerned from this universality specific implications for the national community which the University was duty-bound to honor. For example, the assimilation of new knowledge needed to be undertaken selectively in response to the country's particular needs:

*We must absorb and assimilate something new that could yield advantages to ourselves. That is the law, the work of all education and progress... That is why I feel that the U.P. has a special mission to perform: to stimulate among its students a more scientific mind, rational and analytic, so that through them, the country might gird for struggle and the contingencies of the future.*

The provision of such leadership was simply part of its practical services to the conservation of the country's heritage:

*The university supplies the nation with guidance, leadership, expert knowledge, trained skill, and personal service. It is the institution that links the past and the future of a nation's history, for while it is dedicated to the furtherance and increase of human knowledge, it conserves the traditions of a nation and keeps them alive and vigorous.*

At the same time, intellectual isolation and non-involvement were not to be sanctioned under the guise of "pure scholarship." The whole university system had a greater responsibility to intellectual life beyond the four walls of their campuses:

*It is not enough for us to teach to cultivate scholarship. It is necessary to encourage and advance the intellectual life of the country... Banded together by common ideals and zealous of maintaining the high-*

*est possible standards, the faculties of the various universities would have their opinion felt in safeguarding the interests of higher education...*

For all these reasons—for its libertarian commitment as well as its direct usefulness to the nation's practical life—the university exerted an influence that was more profound even than the political process:

*The university is akin to the needs and aspiration of the nation, for it enhances the love for liberty—its adherence to liberty of speech, liberty of conscience, and liberty of methods to teach. It is a deeper foundation of national affairs than politics. Since it is the source of enlightenment of the individual, which is the unit of the nation, the university is the soul of the nation itself.*

In retrospect, we may safely speculate that the presidency of the University of the Philippines was perhaps the most fulfilling of Rafael Palma's varied careers. He was proud of its success, attributing this to its "broad, individualistic, and practical (education), free from dogmatic methods and scholastic disputations." He was proud of its faculty and personnel, from whom he demanded high standards of academic quality and public service. He was proud of its restless, dynamic spirit, declaring once that

*...a university which slumbers on the same unchanging curricula and the same time-honored methods of teaching, is, by reason of its stagnant immobility, as dangerous and as harmful as is a University which constantly alters its rules and policies, which seems to drift by chance... We should once and for all admit that the role of education is to introduce innovations, blaze new trails, proclaim new doctrines, and try new experiences.*

At the very beginning of his term, on his inaugural, he pledged himself and his audience to welfare and the mission of this young institution:

*Let us have faith in this University. Let us put forth every effort to extend its usefulness to all points in the Philippines, even to the farthestmost. Let us use every lawful means to make the University the worthy custodian of the best patrimony we have inherited from our forebears so that it will continue as the trustee of the best that we of the present and they of the future will be able to learn and assimilate from other peoples for the benefit of the greatest number of our countrymen...*

Throughout his presidency, Palma kept faith with his beloved "Republic of Science and Letters." Under him, the physical plant was expanded, the student body granted a council and an official organ, the faculty elevated in salary, tenure, and other benefits, the Filipinization process accelerated, finances stabilized. More intangibly and profoundly, the character of the University was irrevocably shaped into its liberal and progressive mold today—a standing commitment that has outlived a dozen changes of administration and presidents, perhaps shaken at times, but never permanently displaced.

Ironically, this esteem with which he regarded the University led directly to his final separation from it. In the process, however, he left as the last part of his legacy a classic defense of the academic freedom with-

out which the State University, or any other institution so conceived, could not remain its old self for long.

#### The University and the State

Palma's defense began with the interdependent element of the ambivalent relationship between academe and State. Though the objectives and methods of both admittedly diverged, the State nevertheless had the biggest stake in protecting the freedom of the academe, even from its own authority:

*The University's chief work is the search after truth and the advancement of human knowledge, and these objectives cannot be accomplished except in an atmosphere free from political subjection and dictation. . . . The State, being the dispenser and arbitrator for all the other instrumentalities essential to the life of society, should be the first one to see to it that politics does not interfere with the University. . . . To pretend that the University is subordinated to the State for the simple reason that the former receives its maintenance from the latter is to denaturalize the nature and essence of the University. . . . In the last analysis, the University, as the training ground for citizenship, becomes the basis of democracy.*

As the organized expression and the training-ground of democracy, respectively, the University and the State owed reciprocal respect and cooperation to each other. However, during crises or controversies that divided public opinion, it remained the prerogative of the academe to maintain an independent voice, no matter how hostile to the official line, in the interests of preserving truth and moderation:

*When can the University render greater service than now, when the people are in need of guidance and counsel. . . . (The University) would not be faithful to its mission if at this time of great exigencies for the fatherland, it would not speak out its unbiased opinion regardless of whether such opinion would contradict those entertained by the men in power or it would court their displeasure.*

By the same token, when controversy itself had been silenced by the heavy hand of censorship, the University's duty was to uphold, over and above whatever valid considerations might prompt such suppression, a more basic commitment to the fearless articulation of truth:

*When in the midst of popular silence imposed often by the mandate of political leaders, the word of the professor who is not tied down by political and social conventionalities rings out to protest, the nation would listen and become alert. In this manner has the University served many a time as the protector of human liberty, temporarily threatened, and as the beacon light that guides the populace in its most sober decisions over the momentous questions of the day.*

Thus, the defense of this freedom to speak the truth at any cost, whether in public debate or despite official censorship, was a noble duty worth any sacrifice, even the resignation of a university presidency:

*Our duty is to serve the people by telling them what is the truth. In the performance of this duty, we should not yield to any adverse conditions or shirk from sacrifice. . . . Our academic immunity is so precious that no sacrifice is too big to preserve it pure and inviolate. If each professor cannot feel safe to proclaim what he considers the truth, because of fear of persecution or displeasure of the men in power, then truth would not come out from his lips or will be totally disfigured. And when that time comes, the University would be nothing more than a mere political agency of the men in power, instead of becoming the citadel of learning, unafraid and forward-looking in its sacred duty to reveal the naked truth as its highest service to the State.*

Such freedom, however, was not self-serving. Freedom for the academe necessarily signified a corresponding measure of freedom to the masses in general, whose aspirations the University articulated, to whose problems it responded, in whose name alone it existed. In this sense, the University stood as the last stand, the last barricade in men's continuing struggle to preserve individual liberty from the onslaughts of its faceless enemies:

*Let us make of our University a real home to free and unbiased men, and firm and courageous citizens as well who would dare express their convictions for the sake of truth and reason. . . . When democracy itself is jeopardized through fear of the influence of the men in power, let the University be, as it has been in other free and liberty-loving countries, the ultimate refuge in which the threatened liberties of the people will find a sure and safe anchorage.*

Exactly three decades later, a successor of Rafael Palma attempted a contemporary evaluation of the impact made by his article on academic freedom. Speaking at a symposium on the old man, Salvador P. Lopez has given a new measure of Palma and his principles that perhaps best summarizes the various reasons why the University declared a celebration of his centennial:

*The University has survived and grown even in adversity because it has maintained its commitment to the highest interest of the people. This commitment requires that it accept no standards save its own, for to do so would be to compromise its role in the development of a consciousness essential to the meaningful transformation of Filipino society. . . . The University cannot agree to be merely a passive receiver of State directives. . . . because while the fundamental duty of the State is its own preservation, that of the University is to serve the people. . . . And these two purposes do not always coincide.*

*The principles to which Rafael Palma eloquently gave expression in 1934 and which have since become the foundations of the University's continued existence. . . will remain valid for as long as we have not achieved a just society, for these are our guarantee that the University shall not be used as an instrument against the people.*

## CITATION FOR NICOLAE CEAUSESCU

UNIVERSITY OF THE PHILIPPINES  
TO  
NICOLAE CEAUSESCU

For your lifelong commitment to national and social liberation from the forces of fascist and lawless regimes, a commitment which earned for you the honor of having been incarcerated for your political beliefs, thus joining that distinguished company of true leaders of men who, even while political prisoners affirmed the integrity of the mind through the resoluteness of their will and the strength of their ideas;

For your commitment to the building of a just and prosperous Romanian society and your defense of that society against forces that would seek to undermine its integrity;

For your resolute defense of the rights of small and medium-sized nations, thereby affirming the supremacy of these nations' right to self-determination;

For your affirmation of the positive role that small and medium-sized nations can play in the quest for world peace, thus helping create the conditions for the exercise by these nations of the right to determine the fate of a world they are as much a part of as the super-powers;

For your pursuing, as President of the Socialist Republic of Romania, a foreign policy of friendship with all nations, regardless of differences in social systems, thus contributing to the growth of peace and mutual understanding among the peoples of the world;

THE BOARD OF REGENTS OF THE UNIVERSITY OF THE PHILIPPINES, by unanimous vote of its members and upon recommendation of the University President and the Committee on Honorary Degrees, today confers upon you the degree of

DOCTOR OF LAWS  
(*honoris causa*)

In testimony whereof, this diploma and these vestments of distinction of the highest rank of honor in the University of the Philippines, are hereby presented to you on the eleventh day of April, in the year of Our Lord, One Thousand Nine Hundred and Seventy-Five, and of the University of the Philippines, the Sixty-Seventh.

(Sgd.) ONOFRE D. CORPUZ  
*President of the University*

(Sgd.) OSCAR M. ALFONSO  
*Secretary of the University*

## CITATION FOR MIGUEL CUADERNO, SR.

UNIVERSITY OF THE PHILIPPINES  
to  
MIGUEL CUADERNO, SR.

For his role in the framing of two constitutions of the Republic and for his having fought in 1934 for the inclusion in the Constitution of provisions aimed at democratizing the wealth of the nation;

For his participation in various economic missions which formulated the designs for the rehabilitation of the country after the Second World War and the stabilization of its currency, and for his contributions to the charter of the Special United Nations Fund for the Economic Development of the Underdeveloped Countries, for which he gained recognition as an international monetary expert;

For his involvement in the organization and management of several economic institutions and enterprises in the country which boosted the material development and growth of the nation from the Commonwealth to the post-World War II era;

For a body of significant writing on political and economic issues which serves as a guide to the political history of the Philippines as well as for the solution of its monetary and economic problems;

THE BOARD OF REGENTS OF THE UNIVERSITY OF THE PHILIPPINES, by unanimous vote of its members and upon recommendation of the University President, today confers upon him the degree of

DOCTOR OF LAWS  
(*honoris causa*)

In testimony whereof, this diploma and these vestments of distinction of the highest rank of honor in the University of the Philippines, are hereby presented to him on the thirteenth day of April, in the year of Our Lord One Thousand Nine Hundred and Seventy-Five and of the University of the Philippines, the Sixty-Seventh.

(Sgd.) ONOFRE D. CORPUZ  
*President of the University*

(Sgd.) OSCAR M. ALFONSO  
*Secretary of the University*

## CLASS 1975

By MA. CAROLINA C. PAGADUAN

*(Speech Delivered in Behalf of Class 1975 During the 64th General Commencement Exercises at the University Amphitheater, 13 April 1975)*

Today our academic community is assembled in the yearly ritual of commencement. After four or more years of intensive study, discussion and interaction within the university setting, the community decides that the graduates of class 1975 are prepared to take their places in Philippine society.

Because of the very nature of this decision, commencement connotes the university sitting in judgment upon itself. Commencement is—or it should be—the community's act of self-reflection.

This act of self-reflection is an assessment of a historical process within the university, acting upon and in its turn acted upon by the students. Therefore, each graduate, his skills, his sentiments, his visions, are a personification of this process.

We are the inheritors of a proud historical tradition of militancy, nationalism and service to the people. Ours was a history of constant struggle—for what we believed to be right, to be just and to be true. We fought long and we fought hard—not just in the classrooms disputing the validity of what we were being taught but there was, once upon a time, long ago, when we took to the streets to demonstrate the strength of our convictions. Once upon a time, long ago, we were counted among the ranks of the most militant youth, one of the most active groups of students in the nation, and regarded as the voice of change.

Now our struggle must assume new forms based upon changed conditions. We campaigned for improved laboratory facilities and against terror teachers, protested frequent increases in food prices, tuition and dorm fees, demanded a voice in the formulation and evaluation of our curricula. However, our gains were limited, our efforts diffused, and our bargaining position weakened. For we no longer have a student council to articulate our demands, protect our interests, and mobilize widespread support for these causes; nor do we have representation in the Board of Regents, the highest policy-making body in the university.

Today the demand is for autonomy, democracy and representation. Briefly, this is our right to govern ourselves without interference from the administration and our right to be represented in all the policy-making bodies in the university. These are our demands as students in a state university—as scholars of the people. Traditionally, the Council has consistently fought for the interests not only of the students and the rest of the academic community, but also of those outside like

the Kanto-Katipunon drivers, the people in the communities of Paltok and Krus-na-Ligas, and the victims of the great floods of 1972. While in the university, the Student Council is the most effective way of best serving the studentry, the university and our people.

Now we stand on the threshold of the larger society—a totally different environment holding values ultimately conflicting with those that we value here. Intellectual ferment characterizes the university—with new ideas, new methods constantly rising to challenge old, existing ones; intellectual courage is a daily occurrence with no person or theory too sacred to be questioned. And in this arena, the cost of engaging in battle is relatively slight—a bruised ego, lost prestige, a low grade perhaps. But the world outside is more complex—less open to innovation, more resistant to change, wherein principles and ideals are valued only in so far as these do not conflict with profit or gain. For the risks outside are higher as the rewards are greater—fame and prestige with all the material trappings of success as against the loss of a job and possible starvation.

In such an environment, the struggle to maintain the ideals of integrity and service to the people becomes harder and more real. And commitment to these ideals must be renewed with each decision.

So the history of constant struggle continues. As students we manifested it in our continuing demands for autonomy, democracy and representation, the restoration of the Student Council and the appointment of a student regent. Now as graduates of this university, it will be manifested in our constant struggle to uphold and assert the ideals of integrity and service to the people—in all our undertakings.

As we finally leave this university, we say to all those who will stay—**CONTINUE THE STRUGGLE AND SEE IT THROUGH TO VICTORY!** We pledge to do the same outside.

**ERRATUM**

In the preceding issue of the *U.P. Gazette*, February 28, 1975, Volume VI, Number 2, on page 30, Department of Counseling Education should read as *Department of Counselor Education*.

## LIST OF STUDENTS WHO COMPLETED ALL REQUIREMENTS FOR THEIR RESPECTIVE TITLES AND DEGREES AS OF THE END OF THE SECOND SEMESTER, 1974-1975

The Board approved the graduation of the following students certified by the Registrar as having completed all the requirements for their respective titles and degrees as of the end of the Second Semester, 1974-1975, or as otherwise indicated below.

### Bachelor of Arts

Arlene M. Abad, Jose Marte Jr. Abueg, Annabella Adriano, Alex L. Africa, Roberto R. Agoncillo, Astrid G. Aguilar, Aleta M. Aguilar, Melinda A. Agustin, Cynthia A. Agustines, Helen C. Alagbay, Marianne G. Alano, Feridad C. Alcantara, Ma. Filomena A. Alforque, Reynaldo A. Alhambra (as of summer 1974), Beatriz C. Alo, *cum laude*, Elizabeth D. Alviar, Dolores Silvia G. Alzona, Elena D. Amanra, Edna C. Amora, Jose A.P. Ampeso, Benjamin L. Angel, Jerry C. Angping, *cum laude*, Gaudencio W. Antonino, Jr., Enrica G. Aquino, Jaime J. Aquino, Ricardo S. Aquino II, Irma J. Andaya, Manuel T. Arrastia, Quintin R. Aseron, Jr., Loretta J. Atienza.

Jo Sergio L. Bacho, Linda C. Bacungan, Zeny M. Baduel, Wilson G. Bailon, Francisco P. Baldos, Faith V. Barros, Teresita B. Batul, Rosalina C. Bautista, Ana Leah H. Baylon, Perla A. Belaño, Benjamin N. Beltran, Ma. Eugenia C. Bennagen, Enequina B. Binlayo, Manuel P. Blando, Carla A. Eolano, Bienvenido B. Bolisay, Maria J. Bundoc.

Ma. Fe C. Caces, *cum laude*, Romeo C. Candazo, *cum laude*, Eugenia V. Canlapan, Susan P. Carlos, Presentacion L. Catmunan, Corazon M. Ceballos, Baby Anita Ching, Victor C. Clavel, Aurora G. Colobong, Haydee G. Cortes, *magna cum laude*, Cesar L. Cruz, Demetrio V. Cruz, Ma. Cynthia V. Cruz, Marvin V. Cruz, Patricia R. Cuevas.

Ma. Regina B. Dacanay, Edwin P. Daiwey, Ma. Teresa J. Danguilan, Ruben David F. Defeo, Melba E. de Guzman, Rebecca P. de Guzman, Alberto M. de Jesus, Ramon A. dela Llana, *cum laude*, Anna Leah Sarabia de Leon, *cum laude*, Renato A. de Leon, Roque B. delas Alas, Elizabeth V. del Barrio, Hercules A. del Mundo, Myrna A. del Rosario, Rogelio D. del Rosario, Winefredo R. Drapete, Lilia Rose A. Elevazo, Allison M. Escritor, Marcelina V.C. Espinoza, *cum laude*, Ma. Chuchi C. Estanislao.

Milagros S. Felipe, Adela A. Felix, Marcia S. Feria, Alyce C. Fernandez, Elena P. Fernandez, Ma. Victoria S. Flores, Jerome M. Floresca, Lawag B. Fonacier, Jr., Romeo D. Fong, Clifford H. Fortuno, Leticia Gabriel, Priscilla C. Gacusan, Rosalia Vilma A. Gaerlan, Heide G. Galos, Nelson S. Galvez, Jr., Evelyn O. Garcia, Felicitas B. Garcia, *magna cum laude*, Rafael V. Garcia, Ranulfo L. Garcia, Rosario S. Garcia, Rowena L. Garcia, Melba Luz R. Garrido, Jose A. Gil III, Cristina V. Giner, Kun Chiu H. Go, Marquez O Go, Ma. Victoria A. Gochoco, Flo A. Goforth, Esther B. Gomez, Victor K. Gonzalez.

Ma. Teresa V. Hembrador, *cum laude*, Teodoro M. Henares, Jr., Cynthia G. Hernandez, Ruffy D. Hipolito, Jane Frances B. Hofileña, Janet E. Honnold, Mila B.

Idanan, Demetrio L. Ignacio, Jr., Rebecca D.G. Ileta, Estelita A. Jayme, Rosario B. Jurado, *cum laude*, Brenda M. Katon, Lana N. Lapuebla, Isagani H. Lapuz, Felixberto S. Lazaro (as of the end of first semester 1974-1975), Ma. Amada R. Lengson, *cum laude*, Robert J. Lesaca, Ramon M. Leuterio, Victor B. Leviste, Ma. Cristina M. Liamzon, Ma. Lidia C. Limuaco, Anna Marie R. Llamado, Doralee J. Lockley, Claro R. Ludan, Manuel Eduardo B. Lunas, Marilene D. Luspo, Lorna E. Luz.

Ernesto E. Maipid, Jr., Abdullah G. Mamacotao, Ruby C. Mangulanan, Luvina Elena V. Mantaring, Enrique Manuel, Vivian O. Mariano, *cum laude*, Esperanza R. Meñez, Ma. Lourdes G. Miraflor, Cynthia B. Morada, Grace A. Morales, Erlinda Moreno, Ma. Lourdes T. Muñarriz, Josefina V. Nate, *cum laude*, Phoebe R. Okol, Gary B. Olivar, Milagros G. Ong, Nellie C. Ong, Wellington Y. Ong, Manuel D. Orden, Elizabeth Rose C. Ortega, Ramon L. Ortega, Norberto B. Pabalan, Guadalfor T. Palma, Rebecca Mina N. Palomo, Fernando V. Pamintuan, Jose L. Paredes, Victoria A. Paredes, *cum laude*, Maximo V. Patag, Jacinto D. Peña.

Jo Consuelo Q. Quimpo, Benjamin R. Quinones, Jr., Gil L. Quito, Juline O. Rasalan, Ma. Elena R. Regpala, Roberto G. Reyes, Belinda S. Rieza, Marilyn P. Rosales, Ninotchka V. Rosca, Emma R. Ruiz, Virgilio C. Sagun, Thelma M. Salazar, Helen A. Saldaña, Esmeralda Paz C. Saldi, Francisco F. Samson, Ma. Socorro A. Samson, Edgardo S.D. Santos, Ma. Luz J. Santos, Soliman M. Santos, *cum laude*, Minerva V. Sanvictores, Evangelina C. Selerio, Ramon Ike V. Seneres, Concepcion Lim Seno, Josefina M. Sidiangco, Annabelle B. Senense, Teresita C. Sison, Merwina L. Samia, Lizabeth A. So, Ma. Lourdes L. Soncuya, Lynna Maria Y. SyCip, *cum laude*, Venancio R. Tabije, Jr., Gil M. Tabios, Ann Loreto C. Tamayo, Jennifer M. Tan, Salvador A. Tapawan, Tercsa A. Teguinosa, Rebecca M. Tetangco, Teodosia G. Teves.

Alma G. Tirona, Cecilia H. Tolentino, Mercy S. Tolentino, Gloria C. Torres, Maria Theresa V. Tungpalan, Winston R. Ungson, Arsenio S. Ustaris II, Trinidad C. Valencia, Carmencita R. Valenzuela, Edna C. Valledon, Renato S. Velasco, *cum laude*, Andrew J. Vergara, Virgilio Victoriano, Elizabeth G. Vidanes, Lourdes S. Villacorta, Antero Florante L. Villaflor, Jr., Ma. Victoria A. Villaluz, Gay S. Villaruz, Violeta L. Villaroman, *cum laude*, Francis A. Vinuya, Mary Patricia B. Viterbo, Socorro C. Yap, Facundo R. Yencza, Robert C. Yu, Minerva M. Zamora, Gerry N. Zaragoza.

### Bachelor of Fine Arts

Amelia P. Bato, Rosennia Agnes B. Camantigue, Emma F. de Castro, Darnay D. Demetillo, Yolanda M. Empemano, Cesar Frias, Marietta C. Guerrero, Bernadette M. Gutierrez, Carmelita Manahan, Demetrio Miraflor, Marilyn Ongkiko, Gracia Ozaeta, Agnes P. Punzalang, Jesusita A. Quizon, Helena S. Sumagaysay, Reynaldo Tiongson, Margaret Mary Ubaldo.

**Bachelor of Interior Design**

Ruperto S. Acuña, Mila Grace V. Borra, Corazon R. Cornejo, Alma A. Flor, May H. Lataquin, Loida R. Manacsa, Digma Portia C. Ocava, Christianne S. Perez, Clarita C. Vergara, Flor Angela Y. Yutuc.

**Bachelor of Landscape Architecture**

Zenaida dela Cruz, Jose Velasquez, Edward J. Wong.

**Bachelor of Laws**

Alex C. Abad, Jose P.O. Aliling IV, Vicente B. Amador, Quentin R. Aseron, Jr., Feliciano A. Aspi, Juanuario G. Azarcon, Augusto A. Baculio, Arturo V. Baloalca, Edgardo G. Balois, Leopoldo E. Baraquito, Fernando T. Barican, Rolando C. Bayan, Byron V. Belarmino, Cleotilde M. Bigornia, Jude T. Bontal, Moises B. Boquia

Froilan D. Cabaltera, Rosemari D. Carandang, *cum laude*, Rolando F. Carlota, Antonio T. Carpio, *cum laude*, Josefa K. Cauton, Nonette S. Corcino, Serafin C. Cruz, Epifanio E. Cua, Henry B. Damasing, Douglas P. Defensor, Federico R. dela Cruz, Amado B. Deloria, Epifanio D. Galivia, Jr., Clifton U. Ganay, Reynaldo D. Gatmaitan.

Napoleon B. Gatmaytan, Orlando P. Geslani, Ponciano Gonzales, Jr., Richard J. Gordon, Dulce Marie M. Guerrero, Adolpho M. Guerzon, Prudencio B. Jalandoni, Benjamin L. Kalaw, Oscar L. Karaan, Jose Luis C. Leagogo, Lucas C. Lucero, Concepcion T. Luis, Victoria S. Llanes, Gregorio R. Luna.

Oscar E. Malinis, Segundo E. Mangahig, Honesto A. Mojica, Jr., Elizer A. Odulio, Alberto L. Pangkong, Jose A. Parong, Edgardo G. Peña, Cynthia M. Peñalosa, Perla B. Querubin, Gil R. Racho, Roberto M. Ramirez, Violeta D. Rivera, Randolph P. Dizon, Manuel A. Roxas.

Vicente L. Salvador, Jr., Carlos L. Sandico III, Aurora A. Santiago, Ma. Consuelo Santiago, Ma. Corazon B. Sarabosing, Emily A. Sibulo, Florencio P. Soneja, Conrado D. Soriano, Alex M. Tiongco, Jose B. Tomimbang, Arthur L. Villaroza, Roseller C. Ybañez.

**Bachelor of Library Science**

Lutgarda Amor D. Barnachea, Zita Amor P. Cabalu, Ma. Natividad R. Ocampo, Lorna R.P. Ricolcol.

**Bachelor of Music**

Patricia Lim, Rhodora Yangco.

**Bachelor of Science**

Anacleto F. Advincula, Emilia H. Afiado, Isabelo P. Africa, *cum laude*, Jennifer E. Africa, Mercedita C. Agcaoil, Cynthia C. Alcantara, Eugenio G. Alcazaren, Paula A. Almeda, Myrna M. Angeles, Gladys P. Anolin, Gloria L. Antiola, Ma. Teresa G. Antonio, *cum laude*, Penelope P. Aquino, Antonio V. Araneta, Marilyn O. Arguillas, Antonia S. Austria, Edwin V. Avila, Rudyard A. Avila III.

Jimmy S. Baban, Josephine S. Baisa, Raymond R. Ballecer, Josefina C. Baltazar, Abundio J. Baluyut, Maria Nolita M. Banda, Carolina C. Baun, *cum laude*, Ruby M. Bayan, Carolyn T. Baybayan, Ricardo P. Bayola, Purissima S. Berayon, Susana A. Blas, Christian H. Becobo, Enrique B. Borja, Victoria L. Buenaseda, *cum laude*, Susana F. Bustamante, Virginia G. Bustamante.

David M. Cabatan, Jr., Arsenia B. Cabatbat, Thelma O.

Cabatic, Ma. Virginia G. Cabuenos, Heidi Herminia W. Cabuslay, Steven L. Cachero, Victoria G. Cachero, Eleanor B. Calucag, Suzette G. Casino, Roberto M. Castillo, Joy Rosary M. Castro, Jose F. Cervantes, Ernest Y. Cesar, Carlito T. Ching, Ma. Theresa C. Chong, Jessie D. Chua, Rufino R. Chungalao, Alberto S. Cobingco, Ma. Luisa V. Coligado, Susan H. Concepcion, Ester G. Cortes, Antonio C. Castelas, *cum laude*, Molly P. Crescini, Evangelina M. Crisostomo, Eriberto G. Cruz, *cum laude*, Fe C. Cruz, *cum laude*.

Susana U. David, Linnea P. Defensor, Asuncion Rosa T. Delgado, Stella G. de Dios, Ma. Elena J. de Guzman-Urbino, Josefina B. de Jesus, Diña R. Deleon, Flaviana P. De Leon, Lynn Z. De Leon, Elizabeth Jane de Magno, Amor S. Delmundo, Sylvia A. Dela Llana, Daniel A. dela Paz, Jr., Lawrence B. delos Trinos, Feliciano S. del Rosario, *magna cum laude*, Maria R.H. Diaz, Ricardo P. Diaz, Milagros G. Dimayuga, Achmad M. Disangcopan, Fe Estilita R. Diolazo, Steve B. Dofitas, Agustina V. Dominguez, Ma. Otelia Z. Duano, Ma. Antoinette C. Dugadugua, Ellen S. Dumayas.

Vivienne Gay B. Edrozo, Leopoldo M. Elaurita, Myrna S. Elgar, Nonito P. Elgar, June Faith R. Escara, Aristeo G. Eslava, Erwin L. Espinosa, Ramon E. Fermin, Genevieve S. Fortuno, Robert D. Fu.

Elizabeth P. Gabriel, Marites P. Gaffud, Artemio M. Gancayco, Julian S. Garcia, Jr., Marilou C. Garcia, Venancio P. Garduce, Jr., Antoniette M. V. Geronilla, Rosal, M. Gomez, Marilyn P. Guerrero, *cum laude*, Alex R. Guevarra, Paul A. Hartendorp, Josefino G. Hernandez, Raymundo T. Hernando, Marie Assunta M. Hiquina.

Josefina S. Jacinto, *cum laude*, Jose Luis E. Jaucian, Florentino N. Joya, Adonis R. Jurado, Maria Elena D. Justiniani, Cesar K. Katigbak, Melinda G. Labugen, Normita G. Landas, Eden Y. Lao, Ramon A. Lao Enrique N. Latonio, Ma. Donna B. Ledesma, Liberato Antonio C. Leagogo, Jr., Marie Gwendolyn S. Leuterio, Angela A. Leyco, Cielo C. Lim, David C. Lim, Elizabeth G. Lim, *cum laude*, Josephine J. Lim, An de Liu, Ma. Concepcion C. Llado, Grace C. Llorante, Ma. Davide G. Lopoze, *cum laude*, Alice T. Lorenzana, Florentino N. Loya, Socorro P. Lupisan.

Resurreccion L. Macapinlac, Evangeline I. Mainit-Tung, Margaret M. Malixi, Noemi Cecilia V. Mapanao, Ruby G. Manalastas, Alberto M. Manalo, Renato Y. Mandanas, Carmelene V. Mangahis, Pedro S. Manzala, Thelma Mapa, Cristina C. Marquez, Ma. Angelita I. Marquez, *magna cum laude*, Alfredo B. Martinez, Ma. Teresa F. Martinez, Mars S. Martinez, *cum laude*, Lutgarda Q. Medina, Allan B. Melicor, Elena F. Mencias, Jose Maria D. Mendicta, Shelly Ann T. Mier, Ramon M. Miranda, Rafael B. Misa.

Victoria V. Narciso, Fernando C. Natividad, Myrna L. Ngo, Nida T. Nicasio, Arceli T. Obnaria, Natividad S. Ocampo, Joel G. Ombao, Antonio G. Padre, Emmanuel A. Pajel, Leon N. Palacpac, Virgilio R. Pandy, Nenita U. Panopio, Cynthia A. Paredes, Rosabello M. Pasion, Ma. Luisa A. Paynor, Leocadia S. Pe, Asencion P. Pedros, Josephine A. Pobre, Roseana V. Porter, Lauriosto C. Punzalan.

William S. Racadio, Danilo T. Ramilo, Sylvia C. Ramirez, Amelia R. Ramos, Susie B. Ranches, Erlimia T. Ras-



co, Emy Paz B. Raval, Romeo S. Recide, *cum laude*, Lucia S. L. Resurreccion, Afro L. Reyces, Ma. Luisa L. Reyes, *cum laude*, Emelie Rita N. Rigonan, Elnora C. Rint, Leonora Flor M. Eivera, *cum laude*, Regina S. Rodriguez, *magna cum laude*, Estefan G. Roy, Ma. Teresa T. Saldaña, Nina Y. Salgado, Christopher C. Salvador, Elvira N. Sanchez, Jaime M. Santiago, *magna cum laude*, Emelina R. Santos, Judy Carol C. Sevilla, *magna cum laude*, Maria Bella R. Siasco, Sandra L. Silva, Aleli M. Siongco, Salud S. Sison, Dante V. Smith, Juanita B. Soriano, Josephine E. Suncuaco.

Vitorio S. Taleon, Flora A. Talvo, Armando F. Tamise, Zuriel K. Tan, Tomas L. Tangsoe, Jr., Mariano V. Tolentino, Jr., Prudencio G. Tible, III Maria Virginia V. Tiongeon, Alezander O. Tuason, *cum laude*, Rene S. Tuason, Dennis M. Tudtud, Aida F. Tulio, Nonna Claudia S. Ungson, Daisy F. Urbano, Edna C. Valledor, Andrew J. Vergara, Ariel M. Vergel De Dios, Armando F. Victoria, Marie Therese C. Villanueva, Godofredo S. Vestal, Marie Rose S. Yabut, Michael G. Yang, Fe Esperanza O. Yanga, Laurel G. Yap, Rosemarie V. Yap, Christine S. Yu, Natividad C. Yu.

#### Bachelor of Science in Agricultural Business

Oscar Gil P. Ascalon, Jimmy B. Williams, *cum laude*.

#### Bachelor of Science in Agricultural Education

Lourdes A. Jovillano.

#### Bachelor of Science in Agricultural Engineering

Emmanuel G. Casanova, Cecilio P. Costales, Paulo N. Mercado, Demetrio M. Peñaranda, Suphol Pinthongkom, Luciano A. Rodriguez, Waldemar G. Soguilon, Abel R. Sumayao, Guido D. Torres, Felimar M. Torrizo.

#### Bachelor of Science in Agricultural Extension

Felipa B. Allago, Macario A. Ariola, Susana P. Calugay, Carmelita T. Horigue, Arturo G. Meghari, Providencia V. Nolasco, Jorge T. Palma, Florencia L. Parducho, Juliet R. Rayala, Nicanor M. Roxas, Ismael M. Sinamban.

#### Bachelor of Science in Agriculture

Lavinia A. Alcantara, Renato E. Almonte, Jerry T. Amoloza, Gil P. Antonio, Eustaquio V. Awitan, Cecilia R. Bacos, Jose M. Batalon, Prospero L. Bautista, Jesus C. Jr., Fermin O. Briones, Tessie U. Cabela, *cum laude*, Ruben R. Calaycay, Lucille G. Capistrano, Severino S. Capitan, Felipa G. Caracuel, Danilo C. Cardenas, Jose F. Catalla, Somkiert Chaimongkol, Bernabe S. Cia, Cirilo E. Cortez, Anselma P. Creencia, Polando T. Cruz.

Josephine P. Dayrit, Diosdado P. de Leon, Armando B. del Rosario, Dulce R. Delfin, Gloria D. Dimaculañgan, Herminia O. Diñoza, Armando F. Dumlaog, Rosie D. Egca, Ma. Cecilia M. Engle, Emma M. Escover, Elvira A. Eusebio, Patria R. Galapon, Aida M. Gayas, Wilfredo A. Goco, Josefa L. Gonzales, Lilia C. Guillen, Cielita F. Habito, *summa cum laude*.

Januaria P. Jaurigue, Luzviminda G. Josef, Sippon Krishanachinda, Felino P. Lansigan, Mercedes T. Lantican, Nicanor J. Liquido, Susan C. Magpantay, Nelita S. Masajo, Lualhati R. Mercado, Tessie M. Merestela, Lita P. Molitas, Cecilia M. Monfero, Pedro D. Ocampo, Teodora S. Opulencia, Alicia G. Orduña.

Gonzalo N. Pangahas, Edmundo P. Paningbatan, Nicolas Eeda A. Priela, Jr., Dolor J. Ramos, Flora D. Raymond, Leonila M. Rimas, Marietta B. Rosario.

Norberto G. Sales, Gil D. Salinas, Jr., Senen G. San Antonio, Edgardo M. Seña, Eric F. Sombito, Evelyn C. Sorita, Romulo O. Tapay, Fatima S. Tejada, Hugo H. Tolentino, Bethilda E. Umali, Alfonso T. Vidal, Teodorico R. Villareal, Jr. Violeta N. Villegas.

#### Bachelor of Science in Architecture

George Castañeda, Angelina Chua Chiacio, Arthur Mesina, Florosito Pimentel, Amado Pilar.

#### Bachelor of Science in Business Administration

Ma. Venice C. Abad, Blesilda G. Armada, Teresa C. Eernal, Dana Sylvia B. Bigornia, Patricia M. Bueno, Ma. Teresa P. Buyco, Kathrina D. L. Cervantes, Benjamin S. Cheng, Jr., Nestor E. Constancia, Isabelita B. David, Pilar T. De Guzman, Rowena de Guzman, Patricia P. dela Cruz, Erlinda M. Duran, Amelita C. Dy, Melissa Irene C. Enerio, Dante G. Enrique, Carolina P. Estalilla, Randa F. Fernandez, Maria Elena A. Ferrer, Sandra R. Fontanilla, Antonio S. Geluz, Marian M. Gomez, Josefina S. J. Javier, Marinella O. Laurencio, Marcelino S. Limchu, Abraham V. Llera, Carmaloja D. Macalisang, Elisa A. Magno, Teresita G. Manuel, Roland C. Martin, Elenita F. Miranda, Efren F. Monje, Susan M. Morisky.

Raquel D. Najera, Lia V. Nidoy, Mario C. Padua, Apollo P. Pama, Rosalinda M. Pesigan, Florita S. Pιλando, Alita A. Pulgado, Arline A. Pulgado, Norma O. Quilantang, Rosemarie B. Quinto, Edna E. Reynoso, Llanes L. Rivera, Mercedes S. Sabater, Fe S. Samaniego, Auralyn B. Samson, Marilyn O. Santos, Agnes Zita P. Sims, Liberty D. Soriano, Teresita D. G. Sulit.

Joel M. Torres, Ernesto F. Trinidad, Elmer T. Vallejos, Nelia A. Villacorta, Nemesio P. Villamil, Nadia P. Vinzons, Sylvia N. Zablan, Vivian M. Zapanta.

#### Bachelor of Science in Business Administration and Accountancy

Cecilia L. Abaldonado, Reuel E. Agarrado, Edna R. Anabo, Arwen A. Barrios, Araceli G. Boncaras, Emilia A. Boncodin, Dima P. Borillo, Reynaldo A. Catapang, Herminia V. Colozo, Rhodora G. Cunanan, Mario Hernandez R. dela Paz, Victoria Erlinda S. Esguerra, Eleonora N. Estanislao, Ma. Erlinda M. Flora, Ma. Gracia Garcia.

Benjamin A. Larin, Palmyra J. Laurea, *cum laude*, Minda O. Ledesma, Emelin D. Madrid, Ceres B. Mandigma, Noemi S. Mendoza, Donna Rose I. Ojeda, Judy Yun Ong, *cum laude*, Jimmy P. Perez, Nelson R. Requentina, Estrella J. Saman, Silveria R. Silva, Sueña C. Talusan, Irene Wy Tiu, Carlita S. Urmeneta, Florencio A. Yap.

#### Bachelor of Science in Business Economics

Maria Aurora F. Abuel, Cecilia M. Allado, Ignacio S. Arrieta, Jr., Mario C. Baile, Ma. Concepcion F. Belderol, Paulo E. Campos, Ma. Olivia Cenizal, *cum laude*, Ma. Cristina A. Consunji, Myrna Crisostomo, *cum laude*, Ismael A. Cruz, Ma. Eloida T. Cruz, Dolores Dayao, Maria Elaine B. de Guzman, Amiel Vinci I. dela Cruz, *cum laude*, Donna Elinor T. Deguina, *cum laude*, Fe R. Fer-

nandez, Ma. Juanina B. Gervasio, Carmela P. Ilustré, Angelina P. Jose, Daniel Q. Lacuata, Jesus A. Lagunzad, Ofelia R. Lim, Rhodora A. Morales, Olivia L. ras, Jana Grace J. Poticar, Victoria P. Rivera, Reynaldo L. Roberto, Cynthia P. Scarella, Ma. Teresa L. Taguiang, *cum laude*, Teresita A. Urian, Lucia L. Villamayor.

#### Bachelor of Science in Chemical Engineering

Lino G. Abueg, Noncisco A. Arellano, Edward L. Chan, Andrew C. Chua, Angela A. Diño, Danilo G. Dungca, Elizabeth C. Mollosco, Manolo F. Galvez, Ernesto L. Igot, Victor P. Mariano, Alfredo R. Marquez, Loida L. Pacis, Virgilio S. Payongayong, Zenaida R. Ramos, Elpidio Z. Saliendra, Ma. Lourdes R. Tan.

#### Bachelor of Science in Chemistry

Oscar V. Baldovino, Gilberto S. Gillera, Nora R. Lagmay, Aida R. Linago, Madeline I. Nolasco, Mauricio R. Rayco, Jr., Antonio A. Reyes, *magna cum laude*, Fred C. Reyes, Wilhelmina M. Reyes, Nelson G. Rondan, Thelma A. Santos, Monserrat T. Santos-Sison, Ma. Socorro B. Sumabat, *magna cum laude*, Hannah Patricia H. Tobias, Teresita P. Vilena.

#### Bachelor of Science in Civil Engineering

Albert Bacallan, Alfredo K. Chanbonpine, Honoria P. Del Rosario, Rawlinson B. Dimayuga, Donato G. Gomez, Editha B. Juinio, Racquel L. La Rosa, Julius M. Pineda, Alejandro L. Tiambeng, Jr., Emilio G. Tible III.

#### Bachelor of Science in Community Development

Rebecca F. Catalla, Rita B. Mata, Elizabeth P. Selga.

#### Bachelor of Science in Community Nutrition

Rebecca V. Araneta, Yolanda B. Carbonnel, Perla P. Castro, Evelyn Y. Cesar, Nancy G. Choa, Josefa S. de Guzman, Fe B. de Jesus, Juliet B. Dizon, Josefina M. Frias, Selene A. Manago, Ma. Evelyn G. Sanvictores.

#### Bachelor of Science in Education

Yolanda M. Alba, Loretta N. Belleza, *cum laude*, Luzviminda T. Estavillo, Rosalina D. Ferrer, Teresita B. Filomeno, Adele C. Jacob, Alice Y. Mangio, Elena A. Manglicmot, Sandra L. Mijares, Teresita M. Motas, Elvira P. Santos, *cum laude*, Nelia R. Sta. Cruz, Estela B. Tabirara, Josefina F. Tienzo, Nancy G. Tomacruz, Linda C. Tui, Raoul L. Velasquez, Mencie M. Yaguil.

#### Bachelor of Science in Electrical Engineering

Carmelo B. Bautista, E. Macario F. Bordador, Carlos V. Buenaventura, Angel F. Caringal, Edward C. Chan, Dwight V. Dumanon, Luis S. Encarnacion, Miguel T. Escoto, Jr., Antonio C. Fernandez, Richard Go, Norman P. Ilagan, Alberto B. Mabutas, Amante A. Mangaser, *magna cum laude*, Ramoncito R. Marfa, Jesus S. Natividad, Luisito C. Nepomuceno, Reynaldo M. Padre, Abraham A. Palisoc, Serafin A. Rea, Jr., Noel V. Relucio, Jose A. Remulla, Leonor L. Santa Maria, Manuelito M. Soco, Benjamin A. Sy, *cum laude*, Eduardo J. Sugay, *magna cum laude*, Sergio A. Tan, William T. Tan, Armando G. Torres.

#### Bachelor of Science in Elementary Education

Dayle Ann D. Germaine, *magna cum laude*, Rosalia B. Odulio, Eva C. Salazar.

#### Bachelor of Science in Fisheries

Cesar C. Ablola, Novelita L. Camiloza, Juvenal H. Catahoy, Jr., Remedios R. Contreras, Dalisay L. de Guzman, Perlita C. de Guzman, Rosalita B. dela Rosa, Eduardo G. Enriquez, Sonia B. Espero, Benjamin D. Fontanilla, Carmen D. Hermoso (as of the end of first semester, 1974-1975), Rosulo T. Panlilio, Cynthia S. Peñalosa, Ramon A. Perez, Eduardo L. Santos, Emelina M. Santos.

#### Bachelor of Science in Food Technology

Tita R. Agravante, Carina G. Beza, Alicia C. Cervantes, Cynthia G. Corpuz, Rose Marie L. King, Betty A. Libarios, Rosalinda S. Mayor, Myrna M. Ortega, Rosario E. Padiernos, Gloria C. Punzalan, Elvira Santos.

#### Bachelor of Science in Foreign Service

Maria Aurora P. Abaya, Belen C. Cruzada, Marivic P. de Guzman, Arnold V. Guerrero, Ma. Teresa C. Lazo, Rosita S. Lim, Viveca Marie C. Migallos, Araceli O. Mirafior (as of the end of the first semester, 1974-1975), Jose Pepon T. Olivera, Marjorie T. Reyes, Gregorio A. Saguiguit, Ma. Soledad F. Sta. Romana, Norman C. Sagnomeleish, Regina B. Sarmiento, Marie Angeli C. Tantengco, Virginia A. Vicente Myrna Y. Yamboa, *cum laude*.

#### Bachelor of Science in Geodetic Engineering

Ricardo M. Arnaldo, Luther Calderon, Sancho P. Cercado, Paulino B. Gaerlan, Leodegario P. Malong, Francisco J. Palabrica, Pedro J. Templo, Jr.,

#### Bachelor of Science in Geology

George C. Bacuta, Jr., Fernando L. Uy.

#### Bachelor of Science in Home Economics

Samia R. Abraham, Ramon P. Aquino, Rhodora C. Bernal, Adelaida M. Capili, Judy Ann Carpio, Teresita Crisologo, Lourdes L. de Guzman, Jocelyn G. Dioso, Patricia Elumba, Patria Judith S. Gonzalez, Beatriz C. Henares, Aurora Hinayon, Carina Q. Javier, Eddie Laquindanam, Winkilina S. Nepomuceno, Gloria Pagsanghan.

Nona Ruth Pizaña, Felicia A. C. Reyes, Rosalinda D. Roque, Celeste C. San Pedro, Linda D. Santos, Horacio V. Sarroca, Cecilia Vera Cruz.

#### Bachelor of Science in Home Technology

Teresa B. Ayaso, Nina E. Belen, Juanita C. dela Viña, Linda P. Lanceras, Teresita J. Marabe, Eleanor D. Mendoza, Remedios A. Motañez, Yolanda D. Valdecantos, Loida C. Villa.

#### Bachelor of Science in Hotel and Restaurant Administration

Leslie Agoncillo, Alma J. Aranas, Eleanor R. Aznar, Tita B. Briones, Francisco Bucu, Josefina Cancio, Nida A. Cortes, Aurora Jiz de Ortega, Helena C. delos Santos, Lorna V. Diaz, Lourdes V. Dimaano, Antonio P. Elefaño, Ma. Luisa E. Guerrero, Carmen Guligado.

Marylou S. Heradura, Leticia Jornales, Teresita A. Josue, Lloreña G. Lamela, Ricardo Y. Logarta, Marcelo Mendoza III, Melanie Ocampo, Cynthia Quintio, Eliza-

beth A. Ruivivar, Susan L. Salvador, Maria Victoria Tiangco.

#### Bachelor of Science in Industrial Engineering

Carlos A. Abola, Virgilio M. Aguirre, Ma. Elinsa A. Arnaldo, *cum laude*, Ernesto N. Atienza, Venido C. Atienza, Ignacio L. Aviso, Jose Paulo E. Campos, Cesar P. Capacete, Mendel N. Cheng, David Ching, Manolo M. Condes, *cum laude*, Helen A. Consunji, Manuel C. Crisostomo, Rene T. Domingo, *magna cum laude*, Antonio P. Gaerlan, Evelyn J. Guerrero, Raymundo Y. Ho, *cum laude*, Gary C. Huang, Philipp T. Huang, Edilberto D. Ibasco, Jr., Trinidad Jimenez, Efren Q. Laureola, Cecilio P. Datam, Rafael V. Lucila, Jr., Benjamin D. Magtoto, Jr., Ramon S. Manuel, Emmanuel M. Mariano, Edgardo C. Mercado, Jean Marie B. Ricafort, Fernando B. San Miguel, Rey L. Vergara, Jose R. Vicaldo.

#### Bachelor of Science in Mechanical Engineering

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#### Bachelor of Science in Metallurgical Engineering

Arutro B. Cortes, Vicente R. de Peralta, *cum laude*, Roberto L. Hallare, A. Alexander S. Sayson, *cum laude*, Winston Tonel, Robert S. Tan.

#### Bachelor of Science in Mining Engineering

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#### Bachelor of Science in Nursing

Gundelina Almario, Teresita B. Angeles, Ma. Theresa P. Arreola, Nilda Barbero, Mary Ann Barrientos, Genda B. Baylon, Bella T. Biag, Rhonda S. Cenon, Catalina E. dela Cruz, Lourdes M. del Carmen, Cecilia A. del Rosario, Nancy G. del Valle, Evangeline M. Espinosa, Florita L. Estrada, Ma. Socorro P. Evangelista, Doris B. Gonzales.

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#### Bachelor of Science in Pharmacy

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#### Bachelor of Science in Physical Therapy

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## EDITORIAL BOARD

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## EDITOR

Dr. Oscar M. Alfonso



## ADMINISTRATIVE ISSUANCES

### EXECUTIVE ORDER

**Executive Order No. 5-B: Amendment of Executive Order No. 5-A on the Constitution of Administrative Personnel Committees**

Executive Order No. 5-A dated March 5, 1973 is hereby amended to provide significant participation by the organizations of administrative personnel of the University regarding appointments, promotions and other personnel matters of their concern.

Effective immediately, representatives from the supervisory and non-supervisory personnel in the Administrative Personnel Board and the various Administrative Personnel Committees — Departmental, College or Unit, Division and Office Level shall be designated by the Dean, Director, Department Chairman or Head of Office as the case may be upon nomination of the University of the Philippines Supervisor Association (UPSA) in the case of representatives from the supervisory ranks and the Organization of Non-Academic Personnel of the University of the Philippines (ONAPUP) in the case of representatives from the non-supervisory group.

In departments in academic units where there is no employee performing supervisory function, the Dean may choose two non-supervisory employees in his unit upon nomination of the ONAPUP as members of the Committee.

The list of members revised in accordance with the foregoing shall be submitted to the Office of the Vice-President for Administration.

29 May 1975

(Sgd.) ONOFRE D. CORPUZ  
*President*

### ADMINISTRATIVE ORDERS

**Administrative Order No. 29: Ad Hoc Committee on Janitorial Services for the Kalayaan Residence Hall**

The following are hereby constituted into an Ad Hoc Committee, with Dean Armando J. Malay as Chairman, Mr. Dominador G. Torres, Director of Student Auxiliary Services, Mr. Nestor S. Guerzon, Physical Plant Office, Atty. Andrew L. Arrieta, Office of the Assistant for Legal Affairs, and Mr. Nestor C. Madrigal, Security Division, members. The committee will perform the following:

1. Secure sealed proposals from private janitorial agencies operating in Greater Manila which might be interested to provide janitorial services to the Kalayaan Residence Hall; and
2. Recommend the terms and conditions of a contract with the responsible agency which submits the lowest quotation.

The committee shall submit its report and recommendations within fifteen (15) days from receipt hereof.

28 April 1975

**Administrative Order No. 24: Reconstitution of the University Press Board of Management and University Textbook Committee**

The Board of Management of the University Press created by the Board of Regents on February 16, 1965 and made concurrently the University Textbook Committee by Administrative Order No. 5, dated January 13, 1967, is hereby reconstituted as follows:

1. The Board shall be composed of five (5) members of the faculty representing the humanities, social sciences, natural sciences and the professions who shall be appointed by the President of the University for a term of five (5) years.

2. The Director of the U.P. Press shall be ex-officio member and Executive Secretary of the Board.

3. The Chairman of the Board, who shall serve for one year, shall be chosen by the members from amongst themselves. Each member shall serve by turn as chairman.

The following members of the Board are hereby reappointed for a term of five (5) years effective immediately.

Director Froilan M. Bacungan  
Dr. Damiana L. Eugenio  
Director Dolores F. Hernandez  
Prof. Raul R. Ingles  
Dr. Alfredo V. Lagmay

The Board as herein reconstituted is requested to meet as soon as possible to choose their first chairman.

6 May 1975

**Administrative Order No. 32: Designation as Assistant to the Vice-President for Administration**

Upon recommendation of the Vice-President for Administration, May Huntington is hereby designated Assistant to the Vice-President for Administration without additional compensation, in addition to her regular duties as Management Specialist effective May 15, 1975 (vice Mr. Amor N. Oribello, Jr., who is resigning effective at the close of office hours on May 15, 1975) until June 30, 1975 unless sooner revoked by competent authority.

12 May 1975

**Administrative Order No. 37: Authority to Sign Checks, Treasury Warrants, etc.**

Miss May Huntington, Assistant to the Vice-President for Administration, is hereby authorized to sign, in the absence of the Vice-President for Administration, checks, treasury warrants, payrolls and vouchers, including those of National Science Development Board Projects in the University, in amounts not exceeding Two Thousand Pesos (₱2,000.00).

23 May 1975

**MEMORANDUM CIRCULARS****Memorandum Circular No. 14: Deadline for Annual Report for 1974-1975**

The *deadline* for the submission of the annual report of your college, office or unit covering the period from 1 July 1974 to 30 June 1975 is *31 July 1975*.

It would be helpful if part of your report would indicate your "areas of concern" relative to emerging environmental forces (social, political and economic), University resources, University structure and procedures and other aspects of the University as an organism which are directly relevant to your unit in particular.

Please enclose pertinent graphs, charts, diagrams, photographs, and other illustrative materials.

Kindly include in the introduction a one-page summary of notable achievements and developments during the year under review, particularly projects that reflect expansion and growth.

*30 April 1975*

(Sgd.) OSCAR M. ALFONSO  
*Secretary of the University*

**Memorandum Circular No. 16: Workshop for Officers of Administration, Deans, Directors and Heads of Units**

A Workshop for Officers of Administration, Deans, Directors and Heads of Units of the University of the Philippines will be held on May 15-16, 1975, at the Continuing Education Center, U.P. at Los Baños. The purpose of the two-day Workshop will be to identify and discuss areas of concern of the University that will be relevant to middle and long-term directions.

Officers of administration, deans, directors, and heads of units will be informed of the details of the Workshop by Executive Vice-President Emanuel V. Soriano, Chairman of the Committee in charge of the Workshop.

I enjoin everyone concerned to attend and participate in this important first step in the new planning process of the University.

*29 April 1975*

(Sgd.) ONOFRE D. CORPUZ  
*President*

**Memorandum Circular No. 13: Executive Order No. 1 (Powers and Functions of the Executive Vice-President)**

For information and guidance, attention is invited to Executive Order No. 1 dated 22 April 1975 quoted in full hereunder:

*"22 April 1975*

"Executive Order No. 1

"To: All concerned

"Subject: *Organization and Operation of the Office of the Executive Vice-President; defining the powers and functions of the Executive Vice-President*

"In order to implement the resolution of the Board of Regents at its 859th meeting held on April 10, 1975 creating the Office of Executive Vice-President of the University of the Philippines System, the duly appointed Executive Vice-President is hereby directed to take the necessary steps for the organization and operation of the

said Office and conferred all powers necessary and proper for the accomplishment thereof.

"By virtue of Section 6 of the resolution adopted by the Board of Regents establishing the University of the Philippines System (828th Board of Regents' meeting, December 21, 1972), providing that 'the President shall be assisted by Vice-Presidents who shall serve as his deputies and perform such other functions as the President may assign to them' and in consonance with Article 38 of the Revised Code of the University of the Philippines System giving the President the power to 'assign the details of executive action,' the following functions and authority of the President are hereby delegated to the Executive Vice-President, to wit:

- "1. Subject to review and instructions of the President of the University, the Executive Vice-President shall have executive supervision of the University of the Philippines System to ensure the implementation of the policies of the Board of Regents.
- "2. In the management of the affairs of the University of the Philippines System the Executive Vice-President shall act in the name of the President, subject to the latter's instructions and the policies of the Board of Regents.
- "3. The Executive Vice-President shall exercise such other powers and discharge such other responsibilities as may be delegated to him by the President of the University and the Board of Regents.

"For the expeditious and sound administration of the affairs of the University of the Philippines System and in order to reduce the volume of matters submitted to the President for consideration, approval or review, it is hereby directed that all matters which are now or may hereafter be subject to consideration, approval or review by the President of the University except matters transmitted by the Chancellors of universities in the System, shall first be submitted to the Office of the Executive Vice-President for evaluation and determination. Such determination shall be considered final until and unless modified, reversed or set aside by the President of the University.

"Actions on matters covered by this delegation of authority shall be made strictly on the basis of general laws and existing University policies, rules and regulations.

"In exceptional, doubtful and controversial cases, the matter should first be cleared with the Office of the President before final action.

"All executive orders, administrative orders, memoranda or provisions therein inconsistent with this Order are hereby deemed repealed or modified.

"This Executive Order shall take effect immediately.

(Sgd.) ONOFRE D. CORPUZ  
*President*

Please be guided accordingly.

*2 May 1975*

(Sgd.) OSCAR M. ALFONSO  
*Secretary of the University*

**Memorandum Circular No. 1: U.P. Projects for Possible UNDP Assistance**

The University is in the process of drafting a package of programs, projects, and activities for inclusion in the Philippine Country Program with assistance from the United Nations Development Program (UNDP) for the next program cycle, 1977-1981.

All units of the University are enjoined to submit a list of proposed projects and activities that can be included in the package not later than June 7, 1975.

All proposals should be submitted in three (3) copies, typewritten, double-spaced. The proposal should include a full description of the—

1. purpose, scope and methodology of the project,
2. a statement of its policy relevance
3. a title page with heading UP-UNDP assistance
3. a title page with heading UP-UNDP assisted project, title of the project, name of the institute, names, titles, mailing addresses and affiliations of the principal investigators, the total amount of funding sought for the project, and duration of the project, and
4. an itemized budget showing all costs and key budget items.

14 May 1975

(Sgd.) EMANUEL V. SORIANO  
*Executive Vice-President*

**Centralized Recruitment of Administrative Personnel**

In order to maintain the University standards in the recruitment of new employees, unit heads are enjoined to request in advance the needed administrative personnel from the Office of Administrative Personnel Services. Personnel should be employed on the basis of merit and fitness and this principle may be properly safeguarded by providing a uniform evaluation of the applicant's qualifications through a centralized recruitment system.

Accordingly, no new administrative personnel should be allowed to report for duty without prior clearance from the Office of Administrative Personnel Services. May I invite your attention to the following provision of Section 43, Article VIII of the Civil Service Law:

"Any person responsible for an appointment in violation of this Act shall be personally liable to reimburse to the government all salaries paid to the appointee, to be deducted from his salary and any amount due in his favor from the government."

22 May 1975

(Sgd.) RAMON C. PORTUGAL  
*Vice-President for Administration*

**Memorandum Circular No. 19: Calling Student Conference and Prescribing the Guidelines for Membership, Organization and Operation Thereof**

In consonance with the concern of the University administration to promote intelligent and responsive contributions from students to the University's welfare, and pursuant to Article 44(k) of the University of the Philippines System Code, a U.P. Student Conference shall

be held in Diliman, Quezon City, for the purpose of enabling duly chosen representatives of the students of the University to discuss and to formulate recommendations on basic issues affecting student welfare.

The following guidelines shall be observed:

1. *Membership*

All students in every college or unit of the University including those in Diliman, Manila and Baguio shall participate in a general election of their respective representative(s) to a Student Conference to be held in Diliman at the earliest possible time under the supervision of the Dean of Student Affairs or his representatives.

Each college shall be entitled to one representative, except the College of Arts and Sciences, which shall have two (2). The colleges at Manila and Baguio shall each have one representative duly elected by the students registered therein.

Only regular students with a general average of "2.5" or better and who have not obtained any grade of "5" or "Incomplete" or dropped any course during the previous semester are qualified to be candidates in the election above-mentioned. Candidates for representative shall obtain a written certificate signed by the Dean or Director of their college stating that they have not been the subject of disciplinary action for misconduct of any kind. The student receiving the highest number of votes and certified by the Dean or Director as fulfilling the qualifications for candidates shall *ipso facto* qualify as representative of his college to the Student Conference. The two (2) candidates receiving the two highest number of votes and certified by the Dean as fulfilling the qualifications for candidates shall qualify as representatives of the College of Arts and Sciences.

2. *Organization and Operation*

Immediately after the results of the election are officially recorded and the duly elected representatives are officially declared, the Executive Vice-President shall call a Preliminary Session of all representatives for the purpose of electing from among themselves, a Chairman, a Vice-Chairman who shall act in the event of incapacity of the Chairman, and a secretary, which officers shall then confer with the Executive Vice-President and the Dean of Student Affairs on the details of organization and operation of the Student Conference.

The Student Conference may appropriate such amounts as may be required for the operation of the conference from the student fees, subject to the approval of the Dean of Student Affairs and the Executive Vice-President.

The Executive Vice-President shall take the necessary steps, with all the powers necessary and proper for the accomplishment of the purposes above-stated.

This Memorandum Circular shall take effect immediately.

29 May 1975

(Sgd.) ONOFRE D. CORPUZ  
*President*

## MEMORANDUM

### Late Submission of Grades

It has come to the attention of this Office that there have been flagrant violations of Article 372 of the Revised University Code and of the implementing rules and regulations as amended, governing penalties for late submission of grades, by the faculty. The list of violators gives an indication of the number of faculty members of the various colleges of the University in Diliman and Manila who failed to submit their reports of grades of students in their respective classes within the prescribed deadlines during the academic year 1974-75. (Deadline dates are 22 October 1974 for the first semester and 4 April 1975 for the second semester, 1974-75.) This list has been prepared on the basis of available information derived from the records of the Office of the Registrar. A few of the faculty members in the list have actually requested for an extension of the deadline for submission of their grades.

Under the implementing rules and regulations governing late submission of grades (copy attached for ready reference), *faculty members who fail to submit their grades on time shall be reported to the appropriate authorities in the University; the delinquencies shall be entered in the personnel records of the erring faculty members.* The said rules and regulations also provide that, upon recommendation of the Dean and subject to the approval of the President, a faculty member who without justifiable cause fails to submit grades within the prescribed deadline date, shall be liable to any of the following penalties: (a) warning; (b) reprimand; (c) fine of not more than his salary per day for each day of delay; or (d) suspension without pay for a period not exceeding one semester in case of repeated delinquency. With the exception of a few, the heads of the different units concerned do not report the delinquent faculty members to the appropriate University authorities, do not usually enter such delinquencies in the personnel records of the erring faculty, nor do they bother to impose any of the above penalties. In some cases, the academic administrators themselves (deans, directors, college secretaries, heads of departments or divisions, etc.) are the ones who do not submit their reports of grades on time.

It has also been noted that some faculty members submit their requests for extension for the submission of grades on or after the deadline date set. Some of the requests give as justification the fact that the faculty members concerned are alleged to be tied up with other activities such as consultancies, outside teaching, research commitments and the like.

In fairness to their colleagues who comply with the pertinent codal provisions and University rules and regulations, deans, directors, college secretaries and department or division chairmen are enjoined once again to

enforce the governing regulations and to remind the faculty that the University's academic programs and the needs of students, especially the graduating ones, shall have priority over outside activities or involvement of its staff members, and that permission for late submission of reports of grades should be secured well in advance of the deadlines set.

Deans, directors, college secretaries and chairmen of departments or divisions are requested to submit a report to this Office of the action you have taken on the erring faculty members in your unit whose names appear in the ... list. Preferential attention to this matter will be highly appreciated.

8 May 1975

(Sgd.) NATHANIEL B. TABLANTE  
*Vice-President for Academic Affairs*

### IMPLEMENTING RULES AND REGULATIONS GOVERNING PENALTIES FOR LATE SUBMISSION OF GRADES

(As approved by the Board of Regents at its 822nd Meeting on 31 July 1972 and subsequently amended at its 825th Meeting on 26 October 1972)

1. Since the prompt submission of grades is in large part a matter of good management, discipline, and enforcement of University regulations, department chairman, college secretaries, and deans are enjoined to bend all efforts towards compliance with codal provisions regarding deadlines for submission of grades as well as recommendations for graduation of students.
2. Faculty members who fail to meet deadlines for submission of grades should be reported to the appropriate authorities in the University. The delinquencies should be entered in the personnel records of the erring faculty members.
3. Upon recommendation of the Dean and subject to the approval of the President, a faculty member who without justifiable cause fails to submit grades on time, shall be liable to any of the following penalties:
  - a. Warning
  - b. Reprimand
  - c. Fine of not more than his salary per day for each day of delay; or
  - d. Suspension without pay for a period not exceeding one semester in case of repeated delinquency.
4. The procedure for the imposition of any penalty shall consist of the following steps:
  - a. Notification of deadline, including request for an explanation.
  - b. Report of delinquency, and
  - c. Order imposing the penalty.

## DECISIONS OF THE BOARD OF REGENTS

860th Meeting, 30 April 1975

### GRADUATION

The Board *confirmed* the graduation of the following students who have completed all requirements for their respective titles and degrees as of the end of the second semester, 1974-1975:

#### Bachelor of Arts

Serafin M. Aquino III, Marilyn Herminia Bacolod, Carmelita M. Raymundo.

#### Bachelor of Fine Arts

Sandra B. Abad Santos.

#### Bachelor of Science

Ma. Aurora S. Honrado, *cum laude*.

#### Bachelor of Science in Business Administration

Dulce Simbulan.

#### Bachelor of Science in Business Economics

Renato H. Manongdo.

#### Certificate in Fine Arts (Visual Education)

Flerida A. Bautista, Romulo Capalad, Nida Jimenes, Arturo Zamora.

#### Certificate in Physical Education

Mely L. Ng.

#### Diploma in Fisheries

Mario L. Derilo.

### APPOINTMENTS, REAPPOINTMENTS, PROMOTIONS, SALARY INCREASES, ETC.

The Board approved the following appointments, reappointments, promotions, salary increases, and other matters:

Carolina A. Abrigo, amendment in the effectivity of the appointment as Community Relations Officer (Range 8), Office of Administrative Personnel Services, (reclassification with salary adjustment from Personnel Examiner, Range 7), from April 1, 1975 as approved by the Board at its 859th Meeting on 10 April 1975, to *March 1, 1975*.

Ruperto P. Alonzo, promotion in rank and salary from Instructor IV to Assistant Professor I of Economics, School of Economics, effective April 1, 1975.

Alfredo C. Antonio as Professorial Lecturer in Broadcasting, Institute of Mass Communication, effective November 11, 1974 until March 15, 1975.

Consuelo G. Arabit, increase in salary as Nurse Supervisor (Range 8), Philippine General Hospital, effective January 1, 1975.

Ramon L. Arcadio, promotion in rank from Instructor I (part-time), to Assistant Professor I of Pediatrics (part-time), College of Medicine, and Attending Pediatrician (part-time), Philippine General Hospital, without compensation, effective April 1, 1975 until May 31, 1975.

Amelia Arenas, increase in salary as Dietitian Supervisor, Philippine General Hospital, effective January 1, 1975.

Jose F. Asperilla, increase in salary from Professor II to Professor III of Physics, College of Arts and Sciences, effective April 1, 1975.

Asuncion R. Atillo, increase in salary as Nurse Supervisor, Philippine General Hospital, effective April 1, 1975.

Ruben F. Balane as College of Law Alumni Foundation, Inc. Grantee, College of Law, effective May 1, 1975 until April 30, 1976.

Carmen Bañez, increase in salary as Supervisor, Philippine General Hospital, effective January 1, 1975.

Araceli T. Baviera as College of Law Alumni Foundation, Inc. Grantee, College of Law, effective May 1, 1975 until April 30, 1976.

Leonor M. Briones, increase in salary from Assistant Professor I to Assistant Professor II of Public Administration, College of Public Administration, effective April 1, 1975.

Antonio A. Buyco as Medical Specialist (part-time), Philippine General Hospital, effective April 1, 1975 until June 30, 1975.

Bienvenido V. Cabral, reappointment as Researcher I, Philippine Eye Research Institute, effective April 1, 1975 until June 30, 1975.

Henry P. Callaňgan, increase in salary as Chief, Security Division, Philippine General Hospital, effective January 1, 1975.

Gladys C. Casambre as Researcher in the research project "A Survey of the Marine Flora and Fauna of Bolinao Bay, Pangasinan," Marine Sciences Center, effective April 1, 1975 until June 30, 1975.

Benjamin H. Cervantes, promotion in rank and salary from Instructor IV to Assistant Professor I of Speech and Drama, College of Arts and Sciences, effective April 1, 1975.

Lorenzo C. Chan, increase in salary from Assistant Professor III to Assistant Professor IV of Physics, College of Arts and Sciences, effective April 1, 1975.

Rolando A. Danao, automatic and special promotion in rank and salary from Instructor I to Assistant Professor III of Mathematics, College of Arts and Sciences, effective April 1, 1975.

Jules de Raedt, change in designation from Professorial Lecturer to Associate Professor I of Anthropology, University of the Philippines at Baguio, effective June 1, 1975.

Roman Dubskey, change in designation from Visiting Professorial Lecturer to Professorial Lecturer in Political Science, University of the Philippines College in Manila, effective June 1, 1975 until May 31, 1976.

Ruben M. Ducusin, promotion in rank and salary from Instructor IV to Assistant Professor I of Metallurgy, College of Engineering, effective June 1, 1975.

Natividad Fernandez, increase in salary as Dietitian Supervisor, Philippine General Hospital, effective January 1, 1975.

- Vicente F. Gambito, promotion in rank and salary from Lecturer to Senior Lecturer, MBA Program, University of the Philippines at Cebu, effective June 1, 1975 until May 31, 1976.
- Angelina R. Gansico, increase in salary as Supervisor, Philippine General Hospital, effective January 1, 1975.
- Eva Gumtang, increase in salary as Chief, Medical Social Service, Philippine General Hospital, effective January 1, 1975.
- Catalina Hocbo, increase in salary as Nurse Supervisor, Philippine General Hospital, effective January 1, 1975.
- May L. Huntington, increase in salary as Management Specialist I, Office of the Vice-President for Administration, effective May 1, 1975.
- Rufino H. Ibarra, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Physics, College of Arts and Sciences, effective April 1, 1975.
- Josephina A. Lazaro, promotion in rank from Instructor I (part-time) to Assistant Professor I of Pediatrics (part-time), College of Medicine, and Attending Pediatrician (part-time), Philippine General Hospital, without compensation, effective April 1, 1975 until May 31, 1975.
- Consolacion Y. Lim, increase in salary as Nurse Supervisor, Philippine General Hospital, effective January 1, 1975.
- James Allen Litsinger as Visiting Assistant Professor of Entomology, College of Agriculture, University of the Philippines at Los Baños, effective January 1, 1975 until June 30, 1975.
- Prima S. Llamas, increase in salary as Nurse Supervisor, Philippine General Hospital, effective January 1, 1975.
- Mahar K. Mangahas, renewal of appointment as Director, Institute of Economic Development and Research, School of Economics, effective May 14, 1975 until May 13, 1978.
- Melecio S. Magno as Acting Dean, Graduate School, effective June 1, 1975 until the return of Leopoldo Y. Yabes from a leave of absence from the deanship, but not later than May 31, 1976.
- Lourdes Mil, increase in salary as Nurse Supervisor, Philippine General Hospital, effective January 1, 1975.
- Perfecta Nicolas, increase in salary as Nurse Supervisor, Philippine General Hospital, effective January 1, 1975.
- Vicente B. Paqueo, promotion in rank and salary from Instructor IV to Assistant Professor I of Economics, School of Economics, effective April 1, 1975.
- Helen A. Pedro, increase in salary as Chief, Dietary Department, Philippine General Hospital, effective January 1, 1975.
- Elena A. Pelayo, increase in salary as Nurse Supervisor, Philippine General Hospital, effective January 1, 1975.
- Nestor P. Perez as Dean, College of Dentistry, effective May 1, 1975 until April 30, 1980.
- Ernesto P. Pineda as Acting Director, Extension Services, College of Business Administration, effective February 16, 1975 until June 30, 1975.
- Dolores Revilla, increase in salary as Nurse Supervisor, Philippine General Hospital, effective January 1, 1975.
- Augusto V. Reyes as Professorial Lecturer in Physics, University of the Philippines at Baguio, effective April 18, 1975 until May 31, 1975.
- Dionisia O. Santa Ines, upgrading of position and increase in salary from Chief, Civil Service Office (Range 10) to Chief, Civil Service Office (Range 11), Office of the President, effective April 1, 1975.
- Leonor Al. Lansang Santos, increase in salary as Supervisor, Philippine General Hospital, effective January 1, 1975.
- Ramon M. Serrano, increase in salary as Property Officer (Range 8), College of Arts and Sciences, effective April 14, 1975.
- Carmelo V. Sison as College of Law Alumni Foundation, Inc. Grantee, College of Law, effective May 1, 1975 until April 30, 1976.
- Rufina E. Valencia, increase in salary as Nurse Supervisor, Philippine General Hospital, effective January 1, 1975.
- Leonila S. Victa, promotion from Head Nurse (Range 7) to Nurse Supervisor (Range 8), Philippine General Hospital, effective April 30, 1975.
- Carmen Villamayor, increase in salary as Chief, Pharmacy Service, Philippine General Hospital, effective January 1, 1975.
- Godofredo L. Ycaro as Professorial Lecturer I of Education, College of Education, effective April 17, 1975 until May 31, 1975.

#### TRANSFER TO PERMANENT STATUS

The Board approved the transfer of the following to permanent status:

- Ruben M. Ducusin as Assistant Professor I of Metallurgy, College of Engineering, effective June 1, 1975.
- Edgardo D. Gomez as Assistant Professor IV of Marine Biology, College of Arts and Sciences, effective June 1, 1975.
- Vicente B. Paqueo as Assistant Professor I of Economics, School of Economics, effective April 1, 1975.

#### SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board accepted an offer of a grant of P50,000.00 from Mr. *Leandro V. Locsin* to support an interdisciplinary study in order to formulate strategies designed for the economic and social welfare of the Puerto Galera Community.

#### COLLECTION OF FEES

The Board approved the schedule of fees for the Industrial Relations Program, Asian Labor Education Center, as follows:

Tuition Fee	P50.00 per unit
Miscellaneous Fees:	
Registration	14.00
Medical	20.00

Library	90.00
Community Chest	.50
Cultural	4.00
Publications	6.00
Journal	15.00
Application	20.00
	<hr/>
	P169.00

units for employees and laborers of the land grant, as follows:

Two (2) units Employees Houses	
Type "A" (single)	P 48,400.00
Ten (10) units Laborers' Quarters	
(Duplex Type)	150,300.00
	<hr/>
	P198,700.00

The Board approved the collection of a standard medical fee of P20.00 for collegiate and pre-collegiate courses from all students enrolled in the summer sessions and review classes.

In this connection, the Board authorized the collection of the medical fee as part of the tuition under the BPS-U.P. Training Program in Music Education as well as from enrollees in the Summer Preparatory Department.

The Board approved the increase in the student publication fee from P3.50 to P6.00 a semester, beginning with the academic year 1975-1976. This increase is necessitated by the increased printing costs of the *Philippine Collegian*.

Records show that income from the present P3.50 fee per semester collected from the students is no longer sufficient to finance the publication of the *Collegian* because of the tremendous increase in printing expenses brought about by the worldwide inflationary effect of the oil crisis.

**QUALIFICATION STANDARDS FOR POSITION OF UNIVERSITY REGISTRAR**

The Board approved the revised salary range and the adoption of minimum qualification standards for the position of University Registrar, as follows:

- A. *Salary Range:*  
 P23,364.00 P24,684.00 P26,088.00 P27,456.00 P28,872.00  
 P30,360.00
- B. *Qualifications:*
  1. Ph.D. degree plus one (1) year of teaching experience and one (1) year of experience on student records and curricular matters; or
  2. M.A./M.S. degree plus one (1) year of teaching experience and six (6) years of experience on student records and curricular matters; or
  3. A.B./B.S. degree plus 24 units of graduate credits, one (1) year of teaching experience and eight (8) years of experience on student records and curricular matters.

The qualifications are comparable to those for University Librarian but are lower than those for University Guidance Counselor as recommended by the Committee on Salary Scales.

**ABOLITION OF 50% REDUCTION IN TUITION FOR PRE-DENTAL STUDENTS**

The Board abolished the 50% reduction in the tuition fee for pre-dental students, beginning the first semester, 1975-1976.

