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RES/PUB
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QUEZON CITY, PHILIPPINES

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UNIVERSITY OF THE PHILIPPINES

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ADMINISTRATIVE ISSUANCES

MEMORANDUM CIRCULARS

Filing of Sworn Statements of Assets and Liabilities

Quoted hereunder for information and guidance is Memorandum Circular No. 695 dated 14 January 1974 from the Office of the President of the Philippines:

"MEMORANDUM CIRCULAR NO. 695

"REMINDING ALL CONCERNED OF THE OBLIGATION TO FILE THEIR SWORN STATEMENTS OF ASSETS AND LIABILITIES UNDER REPUBLIC ACT NO. 3019, AS AMENDED.

"Under Section 7 of Republic Act No. 3019, as amended, otherwise known as the Anti-Graft Law, every public officer is required to file with the Office of the Department Head concerned his statement of assets and liabilities 'within thirty days after the approval of this Act or after assuming office, and within the month of January of every other year thereafter, as well as upon the expiration of his term of office, or upon his resignation or separation from office.' In the case of a Department Head or chief of an independent office, the statement shall be filed with the Office of the President. The last filing of such statements was in January, 1972, as published in Memorandum Circular No. 526 of this Office dated January 4, 1972.

"For the proper guidance of all concerned, it is hereby informed that public officers who filed their statements in January, 1972, are required to file their new Sworn Statements of Assets and Liabilities within the month of January, 1974. Those who entered the service and assumed office sometime during the period since January 1, 1972, who are presumed to have filed their sworn statements of assets and liabilities within thirty days after assuming office, are also required to file such statements in January, 1974. The statement shall cover the period from the day immediately following the date included in the previous statements, up to December 31, 1973.

"For this purpose, the form prescribed under Memorandum Circular No. 146, series of 1968, shall be used. Sufficient number of copies of the said form shall be prepared by all offices concerned for the use of their respective officials and employees.

"All concerned are hereby reminded that failure to file the required statements within the prescribed period is punishable by a fine of not less than ₱100.00 nor more than ₱1,000.00 or by imprisonment not exceeding one year, or both such fine and imprisonment, at the discretion of the Court, or by dismissal from the service in a proper administrative proceeding even if no criminal prosecution is instituted against the official or employee concerned, as provided in Section 9(b) of the law.

"By authority of the President:

"(SGD.) ALEJANDRO MELCHOR
"Executive Secretary"

Per Memorandum Circular of the Vice-President for Administration dated 23 January 1970 the following are required to file statements of assets: faculty members who are assigned administrative work (Deans or Directors, Assistant Deans, Secretaries, Department Chairmen) and all other personnel, academic and non-academic (temporary and permanent) having property and/or financial responsibility; and non-academic employees on permanent status, except laborers.

Under the same Memorandum Circular the following are exempt from filing statements: faculty members (permanent or temporary) not covered by the preceding paragraph; laborers, casual employees and all temporary or emergency personnel (non-academic).

Statements should be accomplished and submitted in one copy to the Office of Administrative Personnel Services not later than January 31, 1974.

Each Unit should provide the necessary form.

January 18, 1974

For the President:

(SGD.) OSCAR M. ALFONSO
"Secretary of the University"

Approval of Experimental Mimeographed Reading Materials

Upon the recommendation of the University Textbook Committee, College Textbook Committees are hereby authorized to approve the use and sale at cost of mimeographed experimental reading materials recommended by the departments. Such approval shall be effective for one semester renewable for another semester. Further use of said materials beyond two semesters, however, shall require the usual approval of the University Textbook Committee.

This order shall take effect immediately.

January 22, 1974

(SGD.) SALVADOR P. LOPEZ
"President"

March 15 Deadline for Income Tax Returns

Quoted hereunder for information and guidance is Presidential Decree No. 371 dated 9 January 1974 prescribing March 15 each year as the deadline for individuals with fixed incomes to file their income tax returns:

"MALACAÑANG
"Manila"

"PRESIDENTIAL DECREE NO. 371

"AMENDING SECTION 45 (c) OF THE NATIONAL INTERNAL REVENUE CODE BY PRESCRIBING A SEPARATE DATE FOR THE FILING OF INCOME TAX RETURNS OF INDIVIDUALS WHOSE INCOMES ARE FIXED IN NATURE.

"WHEREAS, income tax filers have tremendously increased in number to the extent of three times the number of income tax filers before the proclamation of martial law;

"WHEREAS, with the influx of tax filers, extreme difficulty and inconvenience will be encountered both by the government and the taxpayers in the filing of income tax returns due to the fact that there is only one fixed date for the filing of individual income tax returns;

"WHEREAS, of the individual tax filers, more than fifty percent derive income which is fixed in nature and therefore, easy to determine at the end of the calendar year; and

"WHEREAS, it has become necessary to set aside another date for the filing of income tax returns of individuals whose

income are more or less fixed in nature in order to reduce the work load on the last day for the filing of income tax returns and prevent undue inconvenience to tax taxpayers:

"NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the power vested in me by the Constitution as Commander-in-Chief of all the Armed Forces of the Philippines, and pursuant to Proclamation No. 1081 dated September 21, 1972, and General Order No. 1 dated September 22, 1972, as amended, do hereby order and decree:

"Section 1. Section 45 (c) of the National Internal Revenue Code, as amended, is hereby further amended to read as follows:

"(c) *When to file.* (1) The return of the following individuals shall be filed on or before the fifteenth day of March of each year, covering income of the preceding taxable year.

"(A) Residents of the Philippines, whether citizens or aliens, whose income have been derived solely from salaries, wages, interest, dividends, allowances, commissions, bonuses, fees, pensions or any combination thereof; and

"(B) Residents of the Philippines, whether citizens or aliens, who have no income or whose income is below one thousand eight hundred pesos or who did not have any transaction in any business carried on for gain or profit during the preceding year, but are nevertheless required to file an income tax return under paragraph No. 3, subsection (a) of this section."

"(2) The return of all other individuals not mentioned above, including non-resident citizens shall be filed on or before the fifteenth day of April of each year, covering income of the preceding taxable year.

"Section 2. The Secretary of Finance, upon the recommendation of the Commissioner of Internal Revenue, shall promulgate the implementing regulations on this amendment.

"Section 3. This decree shall apply to income tax returns required to be filed for the taxable year 1973.

"Done in the City of Manila, this 9th day of January in the year of Our Lord, nineteen hundred and seventy-four.

"(SGD.) FERDINAND E. MARCOS

"President

"Republic of the Philippines

"By the President:

"(SGD.) ROBERTO V. REYES

"Assistant Executive Secretary"

Please be guided accordingly.

January 22, 1974

For the President:

(SGD.) OSCAR M. ALFONSO

Secretary of the University

Discount Privilege on Purchase of U.P. Press Publications

To help alleviate the hardship caused by spiraling prices, the University Press is hereby authorized to extend to all employees and students of the University of the Philippines the discount privilege of 10% on all purchases of U.P. Press publications normally given only to members of the faculty.

January 28, 1974

(SGD.) SALVADOR P. LOPEZ

President

30 September 1974 Deadline for Submission of Statement of Assets, Liabilities and Net Worth (P.D. 379)

Quoted hereunder for information and guidance is Presidential Decree No. 379 dated 21 January 1974, requiring the submission of statement of assets, liabilities and net worth:

"MALACAÑANG

"Manila

"PRESIDENTIAL DECREE NO. 379

"REQUIRING THE SUBMISSION OF STATEMENT OF ASSETS, LIABILITIES AND NET WORTH.

"WHEREAS, there is an urgent need to compile and collate statistical data on property ownership to determine the overall assets of the country;

"WHEREAS, there is a necessity to establish a data bank for purposes of economic development planning and judicious allocation of natural resources and capital:

"NOW THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers vested in me by the Constitution as Commander-in-Chief of the Armed Forces of the Philippines, and pursuant to Proclamation No. 1081, dated September 21, 1972, and General Order No. 1 dated September 22, 1972, as amended, whereby I have assumed direction of the operations of the entire government, do hereby order and decree:

"SECTION 1. *Who must file.*—Any provision of existing laws to the contrary notwithstanding, all persons, whether natural or juridical, having gross assets of ₱50,000.00 or more, as of December 31, 1973, regardless of the net worth, shall file a sworn statement of assets, liabilities and net worth.

"SECTION 2. *When and where to file.*—The statement of assets, liabilities and net worth in the form prescribed shall be filed on or before September 30, 1974 with the Commissioner of Internal Revenue, Regional Director, Revenue District Officer, Collection Agent or the Municipal Treasurer who has been designated as collection officer of the Bureau of Internal Revenue, where the taxpayer has his/its place of business or his/its legal residence. If there is no office or place of business in the Philippines or if there be no legal residence, the statement must be filed with the Commissioner of Internal Revenue in Manila.

"The statement of assets, liabilities and net worth as of December 31, 1973 required to be filed by Republic Act No. 3019 and other laws shall likewise be filed on or before September 30, 1974 instead of the due dates for filing provided for in the said Republic Acts. Subsequent statements shall be filed in accordance with the provisions of the said laws.

"SECTION 3. *Exemption from filing.*—The following are not required to file statement of assets, liabilities and net worth:

"a. An individual, the total gross value of whose assets does not exceed ₱50,000.00;

"b. Diplomatic or consular representatives and officers of foreign governments;

"c. Members of the Armed Forces of the US government in the active service who are stationed in the Philippines; and

"d. Officials and officers, who are not citizens of the Philippines, of multi-national corporations or of agencies of the United Nations or foreign or international regional organizations established in the Philippines.

"SECTION 4. *Definitions.*—(a) The term 'person' means an individual, trust, estate, corporation, or a duly registered general partnership, more specifically detailed as follows:

"1. Citizens of the Philippines whether residing here or abroad;

"2. Resident aliens;

"3. Non-resident aliens, whether or not engaged in trade or business in the Philippines, with respect to properties of whatever kind and nature situated in the Philippines;

"4. Domestic corporations no matter how created or organized and for whatever purposes;

"5. Resident foreign corporations;

"6. Non-resident foreign corporations engaged in trade or business in the Philippines or non-resident foreign corporations having properties of whatever kind or nature situated in the Philippines;

"7. General professional partnership and duly registered general co-partnerships; and

"8. Estates and trusts.

"(b) The term 'net worth' is the difference between total assets and total liabilities.

"SECTION 5. *Contents of Statement.*—The statement shall contain all the assets of the person, whether real or personal, and whether used in business or not. It shall also include those assets declared and included under Presidential Decrees Nos. 23, 157, 213 and 370.

"The liabilities shall include all known debts, which are legitimate and enforceable obligations, whether secured or unsecured, and whether incurred or not in trade or business.

"SECTION 6. *Valuation.*—(a) *Assets.*—(1) *Real properties.*—In the case of real properties, the cost of acquisition and valuation estimated by the person and contained in the statement filed under Presidential Decree No. 76 shall be included in the statement. However, for the purpose of computing the gross assets and net worth, the cost of acquisition shall be considered.

"(2) *Personal Properties.*—In the case of personal properties, the cost of acquisition must be the amount reported in the statement; if used in trade or business, the depreciated value as of December 31, 1973 and as shown by his books of accounts shall be reported.

"(b) *Liabilities.*—Only legitimate and enforceable obligations reducible in sums of money and existing as of December 31, 1973 shall be included in the statement.

"SECTION 7. *Nature of Declaration.*—(a) The statement shall contain a declaration that the taxpayer or his authorized representative made it under penalties of perjury.

"(b) Any declaration on the statement shall not give rise to any liability to any tax, national or local or to any liability under the Revised Administrative Code, the Revised Penal Code, the Anti-Graft and Corrupt Practices Act, the law or laws on immigration, naturalization or deportation, the National Internal Revenue Code, nor to any law, proclamation or decree applicable thereto. However, the statement of assets, liabilities and net worth, for tax purposes in the future, shall be considered as his true and accurate net worth as of December 31, 1973.

"SECTION 8. *Unlawful divulgence of information.*—(a) No information in the statement herein required shall be published except in the form of tabulations and summaries having no reference to the person.

"(b) It shall be unlawful for any officer or employee of the Bureau of Internal Revenue or any government entity having knowledge of such declaration of assets, liabilities and net worth to disclose to any person any information relative to such declaration, except as provided in Section 7 (b) and any violation hereof shall subject such offender to a fine in the amount of not less than Five Thousand Pesos or imprisonment for not less than two years, or both, and shall be summarily dismissed from the service for cause.

"SECTION 9. *Penalties for Failure to File Statement or Rendering False or Fraudulent Statement.*—Any person required to file the statement under this decree who knowingly makes a false declaration or who deliberately fails to comply with any of the provisions hereof shall, upon conviction, pay a fine of not less than Five Thousand Pesos and imprisonment of not less than two years.

"If the offense is committed by a juridical person, the Manager or person in charge of the management of the business or affairs thereof shall be responsible therefor and, upon conviction, shall pay a fine of not less than Five Thousand Pesos and imprisonment of not less than two years.

"SECTION 10. *Rules and regulations.*—The Secretary of Finance shall issue the necessary rules and regulations to implement this Decree, upon recommendation by the Commissioner of Internal Revenue.

"SECTION 11. *Effectivity.*—This decree shall take effect immediately.

"Done in the City of Manila this 21st day of January in the year of Our Lord, nineteen hundred and seventy-four.

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

"By the President:

"(SGD.) ROBERTO V. REYES
"Assistant Executive Secretary"

Please be guided accordingly.

January 30, 1974

For the President:

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

DECISIONS OF THE BOARD OF REGENTS

841st Meeting, 31 January 1974

APPOINTMENTS AND REAPPOINTMENTS

The Board approved the following appointments and re-appointments:

Leopoldo V. Abis as National Power Corporation Professor of Power II, College of Engineering, effective January 1, 1974 until December 31, 1978.

Virginia F. Agbayani as Acting Secretary-Registrar, University of the Philippines at Clark Air Base, effective February 1, 1974 until June 30, 1974.

Florian A. Alburo as Professorial Lecturer in Economics, School of Economics, effective November 26, 1973 until April 15, 1974.

Jose S. Astorga, correction of the minutes of the 821st meeting of the Board on 29 June 1972 such that the designation transferring him to permanent status (and to another item) be changed to *Instructor II* and not *Instructor I*, effective July 1, 1972.

Pedro F. Baraoidan as Professorial Lecturer in Mathematics, College of Arts and Sciences, effective November 26, 1973 until the return of Alicia H. Santos from a leave of absence, but not later than May 31, 1974.

James R. Brady as Professorial Lecturer in Public Administration, MPA Program, University of the Philippines at Cebu, effective December 31, 1973 until May 31, 1974.

Filemon N. Cabungcal, promotion from Training Specialist I to Training Specialist II, Institute for Small-Scale Industries, effective January 1, 1974 until June 30, 1974.

Antonia F. Carlos, promotional transfer from Research Assistant, Dairy Training and Research Institute, to Research Associate, Agrarian Reform Institute, University of the Philippines at Los Baños, effective January 16, 1974.

Ibarra E. Cruz as Director of Graduate Studies, College of Engineering, effective December 1, 1973 until November 30, 1976.

Rodolfo S. de Jesus as Legal Counsel (Range 8), Philippine General Hospital, effective January 31, 1974 until the return of Celestino Melgarejo, but not later than June 30, 1974.

Manuel L. Dizon as Dentist (Range 8), Philippine General Hospital, effective January 31, 1974.

Jack Ericson Ebien as Visiting Associate Professor, Population Institute, without compensation, effective January 9, 1974 until January 8, 1975.

Raymundo A. Favila, promotion from Professor VI to Professor VIII of Mathematics, College of Arts and Sciences, and extension of appointment effective March 15, 1974 until March 14, 1975.

Cecilia A. Florencio as Assistant to the Dean, College of Home Economics, effective January 31, 1974 until May 31, 1974.

Marylou R. Guillermo, promotion from Research Associate to Management Specialist I, College of Public Administration, effective January 31, 1974.

Dominador I. Ilio as U.P. Alumni Engineers Professor of Hydraulics, College of Engineering, effective January 1, 1974 until December 31, 1974.

Elias Imperial as Professorial Lecturer in Medicine, College of Medicine, without compensation, effective January 31, 1974 until May 31, 1974.

Ermelinda B. Kalagayan, reclassification of position from Paymaster (Range 8) to Collecting and Disbursing Officer (Range 9), effective January 1, 1974.

Roman L. Lucas, upgrading of position from Administrative Officer (Range 8-4) to Administrative Officer (Range 9-1), Agrarian Reform Institute, University of the Philippines at Los Baños, effective January 31, 1974.

Renato L. Lugtu as National Power Corporation Professor of Power I, College of Engineering, effective January 1, 1974 until December 31, 1978.

Nellie V. Mangubat, promotion from Research Assistant to Programmer I, Population Institute, effective December 15, 1973 until June 30, 1974.

Evangeline A. Menguito, promotion from Research Assistant to Research Associate, Institute for Small-Scale Industries, effective January 1, 1974 until June 30, 1974.

Meliton U. Ordillas, Jr. as C.A. Ortigas Professor of Materials Science, College of Engineering, effective January 1, 1974 until December 31, 1978.

Ruel Padua, promotion from Budget Officer (Range 8) to Chief, Budget and Management Division (Range 9), Philippine General Hospital, effective January 31, 1974 until June 30, 1974.

Rogelio A. Panlasigui as Editor, *Engineering Research Journal*, College of Engineering, effective January 1974 until May 31, 1974.

Vidal G. Pascasio as Professorial Lecturer in Public Administration, College of Public Administration, effective November 19, 1973 until the return of Leodegario Soriano from a leave of absence, but not later than May 31, 1974.

Luis D. Pascual as Alejandro Melchor Sr. Professor of Systems Engineering, College of Engineering, effective January 1, 1974 until December 31, 1978.

Isidoro T. Perfecto, Jr., promotion from Training Associate to Training Specialist I, Agrarian Reform Institute, University of the Philippines at Los Baños, effective January 31, 1974.

Alfredo Plana, promotion from Assistant Professor (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, to Associate Professor of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, without compensation, effective January 31, 1974.

Matilde C. Poblete as Principal (with rank of Assistant Professor V), Philippine General Hospital, effective November 1, 1973.

Evelyn V. Ramos as Training Specialist I, Institute of Social Work and Community Development, effective January 1, 1974 until June 30, 1974.

Editha A. Reyes, promotion from Training Specialist I to Training Specialist II, Institute for Small-Scale Industries, effective January 1, 1974 until June 30, 1974.

Juan F. Rivera as Researcher III, Division of Research and Law Reform, Law Center, effective February 1, 1974 until January 31, 1975.

Nestor M. Santiago as Director, University Health Service, effective February 21, 1974 until February 20, 1977.

Teodoro M. Santos, promotion from Assistant Professor I to Assistant Professor III of Petrology, College of Arts and Sciences, effective November 1, 1973.

Ernesto G. Tabujara as U.P. Alumni Engineers Professor of Construction, College of Engineering, effective January 1, 1974 until December 31, 1978.

Edita T. Tan as S.G.V. Foundation Associate Professor of Economics, School of Economics, effective January 1, 1974 until December 31, 1978.

Sonia C. Tiong, promotion from Management Specialist I to Management Specialist II, Institute for Small-Scale Industries, effective January 1, 1973 until June 30, 1974.

Emerito V. Tipas as Research Associate, Los Baños Computer Center, University of the Philippines at Los Baños, effective November 16, 1973 until June 30, 1974.

Filemon A. Uriarte, Jr. as Vidal A. Tan Professor of Environmental Engineering, College of Engineering, effective January 1, 1974 until December 31, 1978.

Jose R. Velasco as Professor of Botany (part-time), College of Arts and Sciences, without compensation, effective November 16, 1973 until May 31, 1974.

Jose Vera Santos as Professorial Lecturer in Botany, College of Arts and Sciences, without compensation, effective February 13, 1974 until May 31, 1974.

Victoria A. Vicente, promotion from Assistant Professor I to Assistant Professor III of Chemistry, College of Arts and Sciences, effective November 1, 1973.

TRANSFER TO PERMANENT STATUS

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

Demetria C. Bongga as Assistant Professor I of Food Science and Nutrition, College of Home Economics, effective January 31, 1974.

Carlos P. Magkawas as Legal Counsel (Range 8), University of the Philippines at Los Baños, effective February 1, 1974.

Enrique P. Pacardo as Assistant Professor I of Botany, College of Sciences and Humanities, University of the Philippines at Los Baños, effective January 1, 1974.

SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board confirmed Presidential acceptance of the scholarship offer of the Philippine-British Society for the *Philippine-British Society Scholarship Grant* at the College of Arts and Sciences, providing initially two (2) scholarship grants annually of P500.00 each a semester for junior English literature majors of the College. The scholarship is renewable for a maximum of four (4) semesters.

The Board accepted a donation given by Mrs. Conchita L. de Benitez and her children, from the Humanitarian Science Foundation, in the amount of P2,000.00 (PBC Check No. 166410 dated 17 July 1973 deposited under U.P. O.R. No. 4931) for the *Tomas C. Benitez High School Scholarship Fund* in the College of Education. The grant is for a four-year high school scholarship in the University.

The Board confirmed Presidential acceptance of a donation of P10,000.00 from the U.P. Club of America, Illinois, U.S.A., for the establishment of the *U.P. Club of America Student Loan Fund* to be made available to needy students of the University. The fund shall be administered by the Student Loan Board of the University.

The Board accepted a donation of an early oil painting entitled "Cathedral" by *Dean Jose T. Joya* of the College of Fine Arts.

The painting, size 96 x 24 inches, vertical, and with a market value of P18,000.00, was a major prize winner in the 1961 Art Association of the Philippines Annual Contest. Because of its historical value, the painting will be an important addition to the Joya collection at the proposed U.P. Art Gallery.

The Board accepted a grant from the *China Medical Board of New York, Inc.* in the amount of \$40,000.00, or as much thereof as may be necessary, for the support of research in the College of Medicine. The funds are available through the period ending December 31, 1976 and will be utilized as follows:

a) The amount of \$15,000.00 will be utilized for further research related to the physicochemical and biological properties of coconut water. It is understood that the support of the Board will not be utilized in experiments involving human subjects.

b) The amount of \$25,000.00 will be for projects in research or medical education selected by the Dean's committee of the College of Medicine.

In this connection, the Board authorized the College of Medicine to administer the grant funds. This matter has been endorsed by the Committee on Contracts with Foreign Agencies subject to applicable University rules.

COLLECTION OF FEES

The Board authorized the College of Arts and Sciences to charge fees for technical services rendered by the Department of Chemistry in the form of chemical analyses, repair of glassware, etc. according to following schedule:

SCHEDULE OF FEES

1. For complete analysis using instruments such as gas chromatograph, infra red, spectrophotometer, polarograph, electro-deposition—P50.00 per sample for the first element, P30.00 for every other element in the same sample.
2. For complete analysis using such instrument as polarimeter, pH meter, melting point—P25.00.
3. For wet analysis where no special instrument is needed—P20.00.

The fees collected will be distributed as follows:

30% to the university for rental of equipment.

10% honorarium for the technician (to be paid only until the project can hire its own technician).

20% honorarium for the faculty member who will interpret the result or supervise the project.

40% for the revolving fund.

Faculty members who wish to avail of the facilities for purposes not associated with training or research work for the university, will be required to pay for the rental of the equipment only, provided that they use their own reagents and they run the instruments themselves; otherwise they have to pay the fees in full. Other units of the university which wish to use the facilities will be charged similarly.

Research projects for private entities under contract with some U.P. units, such as the IRDC, NSRC, etc. will be given a 33-1/3% discount if they involve a routine analysis of similar samples.

In this connection, the Board approved the establishment of a revolving fund to which all income from the fees shall accrue and against which incidental expenses shall be charged.

This is with the proviso that the fees collected shall not be used to hire additional personnel requiring recurrent or regular expenditures. The revolving fund complies with the guidelines set by the Board governing revolving funds.

The Board authorized the College of Fine Arts to collect an examination fee of P5.00 from applicants to the Certificate Course in Fine Arts, starting the school year 1974-1975.

The Board authorized the College of Medicine to charge a nominal fee for the treatment of patients in the Physical Therapy Clinical Center, School of Allied Medical Professions, in accordance with the following schedule:

| | |
|----------------------------------|-------|
| Evaluation: | |
| Strength Duration Curve | P2.00 |
| Manual Muscle Test | 1.00 |
| Range of Motion Test | .75 |
| Spygmomanometry | .25 |
| Spirometry | .25 |
| Treatment: | |
| Electrical Stimulation | 1.00 |
| Ultrasound | 1.00 |
| Short wave | 1.00 |
| Microwave | 1.00 |
| Traction | |
| a. Pelvic | 1.50 |
| b. Cervical | 1.00 |
| Wax Bath | .75 |
| Infra-Red Ray | .50 |
| Ultra-violet Ray | 1.00 |
| Hot Moist Pack | .50 |
| Tilt Table | .50 |
| Ice | .50 |
| Activities of Daily Living | 1.00 |
| Exercises: | |
| a. Passive | 1.00 |
| b. Active | 1.00 |
| c. Resistive | 1.00 |
| d. Mobility | 1.00 |
| e. Special Technique | 2.00 |
| f. Breathing | .50 |
| g. Suspension | 1.00 |
| Postural training | 1.00 |
| Gait Training | 1.00 |
| EMG | 5.00 |

In this connection, the Board approved the establishment of a revolving fund to which all income from the above fees shall accrue and against which expenses for the maintenance and repair of equipment and cost of supplies and materials needed in the treatment of patients shall be made. The revolving fund meets the guidelines set by the Board on revolving funds.

It is understood that the fees will apply only to patients who can afford to pay; services will be free of charge to patients who cannot afford to pay.

The Board authorized the Statistical Center to charge a flat rate of P50.00 as laboratory fee of each student per semester and P25.00 during summer. The fees are lower than the existing laboratory fees in other academic units.

CLARIFICATION OF CRITERION FOR PROFESSORIAL CHAIRS AND RESEARCH PROFESSORSHIPS DONATED BY U.P. ALUMNI ASSOCIATION

The Board clarified one of the criteria required of the awardees of the professorial chairs and research professorships donated by the U.P. Alumni Association and accepted by the Board at its 837th meeting on 27 September 1973 which reads:

"e. Must relinquish any administrative post."

As may be gleaned from the minutes of the meeting of the U.P.A.A. Board held on 3 September 1973, "administrative post" referred to hereinabove pertains to a post in the central administration of the University and not to the chairmanship of a department.

ORGANIZATIONAL CHANGES IN OFFICE OF PHYSICAL PLANT

The Board approved organizational changes in the Office of the Physical Plant, as follows:

a. Abolition of the Grounds and Services Division and the Mechanical Division.

b. Merger of the Design and Construction Division and the Building Maintenance Division into one division to be known as the *Building Services Division*.

c. Creation of the *Campus Utilities Division* to absorb the sections remaining under the Grounds and Services Division and the Mechanical Division which are herein proposed for abolition.

d. Creation of the *Institutional Services Division* to effect the centralized control and supervision of custodial workers.

e. Establishment of the *Motor Service Shop* under the Office of Business Enterprises to take over the functions of the Motor Pool Section and the Machine Shop and Welding Section, together with the necessary equipment, tools and supplies of these sections.

f. Transfer to the Office of Business Enterprises of the functions of garbage collection and disposal, as well as the needed equipment, tools, and supplies.

g. Utilization of such personnel in the Office of Physical Plant and other offices as may be needed to service the reorganized units.

FUNCTIONS OF THE DIFFERENT DIVISIONS OF THE PHYSICAL PLANT OFFICE

I. *Building Services Division*

- To design and prepare plans for proposed University buildings and service utilities.
- To design the improvement, renovation and additions to existing University buildings and service utilities.
- To administer the construction of the University construction projects:
 - Proposed University buildings and service utilities.
 - Improvements, renovations, and additions to existing University buildings and utilities.
- To serve as a technical information center for the University units regarding Physical Plant Development and Operations.
- To maintain, repair and improve buildings of the University.
- To service students, faculty and the administration in operations for special occasions.
- To exercise the use of effective preventive maintenance and advise the end-users on its application to optimize utility of manpower.

II. *Campus Utilities Division*

- To maintain, repair and undertake minor improvements of roads, storm drainage systems (open canals, and pipe culverts).
- To maintain, repair and undertake minor improvements of sewer main lines, and sewage treatment plant.
- To maintain, repair and undertake minor improvements of electrical power distribution and street lighting systems.

- d. To maintain and perform minor repairs of generating units and water pumps.
- e. To maintain and perform minor repairs of refrigeration and air-conditioning units of the University

III. Institutional Services Division

- a. To maintain cleanliness within the buildings of the University.
- b. To exercise direct supervision on all custodial workers of the University.
- c. To determine and report to the Superintendent, Building Services Division all defects of building accessories and fixtures for proper maintenance and/or repairs.

IV. Manila Maintenance Division

- a. To perform such functions pertaining to building maintenance and utilities and institutional services.
- b. To make arrangements for services to be rendered by other divisions of the Physical Plant Office at Diliman.

CHANGE IN NAMES OF TWO EXISTING PROFESSORIAL CHAIRS

The Board approved the naming of the following existing professorial chairs established by the Board at its 829th meeting on 25 January 1973 from earnings of the U.P. Commingled Fund:

| <i>Existing Chair</i> | <i>Proposed Names</i> |
|-------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|
| a. Professorial chair in Composition held by Dr. Eliseo M. Pajaro, College of Music (from January 1, 1973 until December 31, 1977). | The Francisco Santiago Chair in Composition |
| b. Professorial Chair in History held by Dr. Teodoro A. Agoncillo, College of Arts and Sciences (from January 1, 1973 until December 31, 1977). | The Rafael Palma Chair in Philippine History |

In this connection, the Board approved the change in designation of the respective incumbents of the chairs.

INCREASE IN MONTHLY LIVING ALLOWANCE OF GEODETIC ENGINEERING SCHOLARS

The Board approved the increase in the monthly living allowance of Geodetic Engineering Scholars in the Training Center for Applied Geodesy and Photogrammetry from P180.00 to P200.00 (chargeable to item IV-731, TCAGP budget).

Each scholar will receive the following:

- a. Monthly living allowance of P200.00 (new) for 10 months;
- b. P400.00 (new) if enrolled during summer; and
- c. P150.00 (present) for book allowance at the start of each semester; P60.00 (present) book allowance if enrolled during summer.

Each scholar will get a total of P2,760.00 a year if enrolled during two semesters and summer. Other privileges being enjoyed by them shall remain the same.

ADJUSTMENT IN TUITION FEES AT UNIVERSITY OF THE PHILIPPINES AT CLARK AIR BASE

The Board approved the following amendment of Article VI, Section 1, Paragraphs A and B of the Agreement between Clark Air Base and the University of the Philippines, such that the

tuition fees for the U.P. at Clark Air Base shall be adjusted beginning with Term III (25 February to 6 June 1974), in view of the rising costs of supplies and materials.

"ARTICLE VI

"TUITION AND FEES

"Sec. 1—The tuitions and fees for the University of the Philippines at Clark Air Base shall be as follows:

"A. Tuition

- "a. Undergraduate students [P12.00] *P15.00* (peso equivalent) per unit
- "b. Graduate students [P16.00] *P20.00* (peso equivalent) per unit

"B. Fees

- "a. Registration fee (per [semester] term) P20.00
"Initial fee to the University of the Philippines.
"Subsequent registration fees to Clark Air Base CBF Account 15300.
- "b. Auditor: Undergraduate [P12.00] *P15.00* (peso equivalent) per unit
 Graduate [P16.00] *P20.00* (peso equivalent) per unit (including thesis)

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

The Board noted that the rates are still very much lower than the rates charged by other universities abroad, e.g., \$90.00 per unit (graduate) at the University of Southern California; \$52.00 per credit hour (graduate) at the Michigan State University Graduate Education Overseas Program; and \$35.00 per unit (undergraduate) at Los Angeles City College.

MODIFICATION OF ADDITIONAL AUTHORITY DELEGATED TO PRESIDENT REGARDING DIRECT PURCHASES

The Board approved the modification of the additional authority delegated by the Board to the President at its 830th meeting on 22 February 1973, such that instead of limiting the President's power to approve direct purchase of equipment (without public bidding) to P50,000.00 in each case, this authority shall include direct purchases of not only equipment but supplies and materials up to P95,000.00 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 at least three (3) responsible suppliers.

This will result in expediency and economy whenever needed equipment, supplies and materials are purchased for the University.

INCLUSION OF PHILIPPINE SCIENCE HIGH SCHOOL AMONG STATE COLLEGES AND UNIVERSITIES GIVEN FREE TUITION PRIVILEGES BY UNIVERSITY

The Board approved the inclusion of the Philippine Science High School among the state colleges and universities given free tuition privileges by the University, effective the school year 1974-1975, to enable the School's staff members with approved programs to pursue graduate courses in the University.

SEPARATIONS FROM THE SERVICE

Resignations

Irma Camacho, Student Assistant, Science Education Center, January 28, 1974.

Marilou de los Reyes, Student Assistant, College of Education, January 19, 1974.

Jose Espineda, Carpenter, Office of Business Enterprise, January 15, 1974.

Jose Y. Giron, Supervisor, Physical Plant Office January 7, 1974.

Leonor Mangaoil, Administrative Officer, Institute of Mass Communication, January 16, 1974.

Roberto Ocampo, Student Assistant, Department of Pilipino and Philippine Literature, January 15, 1974.

Proceso Ramos, Assistant Professor, College of Public Administration, January 1, 1974.

Wilfredo Reyes, Associate Professor, Institute of Public Health, January 1, 1974.

Starting with the January 1974 issue of the *U.P. Gazette*, Volume V, Number 1, a limited number of copies of said publication will be available at the U.P. Press at cost. However, those receiving their copies regularly heretofore will still get them at no extra cost.

CONTRACTS AND AGREEMENTS

The Board *confirmed* the following contracts and agreements at its 841st meeting on 31 January 1974:

1. Contract of Tapping Services

A contract of tapping services was entered into between the University of the Philippines and the Overseas Agricultural Development Corporation which is a renewal, with some modifications, of the tapping contract between the parties (the last renewal of which expired on December 31, 1973), governing the tapping work by Overseas of the rubber trees in the "Old Rubber Area" of the land grant in Basilan. The new contract is for a period of one (1) year, effective January 1, 1974 until December 31, 1974.

2. Deed of Agreement

A deed of agreement was entered into between the University and Mrs. Eloisa Abelarde Garcia, whereby Mrs. Garcia agrees to deposit with the University library in Diliman the personal library of manuscripts, typescripts, books and other papers of her late husband, Enrique Voltaire Garcia II, under certain terms and conditions.

3. Memorandum of Understanding with Hoechst Philippines, Inc. (HPI)

A memorandum of understanding was entered into between Hoechst Philippines, Inc. (HPI) and the University of the

Philippines at Los Banos establishing the "Hoechst Philippines, Inc. Fellowship-Study Grant" in the College of Agriculture.

This pertains to a grant providing full fellowship (P2,000.00 a year) to qualified students who are in their last two years of college, until their completion of undergraduate work leading to B.S. in Agriculture, major in Plant Pathology, beginning the first semester, school year 1974-1975.

4. Agreement for Reconditioning and Installation of Primary Sub-Station No. 2

An agreement for reconditioning and installation of primary sub-station No. 2 for the University was entered into with the Power Equipment & Supplies, Inc. at a contract sum of P280,000.00.

5. Memorandum of Understanding with Mr. and Mrs. Guillermo Ponce

A memorandum of understanding was entered into between the University of the Philippines at Los Banos and Mr. Guillermo Ponce and Mrs. Adela de los Reyes Ponce, whereby the latter donate the sum of P300,000.00 as an initial fund for the establishment in perpetuity of a "Mr. and Mrs. Guillermo Ponce Endowment Fund for the UPLB College of Forestry." The fund shall be utilized for the purpose of generating income to support professorial chairs and undergraduate scholarships.

LIST OF STUDENTS WHO COMPLETED ALL REQUIREMENTS FOR THEIR RESPECTIVE TITLES AND DEGREES AS OF THE END OF THE FIRST SEMESTER AND OF SUMMER, 1973

The Board approved the graduation of the following students certified by the Registrar as having completed all the requirements for graduation for their respective titles and degrees as of the end of First Semester and of Summer, 1973.

Bachelor of Science in Agriculture

Teresita E. Alar, Tito Z. Arevalo, Ernesto B. Bacilig, *cum laude*, Antonia L. Banasihan, Nemesio G. Cariño, Jr., Alexander C. Castillo, Ruben M. Castroverde, Adolfo T. Cayaba, Dante T. Chinte, Celia B. Correa, Patricio S. Correa, Marianito A. Cruz, Vergilio R. Cuenco.

Amado D. Dilig, Leovica M. Ela, Alfonso G. Isidro, Petronio A. Jael, Apichari Joramas, Lolita M. Lavapiez, Filipinas Q. Malit, Emelita C. Manoro, Erlinda C. Matundan, Angelina C. Mendoza, Agustin B. Molina, Jr., Redia M. Neypes, Teodoro A. Ocampo, Danilo M. Orbase.

Leonarda G. Pagkaliwagan, Glenn L. Paje, Francisca L. Parducho, Severino L. Parducho, Patria B. Paris, Amado L. Piomonte, Marcos J. Quimio, Jr., Lourdes A. Romualdez, Alexis B. San Valentin, Aleli C. Serezo, Felomeno C. Tabernilla, Cecilia P. Tamayo, Emeteria G. Tanyag, Ver C. Vera Cruz.

Bachelor of Science in Agricultural Business

Roberto C. Curva, Danilo R. Macariola.

Bachelor of Science in Agricultural Chemistry

Aleli R. Bustrillos, *magna cum laude*, Teresita V. Esmana, Teresita P. Genetiano.

Bachelor of Science in Agricultural Education

Vilma C. Gendrano.

Bachelor of Science in Agricultural Engineering

Ernesto V. Carpio, Salvador P. Daen, Melvin F. Espiritu Santo, Roland I. Medina, Percival V. Perez, Gloria D. Picar, Pio T. Tañalas, Rommel G. Tangonan.

Bachelor of Science in Agricultural Extension

Maria M. dela Peña, Pablo L. Garcia, Milagros F. Sandoval, *cum laude*.

Bachelor of Science in Forestry

Leonardo P. Acosta, Edgardo C. Aranico, Tomas P. Austral, Romeo M. Balbin, Nelson B. Batalla, Rolando T. Biado, Vicente R. Cabrera, Orlando D. Celestino, Jr., Juan C. dela Cruz, Oscar

C. Dominguez, Arsenio B. Ella, Carlos N. Empedrad, Federico G. Flores.

Dioscoro P. Gavarra, Abelardo M. Jimena, Alfredo B. Lorenzo, Ponciano M. Mabeza, Jr., Emmanuel C. Mallari, Alfredo V. Mapanao, Prudencio V. Montiel, Luis H. Natividad, Emmanuel B. Pablo, Renato B. Pataueg, Edwin V. Payuan, Eduardo S. Salvador, Nonilon N. Salvanera, Chito A. Sanchez.

Bachelor of Science in Home Technology

Annie F. Bola, Zenaida S. Dimla, Aurea T. Pamani.

Bachelor of Science in Sugar Technology

Alex G. Ramirez.

Ranger Certificate

Efren S. Adrada, Danilo M. Banday, Elenadel D. Basilio, Felicidad S. Bautista, Hermes N. Dacanay, Antonio D. Diwa, Reynaldo S. Dizon, Javier C. Jaime, Rene D. Lapido, Wilfredo S. Manauis, Antonio C. Manila, Rodolfo T. Naupal, Juan S. Odanga, Cesar C. Ortega, John T. Padilla, Ofelia T. Padilla, Edwin B. Padolina, Arnulfo A. Pedro, Romulo C. Valiente.

Master of Agriculture

Francisco J. Canuto, Toribio J. Coruña, Jr., Prajurksin Hormjun, Catalino T. Ongkingco.

Master of Forestry

Chana Diovilai, Wichai Lamwilai, Panus Ratnarathorn, Tongchai Wechasut.

Master of Science

Senen O. Alcos, Muhammad A. Aziz, Supichaya Bhasaputra, Ricardo C. Briones, Honorio F. Cariño, Eddie C. Chu, Garlandino G. Cueto, Helen P. de Vera, Lorenza S. Ferrer, Wilfredo F. Floresca, Reynaldo C. Gaballo, Kang Wan Han, Melanda M. Hoque.

Airmy Johari, Apinan Kamnalrut, Dolores L. Llano, Reynaldo C. Mabesa, Manuel M. Manuel, Jr., Filomena G. Medrano, Nakorn Nalampang, Hegino M. Orticio, Pilar V. Pagua, Pablito P. Pamplona, Arunee Panklang, Saowanee Pisithpun, Malicca Ratne, Kanokporn Rithidech, Florencio A. Saladaga, Emerita J. Sevilla, Gabriel A. Tabinaga, Nguyen-Tinh, Edison M. Tocino, Wu-hsiung Tsai, Ma. Luisa C. Urbino, Pong-ake Vallisuta, Bui Xuan.

Doctor of Philosophy

Bliss A. Aday, Rodolfo P. Cabangbang, Chiya Kim Cheong, Md. Zahidul Hoque, Niyom Srinoparut.

RULES AND REGULATIONS

RULES GOVERNING THE PUBLICATION OF THE PHILIPPINE COLLEGIAN DURING THE REGIME OF MARTIAL LAW

(Approved by the Board of Regents at its 841st Meeting, 31 January 1974)

ARTICLE 1. The *Philippine Collegian* shall be the official student newspaper in the University. It shall be published by students. While it shall primarily be devoted to news about and opinions of the University studentry, it may also publish news about and opinions of other sectors of the University constituency.

ARTICLE 2. The *Philippine Collegian* shall be committed to impartial journalism and shall not be used to promote personal or sectional interests.

ARTICLE 3. The publication of the *Philippine Collegian* shall be governed by these rules and by such regulations as may be promulgated by the President of the University to implement these rules.

ARTICLE 4. The President shall appoint a faculty adviser to the *Philippine Collegian*. The faculty adviser shall go over all the materials intended 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 dispute over the publication of a news item, story, article, editorial, cartoon or other material between the editor and the faculty adviser may be appealed to the President whose decision shall be final.

ARTICLE 5. The editor of the *Philippine Collegian* shall be chosen by a committee composed of three faculty members and two students appointed by the President. The student members shall be nominated by the Consultative Committee on Student Affairs (CONCOMSA) or by the Student Council, as the case may be.

ARTICLE 6. To be eligible to take the examinations 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 passed at least six (6) units and has no grade of "5", "4" or "Inc." in the semester immediately preceding the examinations; and
- d. He or she must be of good moral character.

The above academic qualifications of candidates shall be officially certified by the University Registrar. Good moral character shall be attested in writing by two members of the University faculty.

ARTICLE 7. The examination shall be given in the following fields:

| | |
|-------------------------|-----|
| Editorial writing | 70% |
| News writing | 20% |
| Front page layout | 10% |

The candidate obtaining the highest average shall be appointed the new *Philippine Collegian* editor by the President. In case of a tie for first place, the journalistic experience and other re-

levant considerations of the examinees concerned shall be considered.

The decision of the board of judges shall be final. In case the examinee with the highest average shall decline the position of *Philippine Collegian* editor, the examinee with the second highest average shall be appointed by the President.

ARTICLE 8. The editor of the *Philippine Collegian* must remain a regularly enrolled student while serving in that capacity.

ARTICLE 9. The publication of the *Philippine Collegian* shall be financed exclusively by the *Collegian* fee paid by students and from whatever other income it may receive from subscriptions, advertisements, and other services.

ARTICLE 10. The financial and business management of the *Philippine Collegian* shall be vested in a business manager who shall be appointed by the editor.

ARTICLE 11. To insure proper expenditure of *Philippine Collegian* funds, the following regulations shall be observed by the editor and the business manager:

- a. At the beginning of his term, the editor of the *Philippine Collegian* shall submit to the President, through the Dean of Students, a complete roster of those appointed by him to the *Philippine 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 *Philippine Collegian* staff, including the editor, until after submission of the roster referred to above.
- c. Any change in the *Philippine Collegian* staff should be reported forthwith to the President by the editor through the Dean of Students so that the necessary change in the *Philippine Collegian* payroll may be made.
- d. Each staff member of the *Philippine 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 Dean of Students.
- e. The Dean of Students or his duly authorized representative shall approve each payroll of the *Philippine Collegian* after verifying in each case whether the persons whose names appear therein have actually rendered service as staff members of the *Philippine Collegian*.

ARTICLE 12. The President may suspend publication of the *Philippine Collegian* for culpable violation of relevant decrees and orders issued under Martial Law, or of the Guidelines for the University of the Philippines under Martial Law adopted by the Board of Regents at its 825th meeting on October 25, 1972, or of these rules and regulations governing the publication of the *Philippine Collegian*.

REVISED PERFORMANCE RATING SYSTEM FOR ADMINISTRATIVE PERSONNEL

(Executive Order No. 10 dated 28 December 1973)

I. DEFINITION

Performance rating is a systematic process and method of administering a continuous appraisal, accurate recording, and periodic reporting of employee performance.

II. PURPOSES

The performance rating system shall be administered:

1. To improve performance by identifying the individual employees' strong and weak points, motivating employees properly in their work, and providing constructive counsel to employees concerning their problems.
2. To strengthen relations between supervisors and employees.
3. To develop standards of satisfactory performance, specifying what kind and level of work is acceptable and adequate.
4. To objectify the application of policies in such processes of personnel management as selection, promotion, transfer, reduction in force, and reinstatement.

III. POLICIES

This performance rating system shall be made an integral part of the personnel program of the University, and administered along the following guidelines:

1. Performance requirements shall be established for each position, and such requirements shall be mutually understood by the employee and the supervisor.
2. The performance of each employee shall be evaluated fairly in relation to the performance requirements of his position.
3. Each employee shall be kept currently advised on how his performance meets requirements, and shall be notified of his performance rating.
4. Employees shall be given appropriate recognition for the merit of their performance and contributions to the improvement and success of the services.
5. The strong qualities of employees shall be utilized in work assignments insofar as possible.
6. All employees shall be informed of the purposes, principles, and procedures of this performance rating system, as well as their obligations and rights thereunder.
7. No performance rating shall be given or used as a basis for any personnel action, unless such rating has been accomplished on the forms and in accordance with the standards and procedures approved by the Civil Service Commission for the Administrative personnel of the University.
8. Any revision of this performance rating system shall take effect only in the next rating period following its approval by the Civil Service Commission.

IV. RESPONSIBILITIES

A. Of the Office of Administrative Personnel Services

1. The administration of the performance rating system and the custody of all papers and reports pertaining thereto shall be the responsibility of the Office of Administrative Personnel Services.
2. The Office of Administrative Personnel Services shall, in cooperation with other offices of units concerned, install a suitable program for the training of supervisors in the proper and effective evaluation of employee performance.

Such program may take the form of individual instruction, seminars, workshops, dissemination of pertinent refresher courses, or training materials, or a combination thereof.

B. Of the Supervisors

1. The supervisors shall explain to their subordinates the purposes and features of the performance rating plan by which they are to be rated.
2. The immediate supervisor shall discuss with each employee the duties and responsibilities of the latter's position and the performance requirements thereof. These requirements shall represent satisfactory or standard performance.
3. Periodic discussion shall be held between the supervisor and the employee in confidence, so that the latter may know wherein his work exceeds, meets, or falls below the performance requirements of his position.
4. The immediate supervisor shall discuss with the subordinate his performance rating.

V. PERFORMANCE RATING PLANS

A. There shall be two types of performance rating reports for Administrative personnel: one for supervisors and another for non-supervisors.

B. For purposes of performance evaluation, administrative positions are classified as follows:

1. *Supervisor*—This group includes positions of Capatazes, Foremen, Administrative Assistants, Chiefs of Sections, Supervisors, Administrative Officers, Managers, Chiefs of Divisions or Offices, Directors, and other heads of units.
2. *Non-Supervisory*—This group includes all other positions not included in the supervisory group.

C. U.P. Form No. 490 (Performance Rating Report Form for Non-Supervisors) and U.P. Form No. 490-A (Performance Rating Report Form for Supervisors) shall be used in rating non-supervisory and supervisory personnel, respectively.

D. Factors of Evaluation

1. SUPERVISORS shall be rated on the basis of the following factors—

- a. Organizational ability
- b. Ability to maintain discipline
- c. Ability to communicate
- d. Ability to develop subordinates
- e. Judgment
- f. Dependability
- g. Initiative
- h. Creativeness and Adaptability
- i. Cooperation
- j. Public Relations
- k. Punctuality and Attendance

2. NON-SUPERVISORS shall be rated on the basis of the following factors—

- a. Quality of work
- b. Quantity of work
- c. Job Knowledge
- d. Dependability
- e. Diligence

- f. Judgment
- g. Initiative
- h. Cooperation
- i. Courtesy
- j. Punctuality
- k. Attendance

E. Levels of Performance

Both performance rating plans (the one for supervisors and the other for non-supervisors) shall provide for the following ratings:

1. **OUTSTANDING**—An employee shall be given this rating only when his performance is exceptional and deserves special commendation.
2. **VERY SATISFACTORY**—An employee shall be given this rating when he performs the duties of his position with excellence but short of outstanding performance.
3. **SATISFACTORY**—An employee shall be given this rating when he meets the standard performance requirements of the duties of his position.
4. **FAIR**—An employee shall be given this rating when he does not quite measure up to the standard performance requirements of his position.
5. **UNSATISFACTORY**—An employee shall be given this rating when he fails to meet the standard performance requirements of the duties of his position.

F. Who shall rate?

Each employee shall be rated by his immediate supervisor, provided that the rating given by the immediate supervisor shall be subject to review by the next higher supervisor and to final approval by the latter's superior.

G. Frequency of Ratings

Performance rating reports shall be given twice a year, one due on April 15 for the period between October 1 to March 31, and the other due on October 15 for the period between April 1 to September 30. A probationary period rating shall be made at the end of the sixth month of employment of new appointees.

VI. RATING PROCEDURE

A. Initial Rating and Review

1. At the end of the rating period, the immediate supervisor will rate each of his subordinates in accordance with the relevant performance rating report form, which shall be accomplished in triplicate.
2. Not later than fifteen days before the periodic rating report is due, the immediate supervisor shall forward the accomplished report form to the next higher or second-level supervisor for review.
3. In case the second-level supervisor has any correction to make on the report form, he shall do so only after consulting with the initial rater or immediate supervisor of the ratee. In case of disagreement, a notation thereof shall be made in the report.
4. At least ten days before the periodic report is due, the next higher supervisor shall transmit the report, properly reviewed and signed, to his immediate superior or third-level supervisor for final approval.

B. Final Approval

1. The third-level supervisor shall make a final review and have the rating computed in accordance with the points evaluation system.
2. In case the immediate supervisor of the ratee and the next higher supervisor disagree on any point of the rating report, the matter shall be finally settled by the third-level supervisor.
3. Final approval of the rating report shall be made by the third-level supervisor at least three days before the periodic rating report is due.
4. When there are more than three supervisory levels in the hierarchy, no further action on the performance rating report is to be taken by supervisors above the third level, except to indicate their notation therein and to forward it to the Office of Administrative Personnel Services.
5. Where there are only two supervisory levels, the supervisor that reviews the form shall also give final approval provided that he shall transmit the rating form to the Office of Administrative Personnel Services for point computation before he finally approves it.
6. Where there is only one supervisory level, the immediate supervisor shall be the final rater, provided that he shall transmit the rating form to the Office of Administrative Personnel Services for point computation before he finally approves it.
7. Where there is only one supervisory level, the immediate supervisor shall be the final rater, provided that he shall transmit the rating form to the Office of Administrative Personnel Services for point computation before he finally approves it.

C. Discussion of Approved Rating with the Ratee

1. Only after the rating report has been finally approved shall the immediate supervisor discuss the performance rating with the ratee, provided that such action shall be taken before the periodic rating report is due on April 15 and October 15 of each year.
2. After the discussion, the employee shall sign all three copies of the final rating form to indicate that he has been informed of his performance rating.
3. As soon as the form is signed by the employee, the immediate supervisor shall leave the triplicate copies to the approving office which shall retain the duplicate for its files and transmit the original to the Office of Administrative Personnel Services.

D. Requirements for "Outstanding" and "Unsatisfactory" Ratings

1. In case a rating of *outstanding* is given, the reason or reasons in detail for giving such rating shall accompany the report. A copy of the performance rating report together with the supporting papers shall be forwarded through the President of the University for comment and recommendation to the Commissioner of Civil Service for appropriate action for purposes of an incentive award. A copy of the report shall be furnished also the Officer or employee concerned with a letter of commendation from the President.

2. Before an employee is rated *unsatisfactory*, the following procedures shall be observed:

- a. The immediate supervisor shall give the employee a written warning, at least 60 calendar days before the end of the rating period, containing a detailed explanation of the unsatisfactory performance. Before any warning is given, however, the immediate supervisor shall first submit through the usual levels a tentative performance rating of the employee concerned for evaluation and determination as to whether the proposed rating is really unsatisfactory or not.
- b. The warning shall inform the employee that he will be given a rating of "unsatisfactory" unless his performance improves sufficiently to meet the standards for satisfactory performance or unless the improvement in performance indicates that these standards will be met within a reasonable period of time.
- c. The warning shall indicate to the employee how he may improve his performance and that a reasonable opportunity for, and assistance in improving his performance shall be given him.
- d. Copies of the warning of unsatisfactory performance shall be furnished the next two higher supervisors.
- e. If after the warning the employee's performance adequately improves and such improvement is maintained for a sufficient time, the employee shall be given at least a rating of "fair."

E. Appeal

1. An employee who feels that he has not been rated properly may within 3 working days from receipt of his performance rating report, discuss orally his performance rating with his immediate supervisor. The immediate supervisor in turn shall discuss the matter with the second-level and the third-level (approving level) superiors. The decision of the three superiors (or two, if there are only 2 supervisory levels) shall be transmitted orally to the employee through his immediate supervisor within 6 working days, counted from the day the complaining employee originally presented orally his complaint to his immediate supervisor, provided that where the decision involves a change in the original performance rating a new performance rating form shall be prepared.
2. Failure of the employee to appeal (discuss orally) his performance rating with his immediate supervisor within the prescribed period specified in the preceding section shall be deemed a waiver of his right and no appeal (oral or written) on that particular rating shall be entertained thereafter.
3. If an employee is not satisfied with the decision made on his *oral appeal*, he may appeal his performance rating in writing to the President of the University through his immediate superior and the head of the unit to which he belongs.

4. Any employee appealing his performance rating in writing to the President shall do so within 10 calendar days after receipt of the decision made on his oral appeal. Failure to appeal within the prescribed period shall be deemed a waiver of his right and no appeal on that particular rating shall be entertained thereafter.

5. For purposes of considering such appeals the Committee shall be composed of an official or employee chosen by the President who shall act as chairman, and two other officials or employees of the University, one of whom shall be chosen by the appellant and the other by the Dean, Director, or head of the unit to which the appellant belongs.

6. As soon as an appeal is referred to the Committee by the President, the chairman shall immediately schedule a hearing within a reasonable period at a suitable time and place.

7. All proceedings of the Committee shall be reduced in writing, and both parties shall be given opportunity to present their respective sides.

8. The Committee shall submit its recommendation to the President within 30 days after the case has been referred to it.

9. The President shall make the final decision on the case.

VII. PERFORMANCE RATINGS AND PERSONNEL ACTIONS

A. Performance ratings shall be considered in connection with the following personnel actions:

1. *Placement*—For purposes of proper placement of personnel their strong qualities shall be utilized in duty assignments as far as possible.
2. *Training*—Performance rating reports may be used to determine training needs of various personnel.
3. *Promotion and Salary Increases*—A current rating of satisfactory shall be a minimum requirement for promotion and for salary increases.
4. *Incentive Awards*—An employee who gets a rating of "outstanding" may be recommended for an incentive award.
5. *Reduction in Force*—The performance rating shall be one of the factors to be considered in determining retention in case of reduction in force.
6. *Disciplinary Action*—Unsatisfactory performance rating shall be included among the bases of disciplinary action, as provided in Sec. 19 (e), Rule XVIII of the Civil Service Rules.

B. In making use of performance ratings in connection with the above personnel actions, the *adjective ratings*, and not the point scores, of the employees shall be considered.

VIII. EFFECTIVITY

This revised performance rating system shall take effect on April 1, 1973.

HISTORICAL PAPERS AND DOCUMENTS

ON THE INVESTITURE OF ABELARDO SAMONTE

BY PRESIDENT FERDINAND E. MARCOS

(Remarks at the Investiture Ceremony of the First Chancellor of the University of the Philippines at Los Baños, 11 January 1974)

A great institution deserves an eminent administrator. Thus do we celebrate today the investiture of Dr. Abelardo G. Samonte as the first chancellor of the University of the Philippines at Los Baños.

The University of the Philippines and the College of Agriculture were both landmarks in the landscape of knowledge. It is thus fitting that the U.P. College of Agriculture, should be the first unit of the U.P. to achieve autonomy.

The appointment of Dr. Samonte as its first chancellor is a recognition of the growing importance of this institution. Beyond its growth in physical size, it has risen in its relevance to national development. The UPLB has three principal missions: the acquisition of knowledge through research, its transmission through

instruction, and its application through extension and community work.

Dr. Samonte is well-known to all those who have followed closely the development of the University of the Philippines. His achievements in the fields of management and public administration are also well-known. As a teacher, he has established himself solidly in the minds and hearts of numerous students.

He brings, therefore, to the UPLB the wealth of his experience and knowledge. I expect that he will enrich this institution and leave behind an even greater and more glorious heritage. It pleases me then to wish him success on his investiture today.

NEVER LET THE LIGHTS GO OUT

BY DR. SALVADOR P. LOPEZ

President of the University of the Philippines

(Remarks at the Investiture Ceremony of Dr. Abelardo G. Samonte as First Chancellor of the University of the Philippines at Los Baños, 11 January 1974)

Mr. Chancellor:

This ceremony of investiture formalizes an existing fact—the fact, namely, that for eight months now you have served as the first Chancellor of the first autonomous university to become a member of the University of the Philippines System. But this is not merely a ritual of confirmation. It is an occasion to attest publicly to the wisdom of the decision taken by the Board of Regents last May in placing you at the helm of this institution. This is our way of saying, "Well done, Mr. Chancellor!"

We have worked together to conserve the strengths and excellences of the University of the Philippines at Los Baños. Those strengths and excellences of course lie in the disciplines mainly concerned with agriculture, forestry and related sciences. But we also recognize that the brilliance of the academic constellation that is Los Baños would be enhanced by giving it the breadth, depth and height of a true University. You have cooperated loyally with us to achieve this goal.

Your investiture coincides with the first anniversary of the

establishment of the University of the Philippines System. As a ranking member of the group that prepared the new charter of the System, and as the First Chancellor of this first autonomous university of the System, you have already left your mark on the history of this great institution. In a few more months you will be completing the first year of your term, even as I will be approaching the end of my own. It is an occasion that invites certain reflections, including the comforting thought that when the time comes I will be leaving the University in very good hands.

My optimism is based on the knowledge that you share with me the belief that the University of the Philippines can best serve the enduring interest of the nation, not alone by helping through teaching, research and extension service to provide more and better food and clothing, shelter and healing for our people, but also by embracing forever the true vocation of a University, which is the unending search for truth and tireless pursuit of knowledge, a commitment to creative speculation and funda-

mental thought, in a word, by placing itself resolutely in the service of ideas.

In this time of crises—energy crisis and otherwise—the word has gone out to damp the lights all over the nation. Let us dim the lights in the streets, in the farms and factories, in the

coffee-shops, even in our homes if need be, but let us never let the lights go out in the University. For as long as the lights are turned on in the University, our land will never be plunged in total darkness, and our people will be able to live and learn, work and eat their daily rice, by the light of freedom from the lamp of truth.

A UNIVERSITY'S RESPONSE TO THE CHALLENGE OF DEVELOPMENT

BY DR. ABELARDO G. SAMONTE

(Inaugural Address Delivered on his Investiture as the First Chancellor of the U.P. at Los Baños, 11 January 1974)

The Honorable Chairman and Members of the Board of Regents, Excellencies, Distinguished Guests, Colleagues, Friends, Ladies and Gentlemen:

I accept with all humility my duties and responsibilities as Chancellor of the University of the Philippines at Los Baños. The presence of the high officials and dignitaries, our distinguished guests and friends, and the messages of esteem and good wishes from colleagues in the U.P. System as well as other institutions of higher learning here and abroad, humble me even more. Indeed I am fully aware that the honors and the confidence expressed in this morning's ceremonies are addressed not so much to me as a person, but to the institution which I am privileged to serve.

We owe His Excellency, President Ferdinand E. Marcos a special debt of gratitude for placing within our reach the challenging opportunities available to our autonomous University in its quest for greater service to the nation and humanity. We thank President Salvador P. Lopez for his leadership and reassuring pledge of increasing autonomy. Today's honors are likewise richly deserved by a number of people—from Deans Copeland and Ahern to Vice-President Umali—who have given selflessly of their time and of themselves to make the U.P. at Los Baños what it is today. Our students and alumni who have maintained our fine record of excellence should share in the laurels; so should our friends and colleagues from whose unfailing support and cooperation we draw the strength and inspiration to excel ourselves. To all of them, I give my word to help realize our common dream of making the U.P. at Los Baños a university for all seasons.

From Multiversity to Multicampus University

Presidential Decree No. 58 issued on November 20, 1972, marked the advent of a new academic constellation—the University of the Philippines System. It transformed the U.P. from a multiversity to a multicampus university, with the U.P. at Los Baños as its first autonomous campus. The implication of such a transformation may be better appreciated if we went back to the basic concept of *universitas* which literally means "a turning into one." We recall that the first universities were indeed constituted by men with different backgrounds but united in the common pursuit of knowledge and truth. But with the splintering of knowledge into an increasing number of disciplines and specialties, many institutions of higher learning ceased to be universities and have become, as Clark Kerr puts it, multiversities.

The multiversity, with a multiplicity of goals and interests, faces the threat of "institutional overload." In response to this threat, some European universities divided among separate institutions the functions of teaching, research, and public service thereby negating the unity of these three.

The multicampus university was evolved as an alternative. Under this setup, multiple goals adopted in response to diverse

educational interests are achieved by a division of responsibilities among separate campuses governed by a common board.

As such, the U.P. at Los Baños can foster a single community of scholars dedicated to a common responsibility. It can develop its own institutional identity, while maintaining the standards of academic excellence and relevance of the U.P. System under one Board of Regents.

Developing an Institutional Identity

In developing its institutional identity, the U.P. at Los Baños must find its proper place as a member of a multicampus university in a developing country. As a new autonomous university, it must evolve into a fuller institution of higher learning without unnecessarily duplicating the functions and programs of other campuses in the U.P. System. It must be sensitive and responsive to the needs and problems of Philippine society. Above all, its drive for excellence and achievement in the sciences, the arts, and the professions must be conditioned by an unswerving commitment to national welfare and development.

The U.P. at Los Baños must be keenly aware of its strengths and potentialities, and alert to the opportunities for service through education. But it must, first of all, be open to the whole universe of knowledge and be imbued with the philosophy which underlies any modern university worthy of the name.

Underlying Philosophy

The modern university remains a center of learning, although it is now cast in a mold different from its traditional counterpart. It still considers instruction as a major function, but now recognizes research as equally important. More recently, it views extension or public service as a function ensuring relevance. All its efforts in acquiring knowledge through research, imparting it through instruction, and applying it through public service are directed towards the development of the whole man. But the individual's enrichment and self-fulfillment depend on his success in generating the same expansiveness in the people around him. Thus, university education aimed at the common good enriches not only the individual, but also the society of which he is part. In brief, the modern university fosters education with a social conscience.

Orientation to Development

The logical outcome of an education with a social conscience is a commitment to national development. The U.P. at Los Baños is thus committed.

Development, as we see it, is the actualization of potentialities, the release of creative energies, and the realization of people's capabilities for the improvement of the quality of life. It is a seamless web. The modernization of the urban and rural sectors are inter-dependent in much the same way that economic, political, social, and cultural development are inter-

acting elements of one syndrome. Furthermore, development takes place within a historical context in which internal as well as external influences impinge on the process of societal change.

It follows that a sound approach to development must be holistic and integrated. Any developmental program must focus on people as an end in themselves, not means to an end. Only that which is promotive of truth, goodness, beauty and unity is genuinely developmental.

The Rural Problem

In the Philippines, the need is for development of the rural areas where about three-fourths of our entire population live in relative want. We are a nation of small farmers. Our production is low and our income meager; 90 percent of families with incomes of less than P1,000.00 a year live in the rural areas. Our rural population live in a culture of poverty, ignorance, ill-health, and resentment. In them, one finds a minimal sense of solidarity with the rest of the nation.

These manifestations of non-development point to a cause rooted in our society. For centuries, our socio-cultural system has imprisoned most of our people in perpetual dependence. It made of the many mere pawns in the game of partisan power-politics, legitimized "hewers of wood and drawers of water" for the landed elite, grist for diploma mills, and an alienated mass sporadically erupting in violent resentment over immemorial wrongs. Rural backwardness was built into the very social order wherein our rural masses could not move forward or even desire to get moving.

Initial Attempts at Rural Development

Amidst a growing agrarian unrest in the early post-war years, many studies on rural Philippines such as the Bell, Hardie, and Rivera-MacMillan reports, generated interest in the improvement of the barrios. Among the initial efforts towards that end were the community school experiment and rural improvement projects of civic organizations like the PRRM and PRUCIS. These were capped by the dramatic moves of President Ramon Magsaysay to uplift the masses through a nation-wide program of community development. In the meantime, efforts to increase productivity on the farms were being exerted, and land reform was making progress in a slow, halting fashion. These attempts at developing the rural areas were, on the whole, palliatives—tinkering at bits and pieces. Attacking the problem at its root, reforming Philippine society would have been quixotic perhaps under the old regime.

Rural Development in the New Society

Today, under the aegis of the New Society, rural development becomes realistically feasible. One of the first acts of President Marcos under the New Dispensation was the promulgation of Presidential Decree 27 emancipating our farmers from the bondage of tenancy and restructuring our agrarian social order. Thereafter, nation-wide programs to increase agricultural productivity, such as *Masagana 99* and *Palayan ng Bayan*, were launched.

The formation of barangays, the *Samahang Nayan*, barrio cooperatives, and a social security and welfare system for farmers affirms our rural people's role as partners in national development. These and the rest of the PLEDGES programs aim at democratizing power: economic, political, and social. Their basic theme is that of sharing guided by justice and inspired by compassion.

How do we at the U.P. at Los Baños view these development programs and projects in their totality? We cannot afford to be mere spectators of the historic events encompassing us. We feel the need to mobilize and integrate all our efforts to improve life in rural Philippines.

Integrated rural development demands the skillful grafting of modern technologies on to the best of our traditional values and life-styles. For instance, the optimal application of modern production technology can be effected in and through modes of organization imbued with the *bayanihan* spirit such as the compact farm. Such an integrated development will be not only for Filipinos but also of and by Filipinos. And being Philippine, it will endure.

UPLB as an Instrument for Integrated Rural Development

With its unique institutional strengths, the U.P. at Los Baños can and should play a vital role in achieving integrated rural development in our country. It has a substantial pool of agricultural scientists, engineers, statisticians, forest resource managers as well as communications specialists, humanists, economics and other social scientists who are well-trained and oriented to the study and solution of major problems besetting Philippine society, especially in the rural areas. It has modern laboratories and probably the best library in agriculture, forestry and related sciences in Southeast Asia. Moreover, it has a tradition of scientific objectivity, a passion for creativity, and a reputation for independent fact-finding and problem-solving. It is in the best position to adopt a collegial-multidisciplinary approach to development. Lastly, its three functions of teaching, research, and extension provide the mutually reinforcing impetus essential for building up high-level manpower, extending the frontiers of knowledge, and applying that knowledge to achieve integrated rural development.

Guidelines for Thought and Action

Towards achieving integrated rural development, we at the U.P. at Los Baños will adopt the following guidelines: First, we will strive to integrate our teaching, research and extension functions. For one's teaching is enriched by his research and extension work which, in turn, is enriched by insights and feedback from the classroom. Thus, the so-called primacy of one function over the other, the alleged relevance of one and the irrelevance of the rest are old issues in academe which can only lead to sterile controversies. Our basic task is to strike at the optimum balance of these functions with due regard to immediate concerns as well as to long-term development goals.

Secondly, we will encourage maximum interaction among the many disciplines and closest collaboration among our colleges and institutes. Many problems of society are better understood and solved by the collegial-multidisciplinary approach. We must, therefore, work "for an interrelated system of knowledge, for a balance of activities, for a unification of knowing, feeling, and acting, for an integrated community."

Curriculum Changes

With these basic guidelines in mind, we will institute changes in our programs, organization, and methods.

In our teaching program, we will revise the structure of the different curricula and the content of courses in close consultation with the end-users—the government, private sector, professional associations, other educational institutions, and the students themselves. We propose to arrest the proliferation of courses and the undue lengthening of degree programs. We intend to provide greater flexibility, coherence, and relevance

in our curricula, and foster the goal of achievement rather than ascription in the getting of academic degrees.

The adoption of more effective and innovative methods of teaching shall also be our concern. Learning is not imposed but experienced. One of our goals in teaching, therefore, is not primarily to inform the student, but to inspire him to acquire knowledge, to think critically, and to arouse his curiosity so that learning becomes for him a lifelong adventure. Small group discussions, seminars, independent study programs, and field work will be increasingly used as methods of instruction.

To make our academic curricula more responsive to national manpower needs, we will consider offering degrees with majors in agrarian reform, cooperatives, agricultural administration, and related fields. We will also welcome joint degree programs and consortia with other institutions of higher learning to expand our degree-granting capabilities, especially on the masteral and doctoral levels. Thus, we expect to increase our graduate enrolment and diversify advanced studies, while maintaining model undergraduate programs in agriculture, forestry, the sciences, and the arts. We hope to assist other educational institutions, especially agricultural colleges, in upgrading their faculty and improving their academic programs.

At the same time, we have to take concrete steps to help directly in the education of men and women who will provide professional services and assume positions of leadership in the rural communities. We are considering the adoption of a quota system for the admission to our University of bright and deserving students strongly committed to go back to the barrios after their studies.

Among the curricular proposals that have aroused excitement among science schools is the Integrated Academic Program in the Sciences. It is an honors program for undergraduate and graduate education in science for the cream of high school graduates and science teachers. Not course-bound, it enables the student—through validating examinations, independent study programs, and actual involvement in scientific research—to achieve a higher level of scientific education within the shortest possible time.

Another curricular proposal that promises to attract talented young people to this campus is an undergraduate communication arts program. A balanced combination of the liberal and the professional studies, it aims to give students a humanistic background with a professional orientation. Towards this goal, a Center for the Performing Arts is part of our plans. It will do for the humanities what the SEARCA does for the agricultural sciences. Through these proposals, our University expects to participate actively in the impassioned search for our national identity through sustained learning of Philippine arts and culture. By joining the mainstream of the cultural renaissance now stirring the country, the U.P. at Los Baños can help interpret our past, evaluate our present, and shape our expectations of the future.

Multidisciplinary Research

We have adopted measures to institutionalize the management of research for maximum utilization of our staff's time and resources, and for integrated research programs which can provide the greatest impact on national development.

Indeed, there is need to encourage more multidisciplinary collaboration among our departments and colleges. In the high priority area of land reform, for example, the problems of realizing fair, efficient and expeditious distribution of land, of achieving increased productivity, adequate and timely credit, viable cooperatives, and satisfactory marketing and distribution require a major research and social action effort involving not

only our Agrarian Reform Institute but also the six other colleges and institutes of the U.P. at Los Baños. The same could be true of environmental research and regional development studies.

During our incumbency, a new administrative structure for research has been established. We have created a University Research Council which formulates a general research strategy and an integrated research program for the entire University. A Technical Evaluation Group has also been organized to serve as a unified body for the screening of research proposals within the framework of the approved research program. This Group also fosters and induces multidisciplinary efforts in priority areas of research, including the formation of task forces to identify, define, and help solve major problems of national development through policy and problem-oriented research. Thus, this new research structure is now providing a more integrated and effective system of research planning, coordination, evaluation, and implementation.

Innovative Approaches to Extension

Similarly, we have recently established the University Extension Center to coordinate and integrate our extension or public service activities. We view extension as an educational endeavor, as a process of influencing people in the rural areas to learn to do things better and of imbuing them with proper values and attitudes, so that they will become more self-reliant, productive, and responsible citizens. Since extension is addressed to the whole country, the University must determine the kind and level of extension work for which it is more suited and through which it can best contribute to the national effort. These should include programs that seek to train trainers, influence change agents, and develop leaders. With its strong commitment to extension, the U.P. at Los Baños shall intensify experimentation with innovative extension approaches and strategies to rural development at the barrio and municipality level, such as our Social Laboratory in Pila, Laguna, and at the provincial, regional, and national levels as well.

Sharing our Staff Resources with the Government

One notable trend in the past decade is the increasing demand of the government for consultative services and technical assistance from our University. Upon official request, a considerable number of our faculty have been detailed to key governmental agencies. In addition, many more are consultants not only in the regular agencies, but also in commissions or task forces concerned with agricultural productivity, land reform, forestry, cooperatives, educational reform, and government reorganization. The University welcomes such involvement and shall continue to cooperate with government in these endeavors, for as Don Price perceptively noted: "The range of government policies and the depth of study necessary to deal with them adequately can be matched only by the resources of the University as a whole." However, we would recommend improvements in the arrangements for collaboration.

We propose to share our staff resources on a programmed, institutional basis. The selection of high-talent men for detail to other government agencies should be based on mutual consultation and long-range programming. In that way, these details will not only redound to the benefit of the government agencies, but also advance faculty development through practical involvement in public policy and administration in a planned way. We are happy to report that the Secretary of Agriculture and Natural Resources and others have agreed to this proposition, and we hope that many more will follow suit.

Likewise, we could extend more consultative services to the government on an institution-wide basis. While we have accommodated whenever possible government requests for the special detail of some faculty members, we realize that our staff resources are not inexhaustible. But we can sustain and even expand our service functions to the government by adopting what may be described as the "general staff" approach. This means that instead of being dispersed to perform operational work in other agencies, the bulk of our departmental faculties can be kept intact to perform the functions of a general staff or technical advisory group to such agencies. By contributing not merely individuals but a considerable time of the faculty as a whole, the University can realize greater opportunities for service to the government and the Nation. At the same time, the faculty could sustain their teaching and research activities for the production of highly qualified graduates to man vital posts in developmental agencies.

Center for Policy and Development Studies

Beyond programmed special details and general staff work for the government, we propose the establishment of a Center for Policy and Development Studies. This Center shall be an integrating mechanism to mobilize and harness the various disciplines in the task of helping the policy-makers in problem analysis and policy formulation, particularly in agricultural development. Among the functions of this Center will be the organization of policy conferences, seminars, and workshops where policy-makers, scientists, and technocrats from the public and private sectors can interact. Such interaction or dialogues can greatly help identify relevant areas for policy studies. The policy-oriented studies will undergo constant feedback and reaction through further dialogues. Thus, the policy recommendations of the Center will be the combined product of the knowledge of the scientists and the practical insights of the decision-makers. The Center will, in effect, serve as an information base for policy-makers, and as a catalyst in the formulation of public policy.

In sum, the University can and should serve as a major consulting firm of the government, an "intellectual holding company of the nation."

UPLB as a Center for Rural Development in Southeast Asia

We also envision the U.P. at Los Baños assuming a leadership role in education and research in Southeast Asia, particularly as applied to integrated rural development. We will continue our efforts in the education and training of nationals of other Southeast Asian countries, in cooperation with the SEARCA, the Food and Agricultural Organization, the International Rice Research Institute, the Agricultural Development Council, the U.S. AID, and others. Furthermore, we intend to expand our involvement in regional cooperation in terms of more collaborative research and faculty exchange.

Indeed, the U.P. at Los Baños is in a good position to enhance regional cooperation and mutual assistance in rural development. It has the experts and facilities. It also has a long exposure to and experience in such regional undertaking.

It should, therefore, improve and expand its capabilities to help other Southeast Asian universities, in collaboration with international or regional institutions and foreign universities.

Increasing UPLB's Capabilities

Our manifold functions require the sustained upgrading and expansion of our manpower capabilities. Our faculty and staff development will be intensified. Our personnel will be motivated to achieve their full potential, so that they can contribute their best to our University. Thus, we will provide them with opportunities for job enrichment and for optimal use of their talents and training. We will improve the system of incentives and rewards. For a more democratic management, we will encourage faculty, student and employee participation in decision-making, particularly on matters in which they have both competence and concern. In brief, we hope to raise individual and group morale, and strengthen the *esprit de corps* of the whole University.

We will, at the same time, adopt plans for further institution building to meet increasing demands and to exploit our unique institutional strengths. Considering the mutually-reinforcing effects of teaching, research, and extension, the proposed Institute on Forestry Research should be expanded to include forestry training, and made a unit of the U.P. at Los Baños where it can be reinforced by the faculties of the College of Forestry and other colleges and institutes. In view of the broad range of knowledge and expertise required for a dynamic and integrated development of the rural areas, we envision the expansion of our social science departments and the establishment of new schools or institutes of human ecology, of economics and management, of development communications, and of agricultural engineering.

For all these, the U.P. at Los Baños will need the increasing support of the government, the alumni, the foundations and other aid-giving agencies.

A Vision of Unity

Many a year hence, looking back through the corridors of time, we shall recall with a deep sense of satisfaction our University's active role in building up the New Philippines. We dream that by then the U.P. at Los Baños shall have fully become a place of learning where teacher-scholars and students untiringly work at transmuting knowledge into wisdom, reshaping the truth about the nature of things to the human scale, and orienting it to human understanding, human need, and human hope. Having become that, the University shall have fused the sciences and the humanities into one universe of discourse.