**CONSTRUCTION OF HOUSING UNITS IN BASILAN LAND GRANT**

The Board appropriated the amount of P198,700.00 from the current appropriation for capital outlay of the Basilan Land Grant for the construction of housing

**MODIFICATION OF BOARD'S RESOLUTION ON ORGANIZATION OF PHILIPPINE YOUTH ORCHESTRA**

The Board modified its resolution at its 853rd meeting on 28 November 1974 approving the organization of the Philippine Youth Orchestra in the College of Music, such that the approved charges to the appropriation of P45,900.00 for the U.P. Symphony Orchestra shall include likewise the purchase of musical instruments and other expenses incidental to the organization of the Philippine Youth Orchestra.

**ESTABLISHMENT OF AN ADMISSIONS TESTING REVOLVING FUND AT U.P. AT BAGUIO**

The Board approved the establishment of an Admissions Testing Revolving Fund for the U.P. at Baguio, to which will accrue income generated from the fees paid by students applying to take the admission test for the high school department, and against which will be charged expenses in connection with the administration of the admission test, including honoraria (of examiners, proctors and checkers), supplies and materials and other incidental expenses.

**DEFERMENT OF EFFECTIVITY OF REVISED SCHEDULE OF HONORARIA FOR THESIS ADVISERS**

The Board approved the deferment of the effectivity of the revised schedule of honoraria for thesis advisers, readers and panel members approved by the Board at its 858th meeting on 20 February 1975 until such time as further study and recommendations shall have been made on the problems that have arisen.

**LODGING AND RENTAL RATES FOR ALUMNI HOSTEL CONTINUING EDUCATION HALL**

The Board approved the lodging and rental rates for the Alumni Hostel Continuing Education Hall, subject to review after a more detailed study by the Office of Alumni Relations:

- I. *Room per day*
  - a. For non-alumni (but only those who have official business with the University or are recommended by alumni, academic or administrative personnel of the University):
 

Single occupancy	P50.00
Double occupancy	85.00
  - b. For alumni, academic and administrative personnel, with a 10% discount:
 

Single occupancy	P45.00
Double occupancy	76.50
- II. *Conference Hall*—(alumni groups will enjoy a 10% discount on all rates)
  - a. Whole area with a capacity of 300-500 people:
 

For not more than 4 hours	P100.00
For over 4 hours but not	

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beyond 8 hours	150.00
For every hour beyond 8 hours	25.00
b. One-half of the area with a capacity of 150-200 people:	
For not more than 4 hours	₱ 75.00
For over 4 hours but not beyond 8 hours	125.00
For every hour beyond 8 hours	15.00

### 861st Meeting, 29 May 1975

#### GRADUATION

The Board *confirmed* the graduation of the following students certified by the Registrar as having completed all the requirements for their respective titles and degrees as of the end of the second semester, 1974-1975, or as otherwise indicated below.

#### Bachelor of Arts

Elvira A. Borda, Alex Q. Cabanilla, Ernesto O. Gimeno, Ben S. Malayang.

*As of the end of the first trimester, 1974-1975*

Michael Crep, Rosetta James, Norbert Woloszyk.

*As of the end of the second trimester, 1974-1975*

Albert Farebrother, Bettye Huggins, Phil Jackson, *cum laude*, Martha Jersyk, Jane Luthi, *cum laude*.

#### Bachelor of Science

Nicasio I. Araña, Ma. Leonora L. Cagigas, Marlou Q. de Asis (as of the end of summer, 1975), Jeffrey B. Leonardo, Angelito L. Martin, Domingo R. Tuazon.

#### Bachelor of Science in Foreign Service

Ofelia M. Calo.

#### Bachelor of Science in Hotel Administration

Gloria Q. Singson.

#### Bachelor of Science in Nursing

Clarita Felipe (as of the end of the first semester, 1972-1973).

#### Doctor of Dental Medicine

*As of the end of summer, 1975*

Kui-Chiu Ip, Alonzo K.W. Ng.

#### APPOINTMENTS, REAPPOINTMENTS, PROMOTIONS, SALARY INCREASES, ETC.

The Board approved the following appointments, reappointments, promotions, salary increases, and other matters:

Gemino H. Abad as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until June 30, 1975.

Teresita F. Acevedo, promotion in rank and salary from Instructor IV to Assistant Professor I, College of Home Economics, effective June 1, 1975.

Francisco N. Aguilar, increase in salary as Professorial Lecturer in Public Health Administration, Institute of Public Health, effective June 1, 1975 until May 31, 1976.

Araceli G. Almase, reappointment as Professorial Lecturer, High School Department, University of the Philippines at Cebu, effective June 1, 1975 until the return of Virginia Go from a leave of absence, but not later than May 31, 1976.

Celedonio A. Ancheta, increase in transportation allowance as Professorial Lecturer in Filipino and Phil-

ippine Languages, College of Arts and Sciences, effective June 1, 1975 until May 31, 1976.

Purificacion V. Anioay, increase in salary as Administrative Officer, College of Home Economics, effective May 29, 1975.

Ricardo L. Alfonso, increase in salary as Professorial Lecturer in Hospital Administration, Institute of Public Health, effective June 1, 1975 until May 31, 1976.

Jose B. Antonio, Jr., increase in salary as Chief, Allotment Control and Disbursement Section (Range 9), Accounting Division, effective April 1, 1975.

Virginia L. Aprieto, increase in salary from Associate Professor I to Associate Professor III of Marine Fisheries, College of Fisheries, effective May 1, 1975.

Lourdes R. Arespacochaga, promotion in rank and salary from Instructor IV to Assistant Professor II of Spanish, College of Arts and Sciences, effective May 1, 1975.

Fred S. Avestruz, promotion in rank and salary from Lecturer to Senior Lecturer in Business Economics and Statistics, College of Business Administration, effective June 1, 1975 until May 31, 1976.

Jesus C. Azurin, increase in salary as Professorial Lecturer in Public Health Administration, Institute of Public Health, effective June 1, 1975 until May 31, 1976.

Primitivo M. Baluyut, promotion in rank and salary from Associate Professor IV to Professor I of Zootechnics, College of Veterinary Medicine, effective June 1, 1975.

Manuel G. Bayo as Professorial Lecturer, Department of European Languages, College of Arts and Sciences, effective June 1, 1975 until May 31, 1976.

Vicente B. Bobis, adjustment in salary as Registrar, effective April 30, 1975.

Amelia L. Bonifacio as Dramatist-in-Residence, College of Arts and Sciences, effective June 1, 1975 until May 31, 1978.

Armando F. Bonifacio as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until June 30, 1975.

Danté Canlas as Program Development Assistant, Program Development Staff, Office of the President, effective June 1, 1975 until June 30, 1976.

Josefina A. Camañag, increase in salary as Administrative Officer (Range 8), Local Government Center, College of Public Administration, effective May 1, 1975.

Benjamin V. Cariño as Program Development Assistant, Program Development Staff, Office of the President, effective June 1, 1975 until September 30, 1975.

Enrique T. Carlos, Jr., promotion in rank from Instructor (part-time) to Assistant Professor of Surgery (part-time), College of Medicine, without compensation, effective June 1, 1975.

Salvador T. Carlota, increase in salary from Assistant Professor III to Assistant Professor IV of Law, College of Law, effective June 1, 1975.



- Lourdes S. Casimero, change in designation and transfer to temporary status from Instructor IV (permanent) to Senior Lecturer in Business Policy and Administration, College of Business Administration, effective June 1, 1975 until May 31, 1976.
- Fidel R. Castillo, reappointment as Fiscal Analyst (Range 8), Philippine General Hospital, effective May 1, 1975 until June 30, 1975.
- Amado A. Castro, increase in honorarium as Central Bank of the Philippines Professor of Monetary Economics, School of Economics, effective October 1, 1974.
- Isagani G. Catedral as Research Associate, College of Agriculture, University of the Philippines at Los Baños, effective February 16, 1975 until the return of Rudy S. Navarro from a leave of absence, but not later than June 30, 1975.
- Norma B. Chico, change in designation from Senior Lecturer to Assistant Professor I of Architecture, College of Architecture, effective June 1, 1975 until May 31, 1976.
- Prudencia V. Conlu, increase in salary from Assistant Professor II to Assistant Professor IV of Inland Fisheries, College of Fisheries, effective May 1, 1975.
- Soledad C. de Castro as Program Development Associate, Program Development Staff, Office of the President, effective May 1, 1975 until June 30, 1976.
- Raul P. de Guzman as Editorial Consultant, Cooperative Regional Development Project, National Research Center, effective May 1, 1975 until May 31, 1975.
- Romeo de la Paz as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until November 30, 1975.
- Jules G. J. de Raedt, change in designation and increase in salary from Professorial Lecturer to Associate Professor II of Anthropology, University of the Philippines at Baguio, effective June 1, 1975 until May 31, 1976.
- Paz H. Diaz, increase in salary as Administrative Officer (Range 8), Institute for Small Scale Industries, effective May 29, 1975.
- Ricardo S. Domingo, Jr. as Professorial Lecturer in Economics, University of the Philippines College in Manila, effective April 15, 1975 until May 31, 1976.
- Hermenegildo C. Dumlao as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until June 30, 1976.
- Jose Encarnacion, Jr., increase in honorarium as Miguel Cuaderno, Sr. Professor of Political Economy, School of Economics, effective August 1, 1974.
- Salvador H. Escudero III as Program Development Associate, Program Development Staff, Office of the President, effective May 1, 1975 until June 30, 1976.
- Corazon R. Estrella as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until November 30, 1975.
- Damiana L. Eugenio, increase in salary from Professor III to Professor V of English, College of Arts and Sciences, effective April 1, 1975.
- Mitsuo Ezaki as Visiting Associate Professor of Economics, School of Economics, without compensation, effective May 5, 1975 until April 30, 1976.
- Susana Ferrer, promotion in rank and salary from Librarian II to Librarian III, University Library, effective May 1, 1975.
- Juan N. Flavier, increase in salary as Professorial Lecturer in Public Health Administration, Institute of Public Health, effective June 1, 1975 until May 31, 1976.
- Thomas G. Flores as Dean, Agrarian Reform Institute, University of the Philippines at Los Baños, effective June 1, 1975 until May 31, 1980.
- Martin V. Gregorio, increase in salary from Assistant Professor I to Assistant Professor III of Spanish, College of Arts and Sciences, effective June 1, 1975.
- George Guy, increase in salary from Assistant Professor II to Assistant Professor IV, MBA Program, University of the Philippines at Cebu, effective June 1, 1975 until May 31, 1976.
- Florencio A. Hipona as Visiting Professor of Radiology (part-time), College of Medicine, without compensation, effective November 1, 1975 until May 31, 1976.
- Oscar H. Hormillosa, reclassification of position from Administrative Officer (Range 8) to Community Relations Officer (Range 8), University of the Philippines at Iloilo, effective May 1, 1976.
- Oscar H. Ibarra as Visiting Professor of Computer Science, College of Engineering, without compensation, effective September 1, 1975 until June 30, 1976.
- Rufino Ibarra as Consultant, Curriculum Development Workshop in Physical Sciences for Third and Fourth Year High School, Science Education Center, effective May 2, 1975 until August 30, 1975.
- Gregorio M. Iñigo, increase in salary as Chief, Special Projects Section (Range 9), Accounting Division, effective April 1, 1975.
- Benita Javier, promotion in rank from Instructor (part-time) to Assistant Professor of Pathology (part-time), College of Medicine, effective June 1, 1975.
- Arsenio I. Jimenez, promotional transfer from Assistant Professor II of Community Medicine, Comprehensive Community Health Program, to Assistant Professor III of Community Health, Institute of Public Health, effective May 15, 1975.
- Jose T. Joya as Artist-in-Residence, College of Fine Arts, effective May 29, 1975 and to remain in effect for a period of three (3) years.
- Agustin Kintanar, Jr., increase in honorarium as Development Bank of the Philippines Professor of Development Finance, School of Economics, effective August 1, 1974.
- Alfredo V. Lagmay as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until June 30, 1975.

- Nestor R. Lawas, reappointment as Research Associate, College of Agriculture, University of the Philippines at Los Baños, effective April 1, 1975 until June 30, 1975.
- Teresita Ledesma, promotion in rank from Librarian II to Librarian III, University Library, effective May 1, 1975.
- Perla Legaspi, promotion in rank and salary from Research Associate to Researcher I, Local Government Center, College of Public Administration, effective June 1, 1975.
- Florinda J. Lesaca as Assistant Principal, University Elementary School, College of Education, effective September 1, 1974 until August 31, 1977.
- Alicia O. Lustre, reappointment as Senior Lecturer in Food Science (Graduate Program), College of Home Economics, effective June 1, 1975 until May 31, 1976.
- Thelma M. Makasiar as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until May 31, 1976.
- Priscila S. Manalang as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until May 31, 1976.
- Mahar K. Mangahas as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until May 31, 1976.
- Romeo L. Manlapaz as Program Development Associate, Program Development Staff, Office of the President, effective May 1, 1975 until June 30, 1976.
- Mauro F. Manuel, increase in salary from Associate Professor I to Associate Professor II of Veterinary Parasitology, College of Veterinary Medicine, effective June 1, 1975.
- Prospero V. Manuel, promotion in rank and salary from Lecturer to Senior Lecturer, Undergraduate Program, University of the Philippines at Cebu, effective June 1, 1975 until May 31, 1976.
- Concepcion R. Martires, promotion in rank and salary from Associate Professor V to Professor II, M. Ed. Program, University of the Philippines at Cebu, effective June 1, 1975.
- Pedro N. Mayuga, increase in salary as Professorial Lecturer in Public Health Administration, Institute of Public Health, effective June 1, 1975 until May 31, 1976.
- Bienvenido T. Miranda as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until June 30, 1975.
- Felipe B. Miranda as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until June 30, 1975.
- Estanislao R. Montoya, increase in salary as Professorial Lecturer in Public Health Administration, Institute of Public Health, effective June 1, 1975 until May 31, 1976.
- Francisco Nemenzo, Jr. as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until September 30, 1975.
- Meliton Novilla, change in designation from Assistant Professor IV (part-time) to Professorial Lecturer in Veterinary Microbiology, Pathology and Public Health, College of Veterinary Medicine, effective May 15, 1975.
- Augusto G. Santos Ocampo, reappointment as Professorial Lecturer in Chemistry, College of Arts and Sciences, effective June 2, 1975 until November 15, 1975.
- Ma. Estrella M. Ocampo, increase in salary as Administrative Officer (Range 8), College of Public Administration, effective May 1, 1975.
- Elena M. Panganiban, promotion in rank and salary from Research Associate to Researcher I, Local Government Center, College of Public Administration, effective June 1, 1975.
- Eleanor N. Paray, promotion in rank and salary from Senior Research Assistant to Research Associate, Local Government Center, College of Public Administration, effective June 1, 1975.
- Rodolfo S. Peneyra, increase in salary from Assistant Professor II to Assistant Professor III of Veterinary Microbiology, Pathology and Public Health, College of Veterinary Medicine, effective June 1, 1975.
- Ernesto Pineda as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until September 30, 1975.
- Ramon C. Portugal, renewal of appointment as Vice-President for Administration, effective January 27, 1975 and in accordance with Section 6 of the Resolution establishing the University of the Philippines System adopted by the Board at its 828th meeting on 21 December 1972; as Editorial Consultant, Cooperative Regional Development Project, National Development Research Center, effective May 1, 1975 until May 31, 1975.
- Edwin Chappell Price, Jr. as Visiting Associate Professor of Agricultural Economics, College of Agriculture, University of the Philippines at Los Baños, without compensation, effective April 1, 1975 until June 30, 1976.
- Bernadette G. Recidoro, promotion in rank and salary from Research Associate to Researcher I, Office of Research Coordination, effective June 1, 1975.
- Preciosa Rodriguez, transfer from Research Assistant, College of Business Administration, to Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until June 30, 1976.
- Rafael Rodriguez as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until September 30, 1975.
- Celso R. Roque as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until June 30, 1975.
- Dominador Z. Rosell, increase in the transportation allowance as Professorial Lecturer in Geology and Geography, College of Arts and Sciences, effective June 1, 1975 until April 30, 1976.
- Segundo V. Roxas, transfer from the Science Education Center with change in designation and increase in salary from Science Education Specialist IV to Professor III of Physics, College of Arts and Sciences, effective May 29, 1975.
- Bonifacio S. Salamanca as Program Development Associate, Program Development Staff, Office of the

President, effective May 1, 1975 until September 30, 1975.

Meliton S. Salazar, Jr. as Program Development Associate, Program Development Staff, Office of the President, effective May 1, 1975 until June 30, 1976.

Josefina A. Salvaña as Program Development Associate, Program Development Staff, Office of the President, effective May 1, 1975 until June 30, 1976.

Pedro R. Sandoval as Program Development Associate, Program Development Staff, Office of the President, effective May 1, 1975 until June 30, 1976.

Andrew D. Sherfan as Professorial Lecturer, M. Ed. Program, University of the Philippines at Cebu, effective June 3, 1975 until May 31, 1976.

Antonia C. Silverio, promotion in rank and salary from Instructor III to Assistant Professor I of Education, College of Education, effective June 1, 1975 until the return of Consuelo S. Blanco from a leave of absence, but not later than May 31, 1976.

Jose A. Solis, increase in salary from Professor III to Professor IV of Veterinary Anatomy, College of Veterinary Medicine, effective June 1, 1975.

Fe P. Sumilong, promotion in salary from Researcher I to Researcher II, Local Government Center, College of Public Administration, effective June 1, 1975.

Bun Uy Tan, promotion in rank and salary from Lecturer to Senior Lecturer in Economics, University of the Philippines College in Manila, effective June 1, 1975 until May 31, 1976.

Edita A. Tan, increase in honorarium as SGV Foundation Associate Professor of Economics, School of Economics, effective October 1, 1974 until December 31, 1978.

Rosalinda Tidalgo as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until November 30, 1975.

Mario S. Tongson, increase in salary from Associate Professor II to Associate Professor III of Veterinary Parasitology and Protozoology, College of Veterinary Medicine, effective June 1, 1975.

Amaryllis T. Torres, promotion in rank and salary from Instructor IV to Assistant Professor I of Psychology, College of Arts and Sciences, effective June 1, 1975.

Delfin O. Tumibay, promotion in rank and salary from Instructor IV to Assistant Professor I of Veterinary Medicine and Surgery, College of Veterinary Medicine, effective June 1, 1975.

Carmen D. Ventanilla, promotion in rank and salary from Instructor III to Assistant Professor I of Spanish, College of Arts and Sciences, effective May 1, 1975.

Zosima T. Vicencio, increase in salary from Assistant Professor II to Assistant Professor IV of Inland Fisheries, College of Fisheries, effective May 1, 1975.

Francisco L. Viray, promotion in rank and salary from Instructor to Assistant Professor I of Electrical Engineering, College of Engineering, effective June 1, 1975.

John Wylie, reappointment as Senior Lecturer, University of the Philippines at Clark Air Base, effective February 24, 1975 until May 31, 1976.

Demetria Chan Ylaya, increase in salary as Adminis-

trative Officer (Range 9), University of the Philippines at Cebu, effective May 1, 1975.

Leonor J. Zamora, promotion in rank and salary from Lecturer to Senior Lecturer in Public Health Administration, Institute of Public Health, effective June 1, 1975 until May 31, 1976.

Ma. Oliva G. Zipagan, promotion in rank and salary from Senior Research Assistant to Research Associate, Office of Institutional Studies, effective June 1, 1975.

#### TRANSFER TO PERMANENT STATUS

The Board approved the transfer of the following to permanent status:

Mario Aquino as Assistant Professor I of Ophthalmology (part-time), College of Medicine, and Attending Ophthalmologist (part-time), Philippine General Hospital, effective June 1, 1975.

Enrique T. Carlos, Jr. as Assistant Professor of Surgery (part-time), College of Medicine, effective June 1, 1975.

Benita Javier as Assistant Professor of Pathology (part-time), College of Medicine, effective June 1, 1975.

Pilar Rizalina Lim Navarro as Assistant Professor of Pharmacology (part-time), College of Medicine, effective June 1, 1975.

Enrique T. Ona as Assistant Professor of Surgery (part-time), College of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, effective June 1, 1975.

Francisco L. Viray as Assistant Professor I of Electrical Engineering, College of Engineering, effective June 1, 1975.

#### SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board accepted a donation to the Comprehensive Community Health Program from Mr. *Jesus F. Schwartzkopf* of Bay, Laguna, in the amount of P1,000.00 to be used for the purchase of a hospital bed and other equipment of the U.P.-CCHP Infirmary.

\* \* \*

The Board accepted a scholarship offer of Dr. Rodolfo S. Cornejo for the Dr. *Rodolfo S. Cornejo Piano Scholarship* in the College of Music consisting of a stipend of P500.00 a semester.

\* \* \*

The Board accepted a scholarship offer of Mr. Prudencio Pedero, Jr. for the *Nonong Pedero Scholarship in Composition* in the College of Music which will carry a stipend of P500.00 a semester.

\* \* \*

The Board approved the following revisions of the rules governing the *U.P.-Government Scholarships*:

##### Rule 3-a

An awardee under these rules cannot accept any other scholarships sponsored by the government or private scholarships which are accepted, or assistantship administered by the University while his scholarship is in effect. *However, upon certification by the department head, attested to by the dean of the college, that the awardee is a promising faculty material, his enjoyment of the scholarship should not be a barrier to his being hired as*

a student assistant starting the first semester of his senior year or to his getting other forms of scholarship.  
Rule 3-d

- [ (1) Be financially deserving as defined in rule 2c (2) ]  
 [ (2) ] (1) Maintain a weighted average of at least "2.5" during any academic year.  
 [ (3) ] (2) Not get a grade of "5". Any grade of "4" or "Inc." must be removed before the immediately following registration period.  
 [ (4) ] (3) Not have been the subject of disciplinary action involving more than one month suspension from classes. The Dean of Students shall decide whether an awardee who has been the subject of disciplinary action can still qualify for the renewal of his grant.  
 (4) *Must finish the non-academic requirements ROTC, physical education and social orientation within the first two years of scholarship.*

(Those in italics to be added; those in brackets to be deleted.)

The amended Rule 3-d (4) will be applicable starting with the 1975-1976 batch of scholars.

\* \* \*

The Board accepted a check from the *Population Center Foundation* for the research project "Principal Reasons for Migration," a joint undertaking by the Institute of Planning and the College of Public Administration. The contribution represents the first release for the project which is scheduled for a nine-month period. In this connection, the Board authorized the Institute to open a checking account with the U.P. PNB Sub-Branch.

\* \* \*

The Board approved the creation of twenty (2) new undergraduate and/or graduate scholarships primarily for citizens of the Middle East countries, in addition to the existing four (4) scholarship slots allotted to students coming from African countries under the *U.P. Integrated Scholarship Program*, effective the first semester 1975-1976. The approved rules governing this Program shall apply to the 20 new scholarships.

#### COLLECTION OF FEES

The Board adopted the following schedule of single fee in the University Elementary School of the College of Education, it being understood that this fee includes tuition and other student fees:

	From	To
Recipients of Grant-in-Aid	P48.00	P48.00
Children of U.P. personnel (full-time)	90.00	105.00
Children of U.P. personnel (part-time)	180.00	195.00
Children of non-U.P. personnel	300.00	300.00
Entrance fee	14.00	14.00

The Board approved the increase in library fee in the School of Allied Medical Professions, College of Medicine, from P36.00 to P60.00 per semester, effective the first semester, academic year 1975-1976.

Income generated from the increased fees will be spent for the purchase of more books and journals needed by the increasing number of students.

#### VARSITY SPORTS MATRICULATION SCHOLARSHIP PROGRAM

The Board set aside from the President's discretionary fund (Code 11018) the sum of P5,000.00 to establish a varsity sports matriculation scholarship program in the Department of Physical Education for indigent athletes recruited from the provinces for the U.P. varsity teams.

The criteria for the award of the scholarship are: (a) athletic talent; (b) financial need; (c) academic potential; and (d) willingness to work in the sports development program of the University. Selection of grantees will be made by a scholarship committee of the Department in consultation with the President's scholarship committee.

#### ABOLITION OF OFFICE OF DEAN OF ADMISSIONS AND RESTORATION OF POSITION OF UNIVERSITY REGISTRAR

The Board abolished the Office of the Dean of Admissions and restored the old position of University Registrar, which shall assume the duties, functions, and responsibilities pertaining heretofore to the Office of the Dean of Admissions.

#### AMENDMENT OF BOARD'S RESOLUTION REGARDING CONSORTIUM AGREEMENTS

The Board approved the amendments of its resolution at its 846th meeting on 30 May 1974 regarding consortium agreements in order to read as follows (portions in brackets to be deleted; those in italics to be added):  
 "7. Authorization for the President of the System or the Chancellor of any autonomous university of the System, to enter into formal *consortium* agreements with other institutions of higher learning both here and abroad *for the purpose of attaining common objectives in joint degree and/or joint research programs, based on fair and reciprocal sharing of responsibilities and utilization of resources, subject, among others, to the following guidelines* [under which the facilities, personnel and other resources of instructional, research, consultancy and other related activities on the basis of reciprocity and a fair or reasonable and mutual sharing of resources and responsibilities, subject to the following guidelines]:

- The consortium relationship is not a unilateral or one-way technical assistance program. This latter program may be entered into by the University as part of its extension or other service programs.*
- The consortium shall be entered into when the University and another institution agree to conduct and offer degree programs in certain academic or professional fields, or research programs in academic areas or development-related problems, on a joint basis, combining thereby such of their resources as are needed for the program objectives on fair and mutually agreed upon arrangements.*
- Program costs or funding shall come from joint contributions of the University and the consortium partner(s), or from this and external sources.*
- In the case of joint degree programs, the diploma evidencing completion of the program may bear the names of the University and the consortium partner(s), or only the principal party in the con-*

sortium, as may be agreed upon in the specific consortium contract.

- e. In the case of joint research programs, all results shall be accredited to the consortium parties, and to the joint research teams.
- f. Since the University enters into a consortium relationship to further or to attain University goals, consortium programs that the University enters into are University programs. Services of University personnel in consortia are therefore to be regarded as services to the University and its programs, and may, in particular cases, be given extra or special credit.
- g. The administration of a consortium, on the part of the University, shall be entrusted or delegated to a vice-president, vice-chancellor, or to a dean or director.
- h. The vice-president, or vice-chancellor, or dean or director, shall prepare the implementing rules, said rules to be deemed part of the basic consortium agreement.
- i. As a general rule, the University (at Diliman and at Los Baños) may not enter into more than three (3) consortium relationships at a time.
- j. No consortium agreements shall be entered into that will prejudice on-going University programs or projects.
- k. A consortium shall be effective for the period required to attain the objectives of the consortium project, but not to exceed three (3) years, subject to renewals of three-year periods or less. The agreement may be terminated by any party upon written notice to the other(s) at least one (1) month before said party desires termination.
- l. The above guidelines supersede those prescribed last 30 May 1974.

#### GUIDELINES TO GOVERN UNIVERSITY ADMINISTRATIVE FELLOWSHIP EXAMINATIONS

The Board adopted the following guidelines to govern the administration of the written academic aptitude examination for the University Administrative Fellowship:

- a. No scholarship will be renewed unless the scholar will have a weighted average no lower than "2.00" for the graduate level and "2.5" for the undergraduate level;
- b. The scholar will render one year of service for every year of fellowship enjoyed;
- c. The grades of the scholarship recipient should be submitted for review by the Administrative Fellowship Committee before the start of each semester;
- d. The scholar shall submit a progress report on the relevance to his work of the courses taken for each semester;
- e. The respective program advisers of the scholar shall be asked to submit an evaluation of the scholar's performance for the previous semester.

The written examination, recommended for abolition by the Administrative Fellowship Committee, is being retained as a basis, among others, in screening applicants

for the University Administrative Fellowship, in addition to the implementation of the following short-term recommendations of the Committee:

- a. A uniform battery of tests must henceforth be used for comparative and research purposes. A long-term evaluation of the test instruments is not feasible if the tests are changed from session to session. Moreover, a comparative evaluation of awardees on the basis of their test scores is likewise impossible if the test they took differs.
- b. Separate sets of tests as well as norms should be used for the graduate and undergraduate applicants.
- c. External criteria, such as the development needs of the University, must be considered in test selection. More specifically, it is recommended that an interest inventory be administered instead of a personality inventory.
- d. Should foreign test instruments be used, it is imperative that local norms for administrative personnel and perhaps other selected groups, be developed.
- e. An exhaustive survey of locally developed tests to determine which tests may be utilized, modified, further developed, and eventually adopted as basis for selection purposes should be undertaken.

#### AMENDMENTS TO RULES ON TEACHING LOAD, COMMUNITY SERVICE AND OUTSIDE ACTIVITIES FOR UNIVERSITY PERSONNEL

The Board approved the following amendments to the rules on teaching load, community service and outside activities for University personnel approved by the Board at its 839th meeting on 29 November 1973 (words in capital letters to be added):

"Section 1. *Required Teaching Load.*— A normal teaching load of 12 units per semester or its equivalent in colleges or units observing the trimester or other systems shall be required of each faculty member; *Provided, however,* that no member of the faculty shall teach less than six (6) units per semester; *Provided, further,* that the President or Chancellor may reduce the teaching load to not less than three (3) units per semester, of any faculty member who is actively engaged in research, community service, and/or other authorized activities; and *Provided, finally,* that no faculty member shall be allowed a total teaching load of more than 18 units per semester, including authorized teaching outside the University of the Philippines System, **UNLESS OTHERWISE GIVEN PRIOR AUTHORIZATION BY THE PRESIDENT OR CHANCELLOR DUE TO EXCEPTIONAL CIRCUMSTANCES.**"

"Section 3. *Overload teaching.*— Teaching in excess of the normal load of 12 units shall be entitled to an honorarium subject to existing rules and policies; **PROVIDED, THAT SUCH HONORARIUM SHALL NOT EXCEED THE AMOUNT CORRESPONDING TO SIX (6) UNITS OF COURSE CREDIT;** *Provided, further,* that at least the minimum teaching load required under Section 1 shall have first been complied with. Honoraria for research, creative work, or community service shall be given in accordance with pertinent rules, regulations and policy."

## PRESIDENTIAL APPOINTMENTS

The President approved the following appointments:

Arsenio D. Calub, automatic promotion from Instructor I to Assistant Professor I of Animal Science, College of Agriculture, University of the Philippines

at Los Baños, effective March 1, 1975.

Josephine Malixi as Acting Chairman, Department of Pharmacy, College of Pharmacy, effective May 1, 1975 until June 30, 1976.

## FACULTY SALARY INCREASES

Primitivo Ereno, from Instructor I to Instructor II, University of the Philippines at Cebu, effective May 1, 1975 until May 31, 1975.

Benjamin Gutierrez, from Dentist (rank of Instructor II) to Dentist (rank of Instructor IV), College of Arts and Sciences, effective May 16, 1975.

## SEPARATIONS FROM THE SERVICE

### Resignations

Zenaida Mallari as Senior Clerk, Office of Student Affairs, effective May 16, 1975.

Jose Navarro as Instructor, College of Veterinary Medicine, effective May 1, 1975.

Amor N. Oribello as Chief, Personnel Classification and Training and as Assistant to the Vice-President for Administration, Office of the Vice-President for Administration, effective May 6, 1975.

Oscar Ramos as Chairman, Department of Parasitology, Institute of Public Health, effective May 1, 1975.

Rene Rieza as Research Assistant, Natural Science Research Center, effective May 1, 1975.

Ma. Lourdes Rustia as Research Assistant, College of Business Administration, effective May 1, 1975.

### Retirements

Lourdes E. Campos as Professor, Institute of Public Health, effective April 16, 1975.

Raymundo A. Favila as Professor, College of Arts and Sciences, effective May 30, 1975.

## CONTRACTS AND AGREEMENTS

The Board *confirmed* the following contracts and agreements at its 860th Meeting on 30 April 1975:

### 1. Memorandum of Agreement with Department of Natural Resources for the Conduct of a Research Project on *Eucheuma*

A memorandum of agreement was entered into between the University and the Department of Natural Resources, whereby the University, through the Marine Sciences Center shall conduct a research project for the development of *Eucheuma* processing technology, consisting of three phases and for a period of three years.

### 2. Memorandum of Agreement with National Manpower and Youth Council

A memorandum of agreement was entered into between the University and the National Manpower and Youth Council, whereby the University Press shall undertake the Manpower Development Publication Program of the NMYC. The agreement is from February 1, 1975 to June 30, 1975, renewable at the option of both parties.

### 3. Agreement with Bread for the World (Germany)

An agreement was entered into between the Bread for the World (Germany) and the University for the project, "Nutrition Research-cum-Action Programme FPC (Fish Protein Concentrate)" under a grant from the former at the Institute of Social Work and Community Development. The project hopes to help the nation and society evolve a nutrition policy that feeding the needy in our society should be a social responsibility.

### 4. Memorandum of Agreement with Provincial Government of Quezon

A memorandum of agreement was entered into between the Provincial Government of Quezon and the University of the Philippines whereby the University through the Local Government Center of the College of Public Administration will conduct a study on the internal organization and management of the provincial government, its departments, and offices, and personnel administration and practices under a grant from the Provincial Government.

The agreement is for four (4) months, subject to extension for another period of two (2) months as the need arises.

### 5. Contract with Overseas Agricultural Development Corporation

Negotiated renewal of contracts was entered into by the University with the Overseas Agricultural Development Corporation as lessee for the lease of a crepeing battery and two drying sheds and with Mr. Gregorio Ramos for the processing of coconuts into copra at the Basilan Land Grant.

### 6. Agreement with Bureau of Vocational Education (BVE)

An agreement was entered into between the University and the Bureau of Vocational Education for the conduct of the U.P.-BVE Health Education Teacher Training Program in the College of Education.

The program is aimed at improving health education and its supervision in vocational schools through advanced training for teachers, instructors, coordinators, physicians, nurses and dentists.

Under the program, the BVE will send yearly for 10 years twenty grantees for the degree or certificate specified in the grant. Grantees will be paid monthly salaries as well as living and book allowance for the duration of their training and actual transportation expenses from their station to the U.P. and return, payable from the local funds provided in the school budget. The University will grant free University fees.

### 7. Memoranda of Agreement Between UPLB and Outside Agencies

The Board confirmed the following memoranda of agreement between the U.P. at Los Baños and outside agencies and approved by the President:

#### (1) Memorandum of Agreement with the Department of Natural Resources

This pertains to the establishment of seed production areas, seed orchards and seed bank of pulping trees for the reforestation and industrial plantation programs in the country. Under this agreement, the UPLB agrees to provide the services of competent technical personnel; the DNR on the other hand, binds itself to make available a specified sum as financial support for this development project. The contract takes effect upon approval and covers a period of five (5) years, renewable for the same period by mutual consent of the parties.

#### (2) Memorandum of Agreement with the Bureau of Animal Industry (BAI), the Bureau of Vocational Education (BVE) and the FAO Regional Dairy Development Training Center (RDDTC) for Asia and the Far East.

The Agreement provides that the BAI, BVE, RDDTC and the UPLB shall cooperate with one another to facilitate the rapid promotion and development of the dairy industry through training courses, the expenses of which shall be borne jointly by the parties. Participants in the training courses, not exceeding 30 per year, shall come from the agricultural and vocational schools and colleges. The agreement is for three (3) years, effective upon signing thereof, subject to renewal for such additional period upon agreement of the parties.

The Board *confirmed* the following contracts and agreements at its 861st Meeting on 29 May 1975:

### 1. Memorandum of Understanding with the Philippine Council for Agricultural Research (PCAR)

A memorandum of understanding was entered into between the Philippine Council for Agricultural Research (PCAR) and the University, through the Colleges of Business Administration and Arts and Sciences, whereby PCAR, desirous of strengthening Philippine research institutions through a staff development program, is setting

aside a fund for the establishment of a graduate fellowship-study grant in the University for graduate work in economics, agribusiness, meteorology, environmental sciences and zoology.

**2. Memorandum of Understanding to Strengthen Philippine Fisheries Research Institutions**

A memorandum of understanding was entered into with the Department of Natural Resources/Bureau of Fisheries and Aquatic Resources (DNR/BFAR), the Southeast Asian Fisheries Development Center (SEAFDEC), and the Philippine Council for Agricultural Research (PCAR), whereby the three institutions, desirous of strengthening Philippine fisheries research institutions through a staff development program, are establishing graduate and undergraduate fellowship study grants at the University in the fields of fisheries, economics, agribusiness, fisheries business management, marine biology, oceanography, meteorology, fishpond engineering, and food technology available in the following colleges: Fisheries, Business Administration, Arts and Sciences, Engineering and Home Economics.

**3. Memorandum of Agreement for the Training of Paramedic Workers in Pila, Laguna**

A memorandum of agreement was entered into by the Comprehensive Community Health Program with the U.P. Social Laboratory, the Pila Rural Health Unit, the Pila Municipal Council, the Association of Barangay Captains and the Federation of Samahang Nayons in connection

with the training and utilization of paramedic workers in Pila, Laguna, for a period of five (5) years.

**4. Memorandum of Agreement with the Department of Local Government and Community Development**

A memorandum of agreement was entered into between the Department of Local Government and Community Development and the University, through the Local Government Center of the College of Public Administration, whereby the Local Government Center will formulate and prepare model organization plans for provincial, city and municipal governments.

**5. Memorandum of Agreement with the National Science Development Board (NSDB)**

A memorandum of agreement was entered into between the National Science Development Board (NSDB) and the University, through the Science Education Center, for the project entitled "A Seminar Workshop on Environmental Science for Elementary and Secondary Teachers."

**6. Memorandum of Agreement with De La Salle College**

A memorandum of agreement was entered into between De La Salle College and the University, whereby, in pursuance of the consortium agreement among the De La Salle College, the U.P. and the Ateneo University, the De La Salle College agrees to make available to the U.P. College in Manila lecture and laboratory facilities for a chemistry course, subject to certain terms and conditions, effective April 17, 1975 until May 20, 1975.



## RULES AND REGULATIONS

### REVISED RULES AND REGULATIONS GOVERNING THE *PHILIPPINE COLLEGIAN*

(Approved by the Board of Regents at its 861st meeting, 29 May 1975)

#### Article 1.

The *Philippine Collegian* shall be the official student newspaper in the University. It shall serve primarily as a training ground for students in impartial journalism and responsible leadership in thought and opinion. While it shall devote itself chiefly to news about and opinions of the University studentry, it may also publish news about and opinions of other sectors of the University constituency. The *Philippine Collegian* shall be published weekly.

#### Article 2.

The *Philippine Collegian* shall not be used to promote personal or sectional interests. It shall scrupulously guard the right of any person, group, or institution to answer any adverse criticism or opinion in the same issue where such adverse criticism or opinion appears. Any published news article must be based on verified facts, not on hearsay, conjecture, fancy or emotion.

#### Article 3.

The *Philippine Collegian* shall be governed by these rules and by such regulations as may be promulgated by the President of the University.

#### Article 4.

The President of the University shall appoint a faculty adviser to the *Philippine Collegian*.

The faculty adviser shall go over all the materials to be published in the *Collegian*. No issue shall be published without the faculty adviser's previous approval as evidenced by his signature on every page proof of the paper.

Any disagreement over the publication of a news item, editorial, article, or other material between the editor and the faculty adviser, or any other dispute between the *Collegian* staff and the faculty adviser, shall be referred to the *Collegian* board of judges whose decision shall be final.

As administrative adviser, the faculty adviser shall have disciplinary power over the members of the *Collegian* staff. Any disciplinary action may be appealed to the board of judges whose decision shall be final.

The faculty adviser shall be paid an honorarium as may be allowed by the Board of Regents.

#### Article 5.

The Editor of the *Philippine Collegian* shall be chosen by the board of judges composed of three (3) faculty members and two (2) students appointed by the President of the University.

The student members of the board shall be chosen by the President from nominees submitted by the Dean of Student Affairs whose choice will be University wide; the Deans of the College of Arts and Sciences, the Institute of Mass Communication, the College of Law, and the U.P. College in Manila; and those submitted by the Consultative Committee on Student Affairs (CONCOMSA) or the central student organization that may

hereafter be authorized. Each dean and the CONCOMSA chairman shall submit two nominees together with their *curriculum vitae*.

The students nominated should have at least one year's residence in the University and should be at least juniors in their respective four-year undergraduate programs. Freshman students from professional schools of the University (e.g., College of Medicine) where students already have been conferred undergraduate degrees may qualify provided the students concerned have the minimum residency of one year.

The board of judges shall serve for a term of one year beginning the first semester of every academic year. Should any member of the board be unable to serve therein for whatever reason, the President shall appoint his successor.

Each member of the board of judges shall be paid an honorarium as may be allowed by the Board of Regents.

#### Article 6.

To be eligible to take the examination for *Collegian* editor, a student must have the following qualifications:

a. He or she must be a regular student of the University with at least one year residence therein;

b. He or she must be enrolled in a degree course carrying not less than the normal load prescribed for a regular student;

c. He or she must have a weighted average of "2.0" or better in the semester in which he enrolled immediately preceding the examination and must not have been disqualified, put on probation, or warned on academic ground, or given a grade of "5", "4" or "inc." during the same semester.

d. He or she must be a responsible person of good moral character, and must not have been the subject of disciplinary action or misconduct of any kind.

The academic qualifications of candidates shall be officially certified by the Secretary of the College to which the student belongs. The Dean or Director of the College to which the student belongs shall attest in writing that the student has not been adjudged guilty in any disciplinary proceeding nor is he or she the respondent in any case wherein, after proper preliminary investigation, the evidence of his or her guilt is strong.

#### Article 7.

The examination shall be given in the following fields:

Editorial writing .....	70%
News writing .....	20%
Lay-out and headline writing .....	10%

The examination shall be given within the first three weeks of the first semester of each year. The questions shall be formulated by the board of judges immediately before the examination itself which it shall administer on the same day, and immediately after the examination period, the board of judges shall, on the same day, eval-

uate the examinees' papers behind closed doors and choose as the new *Collegian* editor the candidate obtaining the highest average. In case of a tie for first place, the journalistic experience and academic qualifications of the examinee shall be considered to break the tie.

The decision of the board of judges shall be final. The new *Collegian* editor shall be appointed by the President.

In case the examinee with the highest average shall decline the position of *Collegian* editor, the examinee with the second highest average shall be appointed by the President.

Notwithstanding any protest before or after the examination, the board of judges shall proceed with the choice of the editor in the manner prescribed by these rules, and the editor so chosen shall hold such position until replaced by order of the President.

#### Article 8.

The term of office of the *Collegian* editor and his staff shall be for two semesters or until the selection of the editor's successor; provided, that upon recommendation of the faculty adviser, an editor and his staff may be appointed by the President to edit the *Collegian* during the summer session subject to such conditions as may be prescribed by the President.

The other members of the *Collegian* staff shall be nominated by the editor, subject to approval and appointment by the faculty adviser. The nominees shall present a written certificate signed by their respective Deans or Directors stating that they are responsible persons of good moral character and that they have not been the subject of disciplinary action for misconduct of any kind. They must also possess the academic qualifications specified in Article 6, a-c, officially certified by the Secretary of their respective colleges, except that the general average may be "2.5" or better.

#### Article 9.

The editor of the *Philippine Collegian*, while serving in that capacity, must carry not less than the normal load prescribed for a regular student, and must not have been found guilty of misconduct of any kind; otherwise, the faculty adviser shall recommend to the President his successor who shall serve for the rest of the year or until the new editor has been chosen by the board of judges in accordance with these rules.

#### Article 10.

The *Philippine Collegian* shall be financed by the *Collegian* fee paid by students and from whatever other income it may receive from advertisements and other services.

#### Article 11.

The financial and business management of the *Philippine Collegian* shall be vested in a business manager who shall be appointed by the President from among the members of the faculty of the College of Business Administration or of the student body therein. The business manager is authorized to appoint solicitors and assistants with the approval of the faculty adviser.

The business manager shall be paid an honorarium as may be allowed by the Board of Regents.

#### Article 12.

To insure proper expenditure of *Philippine Collegian* funds, the following regulations shall be observed:

a. At the beginning of his term, the *Collegian* editor shall submit to the President, through the faculty adviser and the business manager, a budget for his term and a complete roster of those appointed by him to the *Collegian* staff, specifying therein their names and their respective academic units, staff positions, and rates of payment, whether per issue, weekly, monthly, or otherwise, and the effectivity as well as the term of each appointment;

b. No payment shall be made to any member of the *Collegian* staff, including the editor, until after submission of the budget and the roster referred to above;

c. Any change in the *Collegian* staff should be reported forthwith to the President through the faculty adviser and the business manager so that the necessary change in the *Collegian* payroll may be made;

d. Each staff member of the *Collegian* except the editor shall be required to certify the services actually rendered by himself, by filling out Civil Service Form No. 48 (time record) duly verified and attested by the editor. All certifications of service rendered shall be submitted to the faculty adviser for approval.

e. The faculty adviser shall approve each payroll of the *Collegian* after verifying in each case whether the persons whose names appear therein have actually rendered service as staff members of the *Collegian*.

#### Article 13.

The President of the University may suspend publication of the *Philippine Collegian* for culpable violation of relevant laws, decrees, and orders issued under Martial Law, or of these rules and regulations governing the *Philippine Collegian*.

#### Article 14.

These rules shall supersede all existing rules and regulations governing the *Philippine Collegian*, and shall be effective upon approval by the Board of Regents.

## HISTORICAL PAPERS AND DOCUMENTS

### EXPANDING THE U.P.'S CAPACITY TO SERVE THE NATION

By His Excellency FERDINAND E. MARCOS\*  
*President of the Philippines*

\* Read for the President by Secretary of Economic Planning GERARDO P. SICAT, who also represented the President at the cornerstone laying of the building of the Philippine Center for Economic Development and the U.P. School of Economics on 4 May 1975.

I am glad to be able to lay the cornerstone of the building for the School of Economics of the University of the Philippines. As you will recall, this is part of a package of commitments we have made for the general development of the U.P.'s physical facilities that are directly related to the improvement of the nation's human resources, especially in critical fields that are associated with our requirements for national economic development.

On April 18, 1975, as guest speaker at the Commencement Exercises of the Tenth Training Program in Development Economics at Malacañang, I thanked the U.P. and, in particular, the School of Economics for providing the national government with much needed expertise in our growing technocracy. On that occasion, I directed the release of ₱6 million for the construction of the U.P. School of Economics Building; this amount had been included in the appropriation for the Philippine Center for Economic Development in the U.P. Budget and incorporated in the national infrastructure program. I also directed that the laying of the cornerstone of the building be undertaken not later than May 4th.

I am very glad that this deadline has been met. And I now look forward to the immediate construction of the building, and hope that next year the full transfer of the School of Economics to the facilities provided through the Philippine Center for Economic Development will materialize.

In undertaking this construction, we are just beginning the renewed physical development program that I envision will be undertaken at the U.P. under the leadership of President Onofre D. Corpuz. The national government is ready to extend assistance to a general improvement within the U.P. of facilities for instruction, dormitories, housing and general recreation. For we are convinced that such a program of physical development is necessary if the U.P. is to accomplish its real mission of providing high-quality, relevant and forward-looking higher education for the nation.

We are ready to extend financial support to well-conceived physical improvement programs for the U.P., because the development of the U.P. is in no small measure, a reflection of the development of our nation. To give it support and sustenance is to strengthen the nation. For we expect the future leadership of our country to be provided by this university, as it has done in my generation. It is essential therefore that we mould that

future leadership in the appropriate physical, social and intellectual setting.

The growing requirements of higher education continue to place greater demands on the role that U.P. must play in our task of nation-building. Not only must the physical and intellectual resources of U.P. in Diliman and Los Baños grow and improve. The time has come to look forward to the formation of a large, new campus which by itself should become a university (not just a college) for the 1980's. But to do this, we have to lead in dispersing the intellectual resources of the country *regionally*, in the same way that our national policy is to create new growth poles among different regions of the country so that regional economic development can proceed on a balanced and mutually reinforcing setup among various regions. On the principle that a new university must serve us in our highest priority, we are premising the setup of a new university campus of the U.P., probably in the Visayas, on the need to support our food production program. Because of this, just as the U.P. at Los Baños grew out of the Colleges of Agriculture and of Forestry, I envision the establishment of a University of the Philippines in the Visayas to grow from the core of the present College of Fisheries. For this reason, I am directing the Board of Regents and President Corpuz to take the steps necessary to expedite the project to transfer the College of Fisheries to a new campus in the Western Visayas, possibly in the Island of Panay.

For all the above reasons, I have directed the National Economic and Development Authority to include in the search for funding of future projects from the World Bank, the Asian Development Bank, and from bilateral sources (including the USAID), the programs of the University, on the premise that they are required for national development.

Let me turn back to the School of Economics. In my last talk just two and half weeks ago before the Faculty and graduates of the training program, I thanked the School for playing an important role in building our economic expertise in government. I am quite sure that if today there is a higher level of understanding of economic issues in general within the country, it is due in large part to the influence that the School has had through the research works of its faculty and its graduates, and its public involvement in various programs for training. I have been concerned by the need to consolidate the expertise in economics which is avail-

able to the country, to enlarge the pool of high-level policy researchers, and to see to it that they interact properly and among themselves so that policy issues and problems can be understood in their proper light.

It is for the above reasons that on May 13, 1974, I signed Presidential Decree 453 creating the Philippine Center for Economic Development at the U.P. The establishment of the Center was premised on the need (1) to accelerate our efforts to provide an adequate research base for planning and policy formulation, (2) to expand the supply of economic technicians in government and the nation, (3) to provide a mode of mutual interaction between government personnel and people in the academe, and (4) to expand the financial base to support such operations. The establishment of the Center at the University of the Philippines with a distinct corporate personality will enable it to give financial and moral support to the research, training and other programs of the School of Economics at the University of the Philippines.

I am glad to acknowledge the report of the Chairman of the Center's Board of Trustees, the Director-General of the National Economic and Development Authority, that the Center is now operational on the basis of a trust fund of P7 million, which I have caused to be released last year. I am confident that with the improvement in the Center's working facilities, it will be in a much better position to perform all of the functions for which it was established. It is thus no exaggeration for me to say that, in this symbolic act of laying the cornerstone of this building, through my representative, the Director-General of the National Economic and Development Authority, we are, at the same time, laying the groundwork for a stronger, more vigorous Philippine Economy for the future.

I greet the School on its 10th year anniversary and I hope that its services to the nation will increase and improve, especially after this occasion.

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# UNIVERSITY OF THE PHILIPPINES

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## EDITOR

Dr. Oscar M. Alfonso

## ADMINISTRATIVE ISSUANCES

### ADMINISTRATIVE ORDERS

#### Administrative Order No. 12: *Philippine Collegian* Board of Judges

In accordance with Article 5 of the Rules and Regulations Governing the *Philippine Collegian* as approved by the Board of Regents (861st B/R) and upon instructions of the University President, the following are hereby appointed members of the *Philippine Collegian* Board of Judges: Prof. Leslie E. Bauzon, Chairman; Prof. Perfecto Fernandez, Prof. Francisco Roque, Mr. Manuel Dayrit, and Mr. Alan Leynes.

The *Philippine Collegian* Board of Judges shall carry on the functions set forth in the Rules and Regulations Governing the *Philippine Collegian* as approved by the Board of Regents (861st B/R).

Each member shall be entitled to an honorarium of P100.00 per month during their incumbency chargeable to any available source in the budget of the University.

This order shall take effect immediately.

By order of the President.

20 June 1975

#### Administrative Order No. 13: Faculty Adviser of *Philippine Collegian*

Pursuant to the Rules and Regulations Governing the *Philippine Collegian* approved by the Board of Regents (861st B/R) on 29 May 1975, the appointment of Professor Francisco Arcellana, College of Arts and Sciences, as Faculty Adviser of the *Philippine Collegian* is hereby renewed effective immediately.

\* \* \*

By order of the President.

20 June 1975

#### Administrative Order No. 14: Renewal of Designation as Assistant to the Vice-President for Administration

Upon recommendation of the Vice-President for Administration, the designation of Miss May Huntington as Assistant to the Vice-President for Administration without additional compensation, in addition to her regular duties as Management Specialist is hereby renewed effective 1 July 1975 until 30 June 1976 unless sooner revoked by competent authority.

23 June 1975

#### Administrative Order No. 42: Designation as Officer-in-Charge of U.P.

Dr. Emanuel V. Soriano, Executive Vice-President, is hereby designated Officer-in-Charge of the University of the Philippines effective 4 June 1975 until the President's return from an official trip abroad.

3 June 1975

### MEMORANDUM CIRCULARS

#### Memorandum Circular No. 4: Convocation for Outstanding Administrative Employees

University administrative employees who have rendered outstanding service to the University of the Philippines since the institution of the performance rating system will be awarded certificates of merit at a convocation which will be held on Monday, 30 June 1975 from 1:45 to 3:00 p.m. at the Abelardo Hall Auditorium.

Deans, directors and heads of offices are invited to grace the occasion. Employees who wish to attend the convocation may be excused by their respective supervisors for the duration of the awarding ceremony.

27 June 1975

(Sgd.) EMANUEL V. SORIANO  
Executive Vice-President

[For the complete list of awardees, see pages 117-121]

#### Memorandum Circular No. 17: Matters Approved by Board of Regents (29 May 1975)

For information and guidance, attention is hereby invited to the following matters approved by the Board of Regents at its 861st meeting on 29 May 1975:

1. *Abolition of the Office of the Dean of Admissions and restoration of the position of University Registrar.*

Effective 3 June 1975, the Office of the Dean of Admissions is abolished and the position of University Registrar restored. The University Registrar shall assume the duties, functions and responsibilities heretofore pertaining to the Office of the Dean of Admissions.

2. *Amendments to the rules on teaching load.*

The Rules on Teaching Load, Community Service and Outside Activities approved by the Board of Regents at its 839th meeting on 29 November 1973 are amended as indicated in capital letters below:

"Section 1. *Required Teaching Load.* — A normal teaching load of 12 units per semester or its equivalent in colleges or units observing the trimester or other systems shall be required of each faculty member; *Provided*, however, that no member of the faculty shall teach less than six (6) units per semester; *Provided, further*, that the President or Chancellor may reduce the teaching load to not less than three (3) units per semester, of any faculty member who is actively engaged in research, community service, and/or other authorized activities; and *Provided, finally*, that no faculty member shall be allowed a total teaching load of more than 18 units per semester, including authorized teaching outside the University of the Philippines System, **UNLESS OTHERWISE GIVEN PRIOR AUTHORIZATION BY THE PRESIDENT OR CHANCELLOR DUE TO EXCEPTIONAL CIRCUMSTANCES.**

"Section 2. *Overload teaching.* — Teaching in excess of the normal load of 12 units shall be entitled to an honorarium subject to existing rules and poli-



cies; PROVIDED, THAT SUCH HONORARIUM SHALL NOT EXCEED THE AMOUNT CORRESPONDING TO SIX (6) UNITS OF COURSE CREDIT; Provided, FURTHER, that at least the minimum teaching load required under Section 1 shall have first been complied with. Honoraria for research, creative work, or community service shall be given in accordance with pertinent rules, regulations and policy."

Please be guided accordingly.

2 June 1975

(Sgd.) OSCAR M. ALFONSO  
Secretary of the University

**Memorandum Circular No. 18: Amended Guidelines on Consortia**

For information and guidance, attention is hereby invited to the following amendments to the guidelines governing consortium agreements approved by the Board of Regents at its 846th meeting on 30 May 1974, the amendments approved by the Board at its 861st meeting on 29 May 1975 being indicated in italics:

"7. Authorization for the President of the System or the Chancellor of any autonomous university of the System, to enter into formal *consortium* agreements with other institutions of higher learning both here and abroad *for the purpose of attaining common objectives in joint degree and/or joint research programs, based on fair and reciprocal sharing of responsibilities and utilization of resources, subject, among others, to the following guidelines:*

"a. *The consortium relationship is not a unilateral or one-way technical assistance program. This latter program may be entered into by the University as part of its extension or other service programs.*

"b. *The consortium shall be entered into when the University and another institution agree to conduct and offer degree programs in certain academic or professional fields, or research programs in academic areas or development-related problems, on a joint basis, combining thereby such of their resources as are needed for the program objectives on fair and mutually agreed upon arrangements.*

"c. *Program costs or funding shall come from joint contributions of the University and the consortium partner(s), or from this and external sources.*

"d. *In the case of joint degree programs, the diploma evidencing completion of the program may bear the names of the University and the consortium partner(s), or only the principal party in the consortium, as may be agreed upon in the specific consortium contract.*

"e. *In the case of joint research programs, all results shall be accredited to the consortium parties, and to the joint research teams.*

"f. *Since the University enters into a consortium relationship to further or to attain University goals, consortium programs that the University enters into are University programs. Services*

*of University personnel in consortia are therefore to be regarded as services to the University and its programs, and may, in particular cases, be given extra or special credit.*

"g. *The administration of a consortium, on the part of the University, shall be entrusted or delegated to a vice-president, vice-chancellor, or to a dean or director.*

"h. *The Vice-President, or Vice-Chancellor, or Dean or Director, shall prepare the implementing rules, said rules to be deemed part of the basic consortium agreement.*

"i. *As a general rule, the University (at Diliman and at Los Baños) may not enter into more than three (3) consortium relationships at a time.*

"j. *No consortium agreements shall be entered into that will prejudice on-going University programs or projects.*

"k. *A consortium shall be effective for the period required to attain the objectives of the consortium project, but not to exceed three (3) years, subject to renewals of three-year periods or less. The agreement may be terminated by any party upon written notice to the other(s) at least one (1) month before said party desires termination.*

"l. *The above guidelines supersede those prescribed last 30 May 1974."*

Please be guided accordingly.

2 June 1975

(Sgd.) OSCAR M. ALFONSO  
Secretary of the University

**Memorandum Circular No 19: Signing of Diplomas/Certificates for Training or Special Courses, Workshops, Seminars**

Effective immediately, diplomas or certificates awarded to participants of training or special courses, workshops or seminars shall be signed in lieu of the President —

1. By the Vice-President for Academic Affairs in the case of diplomas/certificates issued by the Asian Labor Education Center, College of Education, Department of Physical Education, Institute for Small-Scale Industries, Institute of Social Work and Community Development, Local Government Center, Philippine Executive Academy, ROTC, Science Education Center, etc.

2. By the Vice-President for Administration in the case of diplomas/certificates for training courses run by the Office of Administrative Personnel Services.

Please be guided accordingly.

3 June 1975

FOR THE PRESIDENT:  
(Sgd.) OSCAR M. ALFONSO  
Secretary of the University

**Memorandum Circular No. 20: Text of Memorandum Circular No. 19**

Quoted hereunder is the text of Memorandum Circular No. 19 from the Office of the President dated 29 May 1975 for your information and guidance:

**"MEMORANDUM CIRCULAR NO. 19**

**"SUBJECT: Calling a Student Conference and Prescribing the Guidelines for Membership, Organization and Operation Thereof**

"In consonance with the concern of the University administration to promote intelligent and responsive contributions from students to the University's welfare, and pursuant to Article 44(k) of the University of the Philippines System Code, a U.P. Student Conference shall be held in Diliman, Quezon City, for the purpose of enabling duly chosen representatives of the students of the University to discuss and to formulate recommendations on basic issues affecting student welfare.

"The following guidelines shall be observed:

**"1. Membership**

"All students in every college or unit of the University including those in Diliman, Manila and Baguio shall participate in a general election of their respective representative(s) to a Student Conference to be held in Diliman at the earliest possible time under the supervision of the Dean of Student Affairs or his representatives.

"Each college shall be entitled to one representative, except the College of Arts and Sciences, which shall have two (2). The colleges of Manila and Baguio shall each have one representative duly elected by the students registered therein.

"Only regular students with a general average of '2.5' or better and who have not obtained any grade of '5' or 'Incomplete' or dropped any course during the previous semester are qualified to be candidates in the election above-mentioned. Candidates for representative shall obtain a written certificate signed by the Dean or Director of their college stating that they have not been the subject of disciplinary action for misconduct of any kind. The student receiving the highest number of votes and certified by the Dean or Director as fulfilling the qualifications for candidates shall *ipso facto* qualify as representative of his college to the Student Conference. The two (2) candidates receiving the two highest number of votes and certified by the Dean as fulfilling the qualifications for candidates shall qualify as representatives of the College of Arts and Sciences.

**"2. Organization and Operation**

"Immediately after the results of the election are officially recorded and the duly elected representatives are officially declared, the Executive Vice-President shall call a Preliminary Session of all representatives for the purpose of electing from among themselves, a Chairman, a Vice-Chairman who shall act in the event of incapacity of the Chairman, and a secretary, which officers shall then confer with the Executive Vice-President and the Dean of Student Affairs on the details of organization and operation of the Student Conference.

"The Student Conference may appropriate such amounts as may be required for the operation of the conference from the student fees, subject to the approval of the Dean of Student Affairs and the Executive Vice-President.

"The Executive Vice-President shall take the necessary steps, with all the powers necessary and proper for the accomplishment of the purposes above-stated.

"This Memorandum Circular shall take effect immediately.

"May 29, 1975.

"(Sgd.) ONOFRE D. CORPUZ  
"President"

2 June 1975

For the President:  
(Sgd.) OSCAR M. ALFONSO  
*Secretary of the University*

**Memorandum Circular No. 21: Suspension of Classes During Inclement Weather**

Attention is invited to the memorandum circular issued on 24 July 1972 and on 20 August 1974 on the subject of "Suspension of Classes During Inclement Weather," which is hereby reiterated:

"In order to coordinate decisions regarding the holding of classes in the schools, colleges and universities in the Greater Manila area during inclement weather, and in order to insure a uniform practice in this regard based on the forecasts of the Weather Bureau, the University of the Philippines at Diliman and Manila will henceforth be governed by the decisions and announcements concerning the suspension of classes in the Greater Manila area in times of heavy rains, floods and typhoons that may be ordered by the Department of Education or by the Office of the President of the Philippines.

"Accordingly, the University administration will no longer issue separate announcements regarding the suspension or resumption of classes during inclement weather. Everyone concerned will be guided by the announcements and decisions emanating from the Department of Education or the Office of the President of the Philippines.

"It is understood that this rule applies only to the suspension of classes due to inclement weather.

"It is further understood that so far as possible officials and employees of the University will continue to report for duty in order to insure the continuance of essential services during emergencies."

Please be guided accordingly.

24 June 1975

(Sgd.) ONOFRE D. CORPUZ  
*President*

**Memorandum Circular No. 24: Executive Programme of Educational, Cultural and Scientific Cooperation Between the Republic of the Philippines and the Arab Republic of Egypt**

Quoted hereunder is the text of the Agreement entitled "Executive Programme of Educational, Cultural and Scientific Cooperation Between the Republic of the Philippines and the Arab Republic of Egypt" signed by the First Lady, Mrs. Imelda Romualdez Marcos, on behalf of the Philippine Government on 9 March 1975, for information and guidance:

"Executive Programme of Educational,  
Cultural and Scientific Cooperation Between the  
Republic of the Philippines and the Arab Republic

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"The Government of the Philippines and the Government of the Arab Republic of Egypt desirous to develop further relations in the fields of Education, Culture, and Science and in accordance with the Agreement for Cultural Cooperation signed on May 13, 1962 have agreed upon the following executive programme for the years 1975 and 1976.

**"EDUCATION AND SCIENCE**

*"Article 1*

- "a) The Parties shall exchange visits of up to 5 professors from universities and higher institutions of learning to deliver lectures and to familiarize themselves with the system of higher education in the other country for a period of up to three months.
- "b) The Parties shall exchange and study curricula and education planning in the other country, and mutual recognition of degrees granted by its universities and higher institutions of learning with a view to concluding a special agreement in this respect.
- "c) The Parties shall exchange magazines, publications, periodicals and scientific papers issued by their universities and higher institutions of learning.
- "d) The Government of the Arab Republic of Egypt shall offer annually 5 post-graduate scholarships for the graduates of the Philippine universities and higher institutions of learning, for a period of one year which may be extended for another successive academic year. The fields of final specialization will be determined by the Government of the Philippines.
- "e) The Parties shall exchange specialists, scientific researches and scientific information, according to provisions to be agreed upon later.
- "f) The Parties shall exchange documents and publications on educational planning which can be useful to the other party.
- "g) The Parties shall exchange school text books about the other party with a view to insuring that their contents are accurate and up-to-date.
- "h) The Parties shall exchange children's drawings and other artistic works.

**"AL AZHAR**

*"Article 2*

- "a) Al Azhar shall offer during the years 1975 and 1976 ten scholarships in its institutions.
- "b) The agreements between Al Azhar University and the Mindanao State University, and the Institute of Islamic Studies of the University of the Philippines shall be carried out in accordance with this programme.

**"CULTURE**

*"Article 3*

- "a) The Parties shall exchange information, indices of manuscripts, microfilms and cultural publications and bulletins, as well as information about libraries and publishing activities.
- "b) The Parties shall encourage translations of books of well-known authors and writers.
- "c) The Parties shall encourage the exchange of films and publications dealing with cinema activities.
- "d) The Parties shall study the possibilities of holding a film week in each country according to terms to be agreed upon.
- "e) The Parties shall encourage the exchange of art exhibitions according to terms to be agreed upon.
- "f) The Parties shall encourage the exchange of artistic troupes and individual performers according to terms to be agreed upon.
- "g) The Parties shall offer each other two annual scholarships in their respective cultural institutions.

**"INFORMATION**

*"Article 4*

*"Broadcast and Television*

- "a) The Parties shall exchange recordings of traditional and contemporary music. The sending Party shall bear copyright fees and shipping expenses.
- "b) The Parties shall exchange broadcasting materials which reflect the different activities in the life in both countries. Such material shall be accompanied by an English translation and shall be the property of the receiving party to be used in accordance to its needs.

**"TOURISM**

*"Article 5*

"The Parties shall exchange publications, information, studies, statistics and other materials dealing with tourism.

**"SOCIAL WELFARE**

*"Article 6*

"The Parties shall encourage the cooperation of organizations and institutions in the field of Social Welfare to exchange experience and information.

**"TECHNICAL AND SCIENTIFIC COOPERATION**

*"Article 7*

"The Parties shall encourage the exchange of technical and scientific experience in fields of mutual interest with special emphasis on health, agriculture, industry and petrochemicals. Such exchange may include study tours, visits, scholarships, joint research and training. The requirements thereof shall be determined by special agreement.

*"Article 8*

"The Parties agree that all offers of scholarships, exchange study tours and other requests for cultural, scientific and technical cooperation falling under the executive

programme shall be channelled through their respective Governments.

*"Article 9*

"The present programme shall enter into force as from the date of its signature and shall be valid for two years.

"After this period it shall remain in force provisionally until the new programme is signed.

"In witness whereof, the undersigned being duly authorized by their respective Governments have signed this programme.

"Done in duplicate in Alexandria on 9th of March 1975 in two original copies in the English Language.

"For the Government of  
the Arab Republic  
of Egypt

"(Sgd.) YOUSSEF ELSEBAI

"For the Government of  
the Republic of the  
Philippines

"(Sgd.) IMELDA MARCOS

*"APPENDIX ON FINANCIAL STIPULATIONS*

"Unless otherwise agreed upon, the financial stipulations governing the exchange of individuals, groups, delegations, exhibitions etc. . . . shall be as follows:

"a) For short-term visits lasting up to one month, the sending party shall bear the travelling expenses for individuals or delegations to and from the receiving country, while the receiving party shall bear all costs of stay, pocket money and costs of travel within the country, provided that such travel is related to the purpose of the visits.

"b) As regards senior lecturers, scientists, experts, and persons engaged in similar activities, who are delegated to the other country upon request, the receiving party shall bear all their travelling expenses. The said delegates shall receive monthly allowances which shall be duly agreed upon between the competent authorities of the parties.

"c) The Parties will pay post graduate students holding scholarships the following amounts:

"- A monthly scholarship of 35 Egyptian Pounds or the equivalent.

"- Thirty Egyptian Pounds for preparation allowance to be paid at the beginning of the scholarship, free tuition.

"- Hostel facilities in the university city.

"- Free medical care in the university hospitals.

"- The sending party will bear the scholarship-holder's travel expenses to and from the other country.

"- The receiving party shall bear the internal expenses to the scholarship holder's trips related to the purpose of their studies.

"- The sums mentioned in this programme shall be net payments. Taxes on these payments shall be born by the competent authorities in the receiving country.

"d) The sending party shall bear transport charges of the periodicals, bulletins and publications.

"e) The two sides shall agree upon the financial terms concerning the exchange of artistic troupe in each case separately.

"f) The costs incurred in the organization of exhibitions shall be settled as follows:

"- The sending party shall bear the costs incurred in the transportation of the exhibition to the nearest place of destination in the receiving country and back, while the receiving party shall bear the costs incurred in the transportation of the exhibition to other places within its territory, the costs incurred in the mounting of the exhibition and advertising with posters and catalogues, and the costs for housing the exhibition.

"- The sending party shall bear the insurance costs covering the transportation of the exhibition to and from the receiving country, while the receiving side shall take all measures to safeguard the exhibition and keep the exhibits in good condition."

27 June 1975

FOR THE PRESIDENT:  
(Sgd.) OSCAR M. ALFONSO  
*Secretary of the University*

**MEMORANDUM**

**Procurement of Supplies, Materials and Equipment Needed or Intended for Research Projects**

Quoted hereunder are Office Memorandum No. 505 and Office Memorandum No. 505-A from the Commission on Audit dated 6 March 1975 and 12 May 1975, respectively, for information and guidance:

**"OFFICE MEMORANDUM NO. 505**

**"TO :** All Managers, Assistant Managers, Chief Supervising Auditors, Supervising Auditors, and Auditors of Government Owned or Controlled Corporations, Local Governments, Bureaus and Offices of the National Government, and Others Concerned.

**"SUBJECT:** Procedure in the procurement of supplies, materials and equipment needed or intended for research projects in agencies of the National Government, as well as of government-owned or controlled corporations.

"In view of the representations of the Director General of the Philippine Council for Agricultural Research in his letter dated February 14, 1975, and to give greater impetus to research work in the country, the following procedure concerning procurement of supplies, materials and equipment intended for research in the fields of agriculture, forestry, fisheries and other allied activities is hereby prescribed:

1. Researchers are authorized to purchase supplies, materials and equipment involving an amount of not exceeding P500.00 for each requisition, without canvass, provided that there should be no splitting of requisitions; that the purchase has been duly authorized; and that the auditor may, in case of doubt as to the reasonableness of the price, conduct a re-canvass of the items being procured.

"2. Inspection of deliveries in amounts not exceeding P300.00 for each requisition is dispensed with, provided that the requisitioner certifies that the items delivered are in correct quantity, in accordance with specifications and are acceptable to the requisitioning agency.

"Strict compliance with this Memorandum, which shall take effect immediately, is hereby enjoined upon all concerned.

"(SGD.) ISMAEL MATHAY, SR.  
"Acting Chairman"

OFFICE MEMORANDUM 505-A

"In view of the representations of the Chairman, National Science Development Board, the coverage of Office Memorandum No. 505 dated March 6, 1975, is hereby ex-

panded in the sense that the procedure therein prescribed relative to the procurement of supplies, materials and equipment intended for research shall not be limited to research activities in the field of agriculture, forestry, fisheries and other allied activities, *but shall include researchers in 'all fields of scientific and technological researches and development.'*

"Strict compliance with Office Memorandum No. 505 dated March 6, 1975, as hereby amended, is enjoined upon all concerned.

"(SGD.) ISMAEL MATHAY, SR.  
"Acting Chairman"

Please be guided accordingly.

24 June 1975

(Sgd.) RAMON C. PORTUGAL  
*Vice-President for Administration*

## DECISIONS OF THE BOARD OF REGENTS

862nd Meeting, 26 June 1975

### APPOINTMENTS, REAPPOINTMENTS, PROMOTIONS, SALARY INCREASES, ETC.

The Board approved the following appointments, reappointments, promotions, salary increases, and other matters:

- Jesusa H. Abad, increase in salary from Assistant Professor I to Assistant Professor III of Spanish, College of Arts and Sciences, effective June 1, 1975.
- Anthony Y. Acevedo, promotion in rank and salary from Lecturer to Senior Lecturer in Public Administration, U.P. College Iloilo, effective June 1, 1975 until May 31, 1976.
- Teresita C. Agbayani, increase in salary as Administrative Officer (Range 8), College of Law, effective May 1, 1975.
- Eduardo Araullo, increase in salary as Training Associate, School of Economics, effective June 1, 1975 until June 30, 1976.
- Andrew L. Arrieta, increase in representation and travel allowance as University Legal Counsel, effective July 1, 1975 until June 30, 1976.
- Consuelo V. Asis as Member and Assistant Team Leader, Puerto Galera Project Team, effective May 22, 1975 until the completion of the project, but not later than November 30, 1975.
- Fred S. Avestruz, change in designation from Senior Lecturer to Assistant Professor I of Business Economics and Statistics, College of Business Administration, effective June 3, 1975 until the return of Alberto Ilano from a leave of absence, but not later than May 31, 1976.
- Eliathamby Balasubramaniam as Visiting Professor of Physics Education, Science Education Center, without compensation, effective June 15, 1975 until November 30, 1975.
- Eligio B. Barsaga, reappointment as Resident Adviser, Kalayaan Residence Hall, effective June 2, 1975 until June 30, 1976.
- Emmanuel D. Bello as Guillermo Ponce Associate Professor of Wood Processing, College of Forestry, University of the Philippines at Los Baños, effective May 1, 1975 until April 30, 1976.
- Manuel P. Bendaña as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until August 30, 1975.
- Angelina R. Bernardo, transfer to the academic staff with promotion in rank and salary from Residence Head (Range 8), Kamia Residence Hall, to Head Resident Adviser, Kalayaan Residence Hall, effective June 2, 1975.
- Catalino Blanche as Member, Puerto Galera Project Team, effective May 22, 1975 until the completion of the project, but not later than November 30, 1975.
- Demetria C. Bongga, increase in salary from Assistant Professor I to Assistant Professor III of Food Science and Nutrition, College of Home Economics, effective June 1, 1975.
- Manuel L. Bonita as Guillermo Ponce Assistant Professor of Logging Engineering, College of Forestry, University of the Philippines at Los Baños, effective May 1, 1975 until April 30, 1976.
- Bryan L. Boulier as Visiting Associate Professor of Economics, School of Economics, without compensation, effective June 9, 1975 until May 31, 1976.
- Salustiana M. Braganza, promotion in rank and salary from Physician (Rank of Instructor V) to Physician (Rank of Assistant Professor I), University Health Service, effective July 1, 1975.
- Aurelio A. Briones as Member, Puerto Galera Project Team, effective May 22, 1975 until the completion of the project, but not later than November 30, 1975.
- Benjamin D. Cabrera, extension of appointment as Dean, Institute of Public Health, effective July 22, 1975 until April 30, 1976.
- Gerardo S. Calabia as Member, Puerto Galera Project Team, effective May 22, 1975 until the completion of the project, but not later than November 30, 1975.
- Elizabeth J. Camacho, change in designation from Senior Lecturer to Assistant Professor I of Public Administration, U.P. College Iloilo, effective June 1, 1975 until May 31, 1976.
- Florangel T. Campos, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Home Economics Education, College of Home Economics, effective June 1, 1975.
- Benjamin V. Cariño as Project Director of the IEPUP-Population Center Foundation, Inc. Project, Institute of Environmental Planning, effective May 16, 1975 until February 14, 1976.
- Ledivina V. Cariño as Project Coordinator, Institute of Environmental Planning, College of Public Administration, U.P./PCF Project, effective May 16, 1975 until February 15, 1976.
- Jose A. Carreon, increase in salary from Associate Professor I to Associate Professor II of Inland Fisheries, College of Fisheries, effective June 1, 1975.
- Angelito P. Castro, increase in salary as Associate Computer Programmer, Office of the University Registrar, effective June 1, 1975.
- Elpidio M. Catungal, increase in salary as Administrative Officer (Range 8), School of Economics, effective June 1, 1975.
- Benjamin H. Cervantes as Artist-in-Residence in the field of Stage Direction, College of Arts and Sciences, effective June 2, 1975 until May 31, 1976.
- Daniel G. Corpuz as Lecturer in Food Science and Nutrition, College of Home Economics, effective June 1, 1975 until May 31, 1976.
- Benjamin C. Cruz as Consultant, EENT, University Health Service, effective May 12, 1975 until the return of Oscar Saddul from a leave of absence, but not later than June 30, 1976.

- Juanito P. Cruz, promotion in rank and salary from Physician (Rank of Instructor V), to Physician (Rank of Assistant Professor I), University Health Service, effective July 1, 1975.
- Clarita N. Cuizon, increase in salary as Administrative Officer (Range 8), Department of Physical Education, effective June 26, 1975.
- Renato Daquiz as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until August 30, 1975.
- Jose de Castro as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until July 31, 1975.
- Eliseo A. de Guzman as Project Supervisor, Population Institute, effective March 1, 1975 until June 30, 1975.
- Ligaya S. de Guzman, reappointment as Resident Adviser, Kalayaan Residence Hall, effective June 2, 1975 until June 30, 1976.
- Dionisia R. dela Paz as Project Supervisor, Population Institute, effective March 1, 1975 until June 30, 1975.
- Angeles M. Morales de Leon, increase in salary from Physician (Rank of Assistant Professor II), part-time, to Physician (Rank of Assistant Professor III), part-time, University Health Service, effective June 1, 1975.
- Romulo A. del Rosario, reappointment as Professorial Lecturer in Botany, College of Arts and Sciences, effective June 3, 1975 until September 24, 1975.
- Vicente G. del Rosario, promotion in rank and salary from Instructor V to Assistant Professor I of Marine Fisheries, College of Fisheries, effective June 1, 1975.
- Leticia G. del Valle, promotion in rank and salary from Instructor II to Assistant Professor I of Music Education, College of Music, effective July 1, 1975.
- Lilia P. Dimaculangan, increase in salary as Chief, Administrative Services Section (Range 9), Office of Academic Services, effective June 1, 1975.
- Corazon C. Dioquino, promotion in rank and salary from Associate Professor I to Professor I of Asian Music, College of Music, effective July 1, 1975.
- Ernesto O. Domingo, increase in salary from Associate Professor I to Associate Professor IV of Medicine, College of Medicine, and Attending Physician, Philippine General Hospital, effective June 1, 1975.
- Lita J. Domingo, promotion in rank and salary from Instructor III to Assistant Professor I of Demography, Population Institute, effective June 1, 1975 until May 31, 1976.
- Fay L. Dumagat, promotional transfer from Administrative Officer (Range 8), University Press, to Researcher I, Agricultural Credit and Cooperatives Institute, University of the Philippines at Los Baños, effective May 16, 1975 until December 31, 1975.
- Erlinda Echanis, promotion in rank and salary from Instructor IV to Assistant Professor I of Accounting, College of Business Administration, effective June 1, 1975.
- Napoleon C. Ejercito, promotion in rank and salary from Associate Professor III (part-time) to Professor I (part-time) of Otorhinolaryngology, College of Medicine, and Attending Otorhinolaryngologist (part-time), Philippine General Hospital, effective June 1, 1975.
- Mamerto V. Elumba, Jr., change in designation from Assistant Professor V to Professorial Lecturer in Mechanical Engineering, College of Engineering, effective June 1, 1975 until May 31, 1976.
- Sergio Z. Esmilla, promotion in rank and salary from Associate Professor I to Professor I of Strings and Chamber Music, College of Music, effective July 1, 1975.
- Ernesto A. Nueva España, promotion from Resident Physician (Range 7) to Chief, Resident Physician (Range 9), Department of Otorhinolaryngology, Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Evangeline S. Esperanza as Resident Adviser (Graduate), Ipil Extension, effective June 2, 1975 until November 30, 1975.
- Celso M. Estrella, promotion in rank and salary from Assistant Professor I to Associate Professor I of Strings and Chamber Music, College of Music, effective July 1, 1975.
- Corazon R. Estrella, promotion in rank and salary from Instructor VI to Assistant Professor II of Accounting, College of Business Administration, effective June 1, 1975.
- Felipe M. Fernando, increase in salary as Fiscal Analyst (Range 9), Office of the Budget Director, effective May 1, 1975.
- Belen A. Ferrer, increase in salary as Chief, Employment Section (Range 9), Office of Academic Services, effective June 1, 1975.
- Maria Luz S. Ferrer as Residence Head (Range 8), Kamia Residence Hall, effective June 1, 1975 until November 30, 1975.
- Cecilia A. Florencio, promotion in rank and salary from Assistant Professor IV to Associate Professor II of Food Sciences and Nutrition, College of Home Economics, effective June 1, 1975.
- Efren Flores as Member, Puerto Galera Project Team, effective May 22, 1975 until the completion of the project, but not later than November 30, 1975.
- Yoshio Furukawa as Consultant in Gymnastics, Department of Physical Education, effective April 15, 1975 until May 31, 1975.
- Araceli P. Garcia, extension of appointment as Director, Instituto de Español, effective July 1, 1975 until April 30, 1976.
- Edito G. Garcia as U.P. Alumni Association Associate Professor of Public Health, Institute of Public Health, effective June 1, 1975 until September 30, 1975.
- Ramon M. Garcia as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until November 30, 1975.
- Miflora M. Gatchalian, increase in salary from Assistant Professor I to Assistant Professor II of Food Science, College of Home Economics, effective June 1, 1975.
- Edgardo Gomez as Consultant, Puerto Galera Project Team, effective May 22, 1975 until the completion of the project, but not later than November 30, 1975.

- Eloisa B. Gonzalez, increase in salary as Community Relations Officer (Range 8), Office of the President, effective May 1, 1975.
- Milagros Gregorio, promotion in rank and salary from Instructor V to Assistant Professor I of Accounting, College of Business Administration, effective June 1, 1975.
- Sylvia Guerrero as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until August 30, 1975.
- Marcelina U. Gutierrez, increase in salary as Chief, Records Evaluation Section (Range 8), College of Arts and Sciences, effective June 1, 1975.
- Mario T. Gutierrez, detail as Assistant Director for Health Education, Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Froilan L. Hong, promotion in rank and salary from Instructor IV to Assistant Professor I of Architecture, College of Architecture, effective June 1, 1975.
- Oscar H. Hormillosa, reclassification of position from Collecting and Disbursing Officer (Range 8) to Administrative Officer (Range 8), U.P. College Iloilo, effective October 1, 1974 until April 30, 1975.
- Esperanza L. Ibañez as Program Development Associate, Program Development Staff, Office of the President, effective August 1, 1975 until May 30, 1976; increase in salary from Admissions Specialist I to Admissions Specialist II, Office of the University Registrar, effective June 1, 1975.
- Arsenio I. Jimenez, Jr. as Medical Consultant, Out-Patient Department, Philippine General Hospital, effective June 1, 1975 until June 30, 1976.
- Tomas C. Jimenez, promotion in rank and salary from Lecturer to Senior Lecturer in Computer Programming, Training Center for Applied Geodesy and Photogrammetry, College of Engineering, effective June 1, 1975 until May 31, 1976.
- Wilhelmina R. Jingco as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until May 30, 1976.
- Nonette Jueco as Member, Puerto Galera Project Team, effective May 22, 1975 until the completion of the project, but not later than November 30, 1975.
- Rogelio O. Juliano as Consultant, Puerto Galera Project Team, effective May 22, 1975 until the completion of the project, but not later than November 30, 1975.
- Araceli R. Kaluag, increase in salary from Assistant Professor I to Assistant Professor III of Spanish, College of Arts and Sciences, effective June 1, 1975.
- Esteban D. Kampitan, increase in salary as Administrative Officer (Range 9), College of Veterinary Medicine, effective June 1, 1975.
- Agustin Kintanar as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until June 30, 1975.
- Gloria F. Labao, increase in salary from Assistant Professor I to Assistant Professor II of Fisheries Technology, College of Fisheries, effective June 1, 1975.
- Dennis R. Labayen as Acting Deputy Director for the Urban Division, Comprehensive Community Health Program, effective June 1, 1975 until May 31, 1976.
- Asuncion C. Laureola, promotion in rank and salary from Associate Professor III to Professor I of Piano, College of Music, effective July 1, 1975.
- Emeteria P. Lee, promotion in rank and salary from Admissions Specialist II to Admissions Specialist III, Office of the University Registrar, effective June 1, 1975.
- Luvinaida S. Legaspi, upgrading with salary increase from Paymaster (Range 7) to Paymaster (Range 8), Cash Division, effective May 1, 1975 until June 30, 1976.
- Corazon G. Leocadio, increase in salary from Assistant Professor I to Assistant Professor II of Food Science and Nutrition, College of Home Economics, effective June 1, 1975.
- Florinda J. Lesaca, increase in salary from Assistant Professor II to Assistant Professor III of Education, College of Education, effective July 1, 1975.
- Consolacion Y. Lim, increase in salary as Nurse Supervisor (Range 8), Philippine General Hospital, effective April 1, 1975.
- Angioline A. Loredo, increase in salary as Press Relations Officer (Range 8), Office of the Secretary of the University, effective July 1, 1975.
- Ulpiano T. Manlangit, promotion in rank from Instructor (part-time) to Assistant Professor of Radiology (part-time), College of Medicine, effective June 1, 1975 until May 31, 1976.
- Pacita S. Martinez, promotion in rank and salary from Assistant Professor III to Associate Professor I of Spanish, College of Arts and Sciences, effective June 1, 1975.
- Lorenzo R. Mateo, increase in salary as Chief, Property Section (Range 8), College of Engineering, effective May 1, 1975 until June 30, 1975.
- Thelma Mendoza as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until June 30, 1975.
- Genaro A. Mocoerro, increase in salary as Associate Computer Programmer, Office of the University Registrar, effective June 1, 1975.
- Adolfo C. Necesito, increase in salary from Assistant Professor II to Assistant Professor IV of Agronomy, College of Agriculture, University of the Philippines at Los Baños, effective February 1, 1975.
- Luciano N. Niguidula, reappointment as Visiting Consultant in Radiology, Philippine General Hospital, effective June 1, 1975 until June 30, 1975.
- Romeo B. Ocampo as Director of Research and Publications, College of Public Administration, effective July 1, 1975 until June 30, 1976.
- Reynaldo T. Paguio, increase in salary from Assistant Professor II to Assistant Professor IV of Music Education, College of Music, effective July 1, 1975.
- Honorato G. Palomo as Consultant, Puerto Galera Project Team, effective May 22, 1975 until the completion of the project, but not later than November 30, 1975.



- Luis Pascual as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until August 30, 1975.
- Aurora T. Payad, automatic promotion in rank and salary from Training Specialist I to Training Specialist II, College of Public Administration, effective May 5, 1975.
- Cledualdo B. Perez, Jr., promotion in rank and salary from Associate Professor IV to Professor II of Animal Science, College of Agriculture, University of the Philippines at Los Baños, effective June 1, 1975; as Consultant, Puerto Galera Project Team, effective May 22, 1975 until the completion of the project, but not later than November 30, 1975.
- Nestor N. Pilar as Director of Graduate Studies, College of Public Administration, effective July 1, 1975 until June 30, 1976.
- Senon B. Posadas, promotion in rank and salary from Lecturer to Senior Lecturer in Public Administration, U.P. College Iloilo, effective June 1, 1975 until May 31, 1976.
- Bienvenido B. Ramin, reappointment as Assistant Professor II of Dairy and Pasture Husbandry, Dairy Training and Research Institute, University of the Philippines at Los Baños, effective June 9, 1975.
- Feliciana G. Reyes, reclassification of position from Head Nurse (Range 7) to Nurse Supervisor (Range 8), University Health Service, effective June 26, 1975.
- Flora Z. Rivera, increase in salary from Associate Professor I to Associate Professor IV of Music Literature and Theory, College of Music, effective July 1, 1975.
- Elpidio L. Rosario, increase in salary from Assistant Professor II to Assistant Professor IV of Agronomy, College of Agriculture, University of the Philippines at Los Baños, effective February 1, 1975.
- Rizalina C. Roxas, increase in salary as Administrative Officer (Range 8), Office of the Assistant for Legal Affairs, Office of the President, effective May 1, 1975.
- Marcelino A. Sabado, increase in salary from Assistant Professor III to Assistant Professor IV of Inland Fisheries, College of Fisheries, effective June 1, 1975.
- Melito S. Salazar, Jr., promotion in rank and salary from Instructor III to Assistant Professor I of Business Policy and Administration, College of Business Administration, effective June 1, 1975.
- Domingo C. Salita, extension of appointment as Dean, College of Arts and Sciences, effective July 31, 1975 until April 30, 1976; as Consultant, Puerto Galera Project Team, effective May 22, 1975 until the completion of the project, but not later than November 30, 1975.
- Josefina A. Salvaña, promotion in rank and salary from Instructor IV to Assistant Professor I of Marketing, College of Business Administration, effective June 1, 1975.
- Rodolfo R. San Diego, increase in salary as Press Relations Officer (Range 8), Office of the President, effective May 1, 1975.
- Lucio D. San Pedro, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Composition and Conducting, College of Music, effective July 1, 1975.
- Corazon T. Santos, promotion in rank and salary from Lecturer to Senior Lecturer in Occupational Therapy, School of Allied Medical Professions, College of Medicine, effective June 3, 1975 until May 31, 1976.
- Edna R. Santos, increase in salary as Chief, Administrative Division (Range 9), Law Center, effective June 1, 1975.
- Ramon P. Santos, increase in salary from Assistant Professor II to Assistant Professor IV of Composition and Conducting, College of Music, effective July 1, 1975.
- Eleazar O. Sarmiento as Medical Consultant (Range 9), part-time, Out-Patient Department, Philippine General Hospital, effective April 1, 1975 until December 31, 1975.
- Julita V. Sotejo as Consultant to the PGH Director on Nursing Affairs, Philippine General Hospital, effective June 1, 1975 until May 31, 1976.
- Luciano S. J. Sotto, promotion in rank and salary from Associate Professor III (part-time) to Professor I of Obstetrics and Gynecology (part-time), College of Medicine, and Attending Obstetrician-Gynecologist (part-time), Philippine General Hospital, effective June 1, 1975.
- Angel T. Tengonciang, increase in salary from Surgeon (Rank of Associate Professor I), part-time, to Surgeon (Rank of Associate Professor II), part-time, University Health Service, effective June 1, 1975.
- Alfonso S. Tioleco, Jr., promotion in rank and salary from Instructor V to Assistant Professor I of Business Economics and Statistics, College of Business Administration, effective June 1, 1975.
- Toyoaki Togano as Visiting Professor of Food Science and Technology, College of Agriculture, University of the Philippines at Los Baños, without compensation, effective May 15, 1975 until May 14, 1976.
- Flordeliz R. Uyengco as Member, Puerto Galera Project Team, effective May 22, 1975 until the completion of the project, but not later than November 30, 1975.
- Emmanuel T. Velasco as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1975 until July 31, 1975.
- Roberto U. Velasco, promotion from Resident Physician (Range 8) to Chief Resident Physician (Range 9), Department of Orthopedics, Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Mamerto S. Ventura, reappointment as Professorial Lecturer in Political Science, College of Arts and Sciences, without compensation, effective June 2, 1975 until May 31, 1976.
- Carmen C. Velasquez as Member and Team Leader, Puerto Galera Project Team, effective May 22, 1975 until the completion of the project, but not later than November 30, 1975.
- Romeo O. Villarta, increase in salary from Assistant Professor II to Assistant Professor III of Marine Fisheries, College of Fisheries, effective June 1, 1975.

- Lydia M. Ybañez, promotion in rank and salary from Instructor II to Assistant Professor I in the Undergraduate Program, U.P. College Cebu, effective June 1, 1975 until May 31, 1976.
- Jose U. Young, promotion in rank and salary from Instructor IV to Assistant Professor I of Production and Operations Management, College of Business Administration, effective June 1, 1975.
- Sylvia S. Zaballero, increase in salary from Assistant Professor I to Assistant Professor III of Spanish, College of Arts and Sciences, effective June 1, 1975.
- Ricardo M. Zarco as Member, Puerto Galera Project Team, effective May 22, 1975 until the completion of the project, but not later than November 30, 1975.

The Board confirmed the following *ad interim* appointments:

- Bernardo M. Agustin as Assistant Professor of Medicine, College of Medicine, and Attending Physician, Philippine General Hospital (part-time), effective June 2, 1975 until May 31, 1976.
- Joel L. Ajero as Senior Lecturer in Industrial Engineering, College of Engineering, effective June 2, 1975 until the return of Narciso Silverio from a leave of absence, but not later than May 31, 1976.
- Manuel P. Bendaña as University Registrar, Office of the University Registrar, effective June 3, 1975 until June 2, 1980.
- Emma F. Bernabe as Senior Lecturer in Language Teaching, College of Education, effective June 2, 1975 until May 31, 1976.
- Wilfredo A. Clemente III as Professorial Lecturer in Political Science, U.P. College Manila, effective June 3, 1975 until May 31, 1976.
- Syl Cheney-Coker as Visiting Professor of English, College of Arts and Sciences, effective June 1, 1975 until October 31, 1975.
- Jose Armando L. Eduque as Professorial Lecturer in Finance, College of Business Administration, effective June 3, 1975 until May 31, 1976.
- Frank G. Flores as Senior Lecturer in Language Teaching, College of Education, effective June 2, 1975 until May 31, 1976.
- Ma. Vicenta C. Gacutan as Assistant Professor I of Biological Science, U.P. College Iloilo, effective June 2, 1975 until May 31, 1976.
- Eduardo D. Gamboa as Programmer II, Institute of Economic Development and Research, School of Economics, effective May 2, 1975 until June 30, 1976.
- Isaac M. Gomez as Consultant in Track and Field, Department of Physical Education, effective June 2, 1975 until March 31, 1976.
- Mauro de Leon Gonzales as Senior Lecturer in Geology and Geography, College of Arts and Sciences, effective June 2, 1975 until May 31, 1976.
- James F. Hurley as Visiting Professor of Mathematics, College of Arts and Sciences, without compensation, effective June 2, 1975 until May 31, 1976.
- Eduardo A. Labitag as Assistant Professor II of Law, College of Law, effective June 1, 1975 until May 31, 1976.
- Angel L. Lazaro III as Associate Professor II of Civil Engineering, College of Engineering, effective June 16, 1975 until the return of Alfredo L. Juinio to this item, but not later than May 31, 1976.
- Rosemarie G. Lim as Guidance Associate, U.P. College Iloilo, effective June 2, 1975 until May 31, 1975.
- Elma C. Llaguno as Professorial Lecturer in Chemistry, College of Arts and Sciences, effective June 9, 1975 until November 15, 1975.
- Jose C. Medina, Jr. as Professorial Lecturer in Community Development, Institute of Social Work and Community Development, effective June 2, 1975 until October 31, 1976.
- Eileen S. Morales as Assistant Professor I, Anesthesiology Center Western Pacific, College of Medicine, effective June 2, 1975 until May 31, 1976.
- Horacio R. Morales, Jr. as Professorial Lecturer in Economics, U.P. College Manila, effective June 3, 1975 until May 31, 1976.
- Dung Nguyen as Senior Lecturer in Economics, School of Economics, effective June 3, 1975 until May 31, 1976.
- Marita V. Tolentino Reyes as Assistant Professor I of Biochemistry, College of Medicine, effective June 2, 1975 until May 31, 1976.
- Reynaldo G. Reyes as Professor II of Piano, College of Music, effective June 2, 1975 until May 31, 1976.
- Carmen F. Rodil as Assistant Professor IV of English and Education, U.P. College Iloilo, effective June 2, 1975 until May 31, 1976.
- Gloria G. Salandanan as Professorial Lecturer, University of the Philippines at Clark Air Base, effective June 2, 1975 until May 31, 1976.
- Benjamin S. Santos as Professorial Lecturer in Finance, College of Business Administration, effective June 5, 1975 until May 31, 1976.
- William H. Scott as Professorial Lecturer in History, College of Arts and Sciences, effective June 3, 1975 until October 31, 1975.
- Marciano M. Servo as Consultant in Softball and Baseball, Department of Physical Education, effective June 2, 1975 until March 31, 1976.
- Cestmir Simunek as Senior Lecturer in Foreign Languages and Sociology, University of the Philippines at Clark Air Base, effective June 5, 1975 until May 31, 1976.
- Cresencia R. Timbol as Senior Lecturer in Veterinary Microbiology, Pathology and Public Health, College of Veterinary Medicine, effective June 2, 1975 until May 31, 1976.
- Imelda A. Zosa as Assistant Professor I of Demography, Population Institute, effective June 2, 1975 until May 31, 1976.

#### TRANSFER TO PERMANENT STATUS

The Board approved the transfer of the following to permanent status:

- Antonio H. Adorable as Physician (part-time), Range 8, U.P. College Baguio, effective July 1, 1975.
- Ma. Salomé S. Alegre as Assistant Professor I of English, U.P. College Manila, effective June 1, 1975.
- Angeles M. Morales de Leon as Physician (Rank of Assistant Professor III), part-time, University Health Service, effective June 1, 1975.

Erlinda Echanis as Assistant Professor I of Accounting, College of Business Administration, effective June 1, 1975.

Yolanda C. Granda as Librarian II, University Library, effective July 1, 1975.

Melito S. Salazar, Jr. as Assistant Professor I of Business Policy and Administration, College of Business Administration, effective June 1, 1975.

Angel T. Tengonciang as Surgeon (Rank of Associate Professor II), part-time, University Health Service, effective June 1, 1975.

#### SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board accepted the scholarship offer of the U.P. Zoological Society for the *U.P. Zoological Society Scholarship Study-Grant* in the College of Arts and Sciences available every semester to a bonafide U.P. student enrolled in the B.S. Zoology course, who is at least a junior.

\* \* \*

The Board accepted the following scholarship offers in the College of Music:

a. *Jose Z. Oledan Scholarship in Voice* offered by Jose Z. Oledan.

b. *Ed Nathan Drilon Scholarship in Voice and Violin/Viola* offered by Ed Nathan Drilon.

c. *Francisco Aseniero Scholarship in Voice* offered by Francisco Aseniero.

\* \* \*

The Board accepted the following scholarship donations from U.P. High School alumni who responded to the solicitation campaign of Socorro P. Villa, retired professor of Education:

*Trinidad Fernandez-Legarda Scholarship*

*Aurora Salegumba-Genuino Scholarship*

\* \* \*

The Board accepted a donation from Evelyn Mandac for the *Evelyn Mandac Scholarship in Voice* in the College of Music.

\* \* \*

The Board accepted a grant from the Population Council, New York for a 12-month period, effective June 1975 to enable Solina Iglesias, M.A. (Demography) candidate of the Population Institute to complete her study on *Demographic Effects and Complications of IUD Insertions in the Immediate Post-Abortal Period*.

\* \* \*

The Board accepted various grants from outside agencies for fellowship-scholarship grants at the University of the Philippines at Los Baños, as follows:

a. *Abelardo L. Bantug Fellowship Grant* in the College of Agriculture for undergraduate work leading to B.S.

b. *Newton L. Jison Fellowship Grant* in the College of Agriculture.

c. *O. T. Kang Scholarship Foundation* in the College of Agriculture for partial support of two sophomore students until completion of B.S. undergraduate degree.

d. *Andres P. Goseco Memorial Study Grant* in the College of Agriculture. The grant provides partial support, effective 1975-1976, to a graduating senior student until completion of undergraduate B.S. degree.

e. *SGV Foundation, Inc. Undergraduate Scholarship Study Grant* in the College of Sciences and Humanities

for undergraduate work leading to B.S. in Applied Mathematics for a third or fourth year student.

f. *IBM Philippines, Inc. Undergraduate Scholarship-Study Grant* in the College of Sciences and Humanities providing partial support for one year to two qualified students in B.S. Applied Mathematics.

\* \* \*

The Board accepted the *Luis H. Lim Memorial Foundation Scholarships* for a graduate scholarship program beginning school year 1975-1976.

#### COLLECTION OF FEES

The Board approved the collection of the following laboratory fees for courses in Physical Therapy, School of Allied Medical Professions, College of Medicine, effective the second semester, 1975-1976:

Courses	Laboratory Fee
First Semester	
PT 140 Electrotherapy I	P30.00
PT 144 Therapeutic Ex. II	20.00
PT 152 Hydrotherapy	10.00
Second Semester	
PT 142 Electrotherapy II	30.00
PT 146 Therapeutic Ex. II	20.00
PT 158 Introduction to Clinical Internship	30.00

Collection of the above laboratory fees will enable the Department to meet the increased cost of laboratory supplies and materials, repair and maintenance of equipment and other operating expenses.

#### NAMES OF UNITS OUTSIDE DILIMAN

The Board approved the President's recommendation that the following units be referred to by the names listed hereunder:

- U.P. College Baguio
- U.P. College Cebu
- U.P. College Iloilo
- U.P. College Manila
- U.P. College Tacloban

The *University of the Philippines at Los Baños* shall be called by that name as heretofore.

The unit in the south in process of being planned shall come by the name of the *University of the Philippines in the Visayas*.

#### ALLOCATION OF STUDENTS' FEES BETWEEN U.P. AND PCAS

The Board approved the allocation of students' fees between the U.P. and the Philippine Center for Advanced Studies, as follows:

- a. Non-Citizenship Fees — 75% for the PCAS, 25% for the U.P.
- b. Tuition Fees — 100% goes to the mother unit of the student.

For cross-registrants, the cost per subject of the other unit will be allocated to said unit. In case of cross-registrants enrolled for more than 7 graduate units, fees will be allocated *pro rata*.

- c. Application Fees — 100% goes to PCAS.
- d. Fees for Certification of Graduation — 100% to PCAS.
- e. Transcript of Records Fees — 100% goes to U.P.
- f. Graduation Fees — 50% to PCAS and 50% to U.P.

#### SPECIAL BUDGET OF TRAINING PROGRAM FOR COMMUNITY DEVELOPMENT OFFICERS FROM PAPUA, NEW GUINEA

The Board approved the special budget in the amount of P4,888.88 (\$697.29), chargeable to a like amount contributed by the Economic and Social Commission for Asia and the Pacific (ESCAP) in connection with the training program for four (4) Community Development Officers from Papua, New Guinea, in the Institute of Social Work and Community Development.

#### AUTHORIZATION FOR PRESIDENT TO ACCEPT DONATIONS AND APPROVE BUDGETS IN CONNECTION THEREWITH

The Board authorized the President to accept donations, make allocations or approve budgets involving amounts contributed to the University through contracts with or donations from external including international agencies not exceeding P95,000.00, provided that the President informs the Board accordingly.

#### SYNCHRONIZATION OF TERMS OF DEANS AND DIRECTORS

The Board approved the synchronization of terms of deans and directors and the adoption of the following proviso additional to Article 79 of the Revised University Code regarding the appointment of deans and directors:

Art. 79a. Term of office of Deans and Directors shall commence on the day after the end of the previous academic year, provided, that incumbent deans whose terms of office shall expire in the middle of an academic year shall continue to serve as such until April 30.

Vacancies created by death, removal, resignation, absence or disability or the creation of new units shall be filled by temporary appointment effective until April 30. Thereafter the position shall be filled by regular appointment.

#### FEASIBILITY STUDY FOR U.P. IN THE VISAYAS

The Board set aside the amount of P175,000.00 from any surplus in the University's budget to enable the Program Development Staff, Office of the President, to undertake the preparation of a Project Feasibility Study for the U.P. in the Visayas, proposed to be established in the Panay Region as an autonomous institution with the assistance of the Philippine Government, the World Bank, and US AID.

#### ACTIVITIES OF PROGRAM DEVELOPMENT STAFF

The Board was informed of the activities of the Program Development Staff in a progress report submitted by Dr. Emanuel V. Soriano, PDS Director.

A copy of the progress report follows:

##### I. Activation

As of the last Board of Regents' meeting on 29 May 1975, we have activated 27 Program Development Associates and Assistants. We are activating an additional 11 PDA's bringing the total number of members in the

PDS pool of experts to 38. Of these, 27 have been extended appointments.

##### II. On-Going Concept Papers

The Program Development Associates and/or Assistants are in the process of formulating concept papers in the following areas of concern on a simultaneous basis:

1. Admission and Enrollment
2. Academic Programs
3. Arts and Sciences
4. Research
5. Student Welfare
6. Student Participation
7. Funding
8. Business Enterprises
9. Land Grants
10. Budgeting Process
11. Governance
12. Systems and Procedures
13. Information System
14. Rewards and Welfare System
15. Housing
16. Faculty and Personnel Recruitment, Development and Retention
17. Management Development for Administrators
18. Performance Appraisal
19. Regional Units
20. Physical Facilities
21. Extension and Consultation
22. Library
23. Utilities
24. Health Services and Welfare
25. Inventory of Human Resources
26. Faculty and Staff Development

By July 1, we expect to have the completed papers on Arts and Sciences and Housing.

##### III. Workshops

The Program Development Staff has organized several workshops for the purpose of identifying and ranking the areas of concern in the University. To draw the involvement of all levels of the University constituency in this initial stage of the planning process, the following workshops have been held:

1. Workshop for U.P. Thought Leaders and Friends of the University — May 13-14, 1975 at the Institute of Small-Scale Industries Conference Hall.
2. Workshop for U.P. Deans, Directors and Heads of Units — May 15-16, 1975 at U.P. at Los Baños.
3. Workshop for Office Heads, Division Chiefs, Administrative Officers and Administrative Assistants — June 11 and June 17, 1975 at the U.P. Alumni Office.

The three workshops identified a total of 29 areas of concern. This output was used as a basis for the formulation of concept papers and for the survey on areas of concern among all the constituencies of the University.

The PDS has likewise initiated a series of workshops on specific areas of concern in response to certain needs raised at the earlier workshops.

The first in this series was a workshop for Deans, Directors, and Heads of Units on the Budgeting Process held and sponsored by the Budget Office last June 23-25, 1975 at the Abelardo Hall. The workshop was organized to provide all sectors involved in the University's plan-

ning process with a national and University perspective on the budget process and to encourage more coordination between planning and budgeting in all units of the University. For this purpose, top officials of the Budget Commission and the Commission on Audit were invited as resource persons for the workshop.

#### IV. Other Activities

1. *Survey on Areas of Concern*—The PDS has distributed the questionnaire on areas of concern to all academic and administrative units of the University. The results of the survey together with the completed concept papers will be used in the formulation of the short-term as well as long-term development programs of the University.

2. *Concept Study on the U.P. University in Visayas*—The University is undertaking a study on the concept of the U.P. University in the Visayas with the active assistance of the Development Academy of the Philippines. The formal request for funds for this project has been submitted to the Finance Committee and will be submitted to the Board of Regents.

3. *Rubber Market Study*—This study was undertaken by the PDS in connection with the Basilan Land Grant of the University of the Philippines.

4. *Package on UNDP Projects*—The PDS office has collated a University package of proposed projects for UNDP support. The summary has been submitted to the NEDA as per their request.

### PRESIDENTIAL APPOINTMENTS

The President approved the following appointments: Lourdes Abellera as Officer-in-Charge, Guidance and Counseling Office, U.P. College Baguio, effective June 3, 1975 until October 31, 1976.

Pedro Acierto as Coordinator, Research Program, Institute of Social Work and Community Development, effective June 2, 1975 until May 31, 1976.

Araceli Baviera as Associate Director, Office of Legal Aide, College of Law, effective June 1, 1975 until May 31, 1976.

Carol Brady as Acting Coordinator, Social Sciences Division, U.P. College Baguio, effective June 1, 1975 until May 31, 1976.

Benjamin Cariño as Acting Secretary, Institute of Planning, effective June 1, 1975 until May 31, 1976.

Arsenio Cosico as Assistant Coordinator, Office of Field Institute, Institute of Social Work and Community Development, effective June 1, 1975 until May 31, 1976.

Marietta V. Fulgencio as Coordinator, Humanities Division, U.P. College Baguio, effective June 1, 1975 until May 31, 1976.

Ponciano M. Halos, automatic promotion from Instructor I to Assistant Professor I, College of Agriculture,

University of the Philippines at Los Baños, effective May 19, 1975 until April 30, 1976.

Jose Ma. Mejia as Student Relations Officer, Department of Humanities, U.P. College Baguio, effective June 1, 1975 until May 31, 1976.

Evelina Mejillano as Coordinator, U.P.-BVE Health Education Training Program, College of Education, effective June 1, 1975 until May 31, 1976.

Solita Monsod as Secretary, School of Economics, effective June 3, 1975 until June 2, 1978.

Niceto S. Poblador as Chairman, Department of Marketing, College of Business Administration, effective June 1, 1975 until May 31, 1978.

Ave Tolentino as Officer-in-Charge, U.P. Baguio Residence Hall, U.P. College Baguio, effective June 1, 1975 until May 31, 1976.

Luzviminda Valencia as Officer-in-Charge, Department of Sociology, College of Arts and Sciences, effective June 5, 1975 until June 30, 1975.

Ma. Corazon Veneracion as Assistant Coordinator, Office of Field Institute, Institute of Social Work and Community Development, effective June 1, 1975 until May 31, 1976.

### FACULTY SALARY INCREASES

Marianne Agbayani, from Instructor I to Instructor III, College of Home Economics, effective June 1, 1975 until May 31, 1976.

Cecilia Alip, from Instructor II to Instructor III, University of the Philippines at Clark Air Base, effective June 1, 1975 until May 31, 1976.

Lydia Arribas, from Instructor II to Instructor IV, College of Home Economics, effective June 1, 1975.

Edna Bacani, from Instructor II to Instructor III, University of the Philippines at Clark Air Base, effective June 1, 1975 until May 31, 1976.

Don Bobis, from Instructor I to Instructor II, U.P. College Manila, effective June 1, 1975 until May 31, 1976.

Dante Canlas, from Instructor III to Instructor IV, School of Economics, effective June 1, 1975 until May 31, 1976.

Dionisia dela Paz, from Instructor III to Instructor IV, Population Institute, effective June 1, 1975 until May 31, 1976.

Eliseo Guzman, from Instructor II to Instructor III,

Population Institute, effective June 1, 1975 until May 31, 1976.

Alfredo G. Lacuata, from Instructor III to Instructor IV, College of Veterinary Medicine, effective June 1, 1975 until May 31, 1976.

Dolores Liwanag, from Instructor II to Instructor III, University of the Philippines at Clark Air Base, effective June 1, 1975 until May 31, 1976.

Leonarda Mendoza, from Instructor II to Instructor III, College of Fisheries, effective June 1, 1975.

Jose Molina, from Instructor II to Instructor III, College of Veterinary Medicine, effective June 1, 1975 until May 31, 1976.

Mildred Oliveros, from Instructor II to Instructor III, University of the Philippines at Clark Air Base, effective June 1, 1975 until May 31, 1976.

Leonora Panlasigui, from Instructor II to Instructor IV, College of Home Economics, effective June 1, 1975 until May 31, 1976.

Elvira S. Verano, from Instructor III to Instructor IV, College of Arts and Sciences, effective June 1, 1975.

## SEPARATIONS FROM THE SERVICE

### Resignations

- Cosme Cagas as Assistant Professor, College of Medicine, effective June 30, 1975.
- Rogelio Corpuz as Clerk-Typist, Social Sciences and Humanities Research Committee, effective June 1, 1975.
- Erasmio R. Cruz, Jr. as Clinical Trainee, Philippine General Hospital, effective June 7, 1975 with prejudice to reappointment.
- Calvert C. Dacanay as Research Assistant, Institute of Fisheries Development and Research, College of Fisheries, effective June 15, 1975.
- Victor F. Ejercito as Resident Physician, Philippine General Hospital, effective June 1, 1975.
- Carolina L. Lacson as Medical Consultant, part-time, Philippine General Hospital, effective June 16, 1975.
- Edna C. Nery as Research Assistant, Natural Science Research Center, effective June 16, 1975.

- Marian Ann B. Peralta as Clerk-Typist, Law Center, effective June 2, 1975.
- Alicia H. Santos as Associate Professor, Department of Mathematics, College of Arts and Sciences, effective June 1, 1975.
- Teresita P. Velasquez as Medical Social Worker, Philippine General Hospital, effective June 1, 1975.
- Elena Vigo as Food Plant Officer, College of Home Economics, effective June 30, 1975.
- Ruben T. Yatco as Resident Physician, Philippine General Hospital, effective June 1, 1975 with prejudice to reappointment.

### Retirements

- Vicente Bobis as Registrar, Office of Admissions, effective June 3, 1975.
- Artemio Mangubat as Overseer, Staff Housing and Business Concessions Office, effective June 27, 1975.

## CONTRACTS AND AGREEMENTS

The Board confirmed the following contracts and agreements at its 862nd Meeting on 26 June 1975:

### 1. Memorandum of Agreement with Philippine College of Commerce (PCC)

A memorandum of agreement was entered into between the U.P. and the Philippine College of Commerce (PCC), whereby the University allows its personnel to teach, handle consultancy, or render similar services in the PCC under certain conditions.

### 2. Research Contract with International Atomic Energy Agency

A research contract was entered into between the International Atomic Energy Agency and the Natural Science Research Center, for a period of one (1) year, beginning 1 June 1975, for the project "Pesticide Residues in Cotton Seed and Oil in the Philippines Using Tracer Techniques."

### 3. Memorandum of Agreement with Social Communications Council Development and Research Foundation, Inc.

A memorandum of agreement was entered into between the U.P. and the Social Communications Council Development and Research Foundation, Inc., with the endorsement of the Comprehensive Community Health Program Board, regarding the production by the Foundation of media materials for nutrition education in Bay, Laguna operated by the CCHP through the College of Home Economics.

### 4. Deeds of Donation

a. *Deed of Donation between Rev. Estanislao Vilorio and the U.P.*, whereby the former donates to the University intellectual properties consisting of manuscript, typescripts, books and other literary materials.

The donor reserves copyright and all other subsidiary rights and permissions such as first publication rights, serialization rights, adaptation and translation rights,

radio-TV, motion picture, dramatic and other performing rights for the above-mentioned writings.

b. *Deed of Agreement between Mr. Diosdado Navaja and the U.P.*, whereby the former transfers his literary works, through the Social Sciences and Humanities Research Committee, to the University for the benefit of research and scholarships.

The University guarantees, within the limits of the law, literary rights of the owner of the works in the collection.

### 5. Contracts Executed by UPLB with Outside Agencies

a. *Memorandum of Agreement with the Philippine Council for Agricultural Research (PCAR)* pertaining to research projects under the PCAR-UPLB Integrated Research Program.

b. *Memorandum of Agreement with the Forest Research Institute (FORI), the Philippine Council for Agricultural Research (PCAR) and the Forest Products and Industries Development Commission (FORPRIDECOM)* pertaining to the pursuance of the National Integrated Research Program on Industrial Forest Plantations for a period of five (5) years.

c. *Memorandum of Agreement with the La Salle College at Bacolod City* regarding a farm practice program. The UPLB involvement is through the La Granja Research and Training Station at La Carlota City.

### ERRATA

The following rectifications affecting past issues of the *U.P. Gazette* are hereby made —

August 31, 1974 issue, Volume V, Number 8, page 138: the item concerning Demetria Chan Ylaya should correctly be *increase in salary* as Administrative Officer (Range 8).

May 31, 1975 issue, Volume VI, Number 5, page 89: the promotion of Susana Ferrer should correctly state *without increase in salary*.

## HISTORICAL PAPERS AND DOCUMENTS

### ON THE POINTS RAISED IN THE UNAUTHORIZED ISSUE OF THE PHILIPPINE COLLEGIAN DATED 18 JUNE 1975

E. V. SORIANO

*Executive Vice-President*

In order to dispel unfounded speculations regarding the *Philippine Collegian*, it is best that the University constituency be informed on certain matters pertinent to the official student newspaper.

1. The Office of the President is looking into the legitimacy of the present staff of the *Philippine Collegian* and will take steps to legitimize the staff if there are sufficient legal doubts as to that legitimacy. The staff through the editor-in-chief has been informed of the reason for this. The *Philippine Collegian* funds, being in the custody of the University, are subject to certain government auditing rules and regulations in their disbursement. The University officials who process disbursement papers and approve them can be held liable if the legitimacy of the staff is successfully questioned. This matter has already been verified.

2. The present staff of the *Philippine Collegian* spent P36,303.05 over and above the funding available to them by accumulating payables to Liwayway Press. As to the unpaid bills of the *Philippine Collegian* to Liwayway Publications, an itemization is necessary. The total unpaid bill is broken down as follows:

<i>Date of Issue</i>	<i>Editor</i>	<i>Amount</i>
Nov. 11, 1974	E. Esguerra	P2,069.20
Nov. 18, 1974	"	2,613.77
Nov. 25, 1974	"	2,658.34
Dec. 9, 1974	"	2,644.95
	Sub-total	P9,986.26
Feb. 3, 1975	D. Guinigundo	P3,175.42
Feb. 4, 1975	"	2,697.99
Feb. 10, 1975	"	3,236.91
Feb. 17, 1975	"	3,919.31
Feb. 21, 1975	"	1,390.77
Feb. 24, 1975	"	1,919.01
March 6, 1975	"	2,708.72
March 13, 1975	"	3,352.78
April 30, 1975	"	1,677.16
May 12, 1975	"	2,238.77
	Sub-total	P26,316.79
	Grand Total	P36,303.05

This stack of unpaid vouchers was brought to the attention of Dean A. Malay by the editor-in-chief, Mr. Guinigundo, only this April. In his transmittal letter of June 5, 1975, Dean Malay states that "According to Mr. Diwa Guinigundo, *Collegian* editor, the 1974

printing bills were inadvertently left unattended to in his office."

As can be seen, had the finances of the *Collegian* been properly managed, most vouchers should have been submitted months ago. Now that the fiscal irresponsibility of people involved has turned out to be detrimental to their interests, they find it convenient to pin the blame on the Administration which requires time to look into the matter and straighten out the financial problems which they themselves created in the first place.

This deficit attributable to the previous *Collegian* staff should not be taken from the budget for the incoming *Collegian* staff. To do so would penalize the incoming staff for the fiscal irresponsibility of the previous staff. The increase in the *Collegian* fee was made on the basis of increased printing costs and other expenses that the incoming *Collegian* staffs are expected to encounter. In his letter petitioning for an increase in the *Collegian* fee, the present *Philippine Collegian* editor did not mention the necessity to cover a deficit as a justification for the increase. What he stressed was the need to meet the increasing costs of printing.

3. To argue that the *Collegian* fund is revolving (meaning that the present staff can spend the expected income of the incoming staff) is clearly unsound. Followed to its logical conclusion, what is to prevent an incumbent staff from spending and spending and then to expect the payments for their expenses to come from the future income of the succeeding *Collegian* staff. It would be like giving a blank check to an incumbent staff and penalizing future U.P. students for the incumbent staff's fiscal irresponsibility.

4. The University administration has always allowed the *Philippine Collegian* to exercise the fullest freedom within the reasonable limits of responsibility and decency. The contents of recent issues of the *Collegian* (almost entirely critical of the U.P. administration) attest to this freedom. The University administration maintains that the *Philippine Collegian* should serve the interests of the University constituency and not that of any particular group. The University realizes that the *Philippine Collegian* is supported by student funds and, therefore, that such funds should be administered responsibly and for the student good.

In this connection, the new rules governing the *Collegian* are intended precisely to avoid the recurrence of irresponsibility on the part of all those involved in its management.

### OUTSTANDING ADMINISTRATIVE PERSONNEL

List of employees individually awarded Certificates of Merit by President Onofre D. Corpuz at a special convocation in their honor at the Abelardo Hall Auditorium on 30 June 1975, in recognition of and appreciation for being rated "Outstanding" in their job performance for a varying number of times during nine (9) rating periods from 1 October 1970 through 31 March 1975.

Name	Unit	Number of Rating Periods
1. Abad, Anunsacion M.	U.P. College Baguio	1
2. Abulencia, Oscar C.	Office of the University Registrar	4
3. Abrigo, Alfonso L.	University Health Service	6
4. Adona, Silverio M.	Institute for Small-Scale Industries	2
5. Adorable, Antonio H.	U.P. College Baguio	2
6. Agapito, Consuelo C.	Institute of Mass Communication	4
7. Agustin, Anita T.	College of Arts and Sciences	6
8. Albao, Albino C.	Sampaguita Residence Hall	6
9. Albaniel, Calixto B.	Physical Plant Office	1
10. Albaniel, David B.	University Health Service	2
11. Aldover, Leonora	Local Government Center, CPA	2
12. Almonte, Virginia G.	College of Public Administration	5
13. Alvarez, Armando D.	Office of General Services	2
14. Aninao, Lilia	Basilan Land Grant	1
15. Angala, Antonio A.	College of Arts and Sciences	3
16. Angeles, Mariano A.	Department of Military Science and Tactics	1
17. Ansaldo, Melanio S.	Basilan Land Grant	3
18. Antonio, Jose B., Jr.	Accounting Division	3
19. Anzures, Zenaida	University Health Service	3
20. Apuan, Bartolome T.	Office of the University Registrar	1
21. Aquino, Julita B.	College of Arts and Sciences	3
22. Arandia, Hayde B.	Accounting Division	3
23. Arandia, Ireneo R.	Accounting Division	1
24. Arias, Jovito L.	Molave Residence Hall	3
25. Aseo, Esmeraldo B.	College of Public Administration	2
26. Bachini, Francisca V.	College of Home Economics	1
27. Balagtas, Orlando C.	College of Public Administration	1
28. Ballarta, Georgia N.	College of Arts and Sciences	4
29. Barcial, Samuel N.	College of Arts and Sciences	1
30. Bautista, Eden T.	School of Economics	1
31. Bengco, Manuel V.	Campus Landscaping Office	4
32. Bernardino, Salvador C.	Ilang-Ilang Residence Hall	2
33. Bernardo, Angelina R.	Kalayaan Residence Hall	1
34. Bilbao, Carlos P.	Physical Plant Office	1
35. Binaday, Teresita S.	University Food Service	1
36. Bondoc, Corazon M.	School of Economics	1
37. Bonoan, Ramon	Basilan Land Grant	1
38. Borja, Adoracion S.	Office of General Services	1
39. Boro, Anita H.	Property Division	1
40. Bote, Alfredo L.	College of Public Administration	1
41. Budy, Glenn C.	Law Center	1
42. Buenviaje, Myrna R.	Local Government Center	3
43. Bunal, Francisco	Basilan Land Grant	1
44. Cabato, Jaime A.	U.P. College Baguio	2
45. Cablay, Corazon	Institute for Small-Scale Industries	1
46. Cabrales, Azucena M.	Office of the President	4
47. Cabreza, Nora V.	Accounting Division	2
48. Cabrera, Ireneo C., Jr.	College of Arts and Sciences	3
49. Cabudoy, Jesus C.	College of Arts and Sciences	1
50. Cadeliña, Helen Rose G.	U.P. College Baguio	1
51. Calabon, Luis H.	Physical Plant Office	1
52. Calonge, Emeterio D.	College of Veterinary Medicine	1
53. Camacho, Ruperto	University Food Service	1
54. Camantigue, Benjamin P.	College of Dentistry	1
55. Camontoy, Marcelo V.	Physical Plant Office	1
56. Canonizado, Esmeraldo	Philippine Executive Academy	3
57. Canlas, Mariano B.	College of Arts and Sciences	2
58. Capalad, Romulo R.	Science Education Center	1



<i>Name</i>	<i>Unit</i>	<i>Number of Rating Periods</i>
59. Capones, Apolonio C.	Sanggumay Residence Hall	4
60. Capones, Juan C.	Sanggumay Residence Hall	5
61. Carlos, Adoracion F.	Science Education Center	1
62. Caro, Carmen	Institute for Small-Scale Industries	1
63. Casareo, Nicanor P.	Molave Residence Hall	1
64. Castro, Saturnino G.	College of Arts and Sciences	4
65. Catahan, Jesus M.	Department of Military Science and Tactics	5
66. Cerdinio, Ernesto T.	Philippine Center for Advanced Studies	2
67. Chavez, Esperanza A.	University Health Service	2
68. Cinco, Francisco A.	Physical Plant Office	3
69. Cometa, Bernardino T.	Campus Landscaping Office	3
70. Constantino, Generoso F.	Physical Plant Office	2
71. Corpuz, Jose C., Jr.	Office of General Services	1
72. Cortez, Erlinda	U.P. College Baguio	1
73. Cortez, Remigio S.	Institute of Public Health	1
74. Cristobal, Ernesto	Campus Landscaping Office	1
75. Cruz, Eduardo S.	University Servicer	1
76. Cruz, Narciso S.	Campus Landscaping Office	1
77. Cuizon, Clarita	Department of Physical Education	4
78. De Guzman, Bernardino G.	Office of General Services	1
79. De Guzman, Eleonora V.	College of Public Administration	8
80. De Guzman, Florentina G.	U.P. College Baguio	2
81. De Guzman, Margarita Z.	Accounting Division	1
82. Dela Cruz, Gloria	Natural Science Research Center	1
83. Dela Cruz, Julio B.	College of Home Economics	3
84. Dela Cueva, Eladio	College of Arts and Sciences	1
85. De Leon, Norberto A.	Campus Landscaping Office	2
86. De Leon, Pedro M.	U.P. College Baguio	2
87. De Leon, Ricardo A.	Physical Plant Office	3
88. De Leus, Araceli P.	College of Arts and Sciences	2
89. De la Paz, Custiniano	Physical Plant Office	2
90. Del Remedio, Eligio A.	College of Arts and Sciences	2
91. Del Remedio, Silahis S.	College of Arts and Sciences	2
92. Diaz, Apolinario M.	Physical Plant Office	1
93. Diaz, Paz H.	Institute for Small-Scale Industries	2
94. Dominguez, Bernardo	Philippine Executive Academy	1
95. Dugang, Gloria A.	Institute for Small-Scale Industries	2
96. Dulay, Enrique B.	Institute for Small-Scale Industries	2
97. Dytuco, Ester V.	College of Public Administration	6
98. Elpa, Procesa P.	Asian Labor Education Center	2
99. Enriquez, Cynthia S.	Physical Plant Office	2
100. Erce, Napoleon S.	U.P. at Clark Air Base	1
101. Eroles, Damian N.	Accounting Division	1
102. Esguerra, Modesto M.	Property Division	1
103. Esmejarda, Peregrino E.	College of Arts and Sciences	2
104. Espino, Aurelia S.	College of Arts and Sciences	1
105. Espinosa, Marcelino G.	U.P. College Iloilo	1
106. Espiritu, Alberto	College of Pharmacy	1
107. Estaris, Natividad K.	Accounting Division	1
108. Evangelista, Ariston H.	Physical Plant Office	2
109. Fajardo, Pedro	Property Division	1
110. Falcon, Luisito A.	Office of General Services	3
111. Fang, Mariano Q.	University Food Service	1
112. Feliciano, Zeneida	Basilan Land Grant	1
113. Fernandez, Luisa	Institute for Small-Scale Industries	1
114. Fernando, Adela C.	University Food Service	3
115. Fernando, Gil B.	Property Division	1
116. Ferranco, Remedios	National Development Research Center	1
117. Flores, Saleme G.	University Food Service	1
118. Follero, Nazario B.	Department of Military Science and Tactics	6
119. Fontanilla, Teofilo S.	College of Medicine	1

<i>Name</i>	<i>Unit</i>	<i>Number of Rating Periods</i>
120. Fortes, Petra M.	Department of Military Science and Tactics	3
121. Francisco, Faustino S.	Physical Plant Office	1
122. Fucio, Bernardo B.	Office of General Services	1
123. Funtanilla, Manuel A.	Physical Plant Office	1
124. Garcia, Ofelia S.	Office of the University Registrar	1
125. Gatchalian, Ester S.	U.P. College Manila	1
126. Gaviño, Magdalena	Ilang-Ilang Residence Hall	2
127. Gefes, Gil	Basilan Land Grant	2
128. Guanio, Rogelio D.	Local Government Center, CPA	1
129. Gutierrez, Marcelina U.	College of Arts and Sciences	4
130. Hashim, David N.	U.P. at Clark Air Base	1
131. Henson, Armando M.	College of Arts and Sciences	3
132. Hermoso, Maria Z.	College of Architecture	3
133. Hipolito, Felipe G.	Natural Science Research Center	1
134. Husain, Apolinario	Basilan Land Grant	2
135. Ignacio, Maximo E.	Philippine Executive Academy	5
136. Ignacio, Primitivo	College of Medicine	1
137. Ilaga, Esmeralda L.	University Food Service	1
138. Iloreta, Lagrimas D.	College of Arts and Sciences	6
139. Jaraza, Florencio A.	College of Home Economics	1
140. Jaron, Amelia	Basilan Land Grant	3
141. Jaron, Leon P.	Basilan Land Grant	1
142. Javate, Adriano E.	Institute for Small-Scale Industries	1
143. Jomantoc, Mario C.	U.P. College Iloilo	3
144. Kalaw, Pilar D.	College of Public Administration	7
145. Lagumen, Melecio G.	University Library	1
146. Lapresca, Jose	College of Music	1
147. Laudiangco, Asuncion U.	Office of the University Registrar	1
148. Lavador, Serenidad F.	Institute for Small-Scale Industries	1
149. Lectura, Guillermo D.	Physical Plant Office	1
150. Leis, Benedicto	Basilan Land Grant	2
151. Limon, Dionisio M.	Physical Plant Office	1
152. Lopez, Modesto A.	Office of General Services	2
153. Luz, Silvio D.	University Health Service	3
154. Macabe, Rogelio C.	Institute of Social Work and Community Development	1
155. Madrazo, Rodolfo M.	Basilan Land Grant	3
156. Magat, Aurora P.	University Library	3
157. McDonough, Lolita W.	Law Center	1
158. Magbuhos, Concepcion S.	College of Public Administration	2
159. Magno, Eduardo P.	University Prep-High School	1
160. Malabed, Bernardino Q.	College of Engineering	1
161. Mallare, Lucena V.	College of Arts and Sciences	1
162. Manalo, Alexander M.	Office of Student Affairs	1
163. Manalang, Domingo M.	College of Education	5
164. Manese, Cecilio N.	College of Public Administration	3
165. Manto, Eligio A.	College of Medicine	1
166. Mariano, Erlinda G.	College of Arts and Sciences	4
167. Marquez, Elsa H.	University Health Service	1
168. Martinez, Leticia D.	Local Government Center, CPA	5
169. Martinez, Maximo C.	Philippine Executive Academy	1
170. Martinez, Remegio R.	College of Arts and Sciences	4
171. Mendoza, Evaswinda M.	Institute of Social Work and Community Development	1
172. Milan, Carlos S.	U.P. College Iloilo	1
173. Misalucha, Mariano C.	College of Public Administration	4
174. Modesto, Julio P.	Physical Plant Office	2
175. Montemayor, Nancy C.	College of Public Administration	1
176. Montenegro, Carlito C.	College of Arts and Sciences	4
177. Montes, Purificacion O.	Office of the University Registrar	1
178. Montesa, Rolando R.	Local Government Center, CPA	1
179. Morales, Gloria B.	Office of the University Registrar	1
180. Narvaez, Nelia L.	Comprehensive Community Health Program	1

<i>Name</i>	<i>Unit</i>	<i>Number of Rating Periods</i>
181. Navarro, Norma C.	College of Fine Arts	3
182. Nepomuceno, Pedro R.	Office of Student Affairs	1
183. Noriega, Natividad P.	College of Arts and Sciences	9
184. Ocampo, Ma. Estrella	College of Public Administration	4
185. Oliveros, Roberto F.	Basilan Land Grant	1
186. Ongpauco, Erlinda R.	Institute for Small-Scale Industries	1
187. Opiña, Asisclo S.	Campus Landscaping Office	1
188. Orara, Jovita H.	College of Arts and Sciences	9
189. Oraya, Rogelio L.	Natural Science Research Center	1
190. Ortiz, Ricardo	Basilan Land Grant	1
191. Pabilonia, Carmelita D.	Local Government Center	5
192. Pacis, Bertillo B.	Physical Plant Office	1
193. Pagaduan, Raymunda A.	Physical Plant Office	1
194. Pagarigan, Manuela M.	Office of Business Enterprises	3
195. Palanca, Lourdes T.	Office of Student Affairs	5
196. Pallera, Violeta A.	College of Arts and Sciences	8
197. Pamatmat, Violeta A.	Accounting Division	2
198. Paña, Geroncio L.	Statistical Center	1
199. Parulan, Nona	College of Public Administration	7
200. Perdigon, Pablo C.	Physical Plant Office	2
201. Perez, Reynaldo H.	Property Division	2
202. Pilar, Romeo C.	College of Arts and Sciences	2
203. Pio, Federico N.	Campus Landscaping Office	1
204. Polon, Jose G.	University Health Service	1
205. Ponce, Asuncion U.	Budget Office	3
206. Recinto, Primo M.	Institute for Small-Scale Industries	1
207. Rendaje, Henry E.	U.P. College Iloilo	1
208. Rentor, Dionisio	Basilan Land Grant	1
209. Reyes, Rolando L.	International Center	5
210. Rimorin, Irma R.	U.P. College Baguio	1
211. Rodriguez, Lourdes E.	College of Education	1
212. Rodrin, Conrado C.	Department of Military Science and Tactics	1
213. Roldan, Delicia G.	Law Center	1
214. Ronquillo, Francisco D.	Property Division	3
215. Roxas, Rizalina C.	Office of the President	1
216. Rubite, Antonia P.	College of Arts and Sciences	2
217. Rubite, Carlos L.	College of Arts and Sciences	2
218. Ruiz, Virginia G.	College of Arts and Sciences	2
219. Rustia, Antonio C.	College of Fisheries	1
220. Sadiwa, Amelia P.	College of Architecture	1
221. Saguinsin, Marina S.	College of Education	1
222. Sagun, Mauricio C.	College of Arts and Sciences	5
223. Sagun, Virgilio C.	Instituto de Español	2
224. Salvador, Gabriel	Basilan Land Grant	3
225. Salonga, Angelino D.	Office of the University Registrar	1
226. Samson, Catalina P.	University Health Service	1
227. Samson, Ines C.	Accounting Division	1
228. Samia, Jose L.	Department of Military Science and Tactics	7
229. Santiago, Beatriz B.	Office of the University Registrar	1
230. Santos, Fe C.	University Book Center	1
231. Santos, Edna	Law Center	2
232. Selim, Isabelo L.	Physical Plant Office	1
233. Sienes, Wilfredo	Basilan Land Grant	1
234. Senisero, Victoriano	College of Arts and Sciences	4
235. Seño, Noemi S.	College of Home Economics	2
236. Sexon, Elisa A.	Law Center	2
237. Solidor, Rosario M.	College of Business Administration	1
238. Solivar, Mercedes F.	University Food Service	1
239. Soriquez, Fayole M.	Institute for Small-Scale Industries	1
240. Sugpatan, Angelina B.	Asian Labor Education Center	2
241. Sulla, Concepcion P.	University Food Service	1

<i>Name</i>	<i>Unit</i>	<i>Number of Rating Periods</i>
242. Taleon, Alfredo R.	University Press	1
243. Talingdan, Manuel B.	Graduate School	3
244. Tandoc, Violeta C.	Property Division	1
245. Terrado, Francisca H.	U.P. College Baguio	2
246. Timpug, Alejandro G.	Office of Student Affairs	1
247. Toralballa, Manuel E.	U.P. College Iloilo	1
248. Tumulip, Ernestorio E.	Philippine Executive Academy	4
249. Umali, Solomon C.	Department of Military Science and Tactics	7
250. Valera, Enrique A.	College of Arts and Sciences	3
251. Vallido, Godofredo V.	College of Public Administration	4
252. Vasquez, Israel J.	College of Arts and Sciences	2
253. Vergel de Dios, Minerva B.	Institute of Environmental Planning	1
254. Veyra, Marcelina N.	International Center	1
255. Vicente, Anastacia G.	University Health Service	1
256. Villafaña, Lerma C.	Philippine Center for Advanced Studies	4
257. Villarivera, Corazon J.	College of Arts and Sciences	9
258. Villota, Sarah L.	Philippine Executive Academy	5
259. Yabes, Juan I.	College of Arts and Sciences	4
260. Ylaya, Demetria Chan	U.P. College Cebu	3
261. Zaguirre, Serafin	University Food Service	2
262. Zamora, Liberata	Science Education Center	4
263. Zamora, Regina C.	Office of the University Registrar	3

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# gazette

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# UNIVERSITY OF THE PHILIPPINES

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## ADMINISTRATIVE ISSUANCES

### ADMINISTRATIVE ORDER

#### Administrative Order No. 47: Regulations Governing Hospitalization Fund for Low-Salaried Employees

The Board of Regents, upon the recommendation of the President of the University, approved at its 862nd meeting on 26 June 1975 the following measures by way of providing medical assistance to the low-salaried employees of the University:

1. Appropriation of the amount of forty thousand pesos (P40,000.00) to be used as a hospitalization fund supplementary to the Medicare benefits of low-salaried personnel.

2. Reduction of the annual physical and medical examination fee paid by low-salaried employees, from P30.00 to only P5.00.

For the implementation of the above twin measures, the following regulations are hereby adopted and issued:

1. "Low-salaried employees" shall mean administrative personnel whose basic salary is not more than P7,236.00 per annum and academic non-teaching personnel with basic salary not exceeding P7,212.00 per annum.

2. A qualified employee shall be entitled to avail himself of the hospitalization fund as specified in these regulations, and likewise his dependents as defined in Bureau of Internal Revenue Form No. 1701.

3. A qualified employee and his dependents as defined above shall be entitled in each case of hospitalization to up to P250.00 worth of actual and necessary hospitalization expenses over and above the Medicare benefits; provided that in no case shall an individual qualified to enjoy these benefits be entitled to more than P500.00 worth of actual and necessary hospitalization expenses per year.

4. Except in emergency cases or upon certification by the Director of the U.P. Health Service of the necessity for confinement elsewhere, availment of the benefits specified in these regulations shall preferably be enjoyed by qualified persons who are confined in the U.P. Health Service.

5. These regulations shall take effect immediately.

1 July 1975

### MEMORANDUM CIRCULARS

#### Memorandum Circular No. 5: Compulsory Coverage Under Medicare of All Non-Permanent Academic and Administrative Personnel and Validation of Medicare Membership Form

The Philippine Medical Care Commission approved under its Resolution No. 74-614 dated December 4, 1974, amended by Resolution No. 75-638 dated February 19, 1975, the compulsory coverage of casual, temporary, contractual, emergency and substitute employees in the Government service for Medicare purposes effective January 1, 1975.

Accordingly, the required Medicare contributions pursuant to Section 21 of Republic Act 6111 will be deducted monthly beginning January 1, 1975 from the salaries of these employees. They are, therefore, requested to fill up

the Information-for-Medicare-Membership form for validation by the GSIS Medicare Department and issuance of Medicare passbooks.

Likewise, all University personnel who have previously submitted their Information-for-Medicare-Membership forms shall fill up new ones in three (3) copies for updating and validation. One validated copy will be returned to the employee to be presented to the hospital concerned with the passbook whenever a member avails of his Medicare benefits. This will avoid the filling up of such form every time one makes use of his Medicare membership. Those who have not been issued their Medicare passbooks are requested to submit their names to the Office of Administrative Personnel Service (OAPS) so that they may be given their passbooks. Information-for-Medicare-Membership forms are available at OAPS.

Please circularize this Memorandum to all personnel of your Unit.

30 July 1975

(Sgd.) EMANUEL V. SORIANO  
*Executive Vice-President*

#### Memorandum Circular No. 25: Names of Units Outside Diliman

Upon the recommendation of the President and as approved by the Board of Regents at its 862nd meeting on 26 June 1975, the following units are to be referred to by the names listed hereunder:

1. U.P. College Baguio
2. U.P. College Cebu
3. U.P. College Iloilo
4. U.P. College Manila
5. U.P. College Tacloban

The *University of the Philippines at Los Baños* shall be called by that name as heretofore.

The unit in the south in process of being planned shall come by the name of the *University of the Philippines in the Visayas*.

Please be guided accordingly.

1 July 1975

FOR THE PRESIDENT:  
(Sgd.) OSCAR M. ALFONSO  
*Secretary of the University*

### MEMORANDUM

#### Memorandum No. 3: Distribution of U.P. Newsletter/ News Coverage of All U.P. Units

For more efficient distribution of the *U.P. Newsletter*, all units are hereby requested to promptly and systematically circulate copies of the *Newsletter* upon delivery. In addition, each unit head is requested to designate a newsletter correspondent preferably the College Secretary or his equivalent to provide for adequate news coverage of various units.

15 July 1975

(Sgd.) EMANUEL V. SORIANO  
*Executive Vice-President*



## DECISIONS OF THE BOARD OF REGENTS

863rd Meeting, 31 July 1975

### APPOINTMENTS, REAPPOINTMENTS, PROMOTIONS, SALARY INCREASES, ET AL.

The Board approved the following appointments, re-appointments, promotions, salary increases, and other related matters:

Fraterno Abad Santos, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Zoology, College of Arts and Sciences, effective June 1, 1975.

Rene B. Abarcar, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Mechanical Engineering, College of Engineering, effective June 1, 1975.

Virginia F. Abaya, increase in salary from Assistant Professor III to Assistant Professor IV of Chemistry, College of Arts and Sciences, effective June 1, 1975.

Angela Leonor C. Abellera, promotion in rank and salary from Instructor IV to Assistant Professor II of Biological Sciences, U.P. College Baguio, effective June 1, 1975.

Cynthia L. Aberion, promotion in rank and salary from Instructor IV to Assistant Professor I of Community Pharmacy, Rural Division, Comprehensive Community Health Program, effective June 1, 1975.

Virginia G. Abiad, promotion in rank and salary from Instructor III to Assistant Professor I of Economics, U.P. College Baguio, effective June 1, 1975.

Leopoldo V. Abis, increase in salary from Professor II to Professor III of Mechanical Engineering, College of Engineering, effective June 1, 1975.

Julian E. Abuso, promotion in rank and salary from Instructor III to Assistant Professor I of Education, College of Education, effective June 1, 1975.

Pedro Acierto, increase in honorarium as Executive Secretary, Community Development Research Council, effective July 1, 1974 until June 30, 1975.

Norberto R. Agcaoili, promotion from Resident Physician (Range 7) to Resident Physician (Range 8), Department of Orthopedics, Philippine General Hospital, effective July 1, 1975 until June 30, 1976.

Luis M. Alarilla, Jr., increase in salary from Assistant Professor II to Assistant Professor III of Electrical Engineering, College of Engineering, effective June 1, 1975.

Magdaleno Albarracin, Jr., increase in salary from Associate Professor II to Associate Professor III of Production and Operations Management, College of Business Administration, effective June 1, 1975.

Angelics T. Alora as Assistant Professor I (part-time), National Teacher Training Center for the Health Professions, College of Medicine, effective July 1, 1975 until May 31, 1976.

Corazon R. Alvarez, promotion from Resident Physician (Range 7) to Resident Physician (Range 8), Philippine General Hospital, effective July 1, 1975 until June 30, 1976.

Felicidad O. Ambrosio, increase in salary as Chief, Transcript of Records Section (Range 9), Office of the University Registrar, effective June 1, 1975.

Caridad A. Ancheta, promotion from Resident Physician (Range 7) to Medical Consultant (Range 9), Out-Patient Department, Philippine General Hospital, effective July 1, 1975 until June 30, 1976.

Imelda Ocampo Andres, promotion from Resident Physician (Range 8), to Chief Resident Physician (Range 9), Philippine General Hospital, effective July 1, 1975 until June 30, 1976.

Alfredo C. Antonio, reappointment as Professorial Lecturer in Broadcast Advertising, Institute of Mass Communication, effective June 3, 1975 until September 30, 1975.

Virginia L. Aprieto as Program Development Associate, Program Development Staff, Office of the President, effective June 16, 1975 until October 15, 1975.

Bartolome T. Apuan, increase in salary as Chief, Billing and Assessment Section (Range 9), Office of the University Registrar, effective June 1, 1975.

Sonia Tiong Aquino, increase in salary as Management Specialist II, Institute for Small-Scale Industries, effective June 1, 1975.

Jose C. Araneta, increase in salary from Assistant Professor I to Assistant Professor II of Electrical Engineering, College of Engineering, effective June 1, 1975; as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1975 until October 31, 1975.

Adriano Arcelo, increase in salary as Professorial Lecturer in Economics, U.P. College Manila, effective June 2, 1975 until May 31, 1976.

Romeo P. Ariniego, promotion from Resident Physician (Range 7) to Chief Resident Physician (Range 9), Department of Medicine, Philippine General Hospital, effective July 1, 1975 until June 30, 1976.

Salvacion M. Arlante, increase in salary as Administrative Officer (Range 8), University Library, effective June 1, 1975.

Jose F. Asperilla as Program Development Associate, Program Development Staff, Office of the President, effective July 16, 1975 until October 15, 1975.

Juan F. Asuncion as Professorial Lecturer in Meteorology (Graduate Program), College of Arts and Sciences, effective July 1, 1975 until May 31, 1976.

Ma. Fe G. Atienza as Senior Lecturer in Home Economics Education, College of Home Economics, effective June 3, 1975 until the return of Josefa Dikitanan from a leave of absence, but not later than October 15, 1975.

Jose A. Azarcon, Jr., increase in salary from Assistant Professor II to Assistant Professor III of Electrical Engineering, College of Engineering, effective June 1, 1975.

Jerome B. Bailen, promotion in rank and salary from Instructor III to Assistant Professor I of Anthro-

- pology, College of Arts and Sciences, effective June 1, 1975.
- Jaime F. Banaag, promotion in rank and salary from Instructor III to Assistant Professor I of Botany, College of Arts and Sciences, effective June 1, 1975.
- Pedro F. Baraoidan as Senior Lecturer, Statistical Center, effective June 3, 1975 until May 31, 1976.
- Blanche C. Barbers, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Public Health Administration, Institute of Public Health, effective June 1, 1975.
- Casiana C. Basaca, promotion in rank and salary from Instructor III to Assistant Professor I of Education, College of Education, effective June 1, 1975.
- Josephine R. Battad as Research Associate, Institute of Economic Development and Research, School of Economics, effective July 1, 1975 until June 30, 1976.
- Martino A. Bellana as Senior Lecturer in Fine Arts, U.P. College Cebu, effective June 3, 1975 until May 31, 1976.
- Ines G. Belleza, promotion in rank and salary from Associate Professor IV to Professor I of Mathematics, College of Arts and Sciences, effective June 1, 1975.
- Lourdes A.S. Benitez, increase in salary from Associate Professor II to Associate Professor IV of Speech and Drama, College of Arts and Sciences, effective June 1, 1975.
- Teresa F. Bernabe, promotion in rank and salary from Assistant Professor III to Associate Professor I of Accounting, College of Business Administration, effective June 1, 1975.
- Fe R. Bernardo as Senior Lecturer in Statistics, Statistical Center, effective June 1, 1975 until May 31, 1976.
- Roberto M. Bernardo, reappointment as Associate Professor IV of Economics (part-time), School of Economics, effective June 3, 1975 until May 31, 1976.
- Joe-Santos B. Bisquera as Professorial Lecturer in Accounting, Graduate Program, College of Business Administration, effective June 1, 1975 until May 31, 1976.
- Romeo C. Bruce, promotion in rank and salary from Associate Professor IV to Professor I of Photo-interpretation, Training Center for Applied Geodesy and Photogrammetry, College of Engineering, effective June 1, 1975.
- Eryl A. Buan as Program Development Assistant, Program Development Staff, Office of the President, effective July 1, 1975 until December 31, 1975.
- Ramon G. Buenvenida as Program Development Associate, Program Development Staff, Office of the President, effective July 16, 1975 until October 31, 1975.
- Aurora L. Buizon, increase in salary as Chief, Records Management and Appraisal Section (Range 9), Office of the University Registrar, effective June 1, 1975.
- Rodolfo U. Bulatao, increase in salary from Professor IV to Professor V of Civil Engineering, College of Engineering, effective June 1, 1975.
- H. J. Burgess as Professorial Lecturer in Nutrition, Institute of Public Health, without compensation, effective July 15, 1975 until May 31, 1976.
- Dominador C. Canlas, increase in salary from Professor IV to Professor V of Meteorology and Oceanography, College of Arts and Sciences, effective June 1, 1975.
- Noli L. Canonizado, promotion in rank and salary from Instructor IV to Assistant Professor I of Education, College of Education, effective June 1, 1975.
- Benjamin L. Capili as Professorial Lecturer in Public Health Administration, Institute of Public Health, effective August 1, 1975 until May 31, 1976.
- Pascual Capiz, reappointment as Professorial Lecturer in English, College of Arts and Sciences, without compensation, effective June 1, 1975 until March 31, 1976.
- Ledivina V. Cariño as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1975 until July 30, 1975.
- Virginia S. Cariño, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Zoology, College of Arts and Sciences, effective June 1, 1975; as Project Leader, Research Project on "Toxoplasma and Toxoplasmosis in the Philippines," Natural Science Research Center, effective July 7, 1975 until June 30, 1976.
- Annadaisy J. Carlota, increase in salary from Assistant Professor I to Assistant Professor IV of Psychology, College of Arts and Sciences, effective June 1, 1975.
- Jose A. Carreon as Program Development Associate, Program Development Staff, Office of the President, effective June 16, 1975 until October 15, 1975.
- Alejandro J. Casambre, increase in salary from Professor I to Professor IV of Speech and Drama, College of Arts and Sciences, effective June 1, 1975.
- Alberto R. Casimiro, promotion from Resident Physician (Range 7) to Resident Physician (Range 8), Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Flor V. Cejalvo, promotion in rank and salary from Assistant Professor III to Associate Professor I of Mathematics, College of Arts and Sciences, effective June 1, 1975.
- Benjamin H. Cervantes as Artist-in-Residence in Stage Direction, College of Arts and Sciences, effective June 2, 1975 until May 31, 1978.
- Manuel T. Chua Chiao, promotion from Resident Physician (Range 7) to Resident Physician (Range 8), Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Veronica F. Chan, increase in salary from Associate Professor II to Associate Professor IV of Medical Microbiology, Institute of Public Health, effective June 1, 1975.
- Purificacion R. Claravall, promotion in rank and salary from Lecturer to Senior Lecturer in Philosophy and Psychology, U.P. College Manila, effective June 2, 1975 until May 31, 1976.
- Susan Q. Clavano, increase in salary as Training Specialist I, Institute for Small-Scale Industries, effective June 1, 1975 until June 30, 1976.