We dream that by then, science and technology in our country shall have been given both a heart and a soul, for no amount of knowledge in the head can make up for lack of feeling in the heart. On their part, the humanities shall have walked less along the road of pursuing knowledge for its own sake and more along that which sees in the arts a means of achieving the good life for one, and consequently, for all.

If these shall come to pass, we should then have a culturally reawakened and fully developed Philippines. May this dream realized be the vibrant testimonial to our faith in ourselves, in the Filipino, and in all men.

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| Remarks by the Australian Prime Minister, Mr. E. G. Whit- lam, on accepting the honor degree of Doctor of Laws from the University of the Philippines, 11 February 1974 | 33 |
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UNIVERSITY OF THE PHILIPPINES

BOARD OF REGENTS

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Dr. Oscar M. Alfonso

ADMINISTRATIVE ISSUANCES

MEMORANDUM CIRCULARS

Clarification of Art. 213, Revised University Code

In connection with Article 213 of the Revised Code of the University of the Philippines providing for the payment of extra compensation to officers-in-charge whenever the regular occupant of an administrative position is absent for more than thirty (30) days, it is to be understood that such compensation will commence to be due on the thirty-first working day from the date of the absence of the regular occupant arising from illness, special detail or any other assignment that requires such occupant to be outside his regular duty station.

February 15, 1974

(Sgd.) SALVADOR P. LOPEZ
President

Authority Required for Foreign Travel of U.P. Personnel

It has come to the attention of the Office of the President that some members of the faculty and staff go directly to the Department of Foreign Affairs for passports to travel without first securing authorization from the University.

Everyone concerned is hereby reminded that authorization from the Office of the U.P. President is required for all foreign travel of U.P. personnel. Therefore, such authorization must accompany an application for the issuance or renewal of a passport.

Please be guided accordingly.

February 18, 1974

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

DECISIONS OF THE BOARD OF REGENTS

842nd Meeting, 28 February 1974

APPOINTMENTS AND REAPPOINTMENTS

The Board approved the following appointments and reappointments:

Antonio J. Aguenza as SyCip, Gorres, Velayo & Co. Associate Professor of Management Services II, College of Business Administration, effective March 1, 1974 until February 28, 1975.

Jose R. Aldecoa, promotion from Mechanical Engineer (Range 7) to Supervisor, Mechanical and Electrical Section (Range 8), Philippine General Hospital, effective February 1, 1974 until June 30, 1974.

Nestor S. Bautista as Lecturer/Preceptor, Anesthesiology Center, Western Pacific, College of Medicine, effective January 2, 1974 until November 30, 1974.

Jose Noel B. Benitez as Regional Planner (Range 9), D.P.W.C.-P.A.C.P.W.C.D.-U.P. Joint Projects, Institute of Planning, effective October 1, 1973 until June 30, 1974.

Lloyd M. Bennett as Visiting Consultant, without compensation, Science Education Center, effective February 15, 1974 until February 14, 1975.

Rolando G. Corcolan, change in designation from Instructor III in Agricultural Economics to Management Specialist I, Office of the Assistant for Research, University of the Philippines at Los Baños, effective January 1, 1974 until June 30, 1974.

Guillermo R. Damian as Director, School of Allied Medical Professions, College of Medicine, effective January 1, 1974 until December 31, 1976.

Wilfredo P. David as Assistant Professor III of Agricultural Engineering, College of Agriculture, University of the Philippines at Los Baños, effective January 1, 1974 until March 18, 1974.

Paz H. Diaz, promotion from Training Assistant to Administrative Officer (Range 8), Institute for Small-Scale Industries, effective February 28, 1974.

Rodolfo Y. Eusebio as Professorial Lecturer in Quantitative Methods, College of Business Administration, effective February 11, 1974 until May 31, 1975.

Florian M. Flores as Consultant in Physical Education (Volleyball, Men), Department of Physical Education, effective February 18, 1974 until June 30, 1974.

Thomas G. Flores as Acting Director, Agrarian Reform Institute, University of the Philippines at Los Baños, effective February 18, 1974 until June 30, 1974.

Gwen Alice Fountain as Professorial Lecturer in Economics, University of the Philippines at Clark Air Base, effective February 25, 1974 until May 31, 1974.

Mona P. Highley, extension of appointment as Lecturer in English, without compensation, University of the Philippines at Clark Air Base, effective December 23, 1973 until February 7, 1974.

Agustin L. Kintanar, Jr. as Consultant of the Cooperative Regional Development Project, National Development Research Center, effective November 1, 1973 until October 31, 1974.

Mario M. Labadan as Professorial Lecturer in Nutritional Pathology, College of Veterinary Medicine, effective February 15, 1974 until May 31, 1974.

Adriano V. Laudico as Medical Consultant (Range 9), part-time, Philippine General Hospital, effective February 28, 1974 until June 30, 1974.

Serenidad F. Lavador, transfer to another item and change in designation from Administrative Officer (Range 8) to Training Specialist I, Institute for Small-Scale Industries, effective February 6, 1974.

Cristobal L. Miranda as Professorial Lecturer in Nutritional Pathology, College of Veterinary Medicine, effective February 15, 1974 until May 31, 1974.

Rosaura S. Paderon as Assistant Director (Range 10), D.P.W.C.-P.A.C.P.W.C.D.-U.P. Joint Projects, Institute of Planning, effective May 1, 1974 until June 30, 1974.

Nestor S. Pareja as Medical Consultant, Out-Patient Department (Range 9), part-time, Philippine General Hospital, effective February 28, 1974 until June 30, 1974.

Zenaida S. Reyes as Law Researcher III, Division of Research and Law Reform, Law Center, effective February 15, 1974.

Carmelita G. Salgado, change in designation from Holder of SyCip, Gorres, Velayo & Co. Professorial Chair in Management Services to Stephen Fuller Associate Professor of Business Administration, College of Business Administration, effective March 1, 1974 until February 28, 1975.

Eric S. Villegas as Professorial Lecturer in Business Administration, College of Business Administration, effective June 1, 1974 until May 31, 1975.

TRANSFER TO PERMANENT STATUS

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

Rufino H. Ibarra as Assistant Professor IV of Physics, College of Arts and Sciences, effective February 1, 1974.

Claver P. Ramos as Assistant Professor of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective February 28, 1974.

Thelma S. Tupasi Ramos as Assistant Professor I of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective February 28, 1974.

Reynaldo T. Tabbada as Assistant Professor II of Botany, College of Arts and Sciences, effective February 28, 1974.

SCHOLARSHIPS, FELLOWSHIPS, GIFTS AND GRANTS

The Board approved the following amendments to the rules governing the *Philippine-British Society Scholarship* so as to expand the scope of the scholarship and not to limit it only to English Literature majors:

a. Philippine-British Society Scholarship in [English] Literature.

b. Rule 3.

"A. Must be an English/Literature major of junior standing in the Department of English and Comparative Literature;"

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

The Board confirmed the grant of up to \$4,955.00 (Check No. R36164 dated January 17, 1974) from the *Population Council New York* for a study in the Population Institute on the demographic effects and complications of immediate post-partum and postabortal IUD insertions. This amount is for a period of eighteen (18) months, beginning on or about February 1, 1974 and will be expended as follows:

| | |
|----------------------------------------------------|------------|
| Personnel | \$4,299.00 |
| Transportation and meal allowance for interviewers | 298.00 |
| Computer time | 358.00 |
| | <hr/> |
| | \$4,955.00 |

COLLECTION OF FEES

The Board approved the increase in the present journal fee from P5.00 to P10.00 per semester in the College of Arts and Sciences, this new rate to be paid by both undergraduate and graduate students beginning the next academic year 1974-1975.

The Board noted that graduate students had been privileged with free copies in view of their need for the journals; however, their demand for the journals has increased, thus requiring more copies for publication. The increased journal fee is minimal considering the prevailing rate of printing.

UPGRADING OF CERTAIN ADMINISTRATIVE CLASSES IN UNIVERSITY

The Board approved the upgrading of the following classes in the University:

- Foreman—from Ranges 4 and 5 to Ranges 5 and 6; and
- Assistant Foreman—from Ranges 3 and 4 to Ranges 4 and 5.

The positions of Foreman are generally found in the Physical Plant. Incumbents of these positions are primarily first-line supervisors. They carry and interpret management policies to the workers. As supervisors, they maintain harmony among workers by adjusting errors and complaints. They determine work procedures of groups of skilled workers such as electricians, plumbers, carpenters, painters, masons and mechanics. Upgrading of the class Foreman from Ranges 4 and 5 to Ranges 5 and 6 will recognize the supervisory functions of the position and the technical know-how necessary for the successful performance of the job.

With the upgrading of the class Foreman and considering the fact that Mechanic, Heavy Equipment Operator and Electrician are already allocated at Range 4, Assistant Foreman should be upgraded to Ranges 4 and 5.

The above upgrading of classes will not entail additional funds. Employees holding these positions have already reached the maximum of their ranges.

ALLOCATION OF ADDITIONAL RANGE FOR MESSENGER

The Board approved the allocation of an additional range for Messenger from Range 2 to Ranges 2 and 3.

The position of messenger which entails, in addition to delivering papers and messages, knowledge of procedures in processing of the papers, effective human relations and routine clerical work, may be classified into two (2) categories, as follows:

- Internal Messenger*—responsible for performing messengerial work within the university.
- External Messenger*—responsible for rendering messengerial services within and outside the University.

In this connection, Range 3 shall be allocated only to External Messenger, the performance of which involves greater risk, in that the incumbent has to travel to and from his work area, allowing himself to be exposed to road accidents and inclement weather.

INCLUSION IN INDEX OF ADMINISTRATIVE CLASSES

The Board approved the inclusion of the following positions in the index of administrative classes for the D.P.W.T.C.-U.P. Institute of Planning Projects:

| | |
|------------------|----------|
| Regional Planner | Range 10 |
| Economist | Range 9 |
| Sociologist | Range 9 |
| Geologist | Range 9 |
| Engineer | Range 9 |
| Statistician | Range 9 |

PAYMENT OF OVERLOAD-TEACHING HONORARIA

The Board clearly served notice that requests from any unit for the payment of overload-teaching honoraria in excess of the allowable six (6) units, shall be disapproved save in extremely exceptional cases where the prior approval of the President shall have been secured first before the assignment of any overload beyond six units.

CORRESPONDENCE BETWEEN PROFESSORIAL CHAIR TITLES AND BASIC FACULTY RANK

The Board approved the recommendation that professorial chair titles should correspond with the basic faculty rank, as in the following example:

| Basic academic rank of appointee | Professorial Chair title |
|----------------------------------|---------------------------------------------------------------------|
| Associate Professor | Dean Conrado Benitez Associate Professor of Business Administration |

SEPARATIONS FROM THE SERVICE

Resignations

Rexpidito Domingo, X-ray Technician Helper, University Health Service, February 8, 1974.

Ma. Gracia Espejo, Instructor I in Physics, College of Arts and Sciences, February 15, 1974.

Elmer C. Hernandez, Technologist II, Office of Research Coordinator, Natural Science Research Center, February 1, 1974.

Graciela F. Lagumen, Management Specialist I, Institute for Small-Scale Industries, February 1, 1974.

Albert Macalintal, Student Assistant, Division of Social Sciences, University of the Philippines College in Manila, February 16, 1974.

Crisanto Malabuyok, Driver, Physical Plant Office, February 15, 1974.

Jorge R. Roque, Research Aide, Population Institute, February 28, 1974.

Ismael Trono, Draftsman, Campus Landscaping Office, February 1, 1974.

Teodorico Valencia, Domestic Helper, Ipil Residence Hall, February 1, 1974.

Roberto E. Yñiguez, Student Assistant (Photographer), *The Carillon*, Office of the President, February 28, 1974.

Retirement

Hugo V. Funcion, Property Officer, College of Arts and Science, February 16, 1974.

CONTRACTS AND AGREEMENTS

The Board *confirmed* the following contracts and agreements at its 842nd Meeting on 28 February 1974:

1. Memorandum of Agreement with Philippine Council for Agricultural Research (PCAR)

A memorandum of agreement was entered into by the Philippine Council for Agricultural Research (PCAR) and the University of the Philippines at Los Baños pertaining to a research project entitled "Socio-Economic Profile of Tenants and Landlords/Landowners in the Philippines," for which the PCAR agrees to remit the amount of P91,850.00 to be released in lump sum through the Office of the Assistant for Research. Under the contract, the U.P. at Los Baños agrees to provide the needed faculty and staff support for the project.

2. Memorandum of Agreement with Department of Agrarian Reform (DAR)

A memorandum of agreement was entered into between the Department of Agrarian Reform (DAR) and the University of the Philippines at Los Baños regarding financial assistance to the Agrarian Reform Institute (ARI).

This pertains to a joint undertaking of DAR and ARI which aims to provide the need of the agrarian reform program for effective planning and programming of researches and studies, and for higher specialization and professionalization of personnel. The DAR binds itself to contribute the sum of P500,000.00 annually to the U.P. at Los Baños to augment the funds required for the operation and maintenance of ARI until such time that budgetary transfer of such appropriation from DAR to the U.P. at Los Baños could be effected. Under the agreement, an Agrarian Reform Institute Advisory Council (ARIAC) shall be established to provide policy guidance to ARI, which shall be composed of the DAR Secretary as Chairman and two U.P. at Los Baños representatives as members, and such other auxiliary members as may be invited by the Council.

3. Memorandum of Agreement with Bicol River Basin Council (BRBC)

A memorandum of agreement was entered into between the Bicol River Basin Council (BRBC) and the University of the Philippines at Los Baños pertaining to the Bicol River Basin Development Program, a pilot project on area-integrated development funded by the National Economic and Development Authority (NEDA) and administered by the BRBC.

Under the agreement, the U.P. at Los Baños shall organize a Technical Assistance Group (TAG) which, among other things, is expected to assist and strengthen the planning and program-

ming capabilities of the BRBC. The TAG shall be under a Project Director who shall be responsible for the operation and business administration of the project. The NEDA, on the other hand, agrees to remit the amount of P204,600.00 to the U.P. at Los Baños as financial support for the organization of the TAG. The agreement takes effect upon its execution and signing and shall remain in force for one year, subject to renewal on mutual consent of the parties.

4. Memorandum of Agreement with Cristeta Agricultural Development Corp. (CRADCOR)

A memorandum of agreement was entered into between the Cristeta Agricultural Development Corp. (CRADCOR) and the University of the Philippines at Los Baños pertaining to a project entitled "CRADCOR-UPLB Vegetable Research Project," for which CRADCOR shall remit the amount of P25,000.00. The contract is for one year.

5. Memorandum of Agreement with Malahi Island Project (MIP)

A memorandum of agreement was entered into between the Malahi Island Project (MIP) and the University of the Philippines at Los Baños referring to studies in swine production and management as well as other studies related to hog raising. For this purpose, the MIP binds itself to defray the salaries and wages of personnel other than the staff of the U.P. at Los Baños in addition to other expenses of the project. The contract is for one year, renewable upon the parties' mutual consent.

6. Memorandum of Agreement with Educational Development Projects Implementing Task Force (EDPITAF)

A memorandum of agreement was entered into between the Educational Development Projects Implementing Task Force (EDPITAF) and the University of the Philippines at Los Baños whereby EDPITAF shall contribute to the U.P. at Los Baños the sum of P28,000.00 for the conduct of a training course for project teams of the EDPITAF Barrio Development Schools and Social (Extension) Laboratory Projects which shall administer supervised farming programs in each of the following institutions: Central Mindanao University in Musuan, Bukidnon, and Central Luzon State University in Muñoz, Nueva Ecija.

7. Contract for the General Construction Work of H-Type Dormitory

A contract was awarded to Ablaza Construction and Finance Corporation at a contract sum of P5,498,000.00 for the general construction work of H-Type dormitory for the University.

LIST OF STUDENTS WHO COMPLETED ALL REQUIREMENTS FOR GRADUATION FOR THEIR RESPECTIVE TITLES AND DEGREES AS OF THE END OF THE FIRST SEMESTER, 1973-1974

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 first semester, 1973-1974, or as otherwise indicated below.

Bachelor of Arts

Thelma A. Abcede, Manuel E. Agudo, Gloria P. Aguinaldo, Cynthia S. Alberto, Zita Alvarez, Annabelle Angeles, Macario D. Arquillo, Ma. Teresa R. Austria, *cum laude*, Marcelino D. Ballesteros, Daylinda F. Banzon, Herminia S. Bañez, Flora May Q. Baquirin, Marlette A. Barretto, Bruno A. Bartos, *cum laude*, Elena R. Belmonte, Plutarco Benedictos, Evangeline G. Borlaza, Maria Victoria V. Bringas, Ma. Paz Buenaventura, Teddie L. Burch (as of the end of the second semester, 1972-1973).

Bonifacio T. Campos, Efleda P. Campos, Bartolome F. Cayabyab, Ellen B. Cenal, Herminio B. Coloma, Jr., Rhazze E. Coquia (as of the end of the second semester, 1972-1973), Pedro F. Cornel, Jr., Digna C. Cruz, *cum laude*, Teresita del R. Cruz, Zaida D. Cruz, Anita Ll. Cuesta.

Jaime G. de Año, Josefina I. de Guzman-Vilchez, Alberta L. de Joya, Monina Y. del Rosario, Concepcion Anita L. de Vera, Connie B. Denoga, Amando T. Diaz, Archimedes M. Eñanoza, Lilia C. Estomata.

Ma. Wivina T. Falcon, Antonio S. Fabia, Florella S. Ferrer, Edward Fletcher, Florentino F. Flor, Jr., Ligaya P. Flores, Filamerico Z. Fonacier, Romualdo B. Gaffud, Wilma J. Garcia, Amelia J. Gloria, Conchita I. Gloria, Maureen C. Gutierrez.

Carina T. Javier, Riza H. Jose, Gerardo R. Josue, Rossini Daysin M. Justiniani, Jesus T. Lagman, Armando S. Liberato, Merian T. Lina, Lena P. Lubi.

Alejandro B. Madarcos, Lucille L. Mamon, Isabelita V. Manalansan, Leonardo F. Mangilit, Minerva G. Mañalac, Ivanswenda V. Marquez, Joyce R. Masikat, Alicia A. Mejia, Maureen G. Mella, Enrique G. Mercaida, Wilmarth Sta. M. Mirasol, Margaret A. Montebon, Milagros L. Nava, Jesus F. Nepomuceno, Arsenio M. Nicolas, Jr., Emmanuel B. Ocampo (as of the end of the second semester, 1972-1973), Nilo S. Ocampo.

Edgar A. Pacis, Teresa M. Panagiban, Elizabeth A. Pascual, Diosdado B. Pedral (as of the end of the second semester, 1972-1973), Milagros M. Pefianco, Teresita B. Pons, Angel M. Prado, Jr., Ramon V. Puno.

Celia V. Ramos, Gil R. Ramos, Marcella U. Ramos, Teresita B. Regalado, Jose Z. Reyes, Lamberto E. Ricardo, Jose G. Rimon II, Ricardo L. Rodriguez, Marino E. Rubia, Bridget T. Rulite, Menela G. Seng, Nedda G. Seng (as of the end of the second semester, 1972-1973), Margarita R. Songco, Ma. Paz C. Soto, Judith M. Subido.

Wilfredo E. Tamayo, Ellen A. Tan, Alejandro S. Tanabe, Jr., Virginia A. Teodosio, Dianne O. Teotico, Cynthia G. Teves, Mary Ann Thibodeaux, Ma. Ruby D. Tiglao, Jose V. Tinio, Jr., Rosario G. Tolentino, Ma. Teresa D. Torneros.

Crisostomo S. J. Ugali, Jr., Melissa R. Ungson, Elizabeth U. Uyengco, Jennifer A. Valbuena, Lina A. Ventura, Rita Linda S. Ventura, Noemi R. Villanueva, Ma. Luisa A. Ylagan.

Bachelor of Arts in Public Administration

Eliadita Dalupang-Encarnacion, Perla C. Patacil (as of the end of the second semester, 1965-1966).

Bachelor of Arts in Social Science

As of the end of the first trimester, 1972-1973

Alberto M. Aquino, Lilia F. Siason.

Bachelor of Laws

Miguel E. Ballelos, Danilo V. Morales, Paraja C. Hayudini Corona V. Venal.

Bachelor of Library Science

Mary Ann P. Aberin, Natalyn C. Bobis, Patricia B. Cariño, Evangeline L. Jahnke, Elenita L. Mercado, Emma C. Muñoz, Jaime I. Ramirez.

Bachelor of Fine Arts

Ma. Consuelo Barretto, Ma. Leila N. Caces, Ma. Virgilia C. David, Cynthia Ll. Dizon, Elisito C. Geraldino, Matilde I. Manigque.

Bachelor of Music

Celeste Alcantara, Anita M. Belen.

Bachelor of Science

Emma B. Arellano, Marilou B. Asual, Linda D. Bacallan, *cum laude*, Lorenzo C. Bautista, Rolando B. Bautista, Edgardo V. Buenaventura, Jose S. Buenavides, Myrna C. Cabotaje, Vicente G. Castillo, Jane L. Chua, *cum laude*, Lilia Marcelina L. Cid, Luis Roy P. Colendrino, Edgardo R. Cortez, Socorro E. Cruz.

Benzie D. Dacquel, Nerlinda D. de la Cruz, Zelda S. de la Cruz, Cirila G. Enriquez, Januario P. Estrada III, Wilson O. Estrada, Alex Abelardo S. Fider, Clementina G. Franco, Edna T. Ganzon, Isosceles D. Garbes, Ramon J. Gomez, Victoriano C. Gutierrez.

Godofredo G. Hernandez, Frederick B. Hipol, Ma. Lourdes R. Jalbuena, *cum laude*, Jocelyn G. Lapidez, Melissa A. Leaño, Millard D. Lechuga, Marlu J. Leyretana, Aurelia P. Lopez, Teresita R. Lu.

Celerino Malabanan Magbuhos, Marilou I. Mariano, Antonio C. Modena, Jovino B. Morte, Andres E. Navarro, Cynthia Palaruan (as of the end of the second semester, 1972-1973), Elvira G. Pascua, Joaquinito N. Reyes, Winona R. Ricafort.

Ma. Soledad G. San Agustin, Ricardo G. San Juan, Jr., Ernesto A. Santos, Roman N. Santos, Isidro C. Sia, *cum laude*, Dodds R. Simangan, Roque R. Tamaray, Jesus M. Tamesis, Fe G. Tigtig, Tita S. Tongson, Elisa S. Tuñgol.

Elvira Varilla (as of the end of the second semester, 1972-1973), Carmencita E. Vera Cruz, Leslie S. Vilanueva, Betty N. Yu, Felix M. Zañon.

Bachelor of Science in Architecture

Angel M. Bonoan, Sylvia G. Casanova, Carolina B. Esguerra, Peter W. Hsu, Antonio Ma. G. Padilla, Jesus L. Villaluz.

Bachelor of Science in Business Administration

Efren B. Abancio, Azucena J. Advincula, Neftali V. Alger, Eduardo R. Alvarez, Ma. Theresa Q. Armada, Zenaida A. Asistin, Angelito G. Banting, Wanda C. Berciles, Evelyn P. Blanco, Francisco C. Britanico, Cleofe B. Buenafe.

Lillian Grace Caro, Johnny Chan, Robert Whu Chan, Lily L. Chi, Michael Chua, Edna P. Clemente, Editha E. Concepcion, Arnaldo C. Cuasay, Grazia Athena I. de la Cruz, Benjamin R.

Esquig, Doris E. Fernandez, Romeo O. Gimeno, Cristobal S. Hautea, Clifford F. Hawkins, Jr.

Vitto A. Kintanar, Domingo J. Laurea, Jr., Lydia M. Lumbo, Melanie C. Macutay, Arlene B. Oberes, Jocelyn A. Ongtawco, Mercedita M. Padilla, Dennis P. Palabyab, Virgilio Pamatmat, Lorna D. Peñaranda, Flordeliza C. Ricafrente, Danilo S. Rodriguez.

Fructuoso T. Sabug, Jr., Fermin V. Salinas, Jr., Manuel I. Saño, Ma. Manina C. San Pedro, Anita P. Santos, Bernardo T. Sim, Elizabeth T. Sison, Luis T. Solis, Cynthia S. Tabios, Edna V. Velas.

Bachelor of Science in Business Administration and Accountancy

Elizabeth P. Billedo, Epifania D. Crisologo, Lourdes M. Floro, Josephine P. Javier, Mildred G. Sta. Ana, Dante Sy, Evelyn Tongson, Samuel F. Villacampa.

Bachelor of Science in Business Economics

Francisco P. Corpuz, Clemente C. Lim, Cynthia J. Remotique, Imelda L. Yangco.

Bachelor of Science in Chemical Engineering

Aurora V. Aragon, Vincent M. Baduel, Amante F. Caronongan, Vergel F. de la Cruz, Jones Go, Sylvia P. Mempo, Wilfredo C. Peña, Rosa Tan-Perez.

Bachelor of Science in Chemistry

Gertrudes B. Amante, Gina M. Arzaga, Clodualdo I. Balod, Jr., Gloria C. Cham, Nora B. del Rosario, Rosario B. Eslao, Angel P. Florentin, Jr., Serafin E. Garcia, Victor C. Gavino, Julieta E. Gonzales.

E. Lourdes T. Lactao, Cynthia M. Namit, Edna C. Nery, Grace Stella B. Ramos, Raymundo A. Reyes, Jr., Florentino C. Sumera, Nestor S. Valera, Dolly C. Wee, Teresita C. Yap.

Bachelor of Science in Civil Engineering

Carlos R. Concepcion, Caesar R. Flores, Teresita T. Flores, Herbert O. Li, Ricardo Y. Lim, Carlos D. Twaño, Cesar T. Valbuena, Robert L. Vergara.

Bachelor of Science in Education

Rolando F. Ansano, Aurora Q. Arguesa, Fidela Q. Cabacungan, Helenda L. Castillo, Elaine L. Curtis, Marilo V. de los Reyes, Georgina T. Giray, Guia O. Gorospe, Teodoro P. Santos, Pollyana J. Senga.

Bachelor of Science in Electrical Engineering

Michel B. Azurin, Hermie P. del Rosario, Hwa Hui Ho, Conwes S. Lim, Renato A. Ramirez, Reynaldo D. Tuazon.

Bachelor of Science in Fisheries

Brigido A. Buenafe, Margarita A. dela Torres, Florentino A. Flores, Erlinda C. Landicho, Liberato V. Laureta, Renato T. Paguio, Bayani C. Santos, Prospero C. Pastoral.

Bachelor of Science in Food Technology

Ester T. Lim.

Bachelor of Science in Foreign Service

Evelyn V. Alfonso, Myrna T. Añover, Regina O. Calleja, Denny H. Fang, Mario B. Favila, Veveca B. Heredia, Jose Alfredo E. Javier, Louella V. Jue'e, Estela M. Libas, Virginia-Nina T. Maglaya, Romeo L. Manalo (as of the end of the second semester, 1972-1973), Evelyn S. Pangilinan, Virginia O. Tiukinhoy (as of the end of the second semester, 1971-1972), Rolando C. Torres.

Bachelor of Science in Geodetic Engineering

Marcelo J. Alojado, Le Jayme Jalbuena, Edgardo A. Reynoso, Herman L. Suarez, Jesus D. Toldoya.

Bachelor of Science in Geology

Arnaldo C. Bastillo, Arturo B. Llorente, Ramon B. San Andres, Andre P. Victoriano.

Bachelor of Science in Home Economics

Fe Elenita A. Austria, Lita S. Cayabyab, Lenita A. Cruz, Lilia Dagdagan, Elizabeth U. Lim, Ma. Teresa L. Mejia.

Bachelor of Science in Hotel and Restaurant Administration

Rosario P. Aberin, Grace N. Aguirre, Henedina L. Bautista, Manuel C. Bernal, Ma. Antonia P. Buenaventura, Daniel G. Corpuz, Ma. Alejandria S. Gonzales, Rene S. Jose, Ma. Clementina I. Luciano, Ma. Theresa R. Mauricio, Maureen P. Pagaduan, Raul R. Pagtalunan.

Bachelor of Science in Hygiene

Josephine M. Angeles, Carmelita C. Flores, Dante B. Lantin, Teresita B. Madarcos, Cynthia A. Miguel, Mario V. Rocamora, Noraida C. Suarez.

Bachelor of Science in Industrial Engineering

Ricardo L. Evangelista, Jaime F. Gochuico, Cesar T. Oandasan, Teresa L. Santa Maria, Felipe A. Santillan, Jr.

Bachelor of Science in Mechanical Engineering

Edmund K. Alinea, Luis V. Guanio, Antonio P. Honrado, Jose L. Jaurigue, Napoleon Malabuyo, Achilles T. Tronco.

Bachelor of Science in Nursing

Eulalia C. Alpasan, Elvie M. Austria.

Bachelor of Science in Pharmacy

Dalton B. King, Josephine A. Septimo.

Bachelor of Science in Social Work

Elvira C. Garcia, Corazon N. Juliano, Raquel D. Perez, Sr. Mary Rose O. Tapia, Monica B. Tiangco, Thelma F. Villaseñor.

Bachelor of Science in Statistics

Lourdes T. Aldecoa, Eugenia P. Bajar, Merie B. Barroquillo, Cecilia J. Carreon, Vivien Q. de la Torre, Rosueth C. Drilon, Judith S. Guevara, Teresita C. Laforteza, Ophelia M. Mendoza, Elizabeth D. Papa, Ma. Cynthia Serquina, *cum laude*, Dulce Ma. Singson, Adelina P. Tienzo, Lina C. Valencia.

Bachelor of Statistics

Teresita I. Publico, Teresita B. Valdez.

Associate in Arts

As of the end of Summer, 1958
Nemesio N. Nunag.

Certificate in Business Management

Smarn Songprasit.

Certificate in Community Development

Ernesto T. Tan, Jr.

Certificate in Fine Arts

Buenaventura B. Cruz.

Certificate in Fisheries

Prospero C. Pastoral (as of the end of the first semester, 1972-1973), Eliseo C. Verano (as of the end of the second semester, 1972-1973).

Certificate in Hospital Administration

Jose M. Agutaya, Arturo A. Ardeña, Efigenia T. Cudal, Olivia D. Dumlaog-Gaerlan, Jose P. Evangelista, Paul A. Evangelista, Sr. Mary Philip D. Galeno, Fidel G. Garlitos, Roman R. Gumatay, Deogracias G. Kabanalan, Diego C. Lavides, Jose R. Sahagun, Joselo A. Vicuña, Manuel L. Yambao.

Certificate of Public Administration

Aurelia Estrella G. Llamas.

Certificate in Teaching

Eliza S. Lobarbio, Antonietta C. Miranda, Marcelina G. Palmaira, Lucia P. Panerio, Gregorio A. Pascua, Teresita C. Perez, Dolores R. Romano, Zenaida C. Yap.

Diploma in Fisheries

Genaro G. Bandayrel, Roosevelt R. Bote, Milagros A. Edralin, Leila D. Lacuesta, Evelyn T. Lopus, Nonila A. Manalo.

Master of Arts

Ibrahim Abdullah, Bella H. Albos, Dawar Alemohammad, Mila L. Bulan, Racquel P. Caña, Lily T. Chua, Hidajat, Djl. Ponciano S. Intal, Jr., Nagasura T. Madale, Dan Reynald R. Magar, Tan Bun Uy, Elizabeth R. Ventura.

Master of Arts in Teaching

Remedios P. Acance, Kelly P. Acuña, Myrna G. Andres, Ernestina P. Averilla, Esperanza B. Bautista, Priscilla A. Bautista, Pedro M. Buenavista, Geronima M. Colinayo, Josefina A. de Leon, Leo Ver Domingo, Sonia P. Formacion, Teresa P. Garrido, Jazmin B. Gonzales, Oscar R. Guerrero, Lydia L. Horiador.

Sonia S. Librojo, Clara L. Linab, Tessie T. Longanilla, Lorenza D. Mamaril, Godofredo M. Manlavi, Mater G. Mascariñas, Evelina M. Mendoza, Punthip Nalampang, Mercedes T. San Miguel, Julieta Y. Tabacug, Merle C. Tan, Wu Chook Ying.

Master of Business Administration

As of the end of the third trimester, 1972-1973

Lourdes B. Abada, Paulina G. Banzon, Lourdes V. Bron, Thelmo Z. Cunanan, Buenaventura B. Desquitado, William C. Dionisio, Elena F. Extra, Pio H. Garrido, Jr., Jesus P. Jacobo, Jose C. Lopus, Virgilio D. Manalo, Asuncion T. Pascual, Rodolfo L. Perales, Isidro B. Reyes, Roberto R. Tabberrah, Jr., Manuel B. Villar, Jr.

As of the end of the first trimester, 1973-1974

Jose C. Araneta, Editha C. Audencial, Alfredo Y. Bacolod, Phoebe A. Bermejo, Rodolfo M. Clautero, Mariano A. Cordero, Antonio N. Cotoco, Brigido N. Cruz, Jr., Julieta F. Custodio, Narciso T. de la Merced, Ramon Y. Dimacali, Rolando L. Dizon, Jose M. Eduarte, Emmanuel N. Encarnacion.

Jocelyn L. Flores, Cynthia L. Lazatin, Edgardo A. Lorenzo, Rosalinda C. Marquez, Melina E. Medina, Sunier S. Nocon, Rolando V. Panlilio, Ernesto V. Punzalan, Ciaro Valentino M. Rabago, Umberto A. Rodriguez, Ofelia C. Tabora, Sonia C. Tiong, Ma. Aurora L. Valenton, Jose U. Yao.

Master of Agricultural Business Management

Marietta S. Adriano.

Master of Education

Alice L. Almeda, Juliana P. Ang, Ligaya L. Beitran, Soontharce Civilize, Ligaya V. Ferrer, Glenda E. Fortez, Amelita D. Go, Marcelina S. Magno, Gliceria C. Matildo, Sirikun Phlisak, Josefina E. Sarmenta, Hermenegildo D. Trinidad.

Master of Engineering

Kittiyong Asvarujanon, Nicanor G.V. Bacani, Wichitashura Latavalya, Cesar L. Pio Roda, Reneriano D. Sliva, Surapong Suppakit-Jamong, Larming M. Tam.

Master of Environmental Planning

As of the end of the first trimester, 1973-1974

Jose Noel B. Benitez, Apolonio A. Evalle, Utis Kaothien, Pedro O. Ocasion, Lourdes M. Santiago.

Master of Home Economics

Lourdes U. Agbing, Josefina S. Meneses, Sodchern Puntasawee.

Master of Library Science

Rosario A. Angustia, Eliseo P. Bañas, Anicia G. Canseco, Lydia R. Celis, Sida Chety, Conrado D. David.

Master of Nursing

Diana C. Alvarez, Angelina S. Aniceto, Cipriana G. Beley, Bernice L. Dumlaog, Liza Sol F. Estella, Lourdes L. Fernan, Adelina S. Gimenez, Lindy Lou J. Maninantan, Lydia V. Munsayac, Carmen U. Navarro, Lorna P. Pantangco, Soledad F. Pasion, Alma A. Paynor, Lydia T. Roda, Milburga D. Saludar, Rosita V. Tezano.

Master of Public Administration

Rosario B. Daquilanea, Eleanor R. Laquian, Ahmar Nasiruddin Mahmood, Simeon A. O'bida, Bonifacio B. Ruita, Ruena E. Sajor, Cornelio G. Tamse, Jr., Dionisio S. Tan Gatue, Demetria C. Ylaya.

Master of Public Health

Lucrecia R. Duque, Florencia E. Fernandez, Remedios E. Flores, Constancia L. Guerrero, Maria L. Lumague, Proceso A. Mejia.

Master of Science

Jose C. Araneta, Juan F. Asuncion, Tita A. Atendido-Vilaga, Fe R. Bernardo, Josefina P. de los Reyes, Teresita S. Fabile, Rene P. Felix, Josefina D. Gervacio, Nellie C. Lopez, Rufino M. Mantaring, Eric M. Mata, Grace P. Perdigon, Theta C. Ponce, Jaime P. Santiago, Cielo R. Sumayao, Emma A. Velasco, Emma A. Vergara, Josefin Z. Villanueva, Francisco L. Viray.

Master of Social Work

Ngo Vu Bich Diem.

Doctor of Veterinary Medicine

Zenaida C. Corpuz.

RULES AND REGULATIONS

NEW RULES ON SCHOLASTIC DELINQUENCY IN THE COLLEGE OF ARTS AND SCIENCES

(Effective Academic Year 1974-1975)

1. Any student in the College of Arts and Sciences must (1) get a grade of "3" or better in at least 60% of the total number of academic units he is enrolled for as of the last day of late registration for any semester; provided, also, that (2) he passes at least 21 units during one academic year including summer; otherwise, he is dismissed from the College.
2. Any student who has been dismissed from the College may, upon recommendation of the Committee on Scholarship, be readmitted for meritorious reasons; in no case, however, may any student who passed less than 4 units in any semester or

who has been dismissed twice be readmitted.

No re-admission of dismissed or disqualified students shall be considered by the Dean without the favorable recommendation of the Dean of Student Affairs. Cases in which the action of the Dean conflicts with the recommendation of the Dean of Students may be elevated to the President. His decision shall be final.

NOTE: Courses *dropped* (with "Passing" or "Failing" indicated by the faculty) will also be considered in the evaluation of the student's scholastic standing.

NEW RULE ON DROPPING OF COURSES IN THE COLLEGE OF ARTS AND SCIENCES

(Approved by the Board of Regents at its 842nd meeting, 28 February 1974)

A student may, with the consent of his instructor and the Dean, drop a subject by filling the prescribed U.P. Form No. 26. If a subject is dropped after one-half of the number of hours prescribed for the course has elapsed, the faculty member concerned shall indicate the date and the class standing of the student

at the time of dropping as either "PASSING" or "FAILING."

In no case will any student be allowed to drop any subject later than two weeks before the last day of classes.

Any student who drops a course without the approval of the Dean shall have his registration privileges curtailed.

REQUIREMENTS FOR SCHOLASTIC STANDING AND GRADUATION FOR THE BSCN, BSFT AND BSHRA* PROGRAM IN THE COLLEGE OF HOME ECONOMICS

1. *Scholastic Status*

A student must pass at least 51 per cent of the total number of units he is enrolled in as of the last day of the late registration, including subjects subsequently dropped. *Probation:* Failure to do so places the student on probation. *Dismissal:* A student who is on probation, under this rule, for two consecutive semesters in which he is enrolled shall be dismissed from the Department of Food Science and Nutrition.

2. *Graduation Requirements*

No student will be recommended for graduation if he fails to satisfy a minimum average grade of "2.75". This average shall be computed on the basis of passing final grades for courses included in the third and fourth years of the BSCN and BSHRA curricula and third, fourth, and fifth years of

the BSFT curriculum. Those who cannot meet this requirement are allowed to improve their average within one additional academic year. In no case shall the maximum residence of 3 academic years in the BSCN and BSHRA programs and 4½ academic years in the BSFT program be exceeded. These graduation requirements shall apply to those admitted to the department during the first semester of the school year 1974-1975.

* Requirements for scholastic standing and graduation in this joint program of the College of Home Economics and College of Business Administration are subject to the agreement of the Colleges concerned.

RULES AND REGULATIONS ON STUDENT CONDUCT AND DISCIPLINE

(Approved by the Board of Regents at its 842nd meeting, 28 February 1974)

For the guidance of all concerned, the following rules and regulations on the conduct and discipline of students are hereby promulgated:

Section 1. *Basis of Discipline.*—Students shall at all times observe the laws of the land and the rules and regulations of the University.

Reliance for the maintenance of student discipline and conduct shall be placed upon student self-government, counseling and guidance.

No disciplinary proceedings shall be instituted except for con-

duct prohibited by law or by the rules and regulations promulgated by the Board of Regents or by the President with the authority of the Board.

Section 2. *Specific Misconduct.*—A student shall be subject to disciplinary action for any of the following acts:

- (a) Any form of cheating in examination or any act of dishonesty in relation to his studies;
- (b) Carrying within University premises any firearm, knife with a blade longer than 2½ inches, or any other dangerous or deadly weapon; provided, that this shall not

apply to one who shall possess the same in connection with his studies and who has a permit from the dean or director of his college or school;

- (c) Drinking alcoholic beverages, or drunken behavior, within the University premises;
- (d) Unauthorized or illegal possession or use of prohibited drugs or chemicals, such as LSD, marijuana, heroin, or opiates in any form within the University premises;
- (e) Gambling within the University premises;
- (f) Gross and deliberate discourtesy;
- (g) Creating within the University premises disorder, tumult, breach of peace or serious disturbance;
- (h) Intentionally making a false statement of any material fact, or practising or attempting to practise any deception or fraud in connection with his admission or registration in, or graduation from the University;
- (i) Any other form of misconduct.

Section 3. *Rules and Regulations Promulgated by Deans or Directors of Units.*—Deans or directors of various units may, after due consultation with the Faculty-Student Relations Committee, promulgate rules on conduct and discipline of peculiar application to their respective units, subject to the written approval of the President and to the rules on circularization and date of effectivity as herein provided.

Section 4. *Jurisdiction.*—Violations of the provisions of Sections 1 and 2 shall fall under the jurisdiction of, and shall be dealt with by the respective deans or directors, after investigation by:

- (a) The College Investigating Committee constituted by the dean or director, in all cases where the respondent or respondents belong to one college or school; and
- (b) The Inter-College Disciplinary Committee constituted by the Dean of Students, as provided below, in all cases where the respondents belong to different colleges or schools.

Section 5. *Filing of Charges.*—A disciplinary proceeding shall be deemed instituted upon the filing of a written charge specifying the acts or omissions constituting the misconduct and subscribed to by the complainant or upon submission of an official report of any violation of existing rules and regulations. For disciplinary cases falling under the jurisdiction of the College Investigating Committee, such charge or report shall be filed with the Office of the Dean or Director of the unit to which the respondent belongs.

For disciplinary cases falling under the jurisdiction of the Inter-College Disciplinary Committee, the charge or report shall be filed with the Dean of Students. Upon filing of said charge or report, an entry shall be made by the Dean of Students in an official entry book kept for the purpose, specifying the person or persons charged, the complainant or complainants, his witnesses, if any, the date of filing, and the substance of the charge.

Section 6. *Preliminary Investigation.*—Upon receipt of the complaint or report, the Dean of the College or Director of the unit concerned, or the Dean of Students, as the case may be, shall conduct in person or by his representative duly authorized in writing a preliminary investigation. Preliminary investigations shall be summary in character. Notice to and attendance of respondent during preliminary investigation shall not be necessary.

In all cases, the parents or guardians of the students charged shall be furnished with a copy of the complaints or report.

Section 7. *Answer.*—Each respondent shall be required to answer in writing within three (3) days from receipt of the complaint. In case no answer is submitted or, if in the determination of the Dean or Director of the unit concerned, or the Dean of Students, as the case may be, such answer does not satisfactorily

explain the imputed misconduct, a formal investigation shall be held on notice as provided below.

Section 8. *College Investigating Committee.*—As soon as it shall appear that an investigation is necessary, the Dean or Director shall constitute a College Investigating Committee to undertake an investigation of the charge or report. Said Committee shall be composed of three (3) members of the faculty of the unit to be designated by the Dean or Director concerned, and two (2) students chosen at random from a comprehensive list of officers of student organizations and willing to serve on such Committees, furnished by the Dean of Students. The Chairman shall be designated by the Dean or Director concerned and shall be a member of the faculty with legal training, if available.

Section 9. *Inter-College Disciplinary Committee.*—As soon as it shall appear that an investigation calling for an Inter-College Disciplinary Committee is necessary, the Dean of Students shall constitute such a Committee to undertake the investigation of the charges or report. Said Committee shall be composed of five (5) members, three (3) of whom shall be faculty members to be designated by the Dean or Director of the unit to which the respondents belong, and two (2) shall be students chosen at random from a comprehensive list of officers of student organizations willing to serve therein; provided, however, that in case where the respondents come from more than three different colleges or units, it shall be discretionary for the Dean of Students to choose which of the colleges shall be represented in the committee. The Chairman shall be designated by the Dean of Students and shall be a faculty member with legal training, if available.

In any Committee constituted under these rules, if at least one complainant is a non-academic employee, one Committee member shall be a non-academic employee chosen by the academic Dean or Director, or by the Dean of Students, as the case may be.

Section 10. *Challenge.*—The complainant and respondent may challenge on the grounds of bias or prejudice the selection and designation of any member of any Committee. Such challenge shall be in writing and shall be filed with the member concerned, through the Dean of Students, within three (3) days from written notice of the constitution of the Committee. The challenge shall state briefly the grounds therefor, accompanied with an affidavit establishing a *prima facie* case against the challenged committee member who shall thereupon proceed with the investigation or withdraw therefrom, in accordance with his own determination of the validity of the challenge. His decision shall be made forthwith in writing and filed with the other papers in the case, but there shall be no appeal or stay from or by reason of his decision in favor of his membership of the Committee.

Section 11. *Grounds for Disqualification.*—No individual shall be a member of such committee in any particular case in which he is related to either party within the sixth degree of consanguinity or affinity, or in which he has any fraternal relation to either party or in which he has been counsel, without the written consent of all parties in interest, signed by them and entered in the record.

In no case shall any individual be allowed to sit as Chairman or member of the Inter-College Disciplinary Committee more than once within the same academic year.

Section 12. *Hearing.*—Hearings by any Committee shall begin not later than one (1) week after receipt of the respondent's answer or after the expiration of the period within which the respondent should answer.

Section 13. *Frequency and duration of Hearing.*—In the interest of speedy justice, the Committee shall hold a hearing at least once a week until the case has been resolved. In case of failure to adhere to this rule, a written explanation in every case shall be

submitted by the Committee Chairman to the President through the Dean of Students. No hearings on any case shall last beyond two (2) calendar months.

Section 14. *Notice of Hearing.*—All parties concerned shall be notified of the date set for hearing at least two (2) days before such hearing. The respondent may defend himself personally, or by counsel or representative of his own choice. If complainant or respondent should desire but is unable to secure the services of counsel, he should manifest such fact to the Committee two (2) days before the date set for hearing and the Committee shall designate counsel for him from among the members of the university constituency.

Section 15. *Failure to Appear at Hearing.*—Should either complainant or respondent fail to appear for the initial hearing after due notice and without sufficient cause, the Disciplinary Committee shall note this fact and thereafter proceed to hear the case *ex parte* without prejudice to his appearance in subsequent hearings.

Section 16. *Postponement.*—The Committee, on the application of either the complainant or the respondent, or on its own motion, may in its discretion and for good cause, postpone the hearing for such period of time as the ends of justice and the right of the parties to a speedy hearing require. In every case of postponement, a report thereof shall be made to the Dean of Students.

Section 17. *Proceeding in Cases not Cognizable by Inter-College Disciplinary Committee.*—To the extent practicable, the provisions of these Rules regarding the conduct of hearings and investigation of cases by the Inter-College Disciplinary Committee shall apply to cases falling under Section 4(a) of these Rules.

Section 18. *Comment and Recommendation.*—The complete record of the case, with the report of findings thereon and the recommendation signed by a majority of the members of the Committee shall be forwarded to the dean or deans concerned, or to the Dean of Students, as the case may be, within fifteen (15) days after the termination of the hearing. The recommendation shall state the findings of fact and the specific regulations on which it is based.

Section 19. *Action by the Dean of the Unit or the Dean of Students.*—The Dean or Director of the unit to which the respondent or respondents belong, or the Dean of Students, as the case may be, shall, within ten (10) days from receipt of the Committee report, transmit the Committee report, together with his action or recommendation, to the President of the University.

Section 20. *Action by the President on Appeal.*—The decision of the President on any appeal from any decision taken under Section 26, hereof shall be rendered within ten (10) days after receipt of the appeal. In all cases of expulsion, the President shall consult the Executive Committee. The decision of the President may be appealed to the Board of Regents, within ten (10) days after the respondent receives a copy of such decision.

Section 21. *Action by the Board of Regents.*—If the Board deems the appeal meritorious, it shall refer the pertinent records to a committee of its members for review. Said committee shall submit a report thereon with recommendations at the next meeting of the Board. The decision of the Board shall be final.

Section 22. *Motion for Reconsideration.*—If the respondent had filed a petition for reconsideration with the President, and such petition for reconsideration is denied by the President, he may still file his appeal to the Board of Regents, provided the same is submitted within the ten-day period following notice of denial of the reconsideration.

Section 23. *Rights of Respondents.*—Each respondent shall enjoy the following rights:

- (a) No student may be subjected to disciplinary penalty except upon due process of law.
- (b) The complainant or the one making the official report shall be heard first. The burden of proof shall rest upon the persons bringing the charge. Findings must be based on substantial evidence.
- (c) All matters upon which the decision may be based must be introduced in evidence at the proceedings before the Disciplinary Committee. The decision shall be based solely upon such evidence and shall clearly state the reasons thereof. Improperly acquired evidence shall not be admitted; and
- (d) Pending final decision on any charge, the status of a student shall not be altered, nor shall his right to be present on campus and to attend classes be suspended; provided, he shall not have been suspended in accordance with Section 27, below.

Section 24. *Effect of Decision.*—In case final decision involving suspension or dismissal is rendered within thirty (30) days prior to any final examination, the penalty shall take effect during the subsequent semester, except when the respondent is graduating, in which case the penalty shall immediately take effect.

Section 25. *Records.*—All proceedings before any Committee shall be set down in writing by a competent stenographer. All original records pertaining to student discipline shall be under the custody of the Dean of Students. Such records are hereby declared confidential and no person shall have access to the same for inspection or copying unless he is involved therein, or unless he has a legal right which cannot be protected or vindicated without access or copying of such records. Any University official or employee who shall violate the confidential nature of such records shall be subject to disciplinary action.

Section 26. *Sanctions.*—

- (a) Disciplinary action may take the form of expulsion, suspension from the University, withholding of graduation and other privileges, exclusion from any class, reprimand, warning, or expression of apology. 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.
- (b) The Dean or Director of the unit may impose the penalty of suspension for a period not exceeding one calendar year. If he deems suspension for a longer period or expulsion warranted he shall so recommend to the President, who shall refer the case to the Executive Committee, for final decision. An appeal may be made to the President within five (5) days from notice.
- (c) Any disciplinary action taken against a student shall be reported to his parents or guardians.
- (d) Refusal to submit to the jurisdiction of the University by any person not enrolled at the time a charge against him is filed shall prejudice his future enrolment in any unit of the University.

Section 27. *Summary Action.*—Any provision of these rules to the contrary notwithstanding, a Dean or Director may immediately suspend for a period not exceeding fifteen (15) days any student in his unit for any breach of order or discipline. The order of suspension shall state the ground, the circumstances showing the responsibility of the student and the period of suspension, and shall take effect two (2) days after it shall have been served. Before the order of suspension is served on the student copies thereof shall be furnished the President, the Dean of Students

and the Chairman of the Student Council. The order of suspension may be appealed to the President.

Section 28. *Definitions.*—The following terms shall have the meaning set forth below for purposes of these regulations:

- (a) "Students" shall include any person (1) enrolled in any academic unit of the University on a regular or part-time basis at the time a charge or report involving him is filed, regardless of whether or not he enrolls in any unit of the University during the pendency of the disciplinary proceeding against him, or (2) not enrolled at the time a charge or report against him is filed but who voluntarily submits to the jurisdiction of the University.
- (b) "Laws of the land" shall refer to the general statutes currently in force within the Philippines with particular reference to the Revised Penal Code and the Civil Code.

- (c) "Committee" shall refer to either the College Investigating Committee or the Inter-College Disciplinary Committee as provided in these Rules unless explicitly stated otherwise.

- (d) "Official Report" shall include any report duly submitted in writing to any proper authority in the University by a faculty member, any member of the University security force, any officer of a college or unit, or any officer of the University administration.

Section 29. These rules shall take effect immediately. Amendments to these Rules shall be circularized within ten (10) days after approval and shall take effect fifteen (15) days after circularization, unless a specific date has been set, which date shall in no case be within five (5) days after its approval.

HISTORICAL PAPERS AND DOCUMENTS

THE MINDANAO EXECUTIVE DEVELOPMENT ACADEMY— A JOINT UP-MSU UNDERTAKING

By DR. SALVADOR P. LOPEZ
President, University of the Philippines

(Keynote address delivered at the opening ceremonies of the First Session of the Mindanao Executive Development Academy at the Davao Insular Hotel, Davao City, 6 January 1974)

We are living in a very exciting time. The world is passing through a period of turbulent change that is without precedent in the history of mankind. Our own country has not escaped the insistent universal pressure for progress, modernization, and perhaps unwittingly, revolution.

The pressure upon a developing nation like our own has been particularly severe. Handicapped by the legacy of our colonial past, we find that the goal of national progress and development is more elusive than we had imagined. If we had thought that political independence would serve as our passport to the promised land, we were quickly undeceived. We soon found that independence would not automatically bring about our people's deliverance from hunger, ignorance and disease; it merely gave us the opportunity to achieve this goal with our own effort, unhampered by the chains of colonial subjection.

We found also that a galloping rate of population increase tended to cancel out the modest increments in our gross national product, while an inequitable tax structure, widespread corruption and unlimited free enterprise ensured that the few who are already rich would get richer and the many who are poor would become poorer. We found, in effect, that with independence we had merely had a change of masters. Filipines were replacing foreigners in that role, a fact which did nothing to make our misfortune easier to bear.

In addition, the gap between the rich and the poor nations, the developed and less developed countries, tended to become wider rather than narrower. Whereas the industrial nations, with their vast accumulations of capital, their massive industrial apparatus, and their superior science and technology have been able to augment their resources and raise their standards of living, the developing nations found that despite abundant national resources, their lack of domestic capital and the backward science and technology ensured that they would never be able to improve the well-being of their people. The net result is the widening gap between the affluent and the impoverished nations of the

world, among which latter group our country is yet unhappily to be counted.

Whereas the developed countries of the West are already moving toward the Second Industrial Revolution, the countries of the Third World still have to negotiate their take-off toward the First Industrial Revolution. The degree of our retardation will deepen with the passage of time.

This is the large background against which the condition of our country prior to September 21, 1972 should be considered. Proclamation 1081 brought to a close an unhappy time when the suffering of our people seemed to be reaching a point beyond endurance, when something clearly needed to be done, and done quickly, in order to arrest our nation's headlong rush toward catastrophe.

President Marcos boldly made the decision and took the action which he judged to be necessary. By invoking the extraordinary powers conferred upon him by the Constitution, he abruptly brought to a halt the entire political apparatus which we had slowly and painfully built for seventy years—a machinery of government which we had perhaps uncritically considered as a shining embodiment of the principles of liberal democracy.

All this done suddenly, with a single stroke of the pen—to the consternation of many well-meaning liberal democrats, including myself. Was it really necessary, we asked, to sacrifice freedom in the short run in order to preserve liberty in the long run? Is it ever justifiable to sacrifice the forms of popular government in order to achieve the substance of the popular good?

I am not privy to the intentions of President Marcos, but we must assume that he has considered the misgivings of many citizens such as those expressed in the questions I have just formulated. He must often have turned in his own mind the nagging issues that remain, among these the needs to maintain a close coordination between ends and means, particularly the need to maintain a proper balance between the people's socially oriented desire for order and discipline and the people's

individually oriented desire for freedom—that is to say, for an existence based on a reasonable blend of freedom and responsibility.

At the present juncture, the operative concept in the regime of martial law under which we live is the concept of *responsibility*. President Marcos has opted for a regime of responsive and responsible government—that is, a government responsive to the crying needs of our people which can no longer be postponed or denied: their need for a better and a more abundant life; their hunger for justice and equality and for a speedy redress of their ancient deprivations and grievances. And in responding to this deep need and hunger of the people, President Marcos has decided to dispense with the old institutions of popular government which were unhappily dominated by the politicians, far too many of whom were irresponsible or unprincipled—preferring instead to be guided only by what his reason and conscience tell him to be what is good for the people and what the people truly desire.

The efficacy of the regime of martial law is nowhere more dramatically illustrated than in the radical measures he has taken in three major areas of the national life: in agrarian reform, in an integrated program of economic development, and in the promotion of national unity and national integration. In these three specific areas, he has provided the true rationale for martial law.

What we are inaugurating here this evening, at these opening ceremonies of the first session of the Mindanao Executive Development Academy is in line with at least two of the three fundamental policy objectives just mentioned. It is in support of

the President's overall program of economic development as well as of his program of national integration.

The University of the Philippines, as the nation's principal institution in the field of higher education and high level manpower training, is happy to be associated with our sister institution, the Mindanao State University, in this undertaking. As we have conceived it, the MEDA is not a temporary expedient, a fly-by-night operation. Its whole object is to upgrade the managerial competence of the executive in this region, and thus help bring this great island of Mindanao into the mainstream of national development. MEDA is not a school where the directing staff speaks and imparts new knowledge, attitudes and skills, while the participants listen and learn, rather, MEDA will serve as a forum for a healthy exchange of ideas, where the participants, by learning from each other, endeavor to enhance their own knowledge and enrich their experience.

I said in the beginning that the economic retardation of the developing countries is mainly due to lack of capital and backwardness in science and technology. I should have added a third: namely, the shortage of managerial skill and executive competence. We may have all the natural resources, all the capital, even the science and technology required, but if we have not the skill to organize resources, to supervise operations, to manage manpower, to plan and execute meaningful projects and programs, just so long will the goal of development elude our grasp. As we inaugurate MEDA today, we are in effect providing the missing link in the chain of national development—the indispensable link of managerial ability and executive competence.

THE REGULATION OF INFORMATION MEDIA

By DR. SALVADOR P. LOPEZ

President, University of the Philippines

(Remarks at the turnover ceremony for the television equipment donated by the British Government under the Colombo Plan to the Institute of Mass Communication, 14 January 1974)

On behalf of the University of the Philippines, I would like to thank the British Government through you, Mr. Ambassador, for the donation of television equipment for the use of the Institute of Mass Communication.

As you know, this turnover ceremony has been somewhat delayed. When the equipment was delivered to the University about two years ago, Dean Feliciano and I could not immediately find the money to build the studio. Thanks to President Ferdinand E. Marcos, the money required was finally given to us last year, and the equipment has now been installed. In retrospect, we can now say with satisfaction that the Embassy's threat to repossess the equipment unless it was installed promptly, as stipulated in the terms of the donation, considerably expedited the release of the necessary funds.

And, so, here we are this morning, Mr. Ambassador, in this spanking new television studio, surrounded by bright new television equipment operated by the students and professors of our Institute of Mass Communication. I hope you feel as excited as I do while they test all this marvellous gadgetry on us. I trust everything goes well, because if things should go wrong, we would surely know that the equipment is not to blame.

I remember the days when, at the behest of Dean Feliciano, I used to go to the old studio of Channel 13 in San Juan at odd hours of the day or night—usually late at night—in order to videotape an interview as part of a class project or assignment of the Institute. All that is over now, for, any time Dean

Feliciano wants to use me for her classes, I can just walk cross the street.

Now that we have this fully equipped studio, we should add that the Institute has also the curriculum and the training program to match. Thanks to the vision and initiative of Dean Feliciano and her staff, plus the assistance of visiting experts from Unesco, we do have an adequate and responsive course of study in the field of broadcast communication. We can be certain, therefore, that this equipment will not go to waste but will be fully utilized in connection with the Institute's program of training and instruction.

In common with the other media—press, radio and the cinema—the principal thrust of the course of study in television broadcasting will be to maximize the effectiveness of this medium as an instrument of national development and national unity. I am sure the British Government would consider their generosity to have been amply rewarded if this equipment will be placed in the service of these great ends.

The presence here, on this occasion, of Secretary Francisco Tatad underscores the importance which the government attaches to the information media, particularly television, of which of course he is a superstar. (It is a great pleasure, by the way, to see Secretary Tatad on TV. Calm, collected and self-assured, speaking in an unhurried and finely modulated voice, and good-looking to boot, Secretary Tatad's television image provides, in my opinion, striking proof of Marshall McLuhan's contention that

television is a "cool" medium. I pay this tribute to him and to his favorite medium in my capacity as a member of the old "Gutenberg generation" whose medium is the printed word—a "hot medium," according to McLuhan.)

And now, surrounded by British equipment and in the presence of the British ambassador and of Secretary Tatad, I would like to consider briefly with you the prospect of the information media and the information profession. Under martial law, the media are of course operating under special regulations. Freedom of the press and of information, as we used to know it, has been suspended, pending the institution of necessary reforms. As an old-time journalist, I do not mourn the passing of the licentious and irresponsible media of yesteryear; we are well rid of them, and I hope they will never return to plague us. I would, however, commend for adoption in our country an information system on the British model, the essence of that system being, as is well known, self-restraint and self-control. It calls for the establishment of an effective machinery which would enable the information media to police themselves in accordance with guidelines previously agreed upon. Such machinery would, of course, have the power to impose sanctions upon erring institutions or individuals.

I'm not saying that we should do this tomorrow or the day after. But we should be preparing the way for such a new approach to the problem of the regulation of media, for the new Constitution, like the old, does guarantee freedom of the press in unequivocal terms.

The reason we should be thinking about this problem, here and now, is of course that we cannot educate and train information workers in a vacuum. Students have a right to be trained not only to develop specific skills but also for the specific political and social milieu in which they will live and work

and have their being. I think we should be training them for an information system that will regulate and police itself, rather than for the uninhibited, free-for-all, everything-goes journalism of an earlier day, or for a system of total external controls.

I apologize for this digression, but as a participant in the labors of the United Nations to promote freedom of the press and information that date back to 1947, I could not resist the temptation to speak of these things on this occasion. For twenty years in the United Nations I fought the Communist theory and practice of information, while at the same time decrying the shortcomings and abuses of freedom of the press as practiced in a number of countries, including the United States and the Philippines.

I therefore take the opportunity to suggest that while using British equipment to train our information workers, we should also try to inculcate in them the British theory and practice of freedom of the press and of information, based on self-restraint self-regulation and self-discipline. We cannot go back to the old system, and the existing system is admittedly a temporary expedient. We must therefore envisage and work for the eventual establishment of a more rational system of information which will place the powerful modern media in the service of great human ends, while giving them sufficient scope as provided in the Constitution.

Mr. Ambassador, we receive this valuable gift from you at a time of grave difficulty and distress in your own country. We accept it therefore with a special feeling of gratitude. We are confident that, as it has so often done in the course of its eventful history, and most recently during World War II, when it stood virtually alone to defend freedom in Europe, the great British nation will overcome.

DUMB STUDENTS OR INCOMPETENT TEACHERS?

By DR. SALVADOR P. LOPEZ
President, University of the Philippines

(Opening Remarks at the Seminar for Faculty Counselors, Vinzons Hall, 15 January 1974)

Ever since I came to the University in 1969, I have been appalled by the high attrition rate of students in certain units and departments of the University. I felt deeply concerned over a tradition of excellence which appeared to rest, at least in part, on the personal tragedies—unjustly caused—of far too many students and their families. I suspected that the situation was attributable to the accidents of a highly subjective and often irrational grading system, and to the inadequate counseling services offered by the University.

It is surely strange that while there is universal concern for the conservation of our natural resources—our fishing grounds, our forests and rare wild life such as the tamaraw, the monkey-eating eagle, etc.—we seem to be indifferent to the conservation of our most important resource, which is our ambitious student youth. This is why this seminar for faculty counselors is as timely as it is necessary. More and more members of our faculty must be involved in meeting the counseling and guidance needs of students so that we can help as many of them as possible to avoid the tragedy of undeserved or accidental failure.

Counseling as a basic service in student personnel work is necessitated by the increasingly impersonal character of the educational process. Guidance has been defined as the "individualization of mass education," and the central concern of counseling and guidance is the full and well-rounded development of the individ-

ual and the maximum utilization of his capabilities. By helping faculty members to develop an enhanced quality of humanness in their relationship with students, we may prevent a great deal of heartache and mental trauma on the part of students. For the faculty as well as the University, this would also mean substantial savings in time, effort and money.

"Cream of the Cream"

U.P. students are a very special group—special in the sense that they are highly select, the "cream of the cream," so to speak. More than 325,000 high school students graduate every year. Last November the Fund for Assistance to Private Education (FAPE) administered the National College Entrance Examination (NCEE) to 315,000 examinees. Of this number, some 12,000 or four (4) per cent of the total have applied to take the U.P. College Admissions Test (UPCAT). Of the 12,000 applicants, only about 2,000 or 17 per cent will finally be admitted. Assuming that our measuring instruments are reasonably accurate, we must consider the students who will finally gain admittance to the U.P. after this double screening as belonging to the very top of the intellectual heap: 2,000 out of 325,000 high school graduates, or .6%.

Among the select group of students, there is a very special smaller group—the scholars. There exists a number of highly com-

petitive scholarships offered by the national government, the National Science Development Board, the Government Service Insurance System, and a great many private donors. After qualifying in the UPCAT, a student must undergo yet another competitive examination to qualify for one of these scholarships. Yet at the end of one semester, and every semester thereafter, drop-outs or disqualifications from scholarship occur at a rate far too high to be explained by the laws of probability.

Highest Mortality in U.P.

The highest mortality rate among government scholars is to be found in the University of the Philippines. By contrast, there is hardly any drop-out or disqualification among scholars enrolled in private schools, even in the best among them. In a recent meeting of the General Committee of the NSDB for the Selection and Guidance of Students, nineteen (19) U.P. science scholars mostly in their 4th and 5th year lost their scholarships after failing in one or, rarely, two subjects. Twenty-four (24) suffered suspension of their privileges because of grades of "Inc." or "4". The State Scholarship Council also reported that U.P. students account for the highest percentage of scholarship disqualification. In the different colleges of the University, scholastic delinquencies range from 20 to as high as 40 per cent.

Why this tremendous waste of human resources? We cannot wash our hands and say that only the students are to blame and that teachers have no responsibility for this tragic situation. For, when more than half the students in a class fail, it does not necessarily mean that the students are dumb; it could be that the teacher is incompetent.

A Tragic Example

For some of these scholars, the sudden discontinuance of a scholarship may mean the ruin of his whole future. We have on record the case of a science scholar who in his third year, together with other scholars in a physics class, got a grade of "5"—the first "5" in his academic record of very good grades up to that time. He came of a very poor family from Davao, so poor that his high school teachers, in order to defray the cost of his transportation to Diliman before NSDB funds could be released, pooled their meager contributions to give to this boy. He depended entirely for three years on his NSDB stipend, part of which he had to send home to help his poor parents, brothers and sisters. Can you imagine what the loss of the scholarship meant to this scholar? You are right, he dropped out of school. For a while, he hung around the University, hoping and praying for a miracle to happen so that he might be reinstated. His hope was inspired by a report that because many other scholars had failed the same course, the matter had been brought to the attention of the head of the department who then tried to intercede on behalf of the scholars. The members of the General Committee of NSDB thought that the failure of this group of scholars was particularly unfortunate; they felt that the result would have been entirely different if the students had been enrolled under another teacher. But "academic freedom" won the day: a professor's grade is inviolate, and this particular professor refused to reconsider his grades.

Two years later, this former scholar had not finished college. He could not afford the tuition fees charged by the private colleges he considered worth enrolling in after the U.P. He took a part-time teaching job in a private university, but because he did not have a degree, his pay could hardly sustain him.

This case is not uncommon; you will find many others like it in the records of the University.

Study of Grading System

It is out of a feeling of concern for students who might be the unwitting victims of the highly subjective and often irrational grading systems used by certain teachers that I have asked a systematic study to be made of the problem with a view to instituting effective remedies. The Division of Counseling and Guidance is now conducting a study of the grade distributions of faculty members in different departments and colleges of the University. The research, which enjoys NSDB support, aims to find ways of helping and saving our students and scholars by fixing differential cut-off points for qualifying scholars. The data gathered so far are highly interesting.

For example, the percentage distribution of grades in five departments — humanities, chemistry, English, physics and mathematics — in the second semester of 1972-73 shows that the mathematics department is the topnotcher in having given the greatest number of 5's (24.67%), followed by chemistry (21.12%), and physics (12.9%).

The percentage ratios of pass-fail by department for academic year 1972-73 are as follows: mathematics, 47.35% to 52.65%; chemistry, 51.26% to 48.74%; physics, 63.16% to 36.85%; English, 79.34% to 20.66%, and humanities, 86% to 14%.

If this pattern of grade distribution is repeated over several semesters or years, we can expect that out of every 25 students enrolled, 13 will either get a grade of "4", or "5", or "Incomplete", or dropout from the course in mathematics, 12 in chemistry, 9 in physics, 5 in English, and 4 in the humanities.

A comparison of individual instructors' grading sheets shows the following ranges of failure: mathematics from 25% to 88%; chemistry from 8% to 91%; physics, from 12% to 87%; English, from 2% to 62%; humanities, from 7% to 45%. The extremely wide range of failing grades in the five departments speaks for itself; nor can it be explained by the differences one might normally expect to find between teachers or between the courses they handle.

Let's get down to cases. Professor A, who teaches chemistry, gave failing grades in four courses, respectively, as follows: 65.22%, 84.00%, 84.61% and 88%. Professor B, also of chemistry, did slightly better (or worse?): 76%, 80% and 81.40%. Professor C, of mathematics, was not far behind: 68.29%, 77.27%, 88.23%. But the champion of them all is probably Professor D, of mathematics, who flunked 71.79%, 77.14%, 84.2%, and 90.24%, respectively, of the students in the four courses he handled. In the last cited class of 41 students he gave a grade of "2.75" to two students, "3" to two, "4" to three, and "5" to fifteen, while nineteen dropped the course.

Highly Disturbing Data

I find these preliminary data extremely disturbing. Highly intelligent students are failing miserably. Why? One cannot say that it is lack of capacity, for we choose the very best of those who apply. Could it be due to what psychologists and guidance counselors call non-intellective factors? Are U.P. professors' grading practices rational? Do they follow logical patterns? Are they understandable or meaningful?

One test of a logical grading pattern, according to the experts is that students with more academic potential earn higher grades, on the average, than those with less potential. There are indications however that here at U.P., this is not so, for a great deal seems to depend on who the teacher is and in which department or college the student is enrolled. According to test data, the brightest U.P. students are found in the College of

Engineering, yet this college has a very high, perhaps the highest percentage of attrition in the entire University.

A highly able student may fail in one class under one teacher, whereas a less able student may earn a passing if not a high mark under a different teacher for the same course. By its very nature, the process of evaluation is highly individualized, and may differ radically from professor to professor. At the same time, the broad umbrella of "academic freedom" permits the professor to do practically whatever he pleases; he formulates his own objectives, chooses his own materials and methods, and makes his own evaluations without interference from anyone.

Change in Attitudes

Our varying systems of evaluation obviously need to be studied closely and I am glad that one of the topics to be discussed in this seminar is, "Grades and their Meaning". I hope that this will lead to a more rational and objective procedure for the evaluation of student performance so that grades may be regarded as reflecting not only student achievement but teacher effectiveness as well. We must correct the attitude of certain professors who consider high grades as something to be stringently rationed so as to maintain their professorial reputation or the respectability of their courses, or who take the view that in any group taking their courses a definite percentage — 50 or 75 or even 90 per cent — are predestined to fail.

The key to the problem, I believe, lies in a change in faculty attitudes towards the teaching-learning activity and the faculty-student relationship. I am told that in other universities like the Ateneo de Manila or De la Salle, scholars are identified at the beginning of the year and given every help to enable them to succeed in their studies and maintain their scholarships. Here at the U.P., however, it seems that a kind of impersonal wall separates most professors from their students so that scholars often do not want their instructors to know that they are scholars; they claim that the instructors do not care, or expect too much from them, or even resent their being scholars!

Wasting Student Material

For such a situation I cannot accept the justification often given that we must maintain high academic standards regardless of a high drop-out rate or the personal tragedies of the drop-outs and failure. But standards cannot be maintained by irrational grading practices; on the contrary, such practices tend in the long run to reduce standards by wasting valuable student material. Standards can only be maintained or raised by a combination of good students, adequate facilities and competent

teachers — competence being itself a blend of knowledge of subject matter, ability to communicate, and rapport with students.

Given the far-above-average intelligence of U.P. students, we do have a wealth of human potential in our classrooms. It is our duty to cherish and nurture this potential and not thoughtlessly throw it away as if it were a common and worthless commodity.

On the other hand, I don't believe in coddling students. Students should be encouraged, induced and driven to extend themselves; indeed, the best teachers are those who constantly challenge their students to outdo themselves. A student who lacks the requisite ability or who is habitually lazy or indifferent soon eliminates himself, but what is our defense against a mean and sadistic professor?

There are two kinds of teachers we should not tolerate in the University: the teacher who habitually flunks more than 50 per cent of the students in a class, and the teacher who habitually passes all or nearly all students in a class, usually with a grade of "1". Such teachers should at the least be required to attend seminars like this one, and if this fails, to seek the services of a psychiatrist. For, they obviously suffer from some secret inadequacy, a flaw in the ego, which they attempt to hide behind a stern mask of cruelty or the smiling face of popularity.

Stern as well as Gentle

A U.P. professor, once permanently appointed, enjoys tenure and cannot be removed just because he is a "terror professor" or even because he is an incompetent teacher. Experience shows that incompetence is virtually impossible to prove in formal investigation. We are therefore stuck with him. But we can immobilize or freeze such a teacher by the simple device of assigning other duties to him, except teaching. This would at least prevent him from "destroying students". I quote the phrase from a letter recently sent to me by a distraught student who had taken a course under one of the anonymous professors previously referred to, and received his first "5" ever in four years as a U.P. scholar.

A teacher misjudges his mission if he regards his task as that of prosecutor, judge, warden and executioner all rolled into one; rather, he should consider himself as friend, guide, counselor, and facilitator—in short, a teacher in the truest sense of the word. His best model remains Jesus of Nazareth: capable of being stern or gentle as the individual student or the particular situation may require; that is, stern with the slovenly, the negligent and the slothful, but gentle with those who need guidance, sympathy and understanding.

CITATION TO EDWARD GOUGH WHITLAM

UNIVERSITY OF THE PHILIPPINES
TO
EDWARD GOUGH WHITLAM
GREETINGS:

Edward Gough Whitlam, Prime Minister of Australia

In recognition of your resolve to forge a realistic and generous, enlightened yet pragmatic foreign policy for Australia which rejects racism, intolerance and the cold war in favor of non-intervention and mutual respect, cooperation and understanding between nations, irrespective of creed, color or ideology;

In admiration of your desire to involve the Australian nation in the life, work and destiny of Asia and of your fervent espousal, together with the President of the Philippines, of an

Asian-Pacific Forum committed to the peace, progress and prosperity of the peoples of the region;

In appreciation of the wartime friendship and cooperation between the peoples of Australia and the Philippines, which will no doubt continue and deepen in the coming years, under your leadership;

The Board of Regents of the University of the Philippines, by unanimous vote of its members and upon the recommendation of the University President and the Committee on Honorary Degrees, today confers upon you the degree of

DOCTOR OF LAWS

(honoris causa)

with all the honors, rights and privileges as well as the obligations and responsibilities thereunto appertaining.

In testimony whereof, this diploma and these vestments of distinction, indicative of the highest rank of honor in the University of the Philippines, are hereby presented to you on this eleventh day of February in the year of Our Lord the One Thousand Nine Hundred and Seventy-Fourth, of the Republic

of the Philippines the Twenty-Eighth, and of the University of the Philippines the Sixty-Sixth.

(Sgd.) SALVADOR P. LOPEZ
President of the University

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

**REMARKS BY THE AUSTRALIAN PRIME MINISTER, MR. E. G. WHITLAM, ON ACCEPTING
THE HONORARY DEGREE OF DOCTOR OF LAWS FROM THE UNIVERSITY OF
THE PHILIPPINES, MONDAY, 11 FEBRUARY 1974**

Mr. President,

I am deeply moved by the honour you have done me by the conferring of this degree and the generous terms in which your citation was framed. I regard it, and indeed I accept it, not so much as an honour for me but as an honour for all Australians, a gracious and imaginative symbol of the friendship between my country and yours. I may say that this is the first time I have received an honorary degree. It is a matter of special satisfaction that it has been bestowed by an Institution as renowned as yours, a seat of learning with deep roots in the social and cultural fabric of your nation, a university which for nearly 70 years has contributed to the growth and progress of the Philippines and produced so many of its gifted leaders and administrators.

The University of the Philippines has long been recognized as a training ground for the most distinguished and eminent citizens of your country. The links between the university and Government of the Philippines are strong and enduring. I recall that your distinguished Foreign Minister was a former President of this university. You yourself, Dr. Lopez, as a writer, as a diplomat, as a public servant of high renown, have added lustre to this institution. I pay tribute also to your most eminent graduate, the President of the Republic, a Bachelor of Laws of the University of the Philippines. I count it an honour that the name of an Australian Prime Minister should be included in such company.

Our two countries are fortunate in the quality and number of their universities and in the way they have helped shape and safeguard the values of our society. In both countries our governments give high priority to maintaining standards of university education and preserving them as essential bastions of civilized values. University education is an ancient tradition in the Philippines, first country in the whole of the Western Pacific to have established a university. In Australia we have been fortunate that so many Filipino students have studied at universities in my country. We shall continue to welcome them and do all we can to make their stay in Australia a source of satisfaction and reward for both our countries.

Dr. Lopez, again thank you and the members of your Council for the honour you have done me. I look upon it as a reminder that our two countries, despite differences in history, in social structure and in the problems confronting us in an uncertain and dangerous world, share a profound respect for the enduring values embodied in all universities and for the principles of independent inquiry and academic freedom of which they are the ultimate guardians. I thank you for the warmth of your citation and its flattering references to my Government's policy. I assure you that it will remain an inspiration to me and my Government and a reminder of the common aims and shared ideals of the peoples of Australia and the Philippines.