- John O. Cobonpue, increase in salary as Professorial Lecturer, MBA Program, U.P. College Cebu, effective June 1, 1975 until May 31, 1976.
- Soledad G. Collas, increase in transportation allowance as Lecturer in Spanish, Instituto de Español, effective June 1, 1975 until October 31, 1975.
- Jose P. Cortes, Jr., increase in salary as Training Specialist III, Institute of Public Health, effective June 1, 1975 until May 31, 1976.
- William Cowper as Associate Research Engineer, Industrial Research Center, College of Engineering, effective July 1, 1975 until May 31, 1976.
- Emilita L. Cruz, promotion in rank and salary from Instructor III to Assistant Professor I of Linguistics and Asian Languages, College of Arts and Sciences, effective June 1, 1975.
- Ibarra E. Cruz, increase in salary from Professor II to Professor III of Mechanical Engineering, College of Engineering, effective June 1, 1975.
- Ildefonso T. Cruz, increase in salary from Associate Professor I to Associate Professor III of Epidemiology and Biostatistics, Institute of Public Health, effective June 1, 1975.
- Patricia M. Cruz, promotion in rank and salary from Instructor V to Assistant Professor I of Filipino and Philippine Languages, College of Arts and Sciences, effective June 1, 1975.
- Nelly T. Cubar, increase in salary from Assistant Professor I to Assistant Professor III of Filipino and Philippine Languages, College of Arts and Sciences, effective June 1, 1975.
- Amando M. Dalisay, reappointment as Professorial Lecturer in Agricultural Economics, College of Agriculture, University of the Philippines at Los Baños, effective June 3, 1975 until October 4, 1975.
- Guillermo R. Damian, promotion in rank from Associate Professor (part-time) to Professor of Rehabilitation Medicine (part-time), College of Medicine, without compensation, effective July 1, 1975.
- Azucena C. Darwin, promotion in rank and salary from Instructor III to Assistant Professor I of Mathematics, College of Arts and Sciences, effective June 1, 1975.
- Fredegusto G. David, promotion in rank and salary from Assistant Professor II to Associate Professor I of Psychology, College of Arts and Sciences, effective June 1, 1975.
- Karina C. David, promotion in rank and salary from Instructor III to Assistant Professor I of Sociology, College of Arts and Sciences, effective June 1, 1975.
- Randolf S. David, promotion in rank and salary from Instructor II to Assistant Professor I of Sociology, College of Arts and Sciences, effective June 1, 1975.
- Jose Ma. de Castro, increase in salary from Professor I to Professor II of Civil Engineering, College of Engineering, effective June 1, 1975.
- Leonardo de la Cruz, promotion in rank and salary from Assistant Professor IV to Associate Professor II of Education, College of Education, effective June 1, 1975.
- Reynaldo M. de la Paz, increase in salary from Assistant Professor II to Assistant Professor IV of Zoology, College of Arts and Sciences, effective June 1, 1975.
- Romeo de la Paz, promotion in rank and salary from Assistant Professor V to Associate Professor I of Business Policy and Administration, College of Business Administration, effective June 1, 1975.
- Martin J. de la Rosa II, increase in salary from Assistant Professor III to Assistant Professor IV of Public Health Administration, Institute of Public Health, effective June 1, 1975.
- Jorge G. de las Alas, increase in salary from Associate Professor II to Associate Professor IV of Meteorology, College of Arts and Sciences, effective June 1, 1975.
- Lily T. de Leon, increase in salary from Assistant Professor I to Assistant Professor II of Architecture, College of Architecture, effective June 1, 1975.
- Sonia Y. de Leon as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1975 until August 30, 1975.
- Thelma de Leon, increase in salary as Research Associate, Institute of Environmental Planning, effective June 1, 1975 until June 30, 1976.
- Josefina P. de los Reyes, promotion in rank and salary from Instructor IV to Assistant Professor I of Mathematics, College of Arts and Sciences, effective June 1, 1975.
- Felicia V. de los Santos, promotion in rank and salary from Instructor III to Assistant Professor I of Education, College of Education, effective June 1, 1975.
- Carlos M. del Rosario as Program Development Associate, Program Development Staff, Office of the President, effective August 1, 1975 until May 31, 1976.
- Carol H. M. B. de Raedt, promotion in rank and salary from Instructor III to Assistant Professor I of Social Sciences, U.P. College Baguio, effective June 1, 1975 until May 31, 1976.
- Epimaco M. Densing, promotion in rank and salary from Lecturer to Senior Lecturer, MPA Program, U.P. College Cebu, effective June 3, 1975 until May 31, 1976.
- Aurea T. Diaz, promotion in rank and salary from Lecturer to Senior Lecturer in Philippine Institutions, U. P. College Manila, effective June 2, 1975 until May 31, 1976.
- Romeo B. Diaz, promotion in rank and salary from Instructor IV to Assistant Professor I of Zoology, College of Arts and Sciences, effective June 1, 1975.
- Bienvenido S. Dimaano, increase in salary from Associate Professor IV to Associate Professor V, Training Center for Applied Geodesy and Photogrammetry, College of Engineering, effective June 1, 1975.
- Norma R. Dinglasan, temporary detail as Professorial Lecturer in the Undergraduate Program, U.P. College Cebu, effective June 3, 1975 until May 31, 1976.
- Robert P. Dulay, promotion from Resident Physician (Range 7) to Resident Physician (Range 8), Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Delia G. Dumadag, increase in salary as Research Associate IV, Institute of Environmental Planning, effective June 1, 1975 until June 30, 1976.

- Josefa S. Edralin, increase in salary as Researcher I, Local Government Center, College of Public Administration, effective June 1, 1975.
- Felicitation S. Ejercito, promotion in rank and salary from Assistant Professor III to Associate Professor I of Mathematics, College of Arts and Sciences, effective June 1, 1975.
- Eleanor T. Elequin as Member, Social Sciences and Humanities Research Committee, effective July 1, 1975 until June 30, 1976.
- Maximino R. Elgar, promotion from Resident Physician (Range 7) to Resident Physician (Range 8), Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Ruben W. Engel as Professorial Lecturer in Nutrition, Institute of Public Health, without compensation, effective July 1, 1975 until May 31, 1976.
- Miguel A. Enriquez, Jr., promotion in rank and salary from Lecturer to Senior Lecturer in the Undergraduate Program, U.P. College Cebu, effective June 1, 1975 until May 31, 1976.
- Virgilio G. Enriquez, promotion in rank and salary from Assistant Professor III to Associate Professor II of Psychology, College of Arts and Sciences, effective June 1, 1975.
- Francisca L. Erece, increase in salary from Assistant Professor II to Assistant Professor III of Social Sciences, U.P. College Baguio, effective June 1, 1975.
- Lauro O. Escobar as Member, Social Sciences and Humanities Research Committee, effective July 1, 1975 until June 30, 1976.
- Patrocinio D. Escobar as Assistant to the Vice-President for Academic Affairs, Office of the Vice-President for Academic Affairs, effective July 1, 1975 until June 30, 1976; promotion in rank and salary from Researcher I to Researcher II, effective July 1, 1975.
- Rodolfo B. Escosa, increase in salary from Assistant Professor II to Assistant Professor IV of Epidemiology and Biostatistics, Institute of Public Health, effective June 1, 1975.
- Miguel B. Escoto, increase in salary from Professor II to Professor III of Engineering Sciences, College of Engineering, effective June 1, 1975.
- Clementina Esguerra as Consultant in Chemistry, Leyte Research and Development High School, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.
- Rita D. Estrada, increase in salary from Assistant Professor III to Assistant Professor IV of Psychology, College of Arts and Sciences, effective June 1, 1975.
- Marina Estrera, promotion in rank and salary from Research Assistant to Research Associate, Institute of Environmental Planning, effective June 1, 1975 until June 30, 1976.
- Jose Eusebio as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1975 until August 30, 1975.
- Carmen F. Eustaquio, promotion in rank and salary from Instructor III to Assistant Professor I of Education, College of Education, effective June 1, 1975.
- Henrietta A. Fajardo, increase in salary as Research Associate, Institute of Environmental Planning, effective June 1, 1975 until June 30, 1976.
- Rene P. Felix, promotion in rank and salary from Instructor III to Assistant Professor I of Mathematics, College of Arts and Sciences, effective June 1, 1975.
- Josefina T. Fermin, increase in salary as Chief, Personnel Division (Range 10), Philippine General Hospital, effective July 1, 1975.
- Pepito M. Fernandez as Program Development Associate, Program Development Staff, Office of the President, effective June 16, 1975 until October 15, 1975.
- Teodorico F. Festin, increase in salary from Professor II to Professor III of Chemical Engineering, College of Engineering, effective June 1, 1975.
- Manuel Fetalino, increase in salary from Attending Radiologist (with rank of Assistant Professor III), part-time, to Attending Radiologist (with rank of Assistant Professor IV), part-time, University Health Service, effective June 1, 1975.
- Arturo S. Flores, transfer to another item and increase in salary as Resident Physician (Range 8), Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Efren Eduardo C. Flores as Program Development Associate, Program Development Staff, Office of the President, effective June 16, 1975 until October 15, 1975.
- Lydia H. Flores, increase in salary from Associate Professor I to Associate Professor III of Mathematics, College of Arts and Sciences, effective June 1, 1975.
- Ma. Alodia C. Fontanilla, promotion in rank and salary from Instructor IV to Assistant Professor I of Education, College of Education, effective June 1, 1975.
- Aurora C. Caceta, increase in salary from Associate Professor III to Associate Professor V of Education, College of Education, effective June 1, 1975.
- Nympha S. Galang, promotion in rank and salary from Instructor IV to Assistant Professor I of Education, College of Education, effective June 1, 1975.
- Mildred S. Ganaden, promotion in rank and salary from Instructor III to Assistant Professor I of Education, College of Education, effective June 1, 1975.
- Rolando G. Garcia, promotion in rank and salary from Instructor IV to Assistant Professor I of Zoology, College of Arts and Sciences, effective June 1, 1975.
- Ruben A. Garcia, increase in salary from Professor II to Professor III of Mechanical Engineering, College of Engineering, effective June 1, 1975; as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1975 until August 30, 1975.
- Celia A. Genio, promotion from Resident Physician (Range 7) to Chief Resident Physician (Range 9), Department of Ophthalmology, Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Edgardo D. Gomez as Program Development Associate, Program Development Staff, Office of the President, effective June 16, 1975 until October 15, 1975.
- Josefina M. Gonzales as Special Lecturer in Nutrition, Institute of Public Health, effective October 27, 1975 until March 11, 1976.

- Corazon P. Gonzalez, increase in salary and transfer to another department from Professor III of Physiology to Professor IV, National Teacher Training Center for Health Professions, College of Medicine, effective July 1, 1975.
- Danilo Gozo as Program Development Associate, Program Development Staff, Office of the President, effective July 16, 1975 until August 15, 1975.
- Perfecto K. Guerrero, increase in salary from Professor VII to Professor VIII of Metallurgy, College of Engineering, effective June 1, 1975.
- Wilfrido Ma. Guerrero, increase in salary from Associate Professor I to Associate Professor III of Speech and Drama, College of Arts and Sciences, effective June 1, 1975.
- Santiago V. Guzman, transfer to part-time status as Professor VI, College of Medicine, effective July 1, 1975.
- Vicente J. Hedriana, increase in salary from Professor III to Professor IV of Mechanical Engineering, College of Engineering, effective June 1, 1975.
- Armando M. Henson, increase in salary as Assistant Editor (Range 7), Publications Section, College of Arts and Sciences, effective July 18, 1975.
- Cristy R. Hernandez, promotion in rank and salary from Associate Professor V to Professor II, Training Center for Applied Geodesy and Photogrammetry, College of Engineering, effective June 1, 1975.
- Annabelle A. Herrera, promotion in rank and salary from Instructor II to Assistant Professor I of Zoology, College of Arts and Sciences, effective June 1, 1975.
- Namnama P. Hidalgo as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1975 until August 30, 1975.
- Serafin Hilvano, Jr., transfer to another item and increase in salary as Resident Physician (Range 8), Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Leticia P. Ho, change in designation from Instructor I to Guidance Counselor I, College of Education, effective June 1, 1975.
- Froilan L. Hong as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1975 until August 30, 1975.
- Dominador I. Ilio, increase in salary from Professor V to Professor VI of Engineering Sciences, College of Engineering, effective June 1, 1975.
- Maximiano Israel, Jr., promotion in rank and salary from Instructor III to Assistant Professor I of Mathematics, College of Arts and Sciences, effective June 1, 1975.
- Antonio V. Jacalne, increase in salary from Associate Professor I to Associate Professor III of Medical Microbiology, Institute of Public Health, effective June 1, 1975; as Research Consultant, Philippine Eye Research Institute, effective July 1, 1975 until June 30, 1976.
- Victoria B. Jardiolin, increase in salary from Assistant Professor I to Assistant Professor II of Marketing, College of Business Administration, effective June 1, 1975.
- Emil Q. Javier as Director, Institute of Plant Breeding, University of the Philippines at Los Baños, effective July 1, 1975 until June 30, 1978.
- Felicidad Jesena as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1975 until August 30, 1975.
- Vedasto R. Jose, promotion in rank and salary from Associate Professor III to Professor I of Chemistry, College of Arts and Sciences, effective June 1, 1975.
- Malaya Juan, promotion in rank and salary from Instructor II to Assistant Professor I of Humanities, College of Arts and Sciences, effective June 1, 1975.
- Aurelio T. Juguilon as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1975 until August 30, 1975.
- Araceli L. Juliano, promotion in rank and salary from Instructor IV to Assistant Professor I of Zoology, College of Arts and Sciences, effective June 1, 1975.
- Rogelio O. Juliano as Program Development Associate, Program Development Staff, Office of the President, effective June 16, 1975 until October 15, 1975.
- Julian Jumalon as Senior Lecturer in Fine Arts, U.P. College Cebu, effective June 3, 1975 until May 31, 1976.
- Leticia A. Lagmay, promotion in rank and salary from Instructor III to Assistant Professor I of Anthropology, College of Arts and Sciences, effective June 1, 1975.
- Wilhelmina Landicho, increase in salary as Research Associate, Institute of Environmental Planning, effective June 1, 1975 until June 30, 1976.
- Domingo M. Lantican as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1975 until August 30, 1975.
- Ricardo M. Lantican, appointment to a professorial chair as Professor of Agronomy, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1975.
- Jose P. Lardizabal, increase in salary as Professorial Lecturer in the MBA Program, U.P. College Cebu, effective June 1, 1975 until May 31, 1976.
- Josefa C. Lava, increase in salary from Associate Professor II to Associate Professor IV of Humanities, College of Arts and Sciences, effective June 1, 1975.
- Serenidad F. Lavador, increase in salary as Training Specialist I, Institute for Small-Scale Industries, effective June 1, 1975.
- Lydia Ledesma as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1975 until August 30, 1975.
- Rosette Y. Lerias, promotion in rank and salary from Instructor II to Assistant Professor I of Speech and Drama, College of Arts and Sciences, effective June 1, 1975.
- Arturo A. Librea, increase in salary from Professor I to Professor II of Epidemiology and Biostatistics, Institute of Public Health, effective June 1, 1975.
- Florentino Librero as Program Development Associate,

- Program Development Staff, Office of the President, effective July 1, 1975 until August 30, 1975.
- Benjamin M. Limson as Medical Consultant (part-time), Philippine General Hospital, effective May 5, 1975 until June 30, 1976.
- Rufino Lirag, Jr., increase in salary from Associate Professor I to Associate Professor II of Chemical Engineering, College of Engineering, effective June 1, 1975.
- Michael J. Liquette, promotion from Resident Physician (Range 7) to Resident Physician (Range 8), Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Nina D. Llobrera, promotion in rank and salary from Instructor IV to Assistant Professor I of Education, College of Education, effective June 1, 1975.
- Herminia P. Lopez, promotion from Resident Physician (Range 7) to Chief Resident Physician (Range 9), Department of Pediatrics, Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Ernesto C. Lucas as Visiting Associate Professor of Agricultural Economics, College of Agriculture, University of the Philippines at Los Baños, without compensation, effective June 9, 1975 until September 30, 1975.
- Bienvenido L. Lumbera, reappointment as Senior Lecturer in Filipino and Philippine Languages, College of Arts and Sciences, effective June 2, 1975 until May 31, 1976.
- Telesforo W. Luna, Jr. as Executive Director, National Development Research Center, effective August 1, 1975 until the return of Agustin Kintanar, Jr. from a leave of absence, but not later than June 30, 1976.
- Hendrikus Albertus Luning as Visiting Professor of Agriculture Economics, College of Agriculture, University of the Philippines at Los Baños, without compensation, effective July 1, 1975 until June 30, 1976.
- Elayda Mabunay as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1975 until August 30, 1975.
- Eduardo Madamba, increase in salary from Assistant Professor II to Assistant Professor IV of Education, College of Education, effective June 1, 1975.
- Merlin M. Magallona, increase in salary as Law Researcher III, Division of Research and Law Reform, Law Center, effective July 1, 1975 until June 30, 1976.
- Mary Lu B. Magno, promotion from Resident Physician (Range 7) to Resident Physician (Range 8), Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Thelma M. Makasiar, increase in salary from Assistant Professor I to Assistant Professor II of Finance, College of Business Administration, effective June 1, 1975.
- Gemeliano Maloles, Jr. as Business Manager, *Philippine Collegian*, effective July 16, 1975 and to remain in effect for a period of two (2) semesters, or until the selection of the editor's replacement.
- Felicitas R. Manacsa, promotion in rank and salary from Instructor IV to Assistant Professor I of Education, College of Education, effective June 1, 1975.
- Visitacion Manipol, promotion in rank and salary from Research Associate to Medical Researcher I, College of Medicine, effective June 16, 1975.
- Romeo L. Manlapaz, increase in salary from Associate Professor II to Associate Professor III of Engineering Sciences, College of Engineering, effective June 1, 1975.
- Ricardo B. Manubay as Senior Lecturer in Production and Operations Management, College of Business Administration, effective June 16, 1975 until May 31, 1976.
- Felina G. Mapa, increase in salary from Professor II to Professor IV of Mathematics, College of Arts and Sciences, effective June 1, 1975.
- Tomas P. Maramba, Jr., increase in salary from Assistant Professor III (part-time) to Assistant Professor IV of Public Health Administration (part-time), Institute of Public Health, effective June 1, 1975.
- Clarissa L. Marte, promotion in rank and salary from Instructor III to Assistant Professor I of Zoology, College of Arts and Sciences, effective June 1, 1975.
- Remigio R. Martinez, increase in salary as Chief, College of Personnel Section (Range 8), College of Arts and Sciences, effective July 31, 1975.
- Marino M. Mena, promotion in rank and salary from Associate Professor III to Professor I of Civil Engineering, College of Engineering, effective June 1, 1975.
- Jesus Benjamin L. Mendoza, promotion from Resident Physician (Range 7) to Resident Physician (Range 8), Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Aparicio H. Mequi, grant of transportation allowance as Director, Department of Physical Education, effective July 1, 1975.
- Evelina A. Mejillano, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Education, College of Education, effective June 1, 1975.
- Yolanda Mingoa, increase in salary as Research Associate IV, Institute of Environmental Planning, effective June 1, 1975 until June 30, 1976.
- Casimiro Miranda, Jr., promotion in rank and salary from Instructor IV to Assistant Professor I of Economics, School of Economics, effective June 1, 1975.
- Viriginia R. Moreno, increase in salary from Assistant Professor III to Assistant Professor IV of Humanities, College of Arts and Sciences, effective June 1, 1975.
- Elias M. Nadal, transfer to another item with increase in salary as Resident Physician (Range 8), Department of Surgery, Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Kiroji Nakamura as Research Associate, College of Agriculture, University of the Philippines at Los Baños, without compensation, effective May 15, 1975 until May 14, 1976.
- Bernadette S. Pablo, promotion in rank and salary from Instructor IV to Assistant Professor I of Education, effective June 1, 1975.

- Edgardo S. Pacheco, increase in salary from Professor III to Professor IV of Engineering Sciences, College of Engineering, effective June 1, 1975.
- Rosalinda S. Padilla, transfer to another item and increase in salary as Resident Physician (Range 8), Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Helen P. Palabyab, promotion in rank and salary from Research Assistant I to Research Associate IV, Institute of Environmental Planning, effective June 1, 1975 until June 30, 1976.
- Concordia G. Palacios, promotion in rank and salary from Instructor III to Assistant Professor I of Public Health Administration, Institute of Public Health, effective June 1, 1975.
- Ellen H. Palanca as Researcher II, Institute of Economic Development and Research, School of Economics, effective July 1, 1975 until June 30 1976.
- Corbelita J. Palima, increase in salary from Assistant Professor I to Assistant Professor II of Natural Sciences, U.P. College Baguio, effective June 1, 1975.
- Honorato G. Paloma as Program Development Associate, Program Development Staff, Office of the President, effective June 16, 1975 until October 15, 1975.
- Crisaldo D. Pambid, increase in salary as Chief, Records Management Section (Range 8), College of Arts and Sciences, effective July 31, 1975.
- Rica G. Panganiban, increase in salary from Assistant Professor II to Assistant Professor IV of Mathematics, College of Arts and Sciences, effective June 1, 1975.
- Rogelio A. Panlasigui, increase in salary from Associate Professor I to Associate Professor II of Chemical Engineering, College of Engineering, effective June 1, 1975.
- Tabitha B. Paraiso, promotion from Resident Physician (Range 7) to Resident Physician (Range 8), Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Irma L. Parajas, promotion in rank and salary from Instructor IV to Assistant Professor I of Community Dentistry, Comprehensive Community Health Program, effective June 1, 1975.
- Leonarda B. Pascua as Researcher I, Science Education Center, effective July 1, 1975 until the return of Lilia S. Dube from a leave of absence, but not later than June 30, 1976.
- Luis D. Pascual, increase in salary from Associate Professor III to Associate Professor IV of Industrial Engineering, College of Engineering, effective June 1, 1975.
- Epictetus E. Patalinghug as Visiting Research Associate, Institute of Economic Development and Research, School of Economics, without compensation, effective July 16, 1975 until December 30, 1975.
- Consuelo J. Paz, increase in salary from Assistant Professor I to Assistant Professor III of Linguistics and Asian Languages, College of Arts and Sciences, effective June 1, 1975.
- Carolina Perez as Consultant in General Science, Leyte Research and Development High School, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.
- Errol B. Perez as Senior Lecturer in Finance, College of Business Administration, effective June 3, 1975 until May 31, 1976.
- Valentina R. Perez, increase in salary as Administrative Officer (Range 9), U.P. College Manila, effective June 16, 1975.
- Ernesto del Mar Pernia, change in designation from Visiting Research Associate to Visiting Lecturer and Research Associate, Population Institute, without compensation, effective July 1, 1975 until May 31, 1976.
- Rogelia B. Pimentel, promotion from Bookkeeper (Range 6) to Administrative Officer (Range 8), University of the Philippines Press, effective July 15, 1975.
- Ernesto Pineda, increase in salary from Assistant Professor II to Assistant Professor IV of Accounting, College of Business Administration, effective June 1, 1975.
- Niceto S. Poblador, increase in salary from Associate Professor II to Associate Professor III of Business Economics and Statistics, College of Business Administration, effective June 1, 1975; as Program Development Associate, Program Development Staff, Office of the President, effective July 16, 1975 until August 30, 1975; as Member, Social Sciences and Humanities Research Committee, effective July 1, 1975 until June 30, 1976.
- Ramon C. Portugal as Project Director, Regional Development Study Center, Institute of Environmental Planning, effective May 1, 1975 until April 30, 1976.
- Virginia P. Portugal, increase in salary from Assistant Professor I to Assistant Professor III of Education, College of Education, effective June 1, 1975.
- Amado P. Punsalang, increase in salary from Assistant Professor I to Assistant Professor III of Medical Microbiology, Institute of Public Health, effective June 1, 1975.
- Felipe V. Oamar as Program Development Associate, Program Development Staff, Office of the President, effective June 16, 1975 until August 31, 1975.
- Celia B. Olivar, promotion in rank and salary from Assistant Professor V to Associate Professor I, Department of Physical Education, effective June 1, 1975.
- Meliton U. Ordillas, Jr., increase in salary from Associate Professor II to Associate Professor IV of Metallurgy, College of Engineering, effective June 1, 1975.
- Florian M. Orejana as Program Development Associate, Program Development Staff, Office of the President, effective June 16, 1975 until October 15, 1975.
- Ely Anthony R. Ouano as Professorial Lecturer in Public Health Engineering, Institute of Public Health, effective August 1, 1975 until May 31, 1976.
- Minda Luz Quesada, increase in salary from Assistant Professor I to Assistant Professor II of Public Health Administration, Institute of Public Health, effective June 1, 1975.
- Josefa L. Quirante, promotion in rank and salary from Instructor III to Assistant Professor I of Education, College of Education, effective June 1, 1975.

- Evangel P. Quiwa, increase in salary from Assistant Professor I to Assistant Professor II of Engineering Sciences, College of Engineering, effective June 1, 1975.
- Jaime B. Quizon as Researcher I, Institute of Economic Development and Research, School of Economics, effective July 1, 1975 until June 30, 1976.
- Leonor P. Ramos as Research Associate, Population Institute, without compensation, effective June 1, 1975 until May 31, 1976.
- Tomas J. Ranada, increase in salary as Management Specialist I, Institute for Small-Scale Industries, effective June 1, 1975 until June 30, 1976.
- Rafael S. Recto, Jr., transfer to a salaried item from Assistant Professor I (part-time), without compensation, to Assistant Professor IV of Orthopedics (part-time), College of Medicine, effective July 1, 1975.
- Cornelio B. Reformina, Jr. as Senior Lecturer in the Operations Department, CBA Graduate Program, College of Business Administration, effective June 30, 1975 until May 31, 1976.
- Trinidad O. Regala, promotion in rank and salary from Instructor II to Assistant Professor I of European Languages, College of Arts and Sciences, effective June 1, 1975.
- Alan W. Rew as Visiting Research Associate, Institute of Environmental Planning, without compensation, effective October 1, 1975 until September 30, 1976.
- Fe N. Reyes, increase in salary from Associate Professor I to Associate Professor III of Mathematics, College of Arts and Sciences, effective June 1, 1975.
- Felisberto G.L. Reyes, increase in salary from Professor III to Professor IV of Civil Engineering, College of Engineering, effective June 1, 1975.
- Editha E. Reyes, increase in salary as Training Specialist II, Institute for Small-Scale Industries, effective June 1, 1975.
- Jose B.L. Reyes, appointment to the U.P. Law Alumni Foundation Lectureship, College of Law, effective June 1, 1975 until May 31, 1976.
- Salvador F. Reyes, increase in salary from Professor II to Professor III of Civil Engineering, College of Engineering, effective June 1, 1975; as Program Development Associate, Program Development Staff, Office of the President, effective June 16, 1975 until October 15, 1975.
- Remedios R. Roderos, promotion in rank and salary from Instructor III to Assistant Professor I of Botany, College of Arts and Sciences, effective June 1, 1975.
- Rafael A. Rodriguez, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Business Policy and Administration, College of Business Administration, effective June 1, 1975.
- Dionisia A. Rola as Program Development Associate, Program Development Staff, Office of the President, effective June 16, 1975 until October 15, 1975.
- Neon C. Rosell, promotion in rank and salary from Assistant Professor II to Associate Professor I of Zoology, College of Arts and Sciences, effective June 1, 1975; as Program Development Associate, Program Development Staff, Office of the President, effective July 16, 1975 until October 15, 1975.
- Marcelino A. Sabado as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1975 until August 30, 1975.
- Nelia P. Salazar, increase in salary from Assistant Professor III to Assistant Professor IV of Parasitology, Institute of Public Health, effective June 1, 1975.
- Luz C. Salonga, increase in salary from Associate Professor II to Associate Professor III of Chemical Engineering, College of Engineering, effective June 1, 1975.
- Carmencita B. Salvosa, increase in salary from Assistant Professor II to Assistant Professor IV of Nutrition, Institute of Public Health, effective June 1, 1975.
- Fe G. Sanchez, promotion in rank and salary from Instructor III to Assistant Professor I of Education, College of Education, effective June 1, 1975.
- Alfonso L. Saniel, promotion in rank and salary from Lecturer to Senior Lecturer, MPA Program, U.P. College Cebu, effective June 3, 1975 until May 31, 1976.
- Luisa S. Saniel, increase in salary from Assistant Professor I to Assistant Professor III of Botany, College of Arts and Sciences, effective June 1, 1975; as Researcher, U.P. Marine Science Center, effective June 1, 1975 until June 30, 1975; as Project Leader, "Culture Collection in the U.P. as a Service Unit of the UPNSRC," Natural Science Research Center, effective July 1, 1975 until December 31, 1975.
- Amado San Mateo, increase in salary from Assistant Professor II to Assistant Professor IV of Industrial Engineering, College of Engineering, effective June 1, 1975.
- Ma. Celia Y. Santiago, promotion from Resident Physician (Range 7) to Resident Physician (Range 8), Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Jose Rolando R. Santos, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Mining Engineering, College of Engineering, effective June 1, 1975.
- Natividad A. Santos, promotion in rank and salary from Assistant Professor V to Associate Professor II of Education, College of Education, effective June 1, 1975.
- William H. Scott, increase in salary as Professorial Lecturer in History, U.P. College Manila, effective June 1, 1975 until May 31, 1976.
- Perla A. Segovia, promotional transfer from Researcher, Philippine Executive Academy, to Assistant Professor II of Public Administration, College of Public Administration, effective June 16, 1975 until May 31, 1976.
- Mauro C. Simpliciano as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1975 until August 30, 1975.
- Caridad N. Singson, increase in salary from Assistant



- Professor II to Assistant Professor IV of Psychology, College of Arts and Sciences, effective June 1, 1975.
- Jesus C. Sta. Iglesia as Acting Director, Agricultural Credit and Cooperatives Institute, University of the Philippines at Los Baños, effective July 15, 1975 until July 14, 1976.
- Angel G. Sto. Tomas as Professorial Lecturer in Development Communication, College of Agriculture, University of the Philippines at Los Baños, effective June 3, 1975 until October 13, 1975.
- Pilloo B. Sutaria, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Chemistry, College of Arts and Sciences, effective June 1, 1975.
- Hermisdas E. Taas, increase in salary as Chief, Accounting Services Division (Range 9), Philippine General Hospital, effective July 31, 1975.
- Reynaldo A. Tabbada, increase in salary from Assistant Professor II to Assistant Professor IV of Botany, College of Arts and Sciences, effective June 1, 1975.
- Domingo J. Tablan, transfer to another item and increase in salary as Resident Physician (Range 8), Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Ernesto G. Tabujara, increase in salary from Professor I to Professor II of Civil Engineering, College of Engineering, effective June 1, 1975.
- Edita A. Tan, promotion in rank and salary from Associate Professor IV to Professor I of Economics, School of Economics, effective June 1, 1975; as Program Development Associate, Program Development Staff, Office of the President, effective July 16, 1975 until September 30, 1975.
- Evelyn L. Tan, promotion in rank and salary from Instructor II to Assistant Professor I of Mathematics, College of Arts and Sciences, effective June 1, 1975.
- Jesusa T. Tangco, increase in salary from Assistant Professor II to Assistant Professor IV of Mathematics, College of Arts and Sciences, effective June 1, 1975.
- Wilhelmina V. Tecson, increase in salary as Research Associate II, Institute of Environmental Planning, effective June 1, 1975 until June 30, 1976.
- Allan C. Tiro, promotion from Resident Physician (Range 8) to Chief Resident Physician (Range 9), Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Erlinda L. Tiuseco, promotion from Resident Physician (Range 7) to Resident Physician (Range 8), Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Cecilia V. Tomas as Assistant Professor I of Physiology, College of Medicine, effective June 3, 1975 until May 31, 1976.
- Mario S. Tongson as Member, Natural Science Research Committee, effective July 1, 1975 until June 30, 1976.
- Gavino C. Trono, Jr., promotion in rank and salary from Assistant Professor IV to Associate Professor I of Botany, College of Arts and Sciences, effective June 1, 1975.
- Ma. Luisa P. Tuason, promotion in rank and salary from Lecturer to Senior Lecturer in Broadcasting, Institute of Mass Communication, effective June 1, 1975 until September 30, 1975.
- Juan B. Uy, promotion in rank and salary from Associate Professor IV to Professor I of Production and Operations Management, College of Business Administration, effective June 1, 1975.
- Carmen C. Velasquez, increase in salary from Professor IV to Professor VI of Zoology, College of Arts and Sciences, effective June 1, 1975.
- Alexis L. Verzosa, increase in salary as Traffic Engineer (Range 9), DPWTC-UIPEP Projects, Institute of Environmental Planning, effective June 1, 1975 until June 30, 1976.
- Consuelo G. Vigilar, increase in salary from Assistant Professor I to Assistant Professor III of Education, College of Education, effective June 1, 1975.
- Norberto S. Vila, increase in salary from Professor VII to Professor VIII of Geodetic Engineering, College of Engineering, effective June 1, 1975.
- Normelita C. Villajuan, promotion in rank and salary from Instructor IV to Assistant Professor II of European Languages, College of Arts and Sciences, effective June 1, 1975.
- Josefino Z. Villanueva, promotion in rank and salary from Instructor IV to Assistant Professor I of Physics, College of Arts and Sciences, effective June 1, 1975.
- Benjamin C. Vitasa, change in designation from Chief Resident Physician (Range 9), Out-Patient Department, to Medical Consultant (Range 9), part-time, Out-Patient Department, Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Wolfgang Wetzenstein as Visiting Associate Professor IV of Geology and Geography, College of Arts and Sciences, effective the second semester, 1975-1976, and to remain in effect for a period of two years.
- Arthur Ross Williams as Consultant to the Comprehensive Development Plan of the Greater Cebu Area (part-time), National Development Research Center, effective May 1, 1975 until April 30, 1976.
- Julita I. Yabes, promotion in rank and salary from Assistant Professor IV to Associate Professor II of Public Health Administration, Institute of Public Health, effective June 1, 1975.
- Demetria C. Ylaya as Coordinator, MPA Program, U.P. College Cebu, effective June 1, 1975 until May 31, 1976.
- Mario D. Zabat, promotion in rank and salary from Associate Professor III to Professor I of Public Health Engineering, Institute of Public Health, effective June 1, 1975.
- Cecilia V. Zamora, increase in salary from Associate Professor I to Associate Professor III of Botany, College of Arts and Sciences, effective June 1, 1975.
- Prescillano M. Zamora, increase in salary from Associate Professor II to Associate Professor IV of Botany, College of Arts and Sciences, effective June 1, 1975.
- Ricardo M. Zareo, promotion in rank and salary from Assistant Professor III to Associate Professor I of

Sociology, College of Arts and Sciences, effective June 1, 1975.

The Board confirmed the following *ad interim* appointments:

Lourdes M. Sumabat as Professorial Lecturer in Nutrition, Institute of Public Health, effective August 1, 1975 until March 30, 1976.

Victor C. Valenzuela as Professorial Lecturer in Biostatistics, Institute of Public Health, effective July 1, 1975 until May 31, 1976.

Mario D. Zabat as Associate Professor III of Public Health Engineering (part-time), Institute of Public Health, effective July 1, 1975 until June 30, 1976.

TRANSFER TO PERMANENT STATUS

The Board approved the transfer of the following to permanent status:

Marie E. Aganon as Research Associate, Asian Labor Education Center, effective July 1, 1975.

Filoteo A. Alano as Assistant Professor of Medicine, College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective July 1, 1975.

Jose R. Aldecoa as Supervisor (Range 8), Physical Plant Department, Philippine General Hospital, effective July 1, 1975.

Hawthorne N. Bañez as Assistant Professor of Surgery (part-time), College of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, without compensation, effective July 1, 1975.

Rodolfo P. Cabangbang as Assistant Professor of Agronomy, College of Agriculture, University of the Philippines at Los Baños, effective May 1, 1975.

Francisco B. Calayag as Chief Motor Engineer (Range 8), Training Research Ship M/V Albacore, Department of Marine Fisheries, College of Fisheries, effective July 1, 1975.

Leopoldo Lazatin as Assistant Professor of Surgery, College of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, without compensation, effective July 1, 1975.

Adriano V. Laudico as Assistant Professor of Surgery (part-time), College of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, without compensation, effective July 1, 1975.

Juan T. Lim as Assistant Professor III of Finance, College of Business Administration, effective July 1, 1975.

Edwin D. Magallona as Assistant Professor I of Entomology, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1975.

Carmelita Magno as Librarian II, University Library, effective July 1, 1975.

Manuel P. Quijano as Physician (Range 8), UPLB Health Service, University of the Philippines at Los Baños, effective July 1, 1975.

Leonila C. Raros as Assistant Professor III of Entomology, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1975.

Romeo S. Rejesus as Assistant Professor IV of Entomology, College of Agriculture, University of the

Philippines at Los Baños, effective July 1, 1975.

Elizabeth Salazar as Librarian II, University Library, effective July 1, 1975.

Jose P. Umali, Jr. as Training Specialist I, Asian Labor Education Center, effective July 1, 1975.

SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board accepted the scholarship offer of the *Comprehensive Technical Service of Asia, Inc. (COMPTECH)* to the College of Agriculture in the University of the Philippines at Los Baños providing full matriculation and tuition fees and other necessary school expenses per grant.

\* \* \*

The Board accepted the scholarship offer of the *Philippine-French Association* consisting of two grants for one male and one female student of the College of Arts and Sciences pursuing any field of study where the study of French is required. The grant is effective June 1975.

\* \* \*

The Board accepted the offer of Col. and Mrs. Juan R. Zapanta for a scholarship grant to be known as *Zapanta Scholarship* starting with the second semester, school-year 1975-1976, providing for two scholarships. The scholarships will cover tuition and other school fees, book allowance and a monthly stipend for ten months a year.

\* \* \*

The Board approved the revision of the rules governing the *Delta Lambda Sigma Sorority Scholarship Study Grants*, as follows:

Rule 2(a) Must have an average of ["2.0"] "2.25" or better during the semester immediately preceding the application with no grade of "5" or "4" or "inc." unremoved before the immediately following registration period;

Rule 3. The recipients shall be selected [thru competitive examinations to be conducted] *on the basis of their weighted average, as certified by the University Registrar*, by the Office of Student Affairs. (Text in brackets to be deleted; those in italics to be added.)

\* \* \*

The Board accepted scholarship offers from Mr. Pedro O. Valdez for the *P. O. Valdez Family Foundation Scholarships* in the following fields:

- B.S. in Civil Engineering;
- B.S. in Mining Engineering;
- B.S. in Nursing; and
- Pre-Medicine or appropriate B.S. degree leading to Doctor of Medicine.

The scholarships will be effective during the academic year 1975-1976. However, in case there is no scholar who qualifies in any semester, the fund will stay as part of the trust funds of the University which will be used as soon as a scholar or scholars are selected.

\* \* \*

The Board accepted the scholarship offer of the *American Association of College Women (AACW)* for a scholarship grant for a junior or senior student in the Institute of Social Work and Community Development.

The Board accepted the *Agri-Marketing Inc.* fellowship grant for a qualified junior student in the College of Agriculture in the University of the Philippines at Los Baños until completion of undergraduate work. The fellowship is effective the first semester, schoolyear 1975-1976.

\* \* \*

The Board accepted a scholarship grant from *Pfizer, Inc.* providing full fellowship to qualified high school graduates until completion of B.S. in Agriculture (major either in Animal Science or Agri-Business) in the College of Agriculture in the University of the Philippines at Los Baños. The fellowship is effective the first semester, schoolyear 1975-1976.

\* \* \*

The Board accepted a donation from *Don Enrique J. Zobel* consisting of five (5) weanling bulls to be utilized in the research and instruction activities of the Department of Animal Science, College of Agriculture, University of the Philippines at Los Baños.

COLLECTION OF FEES

The Board approved the adoption of the following schedule of fees for the graduate program of the Department of Biochemistry in the College of Medicine:

Tuition fee	₱35.00/unit
Laboratory Fee	20.00/unit of laboratory course
Miscellaneous fee	183.50
Registration	₱ 14.00
Medical	20.00
Library	120.00
Athletic	16.00
Publication	6.00
Student Center	3.00
Cultural	4.00
Community Chest	.50

Subject to the provisions of Presidential Decree No. 711, income generated from tuition and laboratory fees shall accrue to a *special fund* for the use of graduate students in their thesis work.

\* \* \*

The Board authorized the U.P. College Iloilo to charge each student resident of the Iloilo Residence Hall ₱170.00 a month for board and lodging (₱40.00 for lodging and ₱130.00 for board, Monday through Friday only), income generated therefrom to accrue to the U.P. Iloilo Residence Hall *special account*, against which expenses for operation and maintenance will be charged.

\* \* \*

The Board approved the increase in the rent for the business stalls in the UPLB Union Building in the University of the Philippines at Los Baños from ₱100.00 to ₱150.00 a month, effective July 1, 1975.

The increase in rental is necessary for the administration to meet increasing cost of maintenance of the stalls and other facilities in the Union Building.

\* \* \*

The Board approved the increase in the rates for the use of Abelardo Hall Auditorium in the College of Music, effective January 1, 1976, as follows:

Present rates*	Description	Increased Rates**
₱150.00	Basic Fee: One performance (3 hours) and one-hour rehearsal (with aircon). Concert piano and lights: all borders and footlights.	₱200.00
₱100.00	One performance (3 hours) with no rehearsal with aircon.	₱150.00
75.00	Additional performance (3 hours) with no rehearsal with aircon.	100.00
50.00	Additional rehearsal (3 hours) with aircon.	75.00
15.00	Per additional hour with aircon.	25.00
20.00	Additional rehearsal without aircon. (3 hours)	25.00
10.00	Per additional hour without aircon.	10.00
100.00	Per screening of movies.	150.00
5.00	Per hour for scenery construction and fit-in (on the available free-use-of-the-hall time).	10.00
35.00	2 spotlights per performance.	70.00

\* These rates apply only to U.P. organizations; for non-U.P. entities, the rates are double.  
 \*\* For non-U.P. entities, the new rates are to be trebled.

AMENDMENTS TO REVISED RULES AND REGULATIONS GOVERNING THE PHILIPPINE COLLEGIAN

The Board approved the amendments to the Revised Rules and Regulations Governing the *Philippine Collegian*, as follows (words in brackets to be deleted; those in italics to be added):

"Article 4.

x x x

"As administrative adviser, the faculty adviser shall *recommend* [have] disciplinary action involving [power over the] members of the *Collegian* staff to the Board of Judges which shall conduct the necessary investigation and make a recommendation for disciplinary action, if appropriate, to the Office of the President. [Any disciplinary action may be appealed to the Board of Judges whose decision shall be final.]"

"Article 6.

x x x

"c. He or she must have a weighted average of '2.0' or better in the semester in which he enrolled immediately preceding the examination and must not have been disqualified, put on probation, or warned on academic grounds, or given a grade of '5', '4' or 'inc.' during the same semester. *The completion of an 'inc.' before the editorial examination, however, shall qualify a candidate for the Collegian editorship.*"

"Article 8.

x x x

"The other members of the *Collegian* staff shall be nominated by the editor, subject to approval and appointment by the faculty adviser. The nominees shall present a written certificate signed by their respective Deans or Directors stating that they are responsible

persons of good moral character and that they have not been the subject of disciplinary action for misconduct of any kind. They must also possess the academic qualifications specified in Article 6, a-c, officially certified by the Secretary of their respective colleges, except that the general average may be '3.0' ['2.5'] or better."

"Article 12.

x x x

"d. Each staff member of the *Collegian* except the editor shall be required to certify the services actually rendered by himself, by filling out Civil Service Form No. 48 (time record) duly verified and attested by the editor. [All certifications of service rendered shall be submitted to the faculty adviser for approval.]"

**MODIFICATION OF RULES ON ADVANCE PLACEMENT EXAMINATION FOR ENTERING FRESHMEN**

The Board approved the modification of the rules on advance placement examination for entering freshmen as approved by the Board of Regents at its 859th meeting on 10 April 1975, in order to read as follows:

From —

"2. The following recommendations in connection with applications from entering freshmen for advance credit for high school subjects:

- "a. Charging each freshman student desiring credit by examination an application fee of P15 and examination fee of P10.00 per subject;
- "b. Paying each examiner an honorarium of P30.00 for the first 20 examinees, plus P0.50 for every examinee in excess thereof, provided the examiner takes charge of the test development, test administration and the checking, assessment and grading of the test responses (provided, further, that the examiner has at least three examinees).
- "c. When an examiner has not more than two examinees, he shall be entitled to an honorarium of only P7.50 per student."

To —

"2. The following recommendations in connection with applications from entering freshmen for advance collegiate credit for subjects taken in high school:

- "a. Creation of a Freshmen Advance Placement Examination Committee in charge of test development and administration.
- "b. Charging each freshman Advance Placement Examination an application fee of P15.00 and examination fee of P10.00 per subject;
- "c. Rates for payment to the Committee that prepares the questions and administers the examination:
  - "(1) Chairman . . . . P125.00
  - "(2) Members of not more than four P125.00 each
  - "(3) Examiner or Proctor . . . . . P 30.00 per session
  - "(4) Corrector . . . . . P 5.00 per examinee for the whole examination

"The number of examinees should at least be 40. If the number of examinees is less than 40, then the honoraria shall be adjusted accordingly. If the number of examinees is more than 40, one proctor (examiner) for every 40 examinees or a major fraction thereof is authorized."

**POWERS AND FUNCTIONS OF THE PRESIDENT AND THE CHANCELLOR**

The Board approved amendments to the Revised University Code and other University policies insofar as the powers and functions of the President and the Chancellor are affected, as follows:

**I. ON THE POWERS OF THE PRESIDENT**

A. Amendment of Article 298 of the Revised Code of the University so as to read as follows:<sup>1</sup>

"Art. 298. As a matter of policy, no transfer of funds shall be authorized except in cases of real necessity; however, in emergency cases, the President may approve [the shifting of funds to any item] *transfer* [to the extent of] not exceeding ten per centum of the amount appropriated for [such item] *one budget category, or P10,000.00, whichever is higher, to another; Provided, that he may also approve transfers beyond the ceiling set in the preceding clause but not exceeding thirty per centum or P30,000.00 not earlier than the third quarter of the fiscal year [Provided, that such shifting of funds may be covered by the corresponding savings in the other budget items of the same unit for the same fiscal year; Provided, further, that any such authority exercised shall be reported for confirmation at the next meeting of the Board of Regents; Provided, still further, that the President may distribute the lump sum appropriation for "Sundry Expenses" to the different colleges, schools and other units of the administration to supplement deficiencies in their budget allotment].*

B. Amendment of paragraph (3) of "A. Administrative and Fiscal Matters" under "II. Matters Delegated to the President" in "Further Delegation of Authority to the President," as adopted by the Board of Regents on February 22, 1973 (830th Meeting), as amended on January 31, 1974 (841st Meeting), so as to read as follows:

"(3) [To approve] *Negotiated contracts for services and direct purchase of equipment, supplies, and*

<sup>1</sup> Portions inside brackets ([ ]) are to be deleted; those in italics are new proposals.

<sup>1</sup> The new amendments incorporate the authority granted the President on June 28, 1973 (834th Meeting) to "transfer amounts not exceeding 10% of any budget item, provided also that any transfer less than P10,000.00 can be approved by him alone," and a similar authority granted him on a year to year basis to authorize transfers not exceeding 30%.

materials up to [P95,000.00]<sup>2</sup> P150,000.00 in each case [without public bidding,] as a result of direct negotiation with exclusive distributors or manufacturers [(as authorized by the Finance Committee)] or after a canvass of a least (3) responsible suppliers, *subject to the provisions of Executive Order No. 218 dated March 21, 1970 of the President of the Philippines,<sup>3</sup> existing laws, auditing and accounting regulations, and other applicable rules.*

## II. ON THE FUNCTIONS OF THE CHANCELLOR

A. Amendment of Paragraph h of Section 9 of the resolution of the Board of Regents on the establishment of the U.P. System as adopted on December 21, 1972 (828th Meeting), so as to read as follows:

"To enter into contracts for the acquisition of properties and services not exceeding [50,000] P100,000.00 in value, and single contracts for repairs and construction not exceeding [100,000] P200,000.00 in value (in either case with public bidding); and approve negotiated contracts for services and direct purchase of equipment, supplies, and materials up to P50,000.00<sup>4</sup> in each case, as a result of direct negotiation with exclusive distributors or manufacturers or after a canvass of at least three (3) responsible suppliers in any case, subject to the policies of the Board of Regents, existing laws, auditing and accounting regulations, and other applicable rules; provided that all such contracts shall be reported to the President."

B. Amendment of Paragraph k of Section 9 of the resolution of the Board of Regents on the establishment of the U.P. System as adopted on December 21, 1972 (828th Meeting), so as to read as follows:

"To authorize transfers not exceeding ten per cent (10%) of one budget category or P10,000.00, whichever is higher, to another within the approved budget of the autonomous University.

<sup>2</sup> The ceiling was raised from P50,000.00 to P95,000.00 on January 31, 1974 (841st Meeting).

<sup>3</sup> Executive Order No. 218, "Amending Executive Order No. 70 dated May 28, 1967, Entitled 'Transferring Certain Functions of the Office of the President to Heads of Departments, Offices and Entities,'" specifies P100,000.00 as the ceiling for the delegated authority of governing boards to approve negotiated contracts; transactions beyond P100,000.00 in each case are subject to approval of the Office of the President of the Philippines.

<sup>4</sup> So far the Chancellor is not authorized to approve negotiated contracts; some negotiated contracts or direct purchases, however, have to be completed and approved at the U.P. at Los Baños in view of urgent or emergency needs.

## AUTHORITY FOR HEADS OF UNITS TO ENTER INTO AND SIGN CONTRACTS IN BEHALF OF U.P. UP TO P3,000.00

The Board approved amendments of its resolution at its 763rd meeting on 19 October 1975 whereby "heads of academic units are authorized to enter into and sign contracts in behalf of the University up to P3,000.00 in matters involving the purchase of supplies, materials and equipment, and not exceeding P5,000.00 in matters involving the repairs, remodeling or modification of buildings and other minor construction works," subject to certain conditions, in order to include in its scope the Office of Physical Plant, with authorization for the Director to sign for repairs in the maximum amount of P50,000.00 and P20,000.00 for supplies and materials.

This amendment will enable the PPO to accelerate various services being rendered by it. With the present cost of repairs and construction materials, the ceilings recommended are enough to cover small jobs in matters of repairs, and the procurement of construction materials commonly used therein.

## RESULTS OF COLLEGIAN EDITORIAL EXAMINATIONS

The Board was informed of the letter dated 14 July 1975 from Dr. Leslie E. Bauzon, Chairman of the *Philippine Collegian* Board of Judges, informing the President of the University about the results of the *Collegian* editorial examinations conducted on 1 July 1975 at the Vinzons Hall Rooftop.

On the basis of the following results on the three highest scores, the *Collegian* Board recommended the appointment of Abraham Sarmiento, Jr., senior student in Business Administration, as Editor of the *Philippine Collegian* for the school year 1975-1976:

No. 34 — 85.78% (Abraham Sarmiento, Jr., CBA)

No. 32 — 84.24% (Fides M. Lim, CAS)

No. 31 — 80.74% (Gerardo R. Anigan, CAS)

## ESTABLISHMENT OF AN INSTITUTE OF AGRICULTURAL DEVELOPMENT AND ADMINISTRATION

The Board approved the establishment of an Institute of Agricultural Development and Administration.

The Institute is designed to integrate the developmental perspective and contributions of agriculture, forestry, agrarian reform, human ecology, as well as the biological sciences, physical sciences, engineering and the social sciences and the arts. With the establishment of the Institute, the economics and management dimensions of the curricular, research and extension programs of the various colleges and units of the UPLB will be more adequately met.

## PRESIDENTIAL APPOINTMENTS

The President approved the following appointments:  
Mercedes Adorio as Officer-in-Charge, Department of Special Education, College of Education, effective July 1, 1975 until October 15, 1975.

Josefina C. Fonacier as Assistant Director, Science Education Center, effective July 1, 1975 until June 30, 1976.

Aurora A. Miñoza as Officer-in-Charge, Department of Educational Foundation, College of Education, effective July 1, 1975 until May 31, 1976.

Cristina P. Parel as Officer-in-Charge, Community Development Research Center, effective July 1, 1975 until June 30, 1976.

Vicente C. Santos as Officer-in-Charge, Department of Otorhinolaryngology, College of Medicine, effective July 14, 1975 until August 25, 1975.

Joventino D. Soriano as Co-Chairman, Social Sciences and Humanities Research Committee, effective July 1, 1975 until June 30, 1976.

Proserpina D. Tapales as Officer-in-Charge, Local Government Center, College of Public Administration, effective July 10, 1975 until July 26, 1975.

Susan B. Villegas as Officer-in-Charge, School of Allied Medical Professions, College of Medicine, effective July 21, 1975 until August 1, 1975.

## FACULTY SALARY INCREASES

Ludivina K. Ebido, from Instructor I to Instructor II, College of Pharmacy, effective July 1, 1975 until May 31, 1976.

Irma Monzon, from Instructor I to Instructor III, College of Medicine, effective July 1, 1975 until

May 31, 1976.

Helen F. Samson, from Instructor II to Instructor IV, College of Music, effective July 1, 1975 until May 31, 1976.

## SEPARATIONS FROM THE SERVICE

### Resignations

- Eligio Acabado as Administrative Assistant, Philippine Eye Research Institute, effective July 22, 1975.
- Lydia I. Alcaraz, as Stenographer, Office of the University Registrar, effective July 12, 1975.
- Mariano Angeles as Military Assistant, Department of Military Science and Tactics, effective July 1, 1975.
- Rosario Mallari as Laboratory Technician, College of Medicine, effective July 1, 1975.
- Hermenegilda Lopez as Research Assistant, Institute of Public Health, effective July 1, 1975.
- Agnette Peralta as Instructor, College of Arts and

Sciences, effective July 1, 1975.

- Delfin Santos as Student Assistant, Department of Mathematics, College of Arts and Sciences, effective July 20, 1975.
- Teresita Yap as Instructor, College of Medicine, effective July 31, 1975.

### Retirements

- Vicente Dimapilis as Administrative Assistant, Office of the Vice-President for Academic Affairs, effective July 1, 1975.
- Pelagia B. Sioson as Associate Professor, College of Dentistry, effective July 7, 1975.

## CONTRACTS AND AGREEMENTS

The Board approved the following contracts and agreements at its 863rd meeting on 31 July 1975:

### 1. Supplemental Memorandum of Agreement IV with the Department of Public Works, Transportation and Communication

A supplemental memorandum of agreement IV was entered into between the Department of Public Works, Transportation and Communication and the University covering a five-year period, from July 1, 1975 to December 31, 1980.

Under this agreement, the Department will transfer to the Institute of Environmental Planning certain sums of money for FY 1975-1976 and such sums as may be necessary for each succeeding year thereafter until termination of the contract, to cover expenses in the preparation of the annual and long-range infrastructure programs, including salaries, honoraria, transportation, supplies and materials, representation and contingent expenses for the DPWTC-UIEP Joint Projects.

### 2. Memorandum of Agreement with the Educational Development Projects Implementing Task Force (EDPITAF)

A memorandum of agreement was entered into between the University through the Science Education Center and the Educational Development Projects Implementing Task Force (EDPITAF) relative to a grant entitled "Development of Prototype Teaching Guide in Science and Mathematics."

### 3. Memorandum-Agreement with the National Manpower and Youth Council

A memorandum-agreement was entered into between the University through the U.P. Press and the National Manpower and Youth Council whereby the parties agree to undertake the Manpower Development Publication Program in accordance with agreed terms and conditions. The Council shall provide and allocate funds to cover costs of editing, printing, binding and other production costs on a program/project operation basis. The agreement is effective June 30, 1975 until July 1, 1976, renewable at the option of the parties.

## HISTORICAL PAPERS AND DOCUMENTS

### AMENDMENTS TO THE BOARD OF REGENTS RESOLUTION OF 21 DECEMBER 1972 (828th Meeting) ON THE ESTABLISHMENT OF THE U.P. SYSTEM, WITH PARTICULAR REGARD TO THE POWERS OF THE BOARD, THE PRESIDENT AND THE CHANCELLOR<sup>a</sup>

#### 1. ON THE POWERS OF THE BOARD OF REGENTS

Section 4 should read as follows:

"The Board of Regents shall appoint, upon the recommendation of the President, the following:

- "a. the Vice-Presidents and the Secretary of the University System, and other officers of administration therein;
- "b. the Chancellors and Vice-Chancellors of the autonomous Universities, and other officers of administration therein;
- "c. the deans, directors, or heads of colleges, schools, institutes, and other principal units of the University, academic, or non-academic, which are not supervised by or attached to

*The amendments regarding the powers of the Board of Regents, the President and the Chancellor were approved by the Board at its 863rd meeting on 31 July 1975.*

[officers of the autonomous Universities, the external units, and other institutions with or above the rank of administrative officer, research associate, or specialist I, or the equivalent thereof] other officers and employees whose starting salaries are at least equal to that of associate professor, insofar as the following personnel actions are involved:

- "(1) original appointment;
- "(2) reappointment/renewal/transfer with change in rank or salary;
- "(3) permanency; and
- "(4) promotion or salary increase;

<sup>a</sup> Portions inside brackets ([ ]) are deleted; italicized portions are new amendments.

*"provided, that all appointments of faculty to permanent status, or to ranks of recognition or honor (e.g., professor emeritus, professorial chair, artist in residence, etc.), with or without compensation, shall be subject to approval of the Board of Regents similarly upon recommendation of the President."*

NOTE: The new amendment to Section 4, automatically amends item no. 6 under "Qualification Standards and Additional Rules" of the resolution of the Board of Regents of 25 April 1974 (845th Meeting) on RATES OF COMPENSATION, QUALIFICATION STANDARDS AND RULES GOVERNING THE APPOINTMENT OF NON-REGULAR MEMBERS OF THE OF THE FACULTY, as amended on 30 May 1974 (846th Meeting).

## II. ON THE POWERS OF THE PRESIDENT

- A. A new paragraph should be inserted between Paragraphs h and i of Section 5 to be identified as Paragraph i and to read as follows:

*"He shall designate an officer-in-charge of the autonomous University for a period not exceeding one month."*

- B. Paragraph i of Section 5 should read as follows: "He shall appoint officers and employees in or directly under his Office, in University-wide units, and in other offices not [attached to] part of any autonomous University other than those enumerated in Section 4 above. He shall, moreover, appoint personnel, on appointment or contractual basis, as the exigencies of the service may require, to such classes of positions as are not specifically covered by the existing basic classification and salary plans for the faculty, academic non-teaching and administrative personnel approved by the Board of Regents, and to positions falling under the category of additional assignment except those enumerated in 'c' of Section 4 above, and shall determine the appropriate class titles and fix the rates of compensation or honoraria therefor in a manner not inconsistent with existing policies and guidelines set by the Board of Regents."

- C. Paragraph j of Section 5 should read as follows: "With respect to the units directly under his supervision and [control] those that are not attached to any autonomous University, he shall exercise such powers and discharge such responsibilities as are exercised by the [head] Chancellor of an autonomous University."

- D. Paragraph l of Section 5 should read as follows: "He shall exercise such other powers and discharge such other responsibilities as may be delegated to him by the Board of Regents; provided, that he shall institute or effect an appropriate and efficient exercise or discharge of such powers or responsibilities as may be necessary for the expeditious administration of the University System."

- E. In view of the new Paragraph "i", Paragraphs i through l of Section 5 should now be identified as Paragraphs j through m, accordingly.

## III. ON THE FUNCTIONS OF THE CHANCELLOR

- A. Paragraph f of Section 9 should read as follows: "To appoint officers, [all] faculty members, and all other employees [up to and including the rank of instructor, lecturers, special lecturers, program or project directors, college secretaries, department chairmen, and officers below the rank of administrative officer, research associate, specialist I, or the equivalent thereof, and all other employees therein; provided that all faculty appointments to permanent status shall be subject to approval of the Board of Regents upon the recommendation of the President] in the autonomous University, subject to Section 4 above; and to designate officers-in-charge of the units therein for a period not exceeding two months, without prejudice to the authority granted deans and directors to designate officers-in-charge in their respective units."
- B. Paragraph l of Section 9 should read as follows: "To perform such other functions as the Board of Regents or the President may delegate to him; provided, that he shall institute or effect an appropriate and efficient exercise or discharge of such functions or responsibilities as may be necessary for the expeditious administration of the autonomous University."



PLS. RETURN TO OSU  
RECORDS

# the university of the philippines gazette

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# UNIVERSITY OF THE PHILIPPINES

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## EDITOR

- Dr. Oscar M. Alfonso

## ADMINISTRATIVE ISSUANCES

### EXECUTIVE ORDER

#### Executive Order No. 6: Delegation of Authority to PGH Director to Accept Resignations

Effective immediately, the Director of the Philippine General Hospital is hereby authorized to accept and sign in behalf of the President, resignations of the personnel and staff of the Philippine General Hospital.

This amends Executive Order No. 19, S. 1969 and Executive Order No. 2, S. 1971.

11 August 1975

(Sgd.) ONOFRE D. CORPUZ  
President

### MEMORANDUM CIRCULARS

#### Memorandum Circular No. 19-A: Calling a Student Conference and Prescribing the Guidelines for Membership, Organization and Operation Thereof<sup>1</sup>

In consonance with the concern of the University administration to promote intelligent and responsive contributions from students to the University's welfare, and pursuant to Article 44(k) of the University of the Philippines System Code, a U.P. Student Conference shall be held in Diliman, Quezon City, for the purpose of enabling duly chosen representatives of the students of the University to discuss and to formulate recommendations on basic issues affecting student welfare.

The following guidelines shall be observed:

##### 1. Membership

All students in every college or unit of the University including those in Diliman, Manila and Baguio shall participate in a general election of their respective representative(s) to a Student Conference to be held in Diliman at the earliest possible time under the supervision of the Dean of Student Affairs or his representatives.

Each college shall be entitled [to one representative, except the College of Arts and Sciences, which shall have two (2). The colleges of Manila and Baguio shall each have one representative duly elected by the students registered therein.] *to such number of representatives in proportion to the number of duly registered students therein at the ratio of one representative for every 1000 students or a fraction thereof.*

Only regular students with a general average of '2.75' or better and who have not obtained any grade of '5' or 'Incomplete' or dropped any course after the regular period for dropping during the previous semester are qualified to be candidates in the election above-mentioned, *Provided, that a student shall be qualified to be a candidate if all*

<sup>1</sup> Issued upon the instructions of President Onofre D. Corpuz to reflect suggestions from various students in the original Memorandum Circular No. 19 dated May 29, 1975. Brackets indicate deletions from the original. Italicized sentences or phrases indicate modifications adopted.

*grades of 'Incomplete' during the preceding semesters have been completed upon the filing of certificate of candidacy.* Candidates for representative shall obtain a written certificate signed by the Dean or Director of their college stating that they have not been the subject of disciplinary action for misconduct of any kind, *Provided,* that mere pending of any disciplinary action against a student shall not be a ground for disqualification as a candidate or representative to the Student Conference. The candidate(s) corresponding to the number of representatives to which a college or unit is entitled receiving the highest number of votes [the student receiving the highest number of votes] and certified by the Dean or Director as fulfilling the qualifications for candidates shall ipso facto qualify as representative of his college to the Student Conference. [The two (2) candidates receiving the two highest number of votes and certified by the Dean as fulfilling the qualifications for candidates shall qualify as representatives of the College of Arts and Sciences.]

##### 2. Organization and Operation

Immediately after the results of the election are officially recorded and the duly elected representatives are officially declared, the Executive Vice-President shall call a Preliminary Session of all representatives for the purpose of electing from among themselves, a Chairman, a Vice-Chairman, and a secretary. *The duly elected officers of the Student Conference, through their Chairman, shall inform the Executive Vice-President and the Dean of Student Affairs of the agenda or program of organization and operation of the Student Conference within one week from the date of their election for evaluation. A budget shall also be submitted within the same period for evaluation. All appropriations shall be made only on the basis of such budget. [which officers shall then confer with the Executive Vice-President and the Dean of Student Affairs on the details of organization and operation of the Student Conference.] The Student Conference shall last for a reasonably short period of time to be determined by the representatives themselves.*

[The Student Conference may appropriate such amounts as may be required for the operation of the Conference from the student fees, subject to the approval of the Dean of Student Affairs and the Executive Vice-President.]

*The cost of the Conference shall not be paid for from students' fees.*

##### 3. Recommendations of Student Conference

Recommendations of the Student Conference shall be presented to the students for approval in a referendum.

The Executive Vice-President as instructed in Memorandum Circular No. 19 shall take the necessary steps, with all the powers necessary and proper for the accomplishment of the purposes above-stated.

This Memorandum Circular shall take effect immediately.  
26 August 1975

FOR THE PRESIDENT:  
(Sgd.) EMANUEL V. SORIANO  
Executive Vice-President

Memorandum Circular No. 23: Further Delegation of Authority to the President and the Chancellor (863rd Meeting of the Board of Regents on 31 July 1975 and 864th Meeting on 28 August 1975)

A. For information and guidance, attention is hereby invited to the amendments approved by the Board of Regents at its 863rd meeting on 31 July 1975, listed below, these being amendments to the Board of Regents' resolution establishing the U.P. System (828th meeting, 21 December 1972) (portions inside brackets ([ ]) are deleted; italicized portions are new amendments):

#### I. ON THE POWERS OF THE BOARD OF REGENTS

Section 4 should read as follows:

"The Board of Regents shall appoint, upon the recommendation of the President, the following:

"a. the Vice-Presidents and the Secretary of the University System, and other officers of administration therein;

"b. the Chancellor and Vice-Chancellors of the autonomous Universities, and other officers of administration therein;

"c. the deans, directors, or heads of colleges, schools, institutes, and other principal units of the University, academic, or non-academic, which are not supervised by or attached to such units [and other institutions, and special assistants];

"d. faculty members with the rank of [assistant] associate professor or higher, professorial lecturers, visiting or exchange faculty; and [officers of the autonomous Universities, the external units, and other institutions with or above the rank of administrative officer, research associate, or specialist I, or the equivalent thereof] other officers and employees whose starting salaries are at least equal to that of associate professor, insofar as the following personnel actions are involved;

"(1) original appointment;

"(2) reappointment/renewal / transfer with change in rank or salary;

"(3) permanency; and

"(4) promotion or salary increase;

"provided that all appointments of faculty to permanent status, or to ranks of recognition or honor (e.g., professor emeritus, professorial chair, artist in residence, etc.), with or without compensation, shall be subject to approval of the Board of Regents similarly upon recommendation of the President."

NOTE: The new amendment to Section 4, automatically amends item no. 6 under "Qualification Standards and Additional Rules" of the resolution of the Board of Regents of 25 April 1974 (845th Meeting) on RATE OF COMPENSATION, QUALIFICATION STANDARDS AND RULES GOVERNING THE APPOINTMENT OF NON-REGULAR MEMBERS OF THE FACULTY, as amended on 30 May 1974 (846th Meeting).

#### II. ON THE POWERS OF THE PRESIDENT

A. A new paragraph should be inserted between Paragraphs h and i of Section 5 to be identified as Paragraph i and to read as follows:

"He shall designate an officer-in-charge of the autonomous University for a period not exceeding one month."

B. Paragraph i of Section 5 should read as follows:

"He shall appoint officers and employees in or directly under his Office, in University-wide units, and in other offices not [attached to] part of any autonomous University other than those enumerated in Section 4 above. He shall, moreover, appoint personnel, on appointment or contractual basis, as the exigencies of the service may require, to such classes of positions as are not specifically covered by the existing basic classification and salary plans for the faculty, academic non-teaching and administrative personnel approved by the Board of Regents, and to positions falling under the category of additional assignment except those enumerated in 'c' of Section 4 above, and shall determine the appropriate class titles and fix the rates of compensation or honoraria therefor in a manner not inconsistent with existing policies and guidelines set by the Board of Regents."

C. Paragraph j of Section 5 should read as follows:

"With respect to the units directly under his supervision and [control] those that are not attached to any autonomous University, he shall exercise such powers and discharge such responsibilities as are exercised by the [head] Chancellor of an autonomous University."

D. Paragraph l of Section 5 should read as follows:

"He shall exercise such other powers and discharge such other responsibilities as may be delegated to him by the Board of Regents; provided, that he shall institute or effect an appropriate and efficient exercise or discharge of such powers or responsibilities as may be necessary for the expeditious administration of the University System."

E. In view of the new Paragraph "i", Paragraphs i through l of Section 5 should now be identified as Paragraphs j through m, accordingly.

#### III. ON THE FUNCTIONS OF THE CHANCELLOR

A. Paragraph f of Section 9 should read as follows:

"To appoint officers, [all] faculty members, and all other employees [up to and including the rank of instructor, lecturers, special lecturers, program or project directors, college secretaries, department chairmen, and officers below the rank of administrative officer, research associate, specialist I, or the equivalent thereof, and all other employees therein; provided that all faculty appointments to permanent status shall be subject to approval of the Board of Regents upon the recommendation of the President] in the autonomous University, subject to Section 4 above; and to designate officers-in-charge of the units therein for a period not exceeding two months, without prejudice to

*the authority granted deans and directors to designate officers-in-charge in their respective units."*

B. Paragraph 1 of Section 9 should read as follows:  
 "To perform such other functions as the Board of Regents or the President may delegate to him; provided, that he shall institute or effect an appropriate and efficient exercise or discharge of such functions or responsibilities as may be necessary for the expeditious administration of the autonomous University."

B. Your attention is also invited to the additional delegation of authority to the Chancellor of an autonomous University, approved by the Board of Regents at its 864th meeting on 28 August 1975, thus:

1. That the Chancellor of an autonomous University be delegated also the President's delegated authority specified in item (1) of "A. Administrative and Fiscal Matters" under "II. Matters delegated to the President" in the Board of Regents' resolution on "Further Delegation of Authority to the President" adopted by the Board at its 830th meeting on 22 February 1973.

The item referred to above, reads as follows:

"(1) Contracts for the undertaking of research projects, study and training programs and examinations in collaboration with, or with the support of, public or private institutions or persons, including contracts for personal services incidental thereto."

2. That the Chancellor of an autonomous University be authorized to appoint personnel, to such classes of positions as are not specifically covered by existing basic classification and salary plans for the faculty, academic non-teaching and administrative personnel approved by the Board of Regents, and to positions falling under the category of additional assignment except the positions of dean, director, or head of a principal unit, subject in all cases to the nomenclature or system of class titles and rates of compensation or salary scales determined and fixed therefor by the President.

For particulars, please refer to the President's memorandum circular no. 30 dated 28 August 1975 on the subject of "Operating Guidelines on Appointments and Related Personnel Transactions in the U.P. System."

Please be guided accordingly.

28 August 1975

(Sgd.) OSCAR M. ALFONSO  
*Secretary of the University*

**Memorandum Circular No. 27: Renaming of U.P. at Clark Air Base**

Further to Memorandum Circular No. 25 dated 1 July 1975, and per clarification by the Board of Regents at its 863rd meeting on 31 July 1975, the University's unit at Clark Air Base shall henceforth be referred to by the following name:

*U.P. Extension Division Clark Air Base*

Please be guided accordingly.

7 August 1975

FOR THE PRESIDENT:  
 (Sgd.) OSCAR M. ALFONSO  
*Secretary of the University*

**Memorandum Circular No. 29: Rules and Regulations for the Conduct of Elections of Representatives to the Student Conference as Authorized by Memorandum Circular No. 19-A**

For the proper and orderly conduct of student elections in the University of student representatives who will constitute the Student Conference, the following rules and regulations shall be observed:

1. Who may vote —

All duly registered students of the undergraduate and graduate levels of the University in Diliman, Manila and Baguio, upon showing of a duly validated student ID or similar proof of current registration, are entitled to vote.

During the voting and elections, all bona fide and recognized student organizations presently under suspension (e.g., fraternities, sororities, etc.) are hereby allowed to participate as if their suspension were lifted, and their student members may vote under this provision, as well as be candidates and/or officers of the Student Conference, provided they meet all the qualifications and have none of the disqualifications therefor, as provided below.

2. Who may be candidates —

Any regular student (i.e., one duly registered for at least the minimum load of units prescribed for his course for the current semester), may file his certificate of candidacy (Annex A) with the Dean of Student Affairs together with:

—a certificate (Annex B) duly signed by the Dean of his College in which he is a candidate for representative, stating that he has not been the subject of disciplinary action for misconduct of any kind wherein he was adjudged guilty of the charge against him, and

—a certificate (Annex C) from the Secretary of his College that during the previous semester, excluding summer, immediately preceding the elections: he obtained a weighted average of not below "2.75", that he had not obtained a grade of "5.0", that he had not "Dropped" any course after the regular dropping period and that all grades of "Incomplete" during the preceding semesters shall have been completed upon filing of candidacy.

Blank forms of certificates of candidacy (Annex A) may be obtained from the Office of Student Affairs or from the College Secretary. The duly accomplished certificates of candidacy together with all required papers shall be filed in triplicate with the Office of Student Affairs not later than September 3, 1975. The Dean of Student Affairs, within five days from receipt of the certificates of candidacy with all required papers, shall examine the certificate of candidacy and verify whether the candidates have fulfilled the requirements specified above. He shall prepare a list of the duly qualified candidates and send a copy to the Executive Vice-President together with a copy each of their certificates of candidacy. He shall also furnish a list of the candidates to the Deans of the different Colleges together with duplicate copies of the certificates of candidacy of the candidates of the College from each College to the College concerned. All disqualified candidates shall have up to September 9, 1975 within which to appeal to the Executive Vice-President to reconsider their disqualification.

The list of official candidates of the College shall be posted in conspicuous places in the College premises. The qualifications and other information as stated in the certificates of candidacy shall also be stated in order to aid the voters in choosing their representatives(s). The Dean or Head of Unit shall provide a common space or bulletin board where all the College candidates should post their campaign posters. It is hoped that candidates will respect the right of other candidates to poster space on the bulletin board. Posters shall not be posted in any other place than the common bulletin board. Student organizations with bulletin boards may be allowed to use such bulletin boards. The Dean or Head of Unit shall organize a maximum of two convocations where all candidates may speak and present their platforms. The *Philippine Collegian* may publish a special issue containing the various candidates' bio-data and platforms. Campaigns will not be allowed in the classrooms in order not to disrupt classes.

Campaign posters must be limited to one sheet of 30" x 36" and contain the nominee's bio-data and ideas on University welfare, growth and policies.

### 3. Conduct of elections —

#### (1) Supervision of Elections

The Secretary of the College shall have overall supervision of elections in his College. He shall be assisted by non-student election assistants whom he shall appoint from among his administrative staff and student election assistants who shall be chosen in the manner specified under 3 (5) (a) hereof equal in number to the non-student election assistants. In the College of Arts and Sciences, the Assistant Dean for Student and Public Affairs shall act as Adviser to the Secretary. There shall be assistants in such number as may be necessary to take charge of voting places that may be established.

#### (2) Date and Time of Voting

The general elections of student representatives shall be held on September 12, 1975 starting at 8:00 a.m. and closing at 3:00 p.m. In U.P. Manila and other units with predominantly evening classes, the elections shall start at 10:00 a.m. and end at 7:00 p.m. All those within the premises of the voting booths at closing time and who had not yet completed voting shall be allowed to vote.

#### (3) Voting Places —

Each College shall have at most three voting places or precincts, except that the College of Arts and Sciences and U.P. College in Manila shall have other voting places as necessary at the discretion of the Dean. Each voting place or precinct shall be presided over by a non-student election assistant who shall be assisted by one other non-student election assistant and two student election assistants designated by and under the supervision of the Secretary of the College. In case the presiding election assistant is unable to perform his functions, the other non-student election assistant shall preside. The Secretary shall immediately appoint a replacement from among his administrative staff. If any of the student election assistants is unable to discharge his functions, the Secretary shall select the replacement by public lottery from among the remaining nominees specified in 3(5)(a) hereof.

In the College of Arts and Sciences and U.P. College in Manila, the Secretary shall divide the students enrolled

therein into groups for the purpose of assigning each group to the corresponding voting places.

Students who are cross-registrants of various colleges or units shall vote in their mother college or unit. Provided, that full registrants shall vote in the College or unit in which they are fully enrolled during the current semester.

The rules applied to the College of Arts and Sciences shall also apply to other Colleges with more than one voting place like those in U.P. College in Manila and Baguio.

#### (4) Voting —

Upon presentation of his duly validated student ID or other proof of registration for the current semester to the assistant in charge of the voting place, the student shall acknowledge receipt of the official ballot by signing his name and noting the ballot number beside his name as appearing in the official Voters List of registered students prepared by and in the custody of the College Secretary or the election assistant in charge of the voting place or precinct. The student shall vote in a voting booth within the premises of the voting place, after which, the ballot shall be folded and dropped in ballot boxes in the custody of the Election Assistant designated by the College Secretary.

#### (5) Canvassing of Votes —

##### (a) Board of Canvassers —

The Board of Canvassers of the College shall be presided over by the College Secretary. Other members of the Board are the two non-student election assistants and two student election assistants for each voting place or precinct as specified in 3(1) and (3) above. The student election assistants shall be selected by public lottery by the Secretary from the nominees of each of the qualified candidates who shall be entitled to one nominee each per voting place or precinct. Each candidate shall submit to the Secretary of the College the name of his nominee(s) to the Board of Canvassers at least three days before election day. No candidate can be a member of the Board of Canvassers. The selection of student members shall be made on the day before election day in the presence of the Dean and duly appointed election assistants.

The student nominees of the candidates who are not selected shall be designated as watchers without vote.

##### (b) Counting of Ballots —

Immediately after the close of voting and before the counting of votes, the Secretary or the Election Assistant in charge of the voting place or precinct shall note down the number of actual voters as shown in the Voters List. He shall then open the ballot box(es) and count the ballots, taking note of any discrepancy between the number of students who voted and the number of ballots in the ballot boxes. If there are more ballots than the number of students who voted, the College Secretary or the Election Assistant shall remove, at random and without unfolding them or seeing their contents, such number of ballots as correspond to the excess so that the number of voters and the number of ballots are equal. If the number of ballots are less than the number of voters, the same shall be noted but there shall be no deduction or addition to the ballots in the ballot box.

(c) Counting of Votes —

In Colleges or units with only one voting place or precinct, the Board of Canvassers presided by the College Secretary shall proceed with the counting of votes. Each member of the Board of Canvassers shall be entitled to examine the ballot before the vote is recorded. Any question regarding the vote or the ballot from any one of the members of the Board of Canvassers or from any of the designated student watchers shall be immediately decided by a majority vote of the members of the Board of Canvassers. If there is a tie vote by virtue of the fact that a board has an even number of members, the Secretary shall cast a vote to break the tie.

In Colleges or units with more than one voting place or precinct, there shall be a simultaneous counting of votes in a single place determined by the Secretary, by the election assistants responsible for their respective precincts under the supervision of the College Secretary. Any question regarding any vote or ballot cast shall be decided immediately by a majority vote of the Board of Canvassers. In case of a tie, the Secretary shall vote to break the tie.

The counting of votes shall not be stayed by reason of any protest or question coming from a candidate, or a student member of the Board of Canvassers or a student watcher. In case of a tie, a recount shall immediately be made and if the tie is not broken the winning candidate(s) after all the official results have been publicly known.

(d) Official Results —

After the votes have been counted in Colleges or units the final results shall be embodied in a report certified to by all the members of the Board of Canvassers.

The report shall state the name of the candidates, the number of votes received by each of them. Any question, protest and the like shall be stated together with the final decision reached by the Board of Canvassers. The official report shall be submitted to the Dean or Director who shall furnish a copy to the Dean of Student Affairs and the Executive Vice-President.

4. Proclamation of Winning Candidates(s)

Upon receipt of the official reports from the Board of Canvassers, the Dean or Director of a unit shall make the official proclamation of elected representatives of the College. A copy of the list of duly elected representatives shall be furnished to the President of the University, and to the Dean of the different Colleges. A copy of this official list of student representatives shall be posted in a conspicuous place in all colleges as well as sent to the Philippine Collegian.

5. Penal Provisions —

Any violation of the foregoing rules and regulations shall be deemed a misconduct under the University rules and regulations on conduct and discipline of students and personnel.

6. Cases of Protest —

Election protests will be heard and decided within one week from the date of proclamation of elected representatives by the Dean of Student Affairs subject to confirmation by the Office of the President.

The foregoing rules and regulations shall take effect immediately.

26 August 1975

For the President:  
(Sgd.) EMANUEL V. SORIANO  
Executive Vice-President

ANNEX A

UNIVERSITY OF THE PHILIPPINES  
Diliman, Quezon City

CERTIFICATE OF CANDIDACY  
(Submit in triplicate)

Name \_\_\_\_\_ Citizenship \_\_\_\_\_ Status \_\_\_\_\_  
Address \_\_\_\_\_ Birthday \_\_\_\_\_ Age \_\_\_\_\_  
College currently enrolled in \_\_\_\_\_ Year \_\_\_\_\_  
No. of semesters  
in U.P. \_\_\_\_\_ Years: From \_\_\_\_\_ To \_\_\_\_\_

Schools Attended:

Elementary \_\_\_\_\_ Address \_\_\_\_\_ Honors \_\_\_\_\_  
High School \_\_\_\_\_ Address \_\_\_\_\_ Honors \_\_\_\_\_  
Undergraduate \_\_\_\_\_ Address \_\_\_\_\_ Honors \_\_\_\_\_  
Graduate \_\_\_\_\_ Address \_\_\_\_\_ Honors \_\_\_\_\_  
Degrees Obtained \_\_\_\_\_ Year \_\_\_\_\_ School \_\_\_\_\_

Extracurricular Activities:

Organization	Positions Held	Year
_____	_____	_____
_____	_____	_____

Awards Received: \_\_\_\_\_ Year \_\_\_\_\_  
\_\_\_\_\_ Year \_\_\_\_\_  
\_\_\_\_\_ Year \_\_\_\_\_

Publications, papers or dissertation: \_\_\_\_\_ Year \_\_\_\_\_  
\_\_\_\_\_ Year \_\_\_\_\_  
\_\_\_\_\_ Year \_\_\_\_\_

I hereby declare my candidacy as representative to the Student Conference from the College/School of \_\_\_\_\_

\_\_\_\_\_  
Student

ANNEX B

CERTIFICATE OF GOOD CONDUCT

This is to certify that \_\_\_\_\_  
(Name)  
of the \_\_\_\_\_ is a duly registered  
(College)  
student of this College for the current semester and that according to the records of the College, he has never been subject of disciplinary action.

\_\_\_\_\_  
Date College of \_\_\_\_\_  
\_\_\_\_\_  
Dean

## ANNEX C

## SECRETARY'S CERTIFICATE

This is to certify that \_\_\_\_\_ is  
(Name)  
a registered student of the College of \_\_\_\_\_  
and has the academic qualifications prescribed for candidates to the Student Conference.

Date	Secretary
_____	College of _____
_____	_____

**Memorandum Circular No. 30: Operating Guidelines on Appointments and Related Personnel Transactions in the University System**

In implementation of (1) the resolution of the Board of Regents adopted at its 863rd Meeting on July 31, 1975 amending Section 4, Section 5 (specifically Paragraphs i and j thereof—these are now identified as Paragraphs j and k, respectively), and Paragraph f of Section 9 of its resolution on December 21, 1972 (828th Meeting) on the establishment of the U.P. System, (2) the resolution of the Board on further delegation of authority to the President adopted on February 22, 1973 (830th Meeting), and (3) the resolution of the Board on additional delegation of authority to the Chancellor of an autonomous University adopted on August 28, 1975 (864th Meeting), the attached Operating Guidelines on Appointments and Related Personnel Transactions in the University System are hereby prescribed for all units of the University System.

The Operating Guidelines are intended as an aid to clear understanding by all University personnel, especially those involved in the initiation and processing of recommendations for appointment and other related personnel actions, of: (1) what appointments require Board approval; what are to be approved by the President; and what are subject to approval by the Chancellor of an autonomous University; (2) the definition of some terms and phrases used in personnel actions pertaining to appointment; (3) the appropriate phraseologies that should be used to describe certain types of personnel actions in the appointment or notice of approval of appointment of personnel.

The Operating Guidelines do not in any way modify or expand the existing authority of deans, directors, and other heads of "principal units" to appoint *emergency* personnel as delegated them under Executive Orders Nos. 19 and 20, both dated December 5, 1969, by the President. Until such time as said Executive Orders are modified or a more effective arrangement is evolved, therefore, deans, directors, and other heads of "principal units" should religiously observe the conditions for the exercise of their authority set in Executive Order Nos. 19 and 20, particularly the following:

1. authority to appoint is limited to employment of *emergency* personnel for not more than one month;
2. reemployment (renewal or reappointment) of the same person in the same unit will go through the

same processes as for other personnel (i.e., it should be submitted to the Office of the President or the Office of the Chancellor, as the case may be, for approval);

3. if the employment is not emergency in nature, the appointment is not within the authority of the dean or director to approve—it is subject to the same procedure specified in item 2 above;
4. the procedures and appropriate forms (including the number of copies that should be prepared for each form) specified in Executive Order No. 20, December 5, 1969 should be adhered to; and
5. a complete set of the papers (including basic paper, appointment, and supporting papers) used therein should be forwarded to the Office of General Services (for Diliman and other units) or the Record Division (for the U.P. at Los Baños), as the case may be, through the corresponding personnel office.

Likewise, the Manager of the Basilan Land Grant, the Director of the Philippine General Hospital, and the Director of the U.P. Law Center shall continue to exercise their authority to appoint personnel as delegated them by the Board of Regents or the President, unless such delegated authority is modified or revoked.

The preparation of appointments or notices of approval of appointment of personnel shall conform to "III. USE OF TERMS IN PERSONNEL ACTIONS" of these "Operating Guidelines."

Inquiries or clarifications on the "Operating Guidelines" should be directed to the Office of the President.

28 August 1975

(Sgd.) ONOFRE D. CORPUZ  
President

**OPERATING GUIDELINES ON APPOINTMENTS AND RELATED PERSONNEL TRANSACTIONS IN THE UNIVERSITY SYSTEM**

Pursuant to (1) the resolution of the Board of Regents adopted at its 863rd Meeting on July 31, 1975 amending Section 4, Section 5 (specifically Paragraphs i and j thereof),<sup>1</sup> and Paragraph f of Section 9 of its resolution on December 21, 1972 (828th Meeting) on the establishment of the U.P. System, (2) the resolution of the Board on further delegation of authority to the President adopted on February 22, 1973 (830th Meeting), and (3) the resolution of the Board on additional delegation of authority to the Chancellor of an autonomous University adopted on August 28, 1975 (864th Meeting), and in order to promote clear understanding by all concerned of the scope of the appointing authority reserved and/or delegated by the Board of Regents to the President and the Chancellor of an autonomous University and the consequent personnel transactions, the following guidelines should be observed in all units of the University System.

<sup>1</sup> In view of the amendments on July 31, 1975 of the Board's resolution of December 21, 1972 (828th Meeting) on the establishment of the U.P. System, Paragraphs i and j of Section 5 thereof as referred to above are now identified as Paragraphs j and k, respectively.



## I. DEFINITION OF TERMS

Unless otherwise defined or specified elsewhere in these guidelines, the following terms and phrases shall be understood, not only in matters of appointment but also in all other personnel actions or considerations, as they are defined below:

1. **BASIC SALARY SCALE** — This shall be construed to mean the existing salary scales approved by the Board of Regents including future amendments and/or additions thereto, which are, henceforth, to be officially called or referred to as follows:
  - (1) Basic Salary Scale for Faculty (i.e., the salary scale for Instructor up to University Professor);
  - (2) Basic Salary Scale for Academic Non-Teaching Personnel (i.e., the salary scale for Research Aide up to University Librarian);
  - (3) Basic Salary Scale for Administrative Personnel;
  - (4) Basic Salary Scale for Lecturers;
  - (5) Basic Hourly Rates (i.e., the one for student/graduate assistants and other hourly employees); and
  - (6) Basic Honorarium Rates for Overload Teaching and Teaching at the U.P. Extension Division Clark Air Base.
2. **CLASS OF POSITIONS** — This shall be construed to mean a group of positions that are sufficiently similar in respect to duties and responsibilities that the same descriptive class title may be used to designate each position allocated to the class, that the same entrance qualifications may be required of incumbents of positions in the class, that the same tests of fitness may be used to choose qualified employees, and that the same schedule of pay be made to apply with equity under the same or substantially the same employment conditions. In some very rare instances a class includes only one position, i.e., no more than one position is envisioned or intended for the class. A very clear example of a one-position class is that of President, or Executive Vice-President, or Vice-President for Academic Affairs, or Vice-President for Administration, or Secretary of the University System.
3. **CLASS TITLE** — This shall be construed to mean the designation or name given to a class of positions, and to the incumbent of each such position that belongs to the class, like Assistant Professor, Research Associate, or Clerk-Typist.
4. **GENERAL SALARY INCREASE (or ACROSS-THE-BOARD SALARY INCREASE)** — This shall be construed to mean salary increase of one or more steps for all personnel in the entire University System, or in an autonomous University, whose salaries are governed by a salary scale. The essence of general salary increase is: (1) it is for all such personnel referred to above, and (2) it does not involve any change or revision of any specific step or steps in the existing salary scale but is limited to the addition of one step or more beyond the highest step. It should not be confused with salary adjustment or general salary adjustment.
5. **OCCUPATIONAL GROUP** — This shall be construed to mean a group of classes of positions belonging to the same occupation or occupational area and arranged by level of difficulty and responsibility (relative worth) usually beginning with the least difficult. Examples of occupational groups are accounting and bookkeeping group, clerical group, carpentry group, civil engineering group, electrical engineering group, medical officers group, researchers group, and faculty group.
6. **OFFICE OF THE CHANCELLOR** — This shall be construed to include the Chancellor and the Vice-Chancellor(s) together with the immediate members of their staff and special assistants thereof.
7. **OFFICE OF THE PRESIDENT** — This shall be construed to include the Office of the President proper (i.e., the President and the Executive Vice-President together with the immediate members of their staff), Vice-President for Academic Affairs, Vice-President for Administration, and Secretary of the University System.
8. **OFFICERS OF ADMINISTRATION** — The following are the "officers of administration of the University System": the President, Executive Vice-President, Vice-President for Academic Affairs, Vice-President for Administration, Secretary of the University System, and University Registrar.
9. **POSITION** — This shall be construed to mean a group of current duties and responsibilities assigned or delegated by competent authority requiring the full-time or part-time employment of one person. A position may be filled or vacant.
10. **PRINCIPAL UNIT** — This shall be construed to include all units, academic or non-academic, whose heads report directly to or are supervised directly by the Office of the President or the Office of the Chancellor of an autonomous University. Units that are supervised by or attached to a principal unit are to be classified as sub-units, and, therefore, do not fall under the category of principal unit. The term "principal unit", however, applies also to (a) University departments, and (b) System-wide/University-wide/line units whose heads report directly to or are supervised directly by the Executive Vice-President, Vice-President for Academic Affairs, Vice-President for Administration, Secretary of the University System, Vice-Chancellor, or the Secretary of the University (i.e., of an autonomous University).
11. **PROMOTION** — This shall be construed to mean movement from one position to another of higher rank or salary range, or from one rank to a higher rank (as in the case of the faculty), which usually, but not necessarily, entails an increase of salary. It applies also where a position (academic non-teaching or administrative) is reclassified from one class of positions to another class of positions with a higher salary range.
12. **REALLOCATION OF RANGE** — This shall be construed to mean the placing of a class of positions to a salary range that is higher or lower than

the present salary range of the class. Reallocation as defined herein does not involve any change of class title and, therefore, should not be confused or interchanged with RECLASSIFICATION. Reallocation may or may not involve a salary increase or salary adjustment.

13. **RECLASSIFICATION**—This shall be construed to mean a change in the classification of a position as a result of a substantial change in its duties and responsibilities sufficient to warrant placing the position in a different class. The result of reclassification, therefore, would be a new class title for the position, i.e., a class title (which may be already existing or is yet to be created) that is different from the present class title for the position. In understanding the concept of reclassification as defined in these guidelines, the following points should be borne in mind also:

- a. Reclassification exists if the change is from one class of positions (or class title) to another class of positions (or class title) within the same occupational group (e.g., from Carpenter to Senior Carpenter—these classes belong to carpentry group).
- b. Reclassification takes place also if the change is from one class of positions (or class title) to another class of positions (or class title) that belongs to or is under an occupational group different from the occupational group to which the former class of positions (or class title) belongs. This point may be illustrated by the following example—Reclassification from CLERK to ACCOUNTING CLERK.

**EXPLANATION:**

CLERK belongs to one occupational group (i.e., clerical group) while ACCOUNTING CLERK belongs to another occupational group (i.e., accounting group).

- c. There is reclassification also where the change is from one class of positions (or class title) belonging to or covered by the classification plan for administrative personnel to a class of positions (or class title) that belongs to or is covered by the classification plan for academic non-teaching personnel, and vice versa. The same is true if the change is from an administrative or academic non-teaching class of positions to a class of positions that belongs to the faculty classification plan, and vice versa. The following examples may be given to illustrate this point—

Reclassification from ADMINISTRATIVE ASSISTANT TO RESEARCH ASSOCIATE; or

Reclassification from ADMINISTRATIVE ASSISTANT (or RESEARCH ASSOCIATE) to INSTRUCTOR.

- d. The new class of positions (or class title) to which the reclassified position is reallocated may be an existing class, or an entirely new class insofar as the existing classification plan involved is concerned.

- e. Likewise, the new class of positions (or class title) to which the reclassified position is re-allocated may have the same salary range as, or a higher or even lower salary range than, that of the present or former class, depending on the relative worth, so to say, of the position reclassified.

- f. The object of reclassification is only one position or some positions (although the latter instance is very rare) within a class. The only instance where all the positions that belong to a class are reclassified, so to speak, is that where a class title is abolished and a new class title is created to be used for all the positions belonging thereto.

14. **SALARY ADJUSTMENT**—This shall be construed to mean salary increment toward or to the minimum of the position (as when the present salary of the incumbent is below the minimum prescribed for his position). Salary adjustment as defined in this paragraph may be partial or full; it is *partial salary adjustment to the minimum* if the increment is to some rate that is below the minimum (as when there is not enough fund to give the minimum); it is *full salary adjustment to the minimum* if the salary increment is to the minimum itself. What brings about a situation wherein an employee receives a salary that is lower than the minimum for his position? It could be that at the time he was originally appointed or reappointed or promoted, the position to which he was appointed or promoted carried an item lower than the minimum prescribed for it. Or, it could be that his present position is reclassified to a higher class with a minimum that is higher than his present salary. Or, it could be that as a result of an overhaul or amendment of the classification plan or salary scale his position is allocated to a salary range the minimum for which is higher than his present salary. Any adjustment of salary to the minimum under these situations would be more properly called *salary adjustment to the minimum* (which could be partial or full, as explained earlier) rather than *salary adjustment* simply.

Salary adjustment shall be construed to mean also salary increment from a non-prescribed rate within the range. An example may more clearly illustrate this point. Suppose that the salary steps in a range as per the approved salary scale are (in terms of annual rates) ₹8580, 9084, 9612, 10164, 10752, and 11376; these rates are the so-called *prescribed rates*, because they are the salary steps that have been approved or officially prescribed for the range. Suppose also that the present salary of an employee whose position is allocated to that range (i.e., the one that starts at 8580 and ends at 11376) is either 8820 or 9360 or 9960 or 10440 or 11100, his present salary is considered a *non-prescribed rate*. Thus, a salary increment for him from his present salary to any of the prescribed rates or steps for the range of his position is called salary adjustment. Salary adjustment as defined

and illustrated in this paragraph may be partial or full also; it is *partial salary adjustment* if the salary increment is from a non-prescribed rate to another non-prescribed rate (i.e., to some rate that does not coincide with any of the salary steps approved for the range); it is *full salary adjustment* if the salary increment is from a non-prescribed rate to a prescribed rate. If the salary adjustment is in implementation of a revision of the classification plan or salary scale, it is also either partial or full salary adjustment depending on whether the implementation thereof is partial (as when there is not enough fund to fully implement it) or full. It should be noted at this point that the phrase "to the minimum" is omitted because the salary adjustment is to some rate that is above the minimum and not to the minimum only.

15. **SALARY INCREASE** — This shall be construed to mean salary increment or increase from step to step within the range. The increase may involve one or more steps; it is sometimes called step increase. The term applies to increases that are selective in scope. Where salary increase is for all positions or general in scope it is more properly called general salary increase (see definition of GENERAL SALARY INCREASE).
16. **SALARY RANGE** — This shall be construed to mean the range of salary prescribed for a rank (as in the case of the faculty) or a class of positions (or class title) as in the case of academic non-teaching and administrative personnel. Normally, it includes a minimum rate or step 1, some intermediate steps, and a maximum rate or maximum step. Some ranks, or classes of positions, may have merely a minimum rate and a maximum rate, with no intermediate steps in between the minimum and maximum; others may have just one rate. In the latter instance there is a salary rate, but there is no salary range, strictly speaking. In the classification plan and salary scale for administrative personnel, salary range is expressed in numerical symbols, such as range 1, range 2, range 3, range 4, etc., where the higher the number, the higher is the salary range.
17. **TRANSFER** — This shall be construed to mean movement of an employee (academic or non-academic) from one section, division, institute, school or college to another. It may or may not involve a promotion or a salary increase or any change of class title. The term applies also to transfer from the University to another government agency. The essence of transfer is movement from one subdivision to another subdivision within the same organizational unit, or from one organizational unit to another.

## II. DELINEATION OF AUTHORITY TO APPOINT

This section defines the scope of the authority of the Board of Regents, the President, and the Chancellor of an autonomous University to appoint personnel. The definition is in terms of types of personnel and types of personnel action covered.

### A. Authority of the Board of Regents to Appoint

1. The Board of Regents approves, upon the recommendation of the President, the appointment of the following:
  - a. the Vice-Presidents and the Secretary of the University System, and other officers of administration of the System;
  - b. the Chancellors and the Vice-Chancellors and other officers of administration of autonomous Universities; and
  - c. the deans, directors, or heads of principal units (Cf. definition of "principal unit" in I, 10 above and the list of principal units in Appendix "A" hereof).

TYPES OF APPOINTMENT COVERED: Appointment as used in II, A, 1 above includes the following —

- (1) original appointment
  - (2) renewal of appointment; and
  - (3) reappointment.
2. The Board of Regents approves, upon the recommendation of the President, the appointment of the following:
    - a. faculty members with the rank of associate professor or higher;
    - b. professorial lecturers;
    - c. visiting or exchange faculty (regardless of rank); and
    - d. other officers and employees, academic or non-academic, whose starting salaries (i.e., step 1 in the range) are equal to or higher than that of associate professor.

TYPES OF APPOINTMENT/PERSONNEL COVERED:

Appointment as used in II, A, 2 above includes the following —

- (1) original appointment;
  - (2) reappointment/renewal/transfer with change in rank or salary;
  - (3) permanency;
  - (4) promotion, except automatic promotion;
  - (5) salary increase; and
  - (6) reclassification(s) of position(s).
3. The Board of Regents approves, upon the recommendation of the President, all appointments of faculty members to:
    - a. permanency, regardless of rank; and
    - b. ranks of recognition or honor (such as professor emeritus, professorial chair, artist- or writer-in-residence, and the like).

### B. Delegated Authority of the President to Appoint

1. The President approves the appointment of officers and employees (including faculty members if there are any) who are not included in or covered by the enumerations in II, A above and of those who are covered in II, C, 5 below who are:
  - a. in or directly under the Office of the President; or
  - b. in University-wide units; or
  - c. in other offices or units, academic or non-academic, that are not part of any autonomous University;

to the same extent and under the same conditions stipulated in II, C below for the delegated authority of the Chancellor of an autonomous University to appoint.

**TYPES OF APPOINTMENT/PERSONNEL ACTION COVERED:**

Appointment as used in II, B, 1 above includes all types of appointment and personnel action pertaining to appointment, except transfer to permanency of faculty members.

2. The President determines the appropriate class titles and fixes the rates of compensation or honoraria for, and approves the appointment of personnel, academic or non-academic, in a manner not inconsistent with existing policies and guidelines set by the Board of Regents, to positions:
  - a. that are not specifically covered by existing basic classification and salary plans for the faculty, academic non-teaching and administrative personnel approved by the Board of Regents (Cf. I, 1 above for the list of existing basic salary scales); or
  - b. that fall under the category of additional assignment excluding the position of dean, director, or head of a principal unit (Cf. II, A, 1, c above).

**TYPES OF APPOINTMENT/PERSONNEL ACTION COVERED:**

Appointment as used in II, B, 2 above includes all types of appointment and personnel action pertaining to appointment, except transfer to permanency of faculty members.

3. The President is authorized to designate an officer-in-charge of an autonomous University for a period not exceeding one month. The one month period should be understood as to include initial appointment or designation and extension thereof.

*C. Delegated Authority of the Chancellor to Appoint*

1. The Chancellor of an autonomous University approves appointments to the following positions:
  - a. directors or heads and assistant directors or assistant heads of units supervised by or attached to principal units, except those whose starting salaries are equal to or higher than that of associate professor;
  - b. program or project directors;
  - c. college secretaries and department chairmen;
  - d. coordinators and special assistants; and
  - e. other positions that fall under the category of additional assignment the class titles and honoraria for which are fixed by the President (Cf. II, B, 2, b above).

**TYPES OF APPOINTMENT/PERSONNEL ACTION COVERED:**

Appointment as used in II, C, 1 above includes the following —

- (1) original appointment;
- (2) renewal of appointment; and
- (3) reappointment.

2. The Chancellor approves the appointment of the following:

- a. faculty members below the rank of associate professor;
- b. lecturers, senior lecturers, special lecturers, and consultants; and
- c. other officers and employees, academic or non-academic, whose starting salaries (i.e., step 1 in the range) are lower than that of associate professor.

**TYPES OF APPOINTMENT/PERSONNEL ACTION COVERED:**

Appointment as used in II, C, 2 above includes the following —

- (1) original appointment;
- (2) renewal of appointment;
- (3) reappointment;
- (4) transfer;
- (5) permanency, except transfer to permanency of faculty members;
- (6) promotion;
- (7) automatic promotion;
- (8) salary increase;
- (9) salary adjustment; and
- (10) reclassification of position.

3. The Chancellor approves the appointment of personnel, academic or non-academic, whose positions are not specifically covered by existing basic classification and salary plans for the faculty, academic non-teaching and administrative personnel approved by the Board of Regents, subject to the nomenclature or system of class titles and rates of compensation or salary scales determined and fixed therefor by the President.

**TYPES OF APPOINTMENT/PERSONNEL ACTION COVERED:**

Appointment as used in II, C, 3 above includes the same as those enumerated in II, C, 2, above.

4. The Chancellor approves the appointment of personnel covered by or included in the enumeration in II, A, 2 above involving the following types of personnel action:
  - a. automatic promotion;
  - b. reappointment with the same rank, or class title, and at the same salary as those of the last appointment; and
  - c. renewal/transfer with no change in rank or class title and salary.
5. The Chancellor approves the appointment of personnel, regardless of rank or salary range, incidental to employment in research projects, study and training programs and other programs or projects undertaken in collaboration with, or with the support of, public or private institutions or persons.

**TYPES OF APPOINTMENT/PERSONNEL ACTION COVERED:**

Appointment as used in II, C, 5 above includes all types of appointment and personnel action pertaining to appointment, except transfer to permanency of faculty members.

### III. USE OF TERMS IN PERSONNEL ACTIONS

With respect to personnel actions described below, the terms or phrases as explained herein should be used to describe corresponding personnel actions in the appointment or notice of approval of appointment of personnel:

1. *Government-wide salary adjustment*—Salary increments given in pursuance of issuances or orders of the National Government or in implementation of amendments to the Minimum Wage Law shall be considered as general salary increases or as general salary adjustments, as the case may be. They are *general salary increases* if the implementation thereof does not involve any restructuring or revision of existing salary scales; in other words if the revision involves merely the addition of one step or more beyond existing maximum rates, the salary increments given in implementation thereof are general salary increases. They are to be considered *general salary adjustments* if the implementation thereof necessitates the adoption of non-prescribed rates (i.e., rates that do not coincide with the salary steps prescribed in existing salary scales), or the revision of existing salary scales except mere addition of one or more steps beyond existing maximum rates.

2. *Permanency*—Where the personnel action involved is transfer to permanent status, the appointment or notice of approval of appointment should include the phrase "transfer to permanent status." Where the personnel action involves merely a continuation of permanent status and not transfer to permanent status, the term "permanent" should be indicated instead.

3. *Promotion and Salaries*—Since promotion means movement from one position to another in higher rank or salary range or from one rank to a higher rank (as defined in I, 11 above), the following are examples of phraseologies that should be used to describe various types of promotion in the appointment or notice of approval of appointment:<sup>2</sup>

- (1) "Promotion from Instructor I at P9,180.00 to Assistant Professor I at P13,008.00 — with salary adjustment to the minimum."
- (2) "Promotion from Instructor II at P9,708.00 to Assistant Professor I at P13,008.00 — with salary adjustment to the minimum."
- (3) "Promotion from Instructor V at P11,820.00 to Assistant Professor I at P13,008.00 — with salary adjustment to the minimum."
- (4) "Promotion from Instructor VI at P13,008.00 to Assistant Professor I at P13,008.00 — promotion in rank only."
- (5) "Promotion from Instructor V at P11,820.00 [or Instructor VI at P13,008.00] to Assistant Professor II at P13,008.00 — with salary increase."
- (6) "Promotion from Research Assistant at P6,816.00 (step 1) [or at P7,212.00 (step 2), or at P7,632.00 (step 3)] to Senior Research Assistant at P8,088.00

(step 1) — with salary adjustment to the minimum."

- (7) "Promotion from Research Assistant at P8,088.00 (step 4) to Senior Research Assistant at P8,088.00 (step 1) — promotion in rank only."
- (8) "Promotion from Research Assistant at P8,556.00 (step 5) to Senior Research Assistant at P8,556.00 (step 2) — promotion in rank only."
- (9) "Promotion from Research Assistant at P6,816.00 (step 1) [or at P7,212.00 (step 2), or at P7,632.00 (step 3), or at P8,088.00 (step 4)] to Senior Research Assistant at P8,556.00 (step 2) [or at P9,060.00 (step 3), or at P9,588.00 (step 4), or at P10,140.0 (step 5), or at P10,728.00 (step 6)] — with salary increase."
- (10) "Promotion from Mason R-3 at P4,824.00 (step 1) [or at P5,124.00 (step 2)] to Mason R-4 at P5,448.00 (step 1) — with a salary adjustment to the minimum."
- (11) "Promotion from Mason R-3 at P5,448.00 (step 3) to Mason R-4 at P5,448.00 (step 1) — promotion in rank only."
- (12) "Promotion from Mason R-3 at P5,772.00 (step 4) to Mason R-4 at P5,772.00 (step 2) — promotion in rank only."
- (13) "Promotion from Mason R-3 at P5,448.00 (step 3) to Mason R-4 at P5,772.00 (step 2) — with salary increase."

The points to remember are: (1) if the salary increment is to the minimum of the higher position, then the promotion is qualified "with salary adjustment to the minimum"; (2) if the promotion *does not* involve any salary increment, then, it is qualified "promotion in rank only"; (3) if the promotion involves a salary increment to any step above the minimum or step 1 for the higher position, then it is qualified "with salary increase"; (4) if the promotion is automatic as a consequence of Board policies, it is qualified "automatic" together with the appropriate phraseology as illustrated in the foregoing examples; and (5) if the promotion is a consequence of reclassification of position, refer to III, 4 below for the appropriate phraseology therefor.

Salary increase or salary adjustment, henceforth, should never be referred to or categorized as "promotion in salary" anymore, i.e., mere salary increases or salary adjustments should not be considered promotions.

4. *Promotion/Salary Increment vs. Reclassification*—Where a position is reclassified, the appointment or notice of approval of appointment should include the phrase (or explanatory note) that is appropriate for the type of reclassification taken. If the reclassification is from one class of positions to another class of positions with a salary range that is higher than that of the former class, it involves a promotion; if the reclassification is from one class of positions to another class of positions with the same salary range as that of the former class, no promotion is involved.

<sup>2</sup>The annual rates of salary used in the examples presented above and in subsequent examples are based on the existing basic salary scales as approved by the Board of Regents at its 851st Meeting on August 29, 1974.

EXAMPLES OF RECLASSIFICATION INVOLVING  
A PROMOTION WITH THE CORRESPONDING  
PHRASE TO BE USED

- (1) If the reclassification is from Clerk R-4 at P5,448.00 to Senior Clerk R-5 at P6,120.00, it should be described "Reclassification (with promotion) from Clerk R-4 at P5,448.00 (step 1) to Senior Clerk R-5 at P6,120.00 (step 1) — with salary adjustment to the minimum."
  - (2) If the reclassification is from Clerk R-4 at P5,772.00 to Senior Clerk R-5 at P6,120.00, it should be described "Reclassification (with promotion) from Clerk R-4 (step 2) to Senior Clerk R-5 at P6,120.00 (step 1) — with salary adjustment to the minimum."
  - (3) If the reclassification is from Clerk R-4 at P5,448.00 to Senior Clerk R-5 at P6,468.00, it should be described "Reclassification (with promotion) from Clerk R-4 at P5,448.00 (step 1) to Senior Clerk R-5 at P6,468.00 (step 2) — with salary increase."
  - (4) If the reclassification is from Clerk R-4 at P5,772.00 to Senior Clerk R-5 at P6,468.00, it should be described "Reclassification (with promotion) from Clerk R-4 at P5,772.00 (step 2) to Senior Clerk R-5 at P6,468.00 (step 2) — with salary increase."
  - (5) If the reclassification is from Research Assistant at P6,816.00 to Senior Research Assistant at P8,088.00, it should be described "Reclassification (with promotion) from Research Assistant at P6,816.00 (step 1) to Senior Research Assistant at P8,088.00 (step 1) — with salary adjustment to the minimum."
  - (6) If the reclassification is from Research Assistant at P7,212.00 to Senior Research Assistant at P8,088.00, it should be described "Reclassification (with promotion) from Research Assistant at P7,212.00 (step 2) to Senior Research Assistant at P8,088.00 (step 1) — with salary adjustment to the minimum."
  - (7) If the reclassification is from Research Assistant at P6,816.00 to Senior Research Assistant at P8,556.00, it should be described "Reclassification (with promotion) from Research Assistant at P6,816.00 (step 1) to Senior Research Assistant at P8,556.00 (step 2) — with salary increase."
  - (8) If the reclassification is from Research Assistant at P7,212.00 to Senior Research Assistant at P8,556.00, it should be described "Reclassification (with promotion) from Research Assistant at P7,212.00 (step 2) to Senior Research Assistant at P8,556.00 (step 2) — with salary increase."
- "Reclassification from Clerk R-4 at P5,448.00 (step 1) to Clerk-Typist R-4 at P5,448.00 (step 1)."
- (2) If the reclassification is from Clerk R-4 at P5,772.00 to Clerk-Typist R-4 at P5,772.00, it should be described "Reclassification from Clerk R-4 at P5,772.00 (step 2) to Clerk-Typist R-4 at P5,772.00 (step 2)."
  - (3) If the reclassification is from Clerk R-4 at P5,448.00 to Clerk-Typist R-4 at P5,772.00, it should be described "Reclassification from Clerk R-4 at P5,448.00 (step 1) to Clerk-Typist R-4 at P5,772.00 (step 2) — with salary increase."
  - (4) If the reclassification is from Clerk R-4 at P5,772.00 to Clerk-Typist R-4 at P6,120.00, it should be described "Reclassification from Clerk R-4 at P5,772.00 (step 2) to Clerk-Typist R-4 at P6,120.00 (step 3) — with salary increase."
  - (5) If the reclassification is from Research Assistant at P6,816.00 to Training Assistant at P6,816.00, it should be described "Reclassification from Research Assistant at P6,816.00 (step 1) to Training Assistant at P6,816.00 (step 1)."
  - (6) If the reclassification is from Research Assistant at P7,212.00 to Training Assistant at P7,212.00, it should be described "Reclassification from Research Assistant at P7,212.00 (step 2) to Training Assistant at P7,212.00 (step 2)."
  - (7) If the reclassification is from Research Assistant at P6,816.00 to Training Assistant at P7,212.00, it should be described "Reclassification from Research Assistant at P6,816.00 (step 1) to Training Assistant at P7,212.00 (step 2) — with salary increase."
  - (8) If the reclassification is from Research Assistant at P7,212.00 to Training Assistant at P7,632.00, it should be described "Reclassification from Research Assistant at P7,212.00 (step 2) to Training Assistant at P7,632.00 (step 3) — with salary increase."

As illustrated in the foregoing examples, the phrase "(with promotion)" is omitted where the reclassification does not involve a promotion. If the reclassification (without promotion) involves a salary increment, such salary increment is always considered *salary increase*, not salary adjustment to the minimum, except where the salary increment is from below the minimum to the minimum.

In the case of the faculty, the appropriate term to be used is "promotion" and not "reclassification" under the following situations:

- (1) Where the change in rank is from Instructor to Assistant Professor, or higher;
- (2) Where the change in rank is from Assistant Professor to Associate Professor, or higher;
- (3) Where the change in rank is from Associate Professor to Professor;
- (4) Where the change in rank is from Professor to University Professor.

However, where the change in rank is from any non-regular faculty rank to any of the regular faculty ranks (i.e., Instructor, Assistant Professor, Associate Professor, Professor, and University Professor), or vice-versa, the term to be used is "reclassification".

EXAMPLES OF RECLASSIFICATION NOT  
INVOLVING ANY PROMOTION WITH THE  
CORRESPONDING PHRASE TO BE USED

- (1) If the reclassification is from Clerk R-4 at P5,448.00 to Clerk Typist R-4 at P5,448.00, it should be described

5. *Salary Increment vs. Amendment of Classification or Salary Plan* —

Amendment of classification plan as used or will be described in this topic refers to general overhaul of the classification plan. Excluded from this description are: (1) amendments in the form of abolition or creation of class titles; and (2) reclassifications of position. The salary scale is considered amended or revised when any portion thereof is changed or deleted, or when its general structure (prescribed rates or steps, number of steps per range, number of ranges or grades in the entire scale, minimum or starting rates) is modified.

Salary increment given in implementation of any amendment to the reclassification plan or salary scale shall be called either as "salary adjustment to the minimum" or "salary adjustment". It is called *salary adjustment to the minimum* if the increment is to the minimum of the position under the new classification plan or salary scale. It is *salary adjustment* merely if the increment is to any step above the minimum or step 1 of the position under the new classification plan or salary scale. Increments in this case are not to be regarded as "salary increase." However, where the amendment involves merely addition of one or more steps beyond existing maximum rates, the salary increments attendant thereto are considered "salary increases."

Appendix "A"

LIST OF PRINCIPAL UNITS

I. ACADEMIC UNITS

*Diliman, Manila and other Units*

A. Colleges

1. Architecture, College of
2. Arts and Sciences, College of
3. Business Administration, College of
4. Dentistry, College of
5. Education, College of
6. Engineering, College of
7. Fine Arts, College of
8. Fisheries, College of
9. Home Economics, College of
10. Law, College of
11. Medicine, College of
12. Music, College of
13. Nursing, College of
14. Pharmacy, College of
15. Public Administration, College of
16. Veterinary Medicine, College of

B. Schools

1. Economics, School of
2. Graduate School

C. Institutes

1. Environmental Planning, Institute of
2. Español, Instituto de
3. Library Science, Institute of
4. Mass Communication, Institute of
5. Philippine Eye Research Institute
6. Population Institute
7. Public Health, Institute of
8. Small Scale Industries, Institute for

9. Social Work and Community Development, Institute of

D. Centers

1. Asian Labor Education Center
2. Marine Sciences Center
3. Natural Science Research Center
4. Science Education Center
5. Statistical Center

E. External Units

1. U.P. College Baguio
2. U.P. College Cebu
3. U.P. Extension Division Clark Air Base
4. U.P. College Iloilo
5. U.P. College Manila
6. U.P. College Tacloban

F. University Departments

1. Military Science and Tactics (Army), Department of
2. Physical Education, Department of
3. Student Affairs, Office of
4. University Library
5. University Registrar, Office of the

G. Others

1. Community Development Research Council
2. Comprehensive Community Health Program
3. Philippine Executive Academy

*University of the Philippines at Los Baños*

A. Colleges

1. Agriculture, College of
2. Forestry, College of
3. Sciences and Humanities, College of

B. Schools

1. Graduate School

C. Institutes

1. Agrarian Reform Institute
2. Agricultural Credit and Cooperatives Institute
3. Agricultural Development and Adm., Institute of
4. Dairy Training and Research Institute
5. Human Ecology, Institute of

D. Centers

1. Center for Policy and Development Studies

E. University Departments

1. Library
2. Military Science and Tactics, Department of
3. Physical Education, Department of
4. Registrar, Office of the
5. Student Affairs, Office of

II. NON-ACADEMIC UNITS

*Diliman, Manila and Other Units*

1. Alumni Relations, Office of
2. Basilan Land Grant
3. Budget Office
4. Business Enterprises, Office of
5. Computer Center, University
6. Health Service, University
7. Philippine General Hospital
8. Quezon Land Grant
9. Security Division
10. University of the Philippines Press

*University of the Philippines at Los Baños*

1. Computer Center
2. Health Service
3. Laguna Land Grant

**MEMORANDUM**

**Memorandum No. 6: Amendment to the Guidelines on the Supplementary Living Allowance Issued on August 21, 1975**

To avoid confusion in the implementation of the Supplementary Living Allowance granted by the Board of Regents at its 862nd meeting on June 26, 1975, the second paragraph of the memorandum of this Office dated August 21, 1975 is hereby amended to read as follows:

The supplementary living allowance shall be given for actual services rendered including leaves of absence with

pay, which are considered as actual services rendered under the following guidelines:

For employees receiving P603.00 mo. and below, but not less than P570.00/mo. .... P25.00/mo.  
 For employees receiving less than P570.00/mo. but more than P510.00/mo. .... P30.00/mo.  
 For employees receiving P510.00/mo. and below ..... P50.00/mo.

Please be guided accordingly.

29 August 1975

(Sgd.) EMANUEL V. SORIANO  
*Executive Vice-President*

**DECISIONS OF THE BOARD OF REGENTS**

*864th Meeting, 28 August 1975*

**APPOINTMENTS, REAPPOINTMENTS, PROMOTIONS, SALARY INCREASES, ET AL.**

The Board approved the following appointments, reappointments, promotions, salary increases, and other matters:

Martino A. Abellana as Professorial Lecturer in the Undergraduate Program, U.P. College Cebu, effective June 3, 1975 until May 31, 1976.

Germelino F. Abito, transfer to another item and to non-substitute status as Assistant Professor III of Physics, College of Arts and Sciences, effective August 16, 1975.

Nelly E. Alabanza, reappointment as Senior Lecturer in Psychology, U.P. College Baguio, effective June 2, 1975 until October 31, 1975.

Angel A. Alejandrino, promotion in rank and salary from Associate Professor III to Professor I of Engineering Sciences, College of Engineering, effective June 1, 1975.

Caridad S. Alfonso, increase in salary from Professor II to Professor III of Public Administration, College of Public Administration, effective June 1, 1975.

Leticia Malicsi Asuzano as Professorial Lecturer, School of Allied Medical Professions, College of Medicine, effective August 1, 1975 until May 31, 1976.

Zenaida G. Bagabaldo, increase in salary from Professor I to Professor II of Physiology, College of Medicine, effective July 1, 1975.

Bayani V. Baylon, increase in salary from Associate Professor III to Associate Professor IV of Physiology, College of Medicine, effective July 1, 1975.

Emma G. Boncaras, promotion in rank and salary from Research Assistant to Research Associate, College of Public Administration, effective June 1, 1975.

Magdalena Cantoria, increase in salary from Associate Professor III to Associate Professor IV of Pharmacy, College of Pharmacy, effective July 1, 1975.

Ma. Aurora Carbonell, increase in salary as Research Associate, College of Public Administration, effective June 1, 1975.

Ledivina V. Cariño, promotion in rank and salary from Associate Professor IV to Professor I of Public Ad-

ministration, College of Public Administration, effective June 1, 1975.

Rodolfo M. Casiple, increase in salary from Professor II to Professor III of Mechanical Engineering, College of Engineering, effective June 1, 1975.

Amorita V. Castillo, increase in salary from Associate Professor II to Associate Professor III of Pharmaceutical Chemistry, College of Pharmacy, effective June 1, 1975.

Benjamin M. Catane as Dean, U.P. College Tacloban, effective September 1, 1975 until April 30, 1976; reappointment as Executive Development Officer, U.P. College Tacloban, effective September 1, 1975 until June 30, 1976.

Florencio R. Chavez, increase in salary from Associate Professor III to Associate Professor IV of Physiology, College of Medicine, effective July 1, 1975.

Patricia M. Cruz, promotion in rank and salary from Instructor V to Assistant Professor II of Filipino and Philippine Languages, College of Arts and Sciences, effective June 1, 1975. (This supersedes her promotion to Assistant Professor I approved by the Board at the 863rd meeting on 31 July 1975.)

Maria L. Dañguilan, increase in salary from Associate Professor III to Associate Professor IV of Pharmaceutical Chemistry, College of Pharmacy, effective June 1, 1975.

Natividad F. de Castro, increase in salary from Professor I to Professor II of Industrial Pharmacy, College of Pharmacy, effective July 1, 1975.

Gloria M. de Guzman as Director of Research, Philippine Executive Academy, effective July 1, 1975 until June 30, 1976.

May Teresita C. Dumlao, increase in salary as Director (Range 11), Office of Alumni Relations, effective July 1, 1975 until August 19, 1976.

Jose N. Endriga, increase in salary from Assistant Professor III to Assistant Professor V of Public Administration, College of Public Administration, effective June 1, 1975.

Lauro O. Escobar, promotion in rank and salary from Associate Professor IV to Professor I of Physiology, College of Medicine, effective July 1, 1975.

Tecla A. Espiritu as Professorial Lecturer in the M.Ed. Department, U.P. College Cebu, effective June 1, 1975 until May 31, 1976.



- Armand V. Fabella as Visiting Administrator (part-time), College of Public Administration, effective September 1, 1975 until August 31, 1976.
- Ma. Vicenta C. Gacutan, change in the effectivity of the appointment as Assistant Professor I of Biological Science, U.P. College Iloilo, from June 2, 1975 as approved by the Board at its 862nd meeting on June 26, 1975 to *May 31, 1975* (effectivity of her transfer from the Mindanao State University) until May 30, 1976.
- Mildred J. Gonzales as Principal, High School Department, U.P. College Iloilo, effective July 1, 1975 until May 31, 1977.
- Marylou R. Guillermo, increase in salary as Management Specialist I, College of Public Administration, effective June 1, 1975.
- Alejandro B. Ibay, increase in salary as Management Specialist I, College of Public Administration, effective June 1, 1975.
- Gabriel U. Iglesias, increase in salary from Associate Professor II to Associate Professor IV of Public Administration, College of Public Administration, effective June 1, 1975.
- Minerva Belen Inciong, promotion in rank and salary from Special Lecturer to Professorial Lecturer, Institute of Public Health, effective August 1, 1975 until March 31, 1976.
- Julian N. Jumalon as Professorial Lecturer in the Undergraduate Program, U.P. College Cebu, effective June 3, 1975 until May 31, 1976.
- Domingo G. Landicho as Writer-in-Residence, College of Arts and Sciences, effective August 1, 1975 until the expiration of his present appointment as Instructor III or of succeeding renewals but not later than July 31, 1978.
- Jennifer L. Lauby as Research Associate (part-time), School of Economics, effective July 1, 1975 until June 30, 1976.
- Rosita L. Leonido, promotion in rank and salary from Instructor IV to Assistant Professor I of Pharmacy, College of Pharmacy, effective June 1, 1975.
- Leonardo Q. Liongson, promotion in rank and salary from Instructor IV to Assistant Professor I of Engineering Sciences, College of Engineering, effective June 1, 1975.
- Josephine Marquez Malixi, increase in salary from Associate Professor II to Associate Professor III, College of Pharmacy, effective June 1, 1975.
- Ramon L. Nasol as Assistant for Planning and Development, Office of the Chancellor, University of the Philippines at Los Baños, effective September 1, 1975.
- Nestor M. Nisperos, transfer from the U.P. College Tacloban to U.P. College Cebu as Executive Development Officer II, effective September 1, 1975.
- Jesus B. Nolasco, reappointment as Visiting Professor of Medicine, College of Medicine, without compensation, effective July 1, 1975 until December 31, 1975.
- Felipe V. Oamar, promotion in rank and salary from Training Specialist III to Training Specialist IV, Local Government Center, College of Public Administration, effective June 1, 1975.
- Romeo B. Ocampo, promotion in rank and salary from Assistant Professor III to Associate Professor I of Public Administration, College of Public Administration, effective June 1, 1975.
- Mila A. Reforma, increase in salary from Assistant Professor II to Assistant Professor III of Public Administration, College of Public Administration, effective June 1, 1975.
- Cherry-Lynn S. Ricafrente as Law Researcher III, Division of Research and Law Reform, Law Center, effective August 1, 1975 until June 30, 1976.
- Francisco H. Roque, change in designation from Assistant Professor I to Professorial Lecturer, Institute of Mass Communication, effective June 4, 1975 until May 31, 1976.
- Pedro R. Sandoval as Dean, Institute of Agricultural Development and Administration, University of the Philippines at Los Baños, effective September 1, 1975 until August 31, 1980.
- Rizalina B. Santos, increase in salary from Associate Professor III to Associate Professor IV of Pharmaceutical Chemistry, College of Pharmacy, effective July 1, 1975.
- Santiago S. Simpas, increase in salary from Assistant Professor IV to Assistant Professor VI of Public Administration, College of Public Administration, effective June 1, 1975; as Program Development Associate, Program Development Staff, Office of the President, effective August 15, 1975 until February 15, 1976.
- Geronimo D. Sta. Ana, increase in salary as Professorial Lecturer, U.P. College Cebu, effective August 1, 1975 until May 31, 1976.
- Jose P. Tabbada, increase in salary from Assistant Professor II to Assistant Professor III of Public Administration, College of Public Administration, effective June 1, 1975.
- Sofronio B. Ursal, reappointment as Senior Lecturer in Public Administration, U.P. College Tacloban, effective June 2, 1975 until October 13, 1975.
- William A. Van Wie as Visiting Lecturer in Demography, Population Institute, effective June 1, 1975 until May 31, 1977.
- Amelia P. Varela, increase in salary as Management Specialist II, College of Public Administration, effective June 1, 1975.
- Rizalino C. Veñeza, promotion in rank and salary from Research Assistant to Research Associate, College of Public Administration, effective June 1, 1975.
- Leonardo S. Vista, promotion in rank and salary from Lecturer to Professorial Lecturer in Management, U.P. College Cebu, effective August 1, 1975 until May 31, 1976.
- Minoru Yamada as Visiting Scientist, College of Agriculture, University of the Philippines at Los Baños, without compensation, effective August 1, 1974 until December 8, 1975.

#### TRANSFER TO PERMANENT STATUS

The Board approved the transfer of the following to permanent status:

Germelino F. Abito as Assistant Professor III of Physics, College of Arts and Sciences, effective August 16, 1975.

Robert R. Chabet as Assistant Professor I, College of Fine Arts, effective August 1, 1975.

Ricardo R. del Rosario as Assistant Professor III of Food Science and Technology, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1975.

Liwayway M. Engle as Assistant Professor I of Life Sciences, College of Sciences and Humanities, University of the Philippines at Los Baños, effective July 1, 1975.

Susan Esperanza C. Exconde as Food Service Manager (Range 9), College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1975.

Leoncio C. Raymundo as Assistant Professor II of Food Sciences and Technology, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1975.

Alfonso S. Tioleco, Jr. as Assistant Professor I of Business Economics and Statistics, College of Business Administration, effective July 1, 1975.

#### SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board accepted the following offers of Mr. Augusto I. de Leon:

a. A scholarship grant to be known as *Irene de Santos Yuson Scholarship-Study Grant*, providing for a scholarship for a B.S. Food Technology student.

b. A scholarship grant to be known as *Antonio I. de Leon Scholarship-Study Grant*, providing for a scholarship for a B.S. Chemistry student.

\* \* \*

The Board accepted a donation from Mr. and Mrs. Isosceles Pascual for the establishment of the *Pascual Laboratories Professorial Chair in Chemistry*.

\* \* \*

The Board accepted a donation from the Quisumbing brothers and sisters who are U.P. High School alumni, for the establishment of the *Ramon Quisumbing Memorial Endowment Fund* which will be used for the University High School Project on the improvement of the teaching of English. The donation will likewise be used to pay the honoraria of faculty members involved in the project.

#### COLLECTION OF FEES

The Board authorized the College of Home Economics to charge laboratory fees for the following courses, effective the second semester of school year 1975-1976:

<i>Clothing, Textiles and Related Arts Department</i>	
ID 123 (Decorative Arts)	P 7.00
ID 135 (Upholstery and Other Soft Furnishing)	7.00
<i>Food Science and Nutrition Department</i>	
FN 15 (Principles of Nutrition)	P14.00

Income generated from the above laboratory fees will accrue to a special account which will be available for

the purchase of materials and other incidental expenses.

The Board approved the adoption of the schedule of fees approved by the Board at its 863rd meeting on 31 July 1975 for the graduate program of the Department of Biochemistry, College of Medicine, to apply likewise to the graduate program of the Department of Pharmacology and the Department of Physiology. (Cf. *U.P. Gazette*, 31 July 1975, p. 134.)

\* \* \*

The Board authorized the Institute of Public Health to charge fees for diagnostic examinations as follows:

#### *Schedule of Fees*

Direct Microscopy:	
Unstained smears	P 5.00
Stained smears	10.00
Darkfield	20.00
KOH	20.00
Special preparations for inclusion bodies	50.00
Animal Inoculation (excluding the animals)	
(Fee is based on number of days required to observe the animal)	
Mice (3-5) (per week of observation)	30.00
G-pigs (2-3) (per week of observation)	75.00
Cat (1) (per week of observation)	50.00
Isolation	
Culture	50.00
Culture and Sensitivity	100.00
Agglutination	20.00
Complement Fixation	30.00
Hemagglutination-Inhibition	30.00
Neutralization (TC)	100.00

Income generated from the above fees will accrue to a special account to be available for incidental expenses.

#### INTERNAL OPERATING BUDGET OF THE UNIVERSITY SYSTEM

The Board approved the internal operating budget of the University System for FY July 1, 1975 to June 30, 1976, in the total amount of P199,948,000.00.

#### SCHEDULE OF FEES FOR LOCATION SHOOTING ON CAMPUS

The Board approved the adoption of a schedule of fees for location shootings on campus by movie and commercial companies, subject to the following conditions:

- The movie shall not be uncomplimentary or derogatory to the University;
- The grantee shall be liable for damages to University property incurred during the shooting; and
- Shooting shall be allowed only during weekends and holidays so as not to interfere with University operations.

The following is the schedule of fees:

P100.00 for the first day, and
P 50.00 for every day thereafter.

#### DELEGATION OF AUTHORITY TO THE CHANCELLOR OF AN AUTONOMOUS UNIVERSITY

The Board approved the additional delegation of authority to the Chancellor of an autonomous University, as follows:

a. That the Chancellor of an autonomous University be delegated also the President's delegated authority specified in item (1) of "A. Administrative and Fiscal Matters" under "II. Matters Delegated to the President" in the Board of Regents' resolution on "Further Delegation of Authority to the President" adopted on February 22, 1973 (830th Meeting).

NOTE: The item referred to above is as follows:

"(1) Contracts for the undertaking of research projects, study and training programs and examinations in collaboration with, or with the support of, public or private institutions or persons, including con-

tracts for personal services incidental thereto."

b. That the Chancellor of an autonomous University be authorized to appoint personnel, to such classes of positions as are not specifically covered by existing basic classification and salary plans for the faculty, academic non-teaching and administrative personnel approved by the Board of Regents, and to positions falling under the category of additional assignment except the positions of dean, director, or head of a principal unit, subject in all cases to the nomenclature or system of class titles and rates of compensation or salary scales determined and fixed therefor by the President.

## PRESIDENTIAL APPOINTMENTS

The President approved the following appointments:

Virgilio Enriquez as Acting Chairman, Department of Psychology, College of Arts and Sciences, effective August 18, 1975 until the return of Alfredo V. Lagmay, but not later than September 5, 1975.

Antonio Gonzaga as Officer-in-Charge, Philippine General Hospital, effective August 18, 1975 until the return of Gabriel G. Carreon, but not later than August 23, 1975.

Gonzalo M. Jurado as Acting Chairman, Department of Economics, School of Economics, effective August 14, 1975 until May 31, 1976.

Policarpio Magpili as Acting Chairman, Department of Physical Therapy, School of Allied Medical Professions, College of Medicine, effective August 18, 1975 until May 31, 1976.

Romeo B. Ocampo as Officer-in-Charge, College of Public Administration, effective August 18, 1975 until the return of Raul P. de Guzman, but not later than August 25, 1975.

Edita A. Tan as Director, Graduate Studies, Department of Economics, School of Economics, effective August 14, 1975 until May 31, 1976.

## FACULTY PROMOTIONS/SALARY INCREASES

Danilo Gozo, from Instructor II to Instructor IV, Institute of Mass Communication, effective August 1, 1975.

Ma. Theresa Jazmines, from Instructor IV to Assistant Professor I, Institute of Mass Communication, effective August 1, 1975.

## SEPARATIONS FROM THE SERVICE

### Resignations

- Santiano Amador, Jr. as Clerk-Typist, College of Dentistry, effective August 20, 1975.
- Dorcas de Jesus as Research Assistant, Institute of Public Health, effective August 1, 1975.
- Ruben de la Paz as Research Assistant, School of Economics, effective August 15, 1975.
- Isabel Dimal as Research Assistant, College of Business Administration, effective August 1, 1975.
- Cynthia Gonzaga as Research Assistant, College of Business Administration, effective August 1, 1975.

- Socorro Ma. Quintero as Instructor, College of Arts and Sciences, effective August 25, 1975.
- Ramon L. Viray as Student Assistant, Division of Guidance and Counseling, effective August 1, 1975.

### Retirements

- Jose Agbayani as Associate Professor, Institute of Social Work and Community Development, effective August 21, 1975.
- Joel Custodio as Driver, College of Engineering, effective August 3, 1975.

## CONTRACTS AND AGREEMENTS

The Board *confirmed* the following contracts and agreements at its 864th Meeting on 28 August 1975:

### 1. Memorandum of Agreement with Friedrich Ebert Stiftung Foundation

A memorandum of agreement was entered into between the University and the Friedrich Ebert Stiftung Foundation whereby the Philippine Executive Academy shall design and administer a four-week course for trade union executives. Funding for the course will be remitted by the Foundation to the PEA for proper administration and disbursement during the conduct of the course.

### 2. Contract with U.S. Agency for International Development (USAID)

A contract was entered into between the U.S. Agency for International Development (USAID) and the University, whereby the Population Institute will provide professional demographic research evaluation services to the Philippine population program to (1) measure the level of and changes in fertility, and (2) provide a prompt and steady flow of socio-economic and demographic information from fertility analysis for program decision-makers and administrators.

### 3. Memorandum of Agreement with Commission on Population

A memorandum of agreement was entered into between the Commission on Population and the University through the College of Public Administration to conduct a six (6) months study and codification of policies covering population/family planning program implementation and operations. The Commission will provide the necessary funds which will be spent on items based on the agreement and budget.

### 4. Memorandum of Agreement with the Bureau of Agricultural Extension

A memorandum of agreement was entered into between the University and the Bureau of Agricultural Extension, Region VI, whereby the University, through the U.P. College Iloilo, shall undertake a Communications and

Human Relations Course for Supervisors of the Bureau of Agricultural Extension, Region VI on August 21-24 and August 28-31, 1975. The project will be funded by the BAE, Region VI.

### 5. Memorandum of Agreement with the Government of the City of Iloilo

A memorandum of agreement was entered into between the University and the Government of the City of Iloilo whereby the U.P. College Iloilo shall undertake an orientation course in fiscal administration for the personnel of the Treasurer's Office, Iloilo City, during the week-ends of the months of September, October, November 1975 and January 1976. Financial assistance will be provided by the City Government of Iloilo.

### 6. Memorandum of Understanding with Yutivo Foundation

A memorandum of understanding was entered into between the University of the Philippines at Los Baños and the Yutivo Foundation whereby the Foundation will provide partial support for two undergraduate students through college. The scholarship will cover a monthly stipend for ten (10) months and matriculation and other school fees plus uniform for each scholar.

### 7. Memorandum of Agreement with Philippine Council for Agricultural Research (PCAR)

A memorandum of agreement was entered into between the Philippine Council for Agricultural Research (PCAR) and the University of the Philippines at Los Baños pertaining to research projects under the PCAR-UPLB Integrated Research Program.

### 8. Logging Agreement

A logging agreement was entered into between the University and Mr. Domingullo B. Bravo, Operator, to conduct logging operations within a tract of land situated within the Municipality of Real, Province of Quezon and Municipality of Siniloan, Province of Laguna, incorporating the schedule of timber royalties.

## LIST OF GRADUATES WHO COMPLETED ALL THE REQUIREMENTS FOR THEIR RESPECTIVE TITLES AND DEGREES AS OF THE END OF SUMMER, 1975

The Board *confirmed* the graduation of the following students certified by the University Registrar as having completed all the requirements for their respective titles and degrees as of the end of Summer, 1975 or as otherwise indicated below.

### Bachelor of Arts

Constancio F. Angeles, Elsa A. Arellano, Florencio S. Atanacio, Maria Lourdes R. Baliao, Editha M. Balmes, Elvira A. Borda (as of the end of the second semester, 1974-75), Angel E. Briones, Alex Q. Cabanilla (as of the end of the second semester, 1974-75), Mario F. Cabalada, Edgardo C. Camacho, Cheryl Ann P. Castro, Young Hawk S. Chin, Henry Y. Chua, Nelson P. Colantes, David R. Colter (as of the end of the third trimester, 1974-75), Michael Crep (as of the end of the first trimester, 1974-75), Marivic E. Cruz, Julieta L. Cunanan.

Leonora S. de Guzman, Patricia A. de Peralta, Elvira de Quiroz, Noel A. Encarnacion, Noel C. Esquela, Clara F. Extra, Albert Farebrother (as of the end of the second trimester, 1974-75), Rodel A. Faulmino, Emmanuel Q. Fernando, Alex Erlito S. Fider, Lazaro S. Francisco III.

Elizabeth A. Gabuat, Magdalena P. Gaffud, Giovanni C. Gangoy, Ramon I. Garcia, Ernesto O. Gimeno. (as of the end of the second semester, 1974-75), Alexander L. Guzman, Regina H. Hagos, Patricia Jane Harwell, *magna cum laude* (as of the end of the second trimester, 1974-75), Bettye Huggin (as of the end of the second trimester, 1974-75).

Romeo L. Ibarra, Benvenuto N. Icamina, Phil Jackson *cum laude* (as of the end of the second trimester, 1974-75), Rosetta James (as of the first trimester, 1974-75), Martha Jersyk (as of the end of the second trimester, 1974-75), Myrna N. Jotic, Amelita M. King, Mercedes T. Lactao, Antonio D. Leano (as of the end of the third trimester, 1974-75), Jane Luthi, *cum laude* (as of the end of the second trimester, 1974-75), Roberto S. Madamba, Ben S. Malayang (as of the end of the second trimester, 1974-75), Roque L. Mamon, Jr. (as of the end of the second semester, 1974-75), Mario R. Mapanao, Michael A. Medado, Barbara Ann C. Migallos, *cum laude*, Mike O. Minodin.

Manuel J. Navarro, Lysander A. Padilla, Constancia S. Pajes, Edgardo O. Parada, Erlito R. Pardo, Monserrat M. Paredes, Amina Zalmia T. Rasul, Isagani V. Red, Eva T. Rimando, Joyce A. Rivera (as of the end of the third trimester, 1974-75), Gloria S. Salvador, Rebeca B. Samson, Grace P. Santos, *cum laude*, Marilyn B. Santos, Marilyn G. Santos, Gloria O. Simon (as of the end of the third trimester, 1974-75).

Susan M. Singson, Roberto M. Sison, Rolando T. Soncuya, Eduardo C. Tadem, Luis C. Tiongson, Ronaldo P. Tiotaico, Flordeliza S. Tumada, Edelaida D. Turula, Celia C. Vasallo, Christine B. Villafuerte, *cum laude*, Jose P. Villamor, Jr., Gabriel L. Villareal, Adell R. Walin (as of the end of the third trimester, 1974-75), Norbert

Woloszyk (as of the end of the first trimester, 1974-75), Victoria Rebecca C. Zabala.

### Bachelor of Fine Arts

Oliver Ang, Helen Massab, Teresita Pasao, David Uy.

### Bachelor in Interior Design

Elvira J. Tablan, Marian E. Yñiguez.

### Bachelor of Landscape Architecture

Horacio Dimanlig.

### Bachelor of Library Science

Cynthia A. Yap.

### Bachelor of Science

Zenaida S. Abalos, Arlene S. Abella, George A. Acepacion, Perlita S. Aguilan, Armando D. Aguilar, Elsa P. Alcantara, Lawrence A. Alvarez, Celia A. Aquitania, Nicasio I. Araña (as of the end of the second trimester 1974-75), Gerard C. Arcilla, Cynthia S. Balza, Rosana B. Banzon, Mario A. Bernardino, Renato S. Bondoc, Carlo M. Cabe, Maria Leonora L. Cagigas (as of the end of the second semester, 1974-75), Erma F. Casem, Ma. Victoria L. Castañeda, Jose S. Castro, Marilyn L. Cheng, Fe A. Concepcion, Maria C. Corpus, Ma. Trinidad A. Crisanto, Rosario P. Cristobal, Josefino S. Dalisay, Marlou G. de Asis, Hilarion G. de Dios, Teresita Y. Degamo, Daphne C. Domingo, Amelia A. Donato.

Pura J. Duldoco, George Dy, Danilo T. Escoto, Julian L. Espiritu, Rafael R. Gasataya, Jr., Anselmo A. Legazpi III, Jeffrey B. Leonardo, Fu Cheang T. Lui, Marilou S. Maglaya, Ruben E. Maranan, Angelito L. Martin, Vicente N. Mendoza, Rachel D. Meñez, Nida E. Miniano, Francis I. Molina, Ma. Rosario T. Navarro.

Virginia D. Nazarea, *cum laude*, Mauro V. Nepomuceno, Josephine M. Palma, Clarita B. Paner, Cynthia B. Pascual, Susan G. Pilapil, Ma. Melba V. Poblete, Lourdes F. Quiray, Irene R. Reyes, Lydia D. Reyes, Victoria O. Rimando, Agnes J. S. Sabado, Crispino A. Saclauso.

Luisito Sangalang, Naomi Ellen O. Santa Ines, Ethelrida A. Santos, Maria Mila R. Santos, Restituto E. Sarcos, Jr., Suzette M. Sebastian, Catalina G. Sison, Wilson H. Luy Tan, *cum laude*, Carlos P. Torres, Domingo R. Tuazon, Leah Angelica A. Tudtud, *cum laude*, Gertrudes D. Turner, Emma P. Valencia, Tomasito G. Vierey, Nenita C. Yang, Juliet O. Sio, *cum laude*.

### Bachelor of Science in Agricultural Chemistry

Teresita T. Bantilan, Romulo G. Lodevico, Faith Merie G. Villaruel.

**Bachelor of Science in Agricultural Engineering**

Edgardo V. Casas, Roberto S. Clemente.

**Bachelor of Science in Agriculture**

Efren C. Altoveros, Virginia A. Baaco, Melinda P. Batalla, Emmanuel S. Cayton, Francisco R. Cero, Marilyn M. Corpuz, Francisco C. Cruz, Renato S. Del Rosario, Nemesio A. Dela Cruz, Albino S. Doria, Perlina I. Dungan, Dixie A. Enabore, Marcial P. Estolano, Cynthia L. Evangelista, Pio A. Javier, Rene S. Katalbas, Juanito B. Lat, Judy F. Lemana.

Abraham M. Mandac, Carmencita C. Masongsong, Leandro G. Mendoza, Efren I. Nava, Norma Aurora A. Payawan, Nicasio G. Punto, Clemente R. Reambillo, Nicomedes B. Romero, Jr., Efren C. Sabularse, Juanito B. Sangalang, Maria Ana L. Sicam, Alfredo M. Sinohin, Royden B. Tungol, Teresita I. Vergel de Dios.

**Bachelor of Science in Architecture**

Roberto S. Ejercito.

**Bachelor of Science in Business Administration**

Renato O. Aquino, Gloria E. Badoya, Ma. Socorro I. Bolima, Marilou A. Buela, Ezar F. de Guia, Freddie M. Domingo, Sonia A. Lopez, Belen A. Mangaser, Leon A. Manto, Jr., Susan M. Reyes, Salvador G. Solis III, Juanito Q. Valladolid, Susan P. Villamiel.

**Bachelor of Science in Business Administration and Accountancy**

Wilfredo Q. Cordoviz.

**Bachelor of Science in Business Economics**

Ma. Ester O. Allas, Sol O. Angkaw, Ma. Lourdes E. Buñag, Flordeliza L. Dizon, Melinda M. Guiang, Teresita C. Isada, Ismael L. Lazaro, Myrna S. Santiago, Rowena Y. Santos.

**Bachelor of Science in Chemical Engineering**

Renato M. David.

**Bachelor of Science in Chemistry**

Jaime B. Achacoso, Corazon T. Añonuevo, Lia B. Constantino, Ma. Angelica B. Lasala, Gisela P. Padilla, *cum laude*, Lourdes R. Pinga, Amelita B. Ramos.

**Bachelor of Science in Civil Engineering**

Jesus C. Arranz, Rodolfo B. Gonzales, Nicasio G. Medina, Jr.

**Bachelor of Science in Community Development**

Florence O. Marquez.

**Bachelor of Science in Community Nutrition**

Ma. Eleanor S. Banzon, Carmencita P. Bautista, Josefina O. Dizon, Gloria C. Embile, Teresita T. Francisco, Teresita C. Inocando, Ruth Agnes B. Lacuesta, Linette B. Locsin, Henedina C. Maglalang, Lily R. Mangahas,

Elizabeth E. Pulido, Lorna B. Oamar, Lydia B. Salaysay.

**Bachelor of Science in Education**

Eunice Y. Cheng, Ben L. de Vera, Rosa M. Villongco.

**Bachelor of Science in Electrical Engineering**

Mariano T. Andin, Oscar G. Choa.

**Bachelor of Science in Fisheries**

Teodoro U. Abalos, Carlos C. Baylon, Edmundo M. Enderrez, Alma P. Folloso, Acela L. Luciano, Enrique A. Macadangang, Riz A. Rivera.

**Bachelor of Science in Food Technology**

Evelyn S. Santiago, Edward F. Villanueva.

**Bachelor of Science in Foreign Service**

Venusto R. Briones, Ufelia M. Carlo, Minerva A. Mag-naye.

**Bachelor of Science in Forestry**

Juan R. Acay, Jr., Vidal E. Almanza, Ernesto A. Arevalo, Manuel M. Avena, Loreto P. Biete, Edwino S. Fernando, Medel P. Lim Suan, Wilfredo C. Mosqueda, Eduardo V. Paclob, Richard D. Pecson, Tomas C. Reyes.

**Bachelor of Science in Geodetic Engineering**

Alfredo T. Ortile, Dionisio Yap.

**Bachelor of Science in Geology**

Diosdado D. Del Rosario.

**Bachelor of Science in Home Economics**

Irma A. Naval, Fatima G. Reclusado, Alexander P. Solis, Divinia G. Sulit.

**Bachelor of Science in Home Technology**

Maxima T. Adriano, Melecia B. Calixihan, Ildefonsa C. Cruz, Restita R. Ferrer, Althea A. Fernandez, Bella T. Horigue, Teresita L. Libang, Charito R. Mendoza, Julia G. Umali.

**Bachelor of Science in Hotel and Restaurant Administration**

Rommel T. Alegre, Noemi B. Cerdinia, Manolito A. de Guzman, Evelyn B. de Guzman, Arturo T. Jacob, Ma. Corazon B. Lozada, Ma. Lourdes Velasco, Gloria Q. Singson (as of the end of the second semester, 1974-75).

**Bachelor of Science in Industrial Education**

Alfredo S. Dizon Jr., Eliseo Y. Robeles Jr., Virgilio S. Santos.

**Bachelor of Science in Industrial Engineering**

Jaime S. Castillo, Frank Fu, Thelma R. Maligaya, Augusto P. Paz, Cesar M. Sinson, Gloria B. Vallarta, Wilson C. Wy Tiu.

**Bachelor of Science in Industrial Pharmacy**

Delilah T. Frogozo.

**Bachelor of Science in Mechanical Engineering**

Adorado A. Apostol, Carlos R. Espino, Elias S. Libutaque, Norman V. Marcelo, Wilfredo T. Onglao, J. Nelson D. Ramos, Virigilio R. Sison.

**Bachelor of Science in Mining Engineering**

Danilo V. Galang.

**Bachelor of Science in Nursing**

Clarita Felipe, Terry-Lou Sugui.

**Bachelor of Science in Occupational Therapy**

Manuel Urbano.

**Bachelor of Science in Physical Therapy**

Leonora Peralta, Nadine Rillera, Lourdes Rosana.

**Bachelor of Science in Public Health**

Melinda V. Basadre-Caras, Fides L. Sobrido.

**Bachelor of Science in Social Work**

Easter Sunday V. Asis, Ma. Corazon M. Belandres, Josefina J. Fernando, Ma. Priscilla S. Francisco, Rosario I. Tanedo, Ofelia G. Tungpalan.

**Bachelor of Science in Statistics**

Robin Uy.

**Bachelor of Science in Sugar Technology**

Nathaniel E. Acha, Lina R. Baraoidan, Fernando B. Santos.

**Certificate in Community Development**

Rachel M. Macalinga, Nguyen Thi Nguyen.

**Certificate in Governmental Management**

Rosmia V. Alonto, Vivencio A. Araneta, Renato D. Bajada, Pilar C. Benigno, Priscilla V. Boiser, Fernando U. Campaña, Lourdes A. Cid, Johnita B. Cruz, Raymundo A. Crystal, Carolina T. delos Santos, Manuel A. Dia, Tomas A. Estuart, Fernando C. Faberes, Mary Ann Z. Fernandez.

Annabelle R. Gambe, Jose C. Gatchalian, Isabel V. Gregana, Nasroden B. Guro, Perla C. Leonardo, Celia C. Librea, Dominica R. Lorbes, Simpatika T. Mendoza, Lindy C. Morrel, Remedios P. Orille, Pablito C. Pañares, Hermes G. Pelayo, Nestor C. Ponce Jr., Ma. Elena C. Ramiro.

Luisa P. Rodriguez, Eduardo R. Serrona, Prasan Thongsawasdi, Kadatuan P. Usop.

**Certificate in Teaching**

Pilar E. Abordo, Ida V. Alagon, Perfecto A. Alibin, Mary L. Aquintey, Carolina B. Baluyot, Paulita G. Boado, Domingo Cagas, Ruben R. Candelaria, Teresita S.

Ceniza, Dolores D. Codamon, Leni S. Concepcion, Loreto V. Cruz, Eniceta D. Dacallo, Marciana Q. Deguma, Evangeline L. dela Rosa.

Maria F. dela Torre, Fe D. Dolot, Nena V. Domingo, Rosalina T. Ensomo, Aida M. Esporlas, Hospicia M. Evardone, Antonio Evidente, Maria B. Fuentes, Rosalina J. Galang, Marichu R. Garcia, Gloria A. Gariando, Erlinda E. Gunot, Noelma S. Jabil, Aurora A. Joaquin, Myrna T. Lagoy.

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Zenaida M. Sison, Virginia B. Valencia, Nestor M. Viernes, Erlinda B. Vinco.

**Diploma in Statistics**

Aida V. Castillo, Norberto C. de Mesa, Patricia Leonor Deveza, Nelia M. Flores, Santiago D. Gamolo, Merly M. Gutierrez, Nelia R. Marquez.

**Ranger Certificate**

Lucrecia B. Ancheta, Alberto A. Banatao, Jose V. Deogracias, George D. Esperante, Isidro L. Mercado, Bonifacio M. Mumar, Ben C. Ocampo, Jose D. Sotalbo, Felix B. Tamolang.

**Master of Agricultural Business Management**

Somkit Tugsinavisuitti (as of the end of the third trimester, 1974-75).

**Master of Arts**

Sonchai Apiratanapimonchai, Fred S. Avestruz, Jerome B. Bailen, June P. Brett, Nguyen Dung, Raul V. Fabella, Adelina P. del Rosario, Rolando M. Gripaldo, Evangeline P. Javier, Letty G. Kuan, Marisol V. Lim, Mulyakusuma Mansur, Vicente D. Mariano, Aniceta M. Ortinario, Ellen H. Palanca, Jaime B. Quizon, Marian A. Segura, Amanda N. Te, Edith Shih, Prasert Wat-traseth, Arthur R. Williams, Roy Ybanez, Rosita L. Sioson.