**SPEECH BY THE AUSTRALIAN PRIME MINISTER, MR. E. G. WHITLAM
AT THE UNIVERSITY OF THE PHILIPPINES, MONDAY,
11 FEBRUARY 1974**

I should at the outset express my appreciation for the arrangements which permit me to make this address to you here—and through you, I hope to a wider audience throughout the Philippines. There are many reasons why I value this opportunity. Among others, it gives me the chance to repay to your national university the compliment paid to the Australian National University last September by my old friend, Australian's old and trusted friend General Romulo, the Foreign Secretary. With his customary forthrightness and verve, he chose that forum to explain to Australians last September the nature and purpose of the New Society. I hope that my giving an address here underlines the respect in which the people of both the Philippines and Australia hold universities as institutes of higher learning. I have been pleased to learn that arrangements are being made for an Australian professor of economics to spend a full year at the University of the Philippines on secondment. I hope this exchange may prove only the beginning of a regular two-way exchange of staff between our universities. And of course many hundreds of Filipino students have been to Australian universities under the Colombo Plan. But it es-

pecially pleases me to demonstrate by my presence among you today my conviction about the key role the youth of this nation and this region have to play in nation-building. It is an old cliché that the youth of today are the leaders of tomorrow. But such is the pace of events today, such is the speed of change, that the youth of today are increasingly called upon to provide leadership, not tomorrow but *today*. And nowhere is this more true than in our own region. My own Government came to power a little more than a year ago largely because a majority of the youth of Australia, for the first time in a generation, voted for change—for change on issues on which they themselves had shown leadership. My Government can only survive as long as we hold the confidence of men and women under 25.

Both at home and on my travels I have been made constantly aware of the deep concern which students feel for the processes of democracy. As President Marcos said last night, the Philippines is in a process of change and transition. From this process, I look forward to the recreation of Filipino democracy

embodying the aspirations of the people and leadership of the Philippines.

It is with all these thoughts in mind that I express my pleasure in being able to give this address here—the last of many in the six countries in the region I have visited in the past two weeks.

The first thing I have to say is simply this: That the Labor Government, which was elected to office in Australia in December 1972, has a new and distinctive approach to a great many of the matters of current international importance in which your country and mine have a common interest. I have met here, and in all the other countries I have visited, a genuine understanding of our approach and the reasons behind it. As far as the Philippines are concerned, General Romulo told me as long ago as last September in Canberra that he was very well aware of the change and welcomed it.

But it is not only a matter of understanding changes which are made by Governments, by my Government or any Government. In trying better to understand each other as nations, we should acknowledge that people change as well as Governments.

It is unfortunate, but true, that countries often manage to develop distorted views about each other, sometimes because people think that policies of 25 years ago still prevail. There is one serious distortion that still affects the relationship between our two countries—and that is a widespread belief in this country that Australia is a white racist society whose policies approximate to the apartheid policy practiced in South Africa. Officers of the Australian Embassy here, from the Ambassador down, tell me that whenever they give a public talk about Australia, the first questions asked by the audience invariably relate to racial issues—and in particular to the laws on the admission of non-European immigrants to Australia.

Now the fact is that the attitudes of 25 years ago have changed profoundly, radically. I know that the case of Sergeant Gamboa, the rejection of whose application to migrate to Australia in 1947 caused great bitterness, well justified bitterness and contempt here, is still remembered. It's perhaps not so often recalled that Mr. Gamboa has lived in Australia for over 20 years and is, like myself, an Australian grandfather. More importantly it should be remembered that the Gamboa case also caused a great outcry in Australia, by Australians who were able to see and were appalled to see the inhuman implications of a policy which had been for so long the orthodoxy of all our major political parties. It is possibly because my own party, the Australian Labor Party, was in power at the time when the Gamboa and other similar incidents occurred, and because my Party had been traditionally, for reasons deep in Australia's social and economic history, the front-line defender of the contemptible White Australia Policy so-called that the fight for change was longest within the Labor Party and yet in the end the victory was most complete within the Labor Party. But the Australian people as a whole began to re-think their attitude, and governments and all parties responded. For instance, the Government of Mr. Harold Holt, who visited Manila in the year of his tragic death, markedly liberalised Australia's immigration policy in 1966.

I said earlier that my Government depended on the support of Australian youth. The two issues which have attracted the attention of Australian youth longer than any others are Australia's immigration policies and the condition of the Australian aborigines. And these both came down to a single issue—racism. The most recent political issue involving mass demonstrations by Australian young men and women was a race issue—the

presence in Australia of racially-selected sporting teams from South Africa. Among young Australians today there is one unifying spirit—uncompromising opposition to racism in all its forms. So there is no doubting the direction in which the decisive political influence of young Australians—who are of course, a large and increasing majority of the Australian electorate—has forced Australian policy. There will be no turning back—irrespective of which party is elected by the free choice of the Australian people to provide their Government.

One of my own Government's first acts upon being elected to office was to change Australia's vote from No to Yes on two United Nations resolutions on Southern Rhodesia under consideration at that time. At the same time, we announced our intention to ratify the International Convention Against Racial Discrimination. We refused to allow racially selected sporting teams to visit or pass through Australia.

The timing and nature of these actions were deliberate. They were intended to signal to the world the priority which the newly-elected Government would give from then on to questions of race in formulating its policies and were designed to initiate the visible process of ridding Australia of any racist image. By giving the aborigines for the first time the same status before the law and the same political, economic and social opportunities as other Australians, by revising immigration laws and procedures to eliminate the racial criterion, and by demonstrating our sympathy with an understanding of the aspirations of the black Africans, we are trying to make—and we believe we are making—a positive contribution to the lessening of interracial suspicion, fear and hostility throughout the world.

On immigration, we have removed the last remaining pieces of legislation which could be described as discriminatory on racial grounds. The Australian Minister for Immigration, Mr. Al Grassby, visited the Philippines last year to explain the changes in our policies, and I cannot improve on his reply to a question during his final press conference. When asked about the so-called "White Australia Policy," he replied: "It is dead—give me a shovel and I will bury it." And I here acknowledge the response of the Government of the Philippines to our policy. Until last year Australians were not permitted to settle in the Philippines. Now that the Philippine Government has removed this discrimination Australians may apply for residence in the Philippines on the same basis as nations of other countries.

I have dealt with this matter first and at some length not just because I know the interest it arouses in the Philippines. It is also a good example of the real nature of the process of change in Australian policy-making. Change there has been, but not unpredictable, abrupt, or erratic; because, on so many issues, the process of change had begun under previous governments in response to the wishes of the Australian people and the realities of our times. And this means that the important changes which the Australian Government has made are quite irreversible—irrespective of the fate of my own administration. For the great changes rest upon things which cannot be changed again, cannot be put into reverse.

The same is true of the changed attitudes and policies on matters concerning our relations with our friends, neighbors and allies. The changes are based on realities, they are based on a continuing and developing recognition of genuine national interests and they are based on the wishes of the people. I can best illustrate this by reference to our relations with the Philippines and with the United States and the relations of both our countries with the other countries of our region.

Less than thirty years ago, the Philippines and Australia were, with New Zealand, the three original signatories of the United

Nations Charter from this region. Since then our foreign policies have followed a very similar development. In the immediate postwar period we both let ourselves depend far too much on outside powers, especially the United States. We joined defensive alliances against what we accepted, quite uncritically, as the communist monolithic menace which according to the prevailing doctrine divided the world between the forces of good and evil. We did not think very much of our own particular national interests or work out independent viewpoints of our own. Our attitudes of mind were too heavily influenced by an exaggerated assumption of our own weakness.

Recently, we have both begun to make what is surely a more mature approach and a more realistic approach. We have begun to think more for ourselves and more highly of ourselves. In particular, we have come to look at our own region differently; we see it more through our own eyes. We first consider how the world looks from Manila or from Canberra, not from Washington or London. We question things we have taken for granted for a generation and we seek our solutions to our own problems. In the Philippines, President Marcos has referred to this new spirit as "national self-reliance." It has been called in Australia the "new nationalism", though it is not a term I use. Essentially, what we are both saying is that we must stand more on our own feet. We do in fact pay the President of the United States the compliment of accepting that the Guam Doctrine means what it says—and we are both adjusting our policies accordingly.

Yet neither of us see these changes being made at the expense of old friends, particularly the United States. Although we are both less dependent on the United States than we are, we both attach great importance to our alliance with the United States. We both wish to maintain close and friendly relations with that country.

I do not pretend that the Philippines and Australia will always view international development in the same way, but I believe that our approach to the world events is closer in spirit and objective now than it has ever been.

Similarity of view in international affairs can be seen not only in our approach to the world at large, but also to the particular problems of the South-East Asian region. Since coming to office fourteen months ago I have raised the general question of the need for a wider regional association than any now existing. President Marcos perceives the same need—the same gap in our existing opportunities for consultation and co-operation. He has spoken of the need for what he describes as an Asian Forum. In our region there is nothing comparable to the Organisation for African Unity or the Organisation of American States. The Australian long-term hope is for regional arrangements which, although they would be less institutionalised and more informal than the OAU or the OAS, would give all the countries of the area, irrespective of their ideological differences, a forum in which to talk informally together and promote greater understanding and co-operation. The parallel I most frequently use of the sort of arrangement I envision is the Commonwealth of Nations—formerly called the British Commonwealth.

Certainly neither President Marcos nor I pretend that there are no major obstacles to be overcome in bringing this kind of idea to fruition.

There are two outstanding ones: the continuing conflict in Indo-China and the lack of formal relations between China and many of the countries in our region. We fully recognise that, for a variety of historical, cultural, political and economic reasons, many countries with substantial Chinese communities are finding it more difficult than we have done to normalise their relations

with China. We recognise that the Philippines has a particular problem in this regard. But we also note that you have begun to move in the direction of recognition of the People's Republic of China, and that this objective has been proclaimed publicly by President Marcos. Australia was able to move very quickly towards normalisation but our problems were obviously much simpler.

I should also like to say something about ASEAN. It has sometimes been suggested that the Australian Government's interest in a new regional organisation could be met, at least partially, by joining the existing ASEAN, or that in putting forward our thoughts about new arrangements we are trying either to undermine or override ASEAN. We are trying to do nothing of the sort. On the contrary, we believe that ASEAN is a model, a natural regional grouping. All that we seek is to develop ways of working with ASEAN as a regional entity. Only last month an Australian official delegation consulted with the Secretaries-General of all ASEAN members at their meeting in Bangkok. As a result, there are to be studies at the official level on areas of Australian co-operation and support which could be beneficial to ASEAN, and the Secretaries-General of ASEAN have been invited to confer in Australia in the near future.

We also wholeheartedly support the ASEAN proposals for a zone of peace, freedom and neutrality in South-East Asia. We favour co-operation on a regional, as well as a national, basis in facing common security problems. This kind of approach—seeking indigenous solutions to security problems—accords with the attitudes and aims underlying our own foreign policy.

It follows that—like the Philippines—we in Australia see the old style approach to regional security problems as exemplified in SEATO as being out of date in many important respects. General Romulo was among the first to publicly voice strong criticism of SEATO as it then existed in 1972 at the Council Meeting in Canberra. There was of course the usual tut-tutting, but not for the first time General Romulo has survived to see yesterday's heresy become today's orthodoxy. I might even say I have shared the same experience both at home and abroad. It is a source of deep satisfaction to me that many of the criticisms then made by General Romulo have now been acted upon, and that the SEATO Secretariat has been reorganized and its predominantly military orientation revised. SEATO could no longer be accepted as a military pact for the containment of China.

The policies of both our countries are now directed towards encouraging the militarily and economically dominant powers to cease disruptive intervention in the region, so as to let social and political conflicts work themselves out in truly national solutions. We in Australia believe that the dramatically improved relations between the major powers, with the notable exception of relations between China and the Soviet Union, represent a fundamental change which will allow a much greater flexibility in the conduct of foreign affairs. We believe that, in an atmosphere of detente between great powers, countries such as Australia and the Philippines will have new opportunities not only to work out their own independent place in the world, but also to develop their relations with each other.

And, of course, relations between our two countries are widening and will continue to deepen, irrespective of the success or otherwise of the detente. We are getting to know each other better. Australians in particular by force of their history and their geographical isolation in old days of slow and costly travel, unfamiliar, even uneasy, with their own neighbourhood—are getting to know better the region in which they live. The more they get to know it, the more they feel at home in this region; their region; and this region is their home, for all time.

I might here appropriately inform you that President Marcos and I have been discussing the possibility of concluding a Cultural Agreement between our two countries. We are agreed in principle it would be a good thing and hope to be able to reach agreement on an actual text in the very near future. The process of nations getting to know each other is advanced—but only partially advanced—when political leaders such as myself make official visits.

Private travel helps considerably—and I am very interested to hear that the number of Australian tourists coming here has increased substantially—on the way to doubling—in the last twelve months or so. Trade and commerce are other areas where important contacts are made, and here again are encouraging developments between our two countries. But I feel strongly that if, at the governmental level, we can set up a framework for developing the kind of contacts that would be promoted by a Cultural Agreement, we shall be going a great deal further towards promoting the kind of closer understanding that should exist between neighbouring countries such as ours.

There is another agreement being negotiated between our two countries and to which I wish to refer now. That is an agreement whereby Australia will enter into a joint aid project with the Philippine Government for the construction of roads and related irrigation and agricultural development work in the province of Zamboanga del Sur. Under the terms of the agreement, a team of Australian engineers will set up its headquarters near the city of Pagadian and over a five year period form the nucleus

of a major road construction and rehabilitation project. The cost to the Australian Government will be approximately 20 million pesos a year (\$A2 million) for each of the five years. This is a large scale project by any reckoning and, for that reason, of considerable importance; but it has an even greater significance than may first appear, because it will be the first aid project on such a scale to be concluded between Australia and the Philippines. We see it as a response to a demonstrated national need in this country, and we hope it will yield substantial benefits to people in one of the lesser developed areas of Mindanao. We also see it as reflecting our own current approach to fostering the relationship between our two countries.

My visits to the Philippines always seem to have had some special personal significance for me. I first came here at the end of the War as a member of the Royal Australian Air Force. Several visits and many years later, it was here in Manila that I first heard the stunning news about the Tet offensive in Vietnam—which, whatever its military significance, had enormous consequences, not least in Australia. I came here again on my way back home after my first visit to Peking in July 1971 while the region was still reverberating with—one might almost say recovering from—the news of President Nixon's decision to go himself to Peking. Visiting for the first time as my country's Prime Minister, this must of course be to me the most significant in the long and continuing story of friendship—more than friendship, partnership—between the Filipino and Australian peoples.

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UNIVERSITY OF THE PHILIPPINES

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ADMINISTRATIVE ISSUANCES

EXECUTIVE ORDER

Executive Order No. 11: A University Clearing House for Theses, Dissertations, and Graduate Special and Major Term Papers in the Main Library

In order to promote and coordinate research and to prevent cases of plagiarism as well as failure to acknowledge sources of ideas, findings, etc., in the University, it is hereby directed that:

1. All academic units provide the Main Library and the College concerned with a copy of the proposed outline for the thesis or dissertation immediately after approval so that adequate bibliographical service can be rendered to researchers and graduate students. This would also prevent duplication of research except under exceptional conditions where such duplication is considered valid and justifiable.
2. Copies of the titles of special papers and major term papers containing the name of the student, college, etc. should be submitted to the Main Library and College library concerned through a form to be developed by the Main Library, which faculty members may distribute to their students. This would facilitate indexing and, eventually, the development of a computerized system of storing and retrieving data.
3. In this connection there is already a continuing union list of all theses approved in all Philippine universities. It is proposed that each academic unit offering graduate courses be provided with at least one copy of this union list.
4. Heads of units direct that there be inter-unit and intra-unit communication on research topics not only to prevent unnecessary duplication, but more importantly, to coordinate research efforts within the University.

These are preliminary measures toward the establishment of a national clearing-house for research undertaken by local or foreign scholars either through the NSDB or the University of the Philippines System, or both in collaboration. For this, a data bank would be essential. Similar agencies are already operating in Thailand and Indonesia. Researchers are required to inform such agencies of the purpose and nature of their studies and, in the case of foreign researchers, to leave copies of their raw data and submit a copy of the final report before leaving the country. Such a system would result in more integrated and coordinated research on the Philippines and would make related literature more readily accessible to scholars.

March 29, 1974

(Sgd.) SALVADOR P. LOPEZ
President

ADMINISTRATIVE ORDER

Administrative Order No. 155: Designation as Officer-in-Charge of Office of the Vice-President for Administration

In addition to his present duties, Dr. Oscar M. Alfonso is designated Officer-in-Charge, Office of the Vice-President for

Administration, without additional compensation, effective today, March 18, 1974 until the return of Dr. Ramon C. Portugal from his sick leave of absence.

March 18, 1974

MEMORANDUM CIRCULAR

Payment of Living Allowance of Employees

Pursuant to Presidential Decree No. 390, dated February 17, 1974, all employees of the National Government, whether permanent, temporary, emergency or casual, whose salaries or wages are payable out of the general fund, special fund, fiduciary fund or other funds, and whose actual salaries or wages are less than ₱600.00 a month are entitled to an emergency cost-of-living allowance of not more than ₱50.00 a month effective February 18, 1974.

In order to expedite payment of the above allowance, please have the following requirements complied with:

1. The time records for the month of all persons entitled must be submitted to the Payroll Section, Accounting Division within the first week of the succeeding month so as to determine the correct amount one should receive since the allowance is computed on the basis of the actual service rendered during the month; and
2. In case the time record reflects certain leaves, the head of the Unit should indicate whether it is with pay or without pay as leave with pay is considered actual service.

Kindly see that the above requirements are strictly observed since the head of the office shall be held liable for any payment of the allowance which is not in accordance with Budget Circular No. 238.

March 14, 1974

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

MEMORANDUM

Teaching Duties of Faculty

This Office has received information to the effect that some faculty members delegate their teaching duties to graduate office assistants on days when they are unable to report for work. This practice, if allowed to continue, is bound to affect adversely the quality of teaching which the University offers to students. It must therefore be stopped immediately.

Office assistants are hired to do office work, not teaching.

We would re-emphasize, in this connection, the primacy of the teaching function among the responsibilities of professors. This is a function that cannot be treated lightly.

Deans of all units and chairmen of departments are therefore enjoined to adopt necessary measures to ensure that the teaching responsibilities of your unit or department are met efficiently and responsibly.

March 29, 1974

(Sgd.) SALVADOR P. LOPEZ
President

DECISIONS OF THE BOARD OF REGENTS

843rd Meeting, 28 March 1974

GRADUATION

The Board confirmed the graduation of Hsiao-Ming Wu for the degree of Bachelor of Science in Forestry, as of the first semester, 1973-1974.

APPOINTMENTS AND REAPPOINTMENTS

The Board approved the following appointments and reappointments:

- Hernando J. Abaya, extension of service beyond retirement as Professor of Journalism and Communication, Institute of Mass Communication, without compensation, effective January 17, 1974 until May 31, 1974.
- Juanito B. Abcede, promotion from Professor V to Professor VII of Pharmaceutical Chemistry, College of Pharmacy, effective March 1, 1974.
- Virginia Flor Agbayani, change in designation from Acting Secretary-Registrar to Acting Registrar, University of the Philippines at Clark Air Base, effective March 16, 1974 until June 30, 1974.
- Bienvenido C. Ambion as Judge Guillermo B. Guevara Professor of Penal Sciences and Criminology, College of Law, effective March 1, 1974 until February 28, 1975; as Researcher, Law Center, effective March 1, 1974 until August 31, 1974.
- Hilda O. Bautista, promotion from Senior Research Assistant to Research Associate, D.P.W.T.C.-P.A.C.P.W.C.D.-U.P. Projects, Institute of Planning, effective March 1, 1974 until June 30, 1974.
- Maria Lourdes A. Catolico, promotion from Senior Research Assistant to Research Associate, D.P.W.T.C.-P.A.C.P.W.C.D.-U.P. Joint Projects, Institute of Planning, effective March 1, 1974 until June 30, 1974.
- Ma. Vida V. Dacumos as Sociologist (Range 9), D.P.W.T.C.-U.P.I.P. Projects, Institute of Planning, effective October 1, 1973 until June 30, 1974.
- Teresita M. David as Guidance Associate, Personnel Division, Philippine General Hospital, effective March 11, 1974 until June 30, 1974.
- Romeo de la Paz as Commercial Bank and Trust Co. Assistant Professor of Business Administration II, College of Business Administration, effective March 1, 1974 until February 28, 1975.
- Romualdo M. del Rosario as Professorial Lecturer in Life Sciences, College of Sciences and Humanities, University of the Philippines at Los Baños, effective January 3, 1974 until April 18, 1974.
- Henrietta A. Fajardo, promotion from Senior Research Assistant to Research Associate, D.P.W.T.C.-P.A.C.P.W.C.D.-U.P. Projects, Institute of Planning, effective March 1, 1974 until June 30, 1974.
- Raymundo A. Favila as U.P. Endowment Foundation Professor of Mathematics, effective March 28, 1974 until March 14, 1975.
- Perfecto V. Fernandez as Project Head, Law Center Constitutional Studies Project, Law Center, effective April 1974 until March 31, 1975.
- Marito H. Garcia as Economist (Transport), Range 9, D.P.W.T.C.-U.P.I.P. Joint Projects, Institute of Planning, effective March 1, 1974 until June 30, 1974.
- Alma L. Javier, reclassification of position from Instructor II, College of Agriculture, to Guidance Counselor I, Office of Student Affairs, University of the Philippines at Los Baños, effective March 1, 1974.
- Wilhelmina A. Landicho, promotion from Senior Research Assistant to Research Associate, D.P.W.T.C.-P.A.C.P.W.C.D.-U.P. Projects, Institute of Planning, effective March 1, 1974 until June 30, 1974.
- Antonio O. Mabesa as Assistant Professor III of Speech and Drama, College of Arts and Sciences, effective July 1, 1974 until May 31, 1975.
- Roque A. Magno as Project Director (Physical Planning Strategy for the Philippines), D.P.W.T.C.-P.A.C.P.W.C.D.-U.P. Projects, Institute of Planning, effective July 1, 1973 until June 30, 1974.
- Cesar O. Marquez as Project Director (Manila Bay Metro Region Strategic Plan), D.P.W.T.C.-P.A.C.P.W.C.D.-U.P. Projects, Institute of Planning, effective July 1, 1973 until June 30, 1974.
- Bernadette C. Mendonez as Economist (Range 9), D.P.W.T.C.-P.A.C.P.W.C.D.-U.P. Projects, Institute of Planning, effective March 1, 1974 until June 30, 1974.
- Rene E. Mendoza as Professorial Lecturer, Graduate Program, University of the Philippines at Tacloban, effective November 19, 1973 until May 31, 1974.
- Dulce S. Miranda as Registrar, University of the Philippines at Los Baños, effective March 16, 1974 until March 15, 1977.
- Paz A. Najera, promotion from Assistant Professor III to Assistant Professor V, University Elementary School, College of Education, effective March 1, 1974.
- Pulcra M. Nierres as Regional Planner (Public Administration), Range 9, D.P.W.T.C.-U.P.I.P. Joint Projects, Institute of Planning, effective October 1, 1973 until June 30, 1974.
- Rosauro S. Paderon as Assistant Director (Range 10), Institute of Planning, effective July 1, 1973 until February 28, 1974.
- Perfecto L. Padilla as Project Director, Management and Personnel Audit of the Quezon City Government, Local Government Center, College of Public Administration, effective March 28, 1974 for a period of six (6) months.
- Benedicto A. Parker as Director of Student Affairs, University of the Philippines at Los Baños, effective March 16, 1974 until March 15, 1977.
- Rafael A. Rodriguez as Commercial Bank and Trust Co. Assistant Professor of Business Administration I, College of Business Administration, effective March 1, 1974 until February 28, 1975.
- Manuel S. Rubio, promotion from Associate Professor I to Associate Professor IV, University Preparatory School, College of Education, effective March 1, 1974.
- Roman M. Serrano, promotion from Senior Clerk (Range 6) to Property Officer (Range 8), College of Arts and Sciences, effective March 18, 1974.
- Joventino D. Soriano as U.P. Endowment Foundation Professor of Botany, effective March 28, 1974 for a period of five (5) years.
- Clara L. Syllanco as U.P. Endowment Foundation Professor of Chemistry, effective March 28, 1974 for a period of five (5) years.

Romualdo B. Tadena as Executive Development Officer II, Philippine Executive Academy, effective April 1, 1974 until June 30, 1974.

Shinji Tagawa as Consultant in Physical Education (Judo), Department of Physical Education, without compensation, effective March 1, 1974 until May 31, 1974.

Wilhelmina V. Tecson, promotion from Research Assistant to Research Associate, D.P.W.T.C.-P.A.C.P.W.C.D.-U.P. Projects, Institute of Planning, effective March 1, 1974 until June 30, 1974.

Maria B. Torte as Fiscal Analyst, D.P.W.T.C.-U.P.I.P. Joint Projects, Institute of Planning, effective October 1, 1973 until June 30, 1974.

Emmanuel T. Velasco as Acting Dean, College of Business Administration, effective March 28, 1974 for a period of one (1) year; as Atlas Consolidated Mining Co. Assistant Professor of Business Administration, College of Business Administration, effective March 1, 1974 until February 28, 1975.

Lourdes Vera Lapuz as U.P. Endowment Foundation Associate Professor of Psychiatry, effective March 28, 1974 for a period of five (5) years.

Alexis L. Verzosa as Traffic Engineer (Range 9), D.P.W.T.C.-U.P.I.P. Joint Projects, Institute of Planning, effective March 1, 1974 until 30, 1974.

Leopoldo Y. Yabes as U.P. Endowment Foundation Professor of Literature, effective March 28, 1974 for a period of five (5) years.

The Board confirmed the following *ad interim* appointment: Romeo V. Cruz as Dean, University of the Philippines at Clark Air Base, effective March 16, 1974 until March 15, 1979.

TRANSFER TO PERMANENT STATUS

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

Adelina B. Abad-Santos as Instructor IV, College of Nursing, Philippine General Hospital, effective June 1, 1974.

Angel T. Tengonciang as Surgeon (with the rank of Associate Professor I), part-time, University Health Service, effective March 28, 1974.

SABBATICAL ASSIGNMENT

The Board approved the sabbatical assignment of Basilisa J. Manhit, Professor of Reading, College of Education, for a period of one (1) year, effective July 1, 1974, to enable her to write a book on beginning reading and critical reading skills, with a series of materials of instruction, in the context of the peculiar language situation in the Philippines. Three (3) months of the sabbatical assignment will be spent in the United States and Europe for study and observation.

PROFESSORIAL CHAIRS

The Board approved the establishment of the following professorial chairs to be supported by the U.P. Business Research Foundation Inc., effective March 1, 1974:

a. Commercial Bank and Trust Co. Professorial Chair in Business Administration, and

b. Atlas Consolidated Mining Co. Professorial Chair in Business Administration.

The Board likewise approved the establishment of five (5) additional professorial chairs under a U.P. Endowment Foundation, Inc. grant of P30,000.00 in the following disciplines:

- a. Psychiatry;
- b. Mathematics;
- c. Botany;
- d. Literature; and
- e. Chemistry.

SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board confirmed Presidential acceptance of a donation of P4,000.00 (General Bank & Trust Co. Check No. 51584 dated 1 April 1974) from the *U.P. Filipino-Chinese Students Association* for the construction of the Oblation Plaza. The donation is part of the proceeds of the Association's presentation, "Bigkis '74."

COLLECTION OF FEES

The Board authorized the College of Fine Arts to collect a fee of P200.00 per participant in the Summer Art Workshop to be held from April 22 to May 31, 1974. In this connection, the Board approved the use of the income from participants' fees for the payment of honoraria of lecturers and resource persons and other expenses.

The Board approved the increase in the journal fee paid by students during registration for the *Philippine Journal of Public Administration* of the College of Public Administration from P6.00 to P12.00 a semester (consisting of two issues) effective the first semester of academic year 1974-1975. The increased fee was agreed upon by the Board of Editors in view of the increased cost of printing materials.

CREATION AND CHANGE IN NAME OF DEPARTMENTS IN COLLEGE OF AGRICULTURE

The Board approved the creation of one department and the change in name of another in the College of Agriculture, University of the Philippines at Los Baños, as follows:

- (1) Creation of the *Department of Horticulture* from the present Division of Horticulture, Department of Agronomy, to be composed of four (4) divisions, namely: fruit crops, plantation crops, ornamental crops and vegetable crops, which altogether will work on 12 fields of specialization.

Horticulture in the Philippines has emerged as a viable field of agriculture. At present, the coconut, abaca, banana, mango and pineapple industries contribute very substantially to the domestic income and foreign earnings, while the vegetable crops are starting to fill the protein and other nutritional needs of the people. The flower and ornamental crops are likewise beginning to make aesthetic impact on the Philippine landscape.

The proposed Department of Horticulture has a strong academic staff composed of 13 Ph.D., 12 M.S. and 6 B.S. degree holders. The department's annual research budget amounts to about P700,000.00. It offers 9 undergraduate courses, 5 undergraduate-graduate and 9 graduate courses.

- (2) Change in the name of the present Department of Agricultural Communications to *Department of Development Communication*.

The above change would make the department's name congruent with its present curricular offering in M.S. in development communication and with the change in title of its undergraduate program to B.S. in development communication. This will likewise legitimize the direction that the department has been taking in the past years. Its present teaching, research and extension activities cover not only communication situations in agriculture but also in family planning, community health

and nutrition, forest conservation, agrarian reform, cooperatives and other developmental topics that are usually thought of as agricultural but which are of utmost concern to rural families. Moreover, the change in name is in line with the expanded developmental orientation of the UPLB, and thus will allow the department to support more fully the work of the other units on the UPLB campus.

REALLOCATION OF POSITION OF SUPERINTENDENT, PHYSICAL PLANT OFFICE, TO RANGES 9 AND 10

The Board approved the reallocation of the position of Superintendent, Physical Plant Office, from Ranges 8 and 9 to *Ranges 9*

and 10, incumbents of which positions have already reached the maximum salaries of their range.

Incumbents of the above-mentioned class assist the Director of Physical Plant Office in the formulation of rules, policies and regulations regarding the maintenance, repair and construction of the physical plant of the University. They exercise supervision over a great number of men doing highly technical, skilled and semi-skilled jobs. In addition, they give technical advice to officials of the University as the need arises. With the diversified functions performed by the Superintendent and the rigid training, education and eligibility requirements for the position, the class deserves a higher range allocation.

PRESIDENTIAL APPOINTMENTS

The President approved the following appointments:

Leslie E. Bauzon, Chairman, Department of History, College of Arts and Sciences, effective March 24, 1974 until March 23, 1977.

Florentino Flores, Instructor I, College of Fisheries, effective March 18, 1974 until May 31, 1974.

Flor Sandoval, Lecturer, College of Home Economics, effective March 1, 1974 until May 31, 1974.

SEPARATIONS FROM THE SERVICE

Resignations

Edna Bacani as Assistant to the Dean, University of the Philippines at Clark Air Base, effective March 15, 1974.

Romeo V. Cruz as Chairman, Department of History, College of Arts and Sciences, effective March 16, 1974.

Virginia C. Cuevas as Research Assistant, Natural Science Research Center, effective March 3, 1974.

Dakila B. Fonacier as Assistant Director, Graduate Studies, College of Business Administration, effective March 15, 1974.

Celso R. Lim as Graduate Assistant, Student Records Section, College of Arts and Sciences, effective March 1, 1974.

Oscar D. Lumen as Instructor I in Agribusiness, College of Business Administration, effective March 1, 1974.

Venancio Magbuhos as Collecting and Disbursing Officer, University of the Philippines College in Manila, effective March 1, 1974.

Honorata A. Moreno as Secretary, School of Economics, effective March 15, 1974.

Victorina S. Pisingan as Instructor, University of the Philippines at Baguio, effective March 1, 1974.

Jovelia Salamanca as Clerk-Typist, Asian Labor Education Center, effective March 31, 1974.

Federico B. Silao as Secretary, Institute of Planning, effective March 1, 1974.

Ernesto Toranes as Air-Condition and Refrigeration Technician, College of Arts and Sciences, effective March 15, 1974.

Retirements

Mariano V. Miranda as Chief, Mail and Messenger Services, Office of General Services, effective March 1, 1974.

Alejandro L. Ortiz as Custodial Worker, Institute of Public Health, effective March 1, 1974.

Engracio Salazar as Custodial Worker, College of Music, effective March 1, 1974.

CONTRACTS AND AGREEMENTS

The Board confirmed the following contracts and agreements at its 843rd meeting on 28 March 1974:

1. Contract with National Irrigation Administration

A contract of service was entered into between the National Irrigation Administration (NIA) and the University whereby the NIA engages the services of the University, through the Institute of Planning, in the study relative to the relocation of those adversely affected in the construction of the Upper Pampanga River Project in Nueva Ecija province, for which purpose the NIA shall pay the University an amount not exceeding P145,000.00.

Except for costs of salaries and honoraria, per budget estimate attached to the contract, payment for survey purposes, contract services and other expenses such as travel, supplies and materials, vehicles and sundries, shall be made at actual costs. The contract shall take effect upon approval by the Board and shall remain in force for 12 months.

2. Memoranda of Agreement Between U.P. at Los Baños and Outside Agencies

a. Memorandum of Agreement with the Department of Local Government and Community Development (DLGCD)

This pertains to a DLGCD project entitled "Research and Evaluation Project of its Barrio Association and Cooperative Programs," whereby DLGCD binds itself to remit to the UPLB the amount of P80,000.00 as financial support for the project. The Agreement takes effect beginning February 1, 1974 until April 31, 1974, subject to renewal.

b. Memorandum of Agreement with the Bureau of Plant Industry (BPI)

This pertains to a cooperative project on the adoption of multiple cropping in six barrios in Iloilo province. The project aims to investigate and resolve some problems of multiple cropping in a strictly rural area. It provides, among others that the project shall be funded by the International Development Research Center (IDRC) in the amount of P14,000.00 and shall be in force for two years beginning January 2, 1974, subject to renewal.

c. Memorandum of Agreement with the Provincial Government of Laguna (PGL) Pertaining to the PGL-UPLB Rice Research and Demonstration Project

Under the agreement, the UPLB agrees to operate and maintain a rice research and demonstration site of about two hectares

within the provincial demonstration farm and allow its staff, assigned in the project, to participate as resource persons during field days and in other rice extension activities in coordination with the provincial agriculturists. The PGL, on the other hand, is committed to assign a certain area of riceland for use by the UPLB in rice production for at least one year free of charge. The financial requirements for the project shall be borne by the parties based on their duties and responsibilities as specified in the agreement. The agreement shall remain in force upon approval and signing by both parties until terminated upon their mutual consent.

3. Agreement with F.V. Carandang Construction, Inc.

An agreement was entered into between the U.P. at Los Baños through the College of Forestry, and F. V. Carandang Construction, Inc. for the construction of the UPLB Office-Laboratory Building at a total contract price of P172,000.00.

4. Memorandum of Agreement with Quezon City Government

A memorandum of agreement was entered into between the University and the Quezon City Government, through the Quezon City Reorganization Commission, whereby the University through the Local Government Center of the College of Public Administration, will undertake a management and personnel audit of the Quezon City Government to be financed by the City in the amount of P38,500.00, to be paid directly to the LGC and utilized per budget attached to the agreement. In addition, the City shall remit to the University the amount of P5,775.00 representing administrative cost charged by the University on management studies and research projects.

5. Agreement with R.R. Rigor Construction, Inc.

An agreement was entered into between the University and R. R. Rigor Construction, Inc. for the general construction of the Low-Salaried Employees Rowhouses (25 units) in the Diliman Campus at a contract sum of P1,989,000.00.

6. Agreement with Equi-Tri Construction

An agreement was entered into between the University and the Equi-Tri Construction governing the general construction work of the Continuing Education Center in the U.P. Compound, Diliman, at a contract sum of P647,700.00.

RULES AND REGULATIONS

RULES ON STUDENT OFF-DORMITORY HOUSING

AMENDMENTS TO THE RULES ON STUDENT OFF-DORMITORY HOUSING¹

(Approved by the Board of Regents at its 843rd Meeting, 28 March 1974)

I. ADMINISTRATIVE PROVISIONS

(1) No homeowner in the U.P. (Diliman) campus shall receive student boarders and/or lodgers without a written permit from the University Committee on Student Housing. Application shall be filed not later than thirty (30) days preceding the first day of classes each semester. (Forms may be secured from the Office of Students Auxiliary Services.)

(2) The Committee on Student Housing shall determine, on the basis of ocular inspection by its representatives: (1) whether or not any residence in the campus is suitable for student housing, (2) the number of students that can be accommodated, and (3) the classification to which each room offered for rent belongs for purposes of determining the monthly rental.

The homeowner shall be informed in writing of the decision of the Committee within five (5) days from the date of the ocular inspection. The homeowner may appeal the Committee's decision to the President within five (5) days from receipt of the decision in question.

(3) The Committee shall maintain a list of approved student homes which shall be revised every semester as the need arises. The list shall be open for public inspection to interested parties and shall be published for the benefit of all incoming students.

(4) All homeowners shall, within fifteen (15) days after the first day of classes of each semester, submit a list of student lodgers and/or boarders to the Committee.

Homeowners shall pay to the University a monthly fee of P2.00 for a mere lodger and P4.00 for a lodger-boarder, irrespective of whether they are relatives within the third degree. The exceptions shall refer only to immediate members of the family, such as sons and daughters, who do not pay for board and lodging in any form whether in cash or in kind.

(5) Any homeowner applying for a permit to accept student boarders and/or lodgers shall agree to allow the Committee, or its duly authorized representatives inside his house for purposes of inspection and supervision, at reasonable hours. Student boarders and/or lodgers shall likewise agree to let duly authorized representatives of the Committee inside their rooms for purposes of inspection.

(6) Any dispute between a homeowner and a student boarder and/or lodger involving the application, terms, and conditions of their contract shall first be referred to the Committee for appropriate administrative action.

(7) Approved householders shall not discriminate against any student for reason of race, place of origin or religion.

(8) Under no circumstances shall a lessee accept male and female student lodgers at the same time and in the same house, except in the case of brothers and sisters, whether natural or adopted.

(9) All approved student homes shall accommodate only students or employees of the University unless the Committee on Student Housing consents to accommodation of outsiders.

(10) All charges should not exceed limits set in accordance with a schedule of fees established and published by the Committee. For this purpose, the Committee shall establish a scheme of classification of rooms for rent to students and employees. In the old army cottages the monthly charge for bed space shall range from P15.00 to P25.00, and in houses of permanent materials the monthly charge shall range from P25.00 to P35.00.

(11) Landlords shall be responsible for the orderly behavior and conduct of their boarders/lodgers within the premises.

(12) Any infraction of [the rules laid down in this Code shall be reported to the University Housing Committee and shall constitute a basis for the withdrawal of housing privilege of the lessee.] *these rules or any complaint regarding student off-dormitory housing shall be reported or submitted to the University Committee on Student Housing which, upon verification, shall take the necessary steps.*

II. RENTAL CONTRACT

(1) To reserve a room, each student shall pay one (1) month's rent as deposit to the householder and sign the Room Agreement. The fee shall be held as a breakage fee and is refundable when the student vacates the premises.

(2) The rental period constitutes that time designated by the University as a semester and shall cover the period one week before the first day of registration and one week after the last day of registration and one week after the last day of examination.

(3) If the student cannot occupy the room and notification is given to the householder one (1) week prior to the first day of registration the deposit will be refunded and the Contract cancelled. If proper and ample notification is not given the deposit may be forfeited.

(4) If the student does not occupy his room on the last day of registration, or does not notify the homeowner that he will occupy his room at a later date, the deposit will be forfeited and the room will be considered vacant.

(5) When a student has signed the Room Agreement, he is expected to remain in residence for the entire period indicated in the Agreement. Cancellation of the Agreement is possible only if after consulting the Committee on Student Housing, it is determined that there is just cause for termination.

III. HEALTH AND SAFETY REQUIREMENTS

(1) Adequate lighting and ventilation should be provided for living, sleeping and study quarters.

(2) Not more than [eight (8)] *TEN* (10) persons, *INCLUDING BOTH THE MEMBERS OF THE HOUSEHOLD AND THE BOARDERS*, shall be permitted the use of a water closer [and not more than ten (10) shall use the shower] and lavatory.

¹ Portions in brackets ([]) to be deleted; those capitalized or in italics to be added.

(3) Health certificates from the U.P. Infirmary shall be required for people who will prepare, handle and serve food for boarders.

(4) Sleeping quarters shall not be overcrowded, and an occupant should occupy at least 70 sq. ft. of floor area.

IV. RESPONSIBILITIES OF HOMEOWNER

(1) The homeowner shall provide the following furnishings [for each room]:

- a. One study table with study lamp per student
- b. One straight-back chair per student
- c. One single bed with mattress per student
- d. One waste basket for each room
- e. One mirror for each room
- [f. Ample drawer and closet space]

[(2) The homeowner shall provide the following services:

- a. Rooms must be thoroughly cleaned each week and bathrooms must be cleaned daily.
- b. Each student will be furnished with a key to the outside entrance. A prescribed deposit should be made for each key.]

(2) *THE HOMEOWNER SHALL SEE TO IT THAT ROOMS ARE THOROUGHLY CLEANED AT LEAST ONCE A WEEK AND BATHROOM CLEANED DAILY.*

(3) The homeowner shall provide adequate privacy for each room, *INCLUDING BUT NOT LIMITED TO DOOR AND WINDOW LOCKS AND CURTAINS*, and [he] shall also [provide a visiting room.] *ALLOW THE USE OF THE SALA FOR VISITING PURPOSES IN CASE A VISITING ROOM IS NOT AVAILABLE.*

(4) The householder and the student must cooperate in the maintenance of order in the house. Study and visiting hours as established by the individual "house rules" will be observed at all times, and the homeowner and all members of his family should refrain from making unnecessary noise at such hours.

(5) The householder should give a signed receipt for all rent paid.

(6) [The householder must be informed of illness of student boarders and make certain that such illness has been reported to the University Health Service] *THE HOMEOWNER MUST REPORT IMMEDIATELY TO THE UNIVERSITY HEALTH SERVICE ANY ILLNESS OF STUDENT BOARDERS.*

(7) The homeowner shall not terminate his rental contract with any student boarder without the consent of the latter and only for the following causes:

a. Failure to pay monthly rentals for at least two (2) months;

b. Wilful destruction of property within the leased premises;

c. Lack of due respect and consideration to the members of the homeowner's family and to his co-boarders;

d. Scandalous or immoral conduct, gambling, or addiction to [liquor] *INTOXICATING DRINKS* and [or] drugs; and

e. Violation of the rules laid down in this Code or any pertinent regulation of the University.

V. RESPONSIBILITIES OF STUDENT BOARDERS

(1) In case a student moves out without permission of the homeowner, or of the Committee on Student Housing, he will be liable for the payment of the room for the remainder of the period expressed in the Agreement, unless his liability is modified by proper authorities.

(2) The student will be held liable for any damage done intentionally or negligently to the room and the furnishings in it other than that due to ordinary wear and tear.

(3) Guests of the same sex as that of the student boarder/lodger shall be allowed to stay for not more than three (3) nights. Guests are subject to student regulations and hosts will be held accountable for any infringement of such regulations. A reasonable charge may be made by the householder for overnight guests.

(4) The possession or use of firearms, gambling devices, and pornographic materials is strictly prohibited in students' rooms.

(5) The student shall cooperate at all times with the homeowner in the adoption of measures to prevent fire, accidents, and theft.

(6) Each student boarder shall observe all rules relating to hygiene and sanitation, and shall cooperate with the homeowner and his agents in keeping the surroundings clean and free from pests and pollution.

(7) Keeping pets by the boarders shall be *WITH THE CONSENT OF THE HOMEOWNER* and subject to the rules on the subject laid down by the Committee on University Housing.

HISTORICAL PAPERS AND DOCUMENTS

VANGUARDS: WITH YOUR IRON WILL, THE CONSTANT HEART

By IMELDA ROMUALDEZ MARCOS

(Speech delivered on the occasion of the 52nd alumni homecoming of the U.P. Vanguard, Inc., 23 March 1974, at the University of the Philippines at Los Baños)

It is a unique privilege for a woman to be addressing an exclusively male society, particularly one that involves what is most manly in man: his martial skill. The classic instance of feminine involvement in the martial world of men was that of Lysistrata, who used the only weapon available to women in order to end a vicious war: love. It is an involvement worth repeating again and again.

I would like to think that my coming here today is a modest extension of the Lysistratan tradition. For you of the U.P. Vanguard have decided to establish a scholarship foundation. This has been long overdue.

This seems to be my role today. For as your First Lady my role as mother has been extended to the wider family that is our people. And whatever gift is within my reach I am ready to offer this to those who need them. And today I have gone to the extent of speaking before this very tight and all male fraternity the U.P. Vanguard.

The tradition that all of you represent needs a more concretely social expression.

And what is this tradition of the U.P. Vanguard that I speak of? The answer lies in the breed of men who exemplify the U.P. Vanguard at its best: soldier-statesmen, soldier-scholars, soldier-intellectuals, soldier-citizens.

Indeed, I note here the presence of one whom I know a little more than all of you: Ferdinand E. Marcos. But soldier-statesmen, scholars, and intellectuals are nothing more than specific instances of what the U.P. Vanguard is—a society of officers and gentlemen.

To be an officer and gentleman in its original sense is to be a civilized man who knows that civilization sometimes must be defended by arms. It is to be educated and strong, civilized and courageous, for man, despite his martial skills, is meant to flourish in peace and harmony.

But whatever his endeavors, whether facing the common enemy or building for peace, man needs an inner discipline. It has been truly said that a nation disciplined, achieves; a nation undisciplined, degenerates.

That the U.P. Vanguard commits itself to the ideal of the officer and gentleman belies the claim that the state university harbors discord. To initiate, to be creative, to thrust the new upon the ways of the old is not necessarily to sow discord; as we know, this is, in fact, the revolution of the New Society. To rebel, indeed, against the old ways is to restore harmony when before there was discord.

But you are much more sophisticated about these matters than I am. We women are often moved by emotion rather than philosophy, by compassion rather than doctrine. We know instinctively that the final aim of human endeavors is life, more life. We complement man's iron will with the constant heart.

Each has its own discipline. One endowing strength and the other promoting harmony. This is not a dichotomy that is complete. For neither the constant heart nor the iron will can function alone. Man is a duality that is governed by unity.

Thus the self-discipline that we speak of today, and which is the theme of your homecoming signifies to me the reconciliation of warring passions, which on another level, President Marcos describes as the "reconciliation of private ends with the public good." There is, indeed, no passion for freedom without the passion for order, no commitment to self-realization without the strength of discipline.

Let me then commend the qualities of valor and dedication exemplified by the U.P. Vanguard, which now, by its social concern, embraces compassion as part of its commitment to the nation and our people.

And as your commander would say, "carry on!"

BEYOND DISCIPLINE AND PROGRESS

By GENERAL ROMEO C. ESPINO

Chief of Staff

Armed Forces of the Philippines

(Speech delivered as Guest of Honor and Speaker during the Joint Graduation Review of the ROTC Units of the University of the Philippines System, 24 March 1974 at the Upper Parade Ground, University of the Philippines at Los Baños)

This joint graduation review for all the Reserve Officers' Training Corps Units of the University of the Philippines System is not just another first—both in the history of the University and in that of the Vanguards. It is immediately significant in at least two respects. Firstly, it signifies the will—besides the willingness—of our traditional sources of power to share their prerogatives with those farther from the center or lower on the totem pole—something which does not normally happen in any society. Secondly, it signifies unity—unity among the Vanguards and with the entire officer corps of the Armed Forces in the service of our country.

The choice of the locale for this novel occasion is itself significant. I say this not as an alumnus of Los Baños, but as an ordinary citizen of the Philippines, privileged enough to be an active participant in many critical events in the recent and contemporary histories of our nation. To me Los Baños has become a rallying point in those trying moments. We assemble here for our traditional Loyalty Day every October to commemorate that day when our fathers, as one man, readily and willingly pledged their lives to the cause of free peoples the world over. During those dark moments when we were under the oppressive rule of foreign invaders, Los Baños served as a

bastion of fortitude and of hope. Back in peace, but with hunger stalking the land, it was again Los Baños that won the field. And now with the problems of the environment besetting our society, people are again looking towards Los Baños, and I am confident that we will not fail them.

I therefore congratulate the planners of the 1974 Vanguard Convention especially our National Commander General Fabian Ver, for the novelty of their decision to integrate the ROTC commencement exercises with our alumni homecoming. I wish to congratulate them too for their choice of a most appropriate theme, namely, "Self Discipline for Progress." The task is now mine to address the members of this year's graduating classes, hopefully as a fitting contribution to the exercise—a task which gives me great pleasure indeed.

President Marcos declared Martial Law that fateful day in September 1972 as an extreme measure to lift the country from the anarchic situation then obtaining. Floods and other natural calamities had devastated the land, leaving masses of our people hungry, bare, and homeless. The dissidents, with foreign, as well as local support, had gone all-out to topple our duly constituted government. Our schools had become hotbeds of subversive activities. And as soon as the people saw the institution of a New Society in place of the Old, they readily gave of their wholehearted cooperation.

What we have seen clearly demonstrated since then is the natural love of people for order—not to mention their natural craving for freedom and dignity. With faith in ourselves as the New Filipinos, and with faith in the national leadership, there could have been no reason for us to fail to realize these natural tendencies. If ever there was a need to institute Martial Law, it was only to reinforce these inherent human traits—to provide the environment for the pursuit of our individual and collective goals. Discipline has never been meant to be imposed from the outside; there is no other brand of discipline than self-discipline.

As for progress, we have seen how it has come about so easily once the proper conditions had been set. I do not see any need to recount our gains in this direction; the proof of the pudding, after all, is in the eating.

Yet it is our very successes in the matter of securing self-discipline and in the matter of making material progress that should give us real apprehensions. When we come to think of it, the most terrifying problems that face mankind now have been spawned by previous successes. Our dwindling stocks of critical resources have been due to previous successes in our extraction technology. We face a population crisis because of our successes in medicine. The air we breathe in the cities is now polluted because of the success of the automobile industry.

Science has given us the solution to practically all our problems, and yet we cannot seem to solve them; we even continue to create more. Of course, I am speaking here of the universal experience, but it would be a very risky proposition for us to consider ourselves smarter than the rest of mankind.

We could indeed be smarter—and I am here asking you to be—by recognizing the basic problem and learning from all our stock of human experience. In all my endeavors, I have made it both my personal and official policy to focus on the man. While it is true that we have to build on our strengths in science and technology, we should even pay more attention to the human condition. This focus on man could then be extended to the society and to Nature. In other words, our preoccupation for science and technology should be matched by our understanding of the nature of man and his relation with his environment, both human and natural. If we recall now the success-generated problems I have cited earlier, it is easy to see that those derived problems could have easily been avoided had people taken a broader view of man and his environment.

I have called this short address, "Beyond Discipline and Progress," to direct our concerns to the expense which man and his environment might have sustained in our drive towards material progress through self-discipline. In instilling such discipline for instance, could we be reducing our people into the status of robots, passive spectators, or victims? In trying to catch that dollar inflow, for instance, could we be depriving future generations their share of the patrimony of the country, making of ourselves a nation of waiters, or creating more misery among our people by raising their level of expectations without the necessary wherewithal? These questions have, of course, been formulated in the extreme and are not meant to be answered. They are to serve only as caveats—things to be guarded against if our future is to be bright.

I do not think I have to apologize here for taking such a global and futuristic outlook in my address. There can really be no more appropriate forum for this kind of talk than before this batch of youthful, multi-disciplined graduates of the State University System and of the Reserve Officers Training Corps program. The challenges and opportunities you face under the New Society, know no bounds, especially with our expanded concept of the Citizen Army. To be sure, no one can be a real Vanguard, in every sense of the term, unless he is endowed with a certain futurism. And certainly no one among us can have a bigger stake in the future than the youngest batch of Vanguards.

May I then extend my most sincere congratulations to the members of the graduating ROTC classes and to the staff who saw them through.

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UNIVERSITY OF THE PHILIPPINES

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ADMINISTRATIVE ISSUANCES

EXECUTIVE ORDER

Executive Order No. 12: Supplementary Rules on the Election of Members of Academic Personnel Committees

The following supplemental rules shall be observed in the election of members of departmental academic personnel committees:

1. The Dean of the College shall determine the departments to be merged and the number of departmental mergers, subject to the rules specified in Executive Order No. 9 dated August 31, 1970 on the constitution of academic personnel committees. A department with less than nine (9) but at least five (5) full-time faculty members may have its own academic personnel committee, if in the judgment of the Dean such an arrangement will be for the best interest of the department concerned.
2. A merger (a group of departments merged as one) shall be considered as one department.
3. The Chairman of the Departmental Academic Personnel Committee formed shall preside at the election of the representative of part-time faculty and lecturers and the representative of academic non-teaching personnel.
4. A full-time faculty member shall be eligible to vote for the representative of full-time faculty in the department where his item belongs; if he also teaches in another department or other departments he shall be eligible to vote for the representative of part-time faculty and lecturers in such other department or departments. In special cases, where this faculty member serves as Chairman of another department, he may vote in the department of which he is the chairman only to break a tie, but this right to vote he acquires merely in his capacity as chairman of the department. If he were not chairman of the department or holds no administrative position in the department but is merely teaching some courses, he may vote only where his item belongs.
5. Component departments of a merger shall each have one representative of part-time faculty and lecturers and one representative of academic non-teaching personnel in the merger's departmental academic personnel committee, provided that there are at least six part-time faculty and lecturers and at least six academic non-teaching personnel in such departments considered singly. Departments with less than six part-time faculty and lecturers and less than six academic non-teaching personnel each may have one representative of part-time faculty and lecturers and one representative of academic non-teaching personnel if the combined total thereof is at least six.
6. The Chairman presiding at the election meetings shall not vote except to break a tie.
7. Subject to rule no. 6 hereof, a department chairman whose item belongs to another department shall be eligible to vote in the election of full-time faculty representatives in the department where his item belongs.

8. No Chairman of a departmental academic personnel committee shall be elected as committee member in another departmental academic personnel committee.

April 16, 1974

(Sgd.) SALVADOR P. LOPEZ
President

ADMINISTRATIVE ORDER

Administrative Order No. 174: Establishment of a Committee for the Formulation of a Five-Year (1975-1979) Development Program for the University of the Philippines System

The following are constituted into a Committee, with Dr. Nathaniel B. Tablante as Chairman and Prof. Juan B. Uy as Vice-Chairman, to formulate a Five-Year (1975-79) Development Program for the University of the Philippines System:

Dean Armando J. Malay, Office of Student Affairs; Dr. Priscila S. Manalang, Office of the Vice-President for Academic Affairs; Dr. Joventino D. Soriano, College of Arts and Sciences; Dr. Juan R. Francisco, Graduate School; Dr. Arturo A. Gomez, U.P. at Los Baños; Dr. Felisa D. Fernandez, Office of the President; Prof. Marina G. Dayrit, University Library; Atty. Galicano J. Mateo, Budget Office; Director Romeo C. Tomacruz, Office of Business Enterprises; and Mr. Antonio P. Cruz, Physical Plant Office.

The Committee is being created in response to the instruction of His Excellency, the President of the Philippines for the submission of such a program as soon as possible.

Although the program will concentrate on the development of the University of the Philippines in Diliman, it will include the development as well of the regional units of the University and the continuing development of U.P. at Los Baños, which has just completed its own Five-Year Development Program (1967-1972). This program will comprehend the construction of an adequate and modern physical plant, the acquisition of instructional equipment and facilities, faculty and staff development, the development of academic, research and extension programs, student services, business enterprises, and fiscal and budgetary matters.

Since the President's instruction to me implies that the necessary funding would be made available, it is essential that all proposals be quantified so that the corresponding budgetary estimates can be made. Also, since a great deal of relevant material is already available in existing studies and reports recently concluded, the Committee will avail itself of such material, updating the data wherever necessary.

The Committee is requested to submit its report not later than April 20, 1974, so that the Five-Year Development Program requested by the President can be prepared and submitted to him not later than April 30, 1974.

Dr. Felisa D. Fernandez, representing the Office of the President of the University, will organize the staff work required and furnish the necessary documentation.

The Committee and its members are authorized to call upon any office, employee or official of the University for assistance in the performance of their task.

April 4, 1974

MEMORANDUM CIRCULARS**Memorandum Circular No. 14: Responsibilities in Connection with Holding of Seminars, Workshops, Conferences**

For purposes of coordination, it is desired that all Deans and Directors, before accepting responsibilities in connection with the holding of seminars, workshops, conferences, etc, on campus requiring the use of dormitory facilities, should first have a firm understanding with the Office of Student Auxiliary Services with regard to availability, scheduling and charges for the use of such facilities.

April 1, 1974

(Sgd.) SALVADOR P. LOPEZ
President

Memorandum Circular No. 10: Enjoining all Organizers and Sponsors of Government Seminars to Observe a Moratorium on These Activities and Instead Concentrate on More Action-Oriented Training

Quoted hereunder for information and guidance is Memorandum Circular No. 720 dated 28 March 1974 *enjoining all organizers and sponsors of government seminars to observe a moratorium on these activities, and instead concentrate on more action-oriented training.*

"MEMORANDUM CIRCULAR NO. 720

"ENJOINING ALL ORGANIZERS AND SPONSORS OF GOVERNMENT SEMINARS TO OBSERVE A MORATORIUM ON THESE ACTIVITIES, AND INSTEAD CONCENTRATE ON MORE ACTION-ORIENTED TRAINING.

"It has been noted lately that seminars being conducted and/or sponsored by government agencies, or by officials of said agencies, particularly those working outside the Greater Manila Area, are becoming so frequent that the attendance in these seminars substantially reduces the time of the said officials for actual work.

"In view hereof, a moratorium is hereby desired on such seminars, and instead, all government officials concerned should concentrate on more action-oriented training. To this end, all seminar workshops should be conducted on a regional level, and any such seminar-workshop should state its objectives in more specific and understanding terms. Moreover, duly recognized authorities should be properly selected to discuss the proposed topics, the duration of any seminar-workshop must not exceed

five (5) working days, and must be planned in such a way that participants therein should still have ample time for actual work, and at minimum cost on the part of the Government.

"All concerned should be guided accordingly.

"This Circular takes effect immediately.

(Sgd.) ALEJANDRO MELCHOR

"Executive Secretary

"Manila, March 28, 1974"

April 19, 1974

FOR THE PRESIDENT:
(Sgd.) OSCAR M. ALFONSO
Secretary of the University

Memorandum Circular No. 17: Approval of Plans of Construction Projects

It has come to the attention of this Office that certain construction projects on campus — buildings, facilities, landscaping, structures of all kinds, etc. — have been or are being undertaken without the prior approval of the plans, resulting in improper siting and/or substandard construction.

Henceforth, all plans of construction projects should be cleared with this Office through the President's Advisory Committee on Campus Planning and Development before implementation.

April 25, 1974

(Sgd.) SALVADOR P. LOPEZ
President

Memorandum Circular No. 12: Annual Report for 1973-1974

The annual report of colleges, offices or units covering the period from 1 July 1973 to 30 June 1974 is due *not later than July 31, 1974.*

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.

April 30, 1974

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

DECISIONS OF THE BOARD OF REGENTS

845th Meeting, 25 April 1974

APPOINTMENTS AND REAPPOINTMENTS

The Board approved the following appointments and reappointments:

Erlinda H. Belen as Admissions Associate, Office of the Registrar, University of the Philippines at Los Baños, effective April 1, 1974 until June 30, 1974.

Roberto M. Bernardo as Professorial Lecturer in Economics, School of Economics, effective May 16, 1974 until October 15, 1974.

Angeles R. Buenaventura, promotion from Assistant Professor III to Assistant Professor IV of Statistics, Statistical Center, effective June 1, 1974.

Pilar L. Ferrer, promotion from Instructor V to Assistant Professor I of Statistics, Statistical Center, effective June 1, 1974.

Eva A. Gumtang, upgrading of position from Chief, Medical Social Service (Range 8) to Chief, Medical Social Service (Range 9), Philippine General Hospital, effective May 1, 1974.

Gregorio L. Javier, promotion from Storekeeper (Range 6) to Administrative Officer (Range 8), Dairy Training and Research Institute, University of the Philippines at Los Baños, effective March 1, 1974 until June 30, 1974.

Alfredo L. Juinio as Dean, College of Engineering, effective June 1, 1974 until May 31, 1979.

Josephine G. Mangubat as Assistant Professor I, University of the Philippines at Cebu, effective June 6, 1973 until May 31, 1974; as Principal, University of the Philippines at Cebu High School, effective June 6, 1973 until May 31, 1974, both appointments to supersede her appointments effective August 8, 1973 until May 31, 1974 approved by the Board at its 836th Meeting on 30 August 1973.

Rogelio P. Megino as Training Specialist II, Agrarian Reform Institute, University of the Philippines at Los Baños, effective April 1, 1974.

Ooki Nakayama as Visiting Professor of Food Science and Technology, College of Agriculture, University of the Philippines at Los Baños, without compensation, effective March 1, 1974.

Niceto S. Poblador, change in designation from Bislig Bay Lumber Co. Professor of Business Administration to *Paper Industries Corporation of the Philippines Associate Professor of Business Administration*, College of Business Administration, effective January 1, 1973 until June 30, 1974.

Luisita B. Ramirez, promotion from Senior Research Assistant to Research Associate, Science Education Center, effective April 1, 1974.

Malaya Cruz Ronas as Secretary, University of the Philippines at Clark Air Base, effective March 16, 1974 until May 31, 1974.

Josefina A. Salvaña as Assistant Director of Graduate Studies, College of Business Administration, effective March 15, 1974 until March 14, 1975.

Ceferina S. Sinsico, promotion from Assistant Professor I to Assistant Professor II of Statistics, Statistical Center, effective June 1, 1974.

Merle C. Tan, promotion from Research Assistant to Research Associate, Science Education Center, effective June 30, 1974.

Richard M. Tiongeo as Professorial Lecturer in Medicine, College of Medicine, without compensation, effective April 25, 1974 until June 30, 1974.

Levy A. Trinidad as Professorial Lecturer in Agricultural Statistics, Statistical Center, effective December 15, 1973 until May 31, 1974.

Noe R. Tuason as Assistant to the Dean, University of the Philippines at Clark Air Base, effective March 16, 1974 until May 31, 1974.

Frithjof Voss as Visiting Professor, Training Center for Applied Geodesy and Photogrammetry, College of Engineering, effective November 12, 1973 until May 31, 1974.

TRANSFER TO PERMANENT STATUS

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

Cornelio G. Banaag, Jr. as Assistant Professor of Psychiatry (part-time), College of Medicine, and Attending Psychiatrist (part-time) without compensation, Philippine General Hospital, effective April 1, 1974.

Martin J. de la Rosa II as Assistant Professor I of Public Health Administration, Institute of Public Health, effective June 1, 1974.

Lourdes Ladrado-Ignacio as Assistant Professor of Psychiatry (part-time), College of Medicine, and Attending Psychiatrist (part-time) without compensation, Philippine General Hospital, effective April 1, 1974.

Pacita R. Salceda as Assistant Professor I of Public Health Administration, Institute of Public Health, effective June 1, 1974.

SCHOLARSHIPS, FELLOWSHIPS, GIFTS AND GRANTS

The Board accepted a donation in the amount of P24,000.00 (Filipinas Bank & Trust Co. H. O. No. 547475) from the *U.P. Endowment Foundation, Inc.* to fund the Manuel Roxas Professorial Chair in Public Finance/Economics for 1974-1975.

In this connection, the Board approved the recommendation of the Foundation that payment of stipends for the five (5) new professorial chairs approved by the Board at its 843rd meeting on 28 March 1974 be made effective July 1, at the start of the coming fiscal year 1974-1975, in view of the difficulties in the cash position of the Foundation.

The Board accepted a cash donation in the amount of P7,717.00 from the *American Home Economics Association (AHEA)* to the University of the Philippines at Los Baños to finance the seminar workshop on "Increasing Family Planning Support Through Extension Home Economics" sponsored jointly by the unit and the Bureau of Agricultural Extension and to be held at the Continuing Education Center from April 28 to May 4, 1974.

In this connection, the Board authorized the U.P. at Los Baños to handle this amount as a Special Fund

for Family Planning in Home Economics Project to be administered by the Chairman of the Department of Home Technology, College of Agriculture.

services rendered by the University Health Service in Diliman, Quezon City.

COLLECTION OF FEES

The Board approved a revised schedule of fees for

The revised rates were based on a comparative study of similar fees charged by government and private hospitals within the greater Manila area.

ROOM ACCOMMODATION

(per day)

| | <i>Students</i> | <i>Personnel</i> | <i>Outsiders</i> |
|---------------------------------------------------------|-----------------------------------------------------------------------------------------------------|------------------|------------------|
| WARD | | | |
| 10, 11, 12, 12-A, 14 | 2 weeks (14 days) free. Free period may be extended per MD's advice. P8.00 a day after free period. | P12.00 | P15.00 |
| 2-BED w/o Bath | Free for isolation cases | | |
| 5, 6, 7, 17, 18, 19, 20 | P4.00 (choice) P11.00 (after 2 weeks) | P15.00 | P20.00 |
| 1-BED with Bath | Free for isolation cases | | |
| 3, 4, 8, 9, 15, 16, 21, 22 | P12.00 (choice) P15.00 (after 2 weeks) | P20.00 | P25.00 |
| AIR-CONDITIONED ROOM | Free for isolation cases | | |
| 4-w/Air-Con; if no Air-Con, charge as (1-BED w/Bath) | P15.00 (choice) P20.00 (after 2 weeks) | P25.00 | P30.00 |
| SUITE — 1 | (Reserved for the U.P. President) | | |
| — 2 | P40.00 | P50.00 | P70.00 |
| V L R | P24.00 | P42.00 | P60.00 |
| Extra Bed | P 5.00 | P 5.00 | P 5.00 |

— MEDICARE ASSIGNED BEDS —

MALES

Employee/Faculty
Outsiders

ROOMS

6
Ward 10 Beds 1, 2, 3

FEMALES

Employee/Faculty
Outsiders
Pediatrics (Dependents)

17
Ward 12-A Beds 1, 2, 3
Ward 14 Beds 1, 2, 3

X-RAY DEPARTMENT:

| | <i>Students</i> | <i>Personnel</i> | <i>Outsiders</i> |
|-------------------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| Skull (Ap & Lateral) | P12.50 | P25.00 | P50.00 |
| Paranasal Sinuses (PA or AP) | 10.00 | 20.00 | 40.00 |
| Paranasal Sinuses (AP & Waters) | 12.50 | 25.00 | 50.00 |
| Chest (70 mm) Free during P.E. | 2.50 | 5.00 | 10.00 |
| Chest (PA, Diagnostic) | 7.50 | 15.00 | 30.00 |
| Chest (Lordetic) | 7.50 | 15.00 | 30.00 |
| Chest (PA/Lordetic or PA/Lateral) 2 films | 12.50 | 25.00 | 50.00 |
| Chest Oblique | 7.50 | 15.00 | 30.00 |
| Shoulder (AP/Oblique) 2 films | 12.50 | 25.00 | 50.00 |
| Ribs | 7.50 | 15.00 | 30.00 |
| Abdomen (KUB-flat plate) | 7.50 | 15.00 | 30.00 |
| Abdomen (upright) | 7.50 | 15.00 | 30.00 |
| | 5.00 | 5.00 | 5.00 |
| | additional for each upright | additional for each upright | additional for each upright |

| | | | |
|------------------------------------------------------------------------------------------------|--------|---------|-----------------|
| UGIS | P30.00 | P 50.00 | P 75.00 |
| Chole Upper GI Series | 45.00 | 75.00 | 100.00 w/o med. |
| Complete GI Series (Upper & Lower) | 60.00 | 105.00 | 150.00 |
| IV Cholangiogram | 30.00 | 60.00 | 90.00 |
| Barium Enema | 30.00 | 60.00 | 90.00 |
| Esophagram (Barium Swallow) | 12.50 | 25.00 | 50.00 |
| IVP or Retrograde | 30.00 | 50.00 | 75.00 |
| Cardiac Series | 30.00 | 50.00 | 75.00 |
| Pelvic (Ap only) | 7.50 | 15.00 | 30.00 |
| Myelogram | 45.00 | 75.00 | 100.00 w/o dye |
| Intestinal Series (Small) | 35.00 | 70.00 | 90.00 |
| Hips (Pa Lateral) | 12.50 | 25.00 | 50.00 |
| Thoracic Vertebrae (AP/Lateral) | 12.50 | 25.00 | 50.00 |
| Oral Cholosystogram | 15.00 | 30.00 | 60.00 w/o med. |
| Mastoids | 10.00 | 20.00 | 40.00 |
| Sacroiliac Joints | 10.00 | 20.00 | 40.00 |
| Cervical Spine (AP & Lateral) | 12.50 | 25.00 | 50.00 |
| Lumbar Sacral (AP & Lateral) | 12.50 | 25.00 | 50.00 |
| Lumbar Series | 15.00 | 30.00 | 60.00 |
| Mandible (AP & Lateral) | 15.00 | 30.00 | 60.00 |
| Optic Foremen | 15.00 | 30.00 | 60.00 |
| Extremities: | 7.50 | 15.00 | 30.00 |
| Hand, wrist, forearm, arm, feet, ankle, leg, thigh, elbow, clavicle, knee, joints, stornum. | | | |
| — Ditto — (AP & Lateral) | 12.50 | 25.00 | 50.00 |
| Mamography (Bilateral) | 30.00 | 40.00 | 75.00 |

MISCELLANEOUS:

| | <i>Students</i> | <i>Personnel</i> | <i>Outsiders</i> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|------------------|------------------------------|
| Extra Bed | P 5.00 | P 5.00 | P 5.00 |
| Electric Fans | 3.00 | 3.00 | 3.00/day |
| Radio (electric) | 5.00 | 5.00 | 5.00/day |
| TV (electric) | 5.00 | 5.00 | 5.00/day |
| Refrigerator | 10.00 | 10.00 | 10.00/day |
| Extra Tray — Breakfast | 3.00 | 3.00 | 3.00 |
| — Lunch | 5.00 | 5.00 | 5.00 |
| — Supper | 5.00 | 5.00 | 5.00 |
| Oxygen | Free | 0.60/lb | 0.60/lb |
| Messengerial Service (In Campus Only) | 1.00 | 1.00 | 1.00/errand |
| ECG (Including interpretation) | 10.00 | 30.00 | 40.00 |
| ECG (Tracings only) | 7.50 | 15.00 | 20.00 |
| ECG (Interpretation only) | 7.50 | 15.00 | 20.00 |
| Refraction | Free | Free | 25.00-50.00 |
| Duplicate Medical Certificate | P 2.00 | P 2.00 | 2.00 |
| Physical Examination for employment (Chest x-ray big film 14 x 17, stool, urine, general physical examination); over 40 years old — CBC, typing, and blood chemistry | Cost of big film and other specific exams if indicated | 35.00 | 50.00 |
| Chest x-ray (70 mm.) and other examinations | | 10.00 | not offered for outsiders |
| Physical Examination for travel, etc. | Case to case assessment | 30.00 | See P.E. for employment |

Ambulance Service:

(For emergencies only. Other trips are as follows)

| | | | |
|-----------------------------------------------------|------|----------|----------|
| In Campus only | Free | Free | P 20.00* |
| Out-Campus but within Quezon City limits | Free | P 50.00* | 50.00* |
| Out of Quezon City limits but within Greater Manila | Free | 100.00* | 100.00* |

* Plus P1.50 an hour and P0.35 per kilometer traveled from time ambulance leaves its station and returns.
(Trips not included above are by arrangements thru the Director, U.P. Health Service.)

LABORATORY

| | <i>Students</i> | <i>Personnel</i> | <i>Outsiders</i> |
|-----------------------------|-----------------|--------------------------------------|---------------------------------------|
| Urinalysis | Free | P 3.00 | P 5.00 |
| Fecalysis | Free | 3.00 | 5.00 |
| CBC (Hgb. RBC, WBC, & diff) | Free | 5.00 | 10.00 |
| RBC and Hgb. | Free | 3.00 | 5.00 |
| WBC and diff. | Free | 3.00 | 5.00 |
| Het. (Hematocrit) | Free | 5.00 | 10.00 |
| ESR (Sed. Rate) | Free | 5.00 | 10.00 |
| Bleeding and Clotting Time | Free | 5.00 | 10.00 |
| Blood Typing | P 5.00 | 10.00 | 15.00 |
| Cross Matching | 5.00 | 10.00 | 15.00 |
| Acetest (Urine) | Free | 3.00 | 5.00 |
| Bile Test (Urine) | P 2.00 | 3.00 | 5.00 |
| Occult Test (Stool) | 2.00 | 3.00 | 5.00 |
| Sputum (Series of 3 exams) | Free | 3.00/exam 6.00 package deal | 5.00/exam 10.00 package deal |
| Pap Smear | P 5.00 | P10.00 | P15.00 |
| Blood Chemistry | 5.00/item | 10.00/item | 15.00/item |
| Liver Function (D I Bil) | 5.00 | 15.00 | 20.00 |
| SGOT | 5.00 | 15.00 | 20.00 |
| SGPT | 5.00 | 15.00 | 20.00 |
| Glucose Tolerance (2 exams) | 10.00 | 25.00 | 35.00 |
| (4 exams) | 15.00 | 35.00 | 50.00 |

* EXECUTIVE CHECK-UP — (PACKAGE DEAL) as rated P450.00 P600.00

X-Ray Chest
Chole Upper GI
Barium Enema
IVP
ECG
CBC
Blood typing
Blood Chemistry
Liver Function Test
Pap's Smear
VDRL
Urinalysis
Stool Exam

* Excluding Room and Board and General Physical Examination fees.

| | <i>Students</i> | <i>Personnel</i> | <i>Outsiders</i> |
|--------------------------------|-----------------|------------------|--------------------------------|
| Incision peritonsillar abscess | Free | P20.00 up w/med. | P25.00 up w/o med. |
| Incision & drainage abscesses | Free | 35.00 up/w/med. | 50.00 up w/o med. |
| Fundus Examination | Free | 15.00 | 25.00 |
| Preetz (Nasal Irrigation) | Free | 10.00 | 15.00 |
| Antrum Irrigation | Free | 10.00 | 15.00 |
| ENT Treatment | Free | 10.00 | 15.00 |
| Incision (Stye) | Free | 7.50 up | 10.00/per |
| Removal of Wax (ear) | Free | 10.00 | 15.00 |
| initial follow-up | Free | 5.00 | 10.00 |
| Dressings—Small | Free | 1.00 | 2.00 |
| <i>TREATMENTS:</i> | | | |
| Douche, vaginal | Free | 10.00 | 15.00 |
| Rectal (SS Enema) | Free | 5.00 | 10.00 |
| Inhalation Therapy | Free | 3.00 w/o med. | 5.00 w/o med. |
| Dressings—Small | Free | 2.00 | 3.00 |
| —Medium | Free | 3.00 | 5.00 |
| —Large | Free | 5.00 | 10.00 |
| Internal Examination | Free | 10.00 | 15.00 |
| Rectal Examination (Digital) | Free | 10.00 | 15.00 |
| Blood Transfusion (closed) | Free | 15.00 | 20.00 excluding blood, med. |
| Blood Transfusion (open) | Free | 35.00 | 50.00 and sets |
| Veneclysis | Free | 5.00 | 10.00 |
| | Cost of tape | | |
| Adhesive Tape Strapping | only | 5.00 | 10.00 |
| Adhesive Tape Strapp | Free | 3.00 | 5.00 |
| Lumbar Puncture | Free | 20.00 | 30.00 |

OPERATING ROOM FEES:

| | <i>Students</i> | <i>Personnel</i> | <i>Outsiders</i> |
|-----------------------------------|-----------------|------------------------------------------------------|------------------------------------------------------|
| Major A w/o anaesthesia | P30.00 upwards | P45.00 upwards | P60.00 upwards |
| Major B w/o anaesthesia | 20.00 " | 40.00 " | 50.00 " |
| Major C w/o anaesthesia | 10.00 " | 20.00 " | 30.00 " |
| Circumcision | 30.00 " | 40.00 " | 50.00 " |
| Operation under—Local | Free w/o med. | 7.50 w/o med. | 10.00 plus cost of med. |
| —Spinal, single shot | P10.00 w/o med. | 15.00 w/o med. | 20.00 ditto |
| —Spinal, continuous or fractional | 12.50 | 25.00 | 35.00 ditto |
| Physical Therapy—Diathermy | Free | 3.00/15' | 5.00/15' |
| —Infra-red | Free | 3.00/5' | 5.00/5' |
| —Ultrasonic | Free | 3.00/5' | 5.00/5' |
| Injections—Intramuscular (IM) | Free | 2.00 add cost of disposable syringe if desired | 3.00 add cost of disposable syringe if desired |
| —Intravenous (IV) | Free | P 7.50 | P19.00 ditto |
| —Hypodermic | Free | Free | 2.00 |
| Consultations—1st session | Free | Free | 15.00 |
| —Follow-up | Free | Free | 10.00 |

| | | | |
|--------------------------------------|------|----------|---------------|
| Dressings—Small (Surgical) | Free | P 2.00 | 5.00 |
| —Medium | Free | 3.00 | 3.00 |
| —Large (Surgical) | Free | 7.00 | 10.00 |
| Minor Operations: Operating Room Fee | | | |
| Incision & Drainage | Free | 40.00 up | 50.00-P150.00 |

* Doctor's fee not included.

DENTAL SECTION:

| | Students | Personnel | Outsiders |
|--------------------------------------------------|----------|-----------|-----------|
| Examination | Free | Free | P 5.00 |
| X-Ray (Intra oral & Bite Wing) | P 2.00 | P 3.00 | 5.00 |
| (Intra oral, occusal) | 3.00 | 5.00 | 10.00 |
| (Extra oral) Use med. X-ray rates | | | |
| Amalgam filling | 2.00 | 3.00 | 5.00 |
| Silicate filling | 3.00 | 5.00 | 10.00/per |
| Acrylic filling | 5.00 | 10.00 | 15.00/per |
| Resin filling | Free | Free | 2.00/per |
| Temporary filling | P 5.00 | P10.00 | 25.00 |
| Pulpectomy | 5.00 | 10.00 | 25.00 |
| Root Canal Treatment | 1.00 | 2.00 | 5.00 |
| Preventive periodontic therapy/treatment | 2.00 | 3.00 | 5.00 |
| Periodontic Therapy | 2.00 | 5.00 | 10.00 |
| Gingivectomy—Section | 2.00 | 5.00 | 10.00 |
| Tooth Extraction | 5.00 | 10.00 | 25.00 |
| Surgical removal of unerrupted or impacted tooth | *5.00 | 10.00 | 20.00 |
| Apicoectomy | 2.00 | 5.00 | 10.00 |
| Alveoplasty | 5.00 | 5.00 | 5.00 |
| Other operations, cysts, etc. | 30.00 | 30.00 | 30.00 |

U.P. HEALTH SERVICE SCHEDULE OF RATES

| SERVICES | Students | Personnel | Outsiders |
|---------------------------------|----------|-----------|-----------|
| X-RAY DEPARTMENT | | | |
| Chest (70 mm.) | P 1.00 | P 2.50 | P 5.00 |
| Chest (big) | 5.00 | 10.00 | 15.00 |
| Chest (lordetic) | 2.50 | 10.00 | 15.00 |
| KUB | 5.00 | 10.00 | 15.00 |
| Mastoid | 7.50 | 15.00 | 25.00 |
| Skull (plain) | 7.50 | 15.00 | 25.00 |
| Extremities | 7.50 | 15.00 | 25.00 |
| Vertebrae | 10.00 | 20.00 | 30.00 |
| Cholecystogram or Cholangiogram | 15.00 | 25.00 | 35.00 |
| G.I. Series | 30.00 | 40.00 | 60.00 |
| Chole G.I. Series | 45.00 | 60.00 | 75.00 |
| IVP | 30.00 | 40.00 | 60.00 |
| Bar. Enema | 20.00 | 40.00 | 70.00 |
| Mylogram | 45.00 | 60.00 | 75.00 |
| DENTAL SERVICE | | | |
| X-ray | 1.00 | 2.00 | 3.00 |
| Extraction (per tooth) | 1.00 | 2.00 | 5.00 |
| Filling | 1.00 | 2.00 | 5.00 |
| Prophylaxis | 1.00 | 2.00 | 5.00 |

LABORATORY SERVICE

| | | | |
|---------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|--------|--------|
| Urinalysis or Fecalysis | Free | Free | 5.00 |
| Complete Blood Count (CBC) | Free | Free | 10.00 |
| RBC & HGB | Free | Free | 5.00 |
| WBC & DIFF | Free | Free | 5.00 |
| Blg. & Clg. time | Free | Free | 5.00 |
| Sed. Rate | Free | Free | 5.00 |
| Hematocrit or Sputum | Free | P 2.00 | 5.00 |
| Blood Chemistry (per Item) | P 2.00 | 5.00 | 10.00 |
| Blood Typing | 1.00 | 2.00 | 5.00 |
| Gross Matching | 5.00 | 10.00 | 15.00 |
| Liver function | 5.00 | 10.00 | 15.00 |
| Glucose test | 10.00 | 15.00 | 25.00 |
| Kahn test | 5.00 | 10.00 | 15.00 |
| Bile test | 2.00 | 3.00 | 5.00 |
| Acetest | 2.00 | 3.00 | 5.00 |
| Occult blood | 2.00 | 3.00 | 5.00 |
| Gravindex | 5.00 | 10.00 | 15.00 |
| BMR | 5.00 | 10.00 | 15.00 |
| ECG | 7.50 | 15.00 | 45.00 |
| ROOM ACCOMMODATION (per day) | Free | 4.00 | 6.00 |
| WARD | | | |
| 2 wks (14 days) free. Free period may be extended per MD's advice. P2.00 a day after free-period. | | | |
| 2-BED w/o Bath | Free for Isolation cases P 2.00 (choice) P 6.00 (after 5 wks.) | P 6.00 | P15.00 |
| 1-BED w/Bath | Free for Isolation case P 6.00 (choice) P10.00 (after 2 wks.) | 10.00 | 20.00 |
| AIRCONDITIONED ROOM | Free for Isolation case P10.00 (choice) P15.00 (after 2 wks.) | 15.00 | 25.00 |
| SUITE — 1 (Reserved for the U.P. President) | | | |
| 2 | P40.00 | P50.00 | P60.00 |
| Extra bed (per day) | 3.00 | 3.00 | 3.00 |
| Extra meal (per meal) | 1.00 | 1.00 | 1.00 |
| Internal Examination | 5.00 | 10.00 | 15.00 |

The Board approved revised rates of payment to certain categories of artists and performers being presented from time to time under the University cultural program.

In this connection, the Board approved the increase in the cultural fee paid by students from P3.00 to P4.00 a semester, effective the first semester, 1974-1975.

The Board noted that the operation of the President's Council on the Arts is funded solely from cultural fees. The present rate is barely enough to cover expenses of the program, and the proposed increase in honorarium of artists and performers can be considered only if there is a corresponding increase in income.

TEMPORAL BONE DISSECTION COURSE IN COLLEGE OF MEDICINE

The Board authorized the College of Medicine to put up a temporal bone dissection course as part of the residency training program of the Department of Otorhinolaryngology, as well as its postgraduate courses for Otor-

hinolaryngologic surgeons. This course will be offered to residents of medical schools and practicing surgeons and will be the first to be offered in the Philippines.

APPOINTMENTS TO EMERITUS POSITIONS

The Board approved the recommendation of the Committee on Emeritus Appointments for the amendment of Article 207 of the Revised University Code so that appointments to emeritus position may be made only for those with the rank of full professor and not include those with the rank of associate professor.

The Board agreed with the Committee that the quality of emeritus appointment would be enhanced if only faculty members who retire as full professors are eligible for emeritus appointment. It was further observed that the number of full professors has already passed the century mark, a body large enough to furnish the roll of emeritus professors.

Article 207 of the Code is quoted hereinbelow with the deleted portions enclosed in brackets:

"Article 207. A retired faculty member with the rank of professor [or associate professor] may be appointed emeritus professor [or emeritus associate professor as the case may be] if he has rendered at least 20 years of active and faithful service to the University and has achieved marked distinction as a productive scholar, scientist, or educator, or is widely acknowledged as an effective and dedicated teacher. A special committee, appointed by the President, will be responsible for nominating retired professors [and associate professors] for an emeritus appointment, the nomination to be submitted to the President of the University who in his discretion may endorse the matter to the Board of Regents for approval."

AMENDMENT TO U.P. ADMINISTRATIVE FELLOWSHIP PROGRAM

The Board approved amendments to the U.P. Administrative Fellowship Program, per recommendation of the Administrative Fellowship Committee, such that:

- a. the manner of payment for tuition and other fees be made directly to the college wherein the grantee will enroll;
- b. the allowance for books and school supplies be increased from ₱300.00 to *₱600.00* annually for the undergraduate and graduate levels; and
- c. the allowance for miscellaneous expenses including travel be increased from ₱150.00 to *₱300.00* for the undergraduate level and from ₱200.00 to *₱400.00* for the graduate level.

The allowances for books and school supplies and traveling expenses follow the same scheme of payment; that is, direct payment to the grantee at the start of the semester.

These amendments will provide the scholars more realistic allowances to meet increasing costs.

REVISION OF RATES OF COMPENSATION/HONORARIA FOR NON-REGULAR MEMBERS OF THE FACULTY, ET. AL.

The Board approved the revision of rates of compensation/honoraria for (a) non-regular members of the faculty; (b) overload-teaching; and (c) faculty assigned to teach at the University of the Philippines at Clark Air Base, effective the first semester, 1974-1975.

This amends pertinent Board resolutions (759th, 821st, and 912th meeting).

In keeping with the decision of the Board of Regents on the recent upgrading of the general salary scales of regular University personnel, the rates of compensation or honoraria for non-regular members of the faculty (lecturers, etc.), for overload teaching, and for faculty members assigned to teach at U.P. at Clark Air Base were revised similarly in accordance with the following proposals, effective at the start of the academic year 1974-1975. This also includes the creation of additional categories of non-regular faculty positions, the qualification standards and the rules governing the appointment of non-regular faculty members. In effect, the pertinent resolutions adopted by the Board in its 759th Meeting on 15 June 1967 (with respect to rates for lecturers), 821st Meeting on 29 June 1972 (with respect to honoraria for overload teaching), and 812th Meeting on 26 August 1971 (with respect to honoraria for U.P. at Clark Air Base) are amended, superseding the recommendations made in

a memorandum to the President dated 15 January 1974 which were withdrawn from the agenda of the Finance Committee meeting of 25 January 1974. (Portions in brackets to be deleted; italicized portions to be added.)

I. RATES OF COMPENSATION, QUALIFICATION STANDARDS AND RULES GOVERNING THE APPOINTMENT OF NON-REGULAR MEMBERS OF THE FACULTY

Regular Rates

- a. Lecturer—[*₱10.00*] *₱13.00* per hour of actual service and [*₱40.00*] *₱50.00* for each final examination; [*₱12.50*] *₱15.00* per hour of actual service and *₱50.00* for each final examination.

[The minimum rate of ₱7.50 per hour and ₱30.00 for each final examination may still be allowed for lecturers in the U.P. in Iloilo.] (The positions of assistant lecturers and associate lecturers in all units of the University are hereby abolished.)

- b. Senior Lecturer—*₱18.00* per hour of actual service and *₱60.00* for each final examination; *₱20.00* per hour of actual service and *₱60.00* for each final examination;

- [b.] c. Professorial Lecturer—*₱15.00* *₱25.00* per hour of actual service and [*₱60.00*] *₱70.00* for each final examination; *₱30.00* per hour of actual service and *₱70.00* for each final examination; *₱35.00* per hour of actual service and *₱70.00* for each final examination.

(Note: In all cases, two laboratory hours shall be considered as the equivalent of one lecture hour in applying the above rates of compensation.)

Special Rates

- [c.] d. Special Lecturers—(*₱30.00-₱100.00*) *₱20.00-₱150.00* (in multiples of *₱5.00*) per hour of actual service [and *₱60.00* for each final examination (if any)], depending on the qualifications of the person being recommended for appointment as special lecturer, the nature of the special course or training program, and the budget available, as may be recommended by the dean or director concerned. This rate for special lecturers shall also apply to speakers in the [Senior] Executive Development Programs of the Philippine Executive Academy and in the training or non-degree programs or seminars of the Agrarian Reform Institute, the Agricultural Credit and Cooperatives Institute and other units. The rates for Special Lecturers shall be adjusted in accordance with the schedule of adjustments.

- e. Transient or "Single-Shot" Lecturers—*₱50.00-₱100.00* (in multiples of *₱25.00*) per hour of actual service, depending on the expertise, scholastic competence and/or prestige of the person to be appointed as transient lecturer or "single-shot" speak-

er, and subject to availability of funds in the unit concerned.

Qualification Standards and Additional Rules

1. The qualification requirements for Lecturer shall be the same as those prescribed for Instructor; for Senior Lecturer, the same as those prescribed for Assistant Professor; and for Professorial Lecturer, the same as those prescribed for at least Associate Professor, in the regular class of faculty.
2. The positions of and rates of compensation for Lecturers, Senior Lecturers and Professorial Lecturers shall apply to those assigned to teach regular academic courses only.
3. The position of and rates of compensation for Special Lecturers shall apply to those assigned to lecture or speak on special topics in non-degree training or continuing education programs or courses other than regular academic courses.
4. The position of and rates of honoraria for transient or "Single-Shot" Lecturers or speakers shall apply to those who may be invited by the unit concerned to speak on special topics either in regular academic courses or non-degree training or continuing education programs, without the lecturers or speakers being appointed by the University on a regular basis.
5. Special lecturers and transient lecturers shall not be authorized to give grades in any academic course.
6. All appointments to the positions of Lecturers, Senior Lecturers, Professorial Lecturers or Special Lecturers shall be submitted to the Board of Regents for approval.
7. Deans and Directors shall be authorized to issue appointments to Transient or "Single-Shot" Lecturers at the corresponding rates of compensation, provided that the total period of the appointment shall not exceed seven (7) days, inclusive. Copies of all appointments made under this rule shall be furnished the President.
8. In all appointments to the positions of Lecturers, Senior Lecturers or Professorial Lecturers, nominees who are connected with the other branches of the Government shall present written permits from the head of the office concerned.
9. Repeated reappointments to any non-regular faculty position, no matter how many times made, shall not create any presumption of a right to another reappointment or to indefinite tenure or to automatic appointment as a regular member of the faculty.
10. These rates and rules for non-regular members of the faculty shall apply to all units of the University of the Philippines System, except the U.P. Law Center in the case of lecturers appointed by the Director

in accordance with the authority delegated to him by the Board of Regents at its 843rd meeting on 28 March 1974.

II. HONORARIUM RATES FOR OVERTeaching LOAD

| | <i>Day Program</i> | <i>Night Program</i> |
|---------------------|-----------------------------------------|-----------------------------------------|
| Instructor | [P130.00] P160.00 /unit ¹ | [P160.00] P195.00 /unit ¹ |
| Assistant Professor | [P140.00] P170.00 | [P170.00] P210.00 |
| Associate Professor | [P155.00] P185.00 | [P185.00] P230.00 |
| Professor | [P155.00] P205.00 | [P205.00] P260.00 |

¹ of teaching load.

Note: Pre-collegiate (high school and elementary) courses shall be given nine-tenths as much credit as that of undergraduate collegiate courses.

The above rates shall be applied in all units of the University of the Philippines System except in the U.P. at Clark Air Base where a separate upgraded schedule has been approved (see item III below). The implementing rules governing overload-teaching honoraria, approved by the Board of Regents at its 821st meeting on 19 June 1972, shall be applied.

III. HONORARIUM RATES FOR FACULTY MEMBERS ASSIGNED TO TEACH IN THE U.P. AT CLARK AIR BASE

(Effective the first trimester, academic year 1974-1975)

| <i>Rank</i> | <i>Rate per Unit¹</i> |
|---------------------|----------------------------------|
| Instructor | [P225.00] P260.00 |
| Assistant Professor | [250.00] P285.00 |
| Associate Professor | [280.00] P315.00 |
| Professor | [315.00] P350.00 |

¹ of teaching load.

PROPOSED SCHEDULE OF ADJUSTMENTS FOR SPECIAL LECTURERS

| <i>Current Rate Per Hour</i> | <i>Proposed Rate Per Hour</i> | <i>Difference</i> |
|----------------------------------|-----------------------------------|-------------------|
| P 30.00 | P 40.00 | P 10.00 |
| 35.00 | 45.00 | 10.00 |
| 40.00 | 55.00 | 15.00 |
| 45.00 | 60.00 | 15.00 |
| 50.00 | 70.00 | 20.00 |
| 55.00 | 75.00 | 20.00 |
| 60.00 | 85.00 | 25.00 |
| 65.00 | 90.00 | 25.00 |
| 70.00 | 100.00 | 30.00 |
| 75.00 | 105.00 | 30.00 |
| 80.00 | 115.00 | 35.00 |
| 85.00 | 120.00 | 35.00 |
| 90.00 | 130.00 | 40.00 |
| 95.00 | 140.00 | 45.00 |
| 100.00 | 150.00 | 50.00 |

SEPARATIONS FROM THE SERVICE

Resignations

Imelda Asoy as Student Assistant, Department of Mathematics, College of Arts and Sciences, April 22, 1974.

Paul Bondoc as Library Aide, University Library, April 30, 1974.

Carmelita Magtalas as Laboratory Technician, College of Medicine, April 1, 1974.

CONTRACTS AND AGREEMENTS

The Board *confirmed* the following contracts and agreements at its 845th meeting on 25 April 1974:

1. Memorandum of Agreement with Central Luzon State University

A memorandum of agreement was entered into between the University of the Philippines at Los Baños, through the College of Agriculture, and Central Luzon State University relative to a cooperative project on the adoption of multiple cropping in six (6) barrios in the province of Nueva Ecija to be financed by the International Development Research Center in the amount of ₱14,000.00. The contract shall be for two years, beginning January 2, 1974 subject to renewal upon mutual agreement.

2. Memoranda of Agreement Between U.P. at Los Baños and Outside Agencies

a. College of Agriculture

1. Memorandum of Agreement with the Philippine National Bank (PNB) establishing the PNB Fellowship Grant. The Grant provides full fellowship to ten qualified students from freshman year until completion of undergraduate work leading to B.S. in Sugar Technology and B.S. in Agriculture (preferably majors in Animal Science and Agronomy), for which the PNB binds itself to allocate the initial amount of ₱30,000.00 beginning the first semester, school year 1974-1975. ₱3,000.00 of the grant shall be utilized to support each fellow grantee per year.

b. Agricultural Credit and Cooperatives Institute

1. Amendment to the Memorandum of Agreement with the Department of Local Government and Community Development (DLGCD) which pertains to a pre-service training project for the Regional Cooperatives Development Program for Cagayan Valley.

The amended provision governs the principal budget of the project which shall now read from "Unexpended amount shall be refundable fully or partially to DLGCD depending on the present employment of the trainees. If a trainee is already connected with any government office such as DAR, BAE, etc., he will not receive EIGHTY PESOS (₱80.00) per month allowance. On the other hand, trainees from private sectors will receive EIGHTY PESOS (₱80.00) per month allowance."

to

"Unexpended amount shall be refundable fully or partially to DLGCD. Trainees whether connected with any government office or from the private sectors will receive EIGHTY PESOS (₱80.00) per month allowance, provided that the EIGHTY PESOS (₱80.00) per month allowance shall be refunded by transferees from government agencies should they pass the training and their appointments to take effect as of the date they started training."

3. Agreement for Roof Renovation and Exterior Repainting Work

An agreement was entered into between the University and Mr. Jose C. Cruz for the roof renovation and exterior repainting work of the Old NEDA Building at a contract sum of ₱103,000.00.

4. Memorandum of Agreement with U.P. Alumni Association, Inc.

A memorandum of agreement was entered into between the University and the U.P. Alumni Association, Inc. whereby the Association shall make available its buildings and other physical facilities within the University campus for the Continuing Education Center of the University.

The University shall build at its cost within the Alumni Center Complex a residential building for the use of the participants in the University's continuing education programs and by alumni who may visit the University. Any income which may be derived from the use of the buildings, except the residence hall, as part of the Continuing Education Center, shall be divided equally between the University and the Association after deducting overhead expenses. The Recreation Center in the Alumni Center Complex shall be eventually integrated under the management of the University. For as long as the Recreation Center of the Alumni Center Complex is under lease to third parties, the University shall be paid a fee of ₱200.00 a month, subject to such adjustments every year as may be mutually agreed upon by the University and the Association.

5. Agreement for General Construction of Faculty-Employees Rowhouses

An agreement was entered into between the University and Mr. Felicisimo M. Herrera, Civil Engineer Contractor, 494 Bagbag St., Quezon City, for the general construction of two (2) Faculty-Employees Rowhouses in the Diliman campus at a contract sum of ₱800,000.00.

HISTORICAL PAPERS AND DOCUMENTS

ACADEMIC CALENDAR, 1974-1975

UNIVERSITY OF THE PHILIPPINES

(Applies to all units except U.P. at Clark Air Base, Master of Business Administration Program and Institute of Planning)

First Semester

| | |
|--------------------------------------------------------|-----------------------------|
| Advanced Registration for Freshmen and Senior Students | Fri., May 31-Mon., June 3 |
| General Registration | Tues., June 4-Fri., June 7 |
| Classes Begin | Mon., June 10 |
| Last Day for Late Registration | Tues., June 18 |
| Classes End | Wed., Oct. 2 |
| Integration Period | Thurs., Oct. 3-Sun., Oct. 6 |
| Final Examinations | Mon., Oct. 7-Mon., Oct. 14 |
| Last Day for Submitting Grades | Tues., Oct. 22 |

Second Semester

| | |
|---------------------------------------------------|---------------------------------|
| Registration | Tues., Nov. 5-Fri., Nov. 8 |
| Classes Begin | Mon., Nov. 11 |
| Last Day for Late Registration | Mon., Nov. 18 |
| Christmas Vacation | Sat., Dec. 21-Sun., Jan. 5 |
| Classes Resumed | Mon., Jan. 6 |
| Classes End | Fri., March 14 |
| Integration Period | Sat., March 15-Sun., March 16 |
| Final Examinations | |
| Graduating Students | Mon., March 17-Thurs., March 20 |
| All Other Students | Mon., March 17-Mon., March 24 |
| Last Day for Submitting Grades: | |
| Graduating Students | Wed., March 26 |
| All Other Students | Fri., April 4 |
| Faculties Meet to Approve Graduation | Tues., April 1 |
| Last Day for Colleges to Submit Approved Lists of | |
| Candidates for Graduation | Wed., April 2 |
| University Council Meeting to Approve Graduation | Tues., April 8 |
| Board of Regents Meeting to Confirm Graduation | Thurs., April 10 |
| General Commencement Exercises | Sun., April 13 |

Summer Session, 1975

| | |
|--------------------------------|---------------------------------|
| Registration | Wed., April 16-Thurs., April 17 |
| Classes Begin | Fri., April 18 |
| Last Day for Late Registration | Mon., April 21 |
| Classes End | Fri., May 23 |
| Final Examinations | Mon., May 26-Tues., May 27 |
| Last Day for Submitting Grades | Mon., June 2 |

Official Holidays:

1974—June 12; July 4; November 30; December 25 and 30.
 1975—January 1; March 27 (Maundy Thursday); March 28 (Good Friday); April 9; May 1.

UNIVERSITY OF THE PHILIPPINES AT CLARK
AIR BASE

| | TRIMESTER 1 17 June-26 Sept. 74 | TRIMESTER 2 15 Oct.-6 Feb. 75 | TRIMESTER 3 24 Feb.-5 June 75 |
|-----------------------------------------------------------------------|---------------------------------------------------------|------------------------------------------|----------------------------------|
| Admissions Examination, Removal | | | |
| Examination & Registration Period | 3 June-14 June | 30 Sept.-11 Oct. | 10 Feb.-21 Feb. |
| Classes Begin | 17 June (Mon) | 15 Oct. (Tue) | 24 Feb. (Mon) |
| Last Day for Late Registration | 21 June (Fri) | 18 Oct. (Fri) | 28 Feb. (Fri) |
| Last Day to Change Course(s) (matriculation) | 28 June (Fri) | 25 Oct. (Fri) | 7 Mar. (Fri) |
| University Council Meeting to Approve Graduation | | | 1 Apr. (Tue) |
| U.P. at Clark Faculty Meeting to Approve Candidates for Graduation | | | 3 Apr. (Thu) |
| Board of Regents Meeting to Confirm Graduation | | | 16 May (Fri) |
| Comprehensive Examination for Graduate Students | To be arranged | To be arranged | To be arranged |
| Final Examinations for Graduating Students | | | 28 May (Wed) |
| Final Examinations (Classes End) | | | 29 May (Thu) |
| Mon & Wed Classes | 25 Sept. (Wed) | 5 Feb. (Wed) | 4 June (Wed) |
| Tue & Thu Classes | 26 Sept. (Thu) | 6 Feb. (Thu) | 5 June (Thu) |
| Last Day for Submitting Grades | 1 Oct. (Tue) | 11 Feb. (Tue) | 10 June (Tue) |
| Commencement Exercises | | | 18 June (Wed) |
| OFFICIAL HOLIDAYS | | | |
| | 4 July (Thu) U.S. Independence, Fil-Am Friendship | 14 Oct. (Mon) Columbus Day | 27 Mar. (Thu) Maundy Thursday |
| | 2 Sept. (Mon) U.S. Labor Day | 28 Oct. (Mon) Veterans Day | 9 Apr. (Wed) Bataan Day |
| | | 28 Nov. (Thu) Thanksgiving Day | 1 May (Thu) Phil. Labor Day |
| | | 20 Dec.-5 Jan. Christmas Holi- day | 26 May (Mon) Memorial Day |

LETTER OF INSTRUCTIONS NO. 179

MALACANANG
Manila

March 29, 1974

LETTER OF INSTRUCTIONS NO. 179

The Board of Regents
University of the Philippines
Quezon City

The Board of Trustees
Philippine Center for Advanced Studies
Quezon City

In view of the need of the national government for a specialized agency consisting of specialists from a wide variety of disciplines that can readily respond to the need of this government for research guidance on problems and issues of highly critical and sensitive nature, to provide assessment of national and international developments as they affect the survival and integrity of the nation and to aid the government in the formulation of national policy, the Philippine Center for Advanced Studies (PCAS) has been created by Presidential Decree 342, dated November 22, 1973.

In order to make more effective the implementation of the aforesaid Presidential Decree 342 and to provide guidance on the manner of its jurisdiction and relation with the University of the Philippines System, the Board of Regents is hereby informed that the PCAS is an autonomous unit in the University of the Philippines under the sole jurisdiction of its Board of Trustees, with the President of the Philippines as Chairman, and the Executive Secretary as the Vice-Chairman, of the Board.

The Board of Regents is given the following instructions for the effective implementation of Presidential Decree No. 342.

1. To transfer, cede and assign or cause the transfer, cessation or assignment of all funds, personnel, property, records, facilities, buildings, sites owned by and assigned to, constituted and organized in the Asian Center to the PCAS for its sole use and operation effective immediately.

2. To extend the same rights and privileges to all faculty, staff and bona-fide students and all other person-

nel affiliated with the PCAS as accorded to the same persons of the University of the Philippines.

3. The Chancellor of the PCAS shall be a member of the Board of Regents and shall function as a liaison officer between the Board of Trustees of the PCAS and the Board of Regents of the University of the Philippines.

4. The Board of Regents and the Board of Trustees are hereby directed to establish a system of personnel exchange, joint degree and non-degree instruction programs, joint research projects and a system of cross registration within the University of the Philippines System and the Board of Trustees is hereby directed to establish a similar system with other government institutions and agencies.

5. The Board of Regents and Board of Trustees shall

function as mutual advisory bodies in matters pertaining to common concerns and interests.

6. The Board of Trustees is hereby empowered to organize or cause the organization of the staff of the PCAS and to effect whatever changes in the position titles of the personnel as may be necessary.

7. The Board of Regents and the Board of Trustees are hereby further instructed to implement the provisions of Presidential Decree 342 not otherwise specifically mentioned in this document.

Done in the City of Manila, this 29th day of March in the year of our Lord one thousand nine hundred and seventy-four.

(SGD.) FERDINAND E. MARCOS

THE DANGEROUS MISSION OF THE SCHOLAR

BY SALVADOR P. LOPEZ

President, University of the Philippines

(Speech upon being inducted as member of the Honor Society of Phi Kappa Phi, 17 April 1974)

The annual tribute that the Phi Kappa Phi pays to scholarship by accepting into its ranks deserving members of the graduating class and other members of the academic community is one of the University's honored traditions. Since 1933, the observance of this tradition has served as one of those reminders at the end of each academic year, when we release our graduates into the world, that the University is first and foremost a community of scholars.

We hear this phrase spoken whenever we refer to the University and it would seem therefore that to say it now would be only to repeat the hoariest of cliches. But because the University is made up of men and women who are neither infallible nor perfect, and because there is in the casualness with which the word scholar is often used a subtle hint of cynicism about its meaning, we need constantly to re-affirm that this University is a community of scholars. For, despite appearances, the University is not simply a bureaucracy, nor a coven of self-seeking careerists, nor an extension of the interests of a privileged class, nor a way-station on the road to wealth and power. A broad sweep of well-manicured campus, an impressive layout of buildings and facilities, an assurance of sufficient funds — these are good things for a university to have, but they are not the things that support and sustain an institution like the University of the Philippines.

It is scholarship alone that gives the University its being as well as its reason for being, scholarship which makes its central task of teaching effective, scholarship which will justify history's judgment of this University as a true university of the Filipino people.

However, as I said earlier, scholarship is a word so often bandied about nowadays that cynics tend to regard it as a convenient cover for doing things that do not really matter. This is not entirely due to the failure of many people to understand what scholarship really is; it is also due, I am afraid, to the triviality and emptiness of some academic activities and exercises which masquerade

as scholarship. The suspicion and mistrust of scholars as a manifestation of a latent anti-intellectualism is a world-wide phenomenon. Unfortunately, the growth of universities, unprecedented in our time, has created an entirely new class of so-called scholars who like to affect a posture of aloofness from the reality which lesser mortals must confront from day to day, and whose misinterpretation of that reality often leads to the exacerbation of those problems of existence and survival whose solution it is precisely the task of scholarship to discover. This is one of the great ironies of our age — an age that sorely needs knowledge and demands enlightenment, an age in which science and technology have created an unprecedented enlargement of consciousness. The consciousness that understands the need for change also needs to know how such change should be brought about, and it is here where the scholar can test his mettle and find his true vocation.

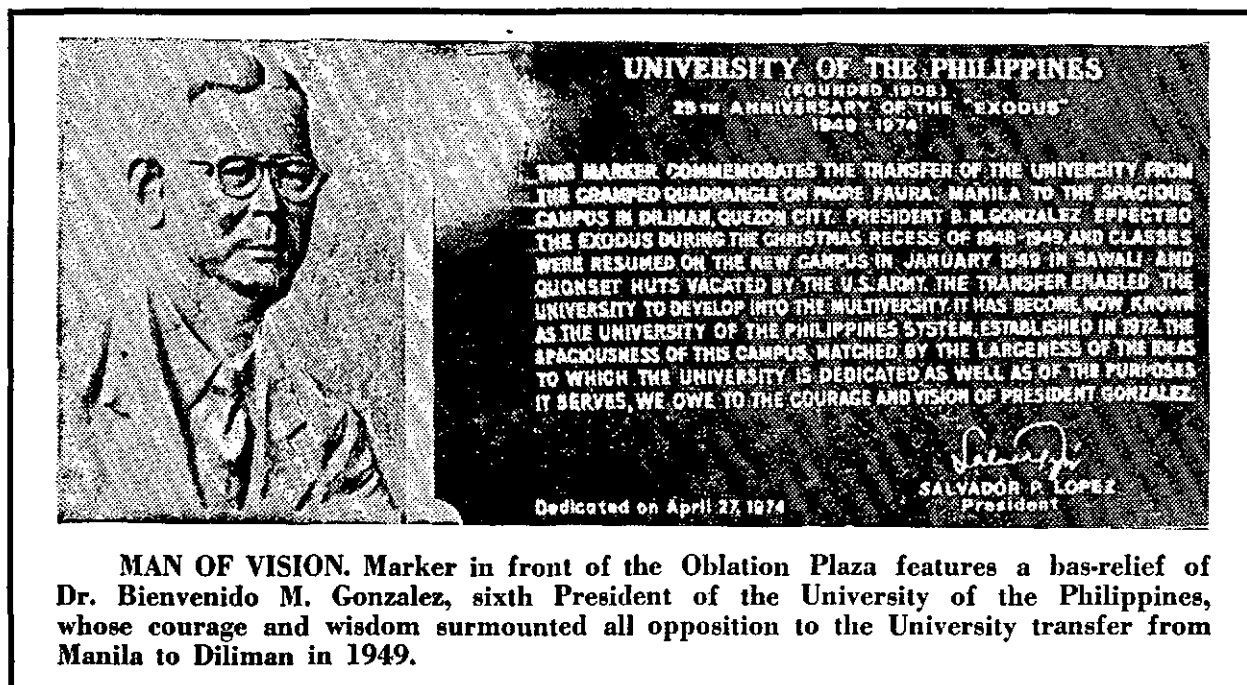
Yet, it is nevertheless true that ordinary men — the "lesser mortals" outside the universities — mistrust those who possess the skills of the mind which can help them to understand nature and society to the end that they may achieve some measure of control over the forces that govern both. It is a mistrust that can be dispelled only if the scholar recognizes that the value of scholarship lies in the extent to which knowledge may be utilized by the people in their struggle for freedom and progress, a struggle for the control of forces both natural and social so that man may carve his own destiny and cease to be the slave of circumstance. To contribute to that purpose and to help advance however little mankind's slow and painful progress towards freedom and happiness — this is the scholar's task, and it is a task that calls for purposeful dedication.

It is in this spirit that I accept membership in the Phi Kappa Phi, and I am sure that in this I speak also for the other members newly admitted into the Society. The scholar has this burden placed upon his shoulders: of all men he possesses the intellectual skill — and, one

hopes, also the intelligence — that can make all the difference between freedom and enslavement. Like Prometheus, who brought light to the world, he can illuminate for mankind those corners of human existence that remain dark and forbidding. Unfortunately, it is also possible for him not only to add nothing to that light but to deepen the darkness. It is important therefore that he recognize the difference.

This is admittedly difficult to do. It demands the shattering of the walls that traditionally have kept the scholar isolated from his people. The events that really matter are, after all, happening outside the University, in the fields and factories of this land where the majority of our people live out their lives. If the University does not exist for them and serve them, there is no reason for it to continue existing. And if scholarship is pursued not for the purpose of making human life more pleasant and meaningful, but for ends that are selfish or trivial — then it is not true scholarship at all but merely a form of self-indulgence.

The tasks of scholarship were pursued in olden times within the impenetrable quietude of monasteries, and more recently in the idyllic atmosphere of serene university campuses. Not any longer. The University of our time has assumed a dangerous mission, and the scholar must accept a dangerous calling. Robert M. Hutchins, in his often-quoted essay on *The Dangerous Mission of the University*, says that a university has lost its purpose if it is no longer a "dangerous" institution in terms of the audacity of its ideas and their 'radical-ness' in relation to the ideas — political, economic, religious — that happen to be dominant in a given society. It is the scholar's duty to help the university perform this mission by pursuing ideas no matter how unpopular they may be, no matter how personally dangerous it may be to hold them, and to examine reality as critically and as sensitively as he can, for no other purpose except to approximate the truth as closely as possible. For it is only by so doing that he can help his people achieve a more effective control of reality, improve the conditions of their existence, and enjoy a better quality of life.



MAN OF VISION. Marker in front of the Oblation Plaza features a bas-relief of Dr. Bienvenido M. Gonzalez, sixth President of the University of the Philippines, whose courage and wisdom surmounted all opposition to the University transfer from Manila to Diliman in 1949.

REMINISCENCES ON THE U.P. TRANSFER

By GONZALO W. GONZALEZ

Former Regent, University of the Philippines

(Remarks in behalf of the family of the late U.P. President Bienvenido M. Gonzalez, at the inauguration of the Oblation Plaza, Quezon Hall, U.P. Diliman, 27 April 1974)

On behalf of the family of the late Bienvenido M. Gonzalez, I wish to say that we are deeply grateful for all you have done in his memory.

A number of anecdotes come to mind this morning. The leaders of the University then, in realistically taking stock of the situation, decided that the transfer of the University from Padre Faura to Diliman should be carried out in the months of December, 1948 and January, 1949 and not between semesters. One of the reasons for this was the fact that while the students were enthusiastic

about the transfer, some parents, particularly those who had daughters, may not have been sufficiently informed regarding the transfer and attendant circumstances, and might have been tempted to enroll their children elsewhere, which alternative would have been more readily available had the transfer been made between semesters.

The last object to be moved from Padre Faura to Diliman was the Oblation statue, the creation and masterpiece of artist Guillermo Tolentino who is here with us today. Not long after the Oblation statue arrived at

Diliman, an evening concert was presented by the Conservatory of Music. During the concert the lights went out, perhaps due to the circumstance that the power facilities on this campus had not yet been completely set up. Some of you will perhaps recall that those who had cars immediately provided an emergency lighting system by properly focusing their headlamps, thus furnishing light for the orchestra which continued with the concert and was able to complete its performance. The incidents of that evening illustrate, in a small way, the spirit of cooperation and the initiative of those who had come to this place.

From a ten-hectare area in Padre Faura the University had moved to its new home of more than 493 hectares. It may not be generally known but at that time the University of the Philippines was reputed to have the largest university campus in the world.

There was of course strong opposition to the transfer from many quarters. Some of the opposition was petty and unkind. There were moves on the part of some to have the Congress declare the presidency of the University vacant. That was a device occasionally resorted to in those days by those whose views or motives were not shared by the President of the University. But all of this opposition was overcome and credit for the transfer is due not only to the University president. The transfer was, of course, the accomplishment of many.

Mention must be made of the students who were practically unanimous in favoring the transfer and of the student writers and student leaders who led and expressed student opinion, among them being writers Hugo Gutierrez and Froilan M. Bacungan and student leader Emilio Espinosa.

Credit is due to the faculty members and the deans, among them being Patrocinio Valenzuela, Jose Velmonte and Francisco Benitez, now departed; and Jose Espiritu, Vidal A. Tan, and Tomas S. Fonacier, to mention a few. I also recall the younger members of the faculty who pioneered in Diliman, including our master of ceremonies this morning, Leopoldo Y. Yabes, Ramon C. Portugal, Alfredo V. Lagmay and many others.

Credit is due to those who served with Bienvenido M. Gonzalez on the University Building Committee, namely, the late Enrique T. Virata and Angel Martinez; Juan Nakpil and Cesar Concio.

Credit is due to the members of the Board of Regents then composed of Prudencio Langcauon, then Secretary of Education; Pio Pedrosa, then Secretary of Finance and President of the Alumni Association; then Senator Geronima Pecson, then Congressman Juan Borra, then Director of Education Cecilio Putong, Jose Yulo and the late Dr. Gumersindo Garcia.

But honor is particularly due to the President of the Republic, Manuel L. Quezon, who envisioned the transfer of the University since 1938 and had initial studies made, he having regarded the transfer of the University as "linked with the concept of Philippine independence." He was keenly aware of "the impetus which the blessing of political liberty and self-determination would give to our cultural progress" and he wanted the University to enter another phase of its existence in new surroundings. In those days the highest forum of this country was not located in Quiapo. The campus of the University of the

Philippines, whether located in Padre Faura or in Diliman, was the "Plaza Miranda" of that time. Whenever there were great national issues to be discussed and whenever the leaders of the Filipino people wanted to inform the citizenry of new policies or of decisions of national import they came to the U.P. campus and had a dialogue with the faculty, the students, the leaders of thought and the people amid these buildings and wide expanse of green. The leaders of the country then felt and sensed that if they could convince the University constituency of their plans and decisions, such plans were valid and would gain nationwide acceptance.

It seems that our State universities of the people undergo transfers during significant times. If we look back and read the history of our people as so ably written and taught by historians Teodoro A. Agoncillo, Cesar A. Majul and Oscar M. Alfonso, among others, we will recall that the Universidad Literaria de Filipinas, the State university during the Philippine revolution and the war against the United States, had to transfer a number of times. It was established in Malolos in 1898, it followed the revolutionary government wherever the latter went, and it found its way to Tarlac in which province it held its commencement exercises under its second and last President, Leon Ma. Guerrero.

I recall my father wryly commenting that his father, Joaquin Gonzalez (as the first president of that institution), must have had a harder time transferring the University of the Philippines. In the case of the transfer of the University of the Philippines to Diliman, the opponents of the transfer were Filipinos. In the case of the transfers of the Universidad Literaria de Filipinas, matters were rendered difficult, if not impossible, by the armed forces of the United States.

I remember my father musing that it was a strange thing but if his administration as University president might perhaps be remembered for anything, it would be for the transfer to Diliman. A few would perhaps recall the rebirth of the University from the ashes and ruins of Padre Faura and Los Baños, with the faculty and students dispersed and scattered, as it were, by the four winds.

Fewer still would perhaps remember the momentous, albeit silent, tasks encountered by any president of a university worthy of the name. These tasks are at present being met by your President Salvador P. Lopez. They are, and I shall use simple terms, firstly, to win and keep the confidence of the University constituency which includes not only the faculty, the employees and the students but also the parents of the students. Secondly, to give the young free rein, but also guidance. A third concern of any University president is to so discharge his duties that his regents will believe in what he is trying to accomplish, and will maintain their objectivity. Still another task is to enlist the support and keep the respect of the country's leaders. These are some of the fundamental challenges that have been faced by all presidents of this University from Murray Bartlett to Salvador P. Lopez.

From Malolos, through numerous vicissitudes and stations, to Tarlac. From Manila to Quezon City. And so we celebrate today the 25th anniversary of the latest transfer of the University of the Philippines. But the

University is always transferring. A part of it moves and transfers with each student, with each graduate, wherever he may go. And it depends on that student and that alumnus as an individual, and in his life, as to whether

or not that particular transfer has brought honor to the University.

Once again, may I express our deep appreciation for remembering Bienvenido M. Gonzalez.

HOMAGE TO THE OBLATION

By REGENT ABRAHAM F. SARMIENTO
President, U.P. Alumni Association

(Remarks delivered during the inauguration of the Oblation Plaza commemorating the 25th anniversary of the University's transfer from Manila to Diliman, 27 April 1974)

The beautification of the Oblation Plaza is one of the major collaborative projects of the University and the U.P. Alumni Association this year. As President of the Association and one of the pioneers of the U.P. Republic in Diliman celebrating the twenty-fifth anniversary of graduation from the University, I feel that I am able to express adequately the general sentiment of the alumni of this great institution relative to this project. To us, this undertaking holds two significant meanings.

First, it is an opportunity to participate in the program of the University administration, under the able leadership of President Lopez, to beautify the University campus. Its irrefutable premise is that the intellectual endeavors to which true scholars commit themselves when they join the academic community are rendered less arduous and formidable, more easily productive of their intended results in a physical setting that is pleasant and beautiful.

Second, and more important than this; however, this project is to us a restatement of commitment. The Oblation is an authentic progeny of the Renaissance culture. The use of the nude human figure to symbolize Man's beauty, intellect and ambition is uniquely apt in the University.

Whoever comes to the University aspiring for genuine membership in its community of scholars must, first of all, undergo a rebirth. To be born anew into the world of ideas, one must have shed off, not his clothes in the style of the present day streaker, but the constricting fetters of all accumulated prejudices and irrational dogmatism. Such is the outlook that, through the vicissitudes of human affairs, has made universities in different parts of the world the vanguards of progress in science, the letters and the arts. By taking part in providing for adequate setting for the ultimate symbol of the University, we, the alumni, rededicate ourselves to the free Man's unceasing quest for truth, beauty, and human progress.

FROM ISOLATION TO COMMITMENT: 25 YEARS OF U.P. IN DILIMAN

By DR. SALVADOR P. LOPEZ
President, University of the Philippines

(Remarks delivered during the inauguration of the Oblation Plaza commemorating the 25th anniversary of the University's transfer from Manila to Diliman, 27 April 1974)

The transfer of the University of the Philippines from its cramped location in Manila to the then remote suburb of Diliman, was on the surface, precipitated solely by practical considerations. The transfer had been contemplated as early as 1939, when Commonwealth Act 442 decreed "the transfer of all colleges, schools and units of the University of the Philippines located in Manila to a site outside the city to be chosen by the Board of Regents with the approval of the President of the Philippines." The outbreak of the Second World War, however, delayed the transfer until 1949, by which time it had become an urgent necessity because of the destruction of the University's physical plant.

It had been obvious since 1929 that the University of the Philippines needed space to grow and that this was not possible in the heart of Ermita. The present site in Diliman had precisely been chosen so that a real university community may develop, with space enough for further expansion. On the eve of its transfer to Diliman in 1948, only three years after it resumed operations, the number of University students had jumped to pre-war levels, an indication that unless the University moved out of its old site, the need for space would soon become acute.

War damage payments amounting to P13 million had been set aside for the rehabilitation of the University. Since the transfer was a foregone conclusion, it was clear that these funds would be better spent in developing the new campus rather than in restoring the damaged buildings in Manila. The fact that the P13 million, if unspent by June 1950, would revert to the U.S. treasury made urgent the determination of the date of transfer. On September 15, 1948, therefore, the transfer of the Manila units to Diliman by January 7 of the next year was publicly announced by then President Bienvenido M. Gonzalez.

The transfer was not effected until January 11, 1949 for various reasons and was not completed until February 11, by which time the Oblation also was transferred to its present location, thus signalling the beginning of a new era in the history of the University. There is no doubt that the transfer was vital to the University's growth as the premier institution of higher learning in this country. Scholarship and intelligence need facilities, space and, it was argued by the staunchest supporters of the transfer, the peace and quiet as well that Diliman's isolation from the bustle of Manila offered.

Though one cannot take issue with the need for the transfer, some of the assumptions behind it have been shown in the course of the twenty-five years of the University's existence in Diliman, to be fraught with danger. The idea of the scholar as necessarily requiring isolation very quickly developed among some university constituents an isolationist indifference to what was happening to the rest of the country. This indifference—and the pride that some students as well as faculty members took in it—gave birth to the view of the University as somehow apart from the rest of Philippine society, a view expressed aptly in the claim that the University was “a republic within the Republic.”

In this sense, therefore, the transfer enhanced the traditional view of the intellectual and scholar as somehow apart from the rest of mankind. The historian studying the University would perhaps note that the University was, in more than a physical sense, isolated indeed from the rest of the country during the years immediately following its transfer, its constituents persisting in the view that the “outside world” need not intrude into the University's concerns: a view which found expression not only in its academic life but also in the kind of writing that was favored in the University, the kind of cheerful, unsocial, if not anti-social attitude that was, to outsiders, the hallmark of the U.P. student as well as of the U.P. professor.

This illusion was, however, rudely shattered by the intrusion of the outside world into the University, in the inevitable backlash of the Huk rebellion that made itself felt in the University in the mid-fifties and early sixties in the form of members of Congress taking a dim view of those academic activities which lay well within the protection of the constitutional guarantee of academic freedom, but which seemed to indicate dangerous tendencies

among some of the faculty and students. The University was part of the larger society; it was not a republic within the Republic.

Though we tend to view the events of these years as damaging ones to the University, it seems to me that they were quite the contrary. The University emerged from the isolationism of its early Diliman years into an awareness of the world, so that coincident to the rise of the student movement by the second half of the 60's, it was felt that the parochialism of these early years was, far from being to the benefit of the university, dangerous to it.

Diliman is no longer the isolated suburb of Manila that it used to be. An entire city has grown around it. Manila is a mere thirty minutes away; downtown Quezon City a scant ten. Together with this shattering of its physical isolation has come an awareness of its role in the national society and of its responsibility to the people. It is a development that we can only celebrate, a fact we should regard with hope. In times that are admittedly somewhat perilous for the intellectual for whom the University is home, the University has become even more aware of the value of its mission: to seek out the truth which is the key to individual and social liberation. It is a mission which the University has yet to accomplish, and a mission both difficult as well as perilous to undertake. But it is, in the final analysis, the only commitment that a University such as ours can have and the only one that justifies its existence.

In the twenty-five years since the University's transfer to Diliman, it has gone from isolationism to commitment, from indifference to concern, from alienation to complete integration with the hopes and aspirations, the dreams and the struggles of our people.

AGRICULTURE IN OUR SOCIAL AND ECONOMIC REVOLUTION

BY GERARDO P. SICAT

Director-General

National Economic and Development Authority

(Commencement address delivered during the second graduation ceremonies of the University of the Philippines at Los Baños, 26 April 1974)

This year's commencement exercises in various institutions of learning represent, in my mind, a celebration of the future of our nation. The future generation of leaders—the graduates of this year—is witness to the enormous changes instituted within our social, economic and political structures in the first twenty months of new society programs and to at least an equivalent amount of time to periods of national indecisions.

The transformation from a turmoil of national discontent, soul-searching moods and prolonged periods of debates to a vista of activated improvements defines the challenges and promises that our nation and leaders face.

Almost two years ago, institutional changes were made in our political system through the temporary institution of martial law, the adoption of a new Constitution and the massive efforts undertaken by the government on the realignment of national development activities. These have

laid the foundation for future directions of development planning.

Role of the university

In the process of planning these future directions, the University of the Philippines is part and parcel of the institutional changes that have taken place in the country since September 1972. The creation of an autonomous unit such as this University of the Philippines at Los Baños is an example of our continuous search for a relevant role for the university in our national life.

There are traditional roles assigned to the University by virtue of its function to provide a supply of trained scholars, teachers, practitioners and researchers. This role is as essential today as it was in the past. More so, there is a greater focus on the production of relevant and skilled

knowledge that will benefit all sectors of our society including education, industry, commerce, finance, and the government.

Improvement of knowledge can be strengthened through the proper focus on relevant learning processes and through the cooperative endeavors of the university and the private sector. This is important because, in an essentially private enterprise economy like ours, only "relevant" knowledge becomes applicable to the modes of improving production. Tied to this is the important need to relate the development programs of the government with the university sector.

In all areas of national development, the University of the Philippines, whether Diliman or Los Baños, has provided continuous support. In U.P. at Los Baños, basic national problems are studied because of its special history. Its expertise, for instance, in the formulation of food production methods, is being fully harnessed to achieve further improvements in the country's production of food. Hence, U.P. at Los Baños, formerly U.P. College of Agriculture, is and should continue to be the focal arena where scholars, researchers and applicators of knowledge will devote their efforts in the betterment of food production.

Food

Food production is inevitably related to health and nutrition. By the standards of healthy and vigorous nations, our nutrition is sadly deficient. For instance, the per capita consumption of vegetables in the United States is ten times more than ours. In Japan, it is even fifteen times greater. And while there is slightly higher per capita consumption of meat items by Filipinos than the Japanese, the Japanese consume three times more fish than our countrymen. The Americans, meanwhile, eat about seven to eight times more meat than our countrymen and roughly the same amount of fish. Per capita consumption of fats and oils in the United States is 12 times larger than ours while in Japan it is three times more. Milk consumption in the United States is 23 times more than ours, per capita. In Japan, it is three times more. Caloric intake of food by our countrymen, although relatively sufficient to sustain the average Filipino, could be further enriched by more food production.

While these figures represent some diversity in dietary patterns due to cultural differences, the evidence is quite clear that the Filipino can still attain higher levels of physical—and by this reason, of mental—fitness if supported by a strong agricultural sector and, of course, if he can afford to purchase products of agriculture.

The latter—to afford to buy food—is dependent on economic development since high incomes lead to higher consumption. An expansion of agriculture and overall incomes in the country would therefore tend to improve the diet of the average Filipino immensely.

Production and development

The deficiency in our food intake implies that more efforts should be exerted by the government and citizens alike in order to reach the food consumption levels of other countries.

Of course, one aspect of high development is seen in the way rich countries consume more nonfood items than

food. These countries have reached a very high rate of development that food production becomes a matter-of-fact. They have gained expertise in producing goods and services beyond their basic food needs.

In our country and other poor countries as well, the most challenging aspect of development is still the provision of food to meet the population requirements. It will be a long time before we can really attain that level where food production is so taken care of that attention can be given to nonfood production thereby raising the average Filipino's nonfood consumption significantly.

We have been net importers of basic staples all these years. We cannot take pride nor consolation in the known fact that as a country, our economy is a net exporter of food products while simultaneously the basic staples needed by our countrymen—rice and corn—are still supplemented, even though only in minor portions, by foreign supply.

True enough, we export sugar, vegetables, fruits, coconut, fish and other marine products. But the fact still remains that we partly rely on foreign supply for our staples. Hence, it is important that attention be given to basic production of food by the government. For a country such as ours, we must in the future settle on a course of producing staples not only for ourselves but for other nations as well.

The dimensions of growth that the economy foresees in the future are enormous. The national Four-Year Development Plan calls for a continuing expansion of the gross national product. At the rate of 7 per cent per year, a target that may likely be exceeded, we are gearing our planning machinery towards a development target of 10 per cent per year before the end of this decade. This would mean a higher rate of growth in per capita gross national product in the order of at least four to six per cent within the decade of the 1970s.

Development, as everyone knows, is not only cold statistics. The efforts at redistributing the benefits of production to make our countrymen share in development are all embodied in the many dimensional problems and strategies we in the government have devised to improve the welfare of the common man.

This is the reason for the large expansion of efforts in attracting employment in industries in rural as well as urban areas—and in going all out for the development of labor-intensive exports. Efforts are also being exerted to enlarge the "basic" industries that will produce at a later stage the linkage of industrial processes with labor-intensive industries and with agriculture. In such processes, there will be a large development of our mineral and natural resources with greater emphasis on the processing of goods before being exported.

Revolutionizing agriculture

The expansion of all productive efforts in the country will give a pull-and-push drive in agriculture. Given the low levels of per capita income in the country, any new income generated for our people will find its way relatively in higher percentages of consumption of basic foods—foods that are not only confined to cereals but also include vegetables, livestock and other protein-generating agricultural products.

The revolutionary measures being undertaken now in agriculture will not pull down industrial expansion either. Revolutionizing agriculture can increase production not only of industrial wage goods like food, clothing, shelter (which would then become the consumption goods of most farmers) but also of raw materials and capital goods used by farmers. The requirements for pesticides and fertilizers could immensely increase by virtue of the expansion of the demand for their use in agriculture.

New demands for inputs that can only originate from the soil like the need for further feed grains, for industrial raw materials like cotton, rubber, coconut oil and palm oil, abaca and other natural fibers will be created. From the recent trauma produced by the sudden realization that we are dependent on crude oil and on its fast-escalating prices, we know that there should be a rapid utilization of agriculture as a substitute for fuel-based synthetics. A country as rich in soil, in rain and in sun as ours is likely to benefit rather than suffer from such development.

The next ten years and towards the end of this century will therefore focus on an enlarging role for the agricultural sector. In absolute terms, it will continue to rise. It will continue to experience a diversification of crops. In the course of this diversification, it will require men whose training has been based in the many branches of science in agriculture, such as the graduates of today in this campus.

Gainful employment in agriculture

The efforts at modernising and expanding product composition of agriculture will generate not only a reduction in food imports and an intensification of export crop possibilities but also, and most important, the provision of gainful employment for our people.

Today, about one-third of our population of roughly 40 million people is dependent on the livelihood found in the urban sector. Two-thirds, meanwhile, are part and parcel of the rural sector which is essentially linked with

agriculture. In the process of development that I foresee, there will be a necessary shift of people from rural to urban areas. We anticipate that the agricultural sector will become more productive so that it can release the extra labor force that it contains to support labor needs of industries.

The strategy of our industrialization program is to keep on enlarging the demand for factory and industrial labor. Thus this process of migration from the rural to the urban sector is but a consequence of the development strategy we are pursuing to transform our country into a modern economy.

Social revolution

In the course of all these, the large part of the social revolution that has to take place will be one that is based on agriculture. This is the reason for the efforts of government to support a program of land reform, to expand and attune this with the expansion of agricultural cooperatives, to open up more areas for large-scale agriculture, and to support various programs of diversification in agriculture.

The social revolution begins with the uplift of the rural man in dignity, income and social status. From here, the revolutionized rural sector, specifically the agricultural sector, would bring up the level of activity in the rest of the economy.

Our strategy of development is to complement the expansion of agriculture with that of the industrial sector since the former would induce a greater expansion of capital goods industry that feeds on agriculture as a source of demand.

For this reason, the strategy of development in the 1970s and thereafter places greater focus on agricultural improvement. Consequently this would call for a more sophisticated corps of experts.

I pose the challenge to you, now, the graduates of 1974, to fill up this requirement.

COMMENCEMENT ADDRESS

JUAN L. MANUEL

Secretary of Education and Culture

(Delivered at the U.P.'s 83rd graduation exercises on 28 April 1974)

It is a distinct privilege to address the graduates of this university—the University of the Philippines—from whose halls have come many of those who comprise the stalwart leadership of the country today. Few can deny that the performance of its graduates in various fields, through the years, has only added luster to the tradition of excellence this great university has established.

University graduates at this period of our development are indeed specially fortunate for these are uncommon times. Never before in our history had we been confronted with vast opportunities for a demonstration of our true capabilities, our capacity to achieve, as in these most propitious times.

Philippine society has been freshly infused with the consciousness of a new power of direction, creation, innovation, and achievement it had not been able to mani-

fest in the not too remote past considering certain disabling factors and forces in our society we then did not have the unified will, nor the collective manfulness to resist.

But today, we are witnessing, and we are a part of, an unprecedented national determination to reform, to survive, and to advance. There is, as it were, a new stirring among us, an awakening, a realization, for the first time, by our people that the only warranty for the kind of future we desire for ourselves and our children lies in each and everyone of us in the manner we seek to see, and take on, our patriotic obligations; in the way we infuse our every action with moral consciousness and social concern.

Government leadership has set the example. National goals have been made clear and priorities defined. In a

brief span of a year or two, we have seen the accelerated pace of agrarian reform implementation; road and bridges construction; food production; dispersal of health and medical services particularly in the rural areas; electrification, irrigation, and other infrastructure projects; and above all, a stabilized peace and order situation. The climate has been made propitious for a cultural renaissance, for a continuing nourishment of all that comprise our cultural heritage.

All these measures have been conceived and implemented not only toward promoting self reliance among our people, but primarily, toward correcting certain imperfections in our social structure. Many of these measures are designed to widen access of the masses of our people to opportunities for fuller and more abundant living, and to enable them to get a full share of the benefits of whatever progress this country achieves. Economic growth and social transformation are indeed valid goals of change; but transcending these areas of change, is a requirement basic to the stability of any society and the durability of any country—strengthening the “spirit and will,” the character of our people. It has been said that there is nothing wrong with any country, there is no problem, which the character of its people cannot correct.

It cannot be denied that the most formidable task facing us today in our effort to reforge our destiny, is indeed strengthening of the character of our people, the internalization by them of imperative moral values and the promotion of healthier attitudes.

The effect of progress in any of the programs earlier indicated would at best be short-lived unless it is supported by a corresponding change in the value system of our people. And it is this moral reform that is the basic task for education in this new society. Considering the hobbling attitudes and old-society habits that have been encrusted in many of us, the task will not be easy. But we have started.

It may be recalled that, toward the reform of education in this country, a number of changes in educational policies, programs, and projects have been instituted. While admittedly, the patent purpose of such policies and programs was to achieve greater efficiency and perhaps economy in the educational process, it must be underscored that at the core of such policies and programs is the changing of certain impeding attitudes and the strengthening of moral values urgent to the social transformation we desire.

What are some of our policies and programs in education?

One of our major emphases is that of making education relevant and responsive to urgent and crucial problems confronting the nation. The school, college, or university should not remain an ivory tower concerned solely with academic excellence and indifferent to the serious social and economic problems of the society that it is supposed to serve. This should not be.

Therefore we insisted on that brand of education that is not only relevant but also development oriented. We have seen to it that the curriculum in all levels includes learning experiences in drug education, population education, agrarian reform and taxation education, food production and nutrition education, conservation education, consumers and cooperatives education. For we are convinced that only thus can we make education a potent in-

strument in raising the level of living and the quality of life of our people.

I am happy to note that the President of the University of the Philippines holds a similar view. He was quoted in the latest issue of the *Carillon* as having called for the “shattering of the walls of isolation that traditionally had kept the scholar isolated from his people.” The U.P. President further said and I quote:

“The events that really matter are, after all, happening outside the University, in the fields and factories of this land where the majority of our people live out their lives. If the University does not exist for them and serve them, there is no reason for it to continue existing. And if scholarship is pursued not for the purpose of making human life more pleasant and meaningful, but for ends that are selfish or trivial—then it is not true scholarship at all but merely a form of self-indulgence.”

The National College Entrance Examination system, which many see only as a measure for restricting enrolment in college, is actually a way of streaming—of identifying those who may go into higher education and those whose need is “further education.” In time, through this system, we hope to correct prevailing notions that the only desirable or worthwhile education is an academic or liberal education. In time, we hope to place things in proper perspective to the end that our people will realize, as they should have a long time ago, that the essential services in this society are not a monopoly of college-trained men; that each of us has certain gifts and certain skills; that each of us has distinct roles to fulfill and that we must do what we can do, and what we have to do; that dignity is not inherent in the calling or vocation, or profession; that whatever our calling, it is we who infuse it with excellence or with mediocrity; with respectability or with shabbiness; with high nobility or with dishonor.

On the language of instruction problem we are implementing the policy of bilingualism as approved by the National Board of Education. This policy has for its objective the development of a bilingual nation that can communicate with ease and facility in both English and Pilipino.

This policy of bilingualism allows the use of Pilipino and not only English, as medium of instruction in certain subject areas in the elementary and secondary levels and even in college, provided there are adequate textbooks and instructional materials and competent teachers to teach in the medium. This is one way of promoting a stronger sense of national identity and a stronger feeling of nationalism. We subscribe to the view that language exerts an invisible, unexplainable impact on the culture and the sentiments of a people. Let it be understood, however, that the desirability of the wider use of the national language has not blinded us to the necessity, the advantages of maintaining proficiency in English particularly at the higher levels. We are aware that a knowledge of the language gives us access to the vast knowledge gained in the world today—particularly in the areas of science and technology.

The Youth Civic Action Program, which is now a requirement for college graduation, has manifold values. In fact, it is perhaps an excellent approach toward meeting the loud demands for relevance that have shattered

the serenity of university campuses all over the world. In its ideal concept, the program is intended to serve as a touchstone, so to speak, by which the student may determine the effectiveness, the worth-whileness of the training and knowledge he has gained, and, on the basis of such YCAP experience, which is supposed to be the trial application of his training thus far, provide the school with feedback which could be the basis of timely revisions or adjustments in the curriculum to make it meet the requirements to work situations as they exist in actuality. It must be accepted that hitherto universities, at least, most of them, have operated in a detached way following the traditional, conservative concept of a function of a university.

Basically, as generally understood, the value seen for YCAP is the development of proper understanding and values among our youth as well as a means of helping rural communities advance themselves through the enlightened leadership of our youth.

It has been hoped that through the Youth Civic Action Program, students out of the contrived environment of their academic classrooms, out of the antiseptic walls of the university, could have a more sensitive understanding, a fuller grasp of the conditions as they exist at the grassroots; of the needs of their less privileged fellowmen; and accordingly see their obligation to society and the role they must discharge. It is primarily intended to imbue students with a deeper social consciousness or "social wisdom," which had been sorely wanting in our old society.

And, in this connection, lies the core of my message to the graduates today. A role of leadership has invariably been ascribed to university graduates considering that the training and education they were privileged to

receive is indeed a leadership preparation. This role is not a privilege; it is an obligation.

Hitherto, however, such leadership has been principally exercised and demonstrated in terms of positions of significance—in government or in private offices, or in terms of individual brilliant accomplishments. And such leadership tended to converge in urban centers. That is why even as we had legions of college graduates, more, per thousand population, than many developed countries of the world, the vastness of our communities remained poor and unchanged, with their people disadvantaged and deprived in many ways. This concept of leadership of the university graduate needs to be reexamined and reassessed.

In line with the objective of social reform, in the light of the social transformation sought in certain provisions of the New Constitution, a new kind of leadership, a socially conscious leadership, is expected of university graduates now. It is no longer sufficient that university graduates get employment and are able to support themselves and even rise to positions of significance; no, that would not be enough.

A university education should be viewed as a privilege and a debt to society. It is imperative that the benefits of such university education be shared, and applied to improved the lives of our fellowmen, to reduce poverty and privation in any way; to spread the benefits hitherto enjoyed by a thin upper crust of our society.

The test of true leadership and achievement therefore, would be not in your individual accomplishments, but rather in terms of the number of lives you have helped enrich; the number of communities whose self-reliance you developed and whose aspirations you have helped realize; and the number of submerged lives you have raised to a level worthy of human dignity. May you demonstrate such leadership.

LIST OF STUDENTS WHO COMPLETED ALL THE REQUIREMENTS FOR GRADUATION FOR THEIR RESPECTIVE TITLES AND DEGREES AS OF THE END OF THE SECOND SEMESTER, 1973-1974

The Board confirmed the graduation of the following students certified by the Registrar to have completed all the requirements for their respective titles and degrees as of the end of the second semester, 1973-1974, or as otherwise indicated below:

Bachelor of Arts

Helengrace dela Torre Abad, Ma. Alcestis S. Abrera, *magna cum laude*, Socorro Africa, Ma. Theresa F. Acayan, Jaime B. Agbayani, Ma. Constante R. Albano, Abelardo B. Albis, Elizabeth C. Alix, Jose Ma. J. Alvir, *magna cum laude*, Lirio C. Antonio, Bella Apelo, Fernando M. Aragon, Patricia G. Araneta, Josieline M. Arbolario, Marichu M. Arias, Corazon A. Atienza, Rosario Austria, Daisy G. Azarcon.

Magdalena A. Balite, Bernardino Bantegui, Jr., Clarissa H. Bañuelos, Agnes Barin, Rosanna Bautista, Angelo Baybay, Anna N. Bella, Rachel V. Bigay, *cum laude*, Manina D. R. Bonifacio, Therese J. Bonnevie, Elvie A. Borje, Victoria Linda C. Bulahan.

Antonina C. Cabrera, *cum laude*, Martin Jose C. Cabrera, Rosalinda Cajiuat, Ma. Aurora A. Cajugiran, Yolanda B. Capistrano, Jean V. Casten, Veronica S.J. Cecilio, Horner Chen, Jr., Eugene R. Cheng, Feodor M. Comprado, Antonio V. Concepcion, Antonio Corpuz, Lavinia F. Corpuz, Evangeline B. Cosio, Bella F. Cotoner, Emmanuel Noel A. Cruz, Jocelyn A. Cruz, Ma. Loretto R. Cruz, *cum laude*, Ramonita M. Cruz, Zenaida A. Cruz, *cum laude*, Jaime E. Cua, Leonisa M. Cuayo.

Claire G. Dacanay, Marian V. David, Elena A. de Jesus, Irmina F. de la Cruz, Remedios A. de la Cruz, Mario J. de los Reyes, Eleno G. del Rosario, Elvira U. de Vera, Ma. Teresa C. de Villa, Elmer Jose M. Dimen, Cesar I. Diomampo III, Ruthy C. Dionisio, Lorna C. Dipasupil (as of the end of the first semester, 1973-1974), Wilfredo D. R. Dizon, Josephine G. Ducusin, Maria Teresa C. Duque, Josefina Durango-de la Rosa.

Agnes M. Elizaga, Reynaldo G. Elizalde, Olivia S. Encarnacion, Rosemarie V. Encarnacion, Evelyn T. España, Alma Evangelista, Carlos L. Evangelista.

Danilo V. Fausto, Myrthena Fianza, Erlinda P. Florendo, Eulogia S. Flores, Linda F. Forlales.

Florencio P. Gabriel, Jr., Eloisa Galang, Mae R. Galvez, *cum laude*, Veronica T. Garcia, Ma. Cecilia C. Gastardo, *cum laude*, Magtanggol H. Gecolea, Lucrecia L. Gelvezon, Florina M. Gener, Ma. Ana Amor V. Gomez, *cum laude*, Arturo M. Gorrez, Virginia G. Guzman.

Cynthia Q. Halagueña, *cum laude*, Danilo V. Hizon, Enrico Hizon, Virginia Fe V. Holazo.

Belinda G. Ignacio, Ramon M. Ignacio, Bayani Y. Ilano, Danila Regina D. R. Isaac-Fojas.

Evelyn T. Jamilosa, Emelina Z. Joaquin, Oscar Jesus D. B. Jorge, Gerardo R. Joson, Cecilia Gloria D. Jota, Ma. Concepcion C. Juliano.

Maurice Kayanan III, Elizabeth M. King, Judy King.

Rodolfo Lacuna, Lamberto S. Laiz, Ricardo Lao III, Senen V. Lao, Emma P. Larion, Dionne Laurico, Nelia Z. Layug, Zosimo E. Lee, Ismael T. Lee Chuy, Nestor A. Leynes, Jr., Victoria L. Licaucio, Francisco C. Lingad, Rosa G. Lipay, Evangeline T. Lopez, Nelia C. Lopez, Araceli F. Loria.

Albert A. Macalintal, Reynaldo Maclang, Elizabeth S. Magsipok, Oscar E. Malinis, Yolanda M. Manuel (as of the end of the second semester, 1963-1964), Cresenciano Marimla, Virgie-Anna A. Martinez, Jocelyn C. Masias, *cum laude*, Raul T. Medina, Orlando B. Medrano, Benjamin M. Mena, Isabelita A. Mendoza, Roberto M. Mendoza, Alfonso Victorino Milla, Ma. Cristina T. Miraflores, Ma. Edna A. Moises.

Leonora S. Natividad, Mary Ann D. Ng, *cum laude*, Cynthia Nola.

Marylin Odchimar, Socorro S. Olimba, Saturnino Opeña.

Luis T. Pabalan, Jr., Teresita E. Pacheco, Regina P. Padilla, *cum laude*, Esteban N. Pagarán, Ma. Irma B. Pagas-pas, Minerva F. Pagkanluñgan, Mary Ruby M. Palma, Divinagracia Paredes, Lena S. Pareja, *cum laude*, Aurora G. Paruñgao, Antonio T. Pascual, Edna Pascual, Stella C. Penales, Neva Jane Mary A. Peñaflor, Eric M. Picart, Ma. Rosario B. Piquero, *cum laude*, Alexander J. Poblador, *cum laude*, Eduardo B. Pons, Emma V. Progalidad, Elizabeth P. Protacio, Ma. Charito S. Protasio.

Jimmy M. Quiaoit, Ana Francia A. Quizon.

Angeles D. Racelis, Gertrudes A. Ranjo, Leonides S. Respicio, Mario Ll. Reyes, Luis P. Rodriguez, *cum laude*, Mildred G. Rollolazo, Ma. Lourdes T. Roxas, Tomas Z. Roxas, Jr.

Rebecca M. Salera, Sesenia S. Salmigo, Estrella C. Salvador, Elizabeth S. Samia, Laura L. Samson, *cum laude*, Tito H. Santiago, Antonio M. Santos, Ma. Lourdes Santos, Marilyn R. Santos, Ione Fay M. Sañez, Catalina S. Saw, Joseph Shao, Jawanshir Sobhani, Solita D. Soriano, Rumie Su, *cum laude*.

Teresa M. Tagayuna, Bartholomew Tenafrancia, Del-fin Tolentino, Jr., Abraham S. Tomas, Theresa S. Tongco, Marivel R. Topacio, Ma. Clarissa N. Torres.

Nelson S. Uy.

Gabriel G. Valencia, Reynaldo E. Valentin, Eflida Valeros, Rogelio A. Velasco, Angelita C. Venegas, Emelinda H. Venzon, Maria Elissa Z. Vergara, Benedicto C. Villanueva, Susan Villaruel, Elisa C. Villaruz, Villamor D. G. Vital, Maria Teresa M. Vitug, *cum laude*, Ernesto Vizconde.

Agnes Yabyabin, Susan G. Yalung, Basilides Yap, Marlon G. Yap, Mary Angeline Yap.

Bachelor of Arts in Public Administration

Jesusa R. Ludan.

Bachelor of Fine Arts

Meden A. Arellano, Genara F. Banzon, Rosalyn F. Bartolome, Irma V. Camacho, Ma. Remedios F. de Leon, Patricia C. del Rosario, Loida L. Dimaculangan, Kristin B. Jackson, Susanna M. Jopson, Teresa Marilyn B. Liceralde, Agnes P. Manongdo, Dolores G. Miraflor, Edsel H. Moscoso, Joanne P. Ng, Evelyn Santos, Consuelo A. S. Toledo.

Bachelor of Law

Winston D. Abuyuan, Marcelino G. Aganon, Jr., Guillermo P. Agloro, Teresita F. Aguinaldo, Nestor C. Atienza, Marcelito B. Barbero, Romeo F. Barza, Cesar L. Barzaga, Joel L. Bodegon, Roque B. Bosque, Jr.

Jesus G. Cabotaje, Teresita S. Castro, Delfin S. Catapang, Jr., Domingo S. Cruz, Marilyn M. Dasil, Gary R. de Castro, Nanette R. de Castro, Gregorio T. de Guzman, Rustico S.J. de Leon, Arturo T. del Rosario, Anacleto M. Diaz, James H. Espadero, Edward M. Estorninos.

Antonio B. Fidelino, Lourdes C. Gana, Wilfredo T. Garcia, Arnildo A. Hermosa, Faizal U. Hussin, Francis H. Jardeleza, *cum laude*, Nicanor B. Jimeno, Alfredo F. Laya, Jr., Jose C. Leynes, Fidelio L. Lim, Edmund S. J. Lopez, Leonardo N. Mamba, Lamberto L. Meer, Benjamin A. Mojica, Rizalito V. Molina, Rafael A. Morales, *cum laude*.

Cielito M. Noriega, Manuel L. Ortega, Miguel G. Paderal, Reynaldo R. Princesa, Natividad P. Querijero, Clemencio C. Sabitsana, Jr., Aristeo S. San Agustin, Teofilo T. Sanchez, Luis F. Sison, Felyclestio E. Tabangay, Maria Luisa P. Tuason, Danilo T. Tuazon, Gaudencio J. Tuliao, Jr., Pablito M. Valdez, Luis M. Vera Cruz, Corazon M. Villarba, Lamberto L. Villena.

Bachelor of Library Science

Dionisia T. Capaya, Myra V. Florendo, Zenaida A. Francisco.

Bachelor of Music

Luz A. Bicomong, Charito C. Encomienda.

Bachelor of Science

Gregorio de L. Abad Santos, Elenita M. Abellada, Salvacion V. Acob, Rebecca P. Acuña, Alex M. Agato, Sylvia L. Agtarap, Rodolfo M. Alba, Olivia Y. Alegre, Edith P. Alikpala, Pilipinas A. Anchores, Arlene S. Andaya, Herminia M. Aquinde, Arturo A. Arcangel, Imelda A. Asoy, Celia M. Austria, Belen I. Ayala.

Suzette B. Badon, Raymundo Q. Baquirin, Aida D. Battallones, Ma. Elizabeth L. Beloy, Josephine Brawner, Ma. Pilar C. Brion, *cum laude*, Eleanor Bucaycay.

Imelda C. Cabildo, Crispina O. Caballero, *magna cum laude*, Edgardo G. Cabrera, Josefina B. Cadorna, Julio R. Cañero, Jr., Editha C. Cañete, Vivian N. Cañete, Norman B. Capili, Diosdado G. Capino, Jr., Susanna O. Carlos, Alma V. Castillo, *cum laude*, Ma. Teresa M. Chan, *cum laude*, Mary Lynn Y. Chu, *cum laude*, Elaine Chua, Edgardo N. Clemente, Georgina T. Concepcion, Ma. Rosario R. Concepcion, *magna cum laude*, Cecilia A. Cordero, Juan-

chito V. Crisostomo, Ma. Ami L. Cruz, Hernani M. Cualing.

Eleanor P. Daquioag, *cum laude*, Felicisimo D. de Castro, Edgardo de Guia, Marilou de Guzman, Elizabeth C. de la Cruz, Daniel A. de Lara, Fe Y. dela Flor, Emelita M. de Leon, Rachel A. Delfin, Mae D. Duron, Albert U. Dy, Jr.

Elma C. Enrile, Yolanda D. Ericta, Demetrio G. Estenor.

Liliosa C. Fajardo, Ma. Myrna S. Fojas, Imelda Mari-beth F. Fontellera, Odette C. Foronda, Dennis D. Fu.

Nanette P. Galang, Cirilo Galindez, Nelson H. Gamboa, Caridad Frieze B. Garcia, Mamerto G. Garcia, Victor Q. Garcia, Marlene B. Garingo, Raul M. Gener, Romulo C. Gines, Ruby T. Go, *cum laude*, Mateo V. Guanzon, Cynthia Ann Q. Guerrero, *cum laude*, Milagros F. Guerrero, *magna cum laude*.

Marilyn C. Hebron, Victoria Lourdes M. Herrera, *magna cum laude*.

Brenda J. Javier, Meneleo S. Joson, Leonides V. Jugo. Ferdinand G. Kabigting.

Editha D. Lagera, Loritas C. Lagman, Pilar T. Lagman, Joselito W. Lalas, Noel S. Laviña, Regina K. Liboro, Allen Lim, Jr., Felicitas Lim, Susanna R. Lim, Myrna M. Lindo, Corazon Lucia V. Lopez, *cum laude*, Jan Eero G. Lopez, Alice M. Lucindo, *cum laude*.

Melandro M. Macalma, Estrella O. Magno, Victor S. Malonzo, Elma G. Manarang, Mariquita J. Mantala, Wilfredo P. Manuntag, Rita Matbagan, Beverly F. Martinez, *magna cum laude*, Arlene S. Mendoza, Josephine G. Mendoza, *cum laude*, Marilyn V. Miravite.

Eric V. Nagtalon, Guillermo P. Narvaez, Salome T. Nicdao, Felix P. Nolasco, Rodolfo P. Nonato.

Luz Paulette F. Obaña, Maxima P. Ortiz.

Ma. Regina A. Pacis, Minda A. Padiernos, Marie Theresa P. Palanog, Nelia Pilando, Blesilda B. Poblete, Rita B. Poblete, Natividad S. Presbitero, Eileen Primero, Romulo A. Pua, Lourdes A. S. Punsalang.

Larry F. Quirit.

Wilmina S. Racadio, Evelyn A. Razon, Nancy B. Repane, Helen Socorro D. Reyes, Jasmin Reyes, Nelia Reyes, Norman E. Reyes, Michael Z. Rivera, Josefina M. Reales, Ma. Cynthia D. Ruiz.

Remedios V. Sabino, Agnes B. Salvador, Llewellyn M. Santos, Nelson D. Santos, Mary Jane B. Silva, Pearlita Socorro A. Sison, Siegfredo M. Solano, Adriano O. Solis, *cum laude*, Ramon Manuel G. Soriano.

Eloisa B. Tagle, *cum laude*, Loida D. Talisayon, Amanda J. Tan, Joan T. Tan, Cristina R. Tanchico, Manuela Fe H. Tarroja, *cum laude*, Cesar D. Tongco, Lily Tugbang, Melchor Tupas.

Cesar C. Ubaldo, Leopoldo S. Uichanco III, Marissa A. Umali, Felipe Uy, Mina S. Uy-Barreta.

Aline L. Valencia, Margarita A. Venegas, Felicisima M. Vergara, Benigno P. Villanueva, Maribel C. Villanueva, Mariles G. Viloria, Maselle G. Virey, Edwin B. Vitor.

Polly Y. Wee.

Angeline S. Yague, Jocylene Yotoko.

Ariel A. Zerrudo.

Bachelor of Science in Agricultural Business

Hipolito C. Custodio, Jr., Elvira R. Geronimo, Jose G. Samala.