**Master of Arts in Teaching**

Fe A. Abellar, Wilhelmina B. Abello, Dorinda M. Alojipan, Evelyn V. Baldeviso, Jesusa D. Ballesteros, Leodegaria P. Batua, Rogelio B. Bandojo, Bonifacia R. Bonganay, Ma. Rosario V. Calayan, Aida M. Cornejo, Iniego J. Delariman, Rosita P. Dingding, Elena H. Diño, Estela C. Eclipse, Angelita L. Enriquez, Minda J. Formacion, Rebecca P. Inoturan, Elsie P. Laurente, Milagros G. Macabangun, Amparo A. Nieves, Elizabeth N. Orola, Socorro A. Perez.

Pilar A. Quinan, Fe Ll. Rebanco, Ester S. Resabal, Soledad M. Sanchez, Amelia T. Sancho, Ampawan K. Santipatee, Vilma R. Taroy, Angeles O. Villaver, Zenaida C. Yap, Luz S. Yap Chai.

**Master of Business Administration**

Vidal Q. Aguas, Ernesto B. Calupig, Jesus L. Copuyoc, Juancho F. de Leon, Melchor R. Dizon, Bernardo P. Dul-

dulao, Ma. Victoria J. Eustaquio, Josefina E. Gregorio, Arturo R. Jimenez, Victorio Y. Lim, Alejandro B. Manibay, Carmencita D. C. Quodala, Benjamin R. Ramos, Jr., Lorenzo S. Young.

#### Master of Education

Tomasita V. Abarientos, Salvacion G. Bailon, Cleopatra P. Agtuca, Zenaida T. Bejasa, Simplicia T. Beringuel, Emiliano S. Bermoy, Chintana Chanthong, Ligaya S. de Guzman, Erlinda A. Elardo, Concepcion S. Gayagoy, Angeles A. Isagan, Leah M. Mangada, Venancio F. Neri, Amnuay Ngamkham.

Clarita A. Paguio, Adela M. Punsalang, Luz P. Reyno, Josefina F. Reynes, Eriberto F. Taban-ud, Sr., Victoria dela Merced.

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#### Master of Environmental Planning

Nicolas B. Acacio, Morris Alaluku.

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Enrico N. Enerio, Ma. Concepcion B. Jimenez, J. Antonio L. League, Teresita M. Logan, Leon M. Manalo, Esteban N. Pagaran, Florencio R. Riguera, Augusto A. Santos, Castor S. Surla, Bituin B. Torte, Edgardo O. Veran, Gerardo P. Villaroman, Viet Chau Vo.

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#### Master of Library Science

Vyva Victoria M. Aguirre, Sandra K. Repulda, Norma S. Villa.

#### Master of Nursing

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#### Master of Public Administration

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#### Master of Science

Martha Elizabeth M. Buenaventura, Felixberto T. Camacho, Henry C. Co, Norma A. Elwell, Hazel D. Ericta, Evangeline A. Ladores, Chalerm Muttiko, Urso A. Peña-losa, Brigida A. Roscom, Victoria Mata-Ruiz, Cynthia C. Villafuerte.

#### Master of Science in Agriculture

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#### Doctor of Dental Medicine

Kui-Chiu Ip, Alonzo K. W. Ng.

#### Doctor of Philosophy

Armando C. Armas, Jr., Antonio Ma. Bautista, Thawil Bua-ngam, Pura T. Depositario, Boonlert Jugsurat Bangpra.



PLS. RETURN TO OSU  
RECORDS

for THE PRESIDENT  
24 OCT. 75.

# the university of the philippines gazette

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SEPTEMBER 30, 1975

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The University of the Philippines Gazette is published monthly by the Information Office, University of the Philippines, Quezon City, Philippines.

# UNIVERSITY OF THE PHILIPPINES

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# THE UNIVERSITY OF THE PHILIPPINES GAZETTE

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Dr. Oscar M. Alfonso

## ADMINISTRATIVE ISSUANCES

### ADMINISTRATIVE ORDER

#### Administrative Order No. 50: Designation as Officer-in-Charge of the University

Dr. Emanuel V. Soriano, Executive Vice-President, is designated Officer-in-Charge of the University of the Philippines effective September 9, 1975 until the President's return from an official trip abroad.

5 September 1975

### MEMORANDUM CIRCULARS

#### Prohibition of Use of Government Telephones for Personal and Unauthorized Calls

Further to the Memorandum Circular by the Secretary of the University dated 19 June 1973 prohibiting the use of government telephones for personal and unauthorized calls especially long distance or overseas calls, please be informed that the toll charges from the Philippine Long Distance Telephone Company shall be deducted from the salaries of the personnel named therein.

Please be guided accordingly.

1 September 1975

(Sgd.) RAMON C. PORTUGAL  
*Vice-President for Administration*

#### Signature of Administrative Personnel Committee Members on Recommendations for Appointments and Other Personnel Actions

All deans, directors and heads of offices are advised that all recommendations for original appointments, promotions, changes of designation, and/or salary increases of administrative personnel be signed by all members of the Personnel Committees formed pursuant to Executive Order No. 5 as amended by Executive Order No. 5-A dated May 29, 1975. Until new Personnel Committees are constituted under Executive Order No. 5-A, the existing Committees shall continue to exercise their functions.

Thank you.

1 September 1975

(Sgd.) RAMON C. PORTUGAL  
*Vice-President for Administration*

#### Memorandum Circular No. 9: Creation of a Regional Desk in the Office of the President

Following a meeting of the Regional Unit Deans and the Chiefs of various administrative offices at Quezon Hall, a Regional Desk in the Office of the President was created to be manned by an Officer for Regional Units.

Henceforth:

1. All communications coming from the regional units will continue to be addressed to the President, and sent to the Office of the Secretary of the University for re-

cording. The Secretary shall then refer them to the Regional Desk for disposition. The Regional Desk shall assume the responsibility for all communications and ensuring expeditious action thereon.

2. All communications going to the regional units shall likewise be coursed through the same Regional Desk for better coordination.

The Regional Unit Heads have given the Regional Desk full authority to act for and in their behalf in order to expedite matters affecting them.

Cooperation in implementing these procedures will be appreciated.

5 September 1975

(Sgd.) EMANUEL V. SORIANO  
*Executive Vice-President*

#### Memorandum Circular No. 13: Guidelines on the Constitution of Administrative Personnel Board/Committees

By way of implementing Executive Order No. 5, series of 1973, as amended by Executive Order No. 5-A, series of 1975, the following guidelines on the constitution of Administrative Personnel Board/Committees are hereby issued:

1. The Organization of Non-Academic Personnel of the University of the Philippines (ONAPUP) and the University of the Philippines Supervisors Association (UPSA) shall each recommend at least three (3) nominees for membership in each Department/Division Administrative Personnel Committee, and at least four (4) nominees for the University Administrative Personnel Board. The nominees shall be regular employees of the University or the college/office concerned irrespective of whether or not they are members of the recommending organization.
2. The recommending organization shall submit the names of the nominees not later than one month before the beginning of the term of office of prospective members of the Committees. Should it fail to do so, the dean/head of the college/office shall designate the members; in the case of the University Administrative Personnel Board, the President shall designate the members upon the recommendation of the Office of Administrative Personnel Services.
3. The term of office of the Board/Committee members shall commence on the first day of December, provided that in the initial constitution of the Board/Committee pursuant to this Memorandum, one half shall serve for two (2) years and the other half for one (1) year as determined by the President, the dean or head of the unit; and provided further, that whenever a permanent vacancy occurs in any committee, the vacancy shall be filled by the dean or head of the unit, or by the President in the case of the University Administrative Personnel Board, upon nomination by the same employee organization which had previously recommended the appointment of the member whose slot has become vacant, with-

in fifteen (15) days after receipt by said organization of the notice of the vacancy, and the new member shall serve only the unexpired portion of the term of the member whom he succeeded. Should the aforementioned organization fail to submit its nomination within fifteen (15) days, the dean/head of the college/office shall designate the new member; in the case of the University Administrative Personnel Board, the President shall designate the new member upon the recommendation of the Office of Administrative Personnel Services.

4. No member of the Board/Committee shall serve for more than two consecutive terms in the same category, i.e. supervisory or non-supervisory, provided that appointments to unexpired terms as described in No. 3 above shall not be considered in counting the terms served.
5. Until the constitution of the Board or Committees in the manner prescribed above, the existing Board/Committee shall continue to perform their functions.
6. The composition of the committee as constituted pursuant to this Memorandum shall be reported by their respective chairmen to the Office of Administrative Personnel Services within one week after it shall have become known to the chairman. Please be guided accordingly.

26 September 1975

(Sgd.) EMANUEL V. SORIANO  
*Executive Vice-President*

**Memorandum Circular No. 24: Number of copies of travel reports needed for submission**

Supplementary to Memorandum Circular No. 682 issued by the Office of the President of the Philippines on 26 November 1973, please be informed that *five (5) copies* of each travel report should be submitted, for distribution as follows:

- Three (3) copies for Malacañang
- One (1) copy for the Office of General Services
- One (1) copy for the Office of Academic Services

Travel reports are to be submitted in the form prescribed by Memorandum Circular No. 682 and reproduced in the *U. P. Gazette*, 31 December 1973, page 135.

Please be guided accordingly.

11 September 1975

(Sgd.) OSCAR M. ALFONSO  
*Secretary of the University*

**Memorandum Circular No. 32: Submission of Copies of Final Examinations**

In accordance with what was agreed upon at the last meeting of the Executive Committee of the University Council, the faculty of Diliman, Manila and Regional Units shall submit through channels, within a week after

the last day of the final examination period, a copy of the final examination in each of their courses this semester/term and every semester/term thereafter to the Main Library, if they belong to a Diliman unit, or to the unit library, in case they are teaching in other units.

If an examination is departmental, the department chairman is requested to give a copy of that examination. For a course where no written final examination is required, please submit a certification to such effect.

They may impose sanctions for failure to comply with this requirement.

Making available past examination questions to our students will enable them to be more adequately prepared for their final examinations.

17 September 1975

(Sgd.) ONOFRE D. CORPUZ  
*President*

**Memorandum Circular No. 34: Guidelines on the Publication of College Annuals or Yearbooks**

In connection with various queries from deans and directors regarding the publication of college annuals or yearbooks, Deans, directors, and heads of units are requested to formulate guidelines suited to their particular units and consistent with pertinent University regulations.

Attached is a sample *Guidelines for the Publication of College Yearbooks* which may be useful in the formulation of rules and regulations.

Please furnish this Office a copy of the guidelines.

26 September 1975

(Sgd.) ONOFRE D. CORPUZ  
*President*

S A M P L E

*Guidelines For The Publication of College Yearbooks*

In order to encourage the publication of College Yearbooks which will embody the true sentiments of the studentry, and to ensure the proper management thereof and protect the interests of the students, the following guidelines shall be observed:

*College Yearbooks:*

1. Each college, unit or school of the University of the Philippines System may publish its own yearbook, *provided* that allied colleges may publish a single yearbook as may be determined by a unanimous concurrence of the deans of the allied colleges, units or schools concerned. A Committee of Deans which shall be headed by a Chairman shall be organized.
2. The College Yearbook shall not be used to promote personal or sectional interests. Being primarily intended to be a lasting record of university activities, it shall scrupulously guard the right of any person, group or institution to fair and impartial journalism. It shall endeavor to reflect responsible leadership in thought and opinion.

*Faculty Adviser:*

1. The Dean of the college, unit or school shall appoint a faculty adviser to the College Yearbook. In case a yearbook is to be published by several allied colleges, units or schools, the concurrence of the majority of the deans concerned shall be necessary for the appointment of a faculty adviser to the Yearbook.

The faculty adviser shall go over all the materials to be published in the Yearbook. No article or other material shall be published without the faculty adviser's previous approval as evidenced by his signature on every page proof of the Yearbook.

Any disagreement over the publication of an article or other material between the editor and the faculty adviser or any other dispute between the Yearbook staff and the faculty adviser shall be referred to the dean or the Committee of Deans as the case may be whose decision shall be final.

The faculty adviser shall have authority to recommend disciplinary action upon a member of the Yearbook staff in accordance with existing rules and regulations on discipline of students.

2. The Editor of the College Yearbook shall be chosen by the board of judges composed of three (3) faculty members and two (2) senior students appointed by the Dean or the Chairman of the Committee of Deans as the case may be.

3. To be eligible to take the examination for Yearbook editor, a student must have the following qualifications:

- a. He or she must be a regular senior student of the college, unit or school concerned with at least one year residence therein;
- b. He or she must be enrolled in a degree course carrying not less than the normal load prescribed for a regular student;
- c. He or she must have a weighted average of "2.5" or better in the semester preceding the examination and must not have been disqualified, put on probation, or warned on academic ground, or given a grade of "5", "4" or "inc." during the same semester;
- d. He or she must be a responsible person of good moral character, and must not have been the subject of disciplinary action for misconduct of any kind wherein he was adjudged guilty of the charge against him.

The academic qualifications of candidates shall be officially certified by the Secretary of the College to which the student belongs.

4. The examination shall be given in the following fields:

Editorial writing .....	20%
News writing .....	20%
Lay-out and headline writing .....	10%

The examination shall be given within the first three weeks of the first semester of each year except for the first examinations after the issuance

of these guidelines. The questions shall be formulated by the board of judges immediately before the examination which it shall administer on the same day. Immediately after the examination period, the board of judges shall, on the same day, evaluate the examinees' papers behind closed doors and choose as the new Yearbook's editor the candidate obtaining the highest average. In case of a tie for first place, the journalistic experience and academic qualifications of the examinees shall be considered to break the tie.

The decision of the board of judges shall be final.

In case the examinee with the highest average shall decline the position of Yearbook editor, the examinee with the second highest average shall be appointed by the Dean or Chairman of the Committee of Deans as the case may be.

Notwithstanding any protest before or after the examination, the board of judges shall proceed with the choice of the editor in the manner prescribed by these rules, and the editor so chosen shall hold such position until replaced by order of the President.

*Staff:*

5. The term of office of the Yearbook editor and his staff shall be for two semesters or until the selection of the editor's successor.

The other members of the Yearbook staff shall be nominated by the editor, subject to approval and appointment by the faculty adviser. The nominees shall present a written certificate signed by the College Secretary stating that they have not been the subject of disciplinary action for misconduct of any kind wherein they were adjudged guilty. They must also possess the academic qualifications specified in Article 3, a-c, officially certified by the Secretary of their respective college(s) except that the general average may be "3" or better.

6. The editor of the College Yearbook, while serving in that capacity, must carry not less than the normal load prescribed for a regular student, and must not have been found guilty of misconduct of any kind; otherwise, the faculty adviser shall recommend to the Dean or Committee of Deans his successor who shall serve for the rest of the year or until the new editor has been chosen by the board of judges in accordance with these rules.

*Finances:*

7. The College Yearbook shall be financed by the fees paid by students subscribing on a voluntary basis, and from whatever other income it may receive from contributions, advertisements and other services.

8. The financial and business management of the College Yearbook shall be vested in a business manager who shall be appointed by the Dean or Chairman of the Committee of Deans from among the members of the faculty of the college(s). The business manager is authorized to appoint student solicitors and assistants with the approval of the faculty adviser. The College Yearbook staff shall be paid at rates to be approved by the Dean or Director.

*Disbursements:*

9. To insure proper expenditure of College Yearbook funds, the following regulations shall be observed:
- a. At the beginning of his term, the Yearbook editor shall submit to the Dean(s), through the faculty adviser, a budget for his term and a complete roster of those appointed by him to the Yearbook staff specifying therein their names and their respective academic units, staff positions, and rates of payment.
  - b. Any change in the Yearbook staff should be reported forthwith to the Dean or Chairman of the Committee of Deans as the case may be through the faculty adviser and the business manager so that the necessary change in the Yearbook payroll may be made.
  - c. Each staff member of the Yearbook, including student solicitors and assistants, except the editor shall be required to certify the services actually rendered by himself, by filling out Civil Service Form No. 48 (time record) duly verified and attested by the editor.
  - d. The faculty adviser shall approve each payroll of the Yearbook after verifying in each case whether the persons whose names appear therein have actually rendered service as staff members of the Yearbook.
  - e. All donations, subscriptions, advertising fees and the like solicited by the staff and other student solicitors shall be reported to the business manager at least once a month.
  - f. All the income of the College Yearbook, whether in the form of voluntary fees, contributions, or proceeds from advertisement and sale of copies of the Yearbook, shall constitute a fund to be deposited either in the P.N.B. or in other bank, approved by the Dean or Chairman of the Committee of Deans and shall be held as a revolving trust fund to be used primarily for the needs of the Yearbook.
  - g. The College Yearbook funds shall be disbursed by means of checks to be signed by the business manager and the editor upon vouchers approved by the Dean or Chairman of the Committee of Deans as the case may be.
  - h. The business manager shall make a written report of all the income and disbursements of

the Yearbook, both to be in itemized form, the latter to be supported by vouchers for every item in excess of P5.00; and his report shall be submitted to the Dean of the College or Chairman of the Committee of Deans every month from the time collecting of fees or contributions is started.

- i. All balances of the income and funds of the College Yearbook shall be used for the management and publication of the Yearbook for the succeeding issue.
- j. The printers, binder and photographer of the College Yearbook shall be selected by bidding, the offers to be in writing submitted in closed envelopes, to be opened only in the presence of the Business Manager of the Yearbook, the Editor and the Dean or Chairman of the Committee of Deans as the case may be, who shall accept only those bids offered by the bidders with a record of dependability and responsibility and offering the lowest bid.

*Suspension:*

10. The President of the University may suspend publication of the College Yearbook for culpable violation of relevant laws, decrees, and orders issued under Martial Law, or of these rules and regulations governing the College Yearbook.
11. These rules shall supersede all existing rules and regulations on Yearbooks and shall be effective upon approval of the Board of Regents.

**MEMORANDUM****Submission of Findings and Recommendations**

Please expedite the disposition of cases filed against University personnel which your Committees Investigating Administrative Cases are handling and submit findings and recommendations to this Office not later than September 30, 1975.

Preferential attention to this matter will be appreciated.

3 September 1975

(Sgd.) ONOFRE D. CORPUZ  
*President*

## DECISIONS OF THE BOARD OF REGENTS

*865th Meeting, 25 September 1975*

### APPOINTMENTS, RENEWALS OF APPOINTMENT, REAPPOINTMENTS, PROMOTIONS, SALARY INCREASES, ET AL.

The Board approved the following appointments, renewals of appointment, reappointments, promotions, salary increases, and other related matters:

Vsevolod F. Arkhipov, reappointment as Visiting Professor of Philippine Studies, College of Arts and Sciences, effective September 8, 1975 until November 7, 1976.

Pedro F. Baraoidan as Professorial Lecturer, Statistical Center, effective June 3, 1975 until May 31, 1976.

Angeles R. Buenaventura, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Statistics, Statistical Center, effective September 25, 1975.

Gloria Jeanne B. Cajipe as Researcher III, Marine Sciences Center, effective July 1, 1975 until June 30, 1976.

Victor Arnold Dyck as Visiting Associate Professor of Entomology, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1975 until June 30, 1976.

Lauro O. Escobar, grant of honorarium as Consultant in Neurophysiology, University Health Center, effective July 22, 1975 until June 30, 1976.

Elvis A. Heinrichs as Visiting Associate Professor of Entomology, College of Agriculture, University of the Philippines at Los Baños, without additional compensation, effective August 1, 1975 until June 30, 1976.

Oscar H. Ibarra, increase in housing allowance as Visiting Professor, College of Engineering.

Atilano Kalagayan as Supervising Fiscal Analyst, Office of the Budget Director, effective October 1, 1975.

Evelina C. Laserna as Researcher III, Marine Sciences Center, effective July 1, 1975 until June 30, 1976.

Teodolfo C. Ledesma as Supervising Fiscal Analyst, Office of the Budget Director, effective October 1, 1975.

Florentino Libroero, renewal of appointment as Assistant for Extension, Office of the Chancellor, University of the Philippines at Los Baños, effective August 16, 1975 until the return of Tito E. Contado from a leave of absence, but not later than August 15, 1976.

Melecio S. Magno as Vice-President for Academic Affairs, effective September 25, 1975 and in accordance with Section 6 of the Resolution establishing the U.P. System adopted by the Board at its 828th meeting on 21 December 1972.

Rene E. Mendoza as Consultant in Management (part-time); Office of the Director, Philippine General Hospital, effective July 1, 1975 until June 30, 1976.

Nestor M. Nisperos as Dean, U.P. College Cebu, effective October 1, 1975 until April 30, 1976.

Antonio D. Tan, reappointment as Professor II, Institute of Human Ecology, University of the Philippines at Los Baños, effective October 1, 1975 until June 30, 1976.

Mario D. Zabat as Professor I (part-time) of Public Health Engineering, Institute of Public Health, effective July 1, 1975.

### TRANSFER TO PERMANENT STATUS

The Board approved the transfer of the following to permanent status:

Azucena L. Carpena as Assistant Professor II of Agronomy, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1975.

Ma. Pacita S. del Rosario as Assistant Manager (Range 8), Food Service Unit, University of the Philippines at Los Baños, effective July 1, 1975.

### SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board approved the increase in benefits from the *Dyhuanchay Memorial Scholarship Grant* in the Institute of Social Work and Community Development effective the academic year 1975-1976.

\* \* \*

The Board accepted a yearly grant from the Julio and Florentina Ledesma Foundation, Inc. for the establishment of the *Julio and Florentina Ledesma Professorial Chair* in the College of Agriculture. The professorial chair shall be open to professors in the College in the area of crop science, who shall be appointed initially for a period of twelve months subject to reappointment for another twelve months. The prospective chair holder shall have the responsibility of giving a lecture in the field of his specialization once a year.

The grant takes effect beginning with the second semester, academic year 1975-1976, and shall remain in force until terminated by mutual consent of the grantor and grantee.

\* \* \*

The Board approved increased benefits under the *Binalbagan-Isabela Sugar Co., Inc. (BISCOM) Scholarship Program* in the College of Arts and Sciences effective the first semester, 1975-1976.

### COLLECTION OF FEES

The Board authorized the Asian Labor Education Center to charge the following rental rates for the use of the following ALEC equipment: (a) audio-visual equipment (movie, slide, and overhead projectors), and (b) audio equipment (sound systems):

Users	Projectors	Sound System
U.P. units and duly-recognized U.P. organizations	P20.00 per showing	P30.00 per day or fraction thereof
Non-U.P. units	P30.00 per showing	P50.00 per day or fraction thereof

Additional charges for the services of the technician will be paid if the use is outside regular office hours plus 50% of the above rates if the equipment is taken outside the Diliman campus.

\* \* \*

The Board approved the increase of the registration fees in the Continuing Legal Education Program, Law Center from P50.00 to P65.00 for regular institutes.

\* \* \*

The Board authorized the Philippine General Hospital to charge the following rates for additional procedures being undertaken in the Radioisotope Laboratory for private patients:

<i>Procedure</i>	<i>Rates</i>
Brain Scan	P300.00
Renal Scan	120.00-160.00
Spleen Scan	120.00
Whole Body Profile Scan	100.00
Chest for Metastases	100.00
Lymphogram Abdomen or Chest	120.00
Lung Scan	200.00

The approval provides that the PGH Director may adjust the rates downward according to the financial status and needs of the patient.

#### AMENDMENT OF BOARD'S RESOLUTION ON THE CREATION OF AN OFFICE OF FIELD INSTRUCTION PROGRAM IN THE INSTITUTE OF SOCIAL WORK AND COMMUNITY DEVELOPMENT

The Board approved the amendment of its resolution approved at its 861st meeting on 29 May 1975 creating the Office of Field Instruction Program and the positions of Field Instruction Coordinator and Assistant Coordinator, such that the effectivity of the appointment of a Coordinator for the program be made effective June 1974 instead of June 1975, because the Office had been actually operating since the former date.

#### CREATION OF NEW CLASS TITLE OF SUPERVISING FISCAL ANALYST

The Board approved the creation of the new class title *Supervising Fiscal Analyst*, Ranges 11 and 12 in the Office of the Budget Director. The position will serve as Assistant to the Budget Director whose work has increased over the years in scope and complexity.

Following is a description of the work of the position of Supervising Fiscal Analyst:

- Prepare the budget estimates of the University for submission to the Budget Commission.
- Update the Four-Year Fiscal Plan of the University for submission to the Budget Commission.
- Supervise the preparation of the Monthly Report of Income and Operation for submission to the Budget Commission.
- Supervise the preparation of the quarterly cash disbursement ceiling of the University for submission to the Bureau of Treasury.

e. Supervise the collating of data submitted by the different units of the University in connection with the budgetary proposal.

f. Review the advices of allotment prepared by the Fiscal Analysts.

g. Assist the Budget Director in preparing the final draft of the Internal Operating Budget of the University for approval of the Board of Regents.

h. Recommend action on papers regarding budgetary and financial matters referred to the Budget Office.

i. Perform such other duties as may be assigned by the Budget Director from time to time.

#### DELEGATION OF AUTHORITY TO THE PGH DIRECTOR TO APPROVE REQUISITIONS AND NEGOTIATED CONTRACTS

The Board approved the delegation of authority to the Philippine General Hospital Director to approve requisitions and negotiated contracts.

The PGH Director is authorized to:

a. Approve requisitions or contracts for the acquisition of supplies, materials, equipment and services involving amounts not exceeding P50,000.00 per requisition or purchase; and

b. Approve negotiated contracts for services and direct purchase of equipment, supplies, and materials involving amounts not exceeding P50,000.00 in each case as a result of direct negotiation with exclusive distributors or manufacturers or after a canvass of at least three (3) responsible suppliers.

In any case, the exercise of delegated authority shall be subject to the policies of the Board of Regents, existing laws, auditing and accounting regulations and other applicable rules, provided that all contracts and purchases shall be reported to the President at the beginning of each quarter.

This automatically supersedes the resolution of the Board adopted at its 777th Meeting on 20 December 1968 on delegation of authority to the Director to approve requisitions.

#### CONFIRMATION OF PAYMENTS FOR PRINTING VARIOUS ISSUES OF THE PHILIPPINE COLLEGIAN

The Board confirmed the payments totalling P41,923.45 plus 3% made to the Liwayway Publishing, Inc. for the printing of various issues of the *Philippine Collegian*.

#### CREATION OF DEPARTMENTS IN THE UNIVERSITY HIGH SCHOOL

The Board approved the creation of the following departments in the University High School and the designation of the respective department coordinators thereof as department heads with cumulative leave privileges, effective the second semester, 1974-1975:

*Departments*  
English  
Pilipino  
Mathematics



Science  
Social Studies  
Vocational (formerly Home Economics and Practical  
Arts)  
Health, Music and Physical Education

**CREATION OF POSITION OF ASSOCIATE DEAN  
IN THE COLLEGE OF VETERINARY MEDICINE**

The Board approved the creation of the position of Associate Dean in the College of Veterinary Medicine, in view of the appointment of the incumbent dean as Director of the Bureau of Animal Industry concurrent with the deanship.

**AMENDMENT OF BOARD'S RESOLUTION REGARDING  
HOSPITALIZATION FUND FOR LOW-SALARIED  
EMPLOYEES OF THE UNIVERSITY**

The Board approved the amendment of its resolution adopted at its 862nd meeting on 26 June 1975 appropriating P40,000.00 a year for hospitalization fund for low-salaried employees of the University supplementary to Medicine benefits, such that out-patient employees are now included in the coverage of the resolution. This will cover employees or their dependents who suffer illness or injury not requiring confinement or hospitalization but nonetheless necessitating the purchase of medicines for treatment.

## PRESIDENTIAL DECISIONS

The President approved the following appointments, renewals of appointment, reappointments, promotions, salary increases, et al.:

Luis M. Alarilla, Jr. as Program Development Associate, Program Development Staff, Office of the President, effective September 1, 1975 until November 30, 1975.

Ma. Salome S. Alegre as Program Development Associate, Program Development Staff, Office of the President, effective September 1, 1975 until October 31, 1975.

Ruben I. Allas as Research Assistant, Second Trade Union Executive Development Course, Philippine Executive Academy, effective August 15, 1975 until September 30, 1975.

Florita P. Andolong as Senior Lecturer in Education, U.P. Extension Division Clark Air Base, effective June 23, 1975 until May 31, 1976.

Josefina S. Aparis as Training Assistant, Second Trade Union Executive Development Course, Philippine Executive Academy, effective August 15, 1975 until September 30, 1975.

Alfonso C. Atienza as Special Lecturer, Asian Labor Education Center, effective August 1, 1975 until June 30, 1976.

Jose A. Azarcon, Jr. as Program Development Associate, Program Development Staff, Office of the President, effective September 1, 1975 until September 30, 1975.

Josefino R. Bobadilla as Clinical Preceptor, Department of Medicine, College of Medicine, effective September 1, 1975 until May 31, 1976.

Cesar S. Brillante as Instructor IV, High School Department, U.P. College Baguio, effective June 5, 1975 until May 31, 1976.

Celina N. Clemente as Researcher I, Science Education Center, effective September 1, 1975 until June 30, 1976.

John O. Cobonpue as Secretary, U.P. College Cebu, effective July 1, 1975 until May 31, 1976.

Petronilo Bn. Daroy, renewal of appointment as Assistant to the Secretary, Office of the Secretary, effective July 1, 1975 until June 30, 1976.

Pilar da Silva, automatic pre-retirement increase in salary from Science Education Specialist IV, step 4, to Science Education Specialist IV, step 6, Science Education Center, effective August 1, 1975.

Gloria M. de Guzman as Consultant, Second Trade Union Executive Development Course, Philippine Executive Academy, effective August 15, 1975 until September 30, 1975.

Leonardo D. de la Cruz as Officer-in-Charge, Department of Professional Education, College of Education, effective September 1, 1975 until August 31, 1975.

Luz S. de la Cruz, renewal of appointment as Head, Department of Social Studies, University High School, College of Education, effective June 1, 1975 until May 31, 1976.

Domingo P. Disini, reappointment as Special Lecturer, Asian Labor Education Center, effective August 1, 1975 until June 30, 1976.

Aida D. Dizon as Lecturer in History, College of Arts and Sciences, effective June 3, 1975 until September 30, 1975.

Jose N. Endriga as Senior Executive Development Officer (Directing Staff), Second Trade Union Executive Development Course, Philippine Executive Academy, effective August 15, 1975 until September 30, 1975; as Program Development Associate, Program Development Staff, Office of the President, effective September 15, 1975 until January 31, 1976.

Gabriel P. Fabella, Jr. as Senior Executive Development Officer (Directing Staff), Second Trade Union Executive Development Course, Philippine Executive Academy, effective August 15, 1975 until September 30, 1975.

Trinidad S. Flores, renewal of appointment as Head, Department of Vocational Education, University High School, College of Education, effective June 1, 1975 until May 31, 1976.

Manuel S. Go as MBA Coordinator, U.P. College Cebu, effective September 1, 1975 until May 31, 1976.

Gabriel U. Iglesias as Program Development Associate, Program Development Staff, Office of the President, effective September 15, 1975 until January 31, 1976.

Sabas M. Isaguirre, reappointment as Special Lecturer, Asian Labor Education Center, effective August 1, 1975 until June 30, 1976.

Ramon T. Jimenez, reappointment as Special Lecturer, Asian Labor Education Center, effective August 1, 1975 until June 30, 1976.

Maxima N. Jorda, renewal of appointment as Head, Department of Filipino, University High School, College of Education, effective June 1, 1975 until May 31, 1976.

Gregorio V. Llaguno, transfer to a new item and to non-substitute status as Instructor III in Veterinary Toxicology, College of Veterinary Medicine, effective September 1, 1975 until May 31, 1976.

Priscila S. Manalang as Member, President's Committee on Fellowships, Office of the President, effective July 1, 1975 until June 30, 1976; increase of honorarium as Program Development Associate, Program Development Staff, Office of the President, effective September 15, 1975 until May 31, 1976.

Placido M. Manalo, Jr. as Deputy Project Director and Senior Consultant, Second Trade Union Executive Development Course, Philippine Executive Academy, effective August 15, 1975 until September 30, 1975.

Galicano J. Mateo, reappointment as Special Lecturer, Asian Labor Education Center, effective August 1, 1975 until June 30, 1976.

Thelma L. Mendoza, reappointment as Program Development Associate, Program Development Staff, Office of the President, effective September 15, 1975 until October 15, 1975.

- Eugenio S. Necio, Jr., reappointment as Special Lecturer, Asian Labor Education Center, effective August 1, 1975 until June 30, 1976.
- Teresita S. Palacios as Coordinator, Office of Field Instruction, Institute of Social Work and Community Development, effective June 1, 1974 until May 31, 1975. (This supersedes the notification of her appointment as Coordinator, Office of Field Instruction, issued on July 15, 1975.)
- Purita T. Palaganas, reappointment as Instructor III in Home Economics, High School Department, U.P. College Baguio, effective June 1, 1975 until May 31, 1976.
- Niceto S. Poblador as Program Development Associate, Program Development Staff, Office of the President, effective September 1, 1975 until January 31, 1976.
- Carlos P. Ramos as Project Director, Second Trade Union Executive Development Course, Philippine Executive Academy, effective August 15, 1975 until September 30, 1975.
- Manuel T. Rivera, grant of honorarium as Consultant in Orthopedics, University Health Service, effective September 1, 1975 until June 30, 1976.
- Elisa V. Rosales, increase in salary from Law Researcher II, step 2, to Law Researcher II, step 4, Law Center, effective September 1, 1975.
- Maximo Saenz, transfer to non-substitute status and increase in salary as Physician (with rank of Instructor IV), University Health Service, effective July 1, 1975 until June 30, 1976.
- Luisa S. Saniel, increase in honorarium as Project Leader, "Culture Collection in the U.P. as a Service Unit of the UPNSRC," Natural Science Research Center, effective July 1, 1975 until December 31, 1975.
- Henry Santos, reappointment as Special Lecturer, Asian Labor Education Center, effective August 1, 1975 until June 30, 1976.
- Ramon P. Santos as Officer-in-Charge, College of Music, effective September 20, 1975 until the return of Ruby K. Mangahas from a special detail abroad, but not later than November 10, 1975.
- Vicente L. Santos as Chairman, Department of Otorhinolaryngology, College of Medicine and Philippine General Hospital, effective September 1, 1975 until August 31, 1978.
- Eleanor M. Sarra as Research Associate, Division of Counseling and Guidance, Office of the Vice-President for Academic Affairs, effective September 1, 1975 until June 30, 1976.
- Dionisio B. Taguinod as Research Assistant, Second Trade Union Executive Development Course, Philippine Executive Academy, effective August 15, 1975 until September 30, 1975.
- Proserpina D. Tapales, increase in salary from Researcher I, step 4, to Researcher I, step 6, Local Government Center, College of Public Administration, effective September 1, 1975.
- Josefina G. Tayag, promotion from Instructor IV to Assistant Professor I of Social Sciences with salary adjustment to the minimum, U.P. College Manila, effective September 1, 1975 until May 31, 1976.
- Ruben D. Torres, reclassification of position from Law Researcher II to Legal Education Officer II, Law Center, effective September 1, 1975 until June 30, 1976.
- Rogelio U. Uranza, reappointment as Special Lecturer, Asian Labor Education Center, effective August 1, 1975 until June 30, 1976.
- Socorro L. Villalobos, renewal of appointment as Head, Department of Mathematics, University High School, College of Education, effective June 1, 1975 until May 31, 1976.
- Paz Y. Yap, renewal of appointment as Head, Department of Science, University High School, College of Education, effective June 1, 1975 until May 31, 1976.

## SEPARATIONS FROM THE SERVICE

### Resignations

- Elvira S. Austria as Librarian II, University Library, effective September 29, 1975.
- Desiderio Baruga as Emergency Utility Man, Office of Alumni Relations, effective September 30, 1975.
- Consuelo M. Cangco as Graduate Assistant, Department of Mathematics, College of Arts and Sciences, effective September 30, 1975.
- Emiliana Corpuz as Librarian I, University Library, effective September 29, 1975.
- Cecilia Dizon as Librarian II, University Library, effective September 29, 1975.
- Napoleon C. Ejercito as Chairman, Department of Otorhinolaryngology, College of Medicine, effective September 1, 1975.
- Asuncion Facon as Laboratory Attendant, U.P. College Manila, effective September 10, 1975.
- Inocencio Ferrer, Jr. as Research Assistant, Law Center, effective September 8, 1975.
- Augusto Litonjua as Chairman, Department of Physiology, College of Medicine, effective September 30, 1975.
- Elmer Mendoza as Clerk-Typist, College of Dentistry, effective September 1, 1975.
- Angelino M. Pasco as Research Assistant, College of Public Administration, effective September 1, 1975.
- Louella Quilinquin as Librarian I, University Library, effective September 29, 1975.
- Elimilith Villamor as Emergency Laborer, Campus Landscaping Office, effective September 18, 1975.
- Editha G. Villarino as Librarian I, University Library, effective September 29, 1975.

## CONTRACTS AND AGREEMENTS

The Board *confirmed* the following contracts and agreements at its 865th Meeting on 25 September 1975:

### 1. Memorandum of Agreement with the Educational Development Projects Implementing Task Force (EDPITAF)

A memorandum of agreement was entered into between the University and the Educational Development Projects Implementing Task Force (EDPITAF), whereby the University through the Science Education Center will assist the EDPITAF in its textbook production project for which EDPITAF shall remit to the University a grant payable in three installments, to be disbursed in accordance with the budget indicated in the contract.

### 2. Contracts with the Development Academy of the Philippines (DAP)

Contracts were entered into between the U.P. and the Development Academy of the Philippines (DAP), as follows:

a. *Contract of Services* dated July 1, 1975 for a period of three and a half months, whereby the DAP shall provide consultancy and staff services to the University by assigning professional experts, consultants/technical personnel toward the successful undertaking of the feasibility study for the establishment of a U.P. branch in the Visayas by the Project Team under the U.P.'s Program Development Staff.

b. *Memorandum of Agreement* dated September 4, 1975 whereby the DAP shall provide for the period beginning May 1, 1975 to June 30, 1975 the necessary expertise and other related services as may be required from time to time by the University on matters related to the planning and project development effort of the Program Development Staff of the University.

### 3. Memorandum of Understanding with the Municipality of Calamba, Laguna

A memorandum of understanding was entered into between the Municipality of Calamba, Laguna and the University defining the terms and conditions of a joint study on "Planning and Zonification of Calamba, Laguna," for which the Municipality shall pay the Institute of Environmental Planning an amount, including 15% for administrative overhead for the use of University facilities.

### 4. Memorandum of Agreement with Philippine Virginia Tobacco Administration (PVTA)

A memorandum of agreement was entered into between the Philippine Virginia Tobacco Administration (PVTA) and the University of the Philippines at Los Baños, which was approved by the President, pertaining to the PVTA-UPLB Cooperative Research and Manpower Development Program, with the objective of enhancing the rapid development and improvement of the Philippine Virginia tobacco industry.

PLS. RETURN TO OSU  
RECORDS

FOR THE PRESIDENT  
Dr  
25 Nov 75

# the university of the philippines gazette

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OCTOBER 31, 1975

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# UNIVERSITY OF THE PHILIPPINES

## BOARD OF REGENTS

- The Honorable Juan L. Manuel, *Chairman*  
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# THE UNIVERSITY OF THE PHILIPPINES GAZETTE

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## EDITOR

Dr. Oscar M. Alfonso

## ADMINISTRATIVE ISSUANCES

### ADMINISTRATIVE ORDERS

#### Administrative Order No. 42: Designation as Officer-in-Charge of the Office of General Services

Upon the recommendation of the Chief, Office of General Services, Mr. Manuel S. Lacson is designated Officer-in-Charge of the said Office, in addition to his present duties, without additional compensation, effective October 6, 1975 until the return of the Chief from his leave of absence, but not later than October 17, 1975.

13 October 1975

#### Administrative Order No. 44: Renewal of Designation as Officer-in-Charge of the Office of General Services

Upon the recommendation of the Secretary of the University, Mr. Manuel S. Lacson is designated Officer-in-Charge of the Office of General Services, without additional compensation, effective October 18, 1975 until the return of Mr. Armando D. Alvarez, Jr. from his vacation leave of absence but not later than November 5, 1975.

21 October 1975

#### Administrative Order No. 54: Reconstitution of the University Food Committee

The University Food Committee is hereby reconstituted with Prof. Corazon G. Leocadio as Chairman, Mrs. Teresita S. Binaday as Secretary, and Prof. Luis Pascual, College of Engineering, Director Dominador G. Torres, Division of Student Auxiliary Services, Director Galicano J. Mateo, Budget Office, Mr. Alfredo Monzon, Accounting Division, Mr. Ananias B. Aurelio, Office of Institutional Studies, Mr. Ruben Arceo, Cook, Food Service, Miss May Huntington, Office of the Vice-President for Administration, and one representative of the student body, members. The Committee shall look into ways and means of improving the food services to students, faculty and administrative personnel of the University.

2 October 1975

#### Administrative Order No. 56: Constitution of a Screening Committee for Artists- or Writers-in-Residence

The following are constituted into a Screening Com-

mittee for Artists- or Writers-in-Residence with Dean Ruby K. Mangahas as Chairman to screen and consider nominations for Artists- or Writers-in-Residence: Prof. Virginia F. Agbayani, College of Fine Arts, Prof. Roberto R. Chabet, College of Fine Arts, Prof. Napoleon V. Abueva, College of Fine Arts, Prof. Francisco Arcellana, College of Arts and Sciences, Prof. Alejandrino Hufana, College of Arts and Sciences, Dr. Gemino Abad, College of Arts and Sciences, Dr. Virgilio Enriquez, College of Arts and Sciences, Prof. Petronilo Bn. Daroy, College of Arts and Sciences, Mr. Rogelio Sicat, College of Arts and Sciences, and Prof. Corazon C. Dioquino, College of Music.

The chairman of the committee will inform the members concerning the schedule of meetings.

6 October 1975

### MEMORANDUM CIRCULAR

#### Signature of the Members of Administrative Personnel Committees on Recommendations for Appointments and Other Personnel Actions

Supplementing our Memorandum Circular dated September 1, 1975 requiring the signature of all the members of the Administrative Personnel Committees on all recommendations for original appointment, promotions, changes in designations or salary increases in accordance with Executive Order No. 5, series of 1973 as amended with Executive Order No. 5-A, series of 1975, the following guidelines should be observed:

1. Deliberations of Committees should always be *en banc* and their proceedings should be in writing;
2. In case of disagreement among the members, such fact shall be noted and any member who disagrees with the Committee's findings or recommendations should give the reason/s for his dissent on the recommendation form;
3. The Committee's actions/recommendations should be transmitted to the next higher Committee/Board.

Please be guided accordingly.

17 October 1975

(Sgd.) RAMON C. PORTUGAL  
*Vice-President for Administration*

## DECISIONS OF THE BOARD OF REGENTS

*866th Meeting, 30 October 1975*

### APPOINTMENT

The Board approved the following appointment:

Nieves P. Dayrit as Pascual Laboratories Professor of Chemistry, College of Arts and Sciences, effective October 1, 1975 until September 30, 1976.

### SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board accepted an amount from *Governor Gualberto Lumaig of Ifugao*, to be set up as the principal

of a fund, proceeds from which will be made available to support teaching and research in liver diseases in the College of Medicine. It is understood that handling of this fund will be in accordance with accepted University procedures.

In this connection, the Board approved the temporary transfer of the above donated amount to the U.P. Investment Portfolio.

The Board likewise *noted* that Governor Lumaig considers this donation a significant way to honor the

memory of his daughter, Doris Lumauig, who suffered and died of liver ailment, and in grateful recognition of the dedicated services rendered his ailing daughter by Dr. Ernesto Domingo and Dr. George Eufemio of the College of Medicine faculty.

\* \* \*

The Board accepted various grants to the University of the Philippines at Los Baños from outside agencies, as follows:

a. Corporate stocks and cash from the Elayda Family to establish the *Elayda Memorial Study Grant in Soil Science* in the College of Agriculture. The grant is in the form of a trust fund, the interest of which shall be used to support the fellowship which shall include basic yearly expenditures, thesis support and other expenses deemed necessary by the UPLB, beginning with the second semester of the academic year 1975-1976.

b. The *PCAR Graduate Research Grant* for the effective implementation of graduate research studies, whereby the Philippine Council for Agricultural Research binds itself to support the graduate research studies to be carried out by individual graduate students of the UPLB under the coordination of the UPLB Graduate School.

\* \* \*

The Board accepted a donation from *C-J Yulo & Sons* (represented by Ramon Yulo) consisting of ten (10) parcels of land situated in the town of Talisay, Cebu, with the stipulation that earnings from part of the land shall be devoted to "the study, promotion, development, dissemination, advancement and proper recognition or acceptance of the culture and interests of the national cultural communities of the Philippines." The U.P. will also transfer two of the ten parcels to the Cultural Center of the Philippines.

#### UNIVERSITY INFRASTRUCTURE DEVELOPMENT PROGRAM

The Board approved the University Infrastructure Development Program (UPIDP) for implementation over the next three (3) years.

The program involves a capital budget of at least ₱150 million and envisions more than 40 structures, both new and to be rehabilitated, in various U.P. campuses including the U.P. at Los Baños and the regional units.

#### CORRECTIVE PROMOTIONS/SALARY INCREASES IN THE COLLEGE OF ARTS AND SCIENCES

The Board approved the following promotions and/or salary increases of Professors and Associate Professors in the College of Arts and Sciences, effective 1 October 1975, in accordance with a *corrective promotions formula* adopted by the faculty at its meetings with the President on August 19, October 2 and October 22, 1975:

Gemino H. Abad, from Associate Professor I to Associate Professor III.  
 Jesusa H. Abad, from Assistant Professor III to Associate Professor II.  
 Fraterno Abad Santos, from Associate Professor I to Professor II.  
 Virginia F. Abaya, from Assistant Professor IV to Associate Professor VI.  
 Andres L. Abejo, from Associate Professor III to Associate Professor VII.

Remigio E. Agpalo, from Professor III to Professor VI.  
 Oscar M. Alfonso, from Professor V to Professor VIII.  
 Lilia O. Allas, from Assistant Professor I to Associate Professor I.

Estrella Z. Ang, from Assistant Professor I to Associate Professor IV.

Ofelia R. Angangco, selective increase in salary from Professor I to Professor II.

Bienvenido Z. Anicete, from Professor I to Professor VI.

Antolina T. Antonio, from Associate Professor II to Associate Professor VIII.

Aurea R. Aparato, from Associate Professor I to Associate Professor VIII.

Clarissa G. Aquino, from Assistant Professor II to Associate Professor IV.

Emerenciana Y. Arcellana, from Professor I to Professor VI.

Francisco Arcellana, from Professor II to Professor III.

Fe R. Arcinas, from Associate Professor I to Associate Professor III.

Lourdes R. Arespacochaga, from Assistant Professor II to Associate Professor I.

Ma. Lourdes S. Arvisu, from Associate Professor II to Professor I.

Consuelo V. Asis, from Professor III to Professor VIII.

Jose F. Asperilla, from Professor III to Professor VIII.

Benjamin S. Austria, from Assistant Professor II to Associate Professor I.

Ines G. Belleza, from Professor I to Professor IV.

Manuel P. Bendaña, from Professor IV to Professor VIII.

Lourdes A. S. Benitez, selective promotion in rank and salary from Associate Professor IV to Professor I.

Beatriz M. Berba, from Assistant Professor I to Associate Professor II.

Amelia L. Bonifacio, from Assistant Professor II to Associate Professor IV.

Armando F. Bonifacio, from Professor IV to Professor VII.

Manuel F. Bonifacio, from Associate Professor I to Associate Professor IV.

Pablo Botor, Jr., from Associate Professor IV to Associate Professor VII.

Rodolfo A. Bulatao, from Assistant Professor III to Associate Professor I.

Virginia S. Cariño, from Associate Professor I to Professor IV.

Alejandro J. Casambre, from Professor IV to Professor VI.

Napoleon J. Casambre, from Associate Professor III to Professor III.

Nenita R. Casimiro, from Assistant Professor II to Associate Professor III.

Leticia L. Castillo, from Assistant Professor II to Associate Professor II.

Flor V. Cejalvo, from Associate Professor I to Associate Professor III.

Lorenzo Chan, from Assistant Professor IV to Associate Professor I.

Luz C. Clemente, from Assistant Professor IV to Associate Professor V.

Ernesto A. Constantino, from Professor III to Professor V.



- Patricia M. Cruz, from Assistant Professor II to Associate Professor IV.
- Romeo V. Cruz, from Associate Professor II to Professor I.
- Ernesto H. Cubar, from Associate Professor I to Professor II.
- Nelly I. Cubar, from Assistant Professor III to Associate Professor III.
- Concepcion D. Dadufalza, from Associate Professor III to Professor VI.
- Rolando Danao, from Assistant Professor III to Associate Professor II.
- Petronilo Bn. Daroy, from Associate Professor II to Associate Professor VI.
- Fredegusto G. David, from Associate Professor I to Associate Professor IV.
- Randolf S. David, from Assistant Professor I to Associate Professor I.
- Nieves P. Dayrit, from Associate Professor I to Professor IV.
- Ester B. dela Cruz, from Assistant Professor I to Associate Professor I.
- Ricaredo D. Demetillo, from Associate Professor IV to Professor II.
- Rony V. Diaz, from Assistant Professor I to Associate Professor III.
- Gloria L. Enriquez, from Associate Professor I to Associate Professor VII.
- Virgilio G. Enriquez, from Associate Professor II to Associate Professor III.
- Nieves B. Epistola, from Assistant Professor III to Associate Professor VI.
- Rosario Estanislao, from Associate Professor I to Associate Professor VII.
- Damiana L. Eugenio, from Professor V to Professor VIII.
- Oscar L. Evangelista, from Assistant Professor III to Associate Professor IV.
- Winifreda A. Evangelista, from Assistant Professor II to Associate Professor IV.
- Aurora R. Fernandez, from Assistant Professor II to Associate Professor II.
- Lelilia C. Fernandez, from Assistant Professor IV to Associate Professor II.
- Pacita G. Fernandez, from Associate Professor III to Professor III.
- Lydia H. Flores, from Associate Professor III to Professor IV.
- Aurora G. Garcia, from Assistant Professor IV to Associate Professor VII.
- Ester A. Garcia, from Assistant Professor IV to Associate Professor II.
- Belen C. Gonzales, from Assistant Professor IV to Associate Professor VI.
- Milagros C. Guerrero, from Assistant Professor II to Associate Professor I.
- Wilfrido Ma. Guerrero, selective promotion in rank and salary from Associate Professor III to Professor III.
- Carolina G. Hernandez, from Assistant Professor I to Associate Professor I.
- Virgen R. Hernandez, from Professor I to Professor VI.
- Cesar A. Hidalgo, from Associate Professor I to Associate Professor II.
- Lucila V. Hosillos, from Associate Professor I to Associate Professor III.
- Alejandrino G. Hufana, from Associate Professor II to Professor II.
- Rufino H. Ibarra, from Associate Professor I to Associate Professor III.
- Vedasto R. Jose, from Professor I to Professor IV.
- Araceli R. Kaluag, from Assistant Professor III to Associate Professor II.
- Thelma B. Kintanar, from Associate Professor II to Professor IV.
- Flor J. Lacanilao, from Associate Professor I to Associate Professor V.
- Alfredo V. Lagmay, selective increase in salary from Professor VII to Professor VIII.
- Lilia H. Laurel, from Associate Professor IV to Professor IV.
- Josefa C. Lava, from Associate Professor IV to Associate Professor VI.
- Apolinar S. Lorica, corrective increase in salary from Professor II to Professor IV and selective increase in salary to Professor VI.
- Rosenda G. Lorica, from Assistant Professor IV to Associate Professor VI.
- Telesforo W. Luna, Jr., from Professor III to Professor IV.
- Antonio O. Mabesa, from Assistant Professor III to Associate Professor III.
- Melecio S. Magno, from Professor VII to Professor VIII.
- Lourdes V. Mantaring, from Assistant Professor IV to Associate Professor VI.
- E. Arsenio Manuel, from Professor V to Professor VIII.
- Felina G. Mapa, from Professor IV to Professor VII.
- Josefina T. Mariano, from Associate Professor I to Associate Professor V.
- Pacita S. Martinez, from Associate Professor I to Associate Professor V.
- Priscilla M. Matias, from Associate Professor IV to Professor I.
- Isagani R. Medina, from Assistant Professor III to Associate Professor IV.
- Helen N. Mendoza, from Associate Professor I to Professor I.
- Bienvenido T. Miranda, from Associate Professor IV to Professor VI.
- Felipe B. Miranda, from Assistant Professor I to Associate Professor II.
- Salome R. Miranda, from Associate Professor I to Professor IV.
- Consuelo B. Morales, from Assistant Professor II to Associate Professor II.
- Virginia R. Moreno, from Assistant Professor IV to Associate Professor VI.
- Francisco Nemenzo, Jr., from Associate Professor III to Professor III.
- Felipa E. Pablo, from Professor I to Professor VI.
- Rica Panganiban, from Assistant Professor IV to Associate Professor II.
- Consuelo J. Paz, from Assistant Professor III to Associate Professor II.
- Wilhelmina Ramas, from Associate Professor II to Professor V.
- Victoria D. Reidenbach, from Assistant Professor II to Associate Professor II.

- Fe N. Reyes, from Associate Professor III to Professor III.
- Neon C. Rosell, from Associate Professor I to Associate Professor IV.
- Segundo V. Roxas, from Professor III to Professor V.
- Bonifacio S. Salamanca, from Professor IV to Professor VI.
- Zeus A. Salazar, corrective increase in salary from Associate Professor III to Associate Professor IV and selective promotion in rank and salary to Professor I.
- Luisa S. Saniel, from Assistant Professor III to Associate Professor II.
- Cielo Ma. V. Santiago, from Assistant Professor IV to Associate Professor I.
- Alfonso P. Santos, from Associate Professor III to Associate Professor VII.
- Ernesto R. Santos, from Assistant Professor I to Associate Professor I.
- Teodoro M. Santos, from Associate Professor I to Associate Professor II.
- Natividad V. Santuico, from Assistant Professor III to Associate Professor V.
- Honorata A. Siasat, from Assistant Professor I to Associate Professor I.
- Loretta M. Sicat, from Associate Professor I to Associate Professor III.
- Estrella D. Solidum, from Associate Professor I to Associate Professor V.
- Ernesto P. Sonido, from Professor II to Professor III.
- Juventino D. Soriano, from Professor VI to Professor VII.
- Piloo B. Sutaria, from Associate Professor I to Associate Professor II.
- Clara L. Sylianco, from Professor II to Professor VII.
- Reynaldo A. Tabbada, from Assistant Professor IV to Associate Professor I.
- Josefina A. Tabujara, from Assistant Professor I to Associate Professor I.
- Emmanuel V. Tamesis, from Professor II to Professor V.
- Samuel K. Tan, from Assistant Professor III to Associate Professor II.
- Jesusa T. Tangco, from Assistant Professor IV to Associate Professor V.
- Donata V. Taylo, from Assistant Professor III to Associate Professor V.
- Leticia H. Tison, from Assistant Professor IV to Associate Professor V.
- Yolanda V. Tomeldan, from Assistant Professor IV to Associate Professor III.
- Gavino C. Trono, Jr., from Associate Professor I to Associate Professor II.
- Filonila M. Tupas, from Associate Professor I to Associate Professor III.
- Ruben C. Umaly, from Associate Professor I to Professor II.
- Zenaida Uy, from Assistant Professor III to Associate Professor II.
- Flordeliz R. Uyengco, from Associate Professor IV to Professor VI.
- Carmen C. Velasquez, from Professor VI to Professor VIII.
- Eva Minerva D. Ventura, from Professor I to Professor IV.
- Sylvia M. Ventura, from Assistant Professor IV to Associate Professor III.
- Victoria A. Vicente, from Assistant Professor III to Associate Professor I.
- Hermينيا J. Yap, from Associate Professor I to Professor I.
- Sylvia S. Zaballero, from Assistant Professor III to Associate Professor III.
- Cecilia V. Zamora, from Associate Professor III to Associate Professor VII.
- Prescillano M. Zamora, from Associate Professor IV to Professor VI.
- Ricardo M. Zarco, from Associate Professor I to Professor II.

## PRESIDENTIAL DECISIONS

The President approved the following promotions and/or salary increases of Instructors and Assistant Professors in the College of Arts and Sciences, effective 1 October 1975, in accordance with a *corrective promotions formula* adopted by the faculty at its meetings with the President on August 19, October 2, and October 22, 1975:

- Vivencio N. Abastillas, Jr., from Instructor II to Instructor IV.
- Ma. Ligaya T. Abeleda, from Instructor II to Assistant Professor IV.
- Lilia G. Abis, from Assistant Professor I to Assistant Professor II.
- Germelino F. Abito, from Assistant Professor III to Assistant Professor IV.
- Andresito E. Acuña, from Assistant Professor I to Assistant Professor II.
- Josefina A. Agravante, from Instructor III to Assistant Professor I.
- Ernesto E. Agudo, from Instructor III to Instructor IV.
- Carmencita T. Aguilar, from Instructor II to Instructor IV.
- Asuncion M. Albert, from Assistant Professor III to Assistant Professor IV.
- Ma. Corazon J. Alejo, from Instructor I to Instructor III.
- Amelia B. Alfonso, from Instructor I to Instructor IV.
- Celia M. Antonio, from Instructor III to Assistant Professor II.
- Lilia F. Antonio, from Instructor II to Instructor IV.
- Digna B. Apilado, from Instructor I to Instructor II.
- Diosdado R. Asuncion, from Assistant Professor I to Assistant Professor IV.
- Angelita B. Balanon, from Instructor II to Instructor IV.
- Jaime F. Banaag, from Assistant Professor I to Assistant Professor III.
- Jerome B. Bailen, from Assistant Professor I to Assistant Professor III.
- Leslie E. Bauzon, from Assistant Professor III to Assistant Professor IV.
- Ponciano L. Bennagen, from Instructor II to Assistant Professor II.

- Erlinda M. Bucnavides, from Instructor II to Instructor IV.
- Ramon G. Buenvenida, from Assistant Professor II to Assistant Professor III.
- Gloria Q. Caccam, from Instructor IV to Assistant Professor III.
- Clarita R. Carlos, from Instructor III to Instructor IV.
- Annadaisy N. Carlota, from Assistant Professor IV to Assistant Professor V.
- Jovita V. Castro, from Instructor IV to Assistant Professor IV.
- Benjamin H. Cervantes, from Assistant Professor I to Assistant Professor II.
- Eliseo M. Chan, from Instructor I to Instructor IV.
- Vicky Choa, from Instructor I to Instructor II.
- Apolonio B. Chua, from Instructor I to Instructor III.
- Bernardita R. Churchill, from Assistant Professor I to Assistant Professor II.
- Rosario M. Cortes, from Assistant Professor I to Assistant Professor IV.
- Emilita L. Cruz, from Assistant Professor I to Assistant Professor II.
- Pamela D. Cruz, from Instructor II to Instructor IV.
- Susana B. Cruz, from Assistant Professor III to Assistant Professor VII.
- Cynthia A. Cuevas, from Instructor III to Assistant Professor I.
- Renato M. Daquiz, from Instructor III to Assistant Professor II.
- Azucena C. Darwin, from Assistant Professor I to Assistant Professor III.
- Enrico D. David, from Instructor I to Assistant Professor I.
- Karina C. David, from Assistant Professor I to Assistant Professor III.
- Edwin T. Decentecco, from Instructor I to Instructor IV.
- Bessie May dela Cruz, from Instructor I to Instructor III.
- Enrique dela Cruz, Jr., from Instructor I to Assistant Professor II.
- Reynaldo de la Paz, from Assistant Professor IV to Assistant Professor V.
- Luisita C. de la Rosa, from Instructor III to Assistant Professor I.
- Ma. Leonora V. de Jesus, from Instructor I to Instructor II.
- Felipe M. de Leon, Jr., from Instructor II to Instructor IV.
- Ianthe C. de Leon, from Instructor II to Instructor III.
- Josefina de los Reyes, from Assistant Professor I to Assistant Professor II.
- Eugenio A. Demigillo, Jr., from Instructor I to Instructor III.
- Melva M. Diamante, from Instructor III to Assistant Professor I.
- Romeo B. Diaz, from Assistant Professor I to Assistant Professor II.
- Ma. Nelinda V. Dimanlig, from Instructor I to Instructor II.
- Romeo G. Dizon, from Instructor I to Instructor IV.
- Rogelio M. Estrella, from Instructor I to Assistant Professor IV.
- Juan C. Ferrer, from Instructor I to Assistant Professor I.
- Josefina C. Flores, from Assistant Professor I to Assistant Professor VI.
- Magelende M. Flores, from Instructor IV to Assistant Professor I.
- Miguel D. Fortes, from Instructor III to Instructor IV.
- Marcelita B. Garcia, from Instructor III to Assistant Professor IV.
- Rolando G. Garcia, from Assistant Professor I to Assistant Professor III.
- Lydia F. Gonzales, from Assistant Professor I to Assistant Professor V.
- Gil G. Gotiangco, Jr., from Instructor I to Instructor II.
- Martin V. Gregorio, from Assistant Professor III to Assistant Professor IV.
- Belinda Y. Gutierrez, from Instructor I to Instructor II.
- Dionisia B. Hermosura, from Assistant Professor I to Assistant Professor III.
- Annabelle A. Herrera, from Assistant Professor I to Assistant Professor II.
- Cristina P. Hidalgo, from Instructor II to Instructor IV.
- Virgilio C. Hidalgo, from Instructor I to Assistant Professor I.
- Ma. Carmen Jimenez, from Instructor I to Instructor II.
- Nora T. Jolipa, from Instructor II to Instructor III.
- Ma. Amor M. Jose, from Instructor I to Instructor II.
- Vivencio R. Jose, from Assistant Professor I to Assistant Professor IV.
- Araceli L. Juliano, from Assistant Professor I to Assistant Professor IV.
- Elsa P. Jurado, from Assistant Professor I to Assistant Professor IV.
- Evangelina A. Ladores, from Instructor III to Instructor IV.
- Leticia A. Lagmay, from Assistant Professor I to Assistant Professor III.
- Domingo G. Landicho, from Instructor III to Assistant Professor III.
- Patricio B. Lazaro, from Assistant Professor II to Assistant Professor IV.
- Lucita S. Lazo, from Instructor III to Instructor IV.
- Henson T. Laurel, from Instructor I to Instructor II.
- Haydee Leagogo, from Instructor II to Assistant Professor I.
- Rosette Y. Lerias, from Assistant Professor I to Assistant Professor III.
- Elena R. Licu, from Instructor II to Instructor III.
- Catherine C. Liu, from Instructor II to Instructor III.
- Susana D. Livelu, from Instructor III to Assistant Professor III.
- Helen E. Lopez, from Instructor II to Instructor III.
- Manuel Lopez, from Instructor I to Instructor II.
- Febe Soledad M. Luntao, from Instructor II to Assistant Professor I.
- Aristeo V. Macasero, from Instructor I to Instructor II.\*
- Dan Reynald Magat, from Assistant Professor I to Assistant Professor II.

\* Transferred to the Philippine Center for Advanced Studies effective 30 September 1975.

- Jonathan C. Malicsi, from Instructor IV to Assistant Professor II.
- Teresita Q. Magtoto, from Instructor I to Instructor II.
- Paz P. Mallari, from Instructor I to Instructor III.
- Augustus C. Mamaril, from Instructor II to Instructor III.
- Elizabeth R. Manzanares, from Instructor I to Instructor IV.
- Myrna S. Maranan, from Instructor I to Instructor II.
- Pilar Mariño, from Assistant Professor I to Assistant Professor VI.
- Clarissa L. Marte, from Assistant Professor I to Assistant Professor II.
- Jose C. Martinez, from Instructor I to Instructor II.
- Belen T. G. Medina, from Assistant Professor IV to Assistant Professor V.
- Evelyn Ansay-Miranda, from Instructor II to Instructor IV.
- Fraternidad G. Mistica, from Assistant Professor I to Assistant Professor III.
- Virginia D. Monje, from Assistant Professor I to Assistant Professor IV.
- Anastacio L. Montes, from Assistant Professor II to Assistant Professor VI.
- Frances F. Morillo, from Instructor IV to Assistant Professor IV.
- Benjamin N. Muego, from Instructor I to Assistant Professor III.
- Caridad M. Natividad, from Assistant Professor I to Assistant Professor IV.
- Filipinas F. Natividad, from Instructor II to Assistant Professor I.
- Norberto Navarrete, from Instructor I to Instructor II.
- Milagros P. Navarro, from Assistant Professor I to Assistant Professor III.
- Valerio L. Nofuente, from Instructor III to Instructor IV.
- Honesto Nuqui, from Instructor I to Assistant Professor III.
- Justina S. Ocampo, from Assistant Professor III to Assistant Professor V.
- Nenita C. Ocampo, from Assistant Professor I to Assistant Professor IV.
- Emmanuel G. Orara, from Assistant Professor I to Assistant Professor III.
- Ma. Elena A. Paguio, from Instructor I to Instructor II.
- Imelda F. Pagulayan, from Instructor I to Instructor IV.
- Enrique Paoli, from Assistant Professor I to Assistant Professor IV.
- Lydia S. Peña, from Instructor IV to Assistant Professor II.
- Glorina N. Pocsidio, from Instructor III to Instructor IV.
- Theta C. Ponce, from Instructor IV to Assistant Professor I.
- Rosario M. Quedado, from Assistant Professor I to Assistant Professor II.
- Conchita Y. Ragasa, from Instructor I to Instructor IV.
- Carmelita C. Ramirez, from Assistant Professor II to Assistant Professor V.
- Jesus F. Ramos, from Instructor I to Instructor II.
- Ma. Clara V. Ravina, from Assistant Professor II to Assistant Professor IV.
- Ma. Lilia Realubit, from Assistant Professor I to Assistant Professor III.
- Deanna Ongpin Recto, from Instructor II to Assistant Professor I.
- Trinidad O. Regala, from Assistant Professor I to Assistant Professor II.
- Elena Leilani G. Reyes, from Instructor III to Instructor IV.
- Erlinda A. Reyes, from Instructor IV to Assistant Professor II.
- Naida J. U. Rivera, from Instructor II to Instructor III.
- Gilda C. Rivero, from Instructor I to Instructor II.
- Nancy F. Rocamora, from Instructor II to Instructor III.
- Remedios R. Roderos, from Assistant Professor I to Assistant Professor II.
- Malaya C. Ronas, from Instructor III to Assistant Professor I.
- Mario G. R. Rosal, from Instructor II to Assistant Professor II.
- Clarissa A. Rubio, from Instructor IV to Assistant Professor I.
- Teresita D. Saldivar-Sali, from Assistant Professor I to Assistant Professor II.
- Fe R. San Buenaventura, from Assistant Professor II to Assistant Professor VIII.
- Felicidad S. San Luis, from Instructor IV to Assistant Professor V.
- Jaime Santiago, from Instructor I to Instructor IV.
- Ameurfina D. Santos, from Assistant Professor I to Assistant Professor II.
- Remedios D. Santos, from Instructor IV to Assistant Professor IV.
- Hernando C. Sarmiento, from Assistant Professor I to Assistant Professor II.
- Aurora S. Serrana, from Instructor V to Assistant Professor IV.
- Rogelio R. Sicat, from Instructor III to Assistant Professor I.
- Ofelia J. Silapan, from Instructor II to Instructor III.
- Caridad N. Singson, from Assistant Professor IV to Assistant Professor V.
- Rafaela G. Solis, from Instructor I to Instructor II.
- Evelyn L. Tan, from Assistant Professor I to Assistant Professor II.
- Francisca Tan Gatue, from Assistant Professor I to Assistant Professor V.
- Angelita D. Tangco, from Instructor II to Instructor III.
- Juan P. Tapales, from Instructor IV to Assistant Professor I.
- Cesar G. Tapia, from Instructor III to Instructor IV.
- Veronica M. Tayag, from Assistant Professor I to Assistant Professor II.
- Edgardo M. Tiamson, from Instructor II to Assistant Professor I.
- Nicanor G. Tiongson, from Instructor I to Assistant Professor II.

Luisito L. Tongson, from Assistant Professor I to Assistant Professor VII.  
 Amaryllis T. Torres, from Assistant Professor I to Assistant Professor III.  
 Generoso D. Torres, from Instructor I to Instructor II.  
 Noe R. Tuason, from Assistant Professor I to Assistant Professor II.  
 Luzviminda B. Valencia, from Assistant Professor I to Assistant Professor IV.  
 Sonia J. Valenciano, from Instructor IV to Assistant Professor III.  
 Wilfredo R. Valenzuela, from Instructor II to Assistant Professor I.  
 Florina Ligaya O. Valdez, from Instructor I to Instructor II.  
 Adoracion T. Velasco, from Instructor III to Instructor IV.  
 Carmen Gloria Ventanilla, from Assistant Professor I to Assistant Professor II.  
 Elizabeth R. Ventura, from Instructor III to Assistant Professor II.  
 Leticia C. Ver, from Assistant Professor I to Assistant Professor II.  
 Elvira S. Verano, from Assistant Professor III to Assistant Professor VI.  
 Elmie P. Verzosa, from Assistant Professor III to Assistant Professor VIII.  
 Normelita C. Villajuan, from Assistant Professor II to Assistant Professor IV.  
 Josefino Z. Villanueva, from Assistant Professor I to Assistant Professor II.  
 Lerma S. Yambot, from Instructor I to Instructor II.  
 Danilo M. Yanga, from Instructor I to Instructor II.  
 Reynaldo E. Yago, from Instructor III to Assistant Professor II.  
 Carminia A. Yaptenco, from Assistant Professor III to Assistant Professor VII.  
 Rosario T. Yu, from Instructor III to Instructor IV.  
 Estrella H. Zarco, from Instructor V to Assistant Professor III.

The President approved the following appointments, renewals of appointment, reappointments, promotions, salary increases, et al.:

Bonifacio A. Abaya as Law Researcher III, Law Center, effective October 1, 1975 until June 30, 1976.  
 Helen C. Abellera as Instructor I (part-time) in Child Development, College of Home Economics, effective October 21, 1975 until May 31, 1976.  
 Teresita P. Acevedo as Coordinator, Continuing Education Program, College of Home Economics, effective October 1, 1975 until October 15, 1976.  
 Pedro R. Acierto, reappointment as Executive Secretary, Community Development Research Council, effective October 1, 1975 until January 31, 1975; as Acting Chairman, Department of Community Development, Institute of Social Work and Community Development, effective October 13, 1975 until the return of Sylvia H. Guerrero from a special detail, but not later than April 15, 1976.

Germelino F. Abito as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1975 until December 15, 1975.  
 Isabelo P. Africa as Lecturer in Mathematics, College of Arts and Sciences, effective October 27, 1975 until May 31, 1976.  
 Eduardo N. Aguillon as Lecturer in Business Administration, U.P. College Iloilo, effective October 1, 1975 until March 31, 1976.  
 Bernardino M. Agustin as Medical Consultant in Oncology, Philippine General Hospital, effective September 1, 1975 until June 30, 1976.  
 Ma. Salome S. Alegre, renewal of appointment as Acting Chairman, Division of Humanities, U.P. College Manila, effective October 1, 1975 until the return of Rosa Maria Icagasi from a study leave, but not later than May 31, 1976.  
 Rossina Lydia T. Alejo, renewal of appointment as Attending Ophthalmologist, Philippine General Hospital, effective July 1, 1975 until June 30, 1976.  
 Ma. Concepcion P. Alfiler as Research Associate, IEP-CPA-PCF Migration Study, Institute of Environmental Planning, effective October 1, 1975 until February 14, 1976; appointment as Lecturer, College of Public Administration, effective June 1, 1975 until October 15, 1975; renewal of appointment as Lecturer, College of Public Administration, effective October 16, 1975 until May 31, 1976.  
 Oscar M. Alfonso as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1975 until December 15, 1975.  
 Ruben I. Allas, renewal of appointment as Lecturer in Social Sciences, U.P. College Manila, effective June 1, 1975 until May 31, 1976.  
 Nilda R. Almonte, reappointment as Instructor II in Psychology, U.P. Extension Division Clark Air Base, effective October 14, 1975 until May 31, 1976.  
 Elizabeth B. Angeles as Instructor I in Social Orientation, College of Home Economics, effective October 16, 1975.  
 Josefina E. Angeles as Senior Lecturer in Education, College of Education, effective June 1, 1975 until May 31, 1976.  
 Paiboon Anusaen as Lecturer in Thai, College of Arts and Sciences, effective October 16, 1975 until May 31, 1976.  
 Thelma E. Arambulo as Instructor II in English, College of Arts and Sciences, effective October 20, 1975 until the return of Marcela Zamora from a leave of absence, but not later than May 31, 1976.  
 Salvacion B. Araña as Lecturer in Biology, U.P. Extension Division Clark Air Base, effective June 23, 1975 until May 31, 1976.  
 Haydee B. Arandia, promotional transfer with salary adjustment from Accountant (Range 7) to Fiscal Analyst (Range 9), Budget Office, effective November 1, 1975.  
 Ana Marie L. Arcenas as Instructor IV in Biochemistry, College of Medicine, effective October 16, 1975 until May 31, 1976.  
 Susana C. Arrastia as Consultant in Volleyball, Department of Physical Education, effective October 15, 1975 until March 31, 1976.