Bachelor of Science in Agricultural Chemistry

Felicitio M. Rodriguez, Artemio M. Salazar, Evangelina F. Salcedo.

Bachelor of Science in Agricultural Engineering

Jessie B. Abrigo, Julian F. Arlante, Jr., Manolo G. Vilano.

Bachelor of Science in Agricultural Extension

Leoncia C. Banaag, Romulo G. Flores, Maxima M. Salsi.

Bachelor of Science in Agriculture

Roberto I. Adanca, Adelina M. Adato, Carlos K. Alagad, Jr., Chesed Marian N. Alcosaba, *magna cum laude*, Ricardo C. Apalla, Reynaldo C. Aranda, Gertrudo S. Arida, Josephine C. Bautista, Ismael S. Bombio.

Primitiva S. Capitan, Restituto R. Casilang, Simeona T. Castillo, Domingo E. Cigaral, Juan N. Contreras, Salvador R. Corpuz, Carmelita R. Creencia, Rustico P. del Rosario, Alberto R. Derige, Victoria B. Dorado.

Angelita P. Elazegui, Loida J. Escote, Melinda C. Feliciano, Ma. Renelle G. Flor, Luzviminda F. Fopalan, Aleli R. Funtanilla, Alberto S. Gonzales, Angel J. Guerrero, Edgardo R. Jaro, Linda L. Lasafin, Leonardo P. Lopez.

Casiana G. Magpantay, Cancia D. Malabanan, Rene F. Manzano, Luciana R. Maranan, Generosa T. Medrana, Norberto S. Mendoza, Raymundo B. Mendoza, Jr., Renante G. Montierro, Ruben P. Novero, Clara O. Padilla, Teodora Q. Paguntahan, Rolando J. Panghulan, Yolanda P. Perez, Dolores L. Pintor, Celso E. Presa.

Teofilo R. Quintal, Algerico I. Ramos, Jaime L. Razon, Nilo F. Rosario, Gil C. Saguiguit, Jr., Romeo D. Sapin, Leona S. Sayaboc, Emmanuel M. Serrano, Luis L. Sevilla, Anacrita N. Villegas, Fidela M. Alvarez Zarate.

Bachelor of Science in Architecture

Ma. Theresa L. Aganon, *cum laude*, Carlos Aguirre, Ma. Alicia Battad, Antonio de la Cruz, Adonis Javier, Imelda Lopez, Florante Recaña, Alberto Valenton, Pepito Viñeza, Roberto E. Yñiguez.

Bachelor of Science in Business Administration

Eden V. Abad Santos, Arlene V. Alava, Veronica B. Alfonso, Danilo A. Alto, Bayani A. Aquino, Rosario L. Argel, Marilyn A. Arguelles, Jocelyn T. Atadero, Noemila C. Aurelio, Liberato M. Avena, Olivia D. Ayson, Christine A. Balajadia, Oscar M. Banana, Ma. Socorro G. Banting, Virginia A. Barquez, Evangelina B. Bautista, Janet Blascafor, Filomena A. Bolaño.

Eleanor R. Casabar, Evelyn Z. Castro, Vilma R. Cerbo, Rialinda N. Chan, Peter T. Chua, Luiz Y. Cu-uy-gam, Isabelita C. de Guzman, Lerma R. de Jesus, Joci H. Demaisip, Patricia Linda Diaz de Rivera, Ma. Paz I. Diokno, Lourdes V. Dionisio, Gregorio C. Dominguez, Jr., Eleanor M. Drilon, Irineo O. Dy.

Nestor Y. Elito, Xerxes P. Evangelista, Lourdes D. Fernandez, Leodegracia Florendo (as of the end of the first semester, 1973-1974), Eloisa A. Flores, Baligi Fonacier, Rosalinda A. Fontelera.

Melva U. Gabayeron, Louella B. Gaerlan, Angela P. Garcia, Libradita T. Go, Ma. Oliva M. Gomez, Marieta M. Gonzales, Fe Susan C. Herrera, Jocylene M. Hormillosa, Elmer C. Jagolino, Nanette L. Jamantoc, Walter B. Koh.

Teresita G. Lao, Erlinda C. Layug, Armand A. Legasto, Manuel J. Lim, Margarita J. Lineses, Naomi B. Litonjua, Zenaida G. Lumanhan, Estela R. Maloyo, Evelyn C. Manuel, Ma. Victoria R. Millan, Ma. Cristina G. Montilla, Gwendolyn H. Pagaduan, Purificacion J. Pagua, Romulo D. Palabay (as of the end of the first semester, 1973-1974), Mary Ann P. Perlas, Cleto Y. Prudente, Jr.

Carlos B. Querubin, Grace A. Raya, Helen V. Recio, Ma. Lorna Q. Rifareal, Edita E. Sanchez, Priscilla B. San Luis, Almario C. Santos, Evelyn M. Santos, Jean Sarceda, Yvonne S. Sarenas, Rosa E. Sarmenta, Pacita S. See, Jcemm T. Serra II, Miguel D. Soledad, Teresita B. Sta. Ana, Evelyn T. Sta. Clara.

Randolph C. Tajanlangit, Philip F. Tan-Chi, Ma. Eloisa C. Tanlu, Juris C. Techico (as of the end of the first semester, 1973-1974), Editha B. Tiangco, Mauro Tividad, Nanette T. Toledo, Juan Tria, Jr., Evangelina G. Trinidad, Simplicio P. Umali, Jr., Ma. Aurora J. Valenton, Teresita A. Varona, Teofilo L. Velasco, Jr., Victor Ventura, *magna cum laude*, Chao Vo Viet, Cleofe G. Vilar, Celia J. Villanueva, Fabiatri G. Yrad.

Bachelor of Science in Business Administration and Accountancy

Alma M. Agustin, Ma. Luisa M. Aloat, Linda R. Anabo, Bella N. Balagot, Noel Roy Ballecer, Thelma Bernardo, Frances Grace G. Bumagat, Ma. Dulce M. Cacha, Manuel Franklin G. Caluya, Julian M. Careaga, Marilyn S. Castillo, Fe Aurora P. Castro, Rodolfo C. Cruz.

Hector A. de Guzman, Angelica F. de Leon, Aines B. Dizon, Ma. Victoria Ducusin, Estrella T. Enriquez, Lourdes Enriquez, Evelina R. Galang, *cum laude*, Edgardo Gutierrez, Renato D.M. Hernandez, Luz T. Javate, Ma. Trissa H. Jesena, Nimfa C. Juinio.

Ruben L. Ladlad, Helen Luz, Thelma O. Maitem, Gemiliano Maloles, Jr., Gregoria M. Mangahas, Corazon B. Radin, Remedios R. Reinante, Ma. Victoria R. Resano, Angelita M. Ricafrente.

Cesar G. Saldaña, *cum laude*, Leonora S. Salonga, Estrella F. Santos, Juanita C. Tan, Benjamin T. Ubalde, Jr., Ramon B. Vargas (as of the end of the first semester, 1973-1974).

Bachelor of Science in Business Economics

Ariel R. Alano, Rhodora D. Arriola, Carmen R. Colantes, Cynthia V. Cunanan, Luis de J. del Rosario, Gil R. Dy-Liaco, Johnny T. Hernandez, Beneva G. Lacsamana, Enrico M. Lainez, Corazon P. Magno, Isabelita T. Manalastas, Marilyn G. Marquez, Erlinda L. Morales, Fausto A. Mortel, *cum laude*, Socorro M. Mozar, Lennie C. Natividad, Luz C. Rivera, Eleanor A. Robles, Jose N. Suarez.

Bachelor of Science in Chemical Engineering

Rosalinda R. Arenas, Annabella O. Atendido, Philip C. Chua, Quinta D. Chua, Antonio C. de la Paz, Leticia A. de Ungria, Bienvenido Felix, Enrico L. Manlapaz, Adela A. Sy, Wilfredo Villamin, Ki Lip Lii Wee, Virgilio Yu.

Bachelor of Science in Chemistry

Lourdes C. Brion, Deogracias M. Kintanar, Violeta S. Manapol, Marietta L. Mangona, Cynthia P. Mina, Ligaya Nostratis, Romeo E. Villanueva.

Bachelor of Science in Civil Engineering

Reynaldo Z. Agaid, Jose Bañano T. Aldon, Reynaldo Melecio C. Arce, Alberto V. Bacani, Wilfredo C. Bar-

reiro, Benito K. Coe, Rolando B. Musni, Winston Racadio, Alejandro N. Resurreccion, Jr., Elizabeth P. Santos.

Bachelor of Science in Education

Eva Q. Baquirin, Virginia S. Bautista, Linda S. Billoso, Devota Zagala Diamante, Corazon A. Evangelista, Sylvia S. Flores, Linda Y. Go, Raquel M. Gochioco, Norma V. Renovilla, Deditha P. Serna, Remia M. Tan.

Bachelor of Science in Electrical Engineering

Romualdo C. Adao, Ernesto L. Aquino, Antonio Balgos, Stephen Co, Emmanuel de Vela, Amando Flores, Galileo S. Fule, Geronimo S. Imperial, Jr., Robert Lee, Leonardo S. Leopando, *cum laude*, Leo T. Montejo, Ferdinand Ong, Gil S. Paz, Gonzalo Puga, Joel M. Regala, Manuel M. Reyes, Jr., Carmelo L. Royeca, Angelito S. Samaniego, Rafael D. Sandoval, Edgar F. Soria, Alfredo C. Suva, Edwin Uy.

Bachelor of Science in Elementary Education

Editha T. Baloria, Romilda P. Martin.

Bachelor of Science in Fisheries

Josephine M. Aquino, Mariquita J. de Leon, Bernabe R. Garcia, Priscilla G. Marquez, Eutropia E. Ocava, Vicente C. Paterno, Joaquin G. Tan.

Bachelor of Science in Food Technology

Estelita N. Abadilla, Anabella F. Abito, *cum laude*, Lolita Y. Ago, Nympha V. Valila, Elena B. Vigo.

Bachelor of Science in Foreign Service

Lino A. Alojapan, Regina D. Cabaron, Nelia M. Calvero (as of the end of the first semester, 1971-1972), Nieves N. Carbonell, Ma. Virginia S. Capulong, *cum laude*, Alpha I. Dayot, *cum laude*, Annabelle L. Dimaano, Novelita F. delos Santos, Emiliana P. Estanislao, Ma. Corazon K. Ginete, Agnes M. Inventor, Jaime G. Nagrampa, Febes A. Pastoral, Ma. Luisa Z. Vinuya, Gladys G. Zambrano.

Bachelor of Science in Forestry

Ermine E. Achanzar, Pacafico V. Africa, Monico B. Anzia, Ernesto M. Asuncion, Andres A. Baysa, Marcelo L. Bonita, Helano J. Cuadra, Fabian F. Francia, Jr., Zoilo G. Lorenzo, Vivencio M. Maglaya, Felicitas P. Martin, Perfecto P. Meniado, Jovencio M. Mingoa, Samson F. Monton.

Lorenzo S. Ortiz, Vicente S. Paragas, Florendo D. Pitpit, Patrocinio S. Ragus, Sotero R. Ramel, Jr., Teotimo M. Redulla, Buenaventura R. Rodrigo, Jr., Cornelia L. Vicencio, Romualdo J. Villador, Simon G. Yagaya.

Bachelor of Science in Engineering

Jose G. Antonio, George C. Camaymayan, Geronimo P. David, Alfonso S. Naanep.

Bachelor of Science in Geology

Romeo L. Almeda, Wilson C. Clemente, Aristeo M. Mantaring, Rene S. Rieza, Ernesto S. San Jose, Francis Santos.

Bachelor of Science in Home Economics

Josephine Alog, Perla A. Azarcon, Myrna J. Cabatundo, Alma May A. Caluza, Ma. Zonora G. Cruz, Melizza L. de la Paz, Lorna A. Domingo, Bernadette T. Falcon, Ma. Victoria C. Garcia, *cum laude*, Nancybelle R. Gonzaga, Bernadette G. Gonzales, Sarah M. Jamir,

Evelyn G. Lee, Ma. Cristina B. Obieta, Ma. Raquel L. Pangan, Estrella A. Parampan, Nelfia O. Raqueño, Rowena Rollan, Fatima C. Sabelino, Cora P. Sangalang, Cristina C. Sayno, Susan B. Ungson.

Bachelor of Science in Home Technology

Virginia B. Adove, Zenaida R. Bonifacio, Idee S. Cuñada, Josephine S. Dorado, Cecilia B. Librada, Milagros J. Masacupan, Imelda T. Mendoza, Norma R. Ramil, Virginia D. Rosario, Emiliano L. San Jose.

Bachelor of Science in Hotel and Restaurant Administration

Cecilia M. Angeles, Ma. Theresa B. Aquino, Paz T. Aquino, Luz R. Bautista, Yolanda V. Buena, Yolanda D. Buenafior, Ma. Divina B. Buencamino, Cecilia T. Chua Chiacco, Amor P. Cruz, Santiago T. Enriquez, Roy P. Francisco, Evelyn F. Go, Ma. Sandra C. Grey, Celia M. Jamir.

Teresa G. Lareza, Lucian U. Lee, Roberto D. Lumen, Ma. Adelina P. Lupisan, Nona Minda C. Mercado, Editha R. Narciso, Jonah L. Palomique, Constanca J. Paredes, Faustino A. Perez, Jr., Marietta G. Picache, Virginia S. Recio, Lydia F. Sandejas, Victor H. Santiago, Augusto R. Sarrol, Edgar P. Sevilla.

Bachelor of Science in Hygiene

Eulogio J. Acelajado, Thelma P. Capati, Flora Y. Co, Elmer A. Colocar, Donna Corazon V. Cuevas, Erna F. de Leon, Alicia C. del Rosario, Myrna T. Eslava, Jessie C. Gazmen, Meade G. Ignacio, Elizabeth C. Lee, Reynaldo V. Lopez, Marti G. Meñez, Annina C. Osorio, Zenaida F. Reyes, Victoria B. Solidum, Willa Isabella B. Tecson, Alfredo J. Tumbali.

Bachelor of Science in Industrial Engineering

Gabriel J. Acelajado, Cesar Amurao, Jr., Ma. Lea F. Bendaño, Antonio M. Braganza, Danilo Bellosillo Cantiller, Bayani M. Castro, Ramon de Leon, Levine A. Frial, Juan Francisco Gomez, Jr., Eric L. Gotamco, Francisco V. Guevarra, Renato M. Javier, Gregorio M. Lainez, Henry O. Lim, Lamberto L. Llamas, Danilo Macapinlac, Rodolfo Maniquis, Alberto R. Morales, Philip G. Ong, William Y. Ong, Wilfredo M. Pamplona, Gregorio Maximo R. Reyes, Valentin V. Reyes, Roland H. Salita, Wilson H. Tan.

Bachelor of Science in Industrial Pharmacy

Ernesto G. Cortez, Lolita L. Sy, Soontharee Tantramongroj, Lolita T. Yu.

Bachelor of Science in Mechanical Engineering

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MEMORANDUM CIRCULARS

Memorandum Circular No. 13: Enjoining Observance of the Procedure in Extending Invitations to Foreign Government Officials, Students and Ordinary Citizens

Quoted hereunder for the information and guidance of officers of administration, deans and directors, department chairmen, academic and administrative personnel, and all concerned is Memorandum Circular No. 731 dated 23 April 1974 *enjoining observance of the procedure in extending invitations to foreign government officials, students and ordinary citizens.*

"TANGGAPAN NG PANGULO NG PILIPINAS

"(OFFICE OF THE PRESIDENT
OF THE PHILIPPINES)

"MEMORANDUM CIRCULAR NO. 731

**"ENJOINING OBSERVANCE OF THE PROCEDURE
IN EXTENDING INVITATIONS TO FOREIGN
GOVERNMENT OFFICIALS, STUDENTS AND OR-
DINARY CITIZENS.**

"The Department of Foreign Affairs has brought to the attention of this Office the reported practice of some Philippine Government agencies of sending invitations to participate in seminars, workshops, conferences, or other similar activities, directly to foreign government officials, students or ordinary citizens, contrary to the internationally accepted procedure of coursing such invitations through the foreign ministry of the country concerned.

"To enable the Philippine missions abroad to be of more effective assistance in this regard and in order to avoid embarrassment, all government agencies and instrumentalities are hereby enjoined to course such invitations through the Department of Foreign Affairs.

"By authority of the President:

"(Sgd.) ROBERTO V. REYES

"Assistant Executive Secretary

"Manila, April 23, 1974"

May 7, 1974

FOR THE PRESIDENT:

(Sgd.) OSCAR M. ALFONSO

Secretary of the University

Memorandum Circular No. 15: Requiring that All Requests for Foreign Technical Assistance be Courshed Through the National Economic and Development Authority

Quoted hereunder for the information and guidance of officers of administration, deans and directors, department chairmen, academic and administrative personnel, and all concerned is Memorandum Circular No. 737 dated 15 May 1974 *requiring that all requests for foreign technical assistance be courshed through the National Economic and Development Authority.*

"TANGGAPAN NG PANGULO NG PILIPINAS

"(OFFICE OF THE PRESIDENT
OF THE PHILIPPINES)

"MEMORANDUM CIRCULAR NO. 737

**"REQUIRING THAT ALL REQUESTS FOR FOR-
EIGN TECHNICAL ASSISTANCE BE COURSED
THROUGH THE NATIONAL ECONOMIC AND
DEVELOPMENT AUTHORITY**

"In order to assist the National Economic and Development Authority (NEDA) in the efficient and effective discharge of its development planning and coordinative functions, particularly in the establishment of priorities and programs on the utilization of foreign technical assistance available to the country, the following actions are hereby enjoined:

"1. All public and private entities, including national government agencies, local governments, universities and other educational institutions, private and civic organizations shall course their requests for foreign technical assistance to the NEDA for comment and recommendation before such requests can be acted upon.

"2. Requests for the services of foreign volunteer workers shall likewise be coursed through NEDA for comments and recommendations before they are acted upon by the Philippine National Volunteer Service Coordinating Office (PNVSCO) and the Office of the President.

"3. The PNVSCO and the Office of the President shall consult and coordinate closely with the NEDA in all matters regarding the recruitment of foreign volunteer workers in order that it may align its activities with the objectives and priority areas of the national development plan.

"4. Towards this end, the PNVSCO shall provide the NEDA with such data and other information as may be required by it in the performance of its functions. It shall also ensure that all requests for the services of foreign volunteer workers referred to above are coursed to the NEDA before taking final action on said requests.

"For strict compliance.

"By authority of the President:

"(Sgd.) ALEJANDRO MELCHOR

"Executive Secretary

"Manila, May 15, 1974"

Please be guided accordingly.

May 28, 1974

FOR THE PRESIDENT:

(Sgd.) OSCAR M. ALFONSO

Secretary of the University

MEMORANDUM

Ayala Award for Outstanding Filipino Scientists and Inventors

The President of the University has just received a letter dated 1 April 1974 from the President of the Filipinas Foundation, Inc. announcing the launching of the Ayala Award, a nationwide search for outstanding Filipino scientists and inventors.

The award consists of a P10,000.00 cash prize, a gold medal and the privilege to have the awardee's name inscribed in a permanent scroll of honor at the Ayala Museum.

Fields covered by the Award are the following: medical sciences, biological sciences, physical sciences, agricultural sciences and inventions.

Nomination forms are available in the Office of the U.P. President. Accomplished forms should be sent to the Secretariat, Ayala Awards Committee, c/o Filipinas Foundation, Inc., 7th Floor, Makati Stock Exchange Building, Makati, Rizal.

According to a brochure received from the Filipinas Foundation, Inc. the major considerations in the selection of the awardees shall be their exceptional achievement and contribution in their field of endeavor and the impact of such contribution both to their respective communities and the country. All other things being equal, more credit shall be given to younger nominees and those who had to start out with less resources.

The brochure lists down the following rules and procedures governing the Ayala Award:

"Sec. 1. *Categories*. The awards shall initially be limited to the following categories:

"A. *Medical Sciences*—those sciences which are concerned primarily with the utilization of scientific principles in understanding human diseases and in maintaining and improving human health, including nursing, nutrition, pharmacy, pharmacology, dental science, public health, etc.

"B. *Agricultural Sciences*

"C. *Biological Sciences*—all sciences other than those listed above which deal with life processes.

"D. *Physical Sciences*—those concerned primarily with the understanding of natural phenomena associated with non-living things like physics, chemistry, astronomy, oceanography, engineering, etc.

"E. *Inventions*—discovery of any new and useful machine, manufactured product or substance or process or any improvement thereof. The award shall be limited to patented inventions only.

"Sec. 2. *Number*. One or more persons deserving of recognition may be cited for each category. However, not more than ten (10) awardees shall be chosen annually. The Ayala Awards Committee may choose a lesser number of awardees in any given year.

"Sec. 3. *Prize*. Each award shall carry a prize of ten thousand pesos (P10,000.00). In the event that a particular award pertains to two or more persons, the cash prize shall be equally divided among them. The cash prize shall be accompanied by a certificate and a gold medal bearing the Zobel-Ayala coat of arms in front and a symbol representing the recipients' field of work on the reverse side. In addition, the name of the recipients shall be included in a permanent scroll to be posted in an appropriate place at the Ayala Museum.

"Sec. 4. *Posthumous Award*. A deceased person is not eligible for an award unless his death occurred subsequent to his nomination.

"Sec. 5. *Persons to Whom the Award is Open*. Only citizens of the Philippines shall be eligible during the initial year. The awards Committee may at its discretion expand the scope of the Award in the succeeding years to include outstanding Asian scientists and inventors.

"Sec. 6. *Nominations for the Award*. Only candidates nominated by the following shall be considered for an award:

"A. Professors in the prize fields at government

or government-recognized colleges and universities;

"B. Heads of government agencies:

"C. Presidents of scientific and technological organizations;

"D. In succeeding years, previous Ayala Award winners.

"Sec. 7. *Supporting Documentation*. The nominations for the awards shall be submitted in writing, substantiated in detail and accompanied by printed works of the nominee under consideration and other relevant documents. In the case of inventions, working models shall also be submitted to the Committee.

"Sec. 8. *Receiving Award More Than Once*. There is no formal objection against the same individual receiving an Ayala Award more than once either in the same field or in another provided he shall not receive more than one award in a given year.

"Sec. 9. *Lecture*. It shall be incumbent upon an awardee to give a lecture on a subject connected with the work for which the prize was awarded within six months. The manuscripts shall become the literary property of the Filipinas Foundation. In appropriate circumstances, demonstration of the working models of inventions may be required in lieu of a lecture.

"Sec. 10. *Responsibility for Selections*. The selection of outstanding scientists and inventors shall be handled by an Awards Committee to be composed of eminent persons, statesmen, scientists, educators and public servants who have distinguished themselves in the fields of science, medicine, education, law, industry, commerce and public service.

The Awards Committee shall divide itself into sub-committees of from three to five persons to pre-screen the candidates in each category. A member of the Awards Committee cannot be a member of more than two sub-committees.

Membership in the Awards Committee shall be for a period of one year provided at least two members shall be reappointed to the succeeding Awards Committee. Memberships shall in no case be announced except until after the final selection of awardees for the year under consideration.

"Sec. 11. *Prohibition*. No member of the Awards Committee shall be eligible for nomination until after the lapse of five years from the date of latest membership. Posthumous awards, however, can be granted in meritorious cases as an exception to the provision of Section 1 of these rules.

"Sec. 12. *Protest*. The deliberations of the sub-committees en banc shall be secret and no appeals can be made against a prize decision.

"Sec. 13. *Presentation of Awards*. The prizes shall be presented annually at ceremonies in Makati, Rizal during the first week of January."

Please be guided accordingly.

FOR THE PRESIDENT:

May 7, 1974

(Sgd.) OSCAR M. ALFONSO

Secretary of the University

DECISIONS OF THE BOARD OF REGENTS

848th Meeting, 50 May 1974

GRADUATION

The Board approved the graduation of the following students who have completed all the requirements for their respective certificates as indicated below:

Certificate in Fine Arts (As of April 28, 1974)

Agerico M. Mantaring, Rodolfo Rojas.

Diploma of Graduate in Nursing (As of April 29, 1974)

Editha T. Valera.

Certificado de Especializacion en la Enseñanza del Español (As of May 27, 1973)

Juanito P. Sañano.

APPOINTMENTS AND REAPPOINTMENTS

The Board approved the following appointments and reappointments:

Florecita B. Acacio, temporary transfer to cumulative leave status as Assistant Professor II of Food Science and Nutrition, College of Home Economics, effective May 1, 1974 until April 30, 1975.

Adrienne A. Agpalza as Anthropologist, U.P.I.P.-N.I.A. Upper Pampanga River Project, Institute of Planning, effective April 1, 1974 until May 31, 1974.

Jose C. Araneta, promotion from Instructor III to Assistant Professor I of Electrical Engineering, College of Engineering, effective July 1, 1974.

Jovito L. Arias, promotion from Assistant Residence Head (Range 6) to Residence Head (Range 8), Molave Residence Hall, effective July 1, 1974.

Rolando S. Atienza as Professorial Lecturer in Finance, College of Business Administration, effective June 10, 1974 until May 31, 1975.

Esteban B. Bautista as Research Fellow, Division of Research and Law Reform, Law Center, effective May 1, 1974 until June 30, 1974.

Emmanuel D. Bello, promotion from Assistant Professor IV to Associate Professor I of Wood Science and Technology, College of Forestry, University of the Philippines at Los Baños, effective May 30, 1974.

Manuel L. Bonita, promotion from Assistant Professor I to Assistant Professor III in Forest Harvesting, College of Forestry, University of the Philippines at Los Baños, effective May 30, 1974.

Honorio F. Cariño, promotion from Instructor IV to Assistant Professor I of Wood Science and Technology, College of Forestry, University of the Philippines at Los Baños, effective May 30, 1974.

Fidel R. Castillo, promotion from Management Analyst (Range 7) to Supervisor (Range 8), Budget and Management Services Division, Philippine General Hospital, effective May 1, 1974.

Veronica M. Dagondon, promotion from Senior Research Assistant to Research Associate, Agrarian Reform Institute, University of the Philippines at Los Baños, effective May 30, 1974.

Willie C. Depositario, transfer from the College of Forestry with change in designation from Assistant Professor V to Training Specialist III, Agrarian Re-

form Institute, University of the Philippines at Los Baños, effective June 16, 1974.

Luis C. Dery as Research Associate, Agrarian Reform Institute, University of the Philippines at Los Baños, effective May 30, 1974 until June 30, 1975.

Felix M. Eslava, Jr., promotion from Instructor V to Assistant Professor I of Forestry Extension, College of Forestry, University of the Philippines at Los Baños, effective May 30, 1974.

Robert E. Evenson as Visiting Professor of Agricultural Economics without compensation, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974 until July 31, 1975.

Robert B. Fox as Professorial Lecturer in Anthropology, University of the Philippines at Baguio, effective April 22, 1974 until May 31, 1974.

Mariano E. Garcia, promotion from Instructor III to Assistant Professor I of Statistics, Statistical Center, effective June 1, 1974.

Leonor B. Gregorio as Assistant Professor of Library Science, College of Sciences and Humanities, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.

George A. Guy, reversion to full-time status from Professorial Lecturer in Economics and Business Administration to Assistant Professor II in the MBA Program, University of the Philippines at Cebu, effective May 1, 1974 until May 31, 1974.

Ermelina B. Kalagayan, promotion from Collecting and Disbursing Officer (Range 9) to Cashier (Range 11), Cash Division, Office of the Vice-President for Administration, effective June 3, 1974.

Carolina L. Lacson as Psychiatrist (part-time), University Health Service, effective March 22, 1974 until June 30, 1974.

Celso B. Lantican, promotion from Assistant Professor IV to Associate Professor I of Wood Science and Technology, College of Forestry, University of the Philippines at Los Baños, effective May 30, 1974.

Azucena P. Malubag as Management Specialist II, Research and Consultancy Department, Institute for Small-Scale Industries, effective May 1, 1974 until June 30, 1974.

Jesus M. Montemayor, promotion from Researcher II to Researcher III, Agrarian Reform Institute, University of the Philippines at Los Baños, effective May 30, 1974.

Jose D. Olivar, promotion from Assistant Professor II to Assistant Professor III of Forestry Extension, College of Forestry, University of the Philippines at Los Baños, effective May 30, 1974.

Trinidad S. Osteria, temporary transfer to cumulative leave status as Assistant Professor I of Epidemiology and Biostatistics, Institute of Public Health, effective July 1, 1973 until June 30, 1974.

Adolfo V. Revilla, Jr., promotion from Assistant Professor III to Assistant Professor IV of Forest Resources Management, College of Forestry, University of the Philippines at Los Baños, effective May 30, 1974.

Nelia P. Salazar as Research Consultant (Immunology), Philippine Eye Research Institute, effective May 30, 1974 until June 30, 1974.

Mercedes M. Santiago as Research Associate, Science Education Center, effective May 2, 1974 until June 30, 1974.

William H. Scott as Professorial Lecturer in History, College of Arts and Sciences, effective June 10, 1974 until the return of Napoleon J. Casambre from a special detail abroad, but not later than October 31, 1974; as Professorial Lecturer in History, University of the Philippines at Baguio, effective April 22, 1974 until May 31, 1974.

Jose P. Tabbada, promotion from Instructor VI to Assistant Professor I of Public Administration, College of Public Administration, effective June 1, 1974.

Ruben C. Umaly as Associate Professor I of Zoology, College of Arts and Sciences, effective July 1, 1974.

Mamerto S. Ventura, promotion from Professor III to Professor V of Political Science, College of Arts and Sciences, effective February 1, 1974.

Severino B. Vergara, promotion from Instructor I to Researcher I, Agricultural Credit Division, Agricultural Credit and Cooperatives Institute, University of the Philippines at Los Baños, effective May 1, 1974.

Bella M. Villanueva, upgrading of position from Chief, Student Financial Assistance Section (Range 8) to Chief, Student Financial Assistance Section (Range 9), effective May 1, 1974.

Leandro A. Vilorio as Editorial Consultant on Reports of the Cooperative Regional Development Project, NDRC, Institute of Planning, effective April 15, 1974 until May 15, 1974.

TRANSFER TO PERMANENT STATUS

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

Jovito L. Arias as Residence Head (Range 8), Molave Residence Hall, effective July 1, 1974.

Angelina R. Bernardo as Residence Head (Range 8), Kamia Residence Hall, effective July 1, 1974.

Wilson F. Faderon as Training Specialist I, Agrarian Reform Institute, University of the Philippines at Los Baños, effective June 1, 1974.

Mariano E. Garcia as Assistant Professor I of Statistics, Statistical Center, effective June 1, 1974.

Alejandro B. Ibay as Management Specialist I in the Administrative Development Program, College of Public Administration, effective July 1, 1974.

Eloisa Y. Jacinto as Residence Head (Range 8), Sanggumay Residence Hall, effective July 1, 1974.

Ruel Padua as Chief, Budget and Management Services Division (Range 9), Philippine General Hospital, effective July 1, 1974.

Salvador E. Sala as Associate Professor IV of Business Administration courses (part-time), University of the Philippines at Cebu, effective June 1, 1974.

Jose P. Tabbada as Instructor VI, College of Public Administration, effective June 1, 1974.

Aurora M. Villarroel as Assistant Professor I of Economics, School of Economics, effective June 1, 1974.

SCHOLARSHIPS, FELLOWSHIPS, GIFTS AND GRANTS

The Board confirmed Presidential acceptance of a check in the amount of P1,000.00 for the support of the *Belen Enrile-Gutierrez Scholarship* in the MBA Program of the College of Business Administration for the school year 1974-1975. The scholarship provides the sum of P500.00 per trimester during the second and third trimesters of 1974-1975.

The Board confirmed Presidential acceptance of the *Flora Rios Palomar Scholarship in Social Work* consisting of P300.00 per semester for graduate students majoring in social work who have at least one semester's residence in the Institute of Social Work and Community Development, or graduates of the undergraduate program.

The Board accepted the equipment transferred by the *Food and Agricultural Organization (FAO)* to the Philippine Government through the Dairy Training and Research Institute (DTRI) as part of the FAO assistance in the establishment of the Institute, valued at approximately \$90,715.00.

The Board confirmed Presidential acceptance of a donation from *Professor Raul Rafael Ingles* consisting of a set of two murals on the theme "Progress in Mass Communication" to be designed and executed by Glenn Bautista and displayed at the lobby of Plaridel Hall.

The Board confirmed Presidential acceptance of the scholarship offer of the *Law and Population Project* of the U.P. Law Center (funded by the UNDP through the Commission on Population) consisting of ten (10) scholarships each amounting to P300.00 for students who will enroll in the 2-unit graduate seminar on Law and Population during the first semester with the following qualifications:

- a. Have a Bachelor's degree;
- b. Have a good scholastic record; and
- c. Involved in family planning activities, whether private or governmental.

It is understood that students selected as scholars shall be recommended to the Office of Student Affairs for approval.

The Board approved additional scholarship benefits proposed by the *Binalbagan-Isabela Sugar Co. Inc. for U.P. BISCOP scholars* effective the school year 1974-1975 covering the cost of board and lodging each semester, as follows:

a. BISCOP shall pay the monthly cost and expenses of board and lodging of the BISCOP scholars in the U.P. dormitories. Board covers regular meals from Monday to Friday, consisting of breakfast, P1.50, lunch, P2.50, and dinner, P2.50. Advances and payment of the board and lodging shall be made directly to U.P. Diliman.

b. In case the BISCOP scholars board and lodge with their relatives, they shall be entitled only to a maximum of P150.00 additional monthly allowance.

c. Boarding and lodging of BISCOP scholars outside of U.P. dormitories and/or relatives is not permitted, and therefore does not entitle them to claim for the cost and expenses of board and lodging.

The benefits, therefore, of U.P. BISCOP scholars effective the school year 1974-1975 shall be as follows:

- a. Matriculation fees as assessed by the University of the Philippines;
- b. Two Hundred (P200.00) pesos at the start of each semester for books and school supplies;
- c. One Hundred Fifty (P150.00) pesos monthly allowance for the five months of the semester;
- d. Board and lodging as per above indication; and
- e. One (1) round-trip fare to and from his/her home after each semester.

COLLECTION OF FEES

The Board authorized the College of Fine Arts to collect a laboratory fee of P50.00 from students enrolled in Elementary Photography and Advanced Photography, effective the first semester 1974-1975, provided that no part of the fees so collected shall be used for personal services.

The Board noted that the photo-laboratory of the College had been in operation for three semesters now. Some parts of the photography equipment need replacement, while the laboratory still lacks other much need equipment and accessories. Since the cost of photography materials has increased and the College is not in a position to finance all its needs, collection of a laboratory fee from students enrolled in photography is deemed necessary.

The Board approved the increase in the ladies' dormitory rates in the University of the Philippines at Iloilo from P130.00 to P160.00 for ordinary room and from P150.00 to P180.00 for special room effective the first semester, 1974-1975 to conform with the prevailing cost of operation and maintenance.

The new rates include both room and board.

The Board approved the increase in laboratory fees in the different colleges, schools, and institutes effective the first semester, academic year 1974-1975.

LABORATORY FEES

| <i>Name of Unit and Subjects</i> | <i>Existing Rate</i> | <i>New Rate</i> |
|-----------------------------------------------------------------------------------------------------------------------------------------|----------------------|-----------------|
| 1. College of Arts and Sciences | | |
| Botany 10, 11, 108, 112, 114, 115, 116, 117, 121, 124, 190, 211, 213, 214, 216, 217, 218, 222, 223, 224, 225, 226, 242, 243, 300, & 400 | P 21.00 | P 36.00 |
| Biology 3, 100, 109, 126, 141, 160, 161, 164, 190, 229, 241, 261, 269, & 290 | 21.00 | 36.00 |
| Marine Biology 110, 111, 112, 113, 114, 119, 120, 131, 160, 161, & 199 | 21.00 | 36.00 |
| Chemistry 11, 14, 19, 20, 25, 26, 28, 31, 33, 34, 40, 123, 124, 145, 170, 173.1, 174.1, 200, 217, & 220 | 21.00 | 36.00 |
| Chemistry 300 | 21.00 | 60.00 |
| Geology 11.1, 20 & 196 | 14.00 | 20.00 |
| Geology 40, 50, 112, 120, 122, 130, 140, 160, 162, 170, 182, & 192 | 21.00 | 30.00 |
| Geology 150 & 194 | 21.00 | 36.00 |
| Humanities I | 14.00 | 20.00 |
| Meteorology 101.1 & 202 | 21.00 | 30.00 |
| Physics 31, 32, 42, 43, 61, 62, & 63 | 21.00 | 30.00 |

| <i>Name of Unit and Subjects</i> | <i>Existing Rate</i> | <i>New Rate</i> |
|----------------------------------------------------------------------------------------------------------------------------|----------------------|-----------------|
| Physics 21 | 36.00 | 50.00 |
| Physics 193 & 194 | 54.00 | 70.00 |
| Psychology 115, 162, 163, & 199 | 21.00 | 25.00 |
| Psychology 262 & 264 | 7.00 | 10.00 |
| Zoology 11, 102, 108, 111, 112, 113, 114, 116, 121, 131, 132, 161, 176, 281, 283, 199, 208, 213, 214, 233, 234, 280, & 288 | 21.00 | 36.00 |

2. College of Veterinary Medicine

| | | |
|-------------------------------------------------------------------|---------|---------|
| Veterinary Parasitology 131 & 132 | P 14.00 | P 21.00 |
| Veterinary Parasitology 231, 232, 233, 234, 290 and 300 | 21.00 | 28.00 |
| Veterinary Anatomy 101, 102, 103, & 104 | 17.50 | 21.00 |
| Veterinary Microbiology 121, 122, & 123 | 14.00 | 21.00 |
| Veterinary Pathology 121, 122, 123, 124, & 125 | 14.00 | 21.00 |
| Veterinary Public Health 121 & 122 | 14.00 | 21.00 |
| Veterinary Pathology 221, 222, 223, 224, 225, 226, 227, 228 & 290 | 21.00 | 28.00 |
| Veterinary Microbiology 221 & 222 | 21.00 | 28.00 |
| Veterinary Public Health 221, 222, 223, & 224 | 21.00 | 28.00 |

3. College of Music

| | | |
|--------------------------------------------------|-------|-------|
| Bass 10, 20, 30, 40, 150, 160, 170, 180, & 190 | 14.00 | 50.00 |
| Bassoon 150, 160, 170, 180, & 190 | 14.00 | 50.00 |
| Cello 10, 20, 30, 40, 150, 160, 170, 180, & 190 | 14.00 | 50.00 |
| Flute 150, 160, 170, 180 & 190 | 14.00 | 50.00 |
| French Horn 150, 160, 170, 180, & 190 | 14.00 | 50.00 |
| Organ 10, 20, 30, 40, 150, 160, 170, 180, & 190 | 14.00 | 50.00 |
| Piano 10, 20, 30, 40, 150, 160, 170, 180, & 190 | 14.00 | 50.00 |
| Trombone 150, 160, 170, 180, & 190 | 14.00 | 50.00 |
| Trumpet 150, 160, 170, 180, & 190 | 14.00 | 50.00 |
| Violin 10, 20, 30, 40, 150, 160, 170, 180, & 190 | 14.00 | 50.00 |
| Voice 10, 20, 30, 140, 150, 160, & 170 | 14.00 | 50.00 |

4. College of Engineering

| | | |
|--------------------------------------------------------------------------------------------------------------------|---------|---------|
| Chemical Engineering 55, 57, 205, & 245 | P 17.50 | P 30.00 |
| Electrical Engineering 4, 5, 41, 45, 47, 61, 62, 63, 64, 65, 66, 80, 102, 203, 204, 205, 221, 222, 232, 235, & 241 | 17.50 | 30.00 |
| Engineering Sciences 1 & 3 | 6.00 | 10.00 |
| Mechanical Engineering 35, 36, & 37 | 17.50 | 30.00 |
| Mining and Metallurgical Engineering 22, 25, 26, 28, 31, 33, 35, 38, 42, 47, 142, 232, 233, 234, & 242 | 17.50 | 30.00 |
| Shop Practice 1, 3, 4, 5, 6, & 7 | 17.50 | 30.00 |

| Name of Unit and Subjects | | Existing Rate | New Rate |
|----------------------------------------------------------------------------|---|---------------|----------|
| 5. Institute of Mass Communication | | | |
| Broadcasting 121 & 122 | | 100.00 | 125.00 |
| 6. College of Dentistry | | | |
| Per Student, 1st & 2nd Year | P | 76.00 | P150.00 |
| Per Student, 3rd & 4th Year | | 76.00 | 200.00 |
| 7. College of Home Economics | | | |
| HRA 19—Quantity of Food Production | | — | 28.00 |
| HRA 119—Catering Management | | — | 28.00 |
| 8. School of Allied Medical Professions | | | |
| Anatomy and Physiology | | 21.00 | 30.00 |
| Therapeutic Subjects (OT 133, 134, & 136) | | 7.00 | 15.00 |
| 9. U.P. College in Manila | | | |
| Botany 10, 108, 114, & 121 | | 21.00 | 36.00 |
| Chemistry 11 & 31 | | 21.00 | 36.00 |
| Geology 11 | | 14.00 | 24.00 |
| Drama 23 | | 14.00 | 24.00 |
| Humanities 1 | | 14.00 | 24.00 |
| Physics 31 & 32 | | 21.00 | 36.00 |
| Zoology 11, 102, 111, & 121 | | 21.00 | 36.00 |
| Biology 141 | | 21.00 | 36.00 |
| 10. College of Pharmacy | | | |
| Industrial Pharmacy 102.1, 103, 105.1, 107, 202, 203, 205, & 207 | | 14.00 | 21.00 |
| Industrial Pharmacy 290 | | 14.00 | 42.00 |
| Pharm. Chemistry 25, 26, 27, 30, 31.1, 33.1, 101.1, 102.1, 204, 206, & 213 | | 14.00 | 21.00 |
| Pharm. Chemistry 21, 106, 200, 203, 205, & 290 | | 14.00 | 42.00 |
| Pharmacognosy 44 & 45 | | 14.00 | 42.00 |
| Pharmacy 11, 13, 202, 204, 205, 206, & 290 | | 14.00 | 21.00 |
| Pharmacy 21, 53, 57, & 109 | | 14.00 | 42.00 |
| 11. Institute of Public Health | | | |
| Undergraduate | | 48.00 | 57.00 |
| Graduate | | 83.00 | 99.00 |

CREATION OF POSITIONS IN PHILIPPINE GENERAL HOSPITAL

The Board approved the creation of the following classes of positions for the Department of Rehabilitation Medicine, Philippine General Hospital:

- Physical Therapy Trainee (Range 4); and
- Occupational Therapy Trainee (Range 4).

It is understood that upon passing the Board Examinations for Physical Therapists and Occupational Therapists, incumbents of the above positions will be upgraded to Range 6 and will receive the minimum salary of the range.

The Board noted that the Department of Rehabilitation Medicine is physically handicapped by the lack of physical therapists, hampering its services to disabled patients. Creation of the above trainee positions will enable the Hospital to employ new graduates who have not taken any Board Examinations for Therapists. Holders of the positions will be under the supervision of the Medical Staff.

RECLASSIFICATION OF POSITION OF ASSISTANT AUDITOR IN U.P. AT LOS BAÑOS

The Board approved the reclassification of the position of the Assistant Auditor from Range 10 to Range 12 in

the Administrative Personnel Class in the University of the Philippines at Los Baños, for the following reasons:

a. With the grant of autonomy to U.P. at Los Baños, the Assistant Auditor in Los Baños has assumed greater responsibilities. At present the U.P. at Los Baños Auditor still receives the same salary as division chief of the Auditor's Office of the U.P. System.

b. Within the scope of his delegated authority, the Assistant Auditor of the U.P. at Los Baños will necessarily have to exercise greater discretion than does a division chief, since for all intents and purposes, he acts for and in behalf of the U.P. System Auditor on matters concerning the autonomous university.

AFFILIATION OF UPSI SCHOOL OF MEDICAL X-RAY TECHNOLOGY STUDENTS WITH HEALTH SERVICE

The Board approved the request of The Marian Schools, UN Avenue, Manila, for the affiliation of the UPSI School of Medical X-ray Technology students with the Health Service in connection with their clinical practice, subject to pertinent University rules and regulations and the following conditions:

a. Two (at most three) interns will be accepted at a time; and

b. Payment of an affiliation fee of P30.00 to P35.00 per intern.

CHANGE OF NAME TO UNIVERSITY HIGH SCHOOL

The Board approved the change of name of the U.P. High-Preparatory School to *University High School*, pursuant to the Board's resolution asking for a new name for the joint high schools. The name above was unanimously approved by the U.P. High-Preparatory School faculty.

CHANGE OF NAME TO INSTITUTE OF ENVIRONMENTAL PLANNING

The Board approved the change of name of the Institute of Planning to *Institute of Environmental Planning*, consistent with its functions.

CREATION OF OFFICES AND POSITIONS IN COLLEGE OF LAW

The Board approved the creation of the following offices and positions in view of curricular and other changes in the College of Law:

a. Creation of an "Office of Legal Aid" with a detailed description of its purposes, activities and organizational setup. The revision of courses in the senior year incorporating practicum Legal Technique I and Legal Technique II necessitates the establishment of the office, which will be headed by a director.

b. Creation of the position of Director of Graduate Studies for better planning and coordination of graduate work, the College being in the process of revitalizing its graduate offerings.

c. Change in the title of Head, Law Evening Division to *Director, Law Evening Division*. The incumbent of this position supervises the law evening classes. Inasmuch as approximately 1/3 of the total enrollment of the College comprises the law evening sections, the necessary personnel (namely, a clerk-typist and a custodial worker) will be provided the Law Evening Division.

In this connection, the three directors above will serve without additional compensation; however, aside from receiving credit for their work (for purposes of computing

teaching load under existing University rules), they will be allowed to cumulate their vacation and sick leaves.

CHANGE OF NAME TO DEPARTMENT OF NUTRITION IN INSTITUTE OF PUBLIC HEALTH

The Board approved the change in name of the Department of Physiological Hygiene and Nutrition to *Department of Nutrition* in the Institute of Public Health.

In this connection, the Board approved the transfer of the unit on Physiological Hygiene to the Department of Public Health Engineering.

The Board noted that the name "Department of Physiological Hygiene and Nutrition" conveys the impression that this department undertakes a substantial if not an equal load of the teaching and research program in Physiological Hygiene as in Nutrition. Records will attest, however, that course offerings in the Department are concentrated in Nutrition. The two areas, with their respective faculties, have moved into different and unrelated directions with divergent foci of interests.

To provide an atmosphere conducive to developing the full teaching and research potential of the staff in both disciplines and give due recognition that each deserves, the formal separation hereinabove was approved.

AUTOMATIC SALARY INCREASE FOR FACULTY MEMBERS AND ACADEMIC NON-TEACHING PERSONNEL TO RETIRE AT COMPULSORY RETIREMENT AGE OF 65

The Board approved the automatic increase in salary for faculty members and academic non-teaching personnel who will retire at the compulsory retirement age of 65, subject to the following conditions.

a. The automatic pre-retirement increase in salary shall be given not earlier than a year nor later than three months prior to the date of retirement, as follows:

(1) One-step increase—for those who shall have rendered at least 15 years but below 20 years of service to the University at the time of retirement.

(2) Two-step increase—for those who shall have rendered at least 20 years' service to the University at the time of retirement, provided they have not attained the rank of at least Professor VII or at least Step 5 of the scale for University Guidance Counsellor or University Librarian.

(3) In exceptionally meritorious cases, the President may give more than the one-step and two-step automatic increases indicated in (1) and (2) above.

b. To be used strictly for retirement purposes to take care of retiring faculty members in Step V or VI of the Assistant Professor or Associate Professor rank, two additional steps in each of these ranks are created as follows (based on the 1973 salary scale):

Assistant Professor VII—P16,980.00 per annum

Assistant Professor VIII—P17,940.00 per annum

Associate Professor VII—P22,240.00 per annum

Associate Professor VIII—P23,760.00 per annum

c. For the purpose of determining the automatic pre-retirement salary increases proposed in item (a) above for academic non-teaching personnel, the 1973 salary scale shall be considered as a continuous scale, as follows:

| | | |
|-------------|-------------|-------------|
| 1—P4,140.00 | 4—P4,932.00 | 7—P6,192.00 |
| 2— 4,392.00 | 5— 5,220.00 | 8— 6,552.00 |
| 3— 4,656.00 | 6— 5,532.00 | 9— 6,936.00 |

| | | |
|---------------|---------------|---------------|
| 10—P 7,344.00 | 19—P12,216.00 | 28—P20,100.00 |
| 11— 7,776.00 | 20— 12,924.00 | 29— 21,240.00 |
| 12— 8,232.00 | 21— 13,668.00 | 30— 22,440.00 |
| 13— 8,712.00 | 22— 14,448.00 | 31— 23,712.00 |
| 14— 9,216.00 | 23— 15,264.00 | 32— 25,056.00 |
| 15— 9,744.00 | 24— 16,128.00 | 33— 26,472.00 |
| 16— 10,308.00 | 25— 17,040.00 | 34— 27,960.00 |
| 17— 10,908.00 | 26— 18,000.00 | |
| 18— 11,544.00 | 27— 19,020.00 | |

d. The automatic pre-retirement increase in salary shall not apply to retiring academic personnel who have attained the level of Professor VIII or the highest step in the salary scale for academic non-teaching personnel (e.g., Step 6 of University Guidance Counsellor or University Librarian).

e. The giving of an automatic pre-retirement salary increase shall not preclude giving of merit promotion/increase to academic personnel due for retirement; *provided*, however, that such merit promotion shall be given not later than one year prior to the effectivity date of the compulsory retirement.

APPOINTMENT OF NON-REGULAR MEMBERS OF FACULTY

The Board approved the correction of the rules governing the appointment of non-regular members of the faculty approved by the Board at its 845th meeting on 25 April 1974, particularly item No. 6 under the heading "Qualification Standards and Additional Rules," as follows:

"6. All appointments to the positions of [Lecturers] Senior Lecturers OR Professorial Lecturers [or Special Lecturers] shall be submitted to the Board of Regents for approval."

(Words in capital letters added; words in brackets deleted.)

The above correction is necessary in that the Board at its 828th meeting on 21 December 1972 had delegated to the President or the Chancellor the approval of appointments of lecturers and special lecturers.

AUTHORITY FOR PRESIDENT OF THE SYSTEM OR CHANCELLOR TO ENTER INTO FORMAL AGREEMENTS, OR ACADEMIC CONSORTIA, WITH OTHER INSTITUTIONS OF HIGHER LEARNING BOTH HERE AND ABROAD

The Board authorized the President of the System or the Chancellor of any autonomous university of the System, to enter into formal agreements, or academic consortia, with other institutions of higher learning both here and abroad, under which the facilities, personnel and other resources of one may be availed of by the other or others for purposes 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:

a. The University of the Philippines shall be represented by the President of the U.P. System, or by the Chancellor of an autonomous university, in signing the agreement. The head of the other institution(s) concerned shall represent the other party. Where a separate memorandum of agreement setting forth the implementing details of the program of academic cooperation is to

be formulated, the dean of the U.P. regional unit concerned may be authorized to represent the University and sign the agreement. In all cases, however, such implementing memorandum of agreement shall form an integral part of the basic Agreement which the President or the Chancellor signs.

b. An academic consortium or agreement shall be effective for a period of one (1) year from the date of its approval by the Board of Regents, subject to renewal for like periods, upon mutual agreement of the parties. Renewals of agreements shall be subject only to approval by the President or the Chancellor. The agreement may be terminated by any of the parties upon a written notification of at least three months before the time stipulated for such termination.

c. Subject to the requirements of the University's academic programs, both on-going and projected, which shall have priority over outside activities or involvement of its personnel, faculty members whose services may be needed by the other institution(s) may be allowed to teach, handle consultancy or perform similar services therein, under the following conditions and to pertinent University rules and regulations:

(1) They should not be carrying less than the regular teaching load during the academic terms in which their services are sought by the other institutions;

(2) They shall not be entitled to either overload or reduction of load privileges during the academic terms in question;

(3) They shall not teach more than [two] *six* hours [each day] *a week* at the other institution(s), and shall be paid reasonable rates of honorarium commensurate with their positions in the University, to be borne solely by the requesting institution(s); (Portions in brackets deleted; those in italics added.)

(4) Where consultancy or similar services are rendered, they shall render such services to the other institution(s) outside of their regular service hours in the University;

(5) No research projects in the University shall be delayed or interrupted by reason of a detail of the faculty or other personnel concerned to the other institution(s);

(6) Permission to teach in the other institution(s) shall be secured by individual faculty members concerned, the approved inter-institutional memorandum of agreement notwithstanding. Such permission to teach may be withdrawn or revoked at any time when such teaching adversely affects efficiency and exigency of the service in the University.

In this connection, the following academic consortia initially recommended were approved effective the academic year 1974-75;

a. Between the U.P. (U.P. at Baguio) and the Armed Forces of the Philippines (Philippine Military Academy);

b. Between the U.P. (U.P. at Baguio) and Brent School at Baguio City;

c. Between the U.P. (U.P. at Iloilo), Central Philippine University and West Visayas State College, all located at Iloilo City;

d. Between the U.P., Ateneo de Manila University and De La Salle College. (Consortium on physical science and mathematics involving the three institutions.)

The Board *noted* that the details of the respective memorandum of agreements above will be worked out separately upon approval by the Board in accordance with the foregoing guidelines.

While it is recognized that an academic consortium is not an easy course to follow, there is substantial encouragement to be derived from the practice of academic sharing of facilities and resources, considering that institutions of higher learning have their own particular strengths and weaknesses. The advantages, therefore, to be derived from entering into an academic alliance fully justify the above recommendations.

The Board approved the above amendments on item (3) under letter 'c' of the guidelines upon motion of Regent Samonte duly seconded, for the following reasons:

The Board considered the original recommendation of two hours a day as too heavy a load, because assuming the faculty member will teach five (5) days a week in another institution, this will amount to a load of 10 units, and the normal academic load in the University is 12 units. Moreover, the University rules allow an overload-teaching of only six (6) units for a faculty member.

In this connection, the Board *further agreed* as a matter of policy to limit the number of academic consortium agreements to only three (3) at a time insofar as the units in Diliman and Los Baños are concerned. The Board also made it understood that rendering services in another institution under such consortium agreements shall not be mandatory but purely voluntary on the part of the faculty members of the University.

CREATION OF POSITION OF ASSISTANT TO THE DEAN IN U.P. COLLEGE IN MANILA

The Board approved the creation of the position of Assistant to the Dean in the U.P. College in Manila for working students, effective upon approval, whose duty shall be to undertake an in-depth study of the problems besetting the working students and to propose solutions thereto to the Dean, to plan and coordinate with the Secretary and the Chairmen of Divisions to the course offerings in the evening, and to perform such other functions as may be assigned to him by the Dean.

The need for such an office has become necessary with the opening of day classes since the academic year 1972-1973. Working students face problems not quite similar to those of the day students who now constitute the bulk of the studentry and who are well taken care of by the Offices of the Secretary and the Guidance Counsellor.

INCREASE IN MONTHLY STIPEND FOR UPCA UNDERGRADUATE FELLOWSHIP

The Board approved the increase in the monthly stipend for the UPCA Undergraduate Fellowship from ₱75.00 to ₱100.00 per month.

A review and evaluation of the different fellowships offered in the U.P. at Los Baños indicated that the regular monthly stipend is from ₱100.00 to ₱150.00 with ₱200.00 to ₱250.00 for matriculation fees and ₱100.00 to ₱120.00 book allowances, in addition to thesis support. On the other hand, the UPCA undergraduate fellowship provides only ₱75.00 monthly stipend and free tuition.

INCREASE IN LIVING ALLOWANCE OF U.P.-GOVERNMENT SCHOLARS

The Board approved the increase in the living allowance of U.P.-Government scholars from P175.00 to P200.00 a month for ten (10) months and the payment of clothing allowance in the first and third years of the scholarship in lieu of each semester as is the present practice.

The increase in living allowance is believed justified in view of the increased cost of living. Moreover, the payment of clothing allowance in the first and third years is believed more in keeping with the spirit of the scholarship program.

AMENDMENT OF BOARD'S RESOLUTION REGARDING REDUCED TUITION PRIVILEGES FOR FACULTY AND OTHER PERSONNEL

The Board approved the joint request of the presidents of the ONAPUP (Organization of the Non-Academic Personnel of the U.P.), UPSA (U.P. Supervisors' Association), and UPFO (U.P. Faculty Organization) for the amendment of the Board's resolution regarding reduced tuition privileges for faculty and other personnel (552nd meeting, 20 December 1951 as amended at 816th meeting, 27 January 1972), in order to read as follows:

'That children and wife or husband of permanent full-time faculty members and of other full-time personnel, including those on daily wage basis, who have served continuously in their work for a period of not less than five (5) years, of the University proper, studying in the University of the Philippines, be exempted from the payment of tuition fees beginning the second semester of the academic year 1951-1952, provided said students [obtained an average grade not lower than '3' (for undergraduates) and '2' (for graduates) or 75% or better, for a normal academic load] *passed a minimum of twelve (12) units or three-fourths (3/4) of the total units he was enrolled in on the last day of late registration, whichever of the two alternatives is higher, in the last semester attended.*' (Portion in brackets to be deleted; those in italics to be added.)

ESTABLISHMENT OF A CENTER FOR POLICY AND DEVELOPMENT STUDIES IN U.P. AT LOS BAÑOS

The Board approved the establishment of a Center for Policy and Development Studies in the U.P. at los Baños to serve as an integrating mechanism to mobilize and harness the various departments and disciplines in the

task of assisting the policy-makers in the analysis of policy issues and problems, with a view to better policy formulation, particularly in the field of agricultural and rural development.

To be headed by an Executive Director, the proposed Center shall be under the general supervision of an Executive Board with the Chancellor as chairman and all heads of the UPLB units as members. The Executive Director shall be member-secretary of the Executive Board. An Advisory Council, composed of government officials and prominent leaders from the private sector, will be formed by the Chancellor with the approval of the President of the System.

The following shall compose the Center staff:

- (a) A small core of researchers and other professional staff;
- (b) A larger group of professional or technical men to be drawn on a part-time basis from relevant departments and units of UPLB and affiliate institutions; and
- (c) Administrative or supporting personnel.

The specific objectives of the Center are as follows:

- (a) To organize and conduct policy conferences, seminars and workshops where policy-makers, scientists, and technocrats from both public and private sectors can be brought together to identify and define relevant problem areas for policy studies, as well as evaluate existing and proposed policies relating to agricultural and rural development.
- (b) To undertake in-depth studies and other researches on policy issues and problem areas so identified and defined in the conferences and seminars.
- (c) To serve as a center for the collection, exchange and dissemination of relevant information on policy and development-oriented research projects.
- (d) To provide opportunities for the staff of the U.P. at Los Baños, ACAP colleges and other institutions or agencies to participate in research and development projects which call for multi-disciplinary and/or inter-agency collaboration.
- (e) To formulate and organize manpower training programs to meet requirements of agricultural and rural development projects and provide opportunities for broadening and enriching knowledge through fellowships and training assistantships.

PRESIDENTIAL APPOINTMENTS

The President approved the following appointments:

Julio Antonio Aguenza as Acting Chairman, Department of Marketing, College of Business Administration, effective May 1, 1974 until April 30, 1975.

Salvador T. Carlota as Secretary, College of Law, effective May 1, 1974 until April 30, 1975.

Petronilo Bn. Daroy as Officer-in-Charge, Department of Filipino and Philippine Languages, College of Arts and Sciences, effective May 28, 1974 until December 31, 1974.

Pacita Madroño as Senior Research Assistant, Institute for Small-Scale Industries, effective May 13, 1974.

Ramon C. Portugal as Acting Dean, Institute of Environmental Planning, effective May 16, 1974 until April 30, 1975.

Evelyn Ramos as Instructor III, Institute of Social Work and Community Development, effective May 1, 1974 until May 31, 1974.

Melito Salazar as Officer for Student Relations, College of Business Administration, effective May 1, 1974 until June 30, 1975.

SEPARATIONS FROM THE SERVICE

Resignations

- Celso A. Bunag as Dean, College of Dentistry, May 31, 1974.
 Lilia P. Castro as Clerk-Typist, College of Veterinary Medicine, May 8, 1974.
 Josefa Dikitanan as Secretary, College of Home Economics, May 6, 1974.
 Enrico C. Sobong as Instructor, Comprehensive Community Health Program, May 2, 1974.

Diana E. Yap as Pilot Food Plant Supervisor, College of Home Economics, May 31, 1974.

Retirements

- Maximino Gamad as Carpenter, Physical Plant Office, May 22, 1974.
 Mamerto S. Ventura as Professor, College of Arts and Sciences, May 8, 1974.

CONTRACTS AND AGREEMENTS

The Board confirmed the following contracts and agreements at its 846th meeting on 30 May 1974:

1. Memorandum of Agreement with Philippine Council for Agricultural Research (PCAR)

A memorandum of agreement was entered into between the University of the Philippines at Los Baños and the Philippine Council for Agricultural Research (PCAR) which refers to the PCAR Scientific Literature Service Project.

The agreement provides, among others, that PCAR shall deposit with the U.P. at Los Baños library one copy of its finished researches and two copies of its publications, etc. The Scientific Literature Service through the PCAR shall make monthly payment to the U.P. at Los Baños library for expenses incurred in the use of the library's xerox machines.

2. Contract for General Construction of Aerial Electrical Distribution System of College of Forestry

A contract for the general construction of the Aerial Electrical Distribution System of the College of Forestry was awarded to Power Equipment and Supplies, Inc. at a total contract price of P199,000.00.

3. Contracts Between University of the Philippines at Los Baños and Outside Agencies

a. Memorandum of Agreement with the Bureau of Animal Industry (BAI)

This pertains to a BAI Fellowship-Study Grant which provides full fellowship to qualified junior students until completion of undergraduate work leading to B.S. in Agriculture. The BAI agrees to provide the sum of P100,000.00, of which P3,850.00 shall be utilized to support each fellow grantee per year plus an additional support of P3,100.00 for thesis and graduation expenses per scholar during the last year of the fellowship. The grant takes effect beginning the first semester, school year 1974-1975.

b. Memorandum of Agreement with Planters Products, Inc. (PPI)

This pertains to a PPI Fellowship-Study Grant which provides full fellowship to a qualified high school graduate until completion of undergraduate work

leading to B.S. in Development Communication. The PPI shall pay the amount of P12,300.00, of which P3,000.00 shall be utilized to support the grantee per year plus an additional support of P300.00 for thesis and graduation expenses in the last year of the fellowship. The grant takes effect beginning the first semester, school year 1974-1975.

c. Memorandum of Agreement with the Department of Public Information (DPI)

The agreement is pursuant to the "Strategy for Development Communication," otherwise known as Program Genesis, which was conceived and developed by DPI. Under the agreement, which is for five years, the DPI and the U.P. at Los Baños shall undertake research efforts on development communication.

d. Memorandum of Agreement with the Philippine Tobacco Administration (PTA) and others

This refers to a joint undertaking of the PTA, the Bureau of Commerce, the National Science Development Board, the Philippine Tobacco Board, the National Research Council of the Philippines and the U.P. at Los Baños, under which the parties agree to form a Special Committee on the Health Aspect of Philippine-grown Cigar Leaf Tobacco.

e. Contracts with the International Rice Research Institute (IRRI)

1. Memorandum of Agreement pertaining to a research project entitled "UPLB-IRRI Multiple Cropping Project," for which IRRI shall make available the amounts of P136,190.00 for the first year and P144,830.00 for the second year of the project. The U.P. at Los Baños on the other hand agrees to provide the services of its faculty and staff. The agreement shall be for two (2) years beginning January 1, 1974 until December 31, 1975.

2. Deed of Transfer pertaining to the following motor vehicles conveyed by the IRRI for the use of the UPLB-IRRI Multiple Cropping Project:

- One (1) unit Toyota Land Cruiser
- One (1) unit Toyota "High-Lux" Pickup
- Six (6) units "Suzuki" motorcycles
- Three (3) units "Yamaha" Wonderbikes

4. Memorandum of Agreement with Southeast Asian Regional Center for Graduate Study and Research in Agriculture (SEARCA)

A memorandum of agreement approved by the President was entered into between the Southeast Asian Regional Center for Graduate Study and Research in Agriculture (SEARCA) and the University of the Philippines at Los Baños (UPLB).

This pertains to the establishment and funding of SEARCA professorial chairs as a means of maintaining a primary institutional resource—a strong graduate fac-

ulty—that would enable the UPLB to continue providing high-quality graduate education in agriculture, forestry and related sciences. SEARCA commits itself to provide assistance for 16 professorial chairs allocated among divisional areas, namely: physical sciences, plant sciences, animal sciences, crop and animal protection, forestry, food science and technology and socio-economics and communication. The yearly allocation will be P6,000.00 for each professorial chair or a total of P96,000.00, which shall be transferred to UPLB in lump sum or on quarterly basis, the first remittance to be made on June 1, 1975.

RULES AND REGULATIONS

RULES GOVERNING THE PUBLICATION OF THE STUDENT NEWSPAPER IN THE UPLB

Article 1. There shall be a UPLB official student newspaper which shall publish news and information of interest to the students and shall serve as an outlet for their creative talents. The name of the official student publication shall be determined after due consultation with the UPLB students.

Article 2. The publication of the UPLB student newspaper shall be governed by these rules and by such regulations as may be promulgated by the Chancellor to implement these rules.

Article 3. There shall be an Editorial Advisory Board to be composed of the Director of Student Affairs as chairman; and faculty members and student representatives from each of the Colleges to be appointed by the Chancellor upon recommendation of their respective Deans, as members.

Article 4. The Chancellor shall appoint a Faculty Adviser from among nominees to be submitted by the Editorial Advisory Board. The Faculty Adviser shall go over all the materials intended for publication in the UPLB student newspaper. No issue shall be published without the Faculty Adviser's approval as evidenced by his signature on every page proof of the paper.

Article 5. Any conflict over the publication of a news item, story, article, editorial, cartoon or other material between the Editor and the Faculty Adviser shall be settled by the Editorial Advisory Board. The decision of the Advisory Board may be appealed to the Chancellor, whose decision shall be final.

Article 6. The Editor of the UPLB student newspaper shall be chosen by a committee composed of at least three faculty members to be appointed by the Chancellor. The Committee shall conduct and score the editorial examinations. It shall recommend to the Chancellor the appointment of the candidate obtaining the highest average in the editorial examination as Editor of the UPLB student newspaper. The test shall be administered within two weeks after the start of classes of the first semester.

Article 7. To be eligible to take the examinations for the editorship, a student must have the following qualifications:

- He must be a regular student of the UPLB with at least one year of residence therein;
- He must be enrolled in a degree course and must carry not less than the normal load prescribed for a regular student;
- He must have passed at least 75% of the normal load and must have no grade of "4.00" or "5.00" in the semester immediately preceding the examinations. The academic qualifications of candidates shall be certified by the UPLB Registrar.
- He must be of good moral character as attested to in writing by two members of the UPLB faculty.
- Student members of the Editorial Advisory Board shall be ineligible to take the editorial examinations.

Article 8. The editorial examinations shall cover the following fields:

| | |
|-------------------------|-------|
| Editorial | 40% |
| News writing | 40% |
| Front page layout | 20% |
| | <hr/> |
| | 100% |

In case of a tie for first place, the candidate with more journalistic experience and higher scholastic standing shall be recommended. In case the highest ranking candidate for some reason declines the editorship of the UPLB student newspaper, the next ranking candidate shall be recommended.

Article 9. The Editor shall be appointed within two weeks after the editorial examinations have been given.

- Unless a senior who will be graduating at the end of the first semester, the editor shall serve for one academic year and remain a regularly enrolled student while serving in that capacity.
- If the Editor fails to get a grade of "3" or better in at least 75 percent of the total number of academic units he is enrolled for

as of the last day of late registration of the first semester or is physically incapacitated to continue his term, he shall submit his resignation stating his reason(s) in writing to the Chancellor who shall duly notify the Editorial Advisory Board of the vacancy.

- c. The Committee shall administer another test to select a new editor within two weeks after the position becomes vacant.

Article 10. The Editor shall appoint to positions on the UPLB student newspaper editorial staff the candidates for the editorship and such other UPLB students as may be necessary to carry out his editorial functions.

Article 11. The publication of the UPLB student newspaper shall be financed exclusively by the fee paid by students and by other income it may receive from subscriptions, advertisements and other services as may be allowed by existing laws and rules.

Article 12. The financial and business management of the UPLB student newspaper shall be vested in a Business Manager who shall be appointed by the Editor.

Article 13. To insure proper expenditure of UPLB student newspaper funds, the following regulations shall be observed by the Editor and the Business Manager:

- a. At the beginning of his term, the Editor of the UPLB student newspaper shall submit to the Chancellor, through the Editorial Advisory Board, a complete roster of those he appointed to the staff, specifying their names, respective academic units, staff positions, rates of payment, and the effectivity as well as the term of each appointment.
- b. No payment shall be made to any staff member, including the Editor, until after the submission of the roster referred to above.

- c. Any change in the staff should be reported to the Chancellor by the Editor through the Editorial Advisory Board so that the necessary change in the payroll may be made.

- d. Each staff member, except the Editor, shall be required to fill out Civil Service Form No. 48 (Daily Time Record) duly verified and attested to by the Editor. All certification of service rendered shall be submitted to the Director of Student Affairs.

- e. The Director of Student Affairs or his duly authorized representative shall approve each payroll of the UPLB student newspaper after verifying in each case whether the persons whose names appear therein have actually rendered service as the staff members of the UPLB student newspaper.

Article 14. The Chancellor may suspend the publication of the UPLB student newspaper for culpable violation of relevant decrees and orders issued under Martial Law, or of the Guidelines for the University of the Philippines under Martial Law adopted by the Board of Regents at its 825th meeting on October 25, 1972, or of these rules and regulations governing the publication of the UPLB student newspaper.

ERRATUM

The remarks of former Regent Gonzalo W. Gonzalez at the inauguration of the Oblation Plaza on 27 April 1974, published in the *U.P. Gazette*, Vol. V, No. 4 (30 April 1974) should read correctly on page 63, column 2, paragraph 2 as follows:

"I recall my father wryly commenting that his father Joaquin Gonzalez (as the first president of that institution), must have had a harder time transferring the *revolutionary university than his son had in transferring the University of the Philippines. . .*" [words in italics to be added].

The *Gazette* regrets the inadvertent omission and makes this correction in the interest of historical accuracy.

—EDITOR

HISTORICAL PAPERS AND DOCUMENTS

PRESIDENTIAL DECREE NO. 453

MALACANANG

Manila

PRESIDENTIAL DECREE NO. 453 CREATING THE PHILIPPINE CENTER FOR ECONOMIC DEVELOPMENT

WHEREAS, the country's continuing and accelerated efforts at national development require an adequate research base for planning and policy formulation;

WHEREAS, more rapid national development further demands a steady and expanding supply of economic technicians both within and outside government who are specialists in various areas of technical work;

WHEREAS, a continuing interaction between government officials and academic research workers is mutual-

ly beneficial and in the interest of national development;

WHEREAS, to meet the above-mentioned demands it is necessary to provide adequate financial support so that existing programs for the development of qualified manpower and research on economic development can be strengthened, improved, and expanded;

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers vested in me by the Constitution, do hereby decree and order the following to be part of the law of the land:

SECTION 1. *Creation of the Philippine Center for Economic Development.* There is hereby created and established a Philippine Center for Economic Development,

which shall be located at the University of the Philippines, with a distinct corporate personality. The function of the Center is to give financial and moral support to the research, teaching, training and other programs of the School of Economics of the University of the Philippines. The Center shall formulate a program for financing the academic and other programs of the School, including the endowment of faculty chairs.

The School of Economics nevertheless remains under the effective academic and administrative supervision of the University of the Philippines System. The School will undertake its academic functions at a larger scale to be made possible by the financial support of the Center, and in so doing will be assisted by the Advisory Committee of the Center; but the School will maintain a high degree of independence, relying on faculty initiative as the prime means of developing competent training and research. This shall pertain to all of the following functions of the School:

(a) To conduct and engage in research work and studies oriented towards national policy and the needs of national development in the field of economics, particularly in the areas of

- (1) monetary and fiscal policy;
- (2) tariff and trade policy;
- (3) industrial and agricultural policy;
- (4) regional economic development;
- (5) long-, medium- and short-term economic planning techniques;
- (6) manpower and employment;
- (7) economic studies on education, health and social development, in general; and
- (8) statistical programs and policy;

(b) To undertake training programs designed to provide the government and the nation as a whole of planners, analysts and economic statisticians, or in general, of technicians skilled and knowledgeable in the problems of economic development;

(c) To serve as the medium for bringing together experts and specialists in other disciplines to conduct studies and investigations and engage in interchange of ideas so as to bring in their knowledge and experience to bear on common problems with a view to evolving fresh ideas and approaches that could be effectively applied to economic development;

(d) To engage in the publication of the results of research.

SECTION 2. Powers. The Center shall have the following powers:

- (a) To adopt, alter and use a corporate seal;
- (b) To collect, receive and maintain a fund or funds, from government appropriations, and from donations, grants, gifts, bequests, loans from domestic or foreign lenders or other sources of income, and to apply the income and principal thereof to the promotion of its aims and purposes;
- (c) To acquire, purchase, pledge, own, hold, operate, develop, lease, mortgage, pledge, exchange, sell, transfer or otherwise, in any manner permitted by law, real and personal property of every kind and description or any interests therein as may be necessary to carry out its purposes;

(d) To raise or borrow money from domestic or foreign sources for the purposes of the Center and to do any and all acts required and/or necessary under the law to effect the same;

(e) In furtherance of its purposes, to extend financial assistance and to enter into, make, perform and carry out, or cancel and rescind contracts of every kind and for any lawful purpose with any person, firm, association, corporation, syndicate, domestic or foreign, or others in which it has a lawful interest;

(f) To invest funds, as it may be able to obtain from donations, grants, loans or appropriations, the returns of which the corporation uses to subsist and carry on the activities and purposes for which it was formed;

(g) In general, to carry on any activity and to have and exercise all of the powers conferred by law on a private or government-owned controlled corporation; and to do any and all of the acts and things herein set forth to the same extent as juridical persons could do, and in any part of the world, as principal, factor, agent, or otherwise, either alone or in syndicate or otherwise in conjunction with any person, entity, syndicate, partnership, association or corporation, domestic or foreign.

SECTION 3. Board of Trustees. The affairs of the Center shall be managed by a Board of Trustees which shall be composed of nine members as follows:

- (a) The Director-General of the National Economic and Development Authority (NEDA), as Chairman;
- (b) The Executive Secretary;
- (c) The Secretary of Industry;
- (d) The Secretary of Finance;
- (e) The Commissioner of the Budget;
- (f) The Governor of the Central Bank;
- (g) The President of the University of the Philippines;
- (h) The Dean of the School of Economics;
- (i) Two members to be appointed by the President of the University of the Philippines, upon recommendation of the Dean of the School of Economics, shall serve for a term of three years and may be reappointed.

SECTION 4. Functions and Responsibilities of the Board of Trustees. The Board shall have the following functions:

(a) To approve and authorize on an annual basis a program for financial assistance to the School of Economics;

(b) To appoint the Executive Director and the other officers and staff of the Center, whose number, organizational structure and compensation shall be determined by the Board upon recommendation of the Executive Director;

(c) To constitute themselves or their representatives into an Advisory Committee whose function shall be to make recommendations to the School with respect to the latter's academic and other programs;

(d) To promulgate rules and regulations necessary for the discharge of its powers and functions and the internal organization and operations of the Center;

(e) To monitor and review periodically the programs and projects of the Center.

SECTION 5. Executive Director of the Center. — The Executive Director shall be the executive officer of the

Center and shall receive such salary and remuneration as may be determined by the Board of Trustees. He shall have the following powers and duties:

(a) To have control and supervision over the personnel, staff, operations and internal administration of the Center in accordance with existing laws and the rules and regulations promulgated by the Board of Trustees;

(b) To recommend to the Board of Trustees such policies and measures which he deems necessary for the effective exercise and discharge of the powers and responsibilities of the Center;

(c) To submit an annual report to the Board of Advisers on the operations, the status of the programs funded by, and the financial condition of, the Center, including a recommendation for its budget for the ensuing year.

SECTION 6. Endowment Fund. To provide a source for the funding of programs and projects of the Center, there is hereby established an Endowment Fund which shall be self-sustaining and shall consist of contributions, donations, bequests, grants and loans from domestic and/or foreign sources, government subsidy appropriations and other income accruing from the operations of the Center. For the initial organizational and operational requirements of the Center, there is hereby appropriated out of any fund in the National Treasury or other sources not otherwise appropriated the sum of Five Million Pesos (P5,000,000.00) and an annual amount of Two Million Pesos (P2,000,000.00) shall continue to be appropriated for six years to support the operations of the Center.

The Endowment Fund shall be administered as a trust with the Board of Trustees of the Center as trustee thereof, provided that the principal of the fund shall not be impaired and that only the earnings thereof shall be available for expenditure.

SECTION 7. Finance Committee. The Board of Trustees shall constitute a Finance Committee, composed of at least three members, to be headed by a member of the Board of Trustees, which shall administer the Endowment Fund for, and shall be responsible directly to, the Board of Trustees. It shall advise and make recommendations to the Board of Trustees on matters pertaining to the funding aspect of programs proposed to be funded by the Center,

on matters pertaining to maintaining the integrity of the Endowment Fund.

SECTION 8. Applicability of Procurement Restrictions. Requirements and restrictions under existing laws and regulations on procurement of supplies and equipment and on contracting applicable to government-owned or controlled corporations shall not apply to the Center.

SECTION 9. Appointments and Discipline of Personnel. Any provision of law to the contrary notwithstanding, appointments, compensation and discipline of the personnel in the staff of the Center shall be in accordance with the rules and regulations promulgated by the Board of Advisers and shall be exempt from the Civil Service Law, laws, rules and WAPCO; Provided, that any government retiree employed in the Center shall not be required to reimburse or refund any gratuity received from the government nor shall any pension or annuity to which he is entitled be suspended or reduced on account of his employment in the Foundation.