- Andrew L. Arrieta, promotion in rank and salary from Law Research Assistant to Law Researcher I, Law Center, effective October 1, 1975 until June 30, 1976.
- Patricia T. Arroyo as Assistant Professor III of Fisheries Technology, College of Fisheries, effective October 16, 1975 until May 31, 1976.
- Jose F. Asperilla, extension of appointment and increase in honorarium as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1975 until December 15, 1975.
- Fe B. Atanacio, increase in salary as Lecturer in Psychology, U.P. College Baguio, effective October 1, 1975 until May 31, 1976.
- Daisy B. Atienza as Senior Lecturer in Workers Education, Asian Labor Education Center, effective June 1, 1975 until October 31, 1975; renewal of appointment as Senior Lecturer, Institute of Library Science, effective June 1, 1975 until May 31, 1976.
- Benjamin S. Austria as Member, Executive Advisory Council, Natural Science Research Center, effective October 6, 1975 until February 28, 1977; as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1975 until December 15, 1975.
- Senecio D. Ayong as Senior Lecturer in Personnel Management, College of Home Economics, effective October 10, 1975 until May 31, 1976.
- Veronica Ayson, transfer to permanent status as Librarian II, University Library, effective October 1, 1975.
- Froilan M. Bacungan, increase in honorarium as Director, Law Center, effective July 1, 1975 until October 4, 1976.
- Zenaida G. Bagabaldo as Chairman, Department of Physiology, College of Medicine, effective October 1, 1975 until September 30, 1978.
- Lourdes M. Banzon, transfer to permanent status as Dentist (with rank of Instructor I), University Health Service, effective October 1, 1975.
- Delia R. Barcelona as Lecturer in Communication, Institute of Mass Communication, effective October 22, 1975 until May 31, 1976.
- Cesar Q. Barros, Jr. as Special Lecturer in Social Security, Asian Labor Education Center, effective July 1, 1975 until June 30, 1976.
- Rose O. Bautista as Lecturer in Educational Administration, College of Education, effective October 27, 1975 until May 31, 1976.
- Marite G. Belarmino, transfer to part-time status as Instructor II in Occupational Therapy, School of Allied Medical Professions, College of Medicine, effective October 15, 1975 until May 31, 1976.
- Manuel P. Bendaña, reappointment as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1975 until December 15, 1975.
- Ponciano C. Bennagen as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1975 until December 15, 1975.
- Emilio P. Bernardino, Jr. as Coach, Varsity Women's Basketball Team, Department of Physical Education, effective July 1, 1975 until June 30, 1976; renewal of appointment and transfer to non-substitute status as Instructor I in Physical Education, Department of Physical Education, effective October 1, 1975 until May 31, 1976.
- Fe R. Bernardo, reclassification of position from Senior Lecturer to Assistant Professor I of Statistics, Statistical Center, effective October 16, 1975 until May 31, 1976.
- George P. Bitacura, reclassification of position with increase in salary from Lecturer to Instructor I in Physical Education, U.P. College Cebu, effective October 21, 1975 until May 31, 1976.
- Don C. Bobis, transfer to a new item as Instructor II in Physical Education, U.P. College Manila, effective July 1, 1975 until May 31, 1976.
- Demetria C. Bongga as Secretary, College of Home Economics, effective October 16, 1975 until October 15, 1978.
- Armando F. Bonifacio, reappointment as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1975 until December 15, 1975; renewal of appointment as Editor, *Diliman Review*, College of Arts and Sciences, effective November 18, 1974 until November 17, 1975.
- Manuel F. Bonifacio as Project Director in the project titled "The Social Work Profession in the Philippines: Focus on Social Workers in Metro-Manila and Southern Tagalog Region," ISWCD-DSW Project, Institute of Social Work and Community Development, effective September 1, 1975 until December 31, 1975.
- Ramon G. Buenvenida as Assistant Secretary, College of Arts and Sciences, effective October 27, 1975 until October 26, 1976; renewal of additional assignment with increase in honorarium as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1975 until December 15, 1975.
- Ann Patricia Burgess as Lecturer in Nutrition, Institute of Public Health, effective October 16, 1975 until May 31, 1976.
- Israel B. Cabanilla, reappointment as Instructor I in Anthropology, College of Arts and Sciences, effective October 1, 1975 until the return of Alfredo E. Evangelista from a leave of absence, but not later than May 31, 1976.
- Bienvenido V. Cabral as Attending Ophthalmologist, Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Dominador C. Canlas, renewal of additional assignment as Chairman, Natural Science Research Center, effective July 1, 1975 until June 30, 1976.
- Filomena M. Cantoria, reappointment as Chairman, Department of Finance, College of Business Administration, effective October 1, 1975 until September 30, 1978.
- Lanniene S. Capalad as Lecturer in Education, College of Education, effective June 1, 1975 until May 31, 1976.

- Ma. Aurora A. Carbonell, reappointment as Lecturer, College of Public Administration, effective October 27, 1975 until May 31, 1976.
- Virginia S. Cariño, adjustment of honorarium as Member, Executive Advisory Council, Natural Science Research Center, effective October 6, 1975 until February 28, 1977; as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1975 until December 15, 1975.
- Leith B. Casel, reappointment as Instructor II in Linguistics and Asian Languages, College of Arts and Sciences, effective October 16, 1975 until May 31, 1976.
- Alma V. Castillo as Lecturer in Mathematics, College of Arts and Sciences, effective June 3, 1975 until May 31, 1976.
- Lanniene S. Capalad as Senior Lecturer in Education, College of Education, effective June 1, 1975 until May 31, 1976.
- German B. Castillo as Head, Blood Bank-Hematology Laboratory, Philippine General Hospital, effective October 1, 1975 until June 30, 1976.
- Jovito B. Castillo, renewal of appointment as Acting Secretary, Graduate School, effective October 1, 1975 until the return of Manuel G. Lacuesta from a special detail abroad but not later than November 30, 1975.
- Benjamin M. Catane as Project Director and Member, Steering Committee, Leyte Research and Development High School Project, U.P. College Tacloban, effective September 1, 1975 until June 30, 1976.
- Ma. Lourdes D. Catral, reclassification of position from Lecturer to Instructor I in Food Science and Nutrition, College of Home Economics, effective October 16, 1975 until the return of Florecita Acacio from a leave of absence, but not later than May 31, 1976.
- Flor V. Cejalvo, adjustment of honorarium as Member, Executive Advisory Council, Natural Science Research Center, effective October 6, 1975 until February 28, 1977.
- Benjamin H. Cervantes as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1975 until December 15, 1975.
- Leon Chico, renewal of appointment as Professorial Lecturer in Business Administration, College of Business Administration, effective June 1, 1975 until May 31, 1976.
- Vicky C. Choa, transfer to another item and to non-substitute status as Instructor I in Mathematics, College of Arts and Sciences, effective October 27, 1975 until May 31, 1976.
- Kwang M. Choi as Visiting Consultant in Radiology, Philippine General Hospital, without compensation, effective October 1, 1975 until June 30, 1976.
- Florante A. Cipres, promotion in rank and salary from Legal Education Officer I to Legal Education Officer II, Law Center, effective October 1, 1975.
- Dominador A. Clemente, Jr. as Senior Lecturer in Marketing, College of Business Administration, effective October 1, 1975 until May 31, 1976.
- Evelyn R. Cortés, reappointment as Attending Ophthalmologist, Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Irene R. Cortes, increase in honorarium as Chairman, Law Research Council and Consultant, Law Center, effective July 1, 1975 until February 19, 1976.
- Adelaida E. Dalmacio Cruz as Medical Consultant, Laboratories (Surgical Pathology Section), Philippine General Hospital, without additional compensation, effective August 1, 1975 until May 31, 1976.
- Lourdes J. Cruz as Research Consultant, Philippine Eye Research Institute, effective October 1, 1975 until June 30, 1976.
- Romeo C. Cruz, increase in salary as Administrative Assistant (Range 7), Law Center, effective October 1, 1975.
- Ruben Santos Cuyugan, reappointment as Member, Community Development Research Council, effective October 1, 1975 until June 30, 1976.
- Rolando A. Danao as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1975 until December 15, 1975.
- Pilar da Silva, automatic pre-retirement increase in salary as Science Education Specialist IV, Science Education Center, effective August 1, 1975.
- Evelyn C. David, increase in salary from Assistant Professor I to Assistant Professor III of Mass Communication, Institute of Mass Communication, effective September 1, 1975.
- Fredegusto G. David as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1975 until December 15, 1975.
- Randolf S. David as Officer-in-Charge, Department of Sociology, College of Arts and Sciences, effective October 6, 1975 until the return of Ofelia R. Angangco from a leave of absence, but not later than October 24, 1975; as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1975 until December 15, 1975.
- Lourdes V. de Castro as Coordinator, Visayan Studies Program, U.P. College Iloilo, effective October 16, 1975 until October 15, 1978.
- Raul P. de Guzman as Member, Community Development Research Council, effective October 1, 1975 until June 30, 1976.
- Rodolfo de Guzman as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1975 until December 15, 1975.
- Jorge delas Alas, adjustment of honorarium as Member, Executive Advisory Council, Natural Science Research Center, effective October 6, 1975 until February 28, 1977.
- Diana M. Delfin, transfer from U.P. College Tacloban as Instructor II to U.P. College Cebu as Instructor II in Biological Sciences, effective October 21, 1975 until May 31, 1976.
- Michael C. del Rosario as Lecturer in Business Administration, U.P. College Baguio, effective October 27, 1975 until May 31, 1976.
- Romualdo M. del Rosario, reappointment as Professorial Lecturer in Botany, College of Arts and Sciences, effective October 27, 1975 until March 10, 1976.

- Carmencita P. del Villar, reappointment as Lecturer in Speech, College of Arts and Sciences, effective October 27, 1975 until March 11, 1976.
- Patricia A. de Peralta as Lecturer in Psychology, U.P. Extension Division Clark Air Base, effective October 14, 1975 until May 31, 1976.
- Rolando G. Diamante as Instructor II in Physics, U.P. College Iloilo, effective October 21, 1975 until March 31, 1976.
- Elizabeth L. Diaz, increase in salary from Assistant Professor I to Assistant Professor III of Mass Communication, Institute of Mass Communication, effective September 1, 1975.
- Ma. Luisa C. Doronila as Head, Department of English, University High School, College of Education, effective June 1, 1975 until May 31, 1976.
- Rolando T. Domingo as Program Development Associate, Program Development Staff, Office of the President, effective September 1, 1975 until October 31, 1975.
- Agnes B. Ducao, reappointment as Instructor I in Mathematics, U.P. College Cebu, effective October 21, 1975 until May 31, 1976.
- Sarla F. Duller as Instructor IV (part-time) in Nursing, College of Nursing, effective October 1, 1975 until May 31, 1976.
- Hermenegildo C. Dumlao, renewal of appointment as Assistant to the President, Office of the President, effective October 12, 1975 until October 11, 1976.
- Eleanor T. Elequin as Project Director, Action Research Project on Learning for Teachers on the Primary-Elementary Level, College of Education, effective October 8, 1975 until October 7, 1976.
- Carlomagno O. Elinon as Instructor I in Physics, College of Arts and Sciences, effective October 6, 1975 until the return of Jaime Santiago from a leave of absence, but not later than May 31, 1976.
- Filnara F. Escobarte as Instructor I in Physical Therapy, School of Allied Medical Professions, College of Medicine, effective October 27, 1975 until May 31, 1976.
- Emmanuel S. Escueta as Instructor I in Industrial Engineering, College of Engineering, effective October 27, 1975 until May 31, 1976.
- Clementina J. Esguerra, renewal of additional assignment as Professorial Lecturer in Education, College of Education, effective June 1, 1975 until May 31, 1976.
- Jesus B. Esguerra as Lecturer in Business Administration, U.P. College Iloilo, effective October 1, 1975 until May 31, 1976.
- Evangelina S. Esperanza as Assistant Coordinator, Office of Field Instruction, Institute of Social Work and Community Development, effective October 15, 1975 until May 31, 1976.
- Damiana L. Eugenio as Reader-Consultant, Social Sciences and Humanities Research Committee, Office of Research Coordination, effective September 1, 1975 until September 30, 1975.
- Oscar L. Evangelista as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1975 until December 15, 1975.
- Winifreda A. Evangelista, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1975 until December 15, 1975.
- Herminia Fajardo, renewal of additional assignment as Professorial Lecturer in Business Administration, College of Business Administration, effective June 1, 1975 until May 31, 1976.
- Raymundo A. Favila, reappointment after retirement as Professorial Lecturer in Mathematics, College of Arts and Sciences, effective June 1, 1975 until May 31, 1976; reappointment as Professorial Lecturer in Mathematics, U.P. Extension Division Clark Air Base, effective June 23, 1975 until September 25, 1975.
- Gloria D. Feliciano as Member, Community Development Research Council, effective October 1, 1975 until June 30, 1976.
- Myrna S. Feliciano, renewal of additional assignment as Senior Lecturer in Law, College of Law, effective June 1, 1975 until May 31, 1976.
- Andres I. Fernandez, renewal of additional assignment as Senior Lecturer, College of Arts and Sciences, effective June 1, 1975 until May 31, 1976; as Senior Lecturer in Industrial Relations, Asian Labor Education Center, effective June 1, 1975 until May 31, 1976.
- Honrado R. Fernandez as Lecturer in Architecture, College of Architecture, effective October 27, 1975 until May 31, 1976.
- Emmanuel Q. Fernando as Instructor I in Philosophy, College of Arts and Sciences, effective October 15, 1975 until the return of Enrique de la Cruz from a leave of absence without pay, but not later than May 31, 1976.
- Josefina C. Fonacier, renewal of additional assignment as Professorial Lecturer in Education, College of Education, effective June 1, 1975 until May 31, 1976.
- Lillian C. Garcia, reclassification of position with increase in salary from Lecturer to Instructor I in Sociology and Anthropology, U.P. College Cebu, effective October 21, 1975 until May 31, 1976.
- Jose C. Gatchalian as Senior Lecturer in Workers Education, Asian Labor Education Center, effective June 1, 1975 until October 31, 1975.
- Miflora M. Gatchalian as Program Development Associate, Program Development Staff, Office of the President, effective October 16, 1975 until April 16, 1976.
- Elvira Gregorio, increase in salary as Librarian III, University Library, effective October 16, 1975.
- Lucille C. Gregorio, renewal of additional assignment as Senior Lecturer in Natural Science, U.P. College Manila, effective June 1, 1975 until May 31, 1976; as Senior Lecturer in Botany, College of Arts and Sciences, effective October 27, 1975 until March 11, 1976.
- Martin V. Gregorio as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1975 until December 15, 1975.
- Monserrat L. Guerrero as Instructor I, University High School, College of Education, effective October 27, 1975 until the appointment of a regular incumbent, but not later than May 31, 1976.



- Perfecto K. Guerrero, reappointment as Member, Natural Science Research Committee, Office of Research Coordination, effective July 1, 1975 until June 30, 1976.
- Siegfred A. Guerrero as Coach, High School Basketball Team, Department of Physical Education, effective July 1, 1975 until June 30, 1976.
- Teresita V. Gutierrez, reclassification of position from Office Assistant (Graduate) to Lecturer in Piano, College of Music, effective October 27, 1975 until May 31, 1976.
- Nemah N. Hermosa, transfer to a new item and to non-substitute status with increase in salary from Instructor I to Instructor III in Reading, College of Education, effective October 1, 1975 until May 31, 1976.
- Namnama P. Hidalgo, renewal of additional assignment as Senior Lecturer, Institute of Library Science, effective June 1, 1975 until May 31, 1976.
- Carson M. Ho, reclassification of position from Lecturer to Instructor III in Industrial Engineering, College of Engineering, effective October 21, 1975 until the return of Arturo Tolentino from a leave of absence, but not later than May 31, 1976.
- Oscar H. Ibarra as Project Leader in a research entitled "Problems in Computational Complexity," Natural Science Research Center, effective October 6, 1975 until June 30, 1976.
- Rufino H. Ibarra, adjustment of honorarium for additional assignment as Member, Executive Advisory Council, Natural Science Research Center, effective October 6, 1975 until February 28, 1977; as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1975 until December 15, 1975.
- Juanito A. Ilanan as Coach in Tennis, Department of Physical Education, effective July 1, 1975 until June 30, 1976.
- Eugenio M. Inocentes, reappointment as Lecturer in Hand Surgery, School of Allied Medical Professions, College of Medicine, effective October 27, 1975 until May 31, 1976.
- Artemio O. Isidro as Coach in Baseball, Department of Physical Education, effective July 1, 1975 until June 30, 1976.
- Felicidad H. Jesena as Coordinator, Office of Continuing Education, U.P. College Iloilo, effective October 16, 1975 until October 15, 1978.
- Porfirio P. Jesuitas, reappointment as Professorial Lecturer in Education, College of Education, effective June 2, 1975 until May 31, 1976.
- Felipe Landa Jocano, reappointment as Member, Community Development Research Council, effective October 1, 1975 until June 30, 1976.
- Edilberto M. Jose, reappointment as Consultant in EENT (with rank of Assistant Professor I, part-time), University Health Service, effective September 2, 1975 until the return of Oscar Saddul from a leave of absence, but not later than June 30, 1976.
- Ted R. Juanite, reclassification of position from Lecturer to Instructor I in Psychology, U.P. College Baguio, effective October 27, 1975 until the return of Lydia Limpin-Dacanay from a faculty fellowship, but not later than May 31, 1976.
- Atilano R. Kalagayan, reappointment as Senior Lecturer, U.P. Extension Division Clark Air Base, effective October 14, 1975 until January 21, 1976; renewal of additional assignment as Lecturer in Accounting, U.P. College Manila, effective June 1, 1975 until May 31, 1976.
- Alfredo V. Lagmay as Member, Community Development Research Council, effective October 1, 1975 until June 30, 1976.
- Flora C. Lansang as Project Associate in the project titled "The Social Work Profession in the Philippines: Focus on Social Workers in Metro-Manila and the Southern Tagalog Region," ISWCD-DSW Project, Institute of Social Work and Community Development, effective September 1, 1975 until December 31, 1975.
- Jose C. Laquindanum as Consultant in Development Planning, U.P. College Tacloban, effective September 1, 1975 until December 31, 1976.
- Irineo L. Lawas, renewal of additional assignment as Director, Medical Technology Externship Program, Philippine General Hospital, effective October 1, 1975 until September 30, 1976.
- Evangeline H. Lazaro, transfer to a new item and to non-substitute status as Instructor I in Psychology, U.P. College Baguio, effective October 16, 1975 until May 31, 1976.
- Emeteria P. Lee, renewal of additional assignment as Professorial Lecturer in Education, College of Education, effective June 1, 1975 until May 31, 1976.
- Zosimo E. Lee, reappointment as Instructor I in Philosophy, College of Arts and Sciences, effective October 16, 1975 until the return of Eugenio Demigillo, Jr. from inactive status, but not later than May 31, 1976.
- Rodolfo C. Libataque as Lecturer in Business Administration, U.P. College Iloilo, effective October 1, 1975 until March 31, 1976.
- Arturo A. Librea, reappointment as Officer-in-Charge, Institute of Public Health, effective October 8, 1975 until the return of Benjamin D. Cabrera from a special detail abroad, but not later than December 19, 1975.
- Eugenio U. Marquez-Lim, reappointment as Lecturer in Marketing, U.P. College Iloilo, effective July 23, 1975 until August 22, 1975.
- Esperanza R. Limcaco, renewal of additional assignment as Professorial Lecturer in Education, College of Education, effective July 1, 1975 until May 31, 1976.
- Dionisio O. Liwag, reappointment as Lecturer in Botany, College of Arts and Sciences, effective October 27, 1975 until March 11, 1976.
- Apolinar S. Lorica, adjustment of honorarium for additional assignment as Member, Executive Advisory Council, Natural Science Research Center, effective October 6, 1975 until February 28, 1977.
- Telesforo W. Luna, Jr. as Member, Community Development Research Council, effective October 1, 1975 until June 30, 1976.
- Merlin M. Magallona, as Senior Research Fellow, Law Center, effective October 23, 1975 until October 22, 1976; reappointment as Senior Lecturer in Law,

- College of Law, effective October 27, 1975 until May 31, 1976.
- Priscila S. Manalang, renewal and reclassification for additional assignment as Assistant for Faculty and Curriculum Development, Office of the President, effective October 1, 1975 until September 30, 1976.
- Pedro M. Mantaring, reclassification of position with transfer to part-time status from Instructor II to Lecturer in Industrial Engineering, College of Engineering, effective November 1, 1975 until May 31, 1976.
- Eligio A. Manto, renewal of additional assignment as Lecturer, College of Medicine, effective June 1, 1975 until May 31, 1976.
- E. Arsenio Manuel as Reader-Consultant, Social Sciences and Humanities Research Committee, Office of Research Coordination, effective September 1, 1975 until August 31, 1976.
- Mauro F. Manuel as Associate Dean, College of Veterinary Medicine, effective October 1, 1975 until September 30, 1976.
- Alegria M. Martija, increase in salary as Chief, Bookkeeping Section (Range 9), Accounting Division, effective August 1, 1975.
- Juliana M. Martin, increase in salary as Administrative Officer (Range 8), Security Division, effective January 1, 1975.
- Elena F. Mencias, reappointment as Lecturer in Botany, College of Arts and Sciences, effective October 27, 1975 until March 11, 1976.
- Thelma L. Mendoza as Project Associate in the project titled "The Social Work Profession in the Philippines: Focus on Social Workers in Metro-Manila and the Southern Tagalog Region," ISWCD-DSW Project, Institute of Social Work and Community Development, effective September 1, 1975 until December 31, 1975.
- Augusto P. Mercado, as Senior Lecturer in Collective Bargaining, Asian Labor Education Center, effective June 1, 1975 until October 31, 1975.
- Aurora A. Miñoza as Member, Community Development Research Council, effective October 1, 1975 until June 30, 1976.
- Virginia D. Monje as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1975 until December 15, 1975.
- Antonio Montalban as Executive Officer, Department of Orthopedics, College of Medicine and Philippine General Hospital, without compensation, effective October 1, 1975 until June 30, 1976.
- Teodoro C. Monte as Lecturer in Law of the Mass Media, Institute of Mass Communication, effective October 27, 1975 until the return of Francisco Llaguno from a leave of absence, but not later than May 31, 1976.
- Ramon L. Nasol as Program Development Associate, Program Development Staff, Office of the President, effective October 15, 1975 until June 30, 1976.
- Pablo E. Natividad, reappointment as Senior Lecturer in Language Teaching, College of Education, effective October 27, 1975 until May 31, 1976.
- Susan S. Navarro as Senior Lecturer in Economics, School of Economics, effective October 27, 1975 until March 30, 1976.
- Francisco Nemenzo, Jr., renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1975 until December 15, 1975.
- Rosie R. Noche, renewal of additional assignment as Attending Ophthalmologist, Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Carmelo C. Noriel as Special Lecturer, Asian Labor Education Center, effective August 1, 1975 until June 30, 1976.
- Beulah D. Nuval, reappointment as Senior Lecturer in Education, College of Education, effective June 1, 1975 until May 31, 1976.
- Araceli V. Ocampo as Instructor IV (part-time) in Nursing, College of Nursing, effective October 1, 1975 until May 31, 1976.
- Teresita S. Ocampo, reappointment as Lecturer in Cost Control, College of Home Economics, effective October 16, 1975 until May 31, 1976.
- Georgina K. Ochoa, reclassification of position with increase in salary from Lecturer to Instructor II in Statistics, Statistical Center, effective October 16, 1975 until the return of Pilar L. Ferrer from a study leave, but not later than May 31, 1976.
- Evangeline O. Olivar, renewal of additional assignment as Attending Ophthalmologist, Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Eleanor F. Olsen as Officer-in-Charge, Division of Counseling and Guidance, Office of the Vice-President for Academic Affairs, effective October 13, 1975 until the return of Esperanza R. Limcaco from a leave of absence, but not later than November 7, 1975.
- Jovita H. Orara, renewal of additional assignment as Senior Lecturer, College of Arts and Sciences, effective June 1, 1975 until May 31, 1976.
- Elsa A. Orlina as Instructor I in Social Orientation, College of Home Economics, effective October 16, 1975 until the return of Josefa Dikitanan from a leave of absence, but not later than May 31, 1976.
- Felipa E. Pablo, adjustment of honorarium for additional assignment as Member, Executive Advisory Council, Natural Science Research Center, effective October 6, 1975 until February 28, 1977; as Project Leader in a research project titled "Pesticide Residues in Leafy Vegetables," Natural Science Research Center, effective October 16, 1975 until October 15, 1976.
- Josefina Ll. Pabellon, reappointment as Senior Lecturer in Education, College of Education, effective June 2, 1975 until May 31, 1976.
- Monita H. Pama as Instructor I in Chemistry, U.P. College Iloilo, effective October 21, 1975 until May 31, 1976.
- Evelina A. Pangalangan as Project Associate in the project titled "The Social Work Profession in the Philippines: Focus on Social Workers in Metro-Manila and the Southern Tagalog Region," ISWCD-DSW Project, Institute of Social Work and Com-

- munity Development, effective September 1, 1975 until December 31, 1975.
- Anita G. Pangindian, transfer to non-substitute status and to regular item as Instructor II in Mathematics, U.P. College Manila, effective July 1, 1975 until May 31, 1976.
- Cristina P. Parel, grant of honorarium for additional assignment as Officer-in-Charge, Community Development Research Council, effective October 1, 1975 until June 30, 1976.
- Flora M. Pascasio as Head, Radioisotope Laboratory, Philippine General Hospital, effective October 1, 1975 until June 30, 1976.
- Erlinda C. Pascual, transfer from part-time to full-time status as Instructor I in Clothing, Textiles and Related Arts, College of Home Economics, effective October 16, 1975 until May 31, 1976.
- Julian N. Patolot, renewal of additional assignment as Senior Lecturer in Fisheries, College of Fisheries, effective June 1, 1975 until September 30, 1975; reappointment as Senior Lecturer in Fisheries, College of Fisheries, effective October 27, 1975 until March 1, 1976.
- Antonio P. Perlas as Acting Chairman, Department of Psychiatry, College of Medicine and Philippine General Hospital, effective October 1, 1975 until the return of Lourdes Vera-Lapuz from a leave as Chairman, but not later than February 29, 1976.
- Josefina D. Pineda as Member, Community Development Research Council, effective October 1, 1975 until June 30, 1976.
- Ramon C. Portugal, renewal of additional assignments with honoraria as Consultant, DPWTC-UIEP Projects, Institute of Environmental Planning, effective May 16, 1975 until June 30, 1976 and effective July 1, 1975 until June 30, 1976.
- Jose Pujalte, reappointment as Lecturer in Traumatology, School of Allied Medical Professions, College of Medicine, effective October 27, 1975 until May 31, 1976.
- Pilar de la Cruz Quintos, reappointment as Special Lecturer in Employees Compensation and Medicare, Asian Labor Education Center, effective August 1, 1975 until June 30, 1976.
- Alice K. Queblatin, reclassification of position from Lecturer to Instructor I in English and Speech, U.P. College Cebu, effective October 21, 1975 until May 31, 1976.
- Lilia C. Quindoza, transfer from the College of Arts and Sciences as Instructor I to U.P. College Baguio as Instructor I in Comparative Literature, effective October 20, 1975 until the return of Remedios E. Rullan from a study leave, but not later than May 31, 1976.
- Evelyn V. Ramos as Coordinator, Office of Field Instruction, Institute of Social Work and Community Development, effective October 15, 1975 until May 31, 1976.
- Bernadette Recidoro as Program Development Assistant, Program Development Staff, Office of the President, effective September 15, 1975 until January 31, 1976; as Lecturer in Public Administration, U.P. College Baguio, effective June 2, 1975 until May 31, 1976.
- Jose V. Reyes as Instructor I in Political Science, College of Arts and Sciences, effective October 27, 1975 until the return of Carmencita T. Aguilar from a faculty fellowship, but not later than May 31, 1976.
- Nona Minda M. Reyes as Lecturer in Beverage Management, College of Home Economics, effective October 16, 1975 until May 31, 1976.
- Juan F. Rivera, transfer to special project as Project Consultant and Coordinator, Philippine Jurisprudence Research Project, Law Center, effective October 1, 1975 until June 30, 1976.
- Violeta L. Rodriguez as Research Associate, Science Education Center, effective September 16, 1975 until June 30, 1976.
- Emerlinda R. Roman as Acting Officer for Student Relations, College of Business Administration, effective October 21, 1975 until the return of Ma. Victoria Añonuevo from a leave of absence, but not later than January 31, 1976.
- Florida Ruth P. Romero, increase in honorarium for additional assignment as Head, Division of Continuing Legal Education, Law Center, effective July 1, 1975 until June 30, 1976.
- Nelson G. Rondan, transfer to another item and to non-substitute status as Instructor I in Chemistry, College of Arts and Sciences, effective October 27, 1975 until May 31, 1976.
- Salvador R. Salceda, reappointment as Attending Ophthalmologist, Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Hervé Saliou as visiting Lecturer in French, College of Arts and Sciences, without compensation, effective October 15, 1975 until April 30, 1976.
- Léonora S. Salonga, reclassification from Lecturer to Instructor I in Accounting, College of Business Administration, effective October 15, 1975 until May 31, 1976.
- Helen dela Fuente Samson, promotion in rank and salary from Instructor IV to Assistant Professor I of Music Literature and Theory, College of Music, effective October 1, 1975 until May 31, 1976.
- Rosario H. Santos, reappointment as Instructor II in English, College of Arts and Sciences, effective October 1, 1975 until the return of Lutgarda Castelo from a leave of absence, but not later than May 31, 1976.
- Angela P. Sarile, transfer to a new item and to non-substitute status as Instructor II in Speech, U.P. College Manila, effective July 1, 1975 until May 31, 1976.
- Hernando C. Sarmiento as Officer-in-Charge, Department of European Languages, College of Arts and Sciences, effective October 3, 1975 until the return of Lilia H. Laurel from a vacation leave, but not later than October 23, 1975.
- Marian A. Segura as Lecturer in Economics, School of Economics, effective October 29, 1975 until May 31, 1976.
- Ernesto P. Sonido as Project Leader, Research Project entitled "Application of Computer Program on Gravity Data and Interpretation of the Results," Natural Science Research Center, effective August 16, 1975 until June 30, 1976.

- Rosalina S. Suarez, transfer to permanent status as Research Associate, Department of Medicine, College of Medicine, effective October 1, 1975.
- Faustino P. Sunico as Consultant in Pathology (with rank of Assistant Professor I, part-time), University Health Service, effective October 1, 1975 until the return of Walfrido de Leon from a leave of absence, but not later than December 31, 1975.
- John F. Swann as Senior Lecturer in Psychology, U.P. Extension Division Clark Air Base, effective October 14, 1975 until May 31, 1976.
- Reynaldo Tabbada as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1975 until December 15, 1975.
- Nathaniel B. Tablante, reappointment as Member, Community Development Research Council, effective October 1, 1975 until June 30, 1976.
- Charles W. Tan as Lecturer in Statistics, Statistical Center, effective October 27, 1975 until May 31, 1976.
- Edita A. Tan, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1975 until January 31, 1976.
- Paterno J. Tan, Jr., reappointment as Lecturer in Spanish, U.P. College Tacloban, effective October 27, 1975 until May 31, 1976.
- Proserpina D. Tapales as Editorial Consultant, Cooperative Regional Development Project, National Development Research Center, effective October 1, 1975 until December 31, 1975; reappointment as Senior Lecturer, College of Public Administration, effective October 27, 1975 until May 31, 1976.
- Pedro T. Templo, Jr. as Instructor I in Engineering Sciences, College of Engineering, effective October 21, 1975 until May 31, 1976.
- Noel V. Teodoro, reappointment as Lecturer in Philippine Languages, College of Arts and Sciences, effective October 7, 1975 until the return of Rogelio Sikat from a fellowship, but not later than May 31, 1976.
- Lourdes Corelia L. Tiambeng as Instructor I (part-time) in Child Development, College of Home Economics, effective October 21, 1975 until the return of Emily Miao from a leave of absence, but not later than May 31, 1976.
- Adulfo J. Tiopes, reappointment as Lecturer in Community Development, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.
- Armando G. Torres as Instructor I in Engineering Sciences, College of Engineering, effective October 27, 1975 until May 31, 1976.
- Cesario R. Torres, renewal of additional assignment as Lecturer, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.
- Emerson C. Tumanon, reappointment as Special Lecturer in Labor Law Administration, Asian Labor Education Center, effective August 1, 1975 until June 30, 1976.
- Renato Umali as Coach, U.P. Soccer Team, Department of Physical Education, effective July 1, 1975 until June 30, 1976.
- Sofronio B. Ursal, reappointment as Senior Lecturer in Public Administration, U.P. College Tacloban, effective October 27, 1975 until May 31, 1976.
- Peter M. Valdes, reappointment as Instructor I in Industrial Engineering, College of Engineering, effective October 27, 1975 until May 31, 1976.
- Gaudencio P. Vega, Jr. as Instructor I (Senior Resident) in Radiology, College of Medicine, and Chief Resident, Philippine General Hospital, effective July 1, 1975 until June 30, 1976.
- Jaime L. Velasco as Instructor I in Veterinary Medicine, College of Veterinary Medicine, effective October 16, 1975 until the return of Marolo Garcia from a leave of absence without pay, but not later than May 31, 1976.
- Jose R. Velasco, reclassification of position from Professor to Professorial Lecturer in Botany, College of Arts and Sciences, effective October 27, 1975 until March 11, 1976.
- Carmen C. Velasquez, adjustment of honorarium for additional assignment as Member, Executive Advisory Council, Natural Science Research Center, effective October 6, 1975 until February 28, 1977.
- Danilo C. Velasquez, reclassification of position from Lecturer to Instructor I (part-time) in Social Science, U.P. College Manila, effective September 16, 1975 until May 31, 1976.
- Eloisa G. Verry as Instructor II in Chemistry, U.P. Extension Division Clark Air Base, effective October 14, 1975 until May 31, 1976.
- Joseph Wang as Lecturer in Mathematics, U.P. College Manila, effective October 27, 1975 until May 31, 1976.
- Grace dela Costa Ymzon as Senior Lecturer in Community Organization, Institute of Social Work and Community Development, effective June 3, 1975 until September 28, 1975.
- Ceferina T. Yopez, promotion in rank and salary from Lecturer to Senior Lecturer in Sociology, U.P. Extension Division Clark Air Base, effective October 14, 1975 until May 31, 1976.
- Cesar E. Yñiguez, reclassification with promotion in rank from Instructor IV to Senior Lecturer in Civil Engineering, College of Engineering, effective October 27, 1975 until May 31, 1976.
- Haydee B. Yorac, reappointment as Lecturer in Law, College of Law, effective June 1, 1975 until May 31, 1976.
- Merlie B. Zamora, reclassification of position from Lecturer to Instructor I in History and Spanish, U.P. College Cebu, effective October 21, 1975 until May 31, 1976.

## SEPARATIONS FROM THE SERVICE

### Resignations

Gloria Alacar as Stenographer, Institute of Library Science, effective October 1, 1975.

Fortunata Viñalon as Emergency Custodial Worker, Office of Physical Plant, effective October 17, 1975.

### Retirements

Pilar da Silva as Science Education Specialist IV, Science Education Center, effective October 10, 1975.

Gavino Monzon as Assistant Cashier, Cashier's Office, effective October 24, 1975.

## CONTRACTS AND AGREEMENTS

The Board confirmed the following contracts and agreements at its 866th Meeting on 30 October 1975:

### 1. Memorandum of Agreement with Gayem Corporation

A memorandum of agreement was entered into between the U.P. and the Gayem Corporation, whereby the Corporation, as winning bidder, agrees to supply one (1) set Sardine Purse Seine Fishing Net material and parts with accessories under certain terms and conditions. The fishing net will be needed by the College of Fisheries in connection with its marine research and training program for the advancement of the purse seine fishing method in the country. The Corporation will likewise donate to the College equipment to be delivered with the parts accessories.

### 2. Memoranda of Agreement Between the UPLB and Outside Agencies

The Board confirmed the following memoranda of agreement between the UPLB and outside agencies approved by the President:

#### a. Memorandum of Agreement with Shell Chemicals Company, Inc.

This agreement pertains to a research project entitled "Effectiveness of Insecticides Against Insect Pests of Rice." The contract is for a period of nine (9) months.

#### b. Memorandum of Agreement with the Philippine-Japan Trade Developers Corps (PJTDC)

This agreement pertains to a research project on the effectiveness of Amino No. 3 (12-8-10) on Irish potato and sweet corn, to be conducted by UPLB and financed by a PJTDC grant. The contract is for one (1) year.

#### c. Memorandum of Agreement with the Quezon Provincial Government

The agreement pertains to the UPLB-Quezon Province Integrated Rural and Agricultural Development Program which shall comprise projects financed by the National Food and Agriculture Council. Under the contract, Quezon Province shall make available the personnel to manage the program, training and demonstration areas, equipment and facilities and other resources. UPLB on the other hand shall extend the services of technical and research personnel, logistic support, and administration and manage-

ment mechanism necessary for the implementation of the projects. The agreement is for one (1) year.

#### d. Memorandum of Agreement with the Bulacan Provincial Government

This agreement pertains to a cooperative project in non-formal education between the UPLB and Bulacan province. Under the agreement Bulacan province provides the project management staff and its operational expenses, while the UPLB makes available the part-time services of a consultant and specialists, and staff development program for the Bulacan Non-Formal Education Center. The contract is for three (3) years, subject to renewal by mutual consent.

#### e. Memorandum of Commitments with the International Rice Research Institute (IRRI)

IRRI commits itself to undertake the development of common facilities (bridge, access roads, etc.) of the newly-acquired UPLB lands by administration, and UPLB commits itself to share the development expenses involved. IRRI also commits itself to purchase for UPLB selected pieces of equipment needed by the latter for the development of the newly-acquired lands, while the UPLB commits itself to contribute to IRRI an amount in the nature of development expenses equivalent to the cost of the purchased equipment. The agreement is for five (5) years.

#### f. Contracts of Lease with the International Rice Research Institute (IRRI), to wit:

1. Whereby UPLB leases to IRRI 33.6 hectares of newly-acquired lands for the duration of the lease which is for five years but renewable for another five years by mutual consent.

2. Whereby several parcels of land are leased by UPLB and IRRI for a term of ten (10) years (renewable for 25 years), and under which IRRI agrees to contribute to the UPLB for the maintenance of the latter's experiment station.

3. Whereby UPLB leases to IRRI 158.5 hectares of newly-acquired lands for the duration of the lease (10 years, renewable for 25 years).

PLS. RETURN TO GSU  
RECORDS

Record RES/PUB  
Gazette

# the university of the philippines gazette

VOL. VI, No. 11                      QUEZON CITY, PHILIPPINES                      NOVEMBER-DECEMBER 1975

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# UNIVERSITY OF THE PHILIPPINES

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# THE UNIVERSITY OF THE PHILIPPINES GAZETTE

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## EDITOR

Dr. Oscar M. Alfonso

## ADMINISTRATIVE ORDERS

### EXECUTIVE ORDER

#### Executive Order No. 7: Further Defining Authority of the Manager of the U.P. Basilan Land Grant

Executive Order No. 1 dated March 5, 1974, amending previous Executive Orders on the authority of the Manager of the U.P. Basilan Land Grant, is hereby amended to authorize the said Manager to approve and sign on behalf of the President:

1. Requisitions, purchase orders, contracts, bids and/or payments including checks for supplies, materials or equipment up to P20,000.00 per transaction or for one (1) supplier;
2. Contractual services for brushing, clearing, tapping, harvesting, processing of coconuts into copra, or planting up to the amount of P30,000.00.

The provisions of existing Executive Orders not inconsistent herewith shall continue to be in force.

8 November 1975

(Sgd.) ONOFRE D. CORPUZ  
*President*

### ADMINISTRATIVE ORDERS

#### Administrative Order No. 47: Designation as Officer-in-Charge, Accounting Division

Mr. Felipe A. Santos is designated Officer-in-Charge of the Accounting Division effective November 19, 1975 until the return of Mr. Alfredo I. Monzon, Chief Accountant from sick leave.

20 November 1975

#### Administrative Order No. 58: Designation as Officer-in-Charge of Institute of Environmental Planning

Prof. Asteya M. Santiago is designated as Officer-in-Charge of the Office of the Dean, Institute of Environmental Planning, effective November 17, 1975 until the return of Dr. Ramon C. Portugal from an official trip abroad.

18 November 1975

#### Administrative Order No. 59: Designation as Officer-in-Charge of Office of the Vice-President for Administration

Dr. Oseas A. del Rosario is designated as Officer-in-Charge of the Office of the Vice-President for Administration effective November 17, 1975 until the return of Dr. Ramon C. Portugal from an official trip abroad.

18 November 1975

#### Administrative Order No. 60: Designation as Officer-in-Charge of the University of the Philippines

Dr. Emanuel V. Soriano is designated Officer-in-Charge of the University of the Philippines effective November 17, 1975 until the President's return from an official trip abroad.

14 November 1975

#### Administrative Order No. 62: Reconstitution of the Administrative Personnel Board

The following are constituted into the Administrative Personnel Board of the University of the Philippines with the Vice-President for Administration as ex-officio Chairman, the Secretary of the University as ex-officio member and the Chief, Office of Administrative Personnel Services as ex-officio Member-Secretary, effective December 1, 1975: Atty. Eligio A. Manto, College of Medicine; Mr. Tobias R. Raquid, Physical Plant Office; Mr. Rogelio T. Dacanay, Accounting Division; and Mr. Amado B. Deloria, Institute of Environmental Planning.

Messrs. Tobias R. Raquid and Rogelio T. Dacanay shall serve for a period of two years while Atty. Eligio A. Manto and Mr. Amado B. Deloria shall serve for a period of one year.

The Board shall formulate and recommend to the Executive Vice-President, the President and the Board of Regents rules, policies and standards with respect to the recruitment, selection, compensation, promotion and retention of administrative personnel, taking into consideration the Civil Service Decree and rules, the merit promotion plan, the Revised University Code and other pertinent rules and regulations of the University. It shall assist the Executive Vice-President and the President in the review of recommendations on the promotion and salary increases of administrative personnel and other matters affecting employee status and welfare.

This amends Administrative Order No. 14 s. of 1973, Administrative Order No. 218 s. of 1974 and Administrative Order No. 4 s. of 1975.

2 December 1975

#### Administrative Order No. 63: Designation as Chairman, President's Council on the Arts

Professor Virginia R. Moreno is designated Chairman of the President's Council on the Arts, effective immediately, vice the President who shall no longer be a member of the Committee.

3 December 1975

### MEMORANDUM CIRCULARS

#### Memorandum Circular No. 51: Regulating the Use of Government Motor Vehicles, Aircrafts, and Watercrafts

Quoted hereunder is the text of Commission on Audit Circular No. 75-6 from the Commission on Audit dated 7 November 1975 for your information and guidance:

"Republika ng Pilipinas  
"KOMISYON SA AUDIT  
"(Commission on Audit)  
"Lunsod Quezon

"November 7, 1975

"COMMISSION ON AUDIT CIRCULAR NO. 75-6  
"TO : All Auditors of this Commission; Heads  
of Departments; Chiefs of Bureaus;



Agencies and Offices; Managing Heads of Government-owned or Controlled Corporations; Provincial Governors; City Mayors; Municipal Mayors; Provincial, City and Municipal Treasurers; and all Drivers concerned.

**"SUBJECT : REGULATING THE USE OF GOVERNMENT MOTOR VEHICLES, AIRCRAFTS, AND WATERCRAFTS**

"In line with the Government's effort to conserve fuel and to economize on expenditures relating to the use, operation and maintenance of government motor vehicles, aircrafts, and watercrafts of all kinds, the existing laws and regulations governing the same are hereunder restated for the guidance of all concerned:

\* \* \*

**"III. Officials entitled to use of more than one motor vehicle —**

"With the exception of the President, no government official or employee authorized to use any vehicle operated and maintained from the funds appropriated in this Decree shall be allowed to use more than one such motor vehicle: PROVIDED, HOWEVER, That the Chief of the Supreme Court may be allowed to use two motor vehicles.' (Section 14, P.D. 733).

\* \* \*

**"V. Regulations in the Proper Use of Government Vehicles —**

**"(1) Use of trip tickets —**

The use of government motor vehicles by the bureaus and offices enumerated under Sec. 12 of Presidential Decree No. 733 for the purpose herein indicated shall be authorized only through the issuance of each trip ticket, duly signed by the Chief or the Administrative Officer of the bureau, office or entity concerned in Form A, Driver's Trip Ticket, sample attached (Section 13, *ibid*). At the end of each month, the date shown on all the trip tickets (Form A) issued during the month should be transcribed or summarized in chronological order in a Monthly Report of Official Travels (Form B) sample attached, to be accomplished by the driver of each car concerned. The Monthly Report of Official Travels should be accomplished in triplicate, the original thereof supported by all the Driver's Trip Tickets, to be submitted, thru the administrative officer (or equivalent officer) of the bureau, office or entity concerned, to the auditor thereof, the duplicate to be kept by the bureau, office or entity, and the triplicate to be retained by the driver. (General Circular No. 26, dated July 28, 1953.)

"Except in emergency cases, under no circumstance should government motor vehicles be used without the corresponding trip ticket having been duly issued by the official designated for the purpose. In case of use of said vehicles without such trip tickets, the official to whom the vehicle is assigned, his driver and other passengers shall be held personally liable for the unauthorized use thereof.

"Agents of the Land Transportation Commission and members of the Highway Patrol Group have been requested to assist in the apprehension of any official/employee and driver found violating this regulation.

**"(2) Marking 'For Official Use Only' —**

"All motor vehicles owned by the National Government, its agencies and instrumentalities, and all local government units including government-owned or controlled corporations, except those used by the officials enumerated under No. 1 hereof, should be plainly marked:

**"FOR OFFICIAL USE ONLY (3 inches)**

under which should be written the corresponding name of the bureau, office, corporation, provincial, city, municipality, or other local government unit operating or using the same.

"The mark should appear on each side of the motor vehicle. When there is no sufficient space on each side, the same should appear at the back and on the front just below the windshield of the motor vehicle. (General Circular No. 59, dated Nov. 20, 1958.)

**"(3) Use for Official Purpose —**

"Government motor vehicles should be used strictly and exclusively for official business. In other words, the use thereof for private social functions such as receptions, balls, theatres, and for other personal purposes is absolutely prohibited. The use of government transportation by the spouses, children, relatives, friends, etc. of the officials entitled thereto is included in the prohibitions even if they are in the company of said officials. Unless specifically authorized by the Office of the President, government motor vehicles shall not be used for fetching officials or employees from home to office or vice-versa. (General Circular No. 332, dated June 12, 1957.)

"However, insofar as the use of government vehicles by local government officials is concerned, the same is governed by Executive Order No. 31, series of 1954, particularly Section 4 thereof, which provides:

"4. In view of the nature of their duties and responsibilities and their official and social standing in their communities, the chiefs of offices — provincial governors, provincial treasurers, provincial auditors, division superintendents of schools, district health officers, district engineers, and others of equal rank shall be entitled to government transportation from residence to office and vice-versa and in connection with civic and semi-official activities beneficial to the public interest, such as the conduct of drives for voluntary contributions for charitable purposes, attendance of public functions, and others of similar nature.'

**"(4) Use of Government Plates —**

"All government motor vehicles shall bear government plates only. In the case of bureaus, offices and agencies maintaining funds for intelligence purposes, the heads of such bureaus, offices or agencies are hereby requested to submit a list of security vehicles which may be added to the existing list of vehicles exempt from using government plates. Only the President, however, can authorize additional exemptions.

**"(5) Keeping in Government Garages —**

"All government motor vehicles are required, when not in use, to be kept in the garage provided therefor by the bureau or office or entity to which they belong except when in use for strictly official business outside office hours. (Section 13, P.D. 733).

**"VI. Prohibition Against Use of Government Vehicles by Officials Provided with Transportation Allowance —**

"No official who has been furnished motor transportation allowance by any government corporation or any other office shall be allowed to use motor vehicle transportation operated and maintained from funds appropriated in the above-cited Decree. (Section 14, P.D. 733.)

**"VII. Enforcement of the Laws and Provisions of this Circular —**

"For the strict enforcement of this Circular, the Commission on Audit has enlisted the assistance of the Land Transportation Commission and the Highway Patrol Group of the Philippine Constabulary to make apprehensions of any official/employee and driver of any government vehicle violating the provisions hereof.

"The Auditors and Accounting Officers concerned as well as officials who have control over the aircrafts, watercrafts, naval vessels and government-owned motor vehicles, are hereby enjoined to enforce strictly the above-quoted provisions of law and the provisions of this Circular.

"All Auditors are, accordingly, directed to disallow in audit expenses in connection with the operation and use of government vehicles unless the vehicles involved have been properly marked with the words, 'FOR OFFICIAL USE ONLY' etc., in accordance with regulations, the RP plate installed and the prescribed driver's trip ticket duly accomplished. Likewise, expenses regarding any misuse of government vehicles, military aircrafts, watercrafts and vessels shall be disallowed in audit. The official (and his driver) found responsible for the unauthorized use or misuse of said vehicles shall be held personally liable for the expenditures arising therefrom, and in addition, shall be held liable to administrative, criminal or civil prosecution as may be warranted by the circumstances, including the withdrawal of the privilege to use government transportation.

"The Auditors are hereby required to submit a report of compliance with the provisions of this Circular by their respective bureaus, offices or agencies, beginning November 30, 1975, and every fifteen (15) days thereafter.

"All existing circulars and memoranda inconsistent herewith are repealed/modified accordingly.

(Sgd.) FRANCISCO S. TANTUICO, JR.  
*Acting Chairman"*

Please be guided accordingly.

21 November 1975

FOR THE PRESIDENT:  
(Sgd.) OSCAR M. ALFONSO  
*Secretary of the University*

Form A

Republic of the Philippines  
Department of \_\_\_\_\_

(Name of Bureau or Office)

(Date)

**DRIVER'S TRIP TICKET**

A. To be filled by the Administrative Official Authorizing Official Travel:

1. Name of driver of the vehicle \_\_\_\_\_
2. Government car to be used, Plate No. \_\_\_\_\_
3. Name of authorized passenger \_\_\_\_\_
4. Place or places to be visited/inspected \_\_\_\_\_

*Chief of Bureau or Office or his duly authorized representative.*

B. To be filled by the Driver:

1. Time of departure from Office/garage \_\_\_\_\_ A.M./P.M.
2. Time of arrival at (per No. 5 above) \_\_\_\_\_ A.M./P.M.
3. Time of departure from (per No. 4) \_\_\_\_\_ A.M./P.M.
4. Time of arrival back to office/garage \_\_\_\_\_ A.M./P.M.
5. Approximate distance travelled (to and from) \_\_\_\_\_ A.M./P.M.
6. Gasoline issued, purchased and consumed:
  - a. Balance in tank \_\_\_\_\_ liters
  - b. Issued by office from stock \_\_\_\_\_ liters
  - c. Add-Purchased during trip \_\_\_\_\_ liters
  - T O T A L \_\_\_\_\_ liters
  - d. Deduct: — Used during the trip (to and from) \_\_\_\_\_ liters
  - e. Balance in tank at the end of trip \_\_\_\_\_ liters
7. Gear oil issued \_\_\_\_\_ liters
8. Lub. oil issued \_\_\_\_\_ liters
9. Grease issued \_\_\_\_\_ liters
10. Speedometer readings, if any:
  - At beginning of trip \_\_\_\_\_ miles/kms.
  - At end of trip \_\_\_\_\_ miles/kms.
  - Distance travelled (per 5 above) \_\_\_\_\_ miles/kms.
11. Remarks: \_\_\_\_\_

I hereby certify to the correctness of the above statement of record of travel.

(Driver)

I hereby certify that I used this car on official business as stated above.

(Name of Passenger)

\_\_\_\_\_, 19\_\_\_\_  
(Date)



occurrence of the contingency on the form for the purpose which may be secured in the Office of Administrative Personnel Services, provided however, that such injury, illness or death occurred during his working hours, at the place where his work required him to be, and the employee or worker must have been performing his official duties. The report, duly accomplished, shall be submitted to the Office of Administrative Personnel Services.

2. Upon receipt of report of sickness, injury or death of an employee by the Office of Administrative Personnel Services, said report shall be recorded in a logbook as required by the System within five (5) days from due notice thereof.

3. The notice of sickness, injury or death for cases which the employer *deems to be work-connected* shall be submitted to the System by the Office of Administrative Personnel Services within five (5) days from due entry thereof in the logbook in a form prescribed by the System.

4. Upon due notice of the sickness, injury or death of an employee by the Office of Administrative Personnel Services to the System, the employee concerned may immediately file his formal application for benefits under the Employees' Compensation Commission with the Office of Administrative Personnel Services together with the supporting papers which may be secured in said Office.

5. The approval or disapproval of any claim for compensation will be decided upon by the Employees' Compensation Commission and due notice thereof by the Commission will be sent directly to the claimant.

Please be guided accordingly.

8 December 1975

(Sgd.) EMANUEL V. SORIANO  
*Executive Vice-President*

#### Memorandum Circular No. 21: Non-Issuance of Contractual Appointments

In accordance with the new Civil Service Decree and Rules, all contracts of employment are to be passed upon by the Civil Service Commission. The Commission promulgated the following guidelines as to when contract of employment is valid, namely:

First: If the service of the contractor being sought is because of his *peculiar specialized knowledge, experience, training or skill and cannot be performed by a regular employee*, then he should be considered an independent contractor and may be hired under contract basis;

Second: If the personal service which will be rendered by the contractor by its nature *appertains to a position embraced in the competitive service*, then his employment should not be made under contract basis; and

Third: *If there is an employer-employee relationship or if the contracted employee performs his duty under the direct control and regular supervision of the employer*, then he is not an independent contractor and, hence, he should not be employed under contract basis, except aliens who may be thus hired on contract basis when the exigencies of the service so require.

All contracts of employment which do not meet the above criteria, are hereby terminated at the close of office hours on January 31, 1976.

All deans, directors and heads of offices are requested to start recruiting qualified applicants in order not to prejudice the service.

For further information on this matter please direct communications to the Chief, Office of Administrative Personnel Services.

23 December 1975

(Sgd.) EMANUEL V. SORIANO  
*Executive Vice-President*

#### MEMORANDA

##### Withdrawal of Gasoline/Diesel Oil for University Vehicles

May we request to remind all drivers of University vehicles in their units that, in getting gasoline or diesel oil for their vehicles, the fuel should be piped directly into the fuel tank and that getting the fuel in drums or similar containers is absolutely prohibited, unless with the written authorization of the head of the unit concerned. Kindly exercise closer supervision on the use of vehicles, including the purchase of gasoline and oil.

12 November 1975

(Sgd.) RAMON C. PORTUGAL  
*Vice-President for Administration*

##### Memorandum No. 2: Reminder on re-usable envelopes

Attention is invited to the Memorandum dated 21 July 1975 from this Office, urging the use of re-usable 6" x 9" brown envelopes for inter-office and intra-University communications in lieu of 4" x 9-1/2" white envelopes.

The suggestion is reiterated in the interest of effecting savings.

Kindly cross out the date and the name appearing on the envelope on the preceding line, if any, before filling out the next line with the name of addressee—in order to avoid confusion as to the intended recipient of the note, letter, etc. contained inside the envelope.

20 November 1975

(Sgd.) OSCAR M. ALFONSO  
*Secretary of the University*

## DECISIONS OF THE BOARD OF REGENTS

*867th Meeting, 18 December 1975*

### APPOINTMENTS, REAPPOINTMENTS, PROMOTIONS, INCREASES IN SALARY, ET AL.

The Board approved the following appointments, reappointments, promotions, increases in salary, and other related matters:

- Jesus C. Alix, reappointment as Professorial Lecturer in Managerial Economics, MBA Program, U.P. College Cebu, effective October 27, 1975 until May 31, 1976.
- Jose B. Antonio, promotional transfer from Chief, Allotment Control and Disbursement Section (Range 9), Accounting Division, to Supervising Fiscal Analyst (Range 11), Office of the Budget Director, effective November 1, 1975.
- Pacifico N. Aprieto, reappointment as Professorial Lecturer in Communication, Institute of Mass Communication, effective as follows: (a) June 3, 1975 until September 30, 1975, to supersede the authority to teach covering the same period previously issued him, thus conforming with the Board's resolution at its 865th meeting on 25 September 1975 re issuance of appropriate appointments (not "authority to teach") to non-teaching personnel of the University who are assigned to teach; and (b) October 27, 1975 until May 31, 1976.
- Gerald K. Baker as Professorial Lecturer in Psychology, U.P. Extension Division Clark Air Base, effective October 14, 1975 until May 31, 1976.
- Clare R. Baltazar as Professor II of Entomology, College of Agriculture, University of the Philippines at Los Baños, effective January 1, 1976 until June 30, 1976.
- Cornelio G. Banaag, promotion with salary adjustment to the minimum, from Assistant Professor III (part-time) to Associate Professor I of Psychiatry (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective December 1, 1975.
- Esteban B. Bautista, increase in salary as Law Researcher IV, Division of Research and Law Reform, Law Center, effective October 1, 1975.
- Rosa Maria J. Bautista, promotion from Law Researcher III to Law Researcher IV, Division of Research and Law Reform, Law Center, effective October 1, 1975.
- Roman F. Bersamin, increase in salary as Professorial Lecturer in Dental Jurisprudence, College of Dentistry, effective June 1, 1975 until May 31, 1976.
- Gloria Jeanne B. Cajipe as Professorial Lecturer in Chemistry, College of Arts and Sciences, effective June 3, 1975 until March 31, 1976.
- Jose C. Campos, Jr., reappointment as Rizal Distinguished Professorial Lecturer in Corporation Law, College of Law, effective October 27, 1975 until March 28, 1976.
- Paulo C. Campos, transfer from Professor IV (part-time), with compensation, to Professor of Medicine (part-time) without compensation, College of Medicine, effective September 1, 1975.
- Isidro D. Cariño, reappointment as Professorial Lecturer in Production, Quantitative Methods of Agribusiness, Graduate Program, College of Business Administration, effective October 1, 1975 until May 31, 1976.
- Alfredo L. Carlos, promotion from Training Specialist III to Training Specialist IV, Institute for Small-Scale Industries effective January 1, 1976.
- Benjamin Catane, reclassification of position from Executive Development Officer II to Associate Professor IV, U.P. College Tacloban, effective January 1, 1976.
- Susana S. Cayco, special detail as Project Officer II of the DPWTC-UIEP Projects, Institute of Environmental Planning, effective August 1, 1975 until December 31, 1975.
- Syl C. Coker, renewal of appointment with increase in salary and housing allowance as Visiting Professor of English, College of Arts and Sciences, effective November 1, 1975 until May 31, 1976.
- Angel V. Colet, promotion with increase in salary from Law Researcher III to Law Researcher IV, Division of Research and Law Reform, Law Center, effective October 1, 1975.
- Jesusa A. Concha as U.P. Pharmacy Alumni Association Professor of Pharmacy, College of Pharmacy, effective November 1, 1975 until October 31, 1976.
- Renato Constantino as Professorial Lecturer in History, College of Arts and Sciences, effective October 27, 1975 until March 31, 1976.
- Wilfredo A. Clemente II, supplementary appointment as Professorial Lecturer in Political Science and Sociology, U.P. Extension Division Clark Air Base, effective October 14, 1975 until January 21, 1976.
- John N. Crossley as Visiting Professorial Lecturer in Mathematics, College of Arts and Sciences, effective November 7, 1975 until December 5, 1975.
- Emilio Aguilar Cruz, reappointment as Professorial Lecturer in Journalism, Institute of Mass Communication, effective October 27, 1975 until March 31, 1976.
- Domingo P. Disini as Professorial Lecturer in Industrial Relations, Asian Labor Education Center, effective November 1, 1975 until March 31, 1976.
- Hermenegildo C. Dumlao, promotion with increase in salary from Law Researcher II to Law Researcher III, Division of Research and Law Reform, effective October 1, 1975.
- Lauro O. Escobar as Professor I of Psychophysiology (part-time), College of Arts and Sciences, effective December 1, 1975; transfer from Professor I (full-time) to Professor I (part-time) of Physiology, College of Medicine, effective December 1, 1975.
- Mario A. Eusebio as Visiting Associate Professor of Forest Pathology, College of Forestry, University of the Philippines at Los Baños, without compensation, effective October 27, 1975 until June 30, 1976.
- Robert E. Evenson as Visiting Professor of Economics, School of Economics, without compensation, effective October 27, 1975 until March 30, 1976.

- Raymundo A. Favila, reappointment as Professorial Lecturer in Mathematics, College of Arts and Sciences, without compensation, effective June 1, 1975 until May 31, 1976; reappointment as Professorial Lecturer in Mathematics, U.P. Extension Division Clark Air Base, without compensation, effective June 23, 1975 until September 25, 1975.
- Alejandro M. Fernandez, increase in salary from Professor VII to Professor VIII of Political Science, Graduate School, effective December 1, 1975.
- Adina R. Ferrer, increase in salary as Professorial Lecturer in Education, College of Education, effective November 1, 1975 until May 31, 1976.
- Benjamin B. Festin, reappointment as Professorial Lecturer in Law, College of Law, effective October 27, 1975 until May 31, 1976.
- Manuel S. Fetalino, correction of the effectivity of the increase in salary given from Attending Radiologist with rank of Assistant Professor III (part-time), to Attending Radiologist with rank of Assistant Professor IV (part-time), University Health Service, from June 1, 1974 (as approved by the Board at its 863rd meeting on 31 July 1975), notification of which was issued on 18 August 1975, to *June 1, 1975*.
- Casiano O. Flores, promotion with increase in salary from Assistant Head and Legal Education Officer III to Assistant Head and Legal Education Officer IV, Division of Continuing Legal Education, Law Center, effective October 1, 1975.
- Juan R. Francisco, transfer to part-time status as Professor II of Indology, Graduate School, effective December 1, 1975.
- Dolores T. Gicaro as Professorial Lecturer in Mathematics, College of Arts and Sciences, effective October 27, 1975 until May 31, 1976.
- Sulpicio G. Guevara, promotion with increase in salary from Head and Law Researcher IV to Head and Law Researcher V, Division of Research and Law Reform, Law Center, effective October 1, 1975 until June 30, 1976.
- Matilde P. Guzman as U.P. Alumni Annual Fund Research Professor, College of Home Economics, effective November 1, 1975 until October 31, 1976.
- Yujiro Hayami as Visiting Professor of Economics, School of Economics, without compensation, effective October 27, 1975 until March 31, 1976.
- Robert W. Herdt as Visiting Professor of Agricultural Economics, Institute of Agricultural Development and Administration, University of the Philippines at Los Baños, without compensation, effective July 1, 1975 until June 30, 1976.
- Gideon C. T. Hsu, reappointment as Professorial Lecturer in Social Science, U.P. College Manila, effective October 27, 1975 until May 31, 1976.
- Milagros D. Ibe, transfer from the College of Agriculture, University of the Philippines at Los Baños, and promotion from Assistant Professor I to Associate Professor I of Science Teaching, College of Education, effective December 8, 1975.
- Crispulo J. Ichan, reappointment as Professorial Lecturer in Journalism, Institute of Mass Communication, effective June 3, 1975 until March 31, 1976.
- Carmen K. Kanapi as Professorial Lecturer in Zoology and Histology, College of Arts and Sciences, effective October 27, 1975 until May 31, 1976.
- Drishnaswamiengar Kesharan as Visiting Professor of Environmental Engineering, College of Engineering, without compensation, effective October 27, 1975 until May 31, 1976.
- Hans Emil Kolb as Visiting Associate Professor of Petroleum Technology, College of Engineering, without compensation, effective October 27, 1975 until May 31, 1976.
- John E. Laing, reappointment as Visiting Lecturer and Research Associate, Population Institute, without compensation, effective November 10, 1975 until May 31, 1976.
- Esperanza R. Limcaco, reappointment as Professorial Lecturer in Education, U.P. Extension Division Clark Air Base, effective October 14, 1975 until January 21, 1976.
- Antonio O. Mabesa as Professorial Lecturer in Theater Arts, College of Sciences and Humanities, University of the Philippines at Los Baños, effective June 4, 1975 until September 23, 1975.
- Melecio S. Magno as Chairman, Advisory-Executive Council, Marine Sciences Center, effective November 27, 1975 and for a period of three (3) years.
- Romeo L. Manlapaz, change in the basic designation with increase in salary from Associate Professor III of Engineering Sciences and Director to Director, University Computer Center, effective October 1, 1975.
- E. Arsenio Manuel, extension of appointment as Professor VIII of Anthropology, College of Arts and Sciences, for a period of one (1) year beyond the expiry date of the previous authority granted him, i.e., from December 14, 1975 until December 13, 1976, as an exception to the provisions of Malacañang Memorandum Circular No. 163, series of 1968, and pursuant to the provisions of R.A. No. 4968, as well as the renewal of his appointment as Chairman of the Department of Anthropology for the period thereof.
- Mauro F. Manuel as Lope M. Yutuc Associate Professor of Veterinary Protozoology, College of Veterinary Medicine, effective November 27, 1975 and for a period of one (1) year.
- Felina G. Mapa as U.P. Endowment Foundation Professor of Mathematics, College of Arts and Sciences, effective November 1, 1975 until March 27, 1979.
- Jose A. Marasigan as Professorial Lecturer in Mathematics, College of Arts and Sciences, effective October 27, 1975 until March 31, 1976.
- Angelita Mendoza-Dizon as U.P. Alumni Annual Fund Research Professor, College of Home Economics, effective November 1, 1975 until October 31, 1976.
- Honesto Mendoza, reappointment as Professorial Lecturer in Public Administration, College of Public Administration, effective October 27, 1975 until March 31, 1976.
- Nestor M. Nisperos, reclassification of position from Executive Development Officer II to Professor III, U.P. College Cebu, effective January 1, 1976.

- Antonio M. Ostrea, reappointment as Professorial Lecturer in Metallurgy, College of Engineering, effective October 27, 1975 until May 31, 1976.
- Pedro N. Prado, increase in salary as Department Manager I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective July 1, 1975 until June 30, 1976.
- Ardea F. Rabor as Visiting Instructor in Forest Biological Sciences, College of Forestry, University of the Philippines at Los Baños, effective November 1, 1975 until April 30, 1976.
- Dioscoro S. Rabor as Visiting Professor of Wild Life Biology and Management, College of Forestry, University of the Philippines at Los Baños, effective November 1, 1975 until April 30, 1976.
- Lina F. Rabor as Visiting Assistant Professor of Forest Biological Sciences, College of Forestry, University of the Philippines at Los Baños, effective November 1, 1975 until April 30, 1976.
- Zenaida S. Reyes, increase in salary as Law Researcher III, Division of Research and Law Reform, Law Center, effective October 1, 1975.
- Inocencio A. Ronquillo as Professorial Lecturer in Biology, College of Arts and Sciences, effective October 27, 1975 until May 31, 1976.
- Elpidio L. Rosario as Julio and Florentina Ledesma Assistant Professor of Agronomy and Crops Physiology, College of Agriculture, University of the Philippines at Los Baños, effective November 1, 1975 until October 31, 1976.
- John R. Rudisill as Professorial Lecturer in Psychology, U.P. Extension Division Clark Air Base, effective October 14, 1975 until May 31, 1976.
- Felicisima C. Serafica, reappointment as Visiting Professor of Psychiatry, College of Medicine, without compensation, effective October 27, 1975 until May 31, 1976.
- Edmundo L. Sicam, reappointment as Professorial Lecturer in Broadcasting, Institute of Mass Communication, effective October 27, 1975 until May 31, 1976.
- Lourdes M. Sumabat, increase in salary as Professorial Lecturer in Nutrition, Institute of Public Health, effective October 1, 1975 until May 31, 1976.
- Rudolfo O. Sumicad, promotion from Training Specialist III to Training Specialist IV, Institute for Small-Scale Industries, effective January 1, 1976.
- Serafin D. Talisayon as Professorial Lecturer, Institute of Human Ecology, University of the Philippines at Baños, effective November 8, 1975 until March 19, 1976.
- Hermenegildo C. Tainpinco, reappointment as Professorial Lecturer, U.P. College Baguio, effective November 3, 1975 until May 3, 1976.
- Allen L. Tan as Professorial Lecturer in Anthropology and Psychology, College of Arts and Sciences, effective October 27, 1975 until March 31, 1976.
- Eligio J. Tavanlar as Professorial Lecturer, Institute of Human Ecology, University of the Philippines at Los Baños, effective November 8, 1975 until March 19, 1976.
- Alfredo T. Tiamson as Professorial Lecturer in English, College of Arts and Sciences, effective October 27, 1975 until May 31, 1976.
- Aurelio A. Tiro, increase in salary as Professorial Lecturer in the M. Ed. Program, U.P. College Cebu, effective June 1, 1975 until May 31, 1976.
- Mario S. Tongson as Marcos S. Tubangui Associate Professor of Veterinary Helminthology, College of Veterinary Medicine, effective November 27, 1975 and for a period of one (1) year.
- Ruben F. Trinidad, reappointment as Professorial Lecturer in Statistics, Statistical Center, effective October 27, 1975 until May 31, 1976.
- Luis Q. U. Uianza as Rizal Distinguished Professorial Lecturer in Sales Management, College of Business Administration, effective October 13, 1975 until May 31, 1976.
- Filemon A. Uriarte, Jr., temporary transfer to part-time status as Associate Professor I of Chemical Engineering, College of Engineering, effective November 1, 1975 until March 31, 1976 subject to the condition that he shall revert to full-time status on April 1, 1976.
- Jose R. Valdecañas, increase in salary as Project Coordinator of the DPWTC-UPIEP Projects, Institute of Environmental Planning, effective July 1, 1975 until June 30, 1976.
- Leonora V. Vanzwoll as Professorial Lecturer in Education (MAT Reading Program), U.P. Extension Division Clark Air Base, effective October 14, 1975 until May 31, 1976.
- Frithjof Voss, increase in honorarium as Visiting Professor of Photo-Interpretation and Geomorphology, Training Center for Applied Geodesy and Photogrammetry, College of Engineering, effective November 1, 1975 until May 31, 1976.
- Haydee B. Yorac, promotion with increase in salary from Law Researcher III to Law Researcher IV, Division of Research and Law Reform, Law Center, effective October 1, 1975.

#### TRANSFER TO PERMANENT STATUS

The Board approved the transfer of the following to permanent status:

- Cynthia V. Abad Santos as Assistant Professor III of Physical Education, Department of Physical Education, effective October 1, 1975.
- Benjamin Catane as Associate Professor IV, U.P. College Tacloban, effective January 1, 1976.
- Marieta B. de Luna as Assistant Professor I of Medicine (part-time), College of Medicine, and Attending Physician, Philippine General Hospital, effective November 1, 1975.
- Malaya Juan as Assistant Professor I of Humanities, College of Arts and Sciences, effective November 1, 1975.
- Lillian V. Lee as Assistant Professor I of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective November 1, 1975.
- Jonathan C. Malicsi as Assistant Professor II of Linguistics, College of Arts and Sciences, effective November 1, 1975.
- Helen de la Fuente Samson as Assistant Professor I of Music Literature and Theory, College of Music, effective October 1, 1975.

Hernando C. Sarmiento as Assistant Professor II of Spanish, College of Arts and Sciences, effective December 1, 1975.

Mauro C. Simpliciano as Assistant Professor I of Architecture, College of Architecture, effective November 1, 1975.

Zelda C. Zablan as Assistant Professor I of Population, Population Institute, effective October 1, 1975.

In this connection, the Dean of the College was authorized to keep the above-mentioned funds in New York City, c/o China Medical Board, and to disburse them on need according to established University procedures.

\* \* \*

The Board approved the increase in benefits of the following scholarships at the Institute of Social Work and Community Development:

SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board accepted the *American Association of College Women (AACW) Scholarship* in the amount of P750.00, given through the Learning Center, Inc., for two graduate students in the Department of Special Education, College of Education, to be awarded under the following terms:

- a. A weighted average of 2.00 in all courses taken during the semester.
- b. The grant is reviewable and may be renewed every semester until the student finishes, provided the awardee maintains the required average grade.
- c. The sponsored students must do their practicum in the Learning Center, Inc.
- d. At the discretion of the Learning Center, Inc., the students must commit themselves to employment at The Learning Center, Inc. after graduation.

\* \* \*

The Board accepted a donation from the daughters of the late Gregoria M. Albert in the amount of P4,000.00 for the establishment of the *Gregoria Montemayor Albert Scholarship*. The grant will provide P500.00 a semester to help defray tuition and other incidental expenses of a junior or senior majoring in Family Life and Child Development at the College of Home Economics, subject to the conditions stipulated in the letter of the donor dated 29 October 1975.

\* \* \*

The Board approved the rules to govern the fellowship in the Diploma in Population Communication at the Institute of Mass Communication, and in Master of Population Studies, major in Population Education at the College of Education, both sponsored by the Population Foundation Center.

The fellowship shall provide P7,000.00 for one (1) year, broken down as follows:

Tuition and other school fees for two semesters and one summer	P1,350.00
Book allowance	250.00
Living allowance at P450.00 a month	5,400.00
	P7,000.00

\* \* \*

The Board accepted the following grants from the *China Medical Board of New York, Inc.*:

- a. \$5,000.00 to enable the Dean of the College of Medicine and selected members of his education committee to visit countries in East and Southeast Asia where the China Medical Board has programs and where the College may wish to send staff for further training; and
- b. \$25,000.00 to support faculty members of the staff of the College of Medicine at other Asian schools,

	<i>Undergraduate Level</i>	<i>Graduate Level</i>
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a. <i>U.P. Social Work and Community Development Alumni Association Scholarship</i>	From P250.00 to P400.00 per semester	From P250.00 to P500.00 per semester
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b. <i>Leonor Pablo Scholarship</i>	From P300.00 to P400.00 per semester	From P300.00 to P500.00 per semester
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\* \* \*

The Board accepted a donation of P500.00 per semester for the *VPAP Scholarship Award* at the College of Veterinary Medicine from Dr. Francisco Cortez, President of the Veterinary Practitioners Association of the Philippines.

\* \* \*

The Board approved the following revision of and deletion from the rules governing the *U.P.-Government Scholarship*:

*Revision of Rule 3 e*

No scholarship shall be awarded to anyone for more than ten academic semesters. *However, a student taking a six year course will be allowed a maximum of twelve academic semesters and [However,] the scholarship may be extended during summer to anyone required to take courses that are in accordance with the approved curriculum, given only during summer. School fees and living allowance for two months will be given. (Words in brackets to be deleted; those in italics to be added.)*

*Deletion of Rule 3 c which reads as follows:*

Each awardee, and his parents for him, shall sign a contract with the University in a form prescribed by the Committee in which the awardee shall, among other obligations, accept the duty to serve in any government agency requiring and requesting his or her service for one-half the length of time he or she enjoyed the scholarship, or in lieu thereof, to pursue his or her calling, profession, or occupation in the Philippines for a minimum period equivalent to the length of time that he or she enjoyed the scholarship, from the date of graduation. This requirement may be deferred when a suitable opportunity to pursue his or her graduate studies becomes available. Such contract shall incorporate by reference the provisions of these regulations.

\* \* \*

The Board accepted \$5,000.00 from the *UNICEF* for the Action-Research Project of the College of Education on Learning for Teachers in the Primary-Elementary Level, designed to develop self-learning materials for the



rural teachers to provide a retraining delivery system using current curricular and pedagogical innovations.

\* \* \*

The Board approved the revisions in the rules governing the *Philippine Association of Mechanical and Electrical Engineers (PAMEE) Scholarship Study-Grant* at the College of Engineering, as follows:

Rule 2. Each scholarship grant carries the following benefits [a stipend of 400.00] a semester:

<i>Tuition fees</i>	P250.00
<i>Book allowance</i>	200.00

Rule 3. The scholarship shall be open to at least senior students who have a weighted average of "2.75" ["1.75"] or better, without a failing grade, for an academic load of not less than 15 units in the immediately preceding semester.

(Portions in italics to be added; those in brackets to be deleted.)

\* \* \*

The Board accepted the scholarship grants from the Petrophil Corporation for the *Petrophil Corporation Scholarships* in the College of Engineering and the College of Arts and Sciences Department of Geology and Geography.

For the academic year 1975-1976, three scholarships will be available to geology students in the junior year and three to engineering students (one sophomore, one junior and one senior). Every year thereafter, one scholarship each in the sophomore year will be open in the fields of geology and engineering. The scholarships will cover tuition and other school fees, textbooks, and living expenses.

\* \* \*

The Board accepted the *Ramona Rodriguez-Tan Scholarship-Study Grant* for graduate and undergraduate students in the Institute of Social Work and Community Development, consisting of P600.00 per semester per student. For the graduate level, students enrolled in any of the graduate programs of the Institute may apply for the scholarship grant; for the undergraduate level, applicants must be junior or senior students of the Institute.

\* \* \*

The Board accepted the following donations for scholarships in the U.P. College Baguio for the schoolyear 1975-1976:

a. New scholarships beginning with the first semester, 1975-1976—

- (1) Frank C. Bennet — Frank C. Bennet Rotary Scholarship
- (2) U.P. College Baguio Faculty Organization — Dayawen Scholarship for college and high school
- (3) U.P. College Baguio Faculty — U.P. College Baguio Faculty Scholarship for high school

b. Continuing scholarships from last year and previous years —

- (1) Dr. Ernesto Y. Sibal — Rizal Scholarship in Science
- (2) Zonta International, Baguio Chapter — Zonta International Scholarship

(3) Mr. Henry Brimo — Philex Mining Co. Scholarship for college and Baguio Gold Mining Co. Scholarship for high school

(4) Mr. and Mrs. Marcos Cid — Cid Educational Supply Scholarship

(5) Judge Hector Donato — Floro Crisologo Memorial Scholarship

(6) Engr. and Mrs. Victor de Guia — Scout Victor de Guia Jr. Memorial Scholarship

(7) Dr. Emmanuel Tamesis — Florencio V. Tamesis Jr. Scholarship

(8) U.P. College Baguio Faculty — U.P. College Baguio Faculty Scholarships for high school and college

(9) Dr. and Mrs. Mateo H. Tupas — M.H. Tupas Scholarship

(10) Don Timoteo Certeza Educational Foundation Scholarships for college and high school

(11) Maj. and Mrs. Henry Ruff — Ruff Inn Scholarship for high school

(12) Mrs. Trinidad Vda. de Nevada — Nevada Scholarship

(13) Miss Angela Abellera, Mrs. Carol Brady-De Raedt, Mr. Benjamin Abellera, Miss Lourdes Abellera — Tamangan Scholarship for high school

(4) Rotary Club of Baguio — Rotary Club of Baguio Scholarship for high school

\* \* \*

The Board accepted a donation from Dr. *Dioscoro S. Rabor*, Visiting Professor from the Mindanao State University, of his personal collection of terrestrial vertebrates of about 10,000 birds and about 3,500 mammal study skins to the University of the Philippines at Los Baños.