SECTION 10. Exemption from Taxes. Any provision of existing laws to the contrary notwithstanding, any donation, contribution, bequest, subsidy or financial aid which may be made to the Center shall be exempt from the income of the donors or givers for income tax purposes.

The Center, its assets, acquisitions, income, and its operations and transactions shall be exempt from any and all taxes, fees, charges, imposts, licenses and assessments, direct or indirect imposed by the Republic of the Philippines or any of its political subdivision or taxing authority thereof, except import taxes, duties and fees.

DONE in the City of Manila, this 13th day of May, in the year of Our Lord, nineteen hundred and seventy-four.

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

CERTIFIED COPY:

(SGD.) MELQUIADES T. DE LA CRUZ

Presidential Staff Director

Records Office

Office of the President of the Philippines

5-15-74

PRESIDENTIAL DECREE NO. 457

MALACANANG
MANILA

AUTHORIZING THE UNIVERSITY OF THE PHILIPPINES AT LOS BAÑOS TO ACQUIRE BY NEGOTIATED SALE OR BY EXPROPRIATION CERTAIN PRIVATE PROPERTIES FOR THE EXPANSION OF AGRICULTURAL RESEARCH PROGRAMS AND APPROPRIATING THE NECESSARY FUNDS THEREFOR.

WHEREAS, the University of the Philippines at Los Baños (UPLB) and the International Rice Research Institute (IRRI) are in urgent need of additional lands for the expansion of their agricultural research programs especially on rice and multiple cropping;

WHEREAS, the present world food crisis which affects the Philippine economy demands that the Univer-

sity of the Philippines at Los Baños and the International Rice Research Institute intensify their research projects to increase food production;

WHEREAS, there are private agricultural lands adjacent to the research center of the University of the Philippines at Los Baños and the International Rice Research Institute which are suitable for the purpose and listed in Schedule "A" of this Decree.

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers in me vested by the Constitution, do hereby decree and order the following as part of the law of the land:

SECTION 1. The University of the Philippines at Los Baños is hereby authorized to acquire by negotiated sale or by expropriation the private agricultural properties described in Schedule "A" of this Decree for the ex-

pansion of the agricultural research programs of the University and the International Rice Research Institute.

SEC. 2. The acquisition cost of the properties including existing permanent trees shall, in case of negotiated sale, be in the amount of Twelve Thousand Five Hundred (P12,500.00) Pesos per hectare while permanent buildings shall be compensated in accordance with the market value fixed by the Provincial Assessor, the provisions of Presidential Decree No. 76 notwithstanding, and if by expropriation proceedings, such cost for the lands and buildings shall be in accordance with Presidential Decree No. 76. In both cases, for the dispossession of the bona-fide tenant-tillers from their farmholdings they shall be compensated in the amount of Twelve Thousand Five Hundred (P12,500.00) Pesos per hectare and they shall be given a free homelot of Five Hundred (500) square meters each to be located in the barrio site to be set aside by the University of the Philippines at Los Baños. The other landless occupants in the area shall be given the option to purchase in the barrio site a homelot of not more than Five Hundred (500) square meters each at One Peso and Twenty Five Centavos (P1.25) per square meter.

SEC. 3. In the event of acquisition by expropriation the University of the Philippines at Los Baños shall take immediate possession of the properties involved as soon as the requisites of Presidential Decree No. 42 are complied with.

SEC. 4. The Bureau of Lands shall execute the subdivision survey of the homelots of the tenant-tillers mentioned in Section 2 hereof on the basis of a subdivision survey to be prepared by the University of the Philippines at Los Baños. The University shall upon approval of the subdivision survey, immediately execute the corresponding deeds of conveyances of the homelots to the tenant-tillers and shall at its own expense cause the

registration thereof in the name of the tenant-tillers and landless occupants who opted to buy homelots. The Department of Agrarian Reform, the Department of Social Welfare, the National Cottage Industries Development Authority, the Presidential Assistant on Housing Resettlement Agency, and the Armed Forces of the Philippines shall extend full assistance in the relocation and rehabilitation of the tenant-tillers and the landless occupants who opted to buy homelots.

SEC. 5. The University of the Philippines at Los Baños shall be exempt from registration fees for the acquisition of titles to the properties as well as for the issuance of individual titles to the tenant-tillers and landless occupants who opted for homelots. Should expropriation proceedings be resorted to, the University shall likewise be exempt from all court fees.

SEC. 6. The landowners are hereby exempted from payment of capital gains tax and the tenant-tillers from any tax on the compensation prescribed in this Decree.

SEC. 7. There is hereby appropriated the sum of Eight Million Five Hundred Thousand Pesos (P8,500,000.00) to carry out the purposes of this Decree.

SEC. 8. The University of the Philippines at Los Baños shall promulgate the rules and regulations to implement this Decree.

SEC. 9. All laws, decrees, rules and regulations contrary to or inconsistent herewith are hereby amended or repealed accordingly.

SEC. 10. This Decree shall take effect immediately.

DONE in the City of Manila, this 15th day of May, in the year of Our Lord, nineteen hundred and seventy-four.

(Sgd.) FERDINAND E. MARCOS
President of the Philippines

"SCHEDULE 'A'"

PRIVATE AGRICULTURAL PROPERTIES TO BE ACQUIRED BY NEGOTIATED SALE OR BY EXPROPRIATION FOR THE EXPANSION OF THE AGRICULTURAL RESEARCH PROGRAMS OF THE UPLB-IRRI

| <i>Name of Owner</i> | <i>TCT No.</i> | <i>Lot No.</i> | <i>Area in Sq. M.</i> | <i>Location</i> |
|----------------------|-------------------------|----------------|-----------------------|-----------------|
| 1. LUIS A. YULO | a) (T-53322) T-7787 | C-2-A-1-B | 49,892 | Bay, Laguna |
| | b) (T-53323) T-7788 | C-2-A-1-C | 318,777 | Bay, Laguna |
| 2. EDMUNDO R. LOPEZ | a) (T-42480) T-10037 | B-2-D-3-C | 2,500 | Bay, Laguna |
| | b) (T-18685) T-2763 | C-2-B-2 | 206,667 | Bay, Laguna |
| | c) (T-42472) T-10029 | D-2-C-3 | 30,729 | Los Baños |
| | d) (T-42475) T-10032 | D-2-C-6 | 30,729 | Los Baños |
| 3. JOSE R. LOPEZ | a) (T-18684) T-2762 | C-2-B-1 | 206,676 | Bay, Laguna |
| | b) (T-42481) T-10038 | B-2-D-3-D | 2,500 | Bay, Laguna |
| | c) (T-42470) T-10027 | D-2-C-1 | 30,729 | Los Baños |
| | d) (T-42474) T-10031 | D-2-C-5 | 30,730 | Los Baños |

| <i>Name of Owner</i> | <i>TCT No.</i> | <i>Lot No.</i> | <i>Area in Sq. M.</i> | <i>Location</i> |
|--------------------------------------------------------------------|-------------------------|----------------|-----------------------|-----------------|
| 4. EUGENIA R. LOPEZ | a) (T-42478) T-10035 | D-2-D-3-A | 2,500 | Bay, Laguna |
| | b) (T-42471) T-10028 | D-2-C-2 | 30,729 | Los Baños |
| | c) (T-42476) T-10033 | D-2-C-7 | 30,729 | Los Baños |
| | d) (T-25410) T-12998 | B-2-D-2 | 10,000 | Bay, Laguna |
| | e) (T-18687) T-2764 | B-2-A | 40,002 | Bay, Laguna |
| 5. FRANCISCO R. LOPEZ | a) (T-42479) | D-2-D-3-B | 2,500 | Bay, Laguna |
| | b) (T-18686) | C-2-B-3 | 206,663 | Bay, Laguna |
| | c) (T-42473) T-10030 | D-2-C-4 | 30,729 | Los Baños |
| | d) (T-42477) T-10034 | D-2-C-8 | 30,729 | Los Baños |
| 6. LUCIA HERBOSA) LUIS HERBOSA) LUCINA V. VDA. DE HERBOSA) | (T-50243) T-23126 | B-2-E-1 | 260,000 | Bay, Laguna |
| 7. MARIANO HERBOSA | (T-69731) T-26862 | B-2-E-2-A | 130,000 | Bay, Laguna |
| 8. ENRIQUE HERBOSA | (T-69733) T-26864 | B-2-E-3-A | 137,929.50 | Bay, Laguna |
| 9. ESTANISLAO HERBOSA | (T-69732) T-26863 | B-2-E-2-B | 130,000 | Bay, Laguna |
| 10. FRANCISCO HERBOSA | (T-26865) | B-2-E-3-B | 137,929.50 | Bay, Laguna |
| 11. MRS. CARIDAD CRUZ-SYQUIA | (T-54033) T-21312 | D-1 | 799,998 | Bay, Laguna |
| 12. MRS. YOLANDA BATISTA-YATCO | (T-32452) | C-2-A-2-B | 99,775 | Bay, Laguna |
| 13. MRS. TERESITA BATISTA-ESTRELLA | (T-32451) | C-2-A-2-A | 99,775 | Bay, Laguna |
| 14. TAGALOG EQUIPMENT TRADING CORPORATION | T-34302 | C-2-A-3 | 199,551 | Bay, Laguna |
| 15. KASAGANAAN DEVELOPMENT CORP. | T-70100 | B-2-B | 40,000 | Los Baños |
| 16. FE CRUZ VDA. DE GONZALES | (T-41678) T-18490 | C-2-A-1-A | 30,881 | Bay, Laguna |

Republic of the Philippines
UNIVERSITY OF THE PHILIPPINES
AT LOS BAÑOS
IMPLEMENTING RULES AND REGULATIONS
(Re: Presidential Decree No. 457)

Pursuant to Section 8 of Presidential Decree No. 457 dated 15 May 1974 the following rules and regulations are hereby promulgated to govern the acquisition by the University of the Philippines at Los Baños (UPLB) of certain private properties covered by the said decree either by negotiated sale or by expropriation.

1. *Acquisition by Negotiated Sale*

Section 1. — It shall be the policy of UPLB to try to acquire all of the properties covered by Presidential Decree No. 457 through negotiated sale rather than by expropriation since this is more expeditious and less burdensome both to the owners and tenant tillers of the properties and to UPLB. Towards this end, the UPLB shall immediately initiate negotiations with all the owners concerned to effect the negotiated sale of all of the said properties to UPLB as soon as possible.

Section 2. — The owners of the aforementioned properties shall be given all the opportunity to negotiate the sale of their properties to UPLB and sign appropriate deeds of sale therefor up to June 30, 1974. After the

aforesaid date, UPLB shall terminate all negotiations with the owners and immediately institute proceedings for the expropriation of all such properties for which no deeds of sale have been signed by their respective owners.

Section 3. — Payment of the amount due to the owners as provided in Presidential Decree No. 457 shall be made as soon as a Deed of Sale of each property is signed by the respective owners.

Section 4. — Payment of the amount due to the tenant-tiller(s) as provided in Presidential Decree No. 457 shall be made only when a Deed of Sale of the land where such tenant-tiller(s) has his farmholding has been signed by the owner and upon his complete vacation of the property being purchased in relation to his relocation as provided by the Presidential Decree. In this connection, the list of tenant-tillers and the respective areas of their farmholdings as prepared by the Department of Agrarian Reform which is hereto attached as Annex "A" and made an integral part of these rules and regulations shall be presumed to be complete and correct unless there is clear and convincing proof to the contrary.

Section 5. — All properties acquired by negotiated sale shall immediately be registered in the name of UPLB.

II. *Expropriation*

Section 6. — All properties covered by Presidential

Decree No. 457 for which no deed of sale has been signed by their owners as of June 30, 1974, shall be the subject of expropriation proceedings in favor of UPLB.

Section 7. — The Solicitor General shall be requested to file the necessary complaints for Eminent Domain, for and in behalf of UPLB.

Section 8. — Payment of the amount due the tenant-tillers(s) whose farmholding(s) are in a property subject of expropriation proceedings shall be made only after UPLB has deposited the money with the Philippine National Bank and has taken actual possession of the property.

III. *Barrio Site for Homelots of Tenant-Tillers and Landless Occupants*

Section 9. — UPLB shall set aside an area of approximately 20 hectares as a barrio site for the tenant-tillers and landless occupants who will be dispossessed by virtue of the acquisition by UPLB of the properties covered by Presidential Decree No. 457.

Section 10. — UPLB shall prepare a subdivision survey plan of the barrio site which will indicate the location of proposed roads, other public areas and homelots of 500 sq. m. each.

Section 11. — UPLB shall submit the subdivision survey plan it has prepared to the Bureau of Lands which shall execute a subdivision survey of the homelots based on the subdivision survey submitted by UPLB. In its subdivision survey, the Bureau of Lands shall assign lot numbers to each of the 500-square meter homelots.

Section 12. — Each of the tenant-tillers of record on the properties covered by Presidential Decree No. 457 shall be given a free homelot of 500 square meters in the barrio site.

Section 13. — All of the landless occupants of record on the properties covered by Presidential Decree No. 457 shall be given the option to purchase a 500-square meter homelot in the barrio site. The said landless occupants shall be given up to June 30, 1974 within which to exercise their option to purchase. In this connection, the list of the landless occupants in the properties covered by Presidential Decree No. 457 as prepared by the Department of Agrarian Reform which is attached hereto as Annex "B" and made an integral part of these rules and regulations shall be presumed to be complete and correct unless there is clear and convincing proof to the contrary.

Section 14. — All of the tenant-tillers shall be informed that the award of a free homelot of 500 meters to each of them shall be subject to the following conditions:

a. That the tenant-tiller is required to build a house on his homelot within one year after the issuance to him of the title to the homelot and use the same as his residence, otherwise UPLB shall have the right to repurchase the homelot from the tenant-tiller at ₱1.25 per square meter.

b. That the tenant-tiller shall not sell or otherwise encumber his homelot for at least 20 years from and after the issuance of the title to him, Provided, however, that the tenant-tiller may sell his homelot at any time to UPLB at fair market value as specified by Presidential Decree No. 76.

Section 15. — All the landless occupants shall likewise be informed that their option to purchase a 500-square

meter homelot shall be subject to the same conditions specified in Section 14 a and b.

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 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.

Section 17. — After June 30, 1974, when it has been determined who among the landless occupants have opted to purchase a 500-square meter homelot, a lottery similar to the procedure described in the preceding paragraph shall also be held.

Section 18. — The UPLB shall immediately register with the Register of Deeds of the Province of Laguna the homelots awarded free to the tenant-tillers as well as the homelots purchased by the landless occupants in their respective names. The titles to the homelots shall contain an annotation of the restrictions of ownership of these homelots as provided in Sections 14 and 15 of these rules and regulations.

Section 19. — All the amounts to be paid by landless occupants as the purchase price of their homelots shall accrue to UPLB.

IV. *Employment Opportunities for Tenant-Tillers and Immediate Family Members*

Section 20. — As a form of assistance to the tenant-tillers of the properties covered by Presidential Decree No. 457 who will be dispossessed when UPLB acquires the said properties, applications for employment of the said tenant-tillers at UPLB or IRRI shall be given preference, as long as they are qualified for the positions to be filled and subject to the recruitment policies and procedures of UPLB or IRRI as the case may be, and provided further that such tenant-tillers, when actually employed by UPLB or IRRI shall be subject to the employment policies, rules and regulations of UPLB or IRRI, particularly those regarding the rate of pay, employee's privileges and employee's obligations, just like any other employee of UPLB or IRRI.

Section 21. — UPLB and IRRI shall coordinate with each other in considering the employment of tenant-tillers.

V. *Relocation and Rehabilitation of Tenant-Tillers and Landless Occupants*

Section 22. — Upon acquiring the properties covered by the Presidential Decree No. 457, either by negotiated sale or by expropriation, and after taking possession thereof, UPLB shall allow the tenant-tillers to harvest any standing annual crops in areas not immediately needed for experimentation and infrastructure development. Areas with standing crops, so affected, will be compensated based on the amount actually spent on the said standing crops. UPLB shall also give them enough time to transfer their houses out of the area to be acquired to their respective homelots in the barrio site or to some other location.

Section 23. — In developing the barrio site for the tenant-tillers and the landless occupants, UPLB shall see

to it that appropriate roads inside the barrio site as well as an access road from the barrio site to the nearest municipal road are constructed.

Section 24. — UPLB shall also provide a source of potable water supply for the barrio site by constructing artesian wells at appropriate places inside the barrio site.

Section 25. — The Department of Agrarian Reform, the Department of Social Welfare, the National Cottage Industries Development Authority, the Presidential Assistant on Housing Resettlement Agency and the Armed Forces of the Philippines, shall extend full assistance in the relocation and rehabilitation of the tenant-tillers and the landless occupants. The UPLB shall, as early as possible, convene a meeting of the heads of these government agen-

cies or their representative in order to determine the nature and extent of assistance each of these agencies could extend to the tenant-tillers and landless occupants and to formulate an integrated assistance program for the relocation and rehabilitation of the said tenant-tillers and landless occupants.

VI. Other Provisions

Section 26. — The Chancellor of UPLB is hereby authorized to issue supplementary rules and regulations in pursuance to the decree and these implementing rules and regulations.

Section 27. — These rules and regulations shall take effect immediately.

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UNIVERSITY OF THE PHILIPPINES

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EDITOR

Dr. Oscar M. Alfonso

ADMINISTRATIVE ISSUANCES

EXECUTIVE ORDER

Executive Order No. 13: Designating the University Library as the Archives of the University

In order to insure the preservation of records, documents, publications of permanent value and other archival materials, the University Library is hereby designated as the University Archives and Records Depository.

The University Librarian shall serve as the ex-officio University Archivist of the University System.

7 June 1974

(Sgd.) SALVADOR P. LOPEZ
President

ADMINISTRATIVE ORDERS

Administrative Order No. 196: Appointment as Faculty Adviser of the *Philippine Collegian*

Pursuant to the Rules Governing the Publication of the *Philippine Collegian* during the regime of Martial Law, approved by the Board of Regents on January 31, 1974, Professor Francisco Arcellana, College of Arts and Sciences, is designated Faculty Adviser of the *Philippine Collegian*, vice Mrs. Patricia M. Cruz.

This designation will entitle him to an honorarium of P300.00 a month, chargeable to the funds of the *Philippine Collegian*.

5 June 1974

Administrative Order No. 199: Constitution of a Records Management Committee

The following are constituted into a Records Management Committee which shall be responsible for an efficient records management program for the University of the Philippines System: The Secretary of the University, chairman; the Records Officer, Office of the President, secretary; and the University Librarian, the University Legal Counsel, the Auditor, the Chief, Office of Academic Services, the Chief, Office of Administrative Personnel Services, the Chief, Office of General Services, the Registrar, the Chief Accountant, the Chief, Records Section, Office of General Services, the Chief, Records Division, U.P. at Los Baños, and the Administrative Officers/Senior Administrative Personnel of the following regional Units—U.P. at Baguio, U.P. Basilan Land Grant, U.P. at Cebu, U.P. at Iloilo, U.P. at Manila, and U.P. at Tacloban, members.

The Committee shall have the following responsibilities:

1. Formulate and define a program for the disposition of official records, and review the progress of the program;
2. Develop, publish and recommend standards and procedures for the disposition of official records;
3. Develop and publish procedures for the survey of files and review results of such surveys;
4. Develop, publish and recommend standards of classifying, indexing and filing records;
5. Assist units, branches, offices, departments of the University of the Philippines System in the development and maintenance of classification and filing systems;
6. Prepare disposal schedules for records common to several or all units of the University of the Philippines System;
7. Develop and administer a training program for records personnel of the U.P. System;

8. Plan and develop a program for the records center to house documents and papers which are to be preserved for a period of time (retirement of records) but which need not be retained in the units, branches, or offices of the University of the Philippines System; and

9. Plan the transfer of all permanent records (archival material) to the University Archives Section of the University Library.

10 June 1974

Administrative Order No. 200: Designation as Officer-in-Charge, Office of the President

Dr. Nathaniel B. Tablante, Vice-President for Academic Affairs, is designated Officer-in-Charge, Office of the President from June 12 to June 20, 1974.

11 June 1974

Administrative Order No. 201: Designation as Officer-in-Charge, Office of the President

Dr. Abelardo G. Samonte, Chancellor, U.P. at Los Baños, is designated Officer-in-Charge, Office of the President, effective June 21, 1974 until the President's return from an official trip abroad.

11 June 1974

Administrative Order No. 202: Designation as Officer-in-Charge, Office of the Vice-President for Administration

In addition to his present duties, Dr. Oscar M. Alfonso is designated Officer-in-Charge, Office of the Vice-President for Administration, without additional compensation, effective June 13, 1974 until the return of Dr. Ramon C. Portugal from an official trip to Baguio.

13 June 1974

MEMORANDUM CIRCULAR

Memorandum Circular No. 22: Implementation of the Revised Schedule of Office Hours

In accordance with General Order No. 48 of the President of the Philippines dated June 8, 1974 prescribing staggered schedule of office hours in the Metropolitan Manila Area, all deans, directors and heads of offices are requested to schedule the office hours of personnel in their respective units, such that one-half of the work force will work from 7:30 a.m. to 12:00 noon and 1:00 p.m. to 4:30 p.m. and the other half will observe office hours from 9:00 a.m. to 12:00 noon and 1:00 p.m. to 6:00 p.m., Monday through Friday, effective immediately.

Offices/Units which, by the nature of their functions, must be open every day of the week, should observe their present schedule:

| | |
|-----------------------------|------------------------|
| Security Division | Residence Halls |
| U.P. Health Service | Esso Servicenter |
| University Library | Physical Plant Office, |
| Telephone Service | Manila & Diliman Units |
| Philippine General Hospital | (skeletal force during |
| University Food Service | Saturdays, Sundays |
| | and holidays) |

Please furnish this office a copy of the revised schedule on or before June 24, 1974.

18 June 1974

(Sgd.) NATHANIEL B. TABLANTE
Officer-in-Charge

DECISIONS OF THE BOARD OF REGENTS

847th Meeting, 6 June 1974

APPOINTMENT

The Board approved the appointment of the following:

Gabriel G. Carreon as Director, Philippine General Hospital, effective July 1, 1974 until June 30, 1977.

848th Meeting, 27 June 1974

GRADUATION

The Board confirmed the graduation of the following students from the U.P. at Clark Air Base certified by the Registrar as having completed the requirements for the degree of *Bachelor of Arts* as of 10 June 1974:

John H. Austin, Jr., *magna cum laude*, Teresita C. Craft, Theodore A. Guichard, Jr., Mary P. Guyse, Marthe M. Haldeman, *cum laude*, Robert M. Herrera, Jacquelyn D. Hyman, Carl M. King, Jr., Myatt K. King, *cum laude*, Shirley G. Pineda, Priscilla M. Quinn, Gundrun S. Wolszyk.

APPOINTMENTS AND REAPPOINTMENTS

The Board approved the following appointments and reappointments:

Estrella B. Acacio, promotion from Resident Physician (Range 7) to Resident Physician (Range 8), Department of Obstetrics and Gynecology, Philippine General Hospital, effective July 1, 1974 until June 30, 1975.

Benigno F. Agbayani, promotion from Assistant Professor I to Assistant Professor IV of Medicine, College of Medicine, and Attending Physician, Philippine General Hospital, effective June 1, 1974.

Edgardo G. Alabastro as Professorial Lecturer in Environmental Engineering, College of Engineering, effective June 10, 1974 until May 31, 1975.

Narciso Albarracin as Professorial Lecturer in Education, College of Education, effective June 1, 1974 until May 31, 1975.

Lauro Aldover, Jr., upgrading of position from Superintendent (Range 9) to Superintendent (Range 10), Manila Maintenance Division, Office of Physical Plant, effective June 3, 1974.

Ofelina R. Anganco, promotion from Associate Professor II to Professor I of Sociology, College of Arts and Sciences, effective July 1, 1974.

Josefina Angeles as Consultant, Leyte Research and Development High School, University of the Philippines at Tacloban, effective October 1, 1973 until May 30, 1974.

Mariano B. Antonio, change in designation from Chief, Medical Records Division (Range 9) to Executive Assistant (Range 9), Philippine General Hospital, effective July 1, 1974.

Ruben Apelo, promotion from Associate Professor I (part-time) to Professor I of Obstetrics and Gynecology, College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective June 1, 1974.

Francisco A. Apilado, upgrading of position from Superintendent (Range 9) to Superintendent (Range

10), Campus Utilities Division, Office of Physical Plant, effective June 3, 1974.

Fides S. C. Asencio as Assistant Professor I of Voice, College of Music, effective July 1, 1974 until May 31, 1975.

Elias C. Avante, Jr., upgrading of position from Architect (Range 7) to Architect (Range 8), Building Services Division, Office of Physical Plant, effective June 5, 1974.

Arturo E. Balbastro as Director, Office of Legal Aid, College of Law, effective June 1, 1974 until May 31, 1975.

Cornelio G. Banaag, Jr., promotion from Assistant Professor I (part-time) to Assistant Professor III of Psychiatry, College of Medicine, and Attending Psychiatrist (part-time), Philippine General Hospital, effective June 1, 1974.

Julian Banzon as Professor Emeritus of Food Science and Technology, University of the Philippines System.

Manuel F. Bonifacio, promotion from Assistant Professor III to Associate Professor I of Sociology, College of Arts and Sciences, effective July 1, 1974.

Celso A. Bunag, promotion from Associate Professor IV to Professor I of Dentistry, College of Dentistry, effective July 1, 1974.

Maria Clara L. Campos as Benito Lopez Professor of Law, College of Law, effective June 1, 1974 until May 31, 1975.

Mariano B. Caparas, promotion from Assistant Professor II (part-time) to Assistant Professor III of Otorhinolaryngology (part-time), College of Medicine, and Attending Otorhinolaryngologist (part-time), Philippine General Hospital, effective June 1, 1974.

Bartolome S. Carale, reversion of status from Associate Professor IV (full-time) to Associate Professor IV of Law (part-time), College of Law, effective June 1, 1974.

Nelia Casambre as Consultant, Leyte Research and Development High School, University of the Philippines at Tacloban, effective October 1, 1973 until May 30, 1974.

Thelma C. Castillejos, change in designation from Food Supervisor (Range 5) to Substitute Dietitian (Range 8), University Food Service, effective July 1, 1974 until the return of Lily Sison from a leave of absence, but not later than October 21, 1974.

Leticia Cortes as Consultant, Leyte Research and Development High School, University of the Philippines at Tacloban, effective October 1, 1973 until May 30, 1974.

Antonio P. Cruz, upgrading of position from Superintendent (Range 9) to Superintendent (Range 10), Building Services Division, Office of Physical Plant, effective June 3, 1974.

Soledad C. de Castro as Associate Director, Office of Legal Aid, College of Law, effective June 1, 1974 until May 31, 1975.

Leonora S. de Guzman as Senior Lecturer in Social Work, Institute of Social Work and Community Development, effective June 10, 1974 until October 31, 1974.

- Raul P. de Guzman as Consultant, Cooperative Regional Development Project, National Development Research Center, effective June 1, 1974 until February 28, 1975.
- Leonardo de la Cruz as Consultant, Leyte Research and Development High School, University of the Philippines at Tacloban, effective October 1, 1973 until May 30, 1974.
- Delfin del Rosario, Jr., promotion from Junior Engineer (Range 6) to Chief, Roads Drainage and Sewer Section (Range 8), Campus Utilities Division, Office of the Physical Plant, effective June 27, 1974.
- Romualdo M. del Rosario as Professorial Lecturer in Botany, College of Arts and Sciences, effective June 1, 1974 until October 23, 1974.
- Nona P. Disini as Assistant Professor I of Anthropology, Institute of Social Work and Community Development, effective June 4, 1974 until May 31, 1975.
- Ernesto Domingo, promotion from Assistant Professor IV to Associate Professor I of Medicine, College of Medicine, and Attending Physician, Philippine General Hospital, effective June 1, 1974.
- W. Raymond Duncan as Visiting Professor of Political Science (part-time), College of Arts and Sciences, effective July 1, 1974 until October 31, 1974.
- Napoleon C. Ejercito, promotion from Associate Professor I (part-time) to Associate Professor III of Otorhinolaryngology (part-time), College of Medicine, and Attending Otorhinolaryngologist (part-time), Philippine General Hospital, effective June 1, 1974.
- Mamerto V. Elumba, Jr. as Assistant Professor V of Mechanical Engineering, College of Engineering, effective June 4, 1974 until the return of Alfredo L. Juinio from detail at the NIA, but not later than May 31, 1975.
- Romeo B. Espiritu, promotion from Assistant Professor I (part-time) to Assistant Professor IV of Ophthalmology (part-time), College of Medicine, and Attending Ophthalmologist (part-time), Philippine General Hospital, effective June 1, 1974.
- George Eufemio, promotion from Assistant Professor I (part-time) to Assistant Professor IV of Surgery (part-time), College of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, effective June 1, 1974.
- Judith Ungrodt Evenson as Professorial Lecturer in Music, College of Music, effective November 2, 1974 until May 31, 1975.
- Romeo V. Fajardo, promotion from Assistant Professor I (part-time) to Assistant Professor IV of Ophthalmology (part-time), College of Medicine, and Attending Ophthalmologist (part-time), Philippine General Hospital, effective June 1, 1974.
- Josefina T. Fermin as Chief, Personnel Relations Division (Range 10), Philippine General Hospital, effective July 1, 1974.
- Cecilia A. Florencio, temporary transfer to cumulative status as Assistant Professor IV of Food Science and Nutrition, College of Home Economics, effective November 13, 1973 until May 31, 1974.
- Arturo S. Flores, upgrading of position from Resident Physician (Range 7) to Resident Physician (Range 8), Department of Surgery, Philippine General Hospital, effective July 1, 1974 until June 30, 1975.
- Josefina C. Fonacier as Consultant, Leyte Research and Development High School, University of the Philippines at Tacloban, effective October 1, 1973 until May 30, 1974.
- Gregorio A. Francisco, Jr. as Professorial Lecturer in Public Personnel Administration, College of Public Administration, effective June 1, 1974 until October 31, 1974.
- Norma T. Gaffud, promotion from Instructor IV (part-time) to Assistant Professor I of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective June 1, 1974.
- Michael R. Galicia, upgrading of position from Resident Physician (Range 7) to Resident Physician (Range 8), Department of Otorhinolaryngology, Philippine General Hospital, effective July 1, 1974 until June 30, 1975.
- Josefa Z. Generoso as Senior Lecturer in Social Work, Institute of Social Work and Community Development, effective the first semester, 1973-1974.
- Edgardo D. Gomez as Acting Director, U.P. Marine Sciences Center, effective July 1, 1974 until May 31, 1975; as Member of the Advisory-Executive Council, U.P. Marine Sciences Center, effective July 1, 1974 until May 31, 1975; as Assistant Professor IV of Marine Biology, College of Arts and Sciences, effective June 10, 1974 until May 31, 1975.
- Nestor S. Guerzon, upgrading of position from Superintendent (Range 9) to Superintendent (Range 10), Institutional Services Division, Office of Physical Plant, effective June 3, 1974.
- Hugo E. Gutierrez, Jr., change in designation from Associate Professor III of Law to Professorial Lecturer in Law, College of Law, effective June 1, 1974 until May 31, 1975.
- Rosario Isidro Gutierrez, promotion from Associate Professor I (part-time) to Associate Professor III of Obstetrics and Gynecology (part-time), College of Medicine, and Attending Obstetrician and Gynecologist (part-time), Philippine General Hospital, effective June 1, 1974.
- Serafin O. Hilvano, Jr., upgrading of position from Resident Physician (Range 7) to Resident Physician (Range 8), Department of Surgery, Philippine General Hospital, effective July 1, 1974 until June 30, 1975.
- Norberto Hocson, promotion from Assistant Professor I (part-time) to Assistant Professor IV of Obstetrics and Gynecology (part-time), College of Medicine, and Attending Obstetrician and Gynecologist (part-time), Philippine General Hospital, effective June 1, 1974.
- Lourdes Ladrido Ignacio, promotion from Assistant Professor I (part-time) to Assistant Professor III of Psychiatry (part-time), College of Medicine, and Attending Psychiatrist (part-time), Philippine General Hospital, effective June 1, 1974.
- Minerva B. Inciong as Professorial Lecturer in Public Health Nutrition, Institute of Public Health, effective June 10, 1974 until May 31, 1975.
- Eduardo M. Jamora, promotion from Instructor III (part-time) to Assistant Professor I of Medicine

- (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective June 1, 1974.
- Artemio P. Jongco as Visiting Consultant, Philippine General Hospital, effective June 1, 1974 until May 31, 1975.
- Carolina L. Lacson as Medical Consultant (Range 9), Out-Patient Department (part-time), Philippine General Hospital, effective April 1, 1974 until June 30, 1974.
- Leticia Sta. Maria Lantican, promotion from Instructor V to Assistant Professor I of Nursing, College of Nursing, effective June 1, 1974.
- Irineo Lawas, promotion from Associate Professor III to Professor I of Medicine, College of Medicine, and Consultant, Philippine General Hospital, effective June 1, 1974.
- Cedilla L. Lazaro as Professorial Lecturer in Broadcast Communication, Institute of Mass Communication, effective June 10, 1974 until October 31, 1974.
- Jesus V. Licad, promotion from Assistant Professor I (part-time) to Assistant Professor IV of Surgery (part-time), College of Medicine and Attending Surgeon (part-time), Philippine General Hospital, effective June 1, 1974.
- Avelino B. Lim as Professorial Lecturer in Fiscal Management, College of Public Administration, effective June 1, 1974 until October 31, 1974.
- Gloria Lim, promotion from Assistant Professor I (part-time) to Assistant Professor IV of Ophthalmology (part-time), College of Medicine, and Attending Ophthalmologist (part-time), Philippine General Hospital, effective June 1, 1974.
- Modesto A. Lopez, promotion from Administrative Assistant (Range 7) to Chief, Mail and Messengerial Services Section (Range 9), Office of General Services, effective June 27, 1974.
- Luis M. Mabilangan, promotion from Associate Professor I (part-time) to Associate Professor II of Pediatrics (part-time), College of Medicine, and Attending Pediatrician (part-time), Philippine General Hospital, effective June 1, 1974.
- Salud T. Madeja, promotion from Administrative Assistant (Range 7) to Chief, Medical Records Division (Range 9), Philippine General Hospital, effective July 1, 1974.
- Elmo Q. Makil as Senior Lecturer in Voice, College of Music, effective June 10, 1974 until May 31, 1975.
- Angelo V. Manahan as Professorial Lecturer in Quantitative Methods (Graduate Program), College of Business Administration, effective June 1, 1974 until May 31, 1975.
- Armando D. Manalo as Professorial Lecturer in Political Science, University of the Philippines College in Manila, effective June 10, 1974 until May 31, 1975.
- Ponciano D. Manalo, promotion from Assistant Professor IV (part-time) to Associate Professor II of Surgery (part-time), College of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, effective June 1, 1974.
- Leonor M. Mangaoil as Administrative Officer (Range 8), Institute of Mass Communication, effective July 1, 1974.
- Eufemia A. Mariano, upgrading of position from Resident Physician (Range 7) to Resident Physician (Range 8), Department of Obstetrics and Gynecology, Philippine General Hospital, effective July 1, 1974 until June 30, 1975.
- Keith Thomas Maslin as Professorial Lecturer in Philosophy, College of Arts and Sciences, effective June 10, 1974 until May 31, 1975.
- Rudy G. Medina, upgrading of position from Resident Physician (Range 7) to Resident Physician (Range 8), Department of Surgery, Philippine General Hospital, effective July 1, 1974 until June 30, 1975.
- Honesto Mendoza as Professorial Lecturer in Public Administration, College of Public Administration, effective June 1, 1974 until October 31, 1974.
- Cristobal L. Miranda as Professorial Lecturer in Food Science and Nutrition, College of Home Economics, effective June 1, 1974 until October 31, 1974.
- Elias M. Nadal, upgrading of position from Resident Physician (Range 7) to Resident Physician (Range 8), Department of Surgery, Philippine General Hospital, effective July 1, 1974 until June 30, 1975.
- Jose A. Navarro, temporary transfer to cumulative status as Instructor II in Veterinary Microbiology, Pathology, and Public Health, College of Veterinary Medicine, effective March 1, 1974 until April 30, 1975.
- Erlinda C. Nidao, change in designation from Research Associate to Guidance Counselor I, Division of Counseling and Guidance, Office of Student Affairs, effective June 4, 1974 until the return of Lilia A. Torres from a local faculty fellowship, but not later than March 31, 1975.
- Felipe V. Oamar as Director, Local Government Center, College of Public Administration, effective July 1, 1974 until June 30, 1977.
- Imelda S. Ocampo, promotion from Resident Physician (Range 7) to Resident Physician (Range 8), Department of Obstetrics and Gynecology, Philippine General Hospital, effective July 1, 1974 until June 30, 1975.
- Manuel P. Oxales as Professorial Lecturer in Business Administration, College of Business Administration, effective June 1, 1974 until May 31, 1975.
- Rosalinda Salafranca Padilla, promotion from Resident Physician (Range 7) to Resident Physician (Range 8), Department of Obstetrics and Gynecology, Philippine General Hospital, effective July 1, 1974 until June 30, 1975.
- Julita R. Pamintuan as Guidance Counselor I, University of the Philippines at Baguio, effective June 10, 1974 until May 31, 1975.
- Flora M. Pascasio, promotion from Assistant Professor IV (part-time) to Associate Professor I of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective June 1, 1974.
- Florencio Pineda, promotion from Instructor IV (part-time) to Assistant Professor I of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective June 1, 1974.
- Evangel P. Quiwa, promotion from Instructor IV to Assistant Professor I of Engineering Sciences, College of Engineering, effective July 1, 1974.

- Porfirio M. Recio, promotion from Professor I (part-time) to Professor IV of Surgery (part-time), College of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, effective June 1, 1974.
- Jose B.L. Reyes as Consultant, Law Center, effective July 1, 1974 until June 30, 1975.
- Victor Reyes, promotion from Associate Professor (part-time) to Professor I of Surgery (part-time), College of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, effective June 1, 1974.
- Dativa C. Roque as Professorial Lecturer in Psychology and Sociology, University of the Philippines at Baguio, effective June 10, 1974 until May 31, 1975.
- Francisco H. Roque as Assistant Professor I of Journalism, Institute of Mass Communication, effective June 4, 1974 until May 31, 1975.
- Realidad Q. Santico as Lecturer in Anthropology, College of Arts and Sciences, effective June 10, 1974 until October 31, 1974.
- Vicente L. Santos, promotion from Assistant Professor I (part-time) to Assistant Professor III of Otorhinolaryngology (part-time), College of Medicine, and Attending Otorhinolaryngologist (part-time), Philippine General Hospital, effective June 1, 1974.
- Perla Dizon Santos-Ocampo, promotion from Assistant Professor I (part-time) to Assistant Professor IV of Pediatrics (part-time), College of Medicine, and Attending Pediatrician (part-time), Philippine General Hospital, effective June 1, 1974.
- William H. Scott as Professorial Lecturer in History, College of Arts and Sciences, effective June 10, 1974 until October 22, 1974; as Professorial Lecturer in History, University of the Philippines College in Manila, effective June 1, 1974 until May 31, 1975.
- Jose V. Silao, Jr., promotion from Associate Professor I (part-time) to Associate Professor III of Orthopedics (part-time), College of Medicine, effective June 1, 1974.
- Manuel V. Silao, promotion from Assistant Professor III (part-time) to Associate Professor I of Surgery (part-time), College of Medicine, and Attending Anesthesiologist (part-time), Philippine General Hospital, effective June 1, 1974.
- Nora Ignacio Silao, promotion from Assistant Professor I to Assistant Professor IV of Obstetrics and Gynecology, College of Medicine, and Attending Obstetrician and Gynecologist, Philippine General Hospital, effective June 1, 1974.
- Jose Socrates as Professorial Lecturer in Education, College of Education, effective April 22, 1974 until May 31, 1974.
- Luciano S. J. Sotto, promotion from Associate Professor I (part-time) to Associate Professor III of Obstetrics and Gynecology (part-time), College of Medicine, and Attending Obstetrician and Gynecologist (part-time), Philippine General Hospital, effective June 1, 1974.
- Domingo J. Tablan, promotion from Resident Physician (Range 7) to Resident Physician (Range 8), Department of Surgery, Philippine General Hospital, effective July 1, 1974 until June 30, 1975.
- Nathaniel B. Tablante as Chairman, Advisory-Executive Council, U.P. Marine Sciences Center, effective June 1, 1974 until May 31, 1977.
- Jose M. Tiongco, upgrading of position from Resident Physician (Range 7) to Resident Physician (Range 8), Department of Surgery, Philippine General Hospital, effective July 1, 1974 until June 30, 1975.
- Allan C. Tiro, promotion from Resident Physician (Range 7) to Resident Physician (Range 8), Department of Surgery, Philippine General Hospital, effective July 1, 1974 until June 30, 1975.
- William T. Torres as Professorial Lecturer in Business Economics and Statistics, College of Business Administration, effective June 1, 1974 until May 31, 1975.
- Jose B. Uichanco as Professor Emeritus of Microbiology and Animal Pathology, University of the Philippines System.
- Ernesto V. Valdez as Consultant on Infectious Diseases, University Health Service, effective June 1, 1974 until May 31, 1975.
- Mona Valisno as Professorial Lecturer in Education, College of Education, effective June 1, 1974 until May 31, 1975.
- Roberto U. Velasco, promotion from Resident Physician (Range 7) to Resident Physician (Range 8), Department of Orthopedics, Philippine General Hospital, effective July 1, 1974 until June 30, 1975.
- Lourdes Vera-Lapuz, promotion from Associate Professor IV (part-time) to Professor I of Psychiatry (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective June 1, 1974.
- Jose Vera Santos as Professor Emeritus of Botany, University of the Philippines System.
- Jose R. Villanueva as Visiting Consultant, Philippine General Hospital, effective June 1, 1974 until May 31, 1975.
- Rosalina Villavicencio as Consultant, Leyte Research and Development High School, University of the Philippines at Tacloban, effective October 1, 1973 until May 30, 1974.
- Benjamin C. Vitasa, promotion from Resident Physician (Range 7) to Chief, Resident Physician (Range 9), Out-Patient Department, Philippine General Hospital, effective July 1, 1974 until June 30, 1975.
- Carlos I. Yambao, promotion from Professor I (part-time) to Professor II of Otorhinolaryngology (part-time), College of Medicine, and Attending Otorhinolaryngologist (part-time), Philippine General Hospital, effective June 1, 1974.

The Board confirmed the following *ad interim* appointments:

- Rolando T. Domingo as Assistant to the Dean for Working Students, University of the Philippines College in Manila, effective June 1, 1974 until May 31, 1975.
- Arsenio Gonzales as Professorial Lecturer in Geology, College of Arts and Sciences, effective June 10, 1974 until May 31, 1975.

TRANSFER TO PERMANENT STATUS

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

- Leticia E. Aquino as Librarian II, Science Education Center, effective July 1, 1974.

Lorenzo C. Chan as Assistant Professor III of Physics, College of Arts and Sciences, effective June 1, 1974.
 Esperanza de Ocampo as Research Associate, College of Medicine, effective June 1, 1974.
 Benjamin U. Enalbes as Forester (Range 8), Makiling Botanic Gardens, College of Forestry, University of the Philippines at Los Baños, effective June 27, 1974.
 Salud T. Madeja as Chief, Medical Records Division (Range 9), Philippine General Hospital, effective July 1, 1974.
 Jose O. Sargento as Forester (Range 8), Central Forest Experiment Station, College of Forestry, effective July 1, 1974.

SCHOLARSHIPS, FELLOWSHIPS, GIFTS AND GRANTS

The Board confirmed Presidential acceptance of the *Mercy D. Beck Scholarship* in the Institute of Mass Communication, to consist of two annual scholarships for a junior student and a senior student starting with the academic year 1974-1975.

The Board confirmed Presidential acceptance of a donation from the *Shell Chemical Co. (Phils.) Inc.* in the amount of P3,000.00 to the Department of Entomology, College of Agriculture, University of the Philippines at Los Baños, for its research study under Dr. Belen M. Reyes on the lanzones bark borer. An initial payment for the donation in the amount of P1,000.00 (Chartered Bank Check No. NP 474350 dated 7 May 1974) has been received and deposited under Account No. 76824-404-706.

The Board confirmed Presidential acceptance of the following one-year scholarships for bright and financially deserving students of the University High School, College of Education, donated by alumni of the School who had generously responded to the solicitation of Prof. Socorro P. Villa, retired Professor of Education:

Virgilio Genuino Scholarship, and
Antonio Tan Scholarship.

The above scholarships are for award during the first semester, 1974-1975.

The Board accepted the following grants to the University of the Philippines at Los Baños:

a. \$5,000.00 from the *Ford Foundation* to support the return to the Philippines of Filipino Ph.D. holders from the United States in order to teach at the College of Agriculture. Funds are made available for a one-year period beginning May 27, 1974.

b. \$18,860.00 from the *Ford Foundation* for the initial development of the Center for Policy and Development Studies. Funds are made available for a two-year period beginning June 1, 1974.

c. \$300,000.00 (Canadian dollars) from the *International Development Research Center* to enable the Agricultural Credit and Cooperatives Institute (ACCI) to monitor and evaluate the operations of rural credit associations and survey the impact of credit and cooperatives development in the Philippines. The grant will be made available for a period of not exceeding 45 months from the date of the Memorandum of Grant Conditions.

The Board accepted a grant in the amount of P1,351,684.40 (\$204,800.97) from the *Family Planning*

International Assistance and the *International Association for Voluntary Sterilization* to provide for the development and support of the family planning project entitled "Training Center for Surgical Sterilization," as part of the family planning program of the Philippine General Hospital.

The grant is effective June 1, 1974 and will continue in effect for one year as specified in the project description. The funds will be administered by Dr. Gloria T. Aragon, currently Director of the Research Laboratory in Reproductive Medicine.

COLLECTION OF FEES

The Board approved the collection of laboratory fees for the following new 2-unit courses (formerly OT 133, 3 units) in the School of Allied Medical Professions, College of Medicine:

| | | |
|----------|---|--------------------|
| OT 133.1 | — | P10.00 per subject |
| OT 133.2 | — | P10.00 per subject |

The Board noted that it had originally approved an increase in the laboratory fee of OT 133 (which had been previously revised) from P7.00 to P15.00.

In this connection, the Board approved the increase in the laboratory fee of OT 132 from P7.00 to P15.00 and the collection of laboratory fees for the following new subjects:

| | | |
|--------|---|--------|
| OT 131 | — | P15.00 |
| OT 135 | — | P10.00 |

The Board approved the increase in the rate of electrical service from P0.12 to P0.15 per kilowatt-hour, plus the cost of fuel burned per kwh energy to be imposed by the National Power Corporation at the University of the Philippines at Los Baños, effective July 1, 1974.

The Board approved the collection of the following laboratory fees for courses in the Department of Chemistry, College of Arts and Sciences, effective the second semester, academic year 1974-1975, which were not included in the list previously submitted to and approved by the Board:

| | | |
|--------------|---|--------|
| Chemistry 16 | — | P36.00 |
| Chemistry 17 | — | P36.00 |

The Board likewise approved the revision of the recently approved schedule of laboratory fees in the College of Pharmacy, as follows:

| | Existing Rate | Proposed Rate |
|-------------------------|---------------|---------------|
| Physiology | — | P21.00 |
| Pharmacology | — | 21.00 |
| Public Health | — | 28.00 |
| Pharm. Chemistry 21 | P42.00 | 21.00 |
| Pharm. Chemistry 25 | 21.00 | 42.00 |
| Pharm. Chemistry 300 | 14.00 | 42.00 |
| Pharmacy 53 | 42.00 | 21.00 |
| Industrial Pharmacy 300 | 14.00 | 21.00 |

RADIOLOGIC TECHNOLOGY INTERNSHIP PROGRAM IN DEPARTMENT OF RADIOLOGY

The Board approved the institution of the Radiologic Technology Internship Program in the Department of Radiology, Philippine General Hospital in line with the government's effort to increase technological know-how among our people, particularly the youth. The program involves the training of X-Ray technology interns from accredited X-Ray technology schools for a period of six

(6) months, with the students rotating in the different sections of the Department of Radiology.

In this connection, the Board approved the collection of a fee of P30.00 per month from each intern, income from which fees will be used to cover operating expenses of the Program.

PAYMENT OF HONORARIA FOR SERVICES RENDERED TO U.P. PRESS

The Board authorized the University of the Philippines Press to pay honoraria to faculty members for services rendered as manuscript readers, special editors, or book and jacket designers, according to the following schedule:

| | |
|----------------------------------------|-----------|
| Book design (format, typography, etc.) | — P200.00 |
| Jacket design | — 100.00 |
| Reader | — 100.00 |
| Special manuscript editor | — 200.00 |
| Book review | — 50.00 |
| Indexer | — 200.00 |

PAYMENT OF HONORARIUM TO PROCTORS OF U.P. COLLEGE ADMISSIONS TEST

The Board approved the increase in the honorarium paid to proctors in the administration of the U.P. College Admissions Test from P15.00 to *P20.00 per session*.

PAYMENT OF HONORARIUM TO CONTACT PERSONS IN REGIONAL TESTING CENTERS

The Board approved the payment of an honorarium of P20.00 per session to those who serve as contact persons in the regional testing centers in connection with the administration of the U.P. College Admissions Test (U.P. CAT), effective with the December 1974 U.P. CAT.

IMPLEMENTING RULES AND REGULATIONS GOVERNING PRESIDENTIAL DECREE NO. 457

The Board approved amendments to the Board's resolution at its 846th meeting on 30 May 1974 to incorporate

the following modifications in the implementing rules and regulations governing Presidential Decree No. 457 (portions in brackets to be deleted, those in italics to be added):

- a. "Section 5. — All properties acquired by negotiated sale shall be immediately registered in the name of [UPLB] *the University of the Philippines System*."

Since it is the University of the Philippines System and not the UPLB which has the corporate personality, the title of the newly acquired properties should be with the University of the Philippines System.

- b. "Section 22. — Upon acquiring the properties covered by Presidential Decree No. 457, either by negotiated sale or by expropriation, and after taking possession thereof, UPLB shall allow the [tenant-tiller] *landowners, lessees or tenant-tillers* to harvest any of their *respective* standing annual crops in areas not immediately needed for experimentation and infrastructure development. Areas with standing crops so affected will be compensated based on the amount actually spent on the said standing crops. UPLB shall also give them enough time to transfer their houses out of the area to be acquired to their respective homelots in the barrio site or to some other location."

For parcels of land being tilled by owners or lessees, we should extend the same privilege as we do to tenants.

STRICT OBSERVANCE OF MONTHLY DEADLINE FOR FINANCE COMMITTEE MATTERS

The Board, enjoining all those concerned to strictly follow the deadlines regularly set every month by the Secretary of the University for matters needing consideration by the Finance Committee before submission to the Board, served notice that it will act henceforth on such matters only after prior consideration by the Committee, save only in most urgent cases.

PRESIDENTIAL APPOINTMENTS

The President approved the following appointments:

Florecita Acacio as Acting Secretary, College of Home Economics, effective June 1, 1974 until May 31, 1975.

Pedro R. Acierto as Executive Secretary, Community Development Research Council, effective June 1, 1974 until May 31, 1975.

Jose C. Araneta as Officer-in-Charge, Department of Electrical Engineering, College of Engineering, effective June 13, 1974 until November 29, 1974.

Ruben Balane as Acting Director, Law Evening Department, College of Law, effective June 17, 1974 until August 31, 1974.

Rodolfo Baldevarona as Head, Youth Development Training and Citizens' Army Training, University of the Philippines at Iloilo, effective June 1, 1974 until May 31, 1975.

Salvador T. Carlota as Secretary, College of Law, effective June 1, 1974 until May 31, 1975.

Jesusa A. Concha as Acting Dean, College of Pharmacy, effective June 12, 1974 until April 30, 1975.

Flora Cruz as Officer-in-Charge, Office of the Assistant Principal, University High School, effective June 10, 1974 until July 9, 1974.

Natividad de Castro as Acting Secretary, College of

Pharmacy, effective June 17, 1974 until April 30, 1975.

Dionisia de la Paz as Secretary, Population Institute, effective June 1, 1974 until May 31, 1975.

Josefa Dikitanan as Officer-in-Charge, College of Home Economics, effective June 19, 1974 until July 15, 1974.

Rolando Domingo as Assistant to the Dean for Working Students, University of the Philippines College in Manila, effective June 1, 1974 until May 31, 1975.

Lauro Escobar as Consultant in Neurophysiology, University Health Service, effective June 1, 1974 until May 31, 1975.

Alfredo L. Juinio as Dean, College of Engineering, effective June 1, 1974 until May 31, 1975.

Lea Igaya as Officer for Student Relations and Guidance Counselor, University of the Philippines College in Manila, effective June 1, 1974 until May 31, 1975.

Manuel Lacuesta as Office-in-Charge, Department of Professional Education, College of Education, effective June 17, 1974 until November 29, 1974.

Nestor Perez as Acting Dean, College of Dentistry, effective June 1, 1974 until April 30, 1975.

Niceto S. Poblador as Acting Chairman, Department of Business Economics and Statistics, College of Business Administration, effective June 1, 1974 until June 30, 1975.

Lourdes Santos as Chairman, Family Life and Child Development, College of Home Economics, effective June 1, 1974 until May 31, 1975.

Daisy Soledad as Secretary, University of the Philip-

ines at Tacloban, effective June 1, 1974 until May 31, 1975.

Josefina Tayag as Chairman, Division of Social Sciences, University of the Philippines College in Manila, effective June 1, 1974 until May 31, 1975.

Ernesto Valdez as Consultant on Infectious Disease, University Health Service, effective June 1, 1974 until May 31, 1975.

SEPARATIONS FROM THE SERVICE

Resignations

Ma. Irma A. Bautista as Research Assistant, College of Music, June 7, 1974.

Ramon Carlos as Mimeograph Operator, Science Education Center, June 3, 1974.

Ernesto Constantino as Chairman, Department of Filipino and Philippine Languages, College of Arts and Sciences, June 1, 1974.

Teresita Cuyegkeng as Instructor I, College of Medicine, June 1, 1974.

Alberto Encina as Instructor, College of Medicine, June 31, 1974.

Jaime Laya as Chairman, U.P. Management Education Council, June 19, 1974.

Cecilia C. Liboro as Instructor I, College of Medicine, June 1, 1974.

Avelino A. Macasaet as Secretary, College of Dentistry, June 10, 1974.

Blesilda Mario as Instructor I, College of Medicine,

June 1, 1974.

Bertillo Pacis as Electrician, Physical Plant Office, June 13, 1974.

Estelita P. Recio as Clerk-Typist, College of Medicine, June 3, 1974.

Agnes Tobias as Emergency Clerk-Typist, Asian Labor Education Center, June 15, 1974.

Retirements

Juanito Abcede as Dean and Professor, College of Pharmacy, June 12, 1974.

Onofre Cuevo as Driver, Office of Business Enterprises, June 3, 1974.

Jose Perez as University Cashier, Cashier's Office, June 2, 1974.

Antonio Sta. Ines as Security Guard, Security Division, June 13, 1974.

Mateo Tupas as Professor, Department of Geology and Geography, College of Arts and Sciences, June 1, 1974.

CONTRACTS AND AGREEMENTS

The Board confirmed the following contracts and agreements at its 848th meeting on 27 June 1974:

1. Memorandum of Agreement with Filipino-American Association of Florida

A memorandum of agreement was entered into between the University and the Filipino-American Association of Florida (an association of U.P. Alumni) whereby the Association makes available the amount of P2,900.00 to establish a scholarship fund for sophomore students to be selected by the Dean of the College of Arts and Sciences or the College Committee on Scholarships and who shall be recommended to the Dean of Students. The grant shall consist of matriculation fees, book allowance and living allowance for one semester and shall be administered by the Office of Student Affairs.

2. Memorandum of Agreement with the Educational Development Projects Implementing Task Force (EDPITAF)

A memorandum of agreement was entered into between the Educational Development Projects Implementing Task Force (EDPITAF) and the U.P. at Los Baños and other agencies and approved by the President, pertaining to the implementation of the Agricultural Education Program of the EDPITAF in the regional agricultural colleges, the experimental agricultural high schools and radio stations and the agricultural manpower survey projects through the UPLB, SEARCA, PCAR, and other agencies or universities stated in the contract.

3. Memorandum of Agreement with Filipinas Foundation, Inc.

A memorandum of agreement was entered into between the University and the Filipinas Foundation, Inc., whereby the parties agree to a joint study and research on the Filipiniana materials in the custody of the University and the selection of those that shall be published and disseminated, to be financed by the Foundation. Estimates of the financial outlays for the study shall be determined jointly by the University and the Foundation.

4. Contracts Between U.P. at Los Baños and Outside Agencies

The Board confirmed the following contracts previously approved by the President between the U.P. at Los Baños and outside agencies:

a. *Memorandum of Agreement with the Sta. Clara Lumber Co., Inc. (SCLCI)*, pertaining to the establishment of the Don Ramon A. Arevalo Memorial Professorial Chair in Forestry.

b. *Memorandum of Agreement with the Educational Development Projects Implementing Task Force (EDPITAF)*, pertaining to a project in the agricultural sector.

c. *Memorandum of Understanding with the Southeast Asian Regional Center for Graduate Study and Research in Agriculture (SEARCA)*, regarding the lease of a portion of the College of Forestry campus to the SEARCA to be used for the accommodation of graduate scholars.

d. Amendments to the *Memorandum of Agreement with the Development of Local Government and Community Development (DLGCD)*, on the project "Research and

Evaluation Projects of Its Barrio Association and Cooperative Programs."

The amendments provide for an increase in the project fund from P80,000.00 to P115,000.00 and adjustment in the termination period to June 30, 1974. This will enable the ACCI to complete the evaluation of the Samahang Nayon Program.

The original agreement was confirmed by the Board of Regents on March 28, 1974.

e. *Memorandum of Agreement with the National Science Development Board* for NSDB Project "Integrated Aca-

demic Program in the Sciences" under a financial assistance of P160,428.00 for a period of one (1) year.

f. *Memorandum of Agreement with the Philippine Council for Agricultural Research (PCAR)* pertaining to the following:

1. PCAR-UPLB Integrated Research Program, third batch (15 projects), under which PCAR shall make available the sum of P642,416.00.
2. PCAR-UPLB Integrated Research Program governing certain projects for which PCAR binds itself to remit the sum of P97,351.00.

HISTORICAL PAPERS AND DOCUMENTS

ADVICE TO CLASS 1978

BY SALVADOR P. LOPEZ

President, University of the Philippines

(Speech during the Freshman Orientation Program, 10 June 1974, University Theater)

One of the most common complaints of freshmen during their first few months in the University of the Philippines concerns the relative impersonality of the relationship between teachers and students. The teacher to whom the high school student ran for advice on school as well as on personal matters has been replaced in the University by the professor who generally limits himself to prescribing what courses to take, approving changes of matriculation, and making himself available for consultation on academic matters. Instead of the teacher who used to call students by their first names, there is now a professor who insists on calling them *mister* or *miss*, suggesting to the freshman a distance between teacher and learner which did not seem to exist in high school. And where he had been guided at every step and helped in every little detail, the student finds that in the University he is pretty much left to himself. Everywhere there seems to be a conspiracy to leave him alone, to let him fend for himself: to master the names and locations of the many buildings on campus, the departments in each building, the names of professors in each department. He is expected to master the intricacies of course offerings, the mysteries of the library, the difficulties of term paper-writing—all of the process by which he is to be educated in the course of his stay in the University.

Not surprisingly, therefore, the freshman is often bewildered, hurt, lonely, even desperate during these first painful months. Eventually he gets over this period, and he accepts its lessons as an indispensable part of his adjustment to a new environment. If he fails to come to terms with the environment, he runs the risk of becoming a casualty at the end of the semester or of the school-year who must, alas, seek higher education elsewhere—failure being as often caused by the inability to adjust to university life as by poor study habits, inadequate preparation, or poor teachers.

You might ask why this impersonality should exist at all, why the University campus should not be as "homey" and cheery as the high school campus. I would reply that University must treat its students as adults, which means treating them as equals and partners in the learn-

ing process, not children to be hectored or talked down to. The University assumes that while the high school student was a child to be coddled, scolded or patronized, the university student is a young man or young woman embarked on the serious business of learning and must be treated as such. What the freshman therefore misconstrues as impersonal relationships are in reality *changed* relationships manifesting the University's assumption that its students are adults. The freshman who becomes a sophomore, then a junior, and finally a senior discovers in the course of his progress up the academic ladder that even more meaningful relationships can develop between him and his professors. These relationships consist of mutual respect and appreciation growing out of a common dedication to the pursuit of knowledge. I would therefore suggest that you keep this in mind as you go through your first few months in the University. Far from lamenting the situation, you should rejoice in it, for it marks your initiation into the adult world of learning—learning in the sense of being engaged in a serious attempt to understand man, society, and the world we live in.

While the University may be many things to many people—a complex of impressive buildings, for example, or a place to look for a suitable wife or husband, or a battleground where one may test one's skills in the martial arts during fraternity rumbles—it is first and foremost a repository of the knowledge and the skills that many generations of men have acquired while contending with the forces of this earth, natural as well as social. It is as well a place for the advancement of knowledge, for improving upon it, and for renewing it, so that human life may be made less difficult and more rewarding. Throughout its sixty-six-year history the University of the Philippines has tried to be a university in this sense; it is this determination which has made it the vital and indispensable institution that it is today. In this University you will find a vast storehouse of knowledge consisting not only of a library whose collection is far larger than any in Southeast Asia, but also of the rich and varied skills and capabilities of its faculty. You have,

therefore, the opportunity to come in contact not only with the best that has been written in the world but also to hold converse with some of the best minds we have in the country today. This is an opportunity accorded to very few, yourselves included, and you must take full advantage of it.

Some of you may say all this is quite beside the point. Though you have decided to have a college education and have chosen the University of the Philippines for this purpose, you have done so because your brightest classmates are doing the same thing, or because your parents have told you to do so, or because you believe a university education, but especially a U.P. degree, is a passport to a well-paying job which will enable you eventually to go about the business of getting married and raising a family in more or less comfortable circumstances. The latter are valid concerns, involving some of the deeply felt longings of men everywhere. I suggest, however, that they should not be your sole concern and, indeed, that they *cannot* be your sole concern, given the realities of Philippine society today.

In spite of the relative isolation of this campus, we cannot ignore the larger community of which it is a part. The world outside the campus is outside it only in a geographic sense; it is a world with which we must come to terms, which intrudes into the University however immune it may seem to be from the troubles and anxieties that bedevil that world. Make no mistake about it: the University is not a thing apart from Philippine society. It mirrors the strengths and weaknesses, the failures and successes of the Filipino nation, and as such is inextricably involved with it. In this University, therefore, the pursuit of learning does not occur in a vacuum, but in the context of the political, economic and cultural life of the nation.

This is not, however, a one-way process. The University is also a force in the intellectual life of the nation. Some of you may say that you do not intend to be part of the University for always and that you shall be leaving it as soon as you receive the degree or degrees you are aspiring for. That is certainly true, but there is a sense in which you will never leave the University, because the University will never leave you. Your life here will be part of your life forever, and the University will be reflected in what you think, say and do for all time, afterwards.

What our country least needs in this critical period of its history is the type of individual who is concerned solely with his own affair, with the little world defined by his interests and those of his immediate family. This is the kind of individualism that, having been given the chance to remake the world, has only laid it waste. What we need today is the individual who regards the concerns of the nation and its problems as his own. It should not be unreasonable to demand this of every Filipino. It is a matter of recognizing that as part of the nation we cannot be aloof from its concerns, for what the nation is affects individuals, determines the condition of our lives, and shapes our destinies. It is in this sense that we all have a profound personal interest in what is happening in our country and in influencing events.

We hope that the University shall enrich your relationship with other human beings and with society at large, that you will use the knowledge you acquire and the skills you develop here in the service of our people rather than for narrow and selfish purposes. We hope that you will acquire here an appreciation of the role that knowledge plays in the advancement of those ends that all men of sense agree to be desirable—prosperity, peace and justice, an end to brutality and falsehood, freedom in its most profound and meaningful sense. Surely it is a perversion of knowledge to use it for ends antithetical to these, for knowledge to be used, for example, in support of cruelty, enslavement and murder.

I have chosen to speak of these things today instead of the admonition to study well, to use the library wisely, to choose extra-curricular activities with care, etc., because it seems to me extremely important for freshmen to have a clear idea, from the very start, of the ultimate purpose of education. In the crush for classcards, the flurry of arranging schedules, the pressure to accomplish the many registration forms, it is easy to misplace one's intentions in pursuing a University education. During the years that you will be staying here, in the welter of term papers that have to be written, books to be read, lectures to be heard, and laboratory experiments to be conducted, you can easily lose sight of the primary goals of a university education. I trust that each of you will pursue the course you have chosen with these admonitions and injunctions constantly in mind, and that you will emerge from here, four or eight years hence, more keenly aware of the goals we have envisioned together this morning, and more deeply conscious of your responsibility to the nation and to the world.

THE RIGHT TO KNOW

By REGENT ABRAHAM F. SARMIENTO

(Speech delivered during the Fourth Commencement Exercises at U.P. at Clark Air Base, 19 June 1974)

The University of the Philippines at Clark Air Force Base was established in 1954—this is its twentieth year of existence. Starting out as a modest and tentative arrangement for the teaching of a few subjects, it has, through the years, transformed into a permanent external unit of the University with broader and more complex academic programs, including several degree courses. The graduates here tonight are some of the well-deserving beneficiaries of such expansion.

Graduation ceremonies are always a time for serious thought—tonight my thoughts turn to the significance of the University's presence in what might properly be considered an alien territory.

The continuing growth of the University branch here is a source of special satisfaction to all who value the University and the things that it stands for. This cooperative endeavor between a Filipino university and the American government is not a mere incident of political alliance,

although common agreement on fundamental principles of politics facilitated greatly its establishment. Lesser still is it in the nature of a mere service contract entered into to satisfy purely utilitarian considerations, although utility of the training to the different individuals and to the institution to which they belong is an inevitable consequence.

Over and above these considerations, the growth and expansion of the University here are an affirmation of a time-honored and venerable, if frequently embattled, dictum "you shall seek the truth for the truth shall make you free" and the implicit acceptance of its rationale and the premises and conditions indispensable for its proper pursuit.

One of these premises is the universality of the pursuit of knowledge. By this is meant that the process of learning the accumulated wisdom of the ages, disseminating knowledge, and pushing further the frontiers of truth are neither the monopoly nor the preserve of any one people, or any one race, or any one religion, or any one political ideology. It is the legitimate heritage of all thinking humanity. As a former President of the University of the Philippines has so eloquently stated:

It is the aim of great universities to attract men and women from all conditions of life. They keep their doors open to citizens and aliens alike. From their very nature, their appeal is cosmopolitan and their mission universal. The only passport they demand is the passport of intellectual competence. The only guarantee they require is the guarantee of honesty of purpose and dedication to work.

Their faculties are recruited from the best available teachers and investigators whom they could attract. Neither race, nor color, nor nationality, nor creed, nor political belief bars the competent scholar and able scientist from their classrooms and laboratories. Neither are these same factors ever considered in the admission of students.

Our century has been witness to the rapid dismantlement of time-encrusted prejudices that have worked to disenfranchise a substantial number of human beings from meaningful participation in the adventure of advancing human knowledge. In the United States, for instance, I note with understandable optimism that the Federal Supreme Court has, by means of what some critics call "judicial legislation," irrevocably opened the doors of educational institutions on the principle of equal rights, not only to racial and religious minorities, but also to political dissenters. Exchanges of scholars and fellows, some under the sponsorship of private institutions, some on the basis of bilateral or multi-lateral arrangements between governments, have multiplied in recent years. But the struggle against sectionalism borne of prejudice and ignorance is not finally won. Because it is largely in the mind and heart that its foundations are embedded, and it is here where it is hardest to dislodge. It continues to wield its retrogressive influence against general cooperative effort in the field of education and the general pursuit of truth, in many parts of the world. It is my hope, and I feel that you share this hope with me, that inter-racial cooperative efforts such as now obtain between Filipino mentors and predominantly American students in the University of the Philippines at Clark be, like the landmark decisions of the American Supreme

Court, another irreversible step toward universality in education and the quest for truth.

Another indispensable premise for the proper pursuit of knowledge is academic freedom. By this is meant that the members of the academic community, the teachers as well as the researchers, and even students, shall have maximum freedom to confront ideas and principles, to examine them, question them, to reformulate them as they are guided by discoveries and new insights. In the phrase of that great Greek philosopher Socrates, they must be allowed to follow the argument wherever it may lead. In the discharge of these responsibilities, which are peculiarly theirs by virtue of their membership in the community of scholars, they must not be subjected to the restraint of prior censorship nor to the fear of subsequent punishment.

The essentiality of freedom to those who are engaged in the pursuit of learning has been early recognized. The members of voluntary corporations established in Salerno and Bologna for the dissemination of knowledge—these were the precursors of modern day universities—were generally left to their pursuits without interference from the dominant ecclesiastical powers or the emerging civil administrations. Through the history of its existence, however, this wise course has not always been followed by those who have variously held power in different social settings and it is recorded that members of the intellectual community have at different times, been subjected either to persecution, or the subtle seductions of power in order to make them adjuncts of either Church or State. But when these tactics were successful, it has been the societies which had withheld immunity for novel and unorthodox thought that have suffered in the long run.

For, the institutional value of a free community of scholars can not be over-emphasized. It is virtually synonymous with survival. The American Supreme Court articulated its rationale in the classic case of *Sweezy v. State of New Hampshire*:

To impose any strait jacket upon the intellectual leaders in our colleges and universities would imperil the future of our nation. No field of education is so thoroughly comprehended by man that new discoveries can not be made. Particularly is that true in the social sciences, where few, if any, principles are accepted as absolutes. Scholarships can not flourish in an atmosphere of suspicion and distrust. Teachers and students must always remain free to inquire, to study and to evaluate, to gain new maturity and understanding; otherwise, our civilization will stagnate and die.

As previously intimated, the tentativeness of the working principles in the social sciences, especially requires greater leeway in the consideration and formulation of unfamiliar propositions. Here the entire world is the laboratory, and all members of the human community are the subjects of the intellectual exploration. Mr. Justice Frankfurter, in the same case of *Sweezy v. State of New Hampshire*, calls attention to the fact that "(T)he problems that the respective preoccupations of anthropology, economics, law, psychology, sociology and related areas of scholarship are merely departmentalized dealings, by way of manageable divisions of analysis, with interpenetrating aspects of holistic perplexities."

One cannot but agree with him that "for societies good . . ., inquiries into these problems, speculations

about them, stimulations in others of reflections about them, must be left as unfettered as possible."

Beyond the question of survival and development of any particular institution or civilization, the University is also confronted with the more fundamental considerations of the quality of human existence and the ultimate survival of man.

The species homo sapiens has travelled and evolved through lonely millions of years to arrive at its present form and state. Among all living organisms that inhabit the earth, it is only this species that has acquired the condition of sentience. Julian Huxley tells us that "It is only through possessing a mind that he has become the dominant portion of this planet and the agent responsible for its future evolution." But, he warns that "it is only by the right use of the mind that he will be able to exercise that responsibility rightly."

When one surveys the terrain, one is led to wonder whether Man is capable of using this remarkable gift of mind not only for the enrichment of his existence but also to assure his survival.

Ours is an age of technological and scientific miracles—a testimony of the genius of Man. We have explored the vastness of space and fathomed the ocean beds. We have discovered new and ingenious methods of transforming and utilizing resources which nature has made available to us.

Yet ours are also days of doubt and confusion. Man, for all his genius, continues, through his actions, to seemingly choose extinction. The Malthusian spectre of overpopulation in the face of increasingly rarer resources is no longer just a theorist's nightmare. The production of weapons of cosmic destruction continues at alarming pace. We contaminate and pollute the atmosphere and render large areas of productive earth into empty and

desolate wastelands in a mad dash for industrialization and more profits. The pessimism that has ensued from them has bred an assortment of nihilistic philosophies whose apostles blare messages of destruction and despair.

What is the university's role relative to these problems? The university is the center of thought in society. It is an assemblage of persons whose principal occupation and responsibility are, not only to advance ever more sophisticated hypotheses and theorems in the world of science, but also to recognize fundamental human problems, and to provide adequate solutions for them. Because it is this, it must act as social critic and conscience of the community. It must assume moral leadership to assert rationality and a new philosophy of hope for all mankind.

For as Julian Huxley states his formula for survival:

[Man] shall only succeed if he faces [his responsibility] consciously and if he uses all his mental resources—knowledge and reason, imagination and sensitivity, capacities for wonder and for love, for comprehension and compassion, for spiritual aspiration and moral effort.

Whether one pursues the intricate labyrinths of philosophy, or explores the wonders of the universe through the study of the natural sciences, or creates beauty through the arts, or captures the intensity of human experience through poetry, it must always be with full awareness of this responsibility.

Let all those who pass through the halls of the University take a pledge to assume it—without fear and without reservations. The historic obstacles to free inquiry and therefore to richer civilization and survival will be with us for some time.

With courage, with faith in ourselves and the indubitable liberating force of truth, we will in the end say with Faulkner that we shall prevail.

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UNIVERSITY OF THE PHILIPPINES

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Mr. Pacifico N. Aprieto, *Director of the University Press, Secretary*
Prof. Manuel P. Bendaña, *Secretary of the University Council*
Dr. Gloria D. Feliciano, *Dean of the Institute of Mass Communication*
Prof. Froilan M. Bacungan, *Director of the Law Center*
Dr. Emerenciana Y. Arcellana, *President of the U.P. Faculty Organization*
Mr. Armando D. Alvarez, *Acting President of the U.P. Supervisors Association*

EDITOR

Dr. Oscar M. Alfonso

ADMINISTRATIVE ISSUANCES

ADMINISTRATIVE ORDERS

Administrative Order No. 220: Designation of a New Chairman and a New Vice-Chairman of the U.P. Management Education Council

In view of Dr. Jaime C. Laya's resignation from the U.P. Management Education Council, Dean Raul P. de Guzman and Acting Dean Emmanuel T. Velasco are designated Chairman and Vice-Chairman, respectively of the U.P. Management Education Council, effective July 1, 1974 until June 30, 1975.

25 July 1974

Administrative Order No. 222: Designation as Officer-in-Charge

Dr. Ramon C. Portugal, Vice-President for Administration, is hereby designated Officer-in-Charge of the Office of the President, University of the Philippines effective August 3, 1974 until the President's return from an official trip abroad.

30 July 1974

MEMORANDUM CIRCULAR

Submission of Statement of Assets, Liabilities and Network

Pursuant to Presidential Decree No. 379 as amended by Presidential Decree No. 417, all employees of the National Government are required to file their Statement of Assets, Liabilities and Network, regardless of the amount, *on or before September 30, 1974*. For the guidance of academic and non-academic personnel of the University the following are some of the guidelines on the filing of this statement. (Detailed instructions are found in BIR Form 184.)

- (1) Public officers regardless of the amount of their gross assets are required to file their statement of assets, liabilities and network. Public officers include elective and appointive officials and employees, permanent or temporary, whether in the classified or unclassified or exempt service receiving compensation, even nominal from the National Government, or the local government, or government-owned or government-controlled corporations, or instrumentalities or agencies of the Republic of the Philippines and their branches. (R.A. 3019).
- (2) Husband and wife must file a joint statement. In cases where husband and wife are both govern-

ment employees but working in different offices, they shall each furnish their respective department heads two signed copies of the statement.

- (3) The statement of assets, liabilities and network must be accomplished in quintuplicate on or before September 30, 1974: two (2) copies shall be for the Bureau of Internal Revenue; two (2) copies for the Office of the President of the University and the last copy shall be retained by the filer.
- (4) The statement must contain all the assets of the individual as of December 31, 1973, whether real or personal and whether or not used in business.

In view of the fact that the preparation of the statement requires a substantial time and in certain cases, verification of records will be done, it is suggested that all concerned file the statement as soon as possible.

Incidentally, Presidential Decree No. 379 as amended by Presidential Decree No. 417 provides that any person who knowingly makes a false declaration or who deliberately fails to comply with any of its declaration provisions shall upon conviction pay a fine of not less than P5,000.00 and be imprisoned for a period of not less than two years.

Forms for the purpose (BIR Form No. 184, May 1974) are available in the Office of Administrative Personnel Services, 3rd Floor, Quezon Hall.

9 July 1974

For the President:

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

MEMORANDA

Consolidated PLDT Billing System

Effective August 1, 1974, all charges for PLDT telephones in the University, except toll charges, will be consolidated into one bill to be paid out of funds for this purpose by Central Administration. Toll charges, however, will be paid by individual units. The fund for sundries of each unit will be decreased by an amount equivalent to the total annual PLDT charges of the unit, which will be the unit's contribution to one sundry fund in the central administration. The total PLDT rentals of all units of the University will be paid out of this fund.

Please be guided accordingly.

9 July 1974

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

Budget Circular No. 240: 10% Salary Increase of Employees of the National Government including temporary, emergency and casual laborers and employees.

The President has directed the immediate implementation of his decision to grant 10% across the board salary increase to officials and employees of the National Government including temporary, emergency and casual laborers and employees effective July 1, 1974, subject to the following rules and regulations:

A. General Rule

1. All officials, employees and laborers of the National Government, whether permanent or temporary, paid on monthly, daily, hourly or part-time basis, shall receive a salary adjustment equivalent to 10% of his basic salary or wage as of June 30, 1974, the adjustment in all cases not to exceed P200.00 monthly or P2,400.00 yearly.

2. Appointments to positions reclassified and/or upgraded within the current fiscal year shall be made either (a) at the minimum of the new range, or (b) the salary of the incumbent as of June 30, 1974 plus 10%, whichever is higher.

3. Positions filled by the appointment thereto of new employees appointed during the current fiscal year or by the promotion thereto of employees who have received in their former positions the salary adjustment herein provided, shall be at the minimum of the range allocated to the position, except when the employee's rate of pay as promoted is less than his previous actual salary as adjusted, in which case he shall continue to receive the higher adjusted salary.

The term *promotional appointment* shall be construed to mean that there is shifting of an incumbent from one position to another position with increased duties and responsibilities.

4. Notwithstanding the 10% across the board salary increases, the emergency cost of living allowance under Budget Circular 238 and 238-A dated February 18, 1974, and April 30, 1974, respectively, shall be continued.

B. Payment and Allotment and Accounting Procedures

1. Payment of the increase in salary shall be made by means of a separate payroll before the receipt of the Advice of Allotment from the Budget Commission.

2. The allotment and cash requirement for the purpose shall be issued after the Chief Accountant of each agency shall have accomplished and submitted to the Budget Commission not later than fifteen (15) days from the end of each month, a statement of actual payments made during the month against the General Fund.

C. Employees Payable from Contributions of the National Government

1. The increase of salary of all employees whose salaries or wages are chargeable against contributions of the National Government shall be paid and reimbursed in accordance with paragraphs B-1 and B-2 and such reimbursement shall be treated as additional contribution of the National Government.

D. Employees Payable from Special Fund, Fiduciary Fund and Funds other than General Fund

1. Before payment of the increase in salary shall be made, heads of agencies shall submit a Special Budget for the purpose chargeable against the unallotted balance of such Special Fund, Fiduciary Fund and Funds other than the General Fund.

E. Notification Procedure

The Head of the Agency shall notify the official or employee concerned of his adjusted salary. A copy of this notice shall be furnished the Civil Service Commission, the Commission on Audit, the WAPCO, and the Government Service Insurance System.

F. Contribution to the GSIS

The salary increase herein authorized is subject to GSIS retirement and life insurance premiums if the recipient is a member of the GSIS.

G. Saving Clause

Cases not covered by this Circular shall be referred to the Commissioner of the Budget for appropriate action.

H. Responsibility of Head of Agency

The Head of the Bureau or Office shall be held personally liable for any payment of increase of salary which is not in accordance with this Circular.

(Sgd.) F. SY-CHANGCO

Commissioner of the Budget

CONCURRED IN:

(Sgd.) ISMAEL MATHAY

Acting Chairman

Commission on Audit

22 July 1974

APPROVED:

By Authority of the President:

(Sgd.) ALEJANDRO MELCHOR

Executive Secretary

DECISIONS OF THE BOARD OF REGENTS

849th (Special) Meeting, 3 July 1974

CONFERMENT OF DEGREE OF DOCTOR OF HUMANITIES UPON RUFINO TAMAYO

The Board approved the conferment of the degree of Doctor of Humanities, *honoris causa*, upon Mr. Rufino Tamayo, Mexican painter, upon the recommendation of the Officer-in-Charge of the University and the Committee on Honorary Degrees.

Winners of such awards among others as the Sao Paolo Biennale (grand prize in 1953 shared with Manessier of France), Guggenheim International Foundation Prize (1960), *Premio Nacional* of the President of Mexico (1964), Gulbenkian Prize of the President of Italy (1969), and the Calouste Gulbenkian Prize of the Institute de France (1969), Mr. Tamayo is cited for the unique achievement of having integrated in his numerous art works a distinctly Mexican view of the world with the most advanced and significant artistic movements in Europe, thereby sharing with the peoples of the world works that are both nationally derived and universal in their appeal and thus affirming the international character of great art.

CHANGE OF TITLE FROM OFFICER-IN-CHARGE TO ACTING PRESIDENT

The Board approved the appointment of Regent Abelardo G. Samonte as Acting President of the University effective July 3, 1974 until the return of President Salvador P. Lopez from abroad.

850th Meeting, 25 July 1974

APPOINTMENTS AND REAPPOINTMENTS

The Board approved the following appointments and reappointments:

Higino A. Ables, promotion from Assistant Professor I to Assistant Professor IV of Communication, Institute of Mass Communication, effective July 1, 1974.

Caridad Semaña-Alfonso, promotion from Professor I to Professor II of Public Administration, College of Public Administration, effective July 1, 1974.

Herminia M. Alfonso, promotion from Assistant Professor I to Assistant Professor III, Institute of Mass Communication, effective July 1, 1974.

Mario V. Aquino, transfer to a salaried item as Assistant Professor I of Ophthalmology (part-time), College of Medicine, and Attending Ophthalmologist (part-time), Philippine General Hospital, effective July 1, 1974 until May 31, 1975.

Ruben P. Arafiles, promotion from Resident Physician (Range 7) to Chief Resident Physician (Range 9), Department of Orthopedics, Philippine General Hospital, with concurrent appointment as Instructor, College of Medicine, effective July 1, 1974 until June 30, 1975.

Lourdes S. Aspiras as Research Associate, Research and Evaluation Section, Agrarian Reform Institute, University of the Philippines at Los Baños, effective June 1, 1974 until June 30, 1974.

Araceli Baviera, change in designation from Adjunct Research Fellow to Researcher (Naturalization and Immigration Code), Law Center, effective July 1, 1974 until the termination of the research project involved but not later than June 30, 1975.

Thelma D. Calimbias as Assistant Professor I of Biochemistry, College of Medicine, effective July 1, 1974 until May 31, 1975.

Josefina A. Camañag as Project Accountant, Local Government Center, College of Public Administration, effective July 1, 1974 until the termination of the project involved.

Ledivina Vidallon-Cariño, promotion from Associate Professor II to Associate Professor IV of Public Administration, College of Public Administration, effective July 1, 1974.

Leopoldo S. Castillo as Director, Dairy Training and Research Institute, University of the Philippines at Los Baños, effective July 16, 1974 until July 15, 1977.

Glenn A. M. Catedral, promotion from Resident Physician (Range 7) to Resident Physician (Range 8), Department of Radiology, Philippine General Hospital, effective July 1, 1974 until June 30, 1975.

Susan Q. Clavano as Training Specialist I, Institute for Small-Scale Industries, effective July 1, 1974 until December 31, 1975.

Sean Conney as Visiting Assistant Professor of Development Communication without compensation, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.

Luzviminda B. Cornista as Training Specialist I, Agrarian Reform Institute, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.

Antonio P. Cruz, promotion from Superintendent, Building Services Division (Range 10) to Director (Range 11), Office of Physical Plant, effective July 25, 1974.

Fe de Guzman, promotion from Research Assistant to Research Associate, Science Education Center, effective July 1, 1974.

Mariano de la Cruz, Jr., promotion from Associate Professor I to Associate Professor III of Anatomy, College of Medicine, effective July 1, 1974.

Lilia P. Dimaculangan, upgrading of position from Chief, Administrative Services Section (Range 8), to Chief, Administrative Services Section (Range 9), Office of Academic Services, effective July 1, 1974.

Amando E. Doronila as Professorial Lecturer in Mass Communication, Institute of Mass Communication, effective June 15, 1974 until October 31, 1974.

Jacinto U. Dy-Liaco, promotion from Resident Physician (Range 7) to Chief Resident Physician (Range 9), Philippine General Hospital, with concurrent appointment as Instructor, College of Medicine, effective July 1, 1974.

Josefa S. Edralin, promotion from Researcher I to Researcher II, Local Government Center, College of Public Administration, effective July 1, 1974.

Jose N. Endriga, promotion from Assistant Professor I to Assistant Professor III of Public Administration,

- College of Public Administration, effective July 1, 1974.
- Augusto Caesar A. Espiritu as Consultant, Law Center, effective July 1, 1974 until June 30, 1975.
- Romeo V. Fajardo as Research Ophthalmologist (part-time), Philippine Eye Research Institute, effective July 1, 1974 until June 30, 1975.
- Felisa D. Fernandez, promotion from Assistant Professor VI to Associate Professor II of Public Administration, College of Public Administration, effective July 1, 1974; as Assistant to the President for Development and Resource Allocation, effective March 1, 1974 until February 28, 1975.
- Rodolfo A. Fernandez as Senior Lecturer in Development Communication, College of Agriculture, University of the Philippines at Los Baños, effective June 10, 1974 until October 31, 1974.
- Belen A. Ferrer, upgrading of position from Chief, Employment Section (Range 8) to Chief, Employment Section (Range 9), Office of Academic Services, effective July 1, 1974.
- Susana Ferrer, transfer to another item as Librarian II, University Library, effective July 1, 1974.
- Juan R. Francisco, promotion from Associate Professor IV to Professor II of Indology, Graduate School, effective May 1, 1974.
- Ricardo C. Galang as Professorial Lecturer in Education and Business Administration, University of the Philippines at Clark Air Base, effective June 17, 1974 until May 31, 1975.
- Dolores F. Hernandez as Member, Steering Committee, Leyte Research and Development High School, University of the Philippines at Tacloban, effective October 1, 1973 until September 30, 1974.
- May L. Huntington, transfer to the academic staff from Management Analyst (Range 7) to Management Specialist I, Office of the Vice-President for Administration, effective July 1, 1974.
- Alejandro Ibay, promotion from Management Specialist I to Management Specialist II of the Administrative Development Program, College of Public Administration, effective July 1, 1974.
- Gabriel U. Iglesias, promotion from Assistant Professor VI to Associate Professor II of Public Administration, College of Public Administration, effective July 1, 1974.
- Raul Rafael Ingles, promotion from Professor II to Professor IV of Journalism, Institute of Mass Communication, effective July 1, 1974.
- Filomena A. Javier as Training Specialist I, Agrarian Reform Institute, University of the Philippines at Los Baños, effective July 1, 1974 until December 31, 1974.
- Edilberto M. Jose, promotion from Resident Physician (Range 7) to Chief Resident Physician (Range 9), Philippine General Hospital, with concurrent appointment as Instructor, College of Medicine, effective July 1, 1974 until June 30, 1975.
- Lorenzo S. Katigbak, transfer to part-time status and to a non-salaried item from Professor II to Professor II of Pathology (part-time) without compensation, College of Medicine, effective July 1, 1974.
- Eduardo A. Labitag as Law Researcher II, Law Center, effective July 16, 1974 until June 30, 1975.
- Leonor C. Lago, temporary transfer to cumulative leave status as Instructor III in Dentistry, College of Dentistry, effective July 1, 1974 until June 30, 1975.
- Lina C. Lantion, promotion from Resident Physician (Range 7) to Chief Resident Physician (Range 9), Department of Medicine, Philippine General Hospital, with concurrent appointment as Instructor, College of Medicine, effective July 1, 1974 until June 30, 1975.
- Manuel F. Lawsin as Member, Steering Committee, Leyte Research and Development High School, University of the Philippines at Tacloban, effective October 1, 1973 until May 31, 1974.
- Teresita Ledesma, transfer to another item as Librarian II, University Library, effective July 1, 1974.
- Augusto D. Litonjua, promotion from Professor I to Professor III of Physiology, College of Medicine, effective July 1, 1974.
- Mellie L. Lopez as Professorial Lecturer in Anthropology, College of Arts and Sciences, effective June 10, 1974 until October 30, 1974.
- Benjamin V. Lozare, promotion from Instructor III to Assistant Professor I of Journalism and Communication, Institute of Mass Communication, effective July 1, 1974.
- Liborio L. Mangubat as Research Consultant in Ophthalmology, Philippine Eye Research Institute, effective July 1, 1974 until June 30, 1975.
- Cesar M. Mercado, promotion from Assistant Professor II to Assistant Professor IV of Communication, Institute of Mass Communication, effective July 1, 1974.
- Benjamin A. Mojica, promotion from Resident Physician (Range 7) to Chief Resident Physician (Range 9), Department of Pediatrics, Philippine General Hospital, with concurrent appointment as Instructor, College of Medicine, effective July 1, 1974 until June 30, 1975.
- Nestor M. Nisperos as Project Director and Member, Steering Committee, Leyte Research and Development High School, University of the Philippines at Tacloban, effective October 1, 1973 until June 30, 1974.
- Felipe V. Oamar, automatic promotion from Training Specialist II to Training Specialist III, College of Public Administration, effective June 17, 1974.
- Romeo B. Ocampo, promotion from Assistant Professor II to Assistant Professor III of Public Administration, College of Public Administration, effective July 1, 1974.
- Arturo G. Pacho, promotion from Researcher I to Assistant Professor II of Public Administration, College of Public Administration, effective July 1, 1974 until May 31, 1975.
- Perfecto L. Padilla as Project Director, U.P.-DLGCD Project on "Role of Local Governments in Rural Cooperatives," College of Public Administration, effective July 1, 1974 until the termination of the project.
- Rey T. Paguio as Consultant in Music, Leyte Research and Development High School, University of the Philippines at Tacloban, effective October 1, 1973 until May 31, 1974.
- Ernesto Pernia as Visiting Research Associate without compensation, Population Institute, effective July 1, 1974 until June 30, 1975.

- Leah D. Perez, temporary transfer to cumulative leave status as Instructor II in Dentistry, College of Dentistry, effective July 1, 1974 until June 30, 1975.
- Ramon C. Portugal as Consultant, UPIEP-DPWTC Projects, Institute of Environmental Planning; effective May 16, 1974 until May 15, 1975.
- Marilu A. Puertollano, promotion from Resident Physician (Range 7) to Chief Resident Physician (Range 9), Department of Psychiatry, Philippine General Hospital, with concurrent appointment as Instructor, College of Medicine, effective July 1, 1974 until June 30, 1975.
- Tomas J. Ranada as Management Specialist I, Institute for Small-Scale Industries, effective July 1, 1974 until December 31, 1974.
- Jesus C. Reyna, promotion from Resident Physician (Range 7) to Chief Resident Physician (Range 9), Department of Surgery, Philippine General Hospital, with concurrent appointment as Instructor, College of Manila, effective July 1, 1974 until June 30, 1975.
- Vicente V. Romano, Jr., promotion from Resident Physician (Range 7) to Chief Resident Physician (Range 9), Department of Radiology, Philippine General Hospital, with concurrent appointment as Instructor, College of Medicine, effective July 1, 1974 until June 30, 1975.
- Adelaida L. Roque as Senior Lecturer in Mathematics, University of the Philippines College in Manila, effective June 10, 1974 until May 31, 1975.
- Segundo V. Roxas, automatic promotion from Science Education Specialist III to Science Education Specialist IV, Science Education Center, effective June 10, 1974.
- Pedro R. Sandoval as Executive Director, Center for Policy and Development Studies, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1977.
- Carolina V. Santillana as Admissions Associate, Office of the Registrar, University of the Philippines at Los Baños, effective July 1, 1974 until September 30, 1974.
- Santiago S. Simpas, promotion from Assistant Professor III to Assistant Professor IV of Public Administration, College of Public Administration, effective July 1, 1974.
- Eduardo C. Sison, promotion from Assistant Professor I to Assistant Professor IV of Food Science and Technology, College of Agriculture, University of the Philippines at Los Baños, effective November 1, 1973 until June 30, 1974.
- Daisy R. Soledad as Deputy Project Director and Member, Steering Committee, Leyte Research and Development High School Project, University of the Philippines at Tacloban, effective October 1, 1973 until May 31, 1974.
- Ifor B. Solidum as Executive Development Officer II, Philippine Executive Academy, effective July 1, 1974 until June 30, 1975.
- Minda C. Sutaria as Professorial Lecturer in Educational Administration, College of Education, effective June 10, 1974 until May 31, 1975.
- Jose P. Tabbada, promotion from Assistant Professor I to Assistant Professor II of Public Administration, College of Public Administration, effective July 1, 1974.
- Robert C. Tan, transfer to non-substitute status as Assistant Professor I of Ophthalmology (part-time), College of Medicine, and Attending Ophthalmologist (part-time), Philippine General Hospital, effective July 1, 1974 until May 31, 1975.
- Wahachiro Tanimura as Visiting Professor of Food Science and Technology, without compensation, College of Agriculture, University of the Philippines at Los Baños, effective May 6, 1974 until May 6, 1975.
- Luis Teodoro, Jr., promotion from Instructor IV to Assistant Professor I, Institute of Mass Communication, effective May 1, 1974.
- Lutgarda C. Tirol, promotional transfer from Research Assistant, Department of Agronomy, College of Agriculture, to Programmer I, Office of Planning and Development, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Shirley H. Virata, promotion from Resident Physician (Range 7) to Chief Resident Physician (Range 9), Department of Obstetrics and Gynecology, Philippine General Hospital, with concurrent appointment as Instructor, College of Medicine, effective July 1, 1974 until June 30, 1975.
- Patria V. Yutanco as Project Coordinator and Member, Steering Committee, Leyte Research and Development High School, University of the Philippines at Tacloban, effective October 1, 1973 until May 31, 1974.

The Board *confirmed* the following *ad interim* appointments:

Josefina R. Cortes as Associate Professor I of Educational Administration, College of Education, effective July 8, 1974 until May 31, 1975.

TRANSFER TO PERMANENT STATUS

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

- Lilia G. Abis as Instructor II in Mathematics, College of Arts and Sciences, effective July 1, 1974.
- Salvador T. Carlota as Assistant Professor II of Law, College of Law, effective June 1, 1974.
- Evelyn R. Cortes as Research Associate, Philippine Eye Research Institute, effective July 1, 1974.
- Rosa Ester T. Cuna as Assistant Professor I of English, University of the Philippines at Tacloban, effective July 1, 1974.
- Pacifico V. de Ocampo, Jr., as Research Associate, Philippine Eye Research Institute, effective July 1, 1974.
- Rosie Reyes Noche as Research Associate, Philippine Eye Research Institute, effective July 1, 1974.
- Emma S. Paras as Assistant Professor I of Psychiatry (part-time), College of Medicine, effective July 25, 1974.
- Mario J. Valenton as Research Associate, Philippine Eye Research Institute, effective July 1, 1974.

SCHOLARSHIPS, FELLOWSHIPS, GIFTS AND GRANTS

The Board approved the revised rules for the *Jose M. Feliciano Memorial External Scholarship Grant* in the College of Arts and Sciences.

Revised Rules for the J.M. Feliciano Scholarship Awards

The Jose Ma. Feliciano Scholarship Awards are given to needy but deserving students who are B.S. in Geology and/or B.S. (Geography) majors who have completed at least twelve (12) units of course work in their major fields and/or in the third year.

A student majoring in Geology or Geography to be considered for an award must have passed all his courses in the semester immediately preceding the giving of the award. The academic load must not be less than fifteen (15) units and the weighted average not less than 2.5. In addition, the student must be of good moral character and integrity.

Each award is given for one semester at a time without prejudice to renewal provided the conditions earlier set forth are met. The amount to be given varies but at all times it will be adequate to cover tuition fees for a semester and a little extra for school supplies.

Selection of the awardees rests on an appropriate committee elected from among the faculty members of the Department. Two committees are generally set up: one for the geology section and the other for the geography section.

The Board accepted a grant of P682,200.00 from the *National Manpower and Youth Council (NMYC)* to enable the Institute of Social Work and Community Development to undertake a study on the program and service for out-of-school youths in the country and to develop a vocational preparation program for them. In addition to preparing a research design and evolving a program for this study, the University will provide the research facilities, and recruit and appoint the technical staff.

The Board approved the revision of Rule 2 c (2) of the rules governing the *U.P.-Government Scholarships*, as follows:

Rule 2 c (2)—

"They must be financially deserving. A student shall be considered deserving if [his family's] the annual income [or if his parents are dead, the annual gross income and net taxable income of persons required by law to give support] of his parents/persons required by law to give support shall not exceed (a) P18,000.00, gross; (b) P3,000.00, net taxable [respectively]. In case an applicant has a brother/sister applying for, or enjoying the scholarship, the annual gross income of his parents/persons required by law to give support shall not exceed P5,000.00. An affidavit to this effect, subscribed and sworn to before any appropriate officer of the Bureau of Internal Revenue, must be submitted. A copy of the income tax return filed by such father or person for the year immediately preceding the award of scholarship, duly attested to by the appropriate officer of the Bureau of Internal Revenue, shall be attached to the affidavit."

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

The Board confirmed acceptance of a subsidy from the *Philippine Coconut Authority (PHILCOA)* in the amount of P20,000.00 to supplement the initial grant given to the College of Home Economics for the research project "Determination of Expanded Commercial Application of Coconut By-Products." In this connection, the Board ap-

proved the provisions and conditions of the subsidy scheme, as outlined in the Memorandum of the Assistant Administrator for Operations of PHILCOA.

The Board confirmed acceptance of the following grants in the University of the Philippines at Los Baños:

- a. From the *Centro Internacional de Mejoramiento de Maiz y Trigo (CIMMYT)*—a grant of US \$28,000.00 for the first two years of the research project entitled "High Quality Protein Corn Integrated Program for the Philippines." An initial amount toward this grant (\$20,000.00) has been remitted by the CIMMYT under FNCRB Check No. 4367 dated 13 June 1974.

The Committee on Contracts with Foreign Agencies recommended approval of the research project subject to the usual inclusion in the budget of 15% for overhead expenses.

- b. From the *Philippine Sugar Institute (PHILSUGIN)*.—grants of P7,130.00 and P8,750.00 as thesis support for Mr. Artemio Galvez and Mrs. Nena Divinagracia, respectively, PHILSUGIN graduate scholars. These amounts have been remitted under PNB Check Nos. 98902 and 98903, both dated 27 June 1974.

The Board confirmed acceptance of a grant to the College of Agriculture, University of the Philippines at Los Baños from the *Philippine Sugar Institute (PHILSUGIN)* in the amount of P232,200.00, as a continuing support for the Sugar Technology Course during the fiscal year 1974-1975 (the amount has been remitted to UPLB under PNB Check No. 99136 dated 9 July 1974).

PROFESSORIAL CHAIRS

The Board approved the appointment of Obdulia F. Sison as Professor of Agricultural Education (professorial chair), College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.

The Board also approved the creation of four (4) additional professorial chairs in Philosophy, Linguistics, Humanities, and Sociology, at the College of Arts and Sciences, effective July 1, 1974.

In this connection, the Board approved the appointment to the chairs for a period of three (3) years, from July 1, 1974 to June 30, 1977, of the following:

1. Rodolfo A. Bulatao, Jr. as Assistant Professor of Sociology;
2. Armando F. Bonifacio as Professor of Philosophy;
3. Ernesto A. Constantino as Professor of Linguistics; and
4. Ricaredo D. Demetillo as Associate Professor of Humanities.

The Board likewise approved the appointment of the following faculty members of the Graduate School, University of the Philippines at Los Baños, to the SEARCA professorial chairs (created under a Memorandum of Agreement between U.P. and SEARCA which was confirmed by the Board of Regents on 30 May 1974), for a period of one (1) year, effective June 1, 1974 without prejudice to renewal for another year.

1. Santiago N. Tilo as SEARCA Assistant Professor of Soil Science;

2. Dante B. de Padua as SEARCA Associate Professor of Agricultural Engineering;
3. Antonio Bustrillos as SEARCA Assistant Professor of Chemistry;
4. Emerita de Guzman as SEARCA Associate Professor of Plant Physiology;
5. Emil Javier O. Javier as SEARCA Assistant Professor of Forage and Pasture Technology;
6. Noel G. Mamicpic as SEARCA Assistant Professor of Seed Technology;
7. Dolores A. Ramirez as SEARCA Associate Professor of Genetics;
8. Leopoldo S. Castillo as SEARCA Professor of Animal Science;
9. Valentino G. Argañoza as SEARCA Assistant Professor of Animal Breeding and Production;
10. Bernardo P. Gabriel as SEARCA Associate Professor of Entomology;
11. Beatriz L. Mercado as SEARCA Assistant Professor of Weed Science;
12. Enriquito D. de Guzman as SEARCA Associate Professor of Forest Biological Sciences;
13. Celso B. Lantican as SEARCA Associate Professor of Wood Utilization;
14. Eduardo C. Sison as SEARCA Assistant Professor of Food Science;
15. Pedro R. Sandoval as SEARCA Professor of Agricultural Economics; and
16. Nora C. Quebral as SEARCA Associate Professor of Development Communication.

Appointment to each of the above chairs is subject to the condition that the holder shall be expected to deliver an inaugural lecture within a year after his appointment, and a lecture every year thereafter for the duration of his appointment on a subject of his choice, in the field of his competence (per resolution of the Board at its 838th meeting on 25 October 1973).

COLLECTION OF FEES

The Board approved the increase in the laboratory fee in the Child Development Center of the College of Home Economics from P200.00 to P300.00 per semester, effective the second semester, academic year 1974-1975.

The present laboratory fee of P200.00 is no longer adequate to support the Center's activities in view of the high costs of operation.

PRESIDENTIAL AUTHORITY TO SHIFT FUNDS

The Board approved the renewal of the authority of the President to shift funds to any item beyond that authorized in Article 298 of the Revised University Code, but

not exceeding 30%, subject to the approval of the Finance Committee. This authority is valid for one year, effective August 7, 1974, unless renewed for a similar period.

PRESIDENTIAL AUTHORITY TO DISBURSE U.P. WOMAN'S CLUB FUNDS

The Board authorized the President, upon recommendation of the Associated Women's League (a caretaker organization for the suspended U.P. Woman's Club) through the Dean of Students, to disburse the U.P. Woman's Club funds for student welfare projects sponsored by the League, subject to pertinent accounting and auditing regulations. This arrangement is similar to the authorization granted the President to disburse Student Council funds for student welfare projects (841st meeting, Board of Regents, 31 January 1974).

The authorization is deemed necessary in view of the suspension of student activities and the continued collection by the University of miscellaneous student fees for specific purposes.

ABOLITION OF CENTER FOR INTERNATIONAL STUDIES (CIS)

The Board approved the abolition of the Center for International Studies (CIS) created at its 818th meeting on 23 March 1972.

The action was taken in order to avoid duplication of functions between the CIS and the Philippine Center for Advanced Studies (PCAS) which was created under Presidential Decree No. 342 on 22 November 1973 as an autonomous unit. The main function of the CIS, which is to conduct studies in depth of problems of Philippine foreign policy and international relations, is one of the integral functions of the PCAS.

TEMPORARY TRANSFER OF SUPERVISION AND CONTROL OF DIVISION OF COUNSELING AND GUIDANCE

The Board approved the temporary transfer of the supervision and control of the Division of Counseling and Guidance from the Office of Student Affairs to the Office of the Vice-President for Academic Affairs.

WARNING REGARDING BUDGETARY REQUESTS

The Board warned all units that budgetary requests court in the future the risk of disapproval unless submitted to the Board ahead of the program schedule for which they are intended.

PRESIDENTIAL APPOINTMENTS

The President approved the following appointments:

Teresita Acevedo as Officer-in-Charge, Department of Food Science and Nutrition, College of Home Economics, effective July 19, 1974 until September 15, 1974.

Francisca L. Erece as Officer-in-Charge, University of the Philippines at Baguio, High School, effective

July 1, 1974 until May 31, 1975.

Antonio Gonzaga as Officer-in-Charge, Department of Laboratories, Philippine General Hospital, effective July 1, 1974 until June 30, 1975.

Natividad Santos as Officer-in-Charge, Department of Reading, College of Education, effective July 1, 1974 until June 30, 1975.

SEPARATIONS FROM THE SERVICE

Resignations

- Lilian Matic Cruz as Training Specialist I, Institute for Small-Scale Industries, July 8, 1974.
 Jose Dumlao as Domestic Helper, Molave Residence Hall, July 2, 1974.
 Edwin Romero as Emergency Engineering Assistant, Physical Plant Office, July 16, 1974.
 Luz Rotor as Instructor, Department of Mathematics, College of Arts and Sciences, July 15, 1974.
 Kapin Tan as Instructor, Department of Physics, College of Arts and Sciences, July 1, 1974.

Retirements

- Sesinando Garcia as Domestic Helper, Ilang-Ilang Residence Hall, July 16, 1974.
 Venancia T. Guillermo as Librarian II, University Library, July 1, 1974.
 Honorato Medina as Welder, Physical Plant Office, July 1, 1974.
 Roberto Novenario as Director, Physical Plant Office, July 1, 1974.

CONTRACTS AND AGREEMENTS

The Board confirmed the following contracts and agreements at its 850th meeting on 25 July 1974:

1. Memorandum of Agreement with Department of Local Government and Community Development (DLGCD)

A memorandum of agreement was entered into between the University and the Department of Local Government and Community Development (DLGCD) whereby the University, through the Local Government Center of the College of Public Administration, agrees to plan, organize, and conduct as well as manage three (3) ten-week courses on local development administration for the DLGCD, to be participated in by 100 Department-sponsored scholars under a financial support of P135,600.00 to be provided by the Department.

2. Memorandum of Agreement with Bicol River Basin Council (BRBC)

A memorandum of agreement was entered into between the University and the Bicol River Basin Council (BRBC) whereby the BRBC shall make available to the University the sum of P649,000.00 and such amount as may be deemed necessary for each succeeding year, for the hiring of needed personnel to provide technical assistance in the planning and programming toward the development of the Bicol River Basin Area, through the University's Institute of Environmental Planning. The amount covers salaries, honoraria, transportation and supplies and materials for each fiscal year until the completion of the project.

The contract is for three years.

3. Memorandum of Agreement with Provincial Development Assistance Project (PDAP)

A memorandum of agreement was entered into between the University and the Provincial Development Assistance Project (PDAP) whereby the Local Government Center of the College of Public Administration will conduct a series of training programs for the new PDAP provinces and the members of the Provincial Development Staff. The budget and summary of cost estimates include a 15% contribution to the University for administrative overhead.

Under the agreement the PDAP shall give to the University, through the Local Government Center, the total amount of P79,995.00, and the balance of P79,995.00 shall be paid by the participating provinces directly to the LGC. The release and disbursement of the amount of P159,990.00 will be made in accordance with the provisions of the contract.

4. Contracts Between U.P. at Los Baños and Outside Agencies.

a. Memorandum of Agreement previously approved by the President between the UPLB and the Educational Development Projects Implementing Task Force (EDPITAF), pertaining to the conduct of a training course by the Agricultural Credit and Cooperatives Institute for vocational agriculture teachers, farm managers and project leaders who shall be involved in the implementation of EDPITAF's Supervised Farming Program.

Under the agreement, EDPITAF binds itself to remit to the UPLB the sum of P65,202.00 as financial support for the training program. The UPLB on the other hand, agrees to provide for the trainees' board and lodging, transportation expenses to and from the UPLB, allowance of P10.00 per participant, honoraria for speakers, and other miscellaneous expenses such as field trips and publications.

b. Renewal and Extension of the Project Agreement between the University of the Philippines at los Baños and the Agricultural Development Council (ADC) previously approved by the President. This renewal provides for the extension of the effectivity of the agreement to August 1, 1976, and the assignment of Dr. Robert E. Evenson as Visiting Professor in the Department of Agricultural Economics, College of Agriculture, to assist in the development of teaching and research in agricultural economics. The original agreement was confirmed by the Board at its 713th meeting on 6 September 1963.

ERRATA

The renewal of the appointment of Professor Alfredo L. Juinio as Dean of the College of Engineering having been approved by the Board of Regents for a term of five years from June 1, 1974 until May 31, 1979 and duly reported by the *U.P. Gazette* (April 30, 1974, Vol. V, No. 4, page 49), this publication regrets the inadvertent inclusion of this appointment under "Presidential Appointments" and its being mistakenly reported in the June 30, 1974 issue (Vol. V, No. 6, page 101) as effective for one year from June 1, 1974 until May 31, 1975.

The *Gazette* regrets likewise that in the same issue (June 30, 1974, page 102), the name of the recently-retired University Cashier erroneously appears as "Jose" instead of, correctly, *David Perez*.

HISTORICAL PAPERS AND DOCUMENTS

CITATION FOR RUFINO TAMAYO

UNIVERSITY OF THE PHILIPPINES
TO

RUFINO TAMAYO
Artist, Mexican, World Citizen
GREETINGS

For a distinguished body of art work numbering hundreds of canvasses, prints and drawings, and several murals, which are among the most eloquent and most brilliant of our time, suggesting a sensibility and a skill rare in their capabilities;

For the unique achievement of having integrated in these works a distinctly Mexican view of the world with the most advanced and significant artistic movements in Europe, thus sharing with the peoples of the world works that are both nationally derived and universal in their appeal, thus affirming the international character of great art;

For the independence, the courage and the consistency of his vision in his refusal to subordinate his view of man, society and art to what was popular and fashionable, and for striking out along routes yet largely unexplored in Mexican painting; and

For his many distinguished years of service to the enhancement and preservation of indigenous Mexican art particularly that which belonged to its pre-Hispanic

past, the understanding of which has deepened world appreciation of Mexican life and culture;

The Board of Regents of the University of the Philippines, by unanimous vote of its members and upon the recommendation of the Acting President of the University and the Committee on Honorary Degrees, today confers upon you the degree of

DOCTOR OF HUMANITIES
(Honoris Causa)

with all the honors, rights and privileges as well as the obligations and responsibilities thereunto appertaining.

In testimony whereof this diploma and these vestments of distinction, indicative of the highest rank of honor in the University of the Philippines, are hereby presented to you on this sixth day of July in the year of Our Lord the One Thousand Nine Hundred and Seventy-Fourth, of the Republic of the Philippines the Twenty-Ninth, and of the University of the Philippines the Sixty-Seventh.

ABELARDO G. SAMONTE
Acting President of the University

Attested:

OSCAR M. ALFONSO
Secretary of the University

A PHILOSOPHY FOR HUMAN SURVIVAL

BY LEOPOLDO Y. YABES

Professor of English and Comparative Literature and Institutions and U.P. Endowment Foundation Professor of Literature, College of Arts and Sciences; Dean of the Graduate School, University of the Philippines.

The implication of my topic is that we are faced with the problem of human survival and so we need a philosophy or intellectual approach to help resolve it for humanity. Even if the conditions have not so deteriorated as to make the problem of man's survival immediately pressing, the signs constitute fair warning that something is amiss with man's condition and that therefore a close examination of the human situation is in order. It is not fair for us or for our children to muddle through the obviously complex situation. Since the present critical condition of humanity is traceable ultimately to man himself, man should be able to extricate himself and his posterity from it through planned and concerted action.

Every educated man knows that human civilization has been made possible through man's gift—not present in any other animal species—for symboling or the ability to use symbols. Leslie White defines a symbol as any "thing the value or meaning of which is bestowed upon it by those who use it." Articulate speech is cited as the most important form of symbolic expression—of which only man, among the various animal species, is capable. Because of this gift for articulate speech, man was able to preserve a record or history of what happened to him previously and so he could learn from past mistakes and improve on his achievements.

The evolution of human culture from the primitive and simple to the modern and complex, has been possible through man's discovery, over the long millennia of his existence, of increased work efficiency through economical use of energy. Through the use of increasingly sophisticated symbolic language like mathematics—over the long stages of cultural development from the hunting and food gathering, to the agricultural, and finally to the industrial-scientific—he discovered that progress and development is faster if the energy utilized for the production of food and other commodities and services is expended economically, with the least wastage. He has discovered through the centuries that manual energy is wasteful, and that a cultural system that depends only on manual energy cannot hope to progress much.

Man therefore was forced to look for other and more economical sources of energy. He domesticated wild animals to help him to do his heavy work; he invented the animal-drawn vehicle on wheels to replace the sled; he husbanded the waterfalls and swift rivers for hydro-electric power; he invented the windmill and the steam engine; he discovered electricity and rich deposits of coal and oil underneath the earth's surface. These other sources of energy certainly were less wasteful and contributed to more efficiency than mere manual energy. Although

nuclear energy is still very expensive and direct harnessing of energy from the sun to provide for man's needs cheaply still is some way off, inexpensive use of these energy sources will come in due course and contribute further to human progress.

The technology that has come with modern industry is based on mathematical physics and has wrought great changes in the life of man through mass production of goods and services. The most modern technical know-how has brought material prosperity to nations of vast natural resources as well as to nations of inadequate natural resources but of great engineering and skilled manpower resources. The United States and the Soviet Union are of the first category, while Japan and the United Kingdom belong to the second category. An excellent example of a country built mainly by modern technology is Israel. A flourishing state of contented, self-reliant, and forward-looking citizens was carved out of the desert sands and rocks of the eastern hinterlands of the Mediterranean—by modern technology. And there is no doubt that, given the chance, the oil-rich arid Arab lands could likewise be transformed into prosperous countries with the aid of technocrats and technologists of all kinds.

Unfortunately, however, prosperity has also brought with it all kinds of ills—social, political, educational, economic, industrial—even spiritual. The extent and number of these ills are proof of what some would describe as dubious blessings of modern technology. Some scientists have actually warned that unless it is reduced, economic growth might lead to depletion of natural resources and pollution of the human environment and end in widespread starvation and ecological calamity. I am referring to the study, *The Limits to Growth*, undertaken by a team of scientists at the Massachusetts Institute of Technology under the sponsorship of the Club of Rome and published two years ago in 1972. A controversial study, nevertheless it has merited the serious attention of natural scientists, social scientists, and humanities students all over the civilized world.

The problem that this study poses is human survival. With the depletion of the natural resources of the earth and the pollution of the environment as a result of unbridled economic growth, the inevitable outcome is disaster for mankind. To obviate this catastrophe, what should we do? Their answer is to stop both economic and population growth at present levels. Being a computer-based study, the complex world problem is reduced to a simplified world model (the study defines a model as "simply an ordered set of assumptions about a complex system") and the solution arrived at is also simplified—zero economic and zero population growth. But we need not be reminded that human problems being complex, it is not so easy—even with the aid of the computer—to isolate and define them and find ready solutions to them. There are such things as intangible values that somehow affect one way or another the course of human conduct. Some thoughtful and perceptive rejoinders to both the statement of the problem through a world model and the solution offered have been made by equally perceptive and thoughtful scientists and scholars.

While I do not accept the "doomsday" undertones of the *Limits to Growth* study, it would be sheer irresponsibility, I think, to ignore the ills that have been brought by man's

highly technological industrialization. And while as a humanities man I also have recognized the great value of science and technology to human civilization, I also fear that fanatical and conscienceless scientism could bring pointless and unnecessary disaster upon humanity.

Happily for humanity, even the countries with the most advanced technology have shown some basic sanity in international relations. Some would attribute this to the "balance of terror" theory, namely, that world peace can be maintained by balancing a certain degree of terror with an equal degree of terror. I would attribute it to the essential concern of civilized man—even if sometimes he tends to be aggressive and warlike—for the well-being of his fellowmen. This was shown as an aftermath of the fiasco that attended the American invasion of the Bay of Pigs in Cuba over a decade ago and the subsequent installation of nuclear missile sites in Cuba by the Soviet Union. A nuclear arms confrontation between the United States and the Soviet Union followed and could have been catastrophic for modern civilization. The agreement between the two superpowers to establish a "hotline" between Moscow and Washington and thus prevent instant global catastrophe, was indicative of man's basic humanity.

A philosophy for human survival which should also include human fulfillment should recognize the essentiality of science and technology to human progress and the necessity for the humanistic values for the enhancement of human well-being or the quality of life. Human survival and human fulfillment can be attained more effectively with the collaborative effort of both the sciences and the humanities. The sciences are amoral and the problem of human survival includes more than physical survival, which means the involvement of non-material values. The humanities cannot be understood and appreciated properly without the help of the scientific disciplines, which are basic to the enhancement of human life.

Scientific culture by itself can be self-destructive and humanistic culture by itself can be empty and can become retrograde. Overemphasis of the dichotomy between scientific culture and humanistic or literary culture can be harmful to human civilization. Collaboration not confrontation between the two cultures is desirable. These may sound dogmatic statements, but the experience of mankind in its recent history has proven them true.

What I am trying to outline as a philosophy for human survival and human fulfillment is a broad attitude or way of life, not a rigid system or school of philosophical thought. It encompasses but also transcends the problems posed by capitalism versus communism, Right versus Left, integration versus segregation, apartheid versus amalgamation. It demands a change in values because of the changed circumstances brought about by modern science and technology. Values of traditional culture correspondingly have to be revised to harmonize with modern living.

I would like to look at this philosophy as a kind of modern humanism that stresses the positive human values and although it disagrees with many dogmatisms of organized religion, will not go to the extent of denouncing them. It affirms what is positive; it will seek areas of agreement with other philosophical systems and promote cooperation in these areas. There are many schools of humanism—the scientific, the ethical, the rationalist, the ac-

tivist, the existentialist, the marxist, and the humanism of the various philosophic schools within naturalism. The humanism I am proposing for human survival and human fulfillment will not identify itself with any of them; it will however seek points of similarity, which are many, and promote international understanding and action on them. It may possibly be called modern eclectic humanism.

Humanism in general, as you know very well, is centered on human interests and values, and as "a philosophy it asserts the dignity and worth of man and his capacity for self-realization through reason and... often rejects supernaturalism." International ethical and scientific humanism rejects organized or institutional religion, and may have reason to do so, because organized religion has been divisive; it has contributed to the division instead of to the unification of mankind. We are aware of the prolonged strife between two denominations of Christianity in Northern Ireland and of what has been happening over the last quarter century between Jews and Muslims in West Asia and North Africa. Organized religion, moreover, has not been in the forefront of progress and enlightenment. As an alternative, ethical and scientific humanism rejects institutional religion, not wanting organized religion to be the main proponent of organized ignorance as it was during the Middle Ages and even in the Early Renaissance, as illustrated in the case of Galileo Galilei, who was heavily censured by the Vatican for asserting a scientific truth.

The Humanism I have in mind, although it affirms the centrality of the human values desirable this side of the grave, does not reject the consolations of religion. Religion is necessary, as a kind of refuge, for the weak of will and of intellect; and the humanist would do well to recognize the importance of social stability through peace of mind of the mass of humanity, for the attainment of human fulfillment. Of course religious values will be only ancillary to the humanistic values, and religion can only be secondary in importance in the life of international humanism. Humanism is concerned properly with life in this terrestrial world; it does not rule out the other kind of existence, but it leaves that as outside its concern, and properly the concern of the individual humanist. However, it will not encourage the humanist to concern himself more with the matter of life the other side of the grave than this side. By doing so the humanist will have abandoned humanism and embraced religious obscurantism.

It is obvious that leadership roles in the global movement for human survival are not for sectarian religious fanatics, hardline fascists, doctrinaire communists, chauvinistic nationalists, incorrigible segregationists, racists, and extremists of all kinds. They would sow dissension and disorder to the detriment of the humanist movement and for the furtherance of their special interests. The ecumenical movement started by John XXIII, definitely the great pope in modern times, is a worthy effort at encouraging inter-denominational understanding and friendship through dialogue; but it seems to be confined only to the various denominations of Christianity. If the leaders of the great world organized religions cannot get together to consider ways and means to promote friendship among their communions, they will always be an impediment to human progress and enlightenment.

Several years ago, I met a Burmese Buddhist professor visiting at the University of Chicago who made the charge in a graduate seminar, that Christians are the most warlike people in modern times, having brought about the last two world wars and other minor ones before and after. I suppose the good professor would have to admit now that the Muslims and the Jews are also warlike, and the Buddhists, too, but perhaps to a lesser degree. And like most men of peace and goodwill, he would not be happy about the proposed establishment of a World Development Bank capitalized by the oil-rich Muslim countries but intended for the development only of Muslim peoples. This would be a form of warfare against non-Muslim nations, a more sinister development than Christians fighting against Christians as in Northern Ireland.

In striving for human survival and also for human fulfillment in a world that has striven more for the material comforts of existence rather than quality of life, in a world whose industrial wastes have caused widespread pollution of the social and physical environment—the air, the rivers, lakes, seas, and eventually the oceans—contemporary man should use only corrective measures that are scientific and humane, non-violent, democratic, respectful of the dignity of the human person, and non-violative of the fundamental rights of man.

As I have said earlier, what I am proposing is a broad philosophy or way of life, not a formula or blueprint based on a computerized model. It may not be acceptable as scientific by technocrats and technologists. I offer it just the same, in all humility, for what it may be worth. It is the result of a long and careful study by a person whose basic interests have been in the humanities but who has a high respect for science and scientists. The way of life I am offering as a solution to the problem of human survival may be described in a series of related statements. These are:

It is democratic. Whatever be its shortcomings democracy is still the most desirable form of social and political ordering. It derives its authority from the people, from whom all authority emanates. Directorship and authoritarianism are violative of human freedom and dignity and are not an end to be wished for.

It is science based. A way of life that is worthy of preservation should be based on science whose truths are publicly verifiable; not on dogmatism which are supposed to emanate from an unseen authority. Science which has brought about modern technology is the source of unprecedented progress of the modern world during the last two centuries. Science expands human knowledge and an expanded human knowledge should contribute to increased human enlightenment. However, science is never to be used for cruelly destructive purposes, as Hitler did with it in the mass murder of millions of defenseless Jews.

It is freedom oriented. Only in a free society can the human personality be fully developed and human fulfillment be attained. Slavery and serfdom as social conditions are to be erased from the face of the earth. Involuntary servitude has no place in civilized society.

It is committed to universal peace with justice. Conflicts between states and peoples should be settled amicably at the negotiation table or in appropriate courts of justice.

International agencies like those of the United Nations could be of help in these matters, to promote peace with justice.

It is guided by the principle of social responsibility. While the freedom of the individual person should be respected as inviolable, his social responsibility is likewise a principle by which he should bind himself. Sociality or relatedness to fellowmen for social cooperation in the attainment of individual and social goals is to be encouraged.

It shall offer a variety of choices. It disapproves of a closed society and encourages the development of an open and pluralistic society. Pluralism is preferable to monism in social organization. Equality of opportunity for personal advancement is a principle that can be implemented most effectively in open and pluralistic societies.

It advocates development of the undeveloped and underdeveloped areas of the world with a minimum of the ills that follow in the wake of imperialist exploitation and industrial pollution. These undeveloped and underdeveloped areas deserve to be brought up to the level of the more developed states. Human fulfillment cannot be attained if there is great inequality in the distribution of wealth among nations and peoples.

It is committed to a policy of conservation of the natural resources of the earth and to the most economical use of energy, so that work efficiency can be maintained at a high level with the least wastage of energy resources.

It is also committed to a policy of controlled population growth, particularly in areas where economic growth has not kept pace with population growth. The desirable end is the spreading of the wealth, and not the spreading of poverty. Dense populations in barren unproductive areas

are to be discouraged.

It is committed, as a way of life, to the fostering of understanding among all men through the appreciation of human values that all or most civilized men could share together in common; endorsement of values that we can believe in, and tolerance for those that we cannot share.

No human problem, no matter how complex and difficult it may seem, is insolvable. The problems posed by overpopulation in undeveloped areas and by industrial pollution in developed areas are generated by people themselves. Man owes it to himself and to his posterity to solve these man-made problems. The way of life outlined here should go a long way toward enabling man to tide over difficulties toward better times and develop his faculties more fully in fulfillment of his functions and desire as a human being and as a member of the human community, both national and international. When man has attained contentment in his personal life and has developed harmonious relations with his fellowmen, he shall have contributed enough to the solution of the problem of human survival and even of human fulfillment.

If we have enough faith in man's inherent wisdom as developed through long and varied experience over the ages, in his ability to correct his errors and improve his performance through his gift for the use of symbolic language and articulate speech, in his capacity for supreme creativity particularly in times of crisis, then we can hope for a better and more livable world, not perhaps in the present and next decade, but in the decades that will come after. We need not fear warnings of doomsday or of a Twilight of the Gods. There is reason to expect not human survival merely, but human fulfillment as well.

WHAT MAKES THE U.P. RUN

By SALVADOR P. LOPEZ

President, University of the Philippines

(Opening Remarks at the opening plenary session of the Management Development Conference of Deans, Directors and College Secretaries, Pines Hotel, Baguio City, 26 July 1974)

The institution of which we are all a part—the University of the Philippines System—is of a size, diversity and complexity unequalled by any other institution in this country, whether private or public. The purposes for which it exists are unique and special, and the demands made upon it by the rest of the national community are more varied and sustained than they have been in the past.

As of last count, in May this year, this institution had 18,768 students on the collegiate level, of which 15,464 were undergraduate and 3,304 graduate students. There were 3,071 pre-collegiate students, bringing the total to 21,839. Our collegiate students were distributed among 42 academic units located in the main campus in Diliman and in the other campuses in Manila, Los Baños, Baguio, Clark Air Base, Iloilo, Cebu and Tacloban. Our academic personnel, both teaching and non-teaching numbered 4,068, and their specialization varied as widely as art history and zoology, linguistics and nuclear physics. The supporting administrative staff for this already formidable community of teachers and learners, scholars and specialists was made up of 5,721 persons. This massive enterprise

operated on a woefully inadequate budget of P60,000,000.00.

These figures do not tell the entire story, for the scope and diversity of our activities cannot be fully reflected in figures. Unlike private corporations, our product is not as tangible as soap or rubber shoes, nor do we render a single service or a few related services. We do not have a pre-determined rate of profit against which we may measure the success of our efforts. Neither do we have a small, limited clientele to whom we can turn for an assessment of how well we have performed our tasks.

The basic problem, therefore, arises from the special character of the University. Ours is an institution of learning engaged in the three-fold, complementary tasks of instruction, research and community service. These day-to-day tasks are our tactical purposes which should eventually lead us to the realization of our ultimate strategic goal, namely, to help bring about fundamental social change in our society in keeping with our role as the University of the people.

The nature and thrust of our instruction, research and community service is thought by many to be still a matter of debate. Such a situation cannot be helped in an aca-

democratic community used to making fine distinctions and asking many questions. It remains to be seen whether our policies in this regard will finally reflect the will and aspirations of our people. Meanwhile, we can perhaps agree that the immediate tasks of instruction, research and community service must be accomplished as efficiently as possible with a minimum of indecision, confusion and waste.

In an organization that is one of the largest and structurally the most complex in the nation, and which is furthermore radically different from any other, it is imperative to remember that we have the capability and opportunity to influence not only the intellectual life of the nation but the very policies that will determine the shape of our society. Given the University's incalculable potential for good or evil, it becomes equally imperative, first, that the goals of this institution be carefully identified and defined and, secondly, that we have the skill and the will to pursue and realize these goals as efficiently as possible.

Now, it is true that in both these domains, the University cannot be said to be completely autonomous. This being a tax-supported University, the State does claim the right and authority to determine its purposes and objectives and to set down the basic rules by which these are to be achieved. This prerogative is, in present circumstances, being exercised more energetically than at any time in the past. Yet, so strongly entrenched has been the principle and tradition of U.P. autonomy that even under the regime of martial law, we in the University are not precluded from indicating our views and taking a stand as regards both the teleology and the mechanism of this vast, little universe that is the University of the Philippines.

Indeed, we have already held various seminars and conferences on the purposes and goals of the University. At this conference, however, we are going to deal with matters less philosophical and esoteric, more pragmatic and practical, that is with the day-to-day problems of running the University and administering its affairs. This, in short, is a conference of the management of University.

The U.P. has the largest pool of experts in almost any field that you can name. Push a button, as on a Vendo machine, and you can get a consultant or several consultants on any subject you want. These experts, always available on loan, full-time or part-time, preferably with an interesting emolument euphemistically called an honorarium, are forever being asked to tell or show other government agencies or private enterprises how to run their business and manage their affairs more efficiently and profitably. I would guess that more than half our University units—the Colleges of Business Administration and Public Administration, the School of Economics, the Institute of Planning, the Local Government Center, the Philippine Executive Academy, the Law Center, to name only a few—as well as a good half of our faculty members, are involved in this type of consultancy. Indeed I am beginning to suspect that we have been so busy

telling other people how to run their business that we have had no time to show ourselves how to do likewise. Like sugar or bananas, we have been exporting so much expertise on management that we seem to have very little left for home consumption.

(Parenthetically, I might add, that this is true in other fields as well. For instance, we have in the College of Law and the Law Center some of the best lawyers in the land, yet we cannot get enough legal help to defend the University against the writs of injunctions periodically issued by Judge Jose Campos. And while the Law Center is codifying all the laws of the land, it cannot even help us to codify our own.)

So, this week-end, in this salubrious climate and relaxed atmosphere of Baguio, we are going at long last to have a good look at the loose-jointed and somewhat creaky machinery of the U.P. System. Let's compare notes, let's study the text of relevant laws and regulations, let's listen to the experts and learn from them. But, above all, let's learn from one another. It goes without saying that a certain humility is an essential prerequisite for this undertaking, a willingness to learn, even perhaps a readiness to admit shortcomings or errors. After all, nobody is a born administrator or manager; this is an acquired skill.

I imagine that most of our discussions will be devoted to the art and science of running the University and its various units according to the book. I would suggest that, having done this, we try to go beyond the rules in the book and consider how the University and its units can be administered more efficiently and enabled to perform their three-fold task of teaching, research and community service, by changing the rules if necessary. You would agree that this is a method much to be preferred to the sometimes unavoidable but always hazardous remedy of bending the rules slightly without breaking them, or cunningly going around the regulations in the hope that the auditor is not looking or is looking the other way.

You and I are partners in the business of running the University. The daily chores involved are often so tiresome and time-consuming that I sometimes dream of some kind of super-computer that can be installed in Quezon Hall with buttons, that I could push to turn on the University System so that it would run by itself like an automated factory, and we could play a round of golf every day. But one thing I have learned in the last six years is that there is nothing in the world more utterly unlike a factory or a machine than this University. There are 50-odd deans and directors in the U.P., and so we have fifty styles of management and administration in the System, not to mention another half-dozen styles right in Quezon Hall itself—each of them uniquely personal and individual and all of them fascinatingly different from one another.

It is however the purpose of this Conference to indicate how we can conduct the business of the University more efficiently with better teamwork, like the U.P. football team under a good coach or make more harmonious music together, like the U.P. Concert Chorus under the direction of Prof. Rey Paguio. For my part, I promise to study just as hard as you. For nobody is a born coach or conductor, either. These skills are also acquired.

PORTRAIT OF AN ACADEMIC ADMINISTRATOR

By ABELARDO G. SAMONTE
Chancellor, U.P. at Los Baños

(Speech at the Management Development Conference of U.P. Deans, Directors, and College Secretaries, Pines Hotel, Baguio City, 28 July 1974)

This three-day conference, to me, has been very fruitful. I trust that you have found it equally so. We owe a vote of thanks to President Salvador P. Lopez for giving his full support and encouragement to this endeavor. Not only has he approved the holding of this conference which is a "first" in U.P.'s history; he has also actively participated in all the plenary and work group sessions—another "first" for a U.P. President. Similarly, one of the most senior members of the Board of Regents, Dean Tomas S. Fonacier, has been with us throughout the conference. Of course, we have not failed to notice the charming and inspiring presence of Mrs. Maria Luna Lopez and a number of the administrators' wives.

To the Management Education Council, paper writers and other speakers, our congratulations for a job well done. It has been observed that many U.P. colleges and institutes have long been training executives and managers from other agencies, but have neglected the homefront. I hope that this initial effort of the Council to promote management development among our own college and university administrators will be continued and even expanded.

For the importance of the management development of deans, directors, and college secretaries cannot be over-emphasized. Most of us started our careers as specialists in our respective disciplines or professions. When we later assumed supervisory or management responsibilities, we had to perform the functions of a generalist. How do we distinguish a generalist from a specialist? A specialist is one who knows more and more about less and less; while a generalist is one who knows less and less about more and more. As generalist administrators, we have to broaden and be familiar with a wide variety of things—from custodial service to academic planning, from the mundane to the sublime.

I need not repeat the many ideas and recommendations that we discussed in the last three days. This has been done by the work group reports. I would like, at this time, to place this conference in larger perspective. Our activities in the last three days should be considered as a part of our self-development as managers. Indeed, one of the basic premises of executive development is that the development of an administrator or manager is self-motivated and self-realized. It goes back to the Socratic adage: "Know thyself." And in seminars or conferences such as this, we get together with fellow administrators who could serve as mirrors in our individual effort to know more of our respective selves. In other words, as practicing academic administrators, we were not convened here primarily to be taught by management specialists. We came here to learn from each other. And after three days of hard work, I hope we understand ourselves better.

Executive development, moreover, is a continuing process; we learn from various situations, whether they be formal seminars, informal group discussions, on-the-job activities, or face-to-face contacts. Thus, after this management development conference, let us not think that

we now know all about the management process. Let us rather consider our participation in this conference as the end of a good beginning, as an experience that will motivate us to know more about the realities, intricacies and requirements of management. Indeed, any administrator who thinks that he has finished his management education is finished but not educated.

In this conference, we concentrated on the five aspects of the management process, namely: planning, organizing, staffing, directing, and controlling. But we realize that, in actual administrative life, management is a seamless web, that these five management aspects are interacting elements of a single, unified process. Many of our problems as administrators can not be categorized as merely problems of planning, of staffing, of controlling, and so forth. Thus, we need to adopt the systems approach in analyzing our problems and in carrying on our tasks as administrators.

There is today an "information explosion" in the management sciences. Regardless of our training and experience as college or university administrators, there is much to know more about concepts and techniques of managing a college or a university. We must be keenly aware of the need to obtain adequate and timely management information for sound decision-making. We have to be familiar with the social, political, economic and technical environment of college or university administration which should include an understanding of the dual structures of power in the University, namely: (a) the bureaucratic or executive, and (b) the collegial or professional. And we need to recognize that our colleges, institutes, or centers must be managed not only as integral parts of the U.P. System, but also within the context of Philippine society.

Knowledge and awareness, however, are not enough. They must be complemented by proper attitudinal and value orientation. Unfortunately, there is often a gap between what one knows and how he behaves. For instance, an administrator may know all about the latest approaches to good interpersonal relations, but he may fail miserably in actual practice. For no knowledge in the head can make up for a lack of feeling in the heart.

What are the desirable attitudinal and value orientation and the attributes that the academic administrator should develop? Instead of presenting a long inventory of attitudes and attributes, let me give a general portrait of a good academic administrator in the Philippine setting. First, he is development-oriented. Not only does he get things done, but sees to it that these things are related to the effective attainment of developmental goals. He is purposive and positive in his thinking. While he considers short-term needs and problems, he usually takes the long view. He is creative and innovative, ceaselessly searching for new ways to improve current programs and to trigger further development.

Secondly, the good academic administrator appreciates the value of theory and models, but is realistic and prag-

matic. He studies carefully the actual situation. He knows how to balance the technical with the socio-political considerations, how to temper aspirations with economic realities. At the same time, he is resourceful; he believes that resources beget more resources. Thus, he has mastered the art of managing under conditions of scarcity and uncertainty, striving to get the most out of available resources while exploring sources of additional funds.

Thirdly, the good academic administrator is an effective leader, sensitive and responsive to the needs of his organization. He has a genuine concern for the well-being of his colleagues and constituents. He communicates and consults with other members of his organization, and listens to their views, complaints, and suggestions. He is open-minded and considers all possible alternatives; yet he is decisive when it is time to take action. He has integrity, and enjoys high credibility because he is sincere and fair in his dealings with his colleagues and subordinates alike. Hence, he fosters mutual trust and confidence. At the same time, he motivates and inspires each member of his unit to develop his full potential, and thus contribute his best to the organization.

Lastly, a good college administrator has overcome the

narrowing confines of parochialism and particularism. While he zealously guards the interest of his college or unit and strives to expand its progress and increase its resources, he fully realizes that the development of his unit must be closely geared to the overall development of the University. He is also aware that the U.P. System is part of the Philippine educational system which, in turn, has a particular role in the development of the Nation. Thus, he has a sense of mission; for he sees clearly the link between the objectives of his unit and the larger goals of the university and of the Nation. He has, therefore, a firm commitment to national welfare and development. Consequently, while he possesses strong institutional loyalty, he is able to subordinate his individual or unit interest to the common and larger good.

This, my friends, is a general sketch of a good, effective administrator in a Philippine university setting. Do you find resemblance with your own portrait? Do you see opportunities for developing these features? What are the prospects of improving or refining your self-portrait as an academic administrator? The answer is yours. I earnestly hope that the response will be more affirmative as you continue with renewed vigor to develop yourself.

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UNIVERSITY OF THE PHILIPPINES

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ADMINISTRATIVE ISSUANCES

ADMINISTRATIVE ORDERS

Administrative Order No. 227: Authority to perform the official duties of the Assistant to the President

In addition to his present duties, Atty. Pio P. Frago, Chief, Office of Administrative Personnel Services, is hereby authorized to perform the official duties of the Assistant to the President, without additional compensation, effective immediately until the return of Atty. Hermenegildo C. Dumlao from his official trip abroad but not later than September 15, 1974.

12 August 1974

Administrative Order No. 228: Designation as Chairman, President's Committee to Supervise the Implementation of the University Housing Program

Dr. Ramon C. Portugal, Vice-President for Administration, is hereby designated Chairman of the Committee to Supervise the Implementation of the University Housing Program financed from a loan of P20 million from the Government Service Insurance System, effective immediately.

Physical Plant Office Director Antonio P. Cruz will continue as Project Director of the Program.

21 August 1974

MEMORANDUM CIRCULARS

Memorandum Circular No. 25: A Film Documentary on the U.P.

A film documentary on the University of the Philippines is under preparation. The project is under the supervision of the Institute of Mass Communication whose faculty and staff are undertaking the research and shooting of film sequences to be used in the documentary. Please extend every cooperation they may require to enable them to accomplish this task.

Cooperation of all Deans, Directors and members of the University community will be all the more necessary inasmuch as the Institute has only ninety days to complete this project.

2 August 1974

(Sgd.) SALVADOR P. LOPEZ
President

Memorandum Circular No. 26: Transfer of University Personnel

With the growing involvement of the University in the tasks of national development, it is inevitable that a number of our faculty members and other University personnel should be attracted by offers to transfer to other agencies, institutions and organizations, public as well as private. Some have decided to transfer, and have in fact transferred, without securing the prior approval of this office.

Henceforth, the transfer of University personnel to other agencies or institutions will be the subject of consultations between the University unit and the recruiting

agency concerned and shall take effect only upon approval by the Office of the President of the University.

This rule necessarily applies also to all transfers from one unit of the U.P. System to another.

(Sgd.) SALVADOR P. LOPEZ
President

Memorandum Circular No. 27: Teaching Assistants

In response to inquiries received by this Office, the role of Teaching Assistants (Graduate) is defined as follows:

As stated in a related Memorandum dated March 29, 1974, the primacy of the teaching function among the responsibilities of members of the faculty cannot be over-emphasized. A faculty member may therefore avail of the services of a teaching assistant to help him in the performance of routine activities involved in the conduct of a given class (e.g., recitation classes following lectures given by the faculty members in charge, laboratory work, correction of objective examination papers, computation of grades, proctor duties, roll call, etc.). At the same time, the teaching assistant is given an opportunity to train as an understudy in teaching.

In the performance of these routine duties, the teaching assistant shall remain under the close supervision of the faculty member in charge of the class or course.

The assistant shall not at any time handle a course on his own responsibility at any regular class/lecture session, except when such occasional teaching as he may undertake is part of the training of the teaching assistant concerned. In no case shall teaching assistants directly participate in grading students, nor be authorized to sign grade sheets.

These rules are intended to ensure a high degree of professionalism in the University's basic function of teaching, while allowing sufficient leeway for the training of future teachers.

13 August 1974

(Sgd.) SALVADOR P. LOPEZ
President

Memorandum Circular No. 30: Suspension of Classes During Inclement Weather

Attention is invited to the memorandum circular issued on 24 July 1972 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.

20 August 1974

(Sgd.) SALVADOR P. LOPEZ
President

Memorandum Circular No. 33: Appeal for Relief Assistance to Flood Victims

In the spirit with which we responded to the appeal for relief assistance during the 1972 calamity, I would like once again to urge all members of the University community — faculty, students, employees and residents — to participate in the campaign to raise voluntary contributions for the relief of our people who suffered from the recent flood. I would appeal to all members of the community to give as generously as they can, in cash or in kind, or both.

U.P. students, under the leadership of the CONCOM-SA and the *Philippine Collegian*, have already launched

"Operasyon Tulong" to help the flood victims of the Greater Manila and Central Luzon areas. Certainly faculty members, employees and other members of the University community can do no less. A committee organized in 1972 under the chairmanship of Vice-President Nathaniel B. Tablante will be in charge of this fund campaign as well as the use and disposition of the fund.

Deans, directors, heads of offices and area leaders are requested to organize a campaign in their respective units or areas and to assume responsibility for collection and remittance to the committee headed by Dr. Tablante. All donations in kind may be sent to the U.P. Woman's Club building located behind Vinzons Hall.

20 August 1974

(Sgd.) SALVADOR P. LOPEZ
President

MEMORANDUM

Designation as Officer-in-Charge, Office of the Vice-President for Administration

Pursuant to Executive Order No. 19, series of 1969, Dr. Oseas A. Del Rosario, Assistant to the Vice-President for Administration for Administrative Development, is hereby designated Office-in-Charge, Office of the Vice-President for Administration, University of the Philippines, effective August 3, 1974 until Dr. Ramon C. Portugal's relief as Office-in-Charge, Office of the President, University of the Philippines but not later than August 12, 1974.

2 August 1974

DECISIONS OF THE BOARD OF REGENTS

851st Meeting, 29 August 1974

APPOINTMENTS AND REAPPOINTMENTS

The Board approved the following appointments and reappointments:

Rene B. Abarcar, promotion from Assistant Professor III to Assistant Professor IV of Mechanical Engineering, College of Engineering, effective August 1, 1974.

Ernesto P. Abarientos, promotion from Assistant Professor IV to Associate Professor I of Agricultural Economics, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.

Herminio A. Abcede, promotion from Instructor IV to Assistant Professor I of Electrical Engineering, College of Engineering, effective August 1, 1974.

Andres L. Abejo, promotion from Associate Professor II to Associate Professor III of Latin, College of Arts and Sciences, effective August 1, 1974.

Leopoldo V. Abis, promotion from Associate Professor III to Professor II of Mechanical Engineering, College of Engineering, effective August 1, 1974.

Germelino F. Abito as Assistant Professor III of Physics, College of Arts and Sciences, effective August 5, 1974 until the return of Zenaida E. S. Uy from a study leave, but not later than May 31, 1975.

Thelma G. Abiva, promotion from Instructor V to Assistant Professor II of Guidance and Integrative Arts, College of Education, effective August 1, 1974.

Florencia B. Acacio, promotion from Assistant Professor II to Assistant Professor IV of Hotel and Restaurant Administration, College of Home Economics, effective August 1, 1974.

Marietta S. Adriano, promotion from Instructor IV to Assistant Professor I of Agricultural Engineering, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.

Teodoro A. Agoncillo, promotion from Professor VI to Professor VIII of History, College of Arts and Sciences, effective August 1, 1974.

Ma. Teresa M. Aagsalud, promotion from Instructor IV to Assistant Professor I of Physical Education, Department of Physical Education, effective August 7, 1974.

Gerardo Agulto, Jr., promotion from Lecturer to Senior Lecturer, College of Business Administration, effective August 1, 1974 until May 31, 1975.

Estrella F. Alabastro, promotion from Assistant Professor II to Assistant Professor III of Food Science and Nutrition, College of Home Economics, effective August 1, 1974.

Luis M. Alarilla, promotion from Professor II to Professor IV of Education, College of Education, effective August 1, 1974.

Ester L. Albano, promotion from Assistant Professor III to Assistant Professor IV of Chemistry, College of Arts and Sciences, effective August 1, 1974.

Lauro R. Aldover, Jr., transfer to another item and change in designation from Superintendent, Manila

Maintenance Division (Range 10) to Superintendent, Building Service Division (Range 10), Physical Plant Office, effective August 29, 1974.

Angel A. Alejandrino, promotion from Associate Professor II to Associate Professor III of Engineering Sciences, College of Engineering, effective August 1, 1974.

Oscar M. Alfonso, promotion from Professor III to Professor V of History, College of Arts and Sciences, effective August 1, 1974.

Pablo J. Alfonso, promotion from Assistant Professor IV to Assistant Professor V of Zoology, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.

Lilia O. Allas, promotion from Instructor IV to Assistant Professor I of English, College of Arts and Sciences, effective August 1, 1974.

Santiago M. Alviar, promotion from Assistant Professor I to Assistant Professor II of Statistics, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.

Bienvenido C. Ambion, promotion from Professor V to Professor VI of Law, College of Law, effective August 1, 1974.

Bienvenido Z. Anicete, promotion from Associate Professor IV to Professor I of Zoology, College of Arts and Sciences, effective August 1, 1974.

Aurea R. Aparato, promotion from Assistant Professor V to Associate Professor I of Chemistry, College of Arts and Sciences, effective August 1, 1974.

Gloria T. Aragon, promotion from Professor IV of Obstetrics and Gynecology (part-time) to Professor VI (part-time), College of Medicine, effective August 1, 1974.

Leonor M. Aragon, promotion from Professor I to Professor III of Nursing, College of Nursing, effective August 1, 1974.

Carmencita G. Arambulo, promotion from Instructor IV to Assistant Professor I of Music Education, College of Music, effective August 1, 1974.

Cecilio R. Arboleda, promotion from Assistant Professor II to Assistant Professor IV of Animal Science, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.

Felicitas C. Argañoza, promotion from Assistant Professor III to Assistant Professor IV of Animal Science, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.

Valentino G. Argañoza, promotion from Assistant Professor III to Associate Professor I of Animal Science, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.

Gloria S. Argosino, promotion from Assistant Professor II to Assistant Professor IV of Humanities, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.

- Consuelo V. Asis, promotion from Professor I to Professor III of Botany, College of Arts and Sciences, effective August 1, 1974.
- Ruben B. Aspiras, promotion from Assistant Professor II to Assistant Professor III of Soil Science, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.
- Cleofe M. Bacungan as Member, Steering Committee, Leyte Research and Development High School, University of the Philippines at Tacloban, effective June 1, 1974 until May 31, 1975.
- Zenaida G. Bagabaldo, promotion from Associate Professor II to Professor I of Physiology, College of Medicine, effective August 1, 1974.
- Oscar Baguio, promotion from Professor VII to Professor VIII of Mechanical Engineering, College of Engineering, effective August 1, 1974.
- Salvacion G. Bailon, promotion from Instructor III to Assistant Professor I of Nursing, College of Nursing, effective August 1, 1974.
- Ruben F. Balane, promotion from Assistant Professor V to Associate Professor II of Law, College of Law, effective August 1, 1974.
- Arturo E. Balbastro, promotion from Associate Professor IV (part-time) to Associate Professor V (part-time) of Law, College of Law, effective August 1, 1974.
- Jane C. Baltazar, promotion from Assistant Professor II to Assistant Professor III of Epidemiology and Biostatistics, Institute of Public Health, effective August 1, 1974.
- Lina C. Baltazar, promotion from Instructor II to Assistant Professor I of Home Economics Education, College of Home Economics, effective August 1, 1974.
- Jose Y. Bantigue as Management Specialist II, Institute for Small Scale Industries, effective September 1, 1974 until December 31, 1974.
- Blanche C. Barbers, promotion from Assistant Professor II to Assistant Professor IV of Public Health Administration, Institute of Public Health, effective August 1, 1974.
- Dolores P. Barile, promotion from Assistant Professor IV to Associate Professor I of Agricultural Education, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Ponciano A. Batugal, promotion from Assistant Professor I to Assistant Professor III of Horticulture, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Romeo M. Bautista, promotion from Assistant Professor IV to Associate Professor I of Economics, School of Economics, effective August 1, 1974.
- Leslie E. Bauzon, promotion from Assistant Professor I to Assistant Professor III of History, College of Arts and Sciences, effective August 1, 1974.
- Manuel P. Bendaña, promotion from Professor III to Professor IV of Mathematics, College of Arts and Sciences, effective August 1, 1974.
- Dante A. Benigno, promotion from Assistant Professor I to Assistant Professor II of Plant Pathology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Eduardo V. Bentain, upgrading of position from Assistant Chief (Range 7) to Assistant Chief (Range 8), Security Division, effective August 29, 1974.
- Beatriz M. Berba, promotion from Instructor IV to Assistant Professor I of Chemistry, College of Arts and Sciences, effective August 1, 1974.
- Constancio A. Bernardo, promotion from Associate Professor IV to Professor I of Fine Arts, College of Fine Arts, effective August 1, 1974.
- Emiliana N. Bernardo, promotion from Assistant Professor III to Associate Professor I of Entomology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Fernando A. Bernardo, promotion from Professor I to Professor III of Horticulture, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Laureano O. Bondoc, promotion from Assistant Professor I to Assistant Professor II of Horticulture, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Armando F. Bonifacio, promotion from Professor III to Professor IV of Philosophy, College of Arts and Sciences, effective August 1, 1974.
- Celeste O. Botor, promotion from Assistant Professor IV to Associate Professor II of Education, College of Education, effective August 1, 1974.
- Aurelio A. Briones, promotion from Assistant Professor I to Assistant Professor II of Soil Science, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Romeo C. Bruce, promotion from Associate Professor III to Associate Professor IV of Photo Interpretation, College of Engineering, effective August 1, 1974.
- Rodolfo U. Bulatao, promotion from Professor III to Professor IV of Civil Engineering, College of Engineering, effective August 1, 1974.
- Antonio D. Bustrillos, promotion from Assistant Professor V to Associate Professor I of Chemistry, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.
- Nena R. Bustrillos, promotion from Associate Professor II to Professor I of Home Technology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Antonio A. Buyco as Medical Specialist (part-time), Department of Laboratories, Philippine General Hospital, effective July 1, 1974 until June 30, 1975.
- Benjamin D. Cabrera, promotion from Professor VI to Professor VII of Parasitology, Institute of Public Health, effective August 1, 1974.
- Teodoro G. Cadiz, promotion from Assistant Professor II to Assistant Professor IV of Horticulture, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Fe A. Gagampang, promotion from Assistant Professor I to Assistant Professor II of Agricultural Education, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.

- Isaac C. Cagampang, promotion from Assistant Professor II to Associate Professor I of Agronomy, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Venus J. Calilung, promotion from Assistant Professor III to Assistant Professor IV of Entomology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Ma. Clara L. Campos, promotion from Professor V to Professor VII of Law, College of Law, effective August 1, 1974.
- Virgilio C. Canlas, promotion from Associate Professor III to Associate Professor IV of Public Health, Institute of Public Health, effective August 1, 1974; as Consultant, Out-Patient Department, Philippine General Hospital, effective July 1, 1974 until June 30, 1975.
- Juan T. Carlos, Jr., promotion from Assistant Professor I to Assistant Professor IV of Plantation Crops, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Gabriel G. Carreon, promotion from Professor I to Professor III of Medicine, College of Medicine, effective August 1, 1974.
- Jose A. Carreon, promotion from Assistant Professor IV to Associate Professor I of Inland Fisheries, College of Fisheries, effective August 1, 1974.
- Napoleon J. Casambre, promotion from Associate Professor I to Associate Professor III of History, College of Arts and Sciences, effective August 1, 1974.
- Nelia G. Casambre, promotion from Associate Professor II to Associate Professor IV of Language Teaching, College of Education, effective August 1, 1974.
- Julie Q. Casel, promotion from Senior Research Assistant to Research Associate, Asian Labor Education Center, effective August 1, 1974.
- Romulo C. Casilla, promotion from Assistant Professor III to Assistant Professor IV of Wood Science and Technology, College of Forestry, University of the Philippines at Los Baños, effective August 1, 1974.
- Rodolfo M. Casiple, promotion from Associate Professor V to Professor II of Mechanical Engineering, College of Engineering, effective August 1, 1974.
- Amorita V. Castillo, promotion from Assistant Professor IV to Associate Professor II of Pharmaceutical Chemistry, College of Pharmacy, effective August 1, 1974.
- Gelia T. Castillo, promotion from Professor I to Professor III of Agricultural Education, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Jovito B. Castillo, promotion from Assistant Professor II to Assistant Professor IV of Education, College of Education, effective August 1, 1974.
- Leopoldo S. Castillo, promotion from Professor IV to Professor V of Animal Science, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Leticia L. Castillo, promotion from Instructor V to Assistant Professor II of Mathematics, College of Arts and Sciences, effective August 1, 1974.
- Manolo B. Castillo, promotion from Assistant Professor II to Assistant Professor III of Plant Pathology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Sophie M. Cathagan, promotion from Assistant Professor IV to Associate Professor I of English, University of the Philippines at Baguio, effective August 1, 1974.
- Leon V. Chico, promotion from Training Specialist IV to Training Specialist IV (step 6) (with rank of Associate Professor), Institute for Small-Scale Industries, effective August 1, 1974; as Director, Institute for Small-Scale Industries, effective September 1, 1974 until August 31, 1977.
- Bernardita R. Churchill, promotion from Instructor III to Assistant Professor I of History, College of Arts and Sciences, effective August 1, 1974.
- Corazon B. Colanta, promotion from Assistant Professor I to Assistant Professor II of Home Technology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Elpidio C. Coligado, promotion from Associate Professor I to Associate Professor II of Animal Science, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Teodora S. Collantes, promotion from Lecturer to Senior Lecturer in Spanish, University of the Philippines College in Manila, effective August 1, 1974.
- Mercedes B. Concepcion, promotion from Professor VI to Professor VII of Statistics and Demography, Population Institute, effective August 1, 1974.
- Jesusa A. Concha, promotion from Professor V to Professor VI, College of Pharmacy, effective August 1, 1974.
- Tito E. Contado, promotion from Assistant Professor IV to Associate Professor II of Agricultural Education, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Rolando G. Corcolon as Assistant to the Chancellor, Office of the Assistant for Research, University of the Philippines at Los Baños, effective August 1, 1974 until the return of Macario G. Añonuevo from a study leave, but not later than June 30, 1975.
- Roberto E. Coronel, promotion from Assistant Professor I to Assistant Professor III of Horticulture, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Aurora G. Corpuz, promotion from Professor I to Professor II of Home Economics, College of Home Economics, effective August 1, 1974.
- Igmidio T. Corpuz, promotion from Associate Professor I to Associate Professor II of Soil Science, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Evelyn R. Cortes, promotion from Research Associate to Researcher I, Philippine Eye Research Institute, effective August 1, 1974.
- Irene R. Cortes, promotion from Professor V to Professor VII of Law, College of Law, effective August 1, 1974.
- Jaime M. Cortes, promotion from Training Specialist II (step 6) to Training Specialist III (step 3), Institute for Small-Scale Industries, effective August 1, 1974.