\* \* \*

The Board confirmed acceptance of a donation from the *U.S. Agency for International Development (USAID)* of a car (Rambler Rebel, 1970 model), provided the vehicle is not an eight-cylinder model. The vehicle is for the use of the Agrarian Reform Institute, University of the Philippines at Los Baños.

\* \* \*

The Board approved the revised guidelines on the *PASUC scholarships*, effective the first semester, AY 1976-1977.

#### COLLECTION OF FEES

The Board authorized the College of Engineering to charge a laboratory fee of P30.00 for the following courses in Electrical Engineering, effective the second semester, 1975-1976:

- EE 10 — Elec. Lab. I
- EE 11 — Elec. Lab. II
- EE 20 — Electron. Lab. I
- EE 21 — Electron. Lab. II
- EE 46 — Elec. Power Lab.
- EE 74 — Elec. Comm.
- EE 81 — Elec. Proj.

\* \* \*

The Board authorized the College of Music to collect a minimum fee of P0.50 per hour from each Piano Department student availing of piano practice hours at the College of Music. Income to be generated from the fees

will accrue to a special account, which will be used to supplement funds for repairs and maintenance.

\* \* \*

The Board authorized the Science Education Center to charge the following fees for the use of the Center's xerox and combo machines:

- I. Xerox machine (materials and labor provided) P0.70/page
- II. Combo binding machine (materials and labor provided)
  - 1. Size — 8½" x 11"
    - a. 3/8" x 44" x 80 rings 2.30/pc.
    - b. 1/2" x 44" x 80 rings 2.80/pc.
    - c. 3/4" x 44" x 80 rings 3.90/pc.
    - d. 1" x 44" x 80 rings 5.45/pc.
  - 2. Size — 8½" x 13"
    - a. 3/8" x 44" x 80 rings 2.90/pc.
    - b. 1/2" x 44" x 80 rings 3.50/pc.
    - c. 3/4" x 44" x 80 rings 5.00/pc.
    - d. 1" x 44" x 80 rings 7.00/pc.

Income to be derived from the above fees will accrue to SEC Account 77089-404-801, subject to existing accounting and auditing rules and regulations in the disbursement of said fees.

\* \* \*

The Board authorized the U.P. College Iloilo to charge the following fees:

- a. A high school entrance examination fee of P10.00; and
- b. A testing fee of P15.00 per examinee served by the Testing Office of the Student Personnel Service Office.

Income to be derived from the above fees will accrue to a special account, against which all expenses for administering the test will be charged.

\* \* \*

The Board authorized the U.P. Extension Division Clark Air Base to collect a fee of P50.00 per unit or \$100.00 per MBA course, with an initial registration fee of \$20.00 and an application fee of \$10.00, for the MBA courses to be offered by the Unit with the assistance of the College of Business Administration.

\* \* \*

The Board authorized the Philippine General Hospital to charge dialysis-transplant patients according to capacity to pay and the cost of hemodialysis supplies actually used based on the following classification:

Class A	P350.00
Class B	250.00
Class C	Replacement of Supplies

The Hemodialysis-Transplant Program of the Philippine General Hospital, in order to develop into an effective teaching tool, must have enough patients and unless ability of the patient to pay is considered, very few if at all prefer to have hemodialysis at the PGH since a number of other medical centers charge rates competitive with the rate of P350.00.

#### PROFESSORIAL CHAIRS

The Board accepted with appreciation the U.P. Alumni Fund donation of P12,000.00 for the establishment of two (2) research professorships in the College of Home Economics to be called *U.P. Alumni Fund Research Professorships*, with an honorarium of P6,000.00 each per annum.

The grant is given without any condition and the College is free to select the recipients.

\* \* \*

The Board accepted with appreciation the U.P. Pharmacy Alumni Association donation in the amount of P6,000.00 for the establishment of the *U.P. Pharmacy Alumni Association Professorial Chair in Pharmacy*.

\* \* \*

The Board approved the establishment of two professorial chairs in the College of Veterinary Medicine as follows:

- a. *Marcos S. Tubangui Chair for Veterinary Helminthology*; and
- b. *Lope M. Yutuc Chair for Veterinary Protozoology*.

#### CONVERSION OF PGH DEPARTMENT OF OUTPATIENT SERVICES AND COMMUNITY HEALTH AS AN ACADEMIC DEPARTMENT OF THE COLLEGE OF MEDICINE

The Board approved the joint proposal of the Philippine General Hospital and the College of Medicine for the conversion of the present PGH Department of Outpatient Services and Community Health as an academic department of the College of Medicine under the name of *Department of Family Medicine*.

#### CREATION OF STUDENT PERSONNEL SERVICES OFFICE AT U.P. COLLEGE ILOILO

The Board approved the creation of a Student Personnel Services Office (SPSO) at the U.P. College Iloilo to be administered by a Coordinator, who shall be directly responsible to the Dean.

The SPSO will coordinate and supervise counseling and testing services, student organizations and activities, financial aid and grants, residential services, and food services, with the view to ensuring greater efficiency and effectiveness in the management of these student personnel services.

#### CONFIRMATION OF CONFERMENT OF THE DEGREE OF DOCTOR OF LAWS, HONORIS CAUSA, UPON GEORGE R. ARIYOSHI

The Board *confirmed* its approval by referendum of the conferment of the degree of Doctor of Laws, *honoris causa*, upon George R. Ariyoshi, Governor of Hawaii, on 9 November 1975 at the Abelardo Hall Auditorium, upon the recommendation of the University Committee on Honorary Degrees.

#### SIX-VOLUME REPORT ON THE EDUCATIONAL PLAN FOR THE UNIVERSITY OF THE PHILIPPINES IN THE VISAYAS

The Board approved the six-volume report on the educational plan for the University of the Philippines in the Visayas, covering basically the 5-year plan with the College of Fisheries and the U.P. College Iloilo as the U.P. units that will be integrated with the autonomous fisheries university.

In this connection, the President is authorized to implement the project and make all necessary negotiations

pertinent to the development of the U.P. in the Visayas.

With the creation of the autonomous university, the University System envisions to become more relevant to its role of providing manpower training, research and extension service in the field of fisheries. It will also provide an opportunity for the University to contribute to the further development not only of the country but also of the Visayas region.

#### ABOLITION OF THE UNIVERSITY SERVICENTER

The Board noted the abolition of the University Servicer effective as of the close of office hours on 31 October 1975. The management of the Servicer had been turned over to the U.P. Consumers' Cooperative, Inc. as of 6 October 1975.

#### AMENDMENT OF BOARD'S RESOLUTION ON NORMAL TEACHING LOAD SERVICES AT THE U.P. ELEMENTARY SCHOOL

The Board approved the amendment of its resolution, 861st meeting of 29 August 1975, quoted hereinbelow:

"C. College of Education —

"1. Clarification of the applicability to the Elementary School of the Board's resolution (845th meeting, 25 April 1974) to give pre-collegiate (high school and elementary) courses 0.9 as much teaching load credit as that of undergraduate collegiate courses, to the effect that —

"The normal teaching load services in the U.P. Elementary School shall remain at twenty (20) hours per week. The nine tenths (0.9) evaluation factor for the elementary school courses approved by the Board shall apply only to overload-teaching (beyond the 20 hours per week normal load).

"Applying the April 25 Board resolution to the teaching load in the Elementary School in the same way that the 0.9 factor is applied in the University High School would result in drastically bringing down the normal teaching load from 20 hours (6-7 classes) a week to only 13-1/3 (4-5 classes) a week, and approximately P28,000.00 per semester would be needed to pay the honoraria for overload-teaching (beyond the 13-1/3 hours a week of normal load)—"

such that paragraph 2 above should read as follows:

"The normal teaching load services in the U.P. Elementary School shall remain at 15 hours per week for kindergarten instructors and 17.5 hours per week for instructors handling departmental classes. The nine tenths (0.9) evaluation factor for the elementary school courses approved by the Board shall apply to overload teaching beyond the 17.5 hours for instructors handling departmental classes."

Per the report submitted by the Principal, University Elementary School, the total overload pay received by the Elementary School faculty for the first semester, academic year 1975-1976 amounted to P9,510.60. Since this amount is even less than the salary of an Instructor II, it would mean considerable savings for the University

than having several full-time instructors to meet the needs of the School for faculty services resulting from instructors going on maternity leave, sick leave, or study leave.

#### SCHEDULE OF HONORARIA FOR THE PHILIPPINE YOUTH ORCHESTRA

The Board modified the schedule of honoraria for the Philippine Youth Orchestra members approved by the Board at its 853rd meeting on 28 November 1974, as follows:

	Present Rates		Modified Rates	
	Rehearsal	Performance	Rehearsal	Performance
a. Principal	P12.00	P15.00	P12.00	P15.00
b. Other members	P 6.00-	P10.00	P 6.00-	P10.00-
	P10.00		P10.00	P12.00

The modification will involve an additional amount estimated at P800.00 a year, which can be absorbed by the current budget of the PYO.

#### FURTHER AMENDMENT OF BOARD'S RESOLUTION ON SELECTION OF COOPERATING TEACHERS IN THE GRADUATE COLLEGE OF EDUCATION

The Board approved the further amendment of its resolution adopted at the 551st meeting on 13 October 1951 and amended at the 738th meeting on 24 September 1965, such that a free tuition privilege equivalent to 3 units could be granted to any teacher, whether from a public school or a private school, upon his/her selection as cooperating teacher for that semester of service.

The original Board resolution as amended referred to above reads as follows:

"E. Graduate School of Education —

"1. Amendment of the following Board resolution adopted at 551st meeting on October 13, 1951 —

". . . .

so as to read as follows:

"That effective immediately teachers from public schools who have served for at least two semesters as Cooperating Teachers\* in the Graduate College of Education may enroll in the University of the Philippines for a maximum of six units a semester or summer without paying fees for as long as they continue as Cooperating Teachers. This privilege should be availed of within two years after rendering such service to entitle the Cooperating Teacher to the exemption."

"Note: The resolution, as amended, is a sound and fair means of compensating cooperating teachers for their services, aside from improving the student teaching program."

\* A cooperating teacher is one who supervises directly and regularly the work of a student teacher in off-campus schools.

#### AMENDMENT OF BOARD'S RESOLUTION ON INCENTIVE ALLOWANCE GIVEN TO THE CASHIER, RECEIVING TELLERS, PAYMASTERS, AND CASH CLERKS OF THE CASH DIVISION

The Board approved the amendment of its resolution adopted at the 852nd meeting on 26 September 1974 regarding the incentive allowance of P100.00 a month given to the Cashier, Receiving Teller, Paymasters, and Cash Clerks of the Cash Division, such that the grant or enjoyment thereof shall be governed by certain guidelines as indicated in the Memorandum for the Board dated 8 December 1975 from the President of the University.

The amendments provide varying amounts of levels of cash accountabilities for which accountable officers may be entitled to a corresponding amount of teller's incentive allowance specified for the level or amount of cash accountability.

With the amendments, likewise, the teller's incentive allowance will extend to all other personnel performing similar duties, or those who are similarly accountable at least to a substantial degree as the Cash Division personnel, and regardless of basic appointment, rank, or designation. The allowance, however, shall not apply to cash register operators and collectors assigned during registration, or to personnel who serve or are assigned as accountable officer to handle cash for a period of less than one month.

The amendments will automatically amend or revoke all other previous resolutions of the Board and any orders or regulations issued by the President or any other competent University official regarding the grant or enjoyment of the teller's incentive allowance.

#### AMENDMENT REGARDING ACQUISITION BY THE UPLB OF ADDITIONAL LANDS

The Board approved the amendment to Section 16 of the Implementing Rules and Regulations governing the acquisition by the UPLB of additional lands either by negotiated sale or by expropriation for the expansion of its agricultural research program pursuant to Section 8 of Presidential Decree No. 457 dated 15 May 1974, originally approved by the Board of Regents at its 846th meeting on 30 May 1974, in order to read as indicated hereunder. (Portions in italics added; those in brackets deleted.)

"Section 16. — In determining which of the homelots shall be awarded to each of the tenant-tillers, a system of lottery shall be used wherein each of the available homelots shall be assigned a number. [The corresponding numbers of the homelots shall be placed in a box and on a scheduled time and date, a lottery shall be held wherein each of the tenant-tillers shall be required to draw a number from the said box in order to determine which of the homelots shall be awarded to him]; *Provided, However, that any tenant tiller owning a House already erected on any homelot shall have priority to choose the said homelot without any need of participating in the lottery.*"

In the process of allocating homelots for bonafide tenant-tillers affected by PD 457, amendment of the

provisions of Section 16 will expedite their resettlement. This will also help minimize expenditures, by not having to relocate the houses of tenants already in place.

#### OPINION FROM THE SECRETARY OF JUSTICE ON THE LEGALITY OF THE BOARD'S EXTENDING TO ANY OF ITS MEMBERS BENEFITS SUCH AS AN APPOINTMENT TO THE FACULTY WITH OR WITHOUT COMPENSATION

The Board was informed of the opinion from the Secretary of Justice dated 19 November 1975 as to whether or not under the Charter of the University, "it would be legal for the Board to extend any of its members benefits like an appointment to the faculty with or without compensation."

Citing the provisions of the U.P. Charter, the Secretary of Justice states that the members of the Board are disqualified from employment in any capacity in the University evidently to prevent conflict of loyalties or self-dealing situations, the Board being vested with the powers of appointment, discipline, and conditions of service of the U.P. faculty and employees.

The provisions of the Anti-Graft and Corrupt Practices Act (R.A. No. 3019, Section 3) are also cited as clearly inhibiting members of the Board from being appointed with compensation, as a public officer is prevented by this Act from assuming the awkward position of having to decide between two conflicting loyalties or retaining a vantage point from which he can influence decision in that regard.

The Secretary is doubtful, however, if there is presence of material interest within the meaning of the particular provision of the Anti-Graft Law, if the appointment is made without compensation nor the other incidental benefits of pecuniary value to the appointee.

#### GUIDELINES TO GOVERN EMPLOYMENT OF PERSONNEL ASSIGNED TO ASSIST IN THE ADMINISTRATION OF THE U.P. COLLEGE ADMISSIONS TEST AND THE U.P. GOVERNMENT SCHOLARSHIP TEST

The Board approved the following guidelines to govern the employment of personnel assigned to assist in the administration (as distinguished from test construction or development) of the U.P. College Admissions Test (UPCAT) and the U.P. Government Scholarship Test (UPGST):

- a. Increase in the honorarium of technicians, security guards, custodial workers and drivers from P6.00 to P10.00 per session (amending Board resolutions of 825th and 839th meetings on 26 October 1972 and 29 November 1973, respectively, insofar as the honorarium rate is concerned);
- b. Honoraria of P40.00 and P20.00 per session for Supervising Examiners and Supervisor Assistants, respectively;
- c. Examiners sent to the regional test centers shall be classified as Supervising Examiners, not merely as Examiners;
- d. The honoraria specified above shall be paid only if the services rendered in the administration of

- the test are outside the regular office hours of the personnel concerned;
- e. The designation "Technician" shall be applied to those who take charge of public address systems or related equipment and/or undertake electrical trouble-shooting (amending Board resolution at 825th meeting, 26 October 1972 insofar as the description of the job to be assigned to technicians is concerned);
  - f. The designation "Supervisor Assistant" shall be applied to the personnel who assist the Supervising Examiner other than technicians, custodial workers, security guards, drivers, examiners and proctors;
  - g. In the case of U.P. personnel who would be assigned to places outside their regular station, the honoraria prescribed herein shall be in addition to  $\frac{3}{4}$  of allowed per diem and actual cost of lodging as authorized under the 6th indorsement dated 2 December 1974 by the Office of the President of the Philippines;
  - h. Supervising Examiners sent to regional test centers may make actual payment of honoraria of locally hired personnel who are not connected with the University, provided that they shall keep a record of hours of service actually rendered with the signatures of the personnel concerned and the name of the office or organization they are connected with;
  - i. Payment of honoraria to personnel connected with the University and assigned in the administration

of the UPCAT and UPGST shall be made upon the recommendation of the Supervising Examiner concerned and approval by the University Registrar, together with the supporting record specified in item "h" above.

Inasmuch as the class titles Custodial Worker, Driver, and Security Guard are covered by the "Basic Salary Scale for Administrative Personnel" approved by the Board of Regents and are intended to be applied also to personnel who are not connected with the University, item "a" above required Board confirmation (i.e., it would not need approval by the Board of Regents if said class titles were not to be used for personnel who are not connected with the University).

*Note:* Items b through i above, strictly speaking, require no Board action, because they are covered by the authority delegated to the President by the Board at its 863rd meeting on 31 July 1975 to determine the class titles and fix the rates of compensation; for positions not specifically covered by the basic classification and salary plans for the faculty, academic non-teaching and administrative personnel, and to determine the class titles as well as the honoraria for all positions falling under the category of additional assignment, except those of dean, director, or head of principal units. They were included herein for information of the Board.

## CORRECTIVE FACULTY PROMOTIONS

*867th Meeting of the Board of Regents, 18 December 1975*

The Board approved adjustments in the promotions/salary increases effective 1 October 1975 of the following faculty members previously approved by the Board at its 866th meeting on 30 October 1975 (or as approved by the President), the adjustments being necessitated and justified by a reevaluation of their cases under the corrective promotions formula applied to the College of Arts and Sciences:

- Asuncion M. Albert, from Assistant Professor III to Assistant Professor V of English.  
 Emilita L. Cruz, from Assistant Professor I to Assistant Professor III of Linguistics.  
 Nelly I. Cubar, from Associate Professor III to Associate Professor IV of Filipino and Philippine Languages.

- Lelilia C. Fernandez, from Associate Professor II to Associate Professor V of Spanish.  
 Josefina C. Flores, from Assistant Professor VI to Associate Professor I of Chemistry.  
 Fernando I. Gutierrez, from Professor IV to Professor VI of Paleontology.  
 Rosenda G. Lorica, from Associate Professor VI to Associate Professor VIII of Chemistry.  
 Ma. Lourdes Natalia Miñeque, from Instructor III to Instructor IV in Political Science.  
 Jesus F. Ramos, from Instructor I to Instructor III in Filipino.  
 Pilloo B. Sutaria, from Associate Professor II to Associate Professor III of Chemistry.

## PRESIDENTIAL DECISIONS

### APPOINTMENTS, REAPPOINTMENTS, PROMOTIONS, SALARY INCREASES, ET AL.

The President approved the following appointments, reappointments, promotions, salary increases, and other matters:

- Luz M. Abad-Santos as Instructor in Pediatrics (part-time), College of Medicine, and Attending Pediatrician (part-time), Philippine General Hospital, without compensation, effective November 12, 1975 until May 31, 1976.
- Perfecto B. Abayan as Senior Lecturer in Economics, U.P. College Cebu, effective November 3, 1975 until May 31, 1976.
- Paterno Abellera as Executive Assistant for the duration of the project and Special Disbursing Officer, College of Education-EDPITAF Live-in Writing Workshop, College of Education, effective October 15, 1975 until December 19, 1975.
- Cynthia L. Aberion as Officer-in-Charge, Comprehensive Community Health Program, effective November 26, 1975 until the return of Sergio S. Gasmen from a special detail, but not later than December 11, 1975; reappointment as Officer-in-Charge, Comprehensive Community Health Program, effective December 16, 1975 until the return of Sergio Gasmen from a vacation leave, but not later than January 3, 1976.
- Germelino F. Abito, renewal of appointment as Project Leader in a research project titled "Ferromagnetism in Narrow-Band Metals and Alloys," Natural Science Research Center, effective October 1, 1975 until August 31, 1976; as Member, Executive Advisory Council, Natural Science Research Center, effective December 10, 1975 until February 28, 1977.
- Jaime B. Achacoso as Instructor I in Chemistry, College of Arts and Sciences, effective October 27, 1975 until the return of Victoria A. Vicente from a leave of absence, but not later than May 31, 1976.
- Pacifico A. Agabin as Member, Planning and Steering Committee, Philippine Jurisprudence Project, Law Center, effective October 1, 1976 until May 31, 1976.
- Virgilio C. Aganon, reappointment as Senior Lecturer in Industrial Relations, Asian Labor Education Center, effective November 1, 1975 until March 31, 1976.
- Ruben E. Agpalo as Contributing Editor—Legal Ethics, Philippine Jurisprudence Project, Law Center, effective December 1, 1975 until June 30, 1976; as Member, Planning and Steering Committee, Philippine Jurisprudence Project, Law Center, effective October 1, 1975 until May 31, 1976.
- Adrienne A. Agpalza as Urban Planner, Calamba Planning and Zonification Project, Institute of Environmental Planning, effective October 1, 1975 until March 31, 1976.
- Luis M. Alarilla, Jr. as Chairman, Department of Electrical Engineering, College of Engineering, effective November 1, 1975 until October 31, 1978; renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective December 1, 1975 until February 29, 1976.
- Ester Albano-Garcia, adjustment of honorarium for additional assignment as Project Leader in a research project titled "Rice Starch Utilization," Natural Science Research Center, effective October 1, 1975 until June 30, 1976.
- Marilyn Z. Alcarde, reappointment as Instructor I in Mathematics, U.P. College Iloilo, effective November 3, 1975 until March 31, 1976.
- Angel A. Alejandrino, renewal of appointment as Director, National Hydraulic Research Center, College of Engineering, effective November 1, 1975 until October 31, 1978.
- Araceli G. Almase, reclassification of position from Professorial Lecturer to Assistant Professor V, High School Department, U.P. College Cebu, effective October 27, 1975 until May 31, 1976.
- Antonio C. Alvarez, reclassification of position from Lecturer [step 1] to Assistant Professor III of Business Administration, U.P. College Cebu, effective November 3, 1975 until May 31, 1976.
- Gabriel C. Alvarez as Assistant Professor V of Demography, Population Institute, effective October 27, 1975 until May 31, 1976.
- John C. Ang as Instructor I in Physiology, College of Medicine, effective November 3, 1975 until May 31, 1976.
- Erlinda A. Arabejo, reappointment as Lecturer in Political Science, U.P. College Manila, effective November 28, 1975 until March 31, 1976.
- Consuelo G. Arabit, renewal of additional assignment as Lecturer in Nursing, College of Nursing, effective October 27, 1975 until May 31, 1976.
- Ruben A. Arafles, transfer to non-salaried item as Instructor IV (part-time) in Orthopedics, College of Medicine, and Attending Orthopedic Surgeon, Philippine General Hospital, effective July 1, 1975 until May 31, 1976.
- Bienvenido M. Aragon as Instructor I in Accounting, College of Business Administration, effective October 27, 1975 until May 31, 1976.
- Leonor M. Aragon as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until November 30, 1975.
- Jose F. Asperilla, extension of additional appointment as Chairman, Department of Physics, College of Arts and Sciences, effective November 28, 1975 until April 30, 1976; as Project Director, N.S.D.B. Project 2.28.1, Graduate Manpower Training Program, effective November 1, 1975 until June 30, 1976.
- Daisy B. Atienza, reclassification of position from Training Specialist II [step 2] to Assistant Professor II [special case] of Industrial Relations, Asian Labor Education Center, effective October 27, 1975 until May 31, 1976.
- Veredigno P. Atienza as Lecturer in Business Administration, College of Business Administration, effective October 16, 1975 until May 31, 1976.
- Froilan M. Bacuñgan as Chairman, Planning and Steering Committee, Philippine Jurisprudence Proj-

- ect, Law Center, effective October 1, 1975 until June 30, 1976.
- Ruben F. Balane as Contributing Editor—Succession, Philippine Jurisprudence Project, Law Center, effective December 1, 1975 until June 30, 1976.
- Vicente C. Bañagale, reappointment as Assistant Professor I of Public Administration, U.P. College Baguio, effective November 3, 1975 until May 31, 1976.
- Aguido M. Basas as Lecturer in Chemistry, U.P. College Tacloban, effective October 27, 1975 until May 31, 1976.
- Perlita L. Baula as Lecturer in Biology, U.P. College Manila, effective October 27, 1975 until March 31, 1976.
- Esteban B. Bautista as Contributing Editor—Criminal Procedure, Philippine Jurisprudence Project, Law Center, effective December 1, 1975 until June 30, 1976; as Member, Planning and Steering Committee, Philippine Jurisprudence Project, Law Center, effective October 1, 1975 until June 30, 1976.
- Ma. Milagros C. Bautista, reappointment as Instructor IV in Biochemistry, College of Medicine, effective October 16, 1975 until May 31, 1976.
- Araceli Baviera as Contributing Editor—Sales, Philippine Jurisprudence Project, Law Center, effective December 1, 1975 until June 30, 1976.
- Carlos C. Baylon, reclassification of position from Research Assistant to Instructor I in Inland Fisheries, College of Fisheries, effective October 1, 1975 until May 31, 1976.
- Gloria L. Belen, reappointment as Instructor I in Biology and Earth Science, High School Department, U.P. College Baguio, effective October 27, 1975 until the return of Bella Queño from a fellowship, but not later than March 31, 1976.
- Regano G. Benito, transfer to non-substitute status as Instructor II in Mechanical Engineering, College of Engineering, effective November 1, 1975 until May 31, 1976; renewal of additional assignment as Associate Research Engineer, Industrial Research Center, College of Engineering, effective November 1, 1975 until June 30, 1976.
- Gaudencio M. Bernardo as Instructor I in Mathematics, U.P. College Tacloban, effective December 15, 1975 until May 31, 1976.
- Solita Camara-Besa as Member, University Research Council, effective November 1, 1975 until October 31, 1977.
- Manuel F. Bonifacio as Member, University Research Council, effective November 1, 1975 until October 31, 1977.
- Epimaco G. Bool, increase in salary from Instructor II to Instructor III in Community Medicine, Comprehensive Community Health Program, effective October 1, 1975 until May 31, 1976.
- Dirk Bronger as *ad-interim* Visiting Professor in Geography, College of Arts and Sciences, effective October 15, 1975 until October 14, 1976.
- Angeles Buenaventura as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until November 30, 1975; renewal of additional assignment as Lecturer in Statistics, U.P.-N.M.Y.C.-N.C.S.O. Statistical Manpower Training Project, Statistical Center, effective November 3, 1975 until October 31, 1976.
- Llena P. Buenvenida as Environmental Planner, Calamba Planning and Zonification Project, Institute of Environmental Planning, effective October 1, 1975 until December 31, 1975.
- Rodolfo Bulatao as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1975 until December 15, 1975.
- Cherrie L. Bunag as Instructor I in Chemistry, College of Arts and Sciences, effective December 2, 1975 until the return of Cielo Santiago from a study leave, but not later than May 31, 1976.
- Virgilio F. Cabalquinto, reappointment as Lecturer in Economics, U.P. College Manila, effective October 27, 1975 until May 31, 1976.
- Orlando T. Cabanlig as Senior Lecturer in Statistics, Statistical Center, effective October 27, 1975 until May 31, 1976.
- Gerardo S. Calabia as Project Coordinator, Calamba Planning and Zonification Project, Institute of Environmental Planning, effective October 1, 1975 until March 31, 1976.
- Mariano P. Calar as Consultant, Department of Physical Education, effective November 2, 1975 until March 31, 1976.
- Gloria C. Caldito, renewal with reclassification of additional assignment from Acting Director to Director, Undergraduate Studies, Statistical Center, effective April 1, 1975 until March 31, 1976.
- Arsenio Camacho as Officer-in-Charge, Graduate Study Program, Brackishwater Aquaculture Center, Inland Fisheries Project, Leganes, Iloilo, College of Fisheries, effective November 3, 1975 until May 31, 1976.
- Josefina A. Camañag, reclassification of position from Administrative Officer (Range 8, Step 5) to Training Specialist I, Local Government Center, College of Public Administration, effective November 1, 1975.
- Jose C. Campos, Jr., reappointment as Rizal Distinguished Professorial Lecturer in Corporation Law, College of Law, effective November 11, 1975 until May 31, 1976.
- Dante B. Canlas as Lecturer in Statistics, U.P.-N.M.Y.C.-N.C.S.O. Statistical Manpower Training Project, Statistical Center, effective November 18, 1975 until November 20, 1975.
- Dominador C. Canlas as Member, University Research Council, effective November 1, 1975 until October 31, 1977.
- Virgilio Canlas as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until November 30, 1975.
- Filomena Cantoria, reappointment to additional assignment as Chairman, Department of Accounting, College of Business Administration, effective November 3, 1975 until November 2, 1978.
- Ma. Aurora A. Carbonell, reappointment to additional assignment as Lecturer in Public Administration, College of Public Administration, effective the first semester, 1975-1976.

- Archimedes G. Carlos as Instructor I in Sociology, College of Arts and Sciences, effective October 27, 1975 until May 31, 1976.
- Harry M. Carpio as Lecturer in Mathematics, College of Arts and Sciences, effective August 1, 1975 until September 30, 1975.
- Gladys C. Casambre, renewal of appointment as Project Leader under a research project titled "Chiasma Frequency in the Genus *Oryza*," Natural Science Research Center, effective November 16, 1975 until June 30, 1976.
- Ricardo C. Castro, reappointment as Special Lecturer in Labor Legislation, Asian Labor Education Center, effective August 1, 1975 until June 30, 1976.
- Teofilo B. Casuga as Special Lecturer in Industrial Relations, Asian Labor Education Center, effective October 1, 1975 until June 30, 1976.
- Lorenzo C. Chan, adjustment of honorarium for additional assignment as Project Leader in a research project titled "A Study of Mechanisms of Higher Symmetry in Particles," Natural Science Research Center, effective October 1, 1975 until December 31, 1975.
- George M. Chow, reclassification of position from Lecturer to Instructor III in Business Administration, College of Business Administration, effective October 16, 1975 until May 31, 1976.
- Mercedes B. Concepcion as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until November 30, 1975.
- Cecilia P. Corral, transfer to another item and to non-substitute status as Instructor I in Physical Education, U.P. College Iloilo, effective November 1, 1975 until May 31, 1976.
- Elvira A. Cortes, reclassification of position with promotion from Research Assistant III to Project Assistant I, DPWTC-UIEP Projects, Institute of Environmental Planning, effective July 1, 1975 until June 30, 1976.
- Irene R. Cortes, reappointment to additional assignment as Member, University Research Council, effective November 1, 1975 until October 31, 1977.
- Josefina R. Cortes as Project Director, College of Education-EDPITAF Live-in Writing Workshop, College of Education, effective October 15, 1975 until December 19, 1975.
- Francisco M. Cortez as Instructor I in Veterinary Medicine, College of Veterinary Medicine, effective December 1, 1975 until May 31, 1976.
- Karina C. David, transfer from the College of Arts and Sciences with increase in salary from Assistant Professor III to Assistant Professor IV of Community Development, Institute of Social Work and Community Development, effective October 16, 1975.
- Lourdes T. David, reclassification of position with promotion from Research Assistant [Step 6] to Librarian II [Step 2], University Library, effective October 16, 1975.
- Muriel F. David, reclassification of position with promotion from Research Assistant I to Research Associate IV, DPWTC-UIEP Projects, Institute of Environmental Planning, effective July 1, 1975 until June 30, 1976.
- Myriam H. David, reappointment as Instructor I in Communication Arts, University High School, College of Education, effective October 27, 1975 until the appointment of a regular incumbent, but not later than May 31, 1976.
- Nelson M. Davila, reclassification of position from Project Assistant I to Research Associate II, DPWTC-UIEP Projects, Institute of Environmental Planning, effective July 1, 1975 until June 30, 1976.
- Adolfo de Guzman as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until November 30, 1975.
- Gloria M. de Guzman as Officer-in-Charge, Philippine Executive Academy, effective November 18, 1975 until the return of Carlos P. Ramos from a special detail, but not later than November 29, 1975.
- Raul P. de Guzman, reappointment to additional assignment as Member, University Research Council, effective November 1, 1975 until October 31, 1977.
- Reylinda D. de Guzman, increase in salary from Instructor II in Community Nutrition, Comprehensive Community Health Program, effective October 1, 1975 until May 31, 1976.
- Gerardo V. de Leon, reappointment to additional assignment as Officer-in-Charge, College of Medicine, effective December 2, 1975 until the return of Florentino Herrera, Jr. from a special detail, but not later than January 2, 1976.
- Thelma T. de Leon, reclassification of position from Research Associate IV [A-42-1] to Research Associate III [A-43-1], DPWTC-UIEP Projects, Institute of Environmental Planning, effective July 1, 1975 until June 1, 1976.
- Enriqueta M. Dimayuga as Instructor I in Mathematics, University High School, College of Education, effective November 3, 1975 until the appointment of a regular faculty member, but not later than May 31, 1976.
- Ma. Serena L. Diokno as Lecturer in History, College of Arts and Sciences, effective October 27, 1975 until March 31, 1976.
- Ma. Rosario C. Domingo as Lecturer in Nursing, College of Nursing, effective October 27, 1975 until May 31, 1976.
- Delia G. Dumagdag, increase in salary from Research Associate IV [A-42-2] to Research Associate III [A-43-3], DPWTC-UIEP Projects, Institute of Environmental Planning, effective December 1, 1975 until June 30, 1976.
- Virginia T. Dumo, transfer to permanent status with promotion in rank from Senior Research Assistant, step 6, to Research Associate, step 3, Student Auxiliary Services, Office of Student Affairs, effective December 1, 1975.
- Emiliano T. Duran, Jr. as Instructor I in Zoology, College of Arts and Sciences, effective October 27, 1975 until the return of Virginia S. Cariño from a fellowship, but not later than May 31, 1976.
- Virgilio A. Dureza as Lecturer in Fisheries, College of Fisheries, effective October 27, 1975 until May 31, 1976.



- Eleanor T. Elequin as Project Director, Action Research Project on Learning for Teachers on the Primary Elementary Level, College of Education, effective October 8, 1975 until July 7, 1976.
- Milagros S. Rosario Encarnacion, transfer to item with compensation as Assistant Professor I (part-time) in Pediatrics, College of Medicine, and Attending Pediatrician (part-time), Philippine General Hospital, effective October 1, 1975 until May 31, 1976.
- Dolores A. Endriga as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until November 30, 1975.
- Francisca L. Erece, renewal of additional assignment as Officer-in-Charge, High School Department, U.P. College Baguio, effective November 1, 1975 until May 31, 1976.
- Corazon C. Estavillo, reappointment to additional assignment as Lecturer in Chemical and Medical Bibliography, U.P. College Baguio, effective October 27, 1975 until May 31, 1976.
- Corazon R. Estrella, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective December 1, 1975 until May 31, 1976.
- Marina D. Estrera, reclassification of position from Research Associate IV [A-42-regular rate] to Research Associate III [A-43-regular rate], DPWTC-UPIEP Projects, Institute of Environmental Planning, effective December 1, 1975 until June 30, 1976.
- Damiana L. Eugenio, extension of additional assignment as Chairman, Department of English, College of Arts and Sciences, effective December 1, 1975 until April 30, 1976.
- Adoracion C. Evangelista as Fiscal Analyst (Range 9), Budget Office, effective November 1, 1975.
- Oscar L. Evangelista, increase in gasoline allowance as Assistant Dean of Students, Office of Student Affairs, effective July 1, 1975 until June 30, 1976.
- Liliosa C. Fajardo, reappointment as Instructor I in Physics, College of Arts and Sciences, effective October 27, 1975 until May 31, 1976.
- Gloria D. Feliciano as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until November 30, 1975.
- Myrna S. Feliciano as Member, Planning and Steering Committee, Philippine Jurisprudence Project, Law Center, effective October 1, 1975 until June 30, 1976.
- Andres I. Fernandez, reclassification of position from Training Specialist II [Step 3] to Assistant Professor III of Industrial Relations [special case], Asian Labor Education Center, effective October 27, 1975 until May 31, 1976.
- Nicanor C. Fernandez as Associate Dean, College of Agriculture, University of the Philippines at Los Baños, effective November 1, 1975 until December 16, 1979.
- Perfecto Fernandez as Contributor Editor—Constitutional Law, Philippine Jurisprudence Project, Law Center, effective December 1, 1975 until June 30, 1976.
- Enrique M. Fernando, renewal of supplementary appointment as Malcolm Professor of Constitutional Law, College of Law, effective November 24, 1975 until May 31, 1976.
- Teodorico F. Festin, reappointment to additional assignment as Member, University Research Council, effective November 1, 1975 until October 31, 1977.
- Nevilla A. Figueroa, reappointment as Lecturer in Accounting, U.P. College Manila, effective October 27, 1975 until May 31, 1976.
- Cecilia Florencio as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until November 30, 1975.
- Corazon S. Foley as Senior Lecturer in Economics and Finance, U.P. College Cebu, effective October 21, 1975 until May 31, 1976.
- Ruben B. Galvez, reappointment as Lecturer in Statistics, U.P.-N.M.Y.C.-N.C.S.O. Statistical Manpower Training Project, Statistical Center, without compensation, effective November 3, 1975 until October 31, 1976.
- Bellaflor P. Gonzales, reclassification of position with promotion from Senior Research Assistant [Step 6] to Research Associate [Step 6], Natural Science Research Center, effective October 1, 1975.
- Michael M. Gonzalez, reclassification of position from Lecturer to Instructor I in History, College of Arts and Sciences, effective October 27, 1975 until the return of Rosario M. Cortes from a fellowship, but not later than March 31, 1976.
- Benito C. Gonzales as Senior Lecturer in Industrial Relations, Asian Labor Education Center, effective November 1, 1975 until March 31, 1976.
- Sulpicio Guevara as Contributing Editor—Corporation Law, Philippine Jurisprudence Project, Law Center, effective December 1, 1975 until June 30, 1976; as Member, Planning and Steering Committee, Philippine Jurisprudence Project, Law Center, effective October 1, 1975 until June 30, 1976.
- Mariano J. Guillermo, reappointment to additional assignment as Senior Lecturer in Public Administration, College of Public Administration, effective the first semester, 1975-1976.
- Fortunato Gupit, Jr. as Contributing Editor—Civil Procedure and Special Action, Philippine Jurisprudence Project, Law Center, effective December 1, 1975 until June 30, 1976; as Member, Planning and Steering Committee, Philippine Jurisprudence Project, Law Center, effective October 1, 1975 until June 30, 1976.
- Hugo E. Gutierrez as Contributing Editor—Public Officers and Civil Service, Philippine Jurisprudence Project, Law Center, effective December 1, 1975 until June 30, 1976.
- Leticia Barbara B. Gutierrez, reappointment as Assistant Professor I of Hospital Pharmacy, College of Pharmacy, effective November 3, 1975 until May 31, 1976.
- Dolores F. Hernandez, reappointment to additional assignment as Member, University Research Council effective November 1, 1975 until October 31, 1977.

- Milagros M. Herrera as Instructor I in Psychology, College of Arts and Sciences, effective October 27, 1975 until the return of Elizabeth Ventura from a leave of absence, but not later than May 31, 1976.
- Arnulfo F. Itao as Senior Lecturer in Community Development, Institute of Social Work and Community Development, effective October 27, 1975 until March 31, 1976.
- Noel H. Jardeleza as Instructor I in Marine Fisheries, College of Fisheries, effective November 3, 1975 until May 31, 1976.
- Anthony M. Juan, Jr., reappointment as Lecturer in Humanities, U.P. College Manila, effective October 27, 1975 until March 31, 1976.
- Sonia M. Juan as Instructor I in Physics, College of Arts and Sciences, effective October 27, 1975 until May 31, 1976.
- Atilano R. Kalagayan, promotion with adjustment in salary from Lecturer to Senior Lecturer in Accounting, U.P. College Manila, effective October 27, 1975 until May 31, 1976.
- Eliseo Rodrigo L. Kintanar as Senior Lecturer in Geology, College of Arts and Sciences, effective November 5, 1975 until the return of Emmanuel Tamesis from a special detail at the Philippine National Oil Company, but not later than March 31, 1976.
- Lorna S. Labayan, increase in salary from Instructor II to Instructor III in Community Medicine, Comprehensive Community Health Program, effective October 1, 1975 until May 31, 1976.
- Wilhelmina A. Landicho, increase in salary from Research Associate II [A-44-2] to Research Associate 1 [A-45-3], DPWTC-UIEP Projects, Institute of Environmental Planning, effective July 1, 1975 until June 30, 1976.
- Lauro O. Lasquite, reappointment as Lecturer in Latin, U.P. College Baguio, effective October 27, 1975 until March 31, 1976.
- Hilda D. Lastimosa as Senior Lecturer in Zoology, U.P. College Cebu, effective October 21, 1975 until May 31, 1976.
- Josephina A. Lazaro, transfer to item with compensation as Assistant Professor I (part-time) of Pediatrics, College of Medicine, and Medical Consultant, Philippine General Hospital, effective October 1, 1975 until May 31, 1976.
- Lucita S. Lazo, transfer to a new item and to non-substitute status as Instructor IV in Psychology, College of Arts and Sciences, effective October 1, 1975 until May 31, 1976.
- Lydia Ledesma, reappointment as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until November 30, 1975.
- Priscelina P. Legasto as Instructor II in English, College of Arts and Sciences, effective October 15, 1975 until the return of Rony Diaz from a detail at the National Manpower Youth Center, but not later than May 31, 1976.
- Arlene Eleanor E. Liberal as Management Specialist I, Institute for Small-Scale Industries, effective November 3, 1975 until March 31, 1976.
- Dalisay A. Lim as Instructor II in English, College of Arts and Sciences, effective November 3, 1975 until the return of Filonila M. Tupas from a leave of absence, but not later than May 31, 1976.
- Rufino Lirag, Jr. as Officer-in-Charge, Department of Chemical Engineering, College of Engineering, effective November 1, 1975 until the return of Filemon A. Uriarte, Jr. who is temporarily transferred to part-time status, but not later than March 31, 1976.
- Encarnacion C. Lopez, renewal of additional assignment as Senior Lecturer in Chemical and Medical Bibliography, College of Arts and Sciences, effective June 1, 1975 until May 31, 1976.
- Ernesto S. Luis, reappointment as Lecturer in Organic Chemistry, College of Fisheries, effective November 3, 1975 until March 30, 1976.
- Jacquelyn S. Mabesa, transfer to a new item and to non-substitute status as Instructor II in Special Education, College of Education, effective November 1, 1975 until May 31, 1976.
- Ma. Lucia Magallona, increase in salary from Instructor I to Instructor II in Physical Therapy, Comprehensive Community Health Program, effective October 1, 1975 until May 31, 1976.
- Marcelita C. Magno as Science Education Specialist II, Science Education Center, effective October 16, 1975 until June 30, 1976.
- Melecio S. Magno as Chairman, University Research Council, effective November 1, 1975 until October 31, 1977.
- Policarpia Magpili as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until November 30, 1975; transfer to another item with increase in salary from Instructor I to Instructor III in Physical Therapy, School of Allied Medical Professions, College of Medicine, effective October 27, 1975 until May 31, 1976.
- Armando J. Malay, increase in gasoline allowance as Dean, Office of Student Affairs, effective July 1, 1975 until June 30, 1976.
- Virginia B. Malay, increase in salary from Assistant Professor I (part-time) to Assistant Professor III (part-time) in Nursing, School of Nursing, effective October 1, 1975.
- Jonathan C. Maliesi as Cultural Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until January 31, 1976.
- Geronimo Manahan as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until November 30, 1975.
- Placido M. Manalo, Jr., reappointment to additional assignment as Officer-in-Charge, Philippine Executive Academy, effective December 1, 1975 until the return of Carlos P. Ramos from a leave of absence, but not later than December 22, 1975.
- Ruby K. Mangahas as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until November 30, 1975; as Member, University Research Council, effective November 1, 1975 until October 31, 1977.

- Leonor Mangaol as Program Development Associate, Program Development Staff, Office of the President, effective November 3, 1975 until November 30, 1975.
- E. Arsenio Manuel, extension of additional assignment as Chairman, Department of Anthropology, College of Arts and Sciences, effective December 14, 1975 until April 30, 1976.
- Mauro Manuel as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until November 30, 1975.
- Erlina R. Manzano as Instructor I in Home Economics, University High School, College of Education, effective October 27, 1975 until the appointment of a regular incumbent, but not later than May 31, 1976.
- Selene A. Mañago, reclassification of position with promotion from Research Assistant to Instructor I in Community Nutrition, Comprehensive Community Health Program, effective November 1, 1975 until May 31, 1976.
- Rosie A. Marjes, renewal of additional assignment as Lecturer in Nursing, College of Nursing, effective October 27, 1975 until May 31, 1976.
- Clarissa Marte, adjustment of honorarium for additional assignment as Project Leader in a research project titled "A Study of Enzyme Patterns in the Field Rats, *Rattus sp.* within the Laguna Area," Natural Science Research Center, effective October 1, 1975 until June 30, 1976.
- Zielfa B. Maslin as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until November 30, 1975.
- Augusto P. Mercado, reclassification of position from Training Specialist II to Assistant Professor IV of Industrial Relations, Asian Labor Education Center, effective October 27, 1975 until May 31, 1976.
- Yolanda M. Mingoa, reclassification of position from Research Associate IV [A-42-1] to Research Associate III [A-43-1], DPWTC-UIEP Projects, Institute of Environmental Planning, effective December 1, 1975 until June 30, 1976.
- Bienvenido T. Miranda, reappointment to additional assignment as Member, University Research Council, effective November 1, 1975 until October 31, 1977.
- Génaro A. Mocoero as Special Collecting and Disbursing Officer of UPCAT Project, Office of the University Registrar, effective with the December 1975 UPCAT administration.
- Virginia R. Moreno as Chairman, President's Council on the Arts, effective December 1, 1975 until November 30, 1976.
- Rosalie N. Najera, reappointment as Physician (with rank of Instructor IV), University Health Service, effective November 21, 1975 until May 31, 1976.
- Antonio F. Navarette as Contributing Editor—Statutory Construction and Words and Phrases, Philippine Jurisprudence Project, Law Center, effective December 1, 1975 until June 30, 1976; as Member, Planning and Steering Committee, Philippine Jurisprudence Project, Law Center, effective October 1, 1975 until June 30, 1976.
- Bienvenido F. Nebres as Consultant in Mathematics, College of Arts and Sciences, effective October 27, 1975 until May 31, 1976.
- Nestor A. Nuguid as Instructor I in Chemistry, College of Arts and Sciences, effective October 27, 1975 until the return of Victoria D. Reidenbach from a leave of absence, but not later than May 31, 1976.
- Beulah D. Nuval, increase in gasoline allowance as Director, International Students Program, Office of Student Affairs, effective July 1, 1975 until June 30, 1976.
- Luz R. Oyales, reappointment to additional assignment as Senior Lecturer in Public Administration, College of Public Administration, effective second semester 1975-1976 until the end of the semester.
- Perfecto L. Padilla, reappointment to additional assignment as Officer-in-Charge, Local Government Center, College of Public Administration, effective November 4, 1975 until the return of Felipe V. Oamar from a special detail, but not later than November 21, 1975; reappointment to additional assignment as Senior Lecturer in Public Administration, College of Public Administration, effective the second semester, 1975-1976.
- Helen P. Palabyab, reclassification of position with increase in salary from Research Associate IV [A-42-1] to Research Associate III (A-43-1), DPWTC-UIEP Projects, Institute of Environmental Planning, effective December 1, 1975 until June 30, 1976.
- Rogelio Panlasigue as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until November 30, 1975.
- Cristina P. Parel as Member, University Research Council, effective November 1, 1975 until October 31, 1977.
- Aurora T. Payad, reappointment to additional assignment as Senior Lecturer in Public Administration, College of Public Administration, effective June 1, 1975 until May 31, 1976.
- Rodolfo S. Peneyra, renewal of additional assignment as Chairman, Department of Veterinary Microbiology, Pathology and Public Health, College of Veterinary Medicine, effective November 1, 1975 until October 31, 1978.
- Angelica R. Perez, promotion with adjustment in salary from Associate Computer Programmer to Programmer I, Philippine General Hospital, effective December 1, 1975 until June 30, 1976.
- Aurora E. Perez, reclassification of position with promotion from Senior Research Assistant to Research Associate, Population Institute, effective November 1, 1975 until June 30, 1976.
- Carmen E. Planas, reappointment as Instructor I in History, College of Arts and Sciences, effective October 27, 1975 until the return of Milagros C. Guerrero from a study leave, but not later than March 31, 1976.
- Niceto S. Poblador, renewal of additional assignment as Director, Division of Business Research and Publications, College of Business Administration, effective July 1, 1975 until June 30, 1976.
- Ramon C. Portugal as Project Director, Calamba Planning and Zonification Project, Institute of Environmental Planning, effective October 1, 1975 until March 31, 1976.

- Mauricio R. Rayco, Jr. as Instructor I in Chemistry, College of Arts and Sciences, effective October 27, 1975 until the return of Nancy A. Cubacub from a sick leave of absence, but not later than March 31, 1976.
- Ma. Loreto R. Reblando as Programmer I, Philippine General Hospital, effective December 2, 1975 until June 30, 1976.
- Ester A. Reyes as Guidance Counselor I, University Elementary School, College of Education, effective October 1, 1975 until June 30, 1976.
- Ma. Elisela M. Rio, reclassification of position from Lecturer to Instructor I in Sociology, U.P. College Manila, effective October 27, 1975 until the return of Ma. Theresa Buencamino from a fellowship, but not later than March 31, 1976.
- Juan F. Rivera as Member, Planning and Steering Committee, Philippine Jurisprudence Project, Law Center, effective October 1, 1975 until June 30, 1976.
- Jhonita D. Rivero as Instructor I, University Elementary School, College of Education, effective August 14, 1975 until the return of Anunciacion Lara from a study leave, but not later than May 31, 1976.
- Jose Eliseo Rocamora, transfer to the College of Arts and Sciences from the Philippine Center for Advanced Studies as Assistant Professor III of Political Science, effective October 27, 1975.
- Florida Ruth P. Romero as Contributing Editor--Persons and Family Relations, Philippine Jurisprudence Project, Law Center, effective December 1, 1975 until June 30, 1976.
- Aida R. Saldua as Lecturer in Statistics, U.P.-N.M.Y.C.-N.C.S.O. Statistical Manpower Training Project, Statistical Center, effective November 3, 1975 until October 31, 1976.
- Domingo C. Salita as Member, University Research Council, effective November 1, 1975 until October 31, 1977.
- Jovito R. Salonga as Contributing Editor--Conflict of Laws (Private International Law), Philippine Jurisprudence Project, Law Center, effective December 1, 1975 until June 30, 1976.
- Asteya M. Santiago as Consultant, Calamba Planning and Zonification Project, Institute of Environmental Planning, effective October 15, 1975 until November 30, 1975.
- Araceli C. Santos, transfer to a new item and to non-substitute status as Instructor I in English, U.P. College Baguio, effective November 1, 1975 until May 31, 1976.
- Emelina M. Santos, reclassification of position with promotion from Research Assistant to Instructor I in Inland Fisheries, College of Fisheries, effective October 27, 1975 until May 31, 1976.
- Herminia H. Santos as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until November 30, 1975.
- Leonor M. Santos as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until November 30, 1975.
- Ramon P. Santos, extension of appointment to additional assignment as Officer-in-Charge, College of Music, effective November 11, 1975 until the return of Ruby K. Mangahas from a special detail, but not later than November 14, 1975.
- Angela P. Sarile, grant of gasoline allowance as Officer for Student Relations, U.P. College Manila, effective October 1, 1975 until May 31, 1976.
- Andres G. Sevilla, reappointment as Lecturer in Communication, Institute of Mass Communication, effective October 27, 1975 until May 31, 1976.
- Evangeline P. Sobrepeña as Instructor IV in English, U.P. College Iloilo, effective December 8, 1975 until May 31, 1976.
- Benjamin P. Soriano as Instructor I in Marine Fisheries, College of Fisheries, effective November 3, 1975 until May 31, 1976.
- Joventino D. Soriano, reappointment to additional assignment as Member, University Research Council, effective November 1, 1975 until October 31, 1977.
- Gil S. Sta. Maria, reappointment as Lecturer in Social Sciences, U.P. College Tacloban, effective October 27, 1975 until May 31, 1976.
- Carlos M. Suarez as Lecturer in Spanish, College of Arts and Sciences, effective November 15, 1975 until March 31, 1976.
- Albert S. Sumergido, reclassification of position with increase in salary from Sports Consultant to Instructor I in Physical Education, U.P. College Iloilo, effective November 1, 1975 until the return of Dolores V. Ramos from a leave of absence, but not later than March 31, 1976.
- Vicente H. Sydiongco as Lecturer in Communication in Development, U.P. College Tacloban, effective October 27, 1975 until May 31, 1976.
- Edgar E. Tarriela, reappointment as Senior Lecturer in Political Science, U.P. College Manila; effective October 22, 1975 until May 31, 1976.
- Wilhelmina V. Tecson, increase in salary from Research Associate II [A-44-1] to Research Associate I [A-45-2], DPWTC-UPIEP Projects, Institute of Environmental Planning, effective July 1, 1975 until June 30, 1976.
- Horacio T. Templo, reclassification of position with salary adjustment from Lecturer to Instructor I in Mathematics, College of Arts and Sciences effective October 27, 1975 until the return of Honorata Siasat from a leave of absence, but not later than May 31, 1976.
- Rosa Linda Tidalgo, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective December 1, 1975 until May 31, 1976.
- Alfonso Tioleco, Jr. as Officer-in-Charge, Department of Production and Operations Management, College of Business Administration, effective November 10, 1975 until the return of Juan B. Uy from a special detail, but not later than December 23, 1975.
- Vicente Tirol, reappointment as Senior Lecturer in Journalism, Institute of Mass Communication, effective October 27, 1975 until May 31, 1976.
- Amaryllis T. Torres, transfer to the Institute of Social Work and Community Development from the College

- of Arts and Sciences with increase in salary from Assistant Professor III to Assistant Professor IV of Community Development, effective October 21, 1975.
- Rosalio P. Torres, reappointment as Instructor (part-time) in Medicine, College of Medicine and Philippine General Hospital, effective November 3, 1975 until May 31, 1976.
- Bituin B. Torte, reclassification of position with promotion from Research Assistant I to Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective July 1, 1975 until June 30, 1976.
- Ma. Luisa P. Tuason as Acting Secretary, Institute of Mass Communication, effective September 1, 1975 until the return of Benjamin V. Lozare from a study leave, but not later than December 31, 1975; reclassification of position from Senior Lecturer to Assistant Professor I of Broadcasting, Institute of Mass Communication, effective September 1, 1975 until the return of Higino Ables from a leave of absence, but not later than December 31, 1975.
- Cynthia D. Turiñgan as Consultant, Calamba Planning and Zonification Project, Institute of Environmental Planning, effective October 1, 1975 until December 31, 1975.
- Ruben C. Umaly, renewal of additional assignment as Project Leader in a research project titled "Schistosomiasis Japonica," Natural Science Research Council, effective September 16, 1975 until August 31, 1976; as Member, Academic Personnel Board, effective November 1, 1975 until October 31, 1977.
- Leo Jose R. Uyenco as Instructor I in Veterinary Medicine, College of Veterinary Medicine, effective November 17, 1975 until May 31, 1976.
- Rufino L. Vallente as Lecturer in Occupational Therapy, School of Allied Medical Professions, College of Medicine, effective October 27, 1975 until May 31, 1976.
- Emmanuel T. Velasco as Member, University Research Council, effective December 1, 1975 until November 30, 1977.
- Eva D. Ventura as Member, University Research Council, effective November 1, 1975 until October 31, 1977.
- Eliadora Fe B. Vera as Instructor I in Veterinary Medicine and Surgery, College of Veterinary Medicine, effective November 10, 1975 until May 31, 1976.
- Adell R. Walin as Lecturer in Sociology, U.P. Extension Division Clark Air Base, effective October 14, 1975 until May 31, 1976.
- Lydia M. Ybañez as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until November 30, 1975.
- Patria V. Yutangco, renewal of appointment as Project Coordinator and Member, Steering Committee, Leyte Research and Development High School Project, U.P. College Tacloban, effective November 1, 1975 until May 31, 1976.
- Wolfgang Zacher as *ad interim* Visiting Professor in Geology, College of Arts and Sciences, effective October 15, 1975 until October 14, 1976.

## SEPARATIONS FROM THE SERVICE

### Resignations

- Elena Bacay as Office Assistant (Student), U.P. College Manila, effective November 7, 1975.
- Mindanilla B. Barlis as Research Assistant, Institute of Economic Development and Research, School of Economics, effective November 17, 1975.
- Arnaldo Bungay as Emergency Carpenter Helper, Office of Physical Plant, effective December 1, 1975.
- Angelina S. Chow as Research Assistant, Asian Labor Education Center, effective December 1, 1975.
- Salvador Lagunda as Library Aide, University Library, effective November 20, 1975.
- Aida P. Lozano as Research Assistant, University Library, effective December 1, 1975.
- Melecio S. Magno as Project Director, U.P.-N.S.D.B. Project 2.28.1, Graduate Manpower Training Program, effective November 1, 1975.
- Yolanda Narvaez as Instructor, U.P. Elementary School, College of Education, effective November 3, 1975.
- Ruben Perez as Utility Man, U.P. Infrastructure Development Program, effective December 8, 1975.
- Carmelita G. Salgado as Associate Professor, College of Business Administration, effective September 24, 1975.

- Thelma Salazar as Office Assistant (Graduate), Division of Counseling and Guidance, Graduate School, effective November 10, 1975.
- Susan Tumapang as Librarian I, University Library, effective December 31, 1975.
- Tita Atendido Vilaga as Instructor, College of Pharmacy, effective November 1, 1975.
- Ma. Angelina C. Yap as Research Assistant, College of Business Administration, effective November 16, 1975.

### Retirements

- Demetrio Baque as Manager, Quezon Land Grant, effective November 16, 1975.
- Marciano S. Caballa as University Auditor, Auditor's Office, effective November 1, 1975.
- Carlos del Rosario as Data Processing Machine Operation Supervisor, Computer Center, effective November 1, 1975.
- Saturnino A. Dionisio as Professor (part-time), College of Medicine, effective November 11, 1975.
- Lazaro Madronio as Custodial Worker, College of Medicine, effective December 5, 1975.
- Carmen Mora as Domestic Helper, Kamia Residence Hall, effective November 24, 1975.

## CONTRACTS AND AGREEMENTS

The Board *confirmed* the following contracts and agreements at its 867th Meeting on 18 December 1975:

### 1. Memorandum of Agreement to Review and Assess Draft Agrarian Reform Code

A memorandum of agreement was entered into between the Department of Agrarian Reform and the University, whereby the U.P., through the Law Center, agrees to undertake a review and assessment of the Draft Agrarian Reform Code, for which purpose the Department shall provide the funding for the project.

### 2. Contract to Support Project "Relationship Between Social Economic Level and Fertility"

A contract was entered into between the Commission on Population and the U.P. governing a grant from the POPCOM to support the project "Relationship Between Social Economic Level and Fertility."

### 3. Agreement for the Supply of PGH Drugs

An agreement was entered into between the University and the Metro Drug Corporation whereby the latter agrees to supply the PGH certain drugs according to the schedule of prices indicated in the contract.

### 4. Memorandum of Agreement to Prepare Training Materials for School Principals

A memorandum of agreement was entered into between the U.P. and Educational Development Projects Implementing Task Force (EDPITAF) regarding the preparation of training materials for school principals to be undertaken by the College of Education for the purpose of sensitizing them on the curricular innovations in the various subject areas that may provide effective support to curriculum implementation.

### 5. Memorandum of Agreement for the Development of the Freshwater Aquaculture Center

A memorandum of agreement was entered into between the U.P. and the Educational Development Projects regarding the transfer of an amount from the U.P. to the CLSU which is intended for the capital development of the Freshwater Aquaculture Center, the CLSU being the main proponent of the Center for the Inland Fisheries Project. The Project is composed of the Brackishwater Aquaculture Center at Leganes, Iloilo and the Freshwater Aquaculture Center, CLSU at Muñoz, Nueva Ecija. The U.P. with this transfer of said amount gives the CLSU full authority to use the same for the Center.

### 6. Memoranda of Agreement Entered into Between the UPLB and Outside Agencies

The Board *confirmed* the following contracts and agreements entered into between the UPLB and outside agencies and approved by the President, as follows:

a. *Memorandum of Agreement with the Tropical Agriculture Research Center (TARC) of the Ministry of Agriculture and Forestry, Japan*

The agreement provides for the cooperative efforts of TARC and UPLB toward the effective development and execution of research projects on tropical agriculture and forestry science and technology. It stipulates among others, that TARC shall provide visiting scientist(s) and financial support for supplies, wages and equipment required for the projects, while UPLB shall provide counterpart scientist(s) and make available its facilities and the administrative mechanism for the implementation of the undertaking. The contract is for three (3) years.

b. *Memorandum of Agreement with the Economics Development Institute (EDI) of the World Bank and the Southeast Asian Regional Center for Graduate Study and Research in Agriculture (SEARCA)*

The agreement pertains to a training program for the officials of the member countries of the World Bank concerned with agricultural development. The contract is for three (3) years.

*Note:* The above two contracts were endorsed by the University Committee on Contracts with Foreign Agencies

c. *Memorandum of Agreement with the Provincial Government of Laguna (PGL) pertaining to the UPLB-Laguna Pilot Dairy Farm, managed by the Dairy Training and Research Institute, for a period of fifteen (15) years, effective upon approval but subject to renewal at the option of the parties.*

d. *Memorandum of Agreement with the Philippine Tobacco Administration (PTA) and the Southeast Asian Regional Center for Graduate Study and Research in Agriculture (SEARCA) pertaining to the Integrated Tobacco Research, Training and Information Program aimed at enhancing the rapid development of the Philippine cigar leaf tobacco industry. The agreement is for five (5) years, effective upon signing thereof, subject to extension with the consent of both parties.*

e. *Agreement with the International Rice Research Institute (IRRI), which refers to a cooperative study between the UPLB and IRRI on economic analysis of the operations of firms under General Order No. 47 requiring business firms with more than 500 employees to produce or import rice or corn for their own employees. IRRI also agrees to provide budgetary support for the undertaking for the period ending June 30, 1976.*

f. *Memorandum of Agreement with the Philippine Council for Agricultural Research (PCAR), pertaining to a research project on the effects of crude protein in the weaning of calves, to be conducted by UPLB under a financial support from PCAR for a period of one (1) year.*

## HISTORICAL PAPERS AND DOCUMENTS

### CITATION FOR GEORGE R. ARIYOSHI

UNIVERSITY OF THE PHILIPPINES  
TO

GEORGE R. ARIYOSHI

Lawmaker, Humanitarian, and Public Administrator  
GREETINGS

In recognition of your distinguished career in law, politics and government in the service of the State of Hawaii, demonstrating your zeal and competence as lawmaker for five years in the House of Representatives and twelve years in the Senate, moving on to the position of chief executive and administrator and assuming responsibility for the enlightened governance of these flourishing islands in the Pacific;

In admiration of your successful leadership, ably nurturing unity and harmony amongst the diverse races which have chosen Hawaii as their home, and making it a place for tolerance and understanding yet supremely infused with that vitality indispensable to social and economic progress;

In acknowledgment of your goodwill and sincere concern for your fellow Hawaiians of Filipino ancestry, giving them equal opportunities and increasing responsibilities in your administration as Governor for them to achieve their highest potential;

In appreciation of your commitment to forge closer

Philippine-Hawaiian relations in trade, economic enterprise and cultural exchange; your international perspective to create and foster productive ties among neighboring states; and your humanitarian vision to devote your managerial skills toward the preservation of the quality of life against the unceasing attempts to disturb and exploit the natural environment.

THE BOARD OF REGENTS OF THE UNIVERSITY OF THE PHILIPPINES, by unanimous vote of its members and upon recommendation of the President of the University and the Committee on Honorary Degrees, today confers upon you the degree of

DOCTOR OF LAWS

(Honoris Causa)

In testimony whereof, this diploma and these vestments of distinction of the highest rank of honor in the University of the Philippines are hereby presented to you on this ninth day of November in the Year of our Lord One Thousand Nine Hundred and Seventy-Five, and of the University of the Philippines the Sixty-Eighth.

ONOFRE D. CORPUZ  
*President*

Attested:

OSCAR M. ALFONSO

*Secretary of the University*

### THE CHALLENGE OF CORPORATE PLANNING

BY ANDRES SORIANO, JR.

*President, San Miguel Corporation*

(Speech Delivered on the Conferment upon him of the U.P. College of Agriculture Alumni Association Honorary Membership Award at the University of the Philippines at Los Baños on 3 December 1975)

You do me great honor in conferring upon me the Honorary Alumnus award of the Alumni Association of the U.P. College of Agriculture.

It is an honor I deeply appreciate. And because I am more than aware of the role played by your profession in the progress of mankind, I am doubly grateful for this manifestation of your esteem.

I also welcome this opportunity to speak before this distinguished gathering on a subject of common interest and, I believe, of far-reaching significance vis-a-vis the future of agricultural development in this country.

I would like to discuss today the entry of San Miguel Corporation into the field of agri-business. This event in our corporate history does more than merely link our destiny with yours. It also represents our commitment to wed the energies, resources and capabilities of our organization to your specialized knowledge, training and expertise, so that we may together make our hinterlands productive.

We have asked ourselves, and have been asked by others: why venture into a risky field—where returns are low, payback is long, where, in short, the road to

business success is tortuous and difficult and, of late, even controversy-ridden.

Our reply has been invariably that we are going forth with our eyes wide-open, aware of the risks and the problems, but animated by the prospect of accomplishment.

First, we recognize that food production is a compelling national concern. The Green Revolution project of the First Lady of the Philippines, the Masagana 99 program, the conscious efforts of government agencies to upgrade food productivity—all are testimony to the urgent and critical need for increased food production and more efficient distribution. All are responses to the grim fact that 31.8% of all Filipino children between the ages of 6 months and 6 years are undernourished.

Second, the farmer should be helped. His effectiveness as society's basic producer of food should be enhanced. Yes, he possesses a basic competence. But he is also held back by custom and conservatism, by the timidity engendered by the scarcity of his resources. We submit that our corporate involvement in agriculture can help upgrade his skills, and grant him access to new

competence, greater productivity, and a more auspicious way of life.

Third, we believe that business has its social responsibility—that it should make a positive contribution to the betterment of the society in which it operates; that industry should endeavor to provide new income opportunities to the community, or undertake ventures that otherwise respond to national needs and aspirations, even if these ventures are less profitable than that corporation's main lines of business.

For while profits are still the *raison d'être* of business, the business community should also prove that the private enterprise system promises and achieves a better way of life for all than any other system. This it will do by tempering the profit motive with the commitment to promote the development of man and the well-being of society.

In the long run, the business community also stands to gain, along with the rest of the public. For if a business enterprise contributes to the uplift of the disadvantaged sectors, if its resources help transform the areas of backwardness and poverty into thriving communities, then it shall have created new markets and receptive publics. It shall have insured its own future.

Finally, we submit that private enterprises—and in particular the larger corporations whose management is characterized by the extensive use of planning, technology and expertise—have a unique and immensely potent contribution to make to the development of agriculture.

Specifically, corporations bring in new capital, new technology, new resources and capabilities to the age-old problems of wresting a harvest from the soil. The problems of pestilence, weather, access to water, barren soil, or lack of credit, storage facilities, processing units, marketing systems—these can also be solved more ably by a modern corporation.

I am not saying that we intend to displace the farmer, for we certainly shall not. I maintain that we can bring in new skills and competences, including those that you here possess, and apply these to the study of the soil, the testing of alternative seed strains, insecticides and fertilizers, the construction of dams and drainage systems, the drawing up and execution of marketing plans. All the new knowledge and accumulated expertise we can and will share with the farmer.

We wish to underscore our resolve not to displace the small farmer, but to strengthen him. We place this issue in focus because a number of social critics have intimated that the corporate entry into agri-business is incompatible with the spirit and practice of land reform.

We deny this supposition. If we were to uproot the small farmer from his land; if we were to take over ownership of hundreds of small landholdings; if we were to reduce the farmer from entrepreneur to peon, then I agree—these social critics would be right, and we would be untrue to our sense of social responsibility.

But we submit to you that corporate involvement in agriculture can and should in fact, enhance national development, and not at the expense of such priority programs as land reform.

Moreover, land reform by itself is not enough, if it is limited to the transference of ownership. The mere

possession of a title to the land he works leaves a tenant still confronted by the problems of access to credit, extension of technology, insufficient cultivation and market support.

Corporations can lend their technology and managerial skills in aspects of agriculture that the farmer cannot at the moment cope with. And these are many.

First, companies can, and should, seek out undeveloped or underdeveloped places, where conditions are so harsh as to have discouraged rapid settlement, and where harvests have been meager or close to nonexistent. Then they should bring the full force of organizational resources to bear on the development of the region.

Second, corporations can help insure the fruition of agricultural projects reflecting national priorities. Within the constraints of soil adaptivity and climatic conditions, the corporations can help insure sufficiency of rice and corn, the national staples; and then feed grains, so necessary for production of poultry and livestock. Many of these grains are at present imported and therefore subject to the vagaries of world conditions.

Third, corporations can open up income opportunities for local settlers or farmers by a system of linkages between the company as an economic unit, and the small farmer, as a producer-supplier.

I'd like to illustrate this, if I may, by pointing to our poultry integration project. When we first considered this venture in 1971, our feasibility studies showed that we would maximize profits by maintaining a poultry farm that would raise all our chickens exclusively.

But in line with our desire to provide income opportunities to small farmers and to avoid their displacement, we then planned to grow only 40% of our birds ourselves, and enter into contracts with farmers who would raise the remaining 60%. Under this arrangement, we started supplying farmers with day-old chicks, and provided feeds, technical and veterinary services. When we would pay fees to the farmers, for their labor and facilities, when the birds are ready for delivery after eight weeks. Thus, in this complementation, the farmer concentrates on what he knows best—production; while we take on the more unfamiliar areas of breeding, processing and marketing.

However, after further consideration and in order to increase the social involvement of our project, we then decided to give to contract growers a larger share of our requirements. We had been warned, I might note, of the risks attendant to this decision. But I am pleased to report that our partnership with the farmers has endured, and that the number of contract growers for San Miguel Corporation has more than trebled over the last three years.

We believe that this contract growing concept can and should be applied just as fruitfully to other areas into which we may venture.

Last but not least, corporations find it to their interest to concern themselves with the total development of the area and of the community. We are not planting seeds; we're planting progress. This means our commitment to provide for internal infrastructure, irrigation, medical care, opportunities for education, and the growth of satellite and cottage industries. In sum, the radical transformation of the landscape, the mushrooming



of life and commerce where once there was only barrenness.

And if we may say so, the record of San Miguel Corporation and the Soriano group of companies attests to the fact that marked improvement appears in the local economies and environment of the places where the group has set up projects.

If I may cite an example—the Paper Industries Corporation of the Philippines has done more than provide direct employment for some 9,000 residents of Bislig, Surigao del Sur. PICOP helped establish and provided assistance to the John Bosco school and another school run by the De La Salle Brothers. It also helped launch a housing project for the lower and middle income families in the area, opened a resettlement site for squatters, constructed a network of roads and bridges linking Bislig to other municipalities, and set up a hospital serving not only PICOP employees and their families but the families in the outlying areas as well.

So here we are. Our entry into the field of agri-business preceded the issuance of President Marcos' General Order 47, requiring business corporations above a certain size to provide for the rice and corn requirements of their employees. And while at present we must focus a substantial portion of our energies on this General Order because of the urgency of its objective, our total involvement goes far beyond mere compliance.

As you know, we initiated the development of an area in Aborlan, Palawan. Although we have had to withdraw because of circumstances beyond our control from that project, negotiations are now in progress for San Miguel Corporation to re-examine its position in view of representations made by the affected parties. Notwithstanding the outcome of current negotiations, we reaffirm our resolve to continue to participate in the implementation of G. O. 47, and to cooperate in the national drive for self-sufficiency in food.

We have for some time been engaged in experiments leading to the growing of barley, and we are presently trying for a strain that is suitable for planting in lower elevations. Success in our search will mean that we shall be saving in foreign exchange, and later on open up an export market. We shall also have found a new cash crop for farmers producing on contract for the Company.

We have launched a piggery project in Mindanao, hopefully the beginning of a series of piggery farm modules, which will initially serve local demand, and which should develop export potential.

We have a ramie plantation whose operations are complementary to hog farming, and which help contribute significantly to satisfying the nation's clothing requirements.

Other entrepreneurs and organizations have also geared themselves to the development of modern agriculture. One such group has pioneered in the development of hybrid corn, and we wish to extend our very best wishes for its success.

In all these ventures, we have provided what we have said a corporation should provide—its own resources and capabilities, as well as those it can hire or harness. We have applied management science to reduce the risk of

large-scale entry into agricultural development. We have obtained the services of the Philippines' top agricultural experts, marketing specialists, and other technicians, including a good many whom I am now privileged to call "fellow alumni."

On a very short-term basis, and adhering to the need for early transfer of technology, we have reached beyond our shores to bring in international authorities, notably the Agri-Business Council, which has offered its services to our government. The Council is a non-profit organization, supported by an international group of business, academic, foundation and government leaders, and dedicated to improving agricultural production, processing and marketing in lesser-developed countries. We have also brought in Hawaiian Agronomics, the world's largest agricultural consultation group, which has conducted a land utilization survey in Southwestern Palawan to assess area capabilities. This study has the support and cooperation of the government. Hawaiian Agronomics is a subsidiary corporation of C. Brewer & Co., Ltd., Hawaii's largest corporate landholder and fourth largest corporation in Hawaii. It is operational in Greece, Italy, Spain, Ecuador, Guatemala, Iran, Indonesia, Guadalcanal, Ghana, Algeria and approximately twenty other countries worldwide.

The support and cooperation by government are not only welcome; they are vital. We say this because, very simply, government and private enterprise need each other for the attainment of the national objectives of food self-sufficiency and socio-economic development.

Government has recognized the unique and potent contribution of private enterprise. G.O. 47 is testament to this. The role of the national leadership is no less paramount.

In particular, while the large corporations can construct the sufficient infrastructure within their area of operations, government can provide the feeder roads, bridges, and other measures to facilitate the flow of goods to and from the centers of population.

Government can also guarantee the security and tenure of corporate operations, recognizing that development programs must be implemented by the companies concerned over extended payback periods.

Government can also reduce risks on the part of the corporations, as it is already doing through the investment priorities program, with its incentives, and through measures that will allow firms engaged in corporate farming to avail of facilities of the National Grains Authority and other agencies.

Finally, the private sector can benefit from continued strengthening of government efforts to streamline and coordinate individual agencies, so that collectively, their policies, guidelines and regulations dovetail with and complement the basic direction set down by the highest authority.

Ladies and gentlemen, our entry into corporate farming represents the happy conjunction of the resources, technology and talent of your world, our world, and that of the Filipino farmer. Look upon it, if you will, as one more new and open draw-bridge over which you move from your laboratories and test plots and theories and controls, to the vast, unsurveyed, hostile but fecund

hinterlands which challenge your ingenuity and our determination.

If we are equal to the task, today's significance will transcend our toasts of friendship and my acceptance

into your brotherhood. For we shall have begun to prove to our farmers, our people, and to our leadership, that working together, we shall succeed.

I thank you.

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