- tute for Small-Scale Industries, effective August 1, 1974.
- Rosario M. Cortes, promotion from Instructor III to Assistant Professor I of History, College of Arts and Sciences, effective August 1, 1974.
- Ibarra E. Cruz, promotion from Professor I to Professor II of Mechanical Engineering, College of Engineering, effective August 1, 1974.
- Romeo V. Cruz, promotion from Assistant Professor V to Associate Professor II of History, College of Arts and Sciences, effective August 1, 1974.
- Ernesto H. Cubar, promotion from Assistant Professor III to Associate Professor II of Linguistics, College of Arts and Sciences, effective August 1, 1974.
- Florencia N. Cutila, promotion from Assistant Professor III to Assistant Professor IV of Physical Education, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Augustus C. Damian, Jr., promotion from Assistant Professor I to Associate Professor (part-time) of Physiology, without compensation, College of Medicine, effective August 1, 1974.
- Maria L. Danguilan, promotion from Associate Professor I to Associate Professor III of Pharmaceutical Chemistry, College of Pharmacy, effective August 1, 1974.
- Pilar da Silva as Consultant, Leyte Research and Development High School, University of the Philippines at Tacloban, effective June 1, 1974 until May 31, 1975.
- Isidoro P. David, promotion from Assistant Professor II to Assistant Professor IV of Statistics, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.
- Clara L. Davide, promotion from Research Associate IV to Researcher I, Dairy Training and Research Institute, University of the Philippines at Los Baños, effective August 1, 1974.
- Romulo G. Davide, promotion from Assistant Professor IV to Associate Professor I of Plant Pathology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Diogenes C. Dayan as Researcher I, Research and Evaluation Section, Agrarian Reform Institute, University of the Philippines at Los Baños, effective August 1, 1974 until June 30, 1975.
- Nieves P. Dayrit, promotion from Assistant Professor V to Associate Professor I of Chemistry, College of Arts and Sciences, effective August 1, 1974.
- Braulio A. de Castro, Jr., promotion from Assistant Professor I (part-time) to Associate Professor I (part-time) of Anesthesiology, College of Medicine, and Attending Anesthesiologist, without compensation, Philippine General Hospital, effective August 1, 1974.
- Jose Ma. de Castro, promotion from Associate Professor IV to Professor I of Civil Engineering, College of Engineering, effective August 1, 1974.
- Jose R. Deanon, Jr., promotion from Assistant Professor II to Assistant Professor III of Horticulture, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Enriquito D. de Guzman, promotion from Associate Professor II to Associate Professor III of Forest Biological Sciences, Dairy Training and Research Institute, University of the Philippines at Los Baños, effective August 1, 1974.
- Gloria M. de Guzman, promotion from Research Associate to Researcher I, Philippine Executive Academy, effective August 1, 1974.
- Raul P. de Guzman, promotion from Professor VI to Professor VII of Public Administration, College of Public Administration, effective August 1, 1974.
- Ester B. de la Cruz, promotion from Instructor IV to Assistant Professor I of Sociology, College of Arts and Sciences, effective August 1, 1974.
- Martin J. de la Rosa, promotion from Assistant Professor I to Assistant Professor III of Public Health Administration, Institute of Public Health, effective August 1, 1974.
- Alejandro S. de Leon, promotion from Research Associate to Researcher II, Philippine Eye Research Institute, effective August 1, 1974.
- Mely Consolacion M. de Leon, promotion from Instructor IV to Assistant Professor I of Pediatric Nursing, College of Nursing, effective August 1, 1974.
- Sonia Y. de Leon, promotion from Associate Professor I to Associate Professor III of Food Science and Nutrition, College of Home Economics, effective August 1, 1974.
- Pacifico V. de Ocampo, Jr., promotion from Research Associate to Researcher I, Philippine Eye Research Institute, effective August 1, 1974.
- Narciso R. Deomampo, promotion from Assistant Professor III to Assistant Professor IV of Agricultural Economics, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Romulo A. del Castillo, promotion from Associate Professor IV to Professor II of Forest Resources Management, College of Forestry, University of the Philippines at Los Baños, effective August 1, 1974.
- Carlos R. del Rosario, promotion from Assistant Professor I to Assistant Professor II of Agricultural Engineering, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Ernesto J. del Rosario, promotion from Assistant Professor II to Assistant Professor IV of Chemistry, College of Sciences and Humanities, University of the Philippines at Los Baños, effective July 7, 1974.
- Oseas A. del Rosario, promotion from Professor III to Professor IV of Education, College of Education, effective August 1, 1974.
- Ricardo R. del Rosario, promotion from Assistant Professor I to Assistant Professor III of Food Science and Technology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Ricardo Demetillo, promotion from Associate Professor II to Associate Professor IV of Humanities, College of Arts and Sciences, effective August 1, 1974.
- Dante B. de Padua, promotion from Associate Professor III to Professor I of Agricultural Engineering, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Mariano B. de Ramos, promotion from Assistant Professor IV to Associate Professor I of Applied Math-

- ematics, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.
- Josefa A. Dikitanan, promotion from Assistant Professor V to Associate Professor I of Home Economics Education, College of Home Economics, effective August 1, 1974.
- Bienvenido S. Dimaano, promotion from Associate Professor III to Associate Professor IV of Geodetic Engineering, College of Engineering, effective August 1, 1974.
- Gil G. Divinagracia, promotion from Assistant Professor IV to Associate Professor I of Plant Pathology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Angelita M. Dizon, promotion from Associate Professor III to Professor I of Clothing, Textiles and Related Arts, College of Home Economics, effective August 1, 1974.
- Irineo J. Dogma, Jr., promotion from Assistant Professor II to Assistant Professor III of Plant Pathology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Marlene M. Dohm, promotion from Instructor II to Assistant Professor I of Nursing, College of Nursing, effective August 1, 1974.
- Faustino T. Domingo, Jr., promotion from Assistant Professor I (part-time) to Associate Professor I (part-time) of Surgery, College of Medicine, and Attending Neurosurgeon, without compensation, Philippine General Hospital, effective August 1, 1974.
- Ireneo L. Domingo, promotion from Associate Professor II to Associate Professor III of Forest Resources Management, College of Forestry, University of the Philippines at Los Baños, effective August 1, 1974.
- Ma. Luisa C. Doronila, promotion from Instructor IV to Assistant Professor I of English, College of Education, effective August 1, 1974.
- Teofilo A. Dulay, promotion from Instructor V to Assistant Professor I of Milk Technology, Dairy Training and Research Institute, University of the Philippines at Los Baños, effective August 1, 1974.
- Elnora E. Duque, promotion from Instructor IV to Assistant Professor I of Public Health Administration, Institute of Public Health, effective August 1, 1974.
- Timoteo A. Duran as Programmer II, Data Processing Center, Philippine General Hospital, effective September 1, 1974 until June 30, 1975.
- Inocencia P. Elefaño as Senior Lecturer in Education, University of the Philippines at Tacloban, effective June 10, 1974 until October 31, 1974.
- Eleanor T. Elequin, promotion from Professor II to Professor IV of Education, College of Education, effective August 1, 1974.
- Laures T. Empig as Visiting Assistant Professor of Agronomy, without compensation, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Jose Encarnacion, Jr., promotion from Professor VI to Professor VIII of Economics, School of Economics, effective August 1, 1974.
- Gloria L. Enriquez, promotion from Assistant Professor II to Associate Professor I of Zoology, College of Arts and Sciences, effective August 1, 1974.
- Francisca L. Erece, promotion from Assistant Professor I to Assistant Professor II of Education, University of the Philippines at Baguio, effective August 1, 1974.
- Miguel B. Escoto, promotion from Associate Professor V to Professor II of Engineering Sciences, College of Engineering, effective August 1, 1974.
- Salvador H. Escudero III, promotion from Associate Professor II to Associate Professor IV of Veterinary Medicine, College of Veterinary Medicine, effective August 1, 1974.
- Pedro B. Escuro, promotion from Professor IV to Professor V of Agronomy, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Rufino O. Eslao, promotion from Assistant Professor III to Associate Professor I of Education, College of Education, effective August 1, 1974.
- Pacifico D. Espanto, promotion from Assistant Professor I to Assistant Professor II of Humanities, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.
- Jose F. Espinosa, promotion from Associate Professor IV (part-time) to Associate Professor V of Law (part-time), College of Law, effective August 1, 1974.
- Rosario C. Estanislao, promotion from Assistant Professor IV to Associate Professor I of Spanish, College of Arts and Sciences, effective August 1, 1974.
- Horacio R. Estrada, promotion from Professor IV to Professor VI of Pharmacology, College of Medicine, effective August 1, 1974.
- Jose A. Eusebio, promotion from Associate Professor II to Professor I of Animal Science, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Josefa S. Eusebio, promotion from Assistant Professor I to Assistant Professor II of Home Technology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Oscar L. Evangelista, promotion from Assistant Professor II to Assistant Professor III of History, College of Arts and Sciences, effective August 1, 1974.
- Ruperto C. Evangelista, promotion from Associate Professor I to Associate Professor II of Physical Education, Department of Physical Education, effective August 1, 1974.
- Herminia R. Fajardo, promotion from Management Specialist III to Training Specialist IV, Institute for Small-Scale Industries, effective August 1, 1974.
- Pelagio S. Fajardo, promotion from Assistant Professor I to Assistant Professor IV of Agricultural Education, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974.
- Maria Augusta Favali as Visiting Assistant Professor of Plant Pathology without compensation, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until December 31, 1974.
- Gloria D. Feliciano, as Member, Law Research Council, College of Law, effective August 1, 1974 until June 30, 1975; promotion from Professor VI to Professor VII

- of Journalism and Communication, Institute of Mass Communication, effective August 1, 1974.
- Myrna Feliciano, promotion from Librarian III (step 3) to Librarian IV (step 1), University Library, effective August 1, 1974.
- Aurora R. Fernandez, promotion from Assistant Professor I to Assistant Professor II of Mathematics, College of Arts and Sciences, effective August 1, 1974.
- Lelilia C. Fernandez, promotion from Assistant Professor III to Assistant Professor IV of Spanish, College of Arts and Sciences, effective August 1, 1974.
- Nicanor C. Fernandez, promotion from Assistant Professor IV to Associate Professor I of Soil Science, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Perfecto Fernandez as Member, Advisory Council, Science Education Center, effective August 29, 1974 until June 30, 1975.
- William L. Fernandez, promotion from Assistant Professor IV to Associate Professor I of Microbiology, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.
- Teodorico F. Festin, promotion from Professor I to Professor II of Chemical Engineering, College of Engineering, effective August 1, 1974.
- Tito C. Firmalino as Social Planner (Upper Pampanga River Project), Institute of Environmental Planning, effective August 1, 1974 until November 30, 1974.
- Efren Ed. C. Flores, promotion from Instructor IV to Assistant Professor I of Marine Fisheries, College of Fisheries, effective August 1, 1974.
- Josefina C. Flores, promotion from Instructor IV to Assistant Professor I of Chemistry, College of Arts and Sciences, effective August 1, 1974.
- Trinidad S. Flores, promotion from Assistant Professor I to Assistant Professor III of Home Economics, College of Education, effective August 1, 1974.
- Josefa B. Fonacier, promotion from Instructor III to Assistant Professor I of Health Education, College of Education, effective August 1, 1974.
- Romeo D. Fortes, promotion from Research Assistant (step 3) to Research Associate (step 3), College of Fisheries, effective August 1, 1974.
- Rhodelia L. Gabriel, promotion from Assistant Professor I to Assistant Professor III, Counseling and Testing Division, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Edito G. Garcia, promotion from Associate Professor II to Professor I of Parasitology, Institute of Public Health, effective August 1, 1974.
- Enrique Garcia, promotion from Professor IV (part-time) to Professor VI (part-time) of Surgery, College of Medicine, effective August 1, 1974.
- Hortencia I. Garcia, promotion from Assistant Professor II to Assistant Professor III of Mathematics, University of the Philippines at Baguio, effective August 1, 1974.
- Pedro M. Garcia as Senior Lecturer in Mathematics, College of Arts and Sciences, effective June 10, 1974 until July 31, 1974.
- Ramon M. Garcia, promotion from Professor V to Professor VI of Public Administration, College of Public Administration, effective August 1, 1974.
- Ruben A. Garcia, promotion from Associate Professor V to Professor II of Mechanical Engineering, College of Engineering, effective August 1, 1974.
- Virgilio V. Garcia, promotion from Assistant Professor I to Assistant Professor II of Food Science and Technology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Gregorio S. Gascon, promotion from Assistant Professor II to Assistant Professor III of Physical Education, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Sergio S. Gasmen, promotion from Assistant Professor III to Assistant Professor IV, Comprehensive Community Health Program, effective August 1, 1974.
- Oscar M. Gatmaitan, promotion from Assistant Professor I to Assistant Professor IV of Animal Science, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Arturo A. Gomez, promotion from Associate Professor II to Associate Professor III of Agronomy, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Ely D. Gomez, promotion from Assistant Professor II to Assistant Professor IV of Development Communication, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Simeon M. Gopengco as Member and Researcher, Commercial Law Codification Project, Division of Research and Law Reform, Law Center, effective July 1, 1974 until June 30, 1975.
- Reynaldo G. Gregorio, promotion from Professor I (part-time) to Professor II (part-time) of Radiology, College of Medicine, effective August 1, 1974.
- Perfecto K. Guerrero, promotion from Professor VI to Professor VII of Metallurgy, College of Engineering, effective August 1, 1974.
- Sylvia H. Guerrero, promotion from Associate Professor I to Associate Professor III of Community Development, Institute of Social Work and Community Development, effective August 1, 1974.
- Iderlina C. Guevara, promotion from Assistant Professor I to Assistant Professor II of Chemistry, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.
- Marcelina U. Gutierrez, promotion from Student Records Examiner (Range 6) to Chief, Records Evaluation Section (Range 8), College of Arts and Sciences, effective August 1, 1974.
- Matilde P. Guzman, promotion from Professor II to Professor IV of Food and Nutrition, College of Home Economics, effective August 1, 1974.
- Santiago V. Guzman, promotion from Professor IV to Professor VI of Physiology, College of Medicine, effective August 1, 1974.
- Vicente J. Hedriana, promotion from Professor II to Professor III of Mechanical Engineering, College of Engineering, effective August 1, 1974.
- Gerry E. Hendershot as Visiting Assistant Professor without compensation, Population Institute, effective July 1, 1974 until June 30, 1975.

- Dionisia B. Hermosura, promotion from Instructor IV to Assistant Professor I of English, College of Arts and Sciences, effective August 1, 1974.
- Carolina G. Hernandez, promotion from Instructor IV to Assistant Professor I of Political Science, College of Arts and Sciences, effective August 1, 1974.
- Cristy R. Hernandez, promotion from Associate Professor IV to Associate Professor V of Geodetic Engineering, College of Engineering, effective August 1, 1974.
- Dolores F. Hernandez, promotion from Science Education Specialist IV to Professor VII of Science Teaching, College of Education, effective August 1, 1974.
- Efren P. Hernandez, promotion from Associate Professor II to Associate Professor III of Architecture, College of Architecture, effective August 1, 1974.
- Virgen R. Hernandez, promotion from Associate Professor II to Professor I of Chemistry, College of Arts and Sciences, effective August 1, 1974.
- Florentino Herrera, Jr., promotion from Professor VII to Professor VIII of Medicine, College of Medicine, effective August 1, 1974.
- Francisco I. Hilario, Jr., promotion from Assistant Professor I to Assistant Professor IV of Botany, College of Arts and Sciences, effective August 1, 1974.
- Rufino H. Ibarra as Member of the UPNSRC Executive Advisory Council, Natural Science Research Center, effective August 1, 1974 until February 28, 1975.
- Teodora A. Ignacio, promotion from Assistant Professor IV to Associate Professor I of Nursing Arts, College of Nursing, effective August 1, 1974.
- Leodegario M. Ilag, promotion from Assistant Professor III to Assistant Professor IV of Agricultural Economics, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Lina L. Ilag, promotion from Assistant Professor II to Assistant Professor III of Plant Pathology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Melchor L. Jacinto, promotion from Associate Professor III to Associate Professor IV of Public Health Administration, Institute of Public Health, effective August 1, 1974.
- Juan F. Jamias, promotion from Associate Professor I to Associate Professor IV of Development Communication, College of Agriculture, University of the Philippines, effective August 1, 1974.
- Victoria B. Jardiolin, promotion from Instructor IV to Assistant Professor I of Marketing, College of Business Administration, effective August 1, 1974.
- Francisco R. Jose, promotion from Associate Professor II to Associate Professor IV of Physiological Hygiene and Nutrition, Institute of Public Health, effective August 1, 1974.
- Vivencio R. Jose, promotion from Instructor III to Assistant Professor I of English, College of Arts and Sciences, effective August 1, 1974.
- Jose T. Joya, promotion from Associate Professor IV to Professor II of Fine Arts, College of Fine Arts, effective August 1, 1974.
- Nonette L. Jueco, promotion from Instructor III to Assistant Professor I of Parasitology, Institute of Public Health, effective August 1, 1974.
- Aurelio T. Juguilon, promotion from Professor V to Professor VI of Architecture, College of Architecture, effective August 1, 1974.
- Alfredo L. Juinio, promotion from Professor VI to Professor VIII of Civil Engineering, College of Engineering, effective August 1, 1974.
- Clemente P. Juliano, Jr., promotion from Assistant Professor III to Assistant Professor IV of Agricultural Education, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Priscilla A. Juliano, promotion from Assistant Professor I to Assistant Professor II of Agricultural Education, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Rogelio O. Juliano, promotion from Professor I to Professor II, College of Fisheries, effective August 1, 1974.
- Gonzalo M. Jurado, promotion from Assistant Professor IV to Associate Professor I of Economics, School of Economics, effective August 1, 1974.
- Agustin L. Kintanar, promotion from Professor III to Professor V of Economics, School of Economics, effective August 1, 1974.
- Thelma B. Kintanar, promotion from Associate Professor I to Associate Professor II of English, College of Arts and Sciences, effective August 1, 1974.
- Theron V. Lacson, promotion from Research Associate to Researcher I, Office of the Vice-President for Academic Affairs, effective August 1, 1974.
- Manuel G. Lacuesta, promotion from Associate Professor II to Associate Professor IV of Education, College of Education, effective August 1, 1974.
- Alfredo V. Lagmay, promotion from Professor VI to Professor VII of Psychology, College of Arts and Sciences, effective August 1, 1974.
- Juanito D. Lamanilao, promotion from Associate Professor I to Associate Professor II of Forest Resources Management, College of Forestry, University of the Philippines at Los Baños, effective August 1, 1974.
- Flora C. Lansang, promotion from Assistant Professor VI to Associate Professor II of Social Work, Institute of Social Work and Community Development, effective August 1, 1974.
- Delfin B. Lapis, promotion from Assistant Professor II to Assistant Professor III of Plant Pathology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Sotero L. Lasap, Jr., promotion from Assistant Professor I to Assistant Professor II of Agricultural Education, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Lilia H. Laurel, promotion from Associate Professor II to Associate Professor IV of Spanish, College of Arts and Sciences, effective August 1, 1974.
- Guillermo R. Lazaro, promotion from Associate Professor I to Associate Professor III of Education, College of Education, effective August 1, 1974.
- Teodolfo C. Ledesma, upgrading of position from Fiscal Analyst (Range 8) to Fiscal Analyst (Range 9), Office of the Budget Director, Office of the Vice-President for Administration, effective August 1, 1974.

- Chul Choe Lee as Visiting Professor of Agricultural Engineering without compensation, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974 until June 30, 1975.
- Lillian V. Lee, promotion from Instructor II (part-time) to Assistant Professor I (part-time) of Medicine, College of Medicine, and Attending Physician without compensation, Philippine General Hospital, effective August 1, 1974.
- Edelwina C. Legaspi, promotion from Professor III to Professor V of Humanities, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.
- Mauricio D. Leonor, Jr., promotion from Assistant Professor II to Assistant Professor III of Agricultural Education, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Aida R. Libroero, promotion from Assistant Professor II to Assistant Professor III of Agricultural Economics, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Florentino C. Libroero as Assistant for Extension, Office of the Chancellor, University of the Philippines at Los Baños, effective August 16, 1974 until the return of Tito E. Contado from a leave of absence, but not later than August 15, 1975; promotion from Assistant Professor IV to Assistant Professor VI, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Melchor M. Lijauco, promotion from Instructor IV to Assistant Professor I of Inland Fisheries, College of Fisheries, effective August 1, 1974.
- Lino Ed. Lim, promotion from Assistant Professor (part-time) to Associate Professor of Pediatrics (part-time) without compensation, College of Medicine, and Attending Pediatrician without compensation, Philippine General Hospital, effective August 1, 1974.
- Rufino Lirag, Jr., promotion from Assistant Professor IV to Associate Professor I of Chemical Engineering, College of Engineering, effective August 1, 1974.
- Florentina M. Lopez, promotion from Assistant Professor I to Assistant Professor II of Zoology, University of the Philippines at Baguio, effective August 1, 1974.
- Francisco F. Lopez, promotion from Assistant Professor II to Assistant Professor III of Humanities, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.
- Henry M. Lopez, reclassification of position from Administrative Assistant (Range 7) to Administrative Assistant, (Range 8), Asian Labor Education Center, effective August 29, 1974.
- Perla L. Lopez, promotion from Assistant Professor III to Associate Professor I of Animal Science, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Restituto R. Lopez, promotion from Assistant Professor I to Assistant Professor II of Forage Husbandry, Dairy Training and Research Institute, University of the Philippines at Los Baños, effective August 1, 1974.
- Renato L. Lugtu, promotion from Assistant Professor IV to Associate Professor II of Electrical Engineering, College of Engineering, effective August 1, 1974.
- Telesforo W. Luna, Jr., promotion from Professor I to Professor III of Geology and Geography, College of Arts and Sciences, effective August 1, 1974.
- Jose Maceda, promotion from Professor V to Professor VII of Piano, College of Music, effective August 1, 1974.
- Cesar P. Madamba, promotion from Associate Professor I to Associate Professor III of Zoology, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.
- Lilia S. P. Madamba, promotion from Assistant Professor I to Assistant Professor II of Chemistry, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.
- Henry F. Magalit, promotion from Assistant Professor III to Associate Professor I of Statistics, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.
- Melecio S. Magno, promotion from Professor VI to Professor VII of Physics, College of Arts and Sciences, effective September 11, 1974.
- Andres U. Makalinao, promotion from Assistant Professor III (part-time) to Associate Professor I (full-time) of Medicine, College of Medicine, effective August 1, 1974.
- Armando J. Malay, promotion from Professor V to Professor VII, Institute of Mass Communication, effective August 1, 1974.
- Josephine M. Malixi, promotion from Assistant Professor IV to Associate Professor II of Pharmacy, College of Pharmacy, effective August 1, 1974.
- Noel G. Mamicpic, promotion from Assistant Professor III to Assistant Professor IV of Agronomy, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Rosario E. Maminta, promotion from Assistant Professor III to Associate Professor I of Language Teaching, College of Education, effective August 1, 1974.
- Roque A. Mamon as Professorial Lecturer in Philosophy without compensation, College of Arts and Sciences, effective April 22, 1974 until May 31, 1974.
- Geronimo V. Manahan, promotion from Assistant Professor IV to Associate Professor I of Architecture, College of Architecture, effective August 1, 1974.
- Priscila S. Manalang, promotion from Professor III to Professor IV of Education, College of Education, effective August 1, 1974.
- Mahar K. Mangahas, promotion from Assistant Professor IV to Associate Professor III of Economics, School of Economics, effective August 1, 1974.
- Ruby K. Mangahas, promotion from Professor V to Professor VI of Music, College of Music, effective August 1, 1974.
- Josephine G. Mangubat, promotion from Assistant Professor I to Assistant Professor II of Education, University of the Philippines at Cebu, effective August 1, 1974.
- Basilisa J. Manhit, promotion from Professor I to Professor III of Education, College of Education, effective August 1, 1974.
- Romeo L. Manlapaz, promotion from Assistant Professor IV to Associate Professor II of Engineering Sciences, College of Engineering, effective August 1, 1974.

- Feliciano B. Manuel, promotion from Instructor IV to Assistant Professor I of Horticulture, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Salvacion R. Manuel, reclassification of position from Administrative Assistant (Range 7) to Administrative Officer (Range 8), University Library, effective July 1, 1974.
- Felipe B. Mariño, promotion from Assistant Chief Security Officer (Range 7) to Assistant Chief Security Officer (Range 8), University of the Philippines at Los Baños, effective August 1, 1974.
- Pilar Mariño, promotion from Instructor V to Assistant Professor I of English, College of Arts and Sciences, effective August 1, 1974.
- Zielfa B. Maslin, promotion from Instructor IV to Assistant Professor I of Occupational Therapy, School of Allied Medical Professions, College of Medicine, effective August 1, 1974.
- Belen T. Medina, promotion from Assistant Professor II to Assistant Professor IV of Sociology, College of Arts and Sciences, effective August 1, 1974.
- Evelina A. Mejillano as Consultant, Leyte Research and Development High School, University of the Philippines at Tacloban, effective June 1, 1974 until May 31, 1975; promotion from Assistant Professor II to Assistant Professor IV of Health Education, College of Education, effective August 1, 1974.
- Marino M. Mena, promotion from Associate Professor I to Associate Professor III of Civil Engineering, College of Engineering, effective August 1, 1974.
- Thelma Lee Mendoza, promotion from Assistant Professor IV to Associate Professor I of Social Work, Institute of Social Work and Community Development, effective August 1, 1974.
- Anunciacion R. Meñez, promotion from Assistant Professor II to Assistant Professor IV of Education, College of Education, effective August 1, 1974.
- Aparicio H. Mequi, as Consultant, Leyte Research and Development High School, University of the Philippines at Tacloban, effective June 1, 1974 until May 31, 1975; promotion from Assistant Professor III to Assistant Professor IV of Physical Education, effective August 1, 1974.
- Bonifacio T. Mercado, promotion from Assistant Professor III to Assistant Professor IV of Botany, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.
- Cesar M. Mercado, promotion from Assistant Professor IV to Associate Professor I of Communication, Institute of Mass Communication, effective August 1, 1974.
- Aurora A. Miñoza, promotion from Professor II to Professor IV of Education, College of Education, effective August 1, 1974.
- Azucena T. Miranda, promotion from Research Associate to Researcher I, College of Public Administration, effective August 1, 1974.
- Dulce S. Miranda, promotion from Assistant Professor II to Assistant Professor IV of Agricultural Education, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Salome R. Miranda, promotion from Assistant Professor V to Associate Professor I of Chemistry, College of Arts and Sciences, effective August 1, 1974.
- Fraternidad G. Mistica, promotion from Instructor V to Assistant Professor I of English, College of Arts and Sciences, effective August 1, 1974.
- Vicente G. Momoñgan, promotion from Assistant Professor III to Associate Professor I of Animal Science, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Virginia D. Monje, promotion from Instructor III to Assistant Professor I of Chemistry, College of Arts and Sciences, effective August 1, 1974.
- Consuelo B. Morales, promotion from Assistant Professor I to Assistant Professor II of Spanish, College of Arts and Sciences, effective August 1, 1974.
- Caridad M. Natividad, promotion from Instructor V to Assistant Professor I of Mathematics, College of Arts and Sciences, effective August 1, 1974.
- Nestor M. Nisperos as Project Director and Member of the Steering Committee, Leyte Research and Development High School, University of the Philippines at Tacloban, effective July 1, 1974 until June 30, 1975; promotion from Associate Professor without compensation to Associate Professor III of Public Administration, University of the Philippines at Tacloban, effective August 1, 1974.
- Justina S. Ocampo, promotion from Assistant Professor II to Assistant Professor III of History, College of Arts and Sciences, effective August 1, 1974.
- Neñita C. Ocampo, promotion from Instructor IV to Assistant Professor I of Mathematics, College of Arts and Sciences, effective August 1, 1974.
- Evangeline O. Olivar, promotion from Research Associate to Researcher I, Philippine Eye Research Institute, effective August 1, 1974.
- Luz U. Oñate, promotion from Associate Professor I to Associate Professor III of Home Technology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Meliton U. Ordillas, Jr., promotion from Associate Professor I to Associate Professor II of Metallurgy, College of Engineering, effective August 1, 1974.
- Antonio L. Ordoveza, promotion from Assistant Professor IV to Associate Professor I of Cattle Nutrition, Dairy Training and Research Institute, University of the Philippines at Los Baños, effective August 1, 1974.
- Florian M. Orejana, promotion from Instructor III to Assistant Professor I of Fisheries Technology, College of Fisheries, effective August 1, 1974.
- Trinidad S. Osteria, promotion from Assistant Professor I to Assistant Professor III of Epidemiology and Biostatistics, Institute of Public Health, effective August 1, 1974.
- Felipa E. Pablo, promotion from Associate Professor II to Professor I of Botany, College of Arts and Sciences, effective August 1, 1974.
- Enrique P. Pacardo, promotion from Assistant Professor I to Assistant Professor II of Botany, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.

- Edgardo S. Pacheco, promotion from Professor I to Professor III of Engineering Sciences, College of Engineering, effective August 1, 1974.
- Alfonso G. Pacquing, promotion from Associate Professor I to Associate Professor II of Education, College of Education, effective August 1, 1974.
- Perfecto L. Padilla, promotion from Training Specialist II to Training Specialist III, Local Government Center, College of Public Administration, effective August 1, 1974.
- Ruel Padua, upgrading of position from Chief, Budget and Management Services Division (Range 9) to Chief, Budget and Management Services Division (Range 10), Philippine General Hospital, effective August 29, 1974.
- Leonidez A. Pagnia, promotion from Instructor II (part-time) to Assistant Professor I of Medicine (part-time), College of Medicine, and Attending Physician without compensation, Philippine General Hospital, effective August 1, 1974.
- Eliseo M. Pajaro, as Consultant, Leyte Research and Development High School, University of the Philippines at Tacloban, effective June 1, 1974 until May 31, 1975; promotion from Professor II to Professor V of Music, College of Music, effective August 1, 1974.
- Teresita S. Palacios, promotion from Assistant Professor I to Assistant Professor II of Social Work, Institute of Social Work and Community Development, effective August 1, 1974.
- Honorato G. Paloma, promotion from Assistant Professor IV to Associate Professor I of Architecture, College of Architecture, effective August 1, 1974.
- Evelina A. Pangalañgan, promotion from Assistant Professor II to Assistant Professor IV of Social Work, Institute of Social Work and Community Development, effective August 1, 1974.
- Benjamin G. Pangga, promotion from Assistant Farm Superintendent (Range 7) to Farm Superintendent (Range 8), College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Rogelio A. Panlasigui, promotion from Assistant Professor III to Associate Professor I, College of Engineering, effective August 1, 1974.
- Eduvigis B. Pantastico, promotion from Assistant Professor IV to Assistant Professor V of Botany, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.
- Julia B. Pantastico, promotion from Assistant Professor II to Assistant Professor III of Botany, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.
- Enrique Paoli, promotion from Instructor IV to Assistant Professor I of Spanish, College of Arts and Sciences, effective August 1, 1974.
- Rosita P. Parducho, promotion from Senior Research Assistant II to Research Associate II, Dairy Training and Research Institute, University of the Philippines at Los Baños, effective August 1, 1974.
- Cristina P. Parel, promotion from Professor VII to Professor VIII of Statistics, Statistical Center, effective August 1, 1974.
- Benedicto A. Parker, promotion from Assistant Professor III to Associate Professor II of Animal Science, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Custodio O. Parlade as Member and Researcher, Commercial Law Codification Project, Division of Research and Law Reform, Law Center, effective July 1, 1974 until June 30, 1975.
- Luis D. Pascual, promotion from Associate Professor I to Associate Professor III of Industrial Engineering, College of Engineering, effective August 1, 1974.
- Cecilia C. Pastrana, promotion from Instructor II to Assistant Professor I of English, College of Education, effective August 1, 1974.
- Leonardo A. Paulino as Visiting Professor of Agricultural Economics without compensation, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Rodolfo S. Peneyra, promotion from Assistant Professor I to Assistant Professor II of Veterinary Microbiology, College of Veterinary Medicine, effective August 1, 1974.
- Cledualdo B. Perez, Jr., promotion from Associate Professor II to Associate Professor IV of Animal Science, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Nestor P. Perez, promotion from Associate Professor I to Associate Professor III, College of Dentistry, effective August 1, 1974.
- Antonio O. Periquet as Medical Consultant (Range 10), part-time, Department of Rehabilitation Medicine, Philippine General Hospital, effective July 1, 1974 until June 30, 1975.
- Ursula G. Picache, promotion from Associate Professor I to Associate Professor III of Library Science, Institute of Library Science, effective August 1, 1974.
- Felicidad Pineda, promotion from Associate Professor II to Associate Professor IV of Education, College of Education, effective August 1, 1974.
- Josefina D. Pineda, promotion from Assistant Professor IV to Associate Professor I of Social Work, Institute of Social Work and Community Development, effective August 1, 1974.
- Remedios V. Piñon, promotion from Associate Professor I to Associate Professor II of Physical Education, Department of Physical Education, effective August 1, 1974.
- Isabelita B. Poe, promotion from Chief, Office of Academic Services (Range 10) to Chief, Office of Academic Services (Range 11), effective August 1, 1974.
- Ramon C. Portugal, promotion from Professor IV to Professor VII of Planning, Institute of Environmental Planning, effective August 1, 1974.
- Florendo C. Quebral, promotion from Assistant Professor III to Associate Professor I of Plant Pathology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Nora C. Quebral, promotion from Associate Professor III to Professor I of Development Communication, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.

- Minda Luz Quesada as Consultant, Out-Patient Department, Philippine General Hospital, effective July 1, 1974 until June 30, 1975; promotion from Instructor II to Assistant Professor I of Public Health Administration, Institute of Public Health, effective August 1, 1974.
- Lucio L. Quimbo, promotion from Associate Professor III to Associate Professor IV of Forest Biological Sciences, College of Forestry, University of the Philippines at Los Baños, effective August 1, 1974.
- Arcadio J. Quimio, promotion from Assistant Professor I to Assistant Professor II of Plant Pathology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Tricita H. Quimio, promotion from Assistant Professor I to Assistant Professor II of Plant Pathology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Romeo U. Quintana, promotion from Assistant Professor II to Assistant Professor IV of Agronomy, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Edgardo C. Quisumbing, promotion from Assistant Professor II to Assistant Professor IV of Vegetable Crops Horticulture, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Godofredo P. Quisumbing as Senior Lecturer in Political Science, University of the Philippines at Tacloban, effective August 1, 1974.
- Vicente A. Quiton, promotion from Assistant Professor I to Assistant Professor III of Agricultural Education, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Dolores A. Ramirez, promotion from Associate Professor III to Professor I of Biology, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.
- Francisco T. Ramos, promotion from Assistant Professor II to Assistant Professor III of Agricultural Education, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Oscar L. Ramos, promotion from Assistant Professor II to Assistant Professor III of Parasitology, Institute of Public Health, effective August 1, 1974.
- Paz G. Ramos, promotion from Professor VI to Professor VII of Education, College of Education, effective August 1, 1974.
- Leonila C. Raros, promotion from Assistant Professor II to Assistant Professor III of Entomology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Ma. Lilia F. Realubit, promotion from Instructor IV to Assistant Professor I of English, College of Arts and Sciences, effective August 1, 1974.
- Belen M. Rejesus, promotion from Assistant Professor II to Assistant Professor IV of Entomology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Alejandro C. Reyes, promotion from Associate Professor IV to Professor I of Medical Microbiology, Institute of Public Health, effective August 1, 1974.
- Edilberto D. Reyes, promotion from Assistant Professor IV to Associate Professor I of Soil Science, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Felisberto G. L. Reyes, promotion from Professor II to Professor III of Civil Engineering, College of Engineering, effective August 1, 1974.
- Salvador F. Reyes, promotion from Professor I to Professor II of Civil Engineering, College of Engineering, effective August 1, 1974.
- Tiburcio T. Reyes, promotion from Instructor IV to Assistant Professor I of Plant Pathology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Amparo G. Rigor, promotion from Associate Professor I to Associate Professor II of Home Technology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Ernesto M. Rigor, promotion from Associate Professor III to Associate Professor IV of Animal Science, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Leo C. Rimando, promotion from Assistant Professor II to Assistant Professor IV of Entomology, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.
- Dionisia A. Rola, promotion from Professor III to Professor V of English and Comparative Literature, University of the Philippines at Baguio, effective August 1, 1974.
- Generoso B. Roman, promotion from Associate Professor II to Associate Professor IV of Epidemiology and Biostatistics, Institute of Public Health, effective August 1, 1974.
- Flerida Ruth P. Romero, promotion from Associate Professor VI to Professor III of Law, College of Law, effective August 1, 1974.
- Roma C. Roy, promotion from Instructor IV to Assistant Professor I of Filipino, College of Education, effective August 1, 1974.
- Lily R. Rosales, promotion from Associate Professor I to Associate Professor II of Education, College of Education, effective August 1, 1974.
- Marcelino A. Sabado, promotion from Assistant Professor II to Assistant Professor III of Inland Fisheries, College of Fisheries, effective August 1, 1974.
- Percy E. Sajise, promotion from Assistant Professor I to Assistant Professor III of Botany, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.
- Avelina S. Salacup, promotion from Instructor III to Assistant Professor I of Humanities, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.
- Bonifacio S. Salamanca, promotion from Professor III to Professor IV of History, College of Arts and Sciences, effective August 1, 1974.
- Zeus A. Salazar, promotion from Associate Professor I to Associate Professor III of History, College of Arts and Sciences, effective August 1, 1974.
- Salvador R. Salceda, promotion from Associate Professor I to Associate Professor II of Ophthalmology, Philippine Eye Research Institute, effective August 1, 1974.

- Arthur S. Sali, change in designation from Assistant Professor III to Senior Lecturer, Training Center for Applied Geodesy and Photogrammetry, College of Engineering, effective July 8, 1974 until May 31, 1975.
- Domingo C. Salita, promotion from Professor VI to Professor VIII of Geology and Geography, College of Arts and Sciences, effective August 1, 1974.
- Ramon L. Samaniego, promotion from Professor IV to Professor V of Chemistry, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.
- Abelardo G. Samonte, promotion from Professor VII to Professor VIII of Public Administration, College of Public Administration, effective August 1, 1974.
- Virginia B. Samonte, promotion from Assistant Professor I to Assistant Professor III of Development Communication, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Fe R. San Buenaventura, promotion from Assistant Professor I to Assistant Professor II of Spanish, College of Arts and Sciences, effective August 1, 1974.
- Fernando F. Sanchez, promotion from Associate Professor I to Associate Professor II of Entomology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Pedro R. Sandoval as Assistant for Planning and Development, Office of the Chancellor, University of the Philippines at Los Baños, effective August 16, 1974 until the return of Arturo A. Gomez from a study leave, but not later than August 15, 1975; from Professor III to Professor V of Agricultural Economics, College of Agriculture, effective August 1, 1974.
- Nestor M. Santiago, promotion from Director (with rank of Professor II) to Director (with rank of Professor III), University Health Service, effective August 1, 1974.
- Virgilio G. Santiago as Associate Professor of Psychiatry (part-time) without compensation, College of Medicine, effective August 1, 1974 until June 30, 1975; as Visiting Consultant (part-time) in Psychiatry, Philippine General Hospital, effective July 1, 1974 until June 30, 1975.
- Ma. Adela A. Santiano, promotion from Training Specialist II to Training Specialist III, Institute for Small-Scale Industries, effective August 1, 1974.
- Ameurfina D. Santos, promotion from Instructor IV to Assistant Professor I of Chemistry, College of Arts and Sciences, effective August 1, 1974.
- Ernesto R. Santos, promotion from Instructor IV to Assistant Professor I of Mathematics, College of Arts and Sciences, effective August 1, 1974.
- Herminia H. Santos, promotion from Assistant Professor I to Assistant Professor II of Library Science, Institute of Library Science, effective August 1, 1974.
- Jose Rolando R. Santos, promotion from Assistant Professor III to Assistant Professor IV of Mining Engineering, College of Engineering, effective August 1, 1974.
- Rizalina B. Santos, promotion from Associate Professor I to Associate Professor III of Pharmaceutical Chemistry, College of Pharmacy, effective August 1, 1974.
- Teodoro M. Santos, promotion from Assistant Professor III to Associate Professor I of Petrology, College of Arts and Sciences, effective August 1, 1974.
- Vicente L. Santos, promotion from Assistant Professor III to Assistant Professor IV of Otorhinolaryngology (part-time), College of Medicine, and Attending Otorhinolaryngologist (part-time), Philippine General Hospital, without compensation, effective August 1, 1974.
- Natividad V. Santuico, promotion from Assistant Professor II to Assistant Professor III of Speech and Drama, College of Arts and Sciences, effective August 1, 1974.
- Paz Eulalia A. Sapala, promotion from Assistant Professor II to Assistant Professor III of Humanities, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.
- Julieta M. Savellano, promotion from Associate Professor I to Associate Professor III of Education, College of Education, effective August 1, 1974.
- Perla A. Segovia, promotion from Researcher I to Researcher II, Philippine Executive Academy, effective August 1, 1974.
- Loretta M. Sicat as Member of the Law Research Council, Law Center, effective July 1, 1974 until June 30, 1975.
- Juliana N. Sierra, promotion from Instructor III to Assistant Professor I of Agronomy, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Antonia C. Silverio as Consultant, Leyte Research and Development High School, University of the Philippines at Tacloban, effective June 1, 1974 until May 31, 1975.
- Carmencita S. Simpas, promotional transfer from Guidance Counselor I, University of the Philippines at Los Baños, to Guidance Counselor II, University of the Philippines at Iloilo, effective July 1, 1974 until June 30, 1975.
- Celerina M. Siongco, promotion from Associate Professor I to Associate Professor III of Education, College of Education, effective August 1, 1974.
- Leocadio V. Sirilan, promotion from Architect (Range 7) to Chief, Design Section (Range 8), Building Services Division, Office of Physical Plant, effective August 29, 1974.
- Carmelo V. Sison, promotion from Assistant Professor IV to Associate Professor I of Law, College of Law, effective August 1, 1974.
- Obdulia F. Sison, promotion from Professor I to Professor III of Agricultural Education, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Nenita U. Socrates, promotion from Assistant Professor III to Associate Professor I of Education, College of Education, effective August 1, 1974.
- Rosario M. Solidor, upgrading of position from Administrative Officer (Range 8) to Administrative Officer (Range 9), College of Business Administration, effective August 1, 1974.

- Pedro P. Solis as Professorial Lecturer in Medical Jurisprudence, College of Medicine, effective July 1, 1974 until May 31, 1975.
- Joventino D. Soriano, promotion from Professor IV to Professor VI of Botany, College of Arts and Sciences, effective August 1, 1974.
- Thelma N. Sto. Domingo as Guidance Associate I, Counseling and Testing Service, Office of Student Affairs, University of the Philippines at Los Baños, effective August 1, 1974 until June 30, 1975.
- Melenio G. Supnet, promotion from Instructor IV to Assistant Professor I of Animal Science, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Clara L. Syliangco, promotion from Professor I to Professor II of Chemistry, College of Arts and Sciences, effective August 1, 1974.
- Hermisdas E. Taas, promotion from Chief of Section (Range 8) to Chief, Accounting Services Division (Range 9), Philippine General Hospital, effective August 29, 1974.
- Isabel L. Tablante, promotion from Assistant Professor II to Assistant Professor IV of Education, College of Education, effective August 1, 1974.
- Nathaniel B. Tablante as Chairman and Project Director, Community Development Research Council, effective July 1, 1974 until June 30, 1975; promotion from Professor VII to Professor VIII of Agricultural Economics, Institute of Social Work and Community Development, effective August 1, 1974.
- Ernesto G. Tabujara, promotion from Associate Professor IV to Professor I of Civil Engineering, College of Engineering, effective August 1, 1974.
- Josefina A. Tabujara, promotion from Instructor V to Assistant Professor I of English, College of Arts and Sciences, effective August 1, 1974.
- Emmanuel V. Tamesis, promotion from Professor I to Professor II of Geology and Geography, College of Arts and Sciences, effective August 1, 1974.
- Edita A. Tan, promotion from Associate Professor I to Associate Professor III of Economics, School of Economics, effective August 1, 1974.
- Francisca Tan-Gatue, promotion from Instructor IV to Assistant Professor I of Chemistry, College of Arts and Sciences, effective August 1, 1974.
- Francisco F. Tangco, promotion from Professor I (part-time) to Professor IV (part-time) of Medicine, College of Medicine, effective August 1, 1974.
- Herminia J. Tayco, promotion from Lecturer to Senior Lecturer in Business Economics, College of Business Administration, effective August 1, 1974 until May 31, 1974.
- Donata V. Taylo, promotion from Assistant Professor II to Assistant Professor III of History, College of Arts and Sciences, effective August 1, 1974.
- Concepcion P. R. Teodoro, promotion from Instructor III to Assistant Professor I of Music, College of Education, effective August 1, 1974.
- Santiago N. Tilo, promotion from Assistant Professor IV to Associate Professor I of Soil Science, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Felipe L. Tintero, promotion from Assistant Professor I to Assistant Professor II, College of Education, effective August 1, 1974.
- Victor N. Tiotuyco, promotion from Associate Professor III to Associate Professor IV of Architecture, College of Architecture, effective August 1, 1974.
- Leticia H. Tison, promotion from Assistant Professor II to Assistant Professor IV of Speech and Drama, College of Arts and Sciences, effective August 1, 1974.
- Caridad H. Tobia, promotion from Research Assistant to Research Associate, College of Public Administration, effective August 1, 1974.
- Jaime C. Tomas, Jr. as Assistant Professor of Radiology (part-time) without compensation, College of Medicine, and Attending Radiologist (part-time) without compensation, Philippine General Hospital, effective August 1, 1974 until June 30, 1975.
- Constantino M. Torralba, promotion from Assistant Professor III to Associate Professor I of Education, College of Education, effective August 1, 1974.
- Benjamin Torres, promotion from Assistant Professor V to Assistant Professor VI of Physical Education, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.
- Elma B. Torres, promotion from Instructor III to Assistant Professor I of Public Health Engineering, Institute of Public Health, effective August 1, 1974.
- Francisco D. Trinidad, promotion from Associate Professor I to Associate Professor III of Broadcast Communication, Institute of Mass Communication, effective August 1, 1974.
- Ciriaca S. Ubaldo, promotion from Assistant Professor II to Assistant Professor IV of Physiological Hygiene and Nutrition, Institute of Public Health, effective August 1, 1974.
- Filemon A. Uriarte, Jr., promotion from Assistant Professor II to Assistant Professor IV of Chemical Engineering, College of Engineering, effective August 1, 1974.
- Flordeliz R. Uyenco, promotion from Associate Professor II to Associate Professor IV of Botany, College of Arts and Sciences, effective August 1, 1974.
- Osiris M. Valderrama, promotion from Associate Professor III to Associate Professor IV of Forest Resources Management, College of Forestry, University of the Philippines at Los Baños, effective August 1, 1974.
- Matilde M. Valdes, promotion from Professor II to Professor III of Education, College of Education, effective August 1, 1974.
- Luzviminda B. Valencia, promotion from Instructor III to Assistant Professor I of Sociology, College of Arts and Sciences, effective August 1, 1974.
- Mario J. Valenton, promotion from Research Associate to Researcher I, Philippine Eye Research Institute, effective August 1, 1974.
- Amanda V. Valenzuela, promotion from Associate Professor II to Professor I of Public Health Administration, Institute of Public Health, effective August 1, 1974.

- Rosa M. Vallejo, promotion from Assistant Professor III to Assistant Professor IV of Library Science, Institute of Library Science, effective August 1, 1974.
- Edwin M. Varona, promotion from Assistant Professor I to Assistant Professor III of Communication, Institute of Mass Communication, effective August 1, 1974.
- Emmanuel T. Velasco, promotion from Assistant Professor IV to Associate Professor I of Business Economics and Statistics, College of Business Administration, effective August 1, 1974.
- Melecia A. Velmonte, as Medical Specialist (Range 9), part-time, Department of Laboratories, Philippine General Hospital, effective July 1, 1974.
- Oscar Ventanilla, promotion from Assistant Professor IV (part-time) to Associate Professor I of Business Law, (part-time), College of Business Administration, effective August 1, 1974.
- Mamerto S. Ventura as Professorial Lecturer in Political Science without compensation, College of Arts and Sciences, effective June 10, 1974 until March 31, 1975.
- Sylvia M. Ventura, promotion from Assistant Professor II to Assistant Professor IV of English, College of Arts and Sciences, effective August 1, 1974.
- Leticia C. Ver, promotion from Instructor IV to Assistant Professor I of Chemistry, College of Arts and Sciences, effective August 1, 1974.
- Napoleon T. Vergara, promotion from Associate Professor III to Associate Professor IV of Forest Resources Management, College of Forestry, University of the Philippines at Los Baños, effective August 1, 1974.
- Elmie P. Verzosa, promotion from Assistant Professor II to Assistant Professor III of Mathematics, College of Arts and Sciences, effective August 1, 1974.
- Norberto S. Vila, promotion from Professor VI to Professor VII of Geodetic Engineering, College of Engineering, effective August 1, 1974.
- Armando A. Villafior, promotion from Assistant Professor V to Associate Professor I of Wood Science and Technology, College of Forestry, University of the Philippines at Los Baños, effective August 1, 1974.
- Rosauro P. Villarico, promotion from Chief, Design Section (Range 8) to Superintendent, Manila Maintenance Division, (Range 9), Office of Physical Plant, effective August 29, 1974.
- Esther C. Viloria, promotion from Associate Professor I to Associate Professor III of Social Work, Institute of Social Work and Community Development, effective August 1, 1974.
- Paterno V. Viloria, promotion from Management Specialist III to Training Specialist IV, Institute for Small-Scale Industries, effective August 1, 1974.
- Flora T. Violanda, promotion from Assistant Professor III to Assistant Professor IV of Physical Education, Department of Physical Education, effective August 1, 1974.
- Edwin C. Wagelie, promotion from Assistant Professor IV to Associate Professor I of Cattle Improvement, Dairy Training and Research Institute, University of the Philippines at Los Baños, effective August 1, 1974.
- Phoebe D. Williams, promotion from Assistant Professor II to Assistant Professor III of Pediatric Nursing, College of Nursing, effective August 1, 1974.
- Julita I. Yabes, promotion from Assistant Professor II to Assistant Professor IV of Public Health Administration, Institute of Public Health, effective August 1, 1974.
- Leopoldo Y. Yabes, promotion from Professor VII to Professor VIII of English and Comparative Literature and of Philippine Literature and Institutions, College of Arts and Sciences, effective August 1, 1974.
- Demetria Chan Ylaya, promotion from Administrative Officer (Range 8) to Administrative Officer (Range 9), University of the Philippines at Cebu, effective August 1, 1974.
- Haydee B. Yorac, as Member of the Law Research Council, Law Center, effective July 1, 1974 until June 30, 1975.
- Paulino B. Zafaralla, promotion from Instructor IV to Assistant Professor I of Humanities, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 1, 1974.
- Calixto A. Zaldivar, Jr., promotion from Instructor I (part-time) to Assistant Professor I of Medicine (part-time), College of Medicine, and Attending Physician without compensation, Philippine General Hospital, effective August 1, 1974.
- Prescillano M. Zamora, as Member of the UPNSRC Executive Advisory Council, Natural Science Research Center, effective August 1, 1974 until February 28, 1975.

TRANSFER TO PERMANENT STATUS

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

- Arturo E. Balbastro as Associate Professor IV of Remedial Law (part-time), College of Law, effective August 1, 1974.
- Abraham S. Catacutan as Residence Head (Range 8), Narra Residence Hall, effective July 1, 1974.
- Casto R. Herminio as Plant Pathologist-Entomologist (Range 8), University of the Philippines Basilan Land Grant, effective July 1, 1974.
- Albino C. Lumen as Instructor II in Mathematics, University of the Philippines at Tacloban, effective June 1, 1974.
- Salvacion R. Manuel as Administrative Officer (Range 8), University Library, effective July 1, 1974.
- Nieves Erlinda R. Mateo as Instructor II in Physical Education, University of the Philippines at Tacloban, effective June 1, 1974.
- Editha A. Reyes as Training Specialist II, Institute for Small-Scale Industries, effective August 1, 1974.
- Daisy R. Soledad as Instructor II in Physical Sciences, University of the Philippines at Tacloban, effective June 1, 1974.

Roberto C. Tan as Assistant Professor I of Ophthalmology (part-time), College of Medicine, and Attending Ophthalmologist (part-time), Philippine General Hospital, effective August 1, 1974.

SCHOLARSHIPS, FELLOWSHIPS, GIFTS AND GRANTS

The Board clarified its resolution accepting the grant from the *Family Planning International Assistance* and the *International Association for Voluntary Sterilization* for the project "Training Center for Surgical Sterilization" (848th Meeting, 27 June 1974,) to wit:

The approval and implementation of the research contract shall be subject to the condition that the physical improvements and surgical equipment from the grant will automatically become the property of the Philippine General Hospital at the termination of the grant in addition to the return to the ward of the spaces used by the training center for the use of hospital patients.

COLLECTION OF FEES

The Board approved the increase in the graduate admission fee at the College of Home Economics from P10.00 to P20.00 for Filipinos and from \$10.00 to \$20.00 for foreign applicants, effective the second semester, academic year 1974-1975, and to constitute into a revolving fund income from such fees, to be used in defraying expenses in connection with the administration of the graduate program.

In accordance with the Board's resolution at its 832nd meeting on 26 April 1973, one-half of the fees will be retained by the unit and the other half to be given to the unit administering the test.

The Board approved the revision of the recently approved laboratory fees in the College of Pharmacy, as follows:

| Subject | Present Rate | Revised Rate |
|------------------------------|--------------|--------------|
| Pharmacy 290 | P21.00 | P 42.00 |
| Industrial Pharmacy 300 | 21.00 | 60.00 |
| Pharmacy 300 | 14.00 | 60.00 |
| Pharmacy 500 | — | 120.00 |
| Pharmaceutical Chemistry 300 | 42.00 | 60.00 |
| Pharmaceutical Chemistry 500 | — | 120.00 |

The Board authorized applicants for admission to the University, who are not Filipino citizens but are children of full-time members of the faculty and/or the administrative staff, to pay the basic application fee of P10.00 paid by Filipino applicants, instead of \$10.00 as paid by foreign applicants.

The Board noted that this fee shall be raised to P15.00 with the UPCAT to be administered in December 1974.

REVISED SCHEDULE OF RATES

The Board approved the following revised schedule of photocopying rates in the University Library:

Short or legal size 10 copies or less —P0.70 per copy
 Short or legal size 11 copies or more —P0.60 per copy
 Master size (10 x 14) —P0.70 per copy

At present, the charge per copy for photocopying irrespective of the number of copies, is a flat rate of P0.70. To provide incentive to students and other library users

to avail of the photocopying service, the revised rates have been approved.

The Board approved the increase in the rates of composing jobs of U.P. Science Education Center's IBM Composing Unit for all jobs (for U.P. and outside entities or parties with priority in terms of time schedule given to jobs for U.P. units), effective October 1, 1974, as follows:

| | From | To |
|---------------------------|--------|--------|
| a. For straight composing | P 6.00 | P 7.50 |
| b. For tables | 11.00 | 12.50 |

The present basis for computation of the rates as approved by the Board at its 826th meeting on 27 November 1972 will remain the same.

Increase in maintenance cost and cost of materials, i.e., tapes, ribbons, and fonts, necessitates the above increased rates.

CREATION OF CLASS COMMUNITY RELATIONS OFFICER

The Board approved the creation of class Community Relations Officer (Ranges 9 and 10).

This position will be descriptive of the duties and responsibilities of an officer in the Philippine Executive Academy and other units of the University with similar functions. Mainly the incumbent promotes greater collaboration and rapport between the public and the unit where he is employed.

Creation of this class will provide the necessary leeway by which our top ranking administrative staff can best discharge their duties and responsibilities. Moreover, this will update the index of administrative classes.

TEACHING LOAD SERVICES IN U.P. ELEMENTARY SCHOOL

The Board clarified the applicability to the Elementary School of its 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).

OCCUPATIONAL HAZARD DIFFERENTIAL AMONG INSTITUTION WORKERS ASSIGNED IN PSYCHIATRY UNITS

The Board approved the extension among institution workers assigned in the psychiatry units in the Philip-

pine General Hospital of the difficult assignment differential for the very same reasons that the nurses and nursing attendants are given these benefits "in view of their direct participation and involvement in the care of psychiatric patients and their exposure to physical hazards in the event of attack of patients." Although it may be true that the institution workers have no direct involvement as far as actual nursing care is concerned, they are very much involved in the control of violent patients and exposed to physical injuries that may be inflicted by these patients.

In this connection, the Board categorized this benefit as *occupational hazard differential*, as differentiated from the difficult assignment differential, the former applicable to those exposed to some hazards not necessarily present in the other units or departments of the hospital (such as radiation and physical harm) while the latter is given those who work under exacting and unique conditions and demands which make their work more difficult than that in the wards (such as those assigned in the operating room, emergency room, etc.).

CREATION OF TITLES AS WRITER-IN-RESIDENCE, ARTIST-IN-RESIDENCE, MUSICIAN-IN-RESIDENCE, ETC.

The Board approved the creation of such titles as Writer-in-Residence, Artist-in-Residence, Musician-in-Residence (as the case may be) for highly qualified and deserving faculty members in the creative arts (literature, fine arts, music), who shall not be regularly performing administrative functions in order to qualify for the title, effective upon approval. This title shall be held by the faculty member concerned for a period of three (3) years, renewable for like periods if proof of production is demonstrated, and will entitle the holder to the following privileges for the period such title is held:

- a. A teaching load of not less than three (3) but not more than six (6) units per semester or trimester;
- b. An honorarium of P3,000.00 per annum, in addition to the full salary; and
- c. Temporary enjoyment of cumulative vacation and sick leaves.

The Board noted that a number of the faculty members in the creative arts are urgently in need of time to work on their projects. While some have been given reduced teaching load of three (3) units, such a reduction has not really given them ample time to be productive during their most active years.

It is therefore high time the University extended this recognition to deserving faculty members who are also creative artists and writers in their own right in order to fully exploit their potentials.

It is understood that more than one deserving person in each category may be appointed at the same time such that for example there may simultaneously be a poet-in-residence, a novelist-in-residence, a historian-in-residence, a painter-in-residence, a sculptor-in-residence, etc.

ADOPTION OF NEW SALARY SCALE

The Board approved the adoption of a new salary scale for academic and administrative personnel of the University,

effective July 1, 1974, in order to comply with the Presidential directive authorizing the payment of a 10% across-the-board salary adjustment for all employees of the national government.

(For the new salary scale, see pages 148-150)

INTERNAL OPERATING BUDGET OF THE UNIVERSITY SYSTEM

The Board approved the Internal Operating Budget of the University System for Fiscal Year July 1, 1974 to June 30, 1975, in the total amount of P132,582,500.00, including all funds.

REVISED RULES ON AUTOMATIC PRE-RETIREMENT INCREASE IN SALARY FOR ADMINISTRATIVE PERSONNEL

The Board approved the revised rules on automatic pre-retirement increase in salary for administrative personnel (those who will retire at compulsory retirement age of 65), subject to the following conditions:

- a. The automatic pre-retirement increase in salary shall be given not earlier than one (1) year nor later than three (3) months prior to the date of retirement, as follows:
 - (1) One-step increase — for those who shall have rendered at least 15 years but below 20 years of service to the University at the time of retirement.
 - (2) Two-step increase, or the maximum step of the range, whichever is higher — for those who shall have rendered at least 20 years of service to the University at the time of retirement.
 - (3) In exceptionally meritorious cases, the President may give more than the increases indicated in (1) and (2) above.
- b. For the purpose of determining the automatic pre-retirement salary increases proposed in item a above, the 1973 salary scale shall be considered as continuous, as follows:

| | |
|---------------|----------------|
| 1 — P3744.00 | 20 — P11376.00 |
| 2 — 3996.00 | 21 — 12036.00 |
| 3 — 4260.00 | 22 — 12736.00 |
| 4 — 4536.00 | 23 — 13464.00 |
| 5 — 4824.00 | 24 — 14244.00 |
| 6 — 5124.00 | 25 — 15072.00 |
| 7 — 5448.00 | 26 — 15924.00 |
| 8 — 5772.00 | 27 — 16824.00 |
| 9 — 6120.00 | 28 — 17772.00 |
| 10 — 6468.00 | 29 — 18780.00 |
| 11 — 6840.00 | 30 — 19836.00 |
| 12 — 7236.00 | 31 — 20952.00 |
| 13 — 7656.00 | 32 — 22140.00 |
| 14 — 8112.00 | 33 — 23400.00 |
| 15 — 8580.00 | 34 — 24720.00 |
| 16 — 9084.00 | 35 — 26112.00 |
| 17 — 9612.00 | 36 — 27480.00 |
| 18 — 10164.00 | 37 — 28896.00 |
| 19 — 10752.00 | |

c. The giving of an automatic pre-retirement salary increase shall not preclude giving merit promotion/increase to administrative personnel due for retirement; provided, however, that such merit promotion shall be given not later than one year prior to the

effective date of the compulsory retirement.

The above rules conform with the automatic pre-retirement increase in salary for the academic personnel of the University.

PRESIDENTIAL APPOINTMENTS

The President approved the following appointments:

Juan Francisco as Acting Dean, University of the Philippines at Clark Air Base, effective August 1, 1974 until the return of Dr. Romeo V. Cruz, but not later than November 30, 1974.

Edita Tan as Chairman, Fellowship Committee, School of Economics, effective August 1, 1974 until May 31, 1975.

SEPARATIONS FROM THE SERVICE

Resignations

Rufino Bumatay, Jr. as Custodial Worker, Physical Plant Office, effective August 15, 1974.
 Alejandrina P. Camitan as Clerk-Typist, Philippine Executive Academy, effective August 21, 1974.
 Narcisa Q. Fajardo, as Instructor, College of Medicine, effective August 15, 1974.
 Beatriz S. Gonzales as Residence Hall Assistant, Sanggumay Residence Hall, effective August 8, 1974.
 Arsenio Guerrero as Radio Technician, University of the Philippines at Baguio, effective August 21, 1974.
 Porfirio Jesuitas as Chairman, Department of Science Teaching, College of Education, effective August 8, 1974.

Lolita F. Lupino as Library Aide, Institute for Small-Scale Industries, effective August 1, 1974.
 Leoncio Miralao, Jr. as Training Associate, School of Economics, effective August 1, 1974.
 Conrado Quiamson as Supervising Security Guard, Quezon Land Grant, effective August 12, 1974.

Retirements

Alfonso Ma. Carreon as Senior Dentist (with the rank of Associate Professor), University Health Service, effective August 2, 1974.
 Rodolfo J. Praico as Automotive Mechanic, College of Engineering, effective August 19, 1974.

CONTRACTS AND AGREEMENTS

The Board confirmed the following contracts and agreements at its 851st Meeting on 29 August 1974:

1. Memorandum of Agreement with National Manpower and Youth Council and the National Census and Statistics Office

A memorandum of agreement was entered into among the National Manpower and Youth Council, Quezon City, the University through the Statistical Center, and the National Census and Statistics Office for the joint training of statistical manpower under a financial assistance from the Council in the amount of ₱232,400.00 initially for a period of four (4) years, effective upon the execution thereof.

2. Memorandum of Understanding with Philippine Council for Agricultural Research

A memorandum of understanding was entered into between the University and the Philippine Council for Agricultural Research providing an initial fund of ₱50,000.00 for the establishment of a fellowship-study grant in the College of Fisheries, to be known as the "PCAR Undergraduate Fellowship-Study Grant."

3. Agreement with V. Ilustre & Sons Corporation

An agreement was entered into between the U.P. Quezon Land Grant and V. Ilustre & Sons Corporation, whereby the University grants to the Corporation the right to use the road inside the Quezon Land Grant, which is approximately 1.2 kilometers fronting the administration building and leading to B. Kapatalan, at a fee of ₱5.00 per truck per trip, and subject to other conditions, as stated in the contract.

4. Contracts Entered into Between UPLB and Outside Agencies

The Board confirmed the following contracts approved by the President between the University of the Philippines at Los Baños and outside agencies:

(1) Memorandum of Agreement with the Central Bank (CB).

This pertains to a CB-UPLB Research Project the objectives of which are to assess the economic impact

of the agricultural credit program financed out of the proceeds of the First and Second Parts and Part A of the Third Rural Credit Project, and to conduct other studies on the sociological/social-anthropological, engineering and administrative aspects of the credit program. The Agreement provides, among others, that the UPLB shall administer the research project through the Assistant for Research with the assistance of a duly appointed Project Director in accordance with UPLB policies; whereas the CB shall make available to the UPLB the sum of ₱374,431.00 as financial support for the undertaking. The Agreement shall be in effect for one year from the date of its effectivity unless extended or terminated sooner by mutual consent of the parties.

(2) Memorandum of Agreement with the Bureau of Vocational Education (BVE).

This Agreement is pursuant to the implementation of the Supervised Farming Program as the core of instruction in agricultural schools, whereby the BVE has established a financial support to be given to agricultural schools and colleges under the Central Bank-Department of Education and Culture-Agricultural Loan Fund Scheme. For the effective and proper execution of the agricultural loan fund, the UPLB has agreed to administer the training program for vocational teachers, farm managers, administrators and supervisors who shall directly implement the supervised farming program in each of the recipient project institutions; whereas the BVE binds itself to remit to UPLB the sum of ₱52,171.73 to finance the training program.

(3) Memorandum of Agreement with the Philippine Council for Agricultural Research (PCAR).

This refers to the PCAR-UPLB Integrated Research Program, third batch, which consists of the following research projects:

- a. Unconventional Food Sources: Plant Leaves as Sources of Protein;
- b. An Economic Study of Pasture Leases in the Philippines; and

c. Studies on Diseases of Forage and Pasture Crops in the Philippines.

Under the Agreement, PCAR is committed to remit to UPLB the total amount of ₱353,390.00 to finance the research projects. The UPLB, on the other hand, agrees to provide the services of competent faculty and staff necessary to carry out the undertaking. The Agreement shall take effect upon its execution and shall be in force unless terminated by mutual consent of the parties.

- (4) *Memorandum of Understanding with the Southeast Asian Regional Center for Graduate Study and Research in Agriculture (SEARCA), and the Educational Development Projects Implementing Task Force (EDPITAF) creating the Social Laboratory Policy Board.*

Under the Agreement, the parties agree to create a Social Laboratory Policy Board for the general purpose of planning, promoting and coordinating a network of social laboratory projects in the Philippines. The Policy Board shall be composed of the Chancellor of UPLB as chairman, with the Director of SEARCA and the Executive Director of EDPITAF as members. A Secretariat, to be headed by an Executive Secretary, shall also be established the functions

of which, among others, are to carry out the policies and programs adopted by the Policy Board and operationalize the coordination and communication system between the Policy Board and the participating institutions.

- (5) *Amendments to the Memorandum of Agreement with the Barrio Book Foundation, Inc. (BBFI), the Board of National Education (BNE), and the Los Baños Rural Bank (LBRB).*

The amendments provide for an increase in the guarantee fund from ₱15,000.00 to ₱20,000.00 which is to be used and administered in the manner provided in the original amendment, and increase in the maximum loan allowed per student from ₱500.00 to ₱1,000.00.

- (6) *Donations from the Southeast Asian Regional Center for Graduate Study and Research in Agriculture (SEARCA)—*

(a) For the Executive House and Guest House — donations with a total amount of ₱138,621.30, consisting of furniture, draperies and other accessories, kitchen wares, and linens and other items.

(b) For the Los Baños Union Building — donations with a total amount of ₱44,250.00 consisting of furniture, draperies and other accessories, kitchen wares, and linens and other items.

HISTORICAL PAPERS AND DOCUMENTS

NOTES ON A CONFERENCE

BY OSCAR M. ALFONSO
Secretary of the University

If Superstar came on July 26 once more and prodded anyone in Quezon Hall to "take me to your leader" for the necessary permit to shoot Diliman, it would have had to be changed quickly to "your second in command" and then to "third in command," and farther down the pecking order.

The top of the order was in Baguio. The President with Mrs. Lopez. The vice-president for academic affairs. The vice-president for administration. The secretary of the university. The deans, save only Drs. Herrera, Cabrera, Picache, Encarnacion and Cruz who were, of course, represented. The directors and unit heads. The college secretaries. And the presidential and vice presidential assistants, and assistants to some deans.

And Regent Tomas S. Fonacier, a senior member of the Board of Regents.

* * *

Weekend of July 26-28 they were in Baguio for what was so technically dubbed the first Management Development Conference of Deans, Directors and College Secretaries.

The professed objectives: (1) to identify and illumine the common and unique problems of college, institute and unit administration, (2) to provide an exchange of experiences and solutions to these problems, and (3) to evolve alternative or new approaches to the solution of these management problems.

* * *

For two days and two nights, Pines Hotel was both home and office to some 130 lowlanders from throughout the U.P. System.

Pines was fine with its newly-refurbished rooms and imported bathroom fixtures. Except for the audibility of one's next-door neighbor up and scuffling about and talking to roommate at 5:30 in the morning. Meals and snacks were respectable, breakfast more than ample, being (surprise!) buffet.

* * *

Spouses of some conference participants came paying their way: Mrs. A.L. Bonifacio, Mrs. F. Salamanca, Mrs. C.S. Alfonso, Cesar Pangalangan, Roman Santos.

They were there for the sheer pleasure of being with husband/wife—at breakfast, at lunch, at dinner, if that is sheer pleasure. And to lend aid and comfort after one particular session, as it turned out. But any thoughts of daytime enjoyment of Baguio with spouse flew quickly out the window. The tight conference schedule saw to that.

* * *

The President in this keynote speech charged the conference to "deal with matters less philosophical and esoteric, more pragmatic and practical, that is, with the day-to-day problems of running the University and administering its affairs." Afternoon of the following day, noting the opposite drift of the discussions theretofore, the President somewhat impatiently remarked at

the third plenary session: "I thought we were going to take advantage of this opportunity to tackle housekeeping problems."

Following which one participant took the floor forthwith and engaged one of the session speakers in a high-flown discussion of a strictly theoretical point.

* * *

Four plenary sessions were held: Friday afternoon almost directly upon arrival of the participants; Saturday morning; Saturday afternoon; and Sunday (yes, Sunday) morning. The conference thrice divided into five work groups, after the first plenary and before and after the third. Time was somehow found for meals.

The Cañao Room doubled, nay, tripled as dining room, plenary room (classroom?), and part-time civility chamber. Work groups met in small rooms downstairs back of the Cañao.

* * *

One of the plenaries was not quite the "disaster" some vocally said it was. Nothing that a quantum of firmness in moderation, and a modicum of self-discipline in time utilization and some lucidness in paper presentation could not have helped. The session was most instructive contrariwise.

Lesson one: the use of the comparative. Long, longer, longest. Tedious, more tedious, most tedious.

Lesson two: two senses or uses of the word "suffer"—to allow or to tolerate; and to undergo or to go through.

It was educational in a telling way.

* * *

Quickest to learn were the conference organizers. That evening after dinner, they held an emergency pow-wow. They discovered there is such a thing as allocating time among paper presenters.

And so was born the 15-minute allocation. Still, even the better presenters found it a strain keeping within this at the next session. But no matter. It was a better session, and another lesson had been driven home: the value of feedback when it is direct and unequivocal.

* * *

The conference air was thick with jargon, worse compounding the long wearisome presentation of some papers. Before the start of one work group meeting, Dean R. O. Julianio remarked: "*Sumasakit na ang ulo ko. Puro jargon!*" Commented Dr. D. A. Ramirez: "I thought they would put it in layman's language."

The President no less referred to this in his closing remarks on Sunday noon. He agreed with Dean A. L. Juinio's observation the evening before, during cocktails at Camp John Hay: on the whole, this has been a good conference; let's have more of it; but let's have less jargon.

* * *

One of the better papers in point of both content and delivery came from Dean M. F. Bonifacio. The paper was specific on its subject of what makes for good leadership

in an academic unit, and by being thus specific the writer placed himself on the block, as it were, by holding up a mirror against which to be judged. As regards the delivery, Chancellor A. G. Samonte remarked enthusiastically: "*Magaling si Bonifacio ah!*"

Dean R. K. Mangahas commented that a good dean, a true leader of his faculty, must maintain a low profile. He should never be a threat to his faculty and should not compete with his faculty. One of the areas where this should be true, she said, is in getting travel grants, for a fair dean should give more opportunities for his faculty to travel.

* * *

A model of paraphrasing and conciseness was PEA Deputy Administrator P. M. Manalo's presentation of the paper of Administrator C. P. Ramos, who was abroad. The delivery was clear and forceful and gave neither time nor reason for anyone to fidget.

* * *

The conference derived success from the President's presence and active participation, in all the plenary sessions and the work group meetings as well. He missed only a small portion of the plenary on the morning of July 27 while he hid himself to U.P. at Baguio at about 10:30 to inaugurate its new high school building, after which he hurried back to the session.

Not knowing what time the inauguration would be, I had asked the President before the start of the session whether he would be there for the scheduled "confrontation" between central administration and the conference participants. There would be some questions only you can answer, I said. Yes, of course, he replied; I want to be there.

* * *

Perhaps the best part of the whole conference was the "confrontation" — actually, happily a "dialogue." Clarifications were made on many important points on Saturday morning and again the following Sunday morning.

The President, by turns agreeable, only rarely annoyed, occasionally admonitory, but mostly relaxed and in fine humor, fielded questions frankly and directly. The most candid moments came when he limned the relationship of the deans with the President and how he would treat with those among them who are aloof, indifferent or hostile.

* * *

Questions concerning promotions took a good two hours. Dean I. R. Cortes wanted to know about priorities. Vice-President N. B. Tablante said priority is given to those who have received only a one-step promotion or not at all in the last five years or more.

Neglected faculty members are looked into first, according to the President, though not necessarily promoted first, for there might be valid reasons for their not being promoted. On the other hand, one may have been recently promoted, but before that he may not have been promoted for five years or longer, and so he has to be brought abreast of his contemporaries if he had been neglected in the past although he had been doing good work. The President made it clear he is not for a hard-and-fast rule that no promotion can be given within one or two years after the most recent one; such a rule can

only be implemented on the basis of an overall review of the faculty member's record.

* * *

Dean D. C. Salita pointed out that promotions in Arts and Sciences are among the slowest. By actual examination of the records, he said, it had been established that there are some who have been instructors for from nine to fifteen years, while some of their former students are now associate or even full professors.

Chancellor Samonte also thought that promotions in AS were the slowest, but that was before he went to Los Baños. He discovered several Ph. D. holders there who are still assistant professors after so many years. If there is anything slower than slowest, interposed Dean C. A. Manuel, then it is Iloilo.

Another lesson in the comparative.

* * *

Director G. G. Carreon wanted a system of feedback whereby recommending officials can be informed about the reasons for reducing or disapproving recommendations for promotions (available funds notwithstanding, sometimes) so that they can be explained to the faculty and they will then know what to do to be deserving of promotion. Director F. M. Bacungan said the reasons may sometimes be so obvious that it would be ridiculous to explain. But recommendations are well considered before they are submitted, and the actions of deans are presumably rational.

Dr. Tablante, spreading the welcome mat with cups of coffee to boot, assured the deans they can come to his office.

Replying to a question from the President as to whether the deans tell their faculty members the reason for their not being promoted, Director Bacungan drew exuberant laughter when he offered this explanation which he had given someone whose promotion he had recommended but which had been turned down by the personnel committee: "It turns out that according to the high traditions of excellence of this university, you are not acceptable; it may well be that because I'm new on this job, I did not realize those traditions very well."

* * *

The President enjoined the deans to minimize the occasions when they recommend everybody for promotion because they do not want to hurt anybody and they expect the Academic Personnel Board will do the screening anyway. "You don't want to be in bad terms with your faculty, you want to be friends with all of them, and so you do not want to assume the responsibility of disappointing them. You then tell your faculty, it was Quezon Hall that disapproved your promotion." Please do not overdo this, the President said, and he asked the deans to do some screening in good faith at their level.

* * *

Dean P. G. Ramos inquired whether there is a definite sum allocated for promotions, and how often the deans can send up recommendations, and when. Director G. J. Mateo replied that P250,000 was set aside for promotions in last year's budget. Its use had to be suspended, however, because of the need for funds to support the implementation of the new salary scales.

Vice-President R. C. Portugal pointed out that in the case of administrative personnel, recommendations are

due twice a year, in May and October, for promotions effective July 1 and January 1, respectively. The President commented that quarterly submission of recommendations might be a good idea, so that the level of work of the Academic Personnel Board would be even and regularized during the year, thereby avoiding slack or heavy months.

* * *

Dean Juinio posed the problem of faculty members in some disciplines or units whose salaries are not competitive with those outside the University and who therefore find it difficult to remain with the University. What can be done? If they are given higher salaries there would be an imbalance in salary scales.

The President recalled that when he came in 1969, one of his first concerns was to correct the different salary scales in various units of the University, and so, uniform scales were adopted for all units. On general principles of justice and equity, he stressed, basic salary scales must be uniform throughout the University, and he would not want to go back to the differential scales of five years ago. Recognizing the seriousness of the problem raised by Dean Juinio, however, the President indicated certain approaches to the problem, such as the granting of professorial chairs and allowing faculty members to accept consultancies outside the University.

* * *

Addressing himself to the matter of recruitment, the President reminded the deans to use their best judgment in getting new faculty members. He noted that a great many of the recommendees have only a bachelor's degree, and that some of them have very poor records "with 5's all over their transcripts."

Please exercise more stringent control of recruitment procedures, the President said, and let us at least get the cream of the crop if we must employ those without M.A. or Ph.D.

* * *

Before hurrying out for his engagement at the U.P. at Baguio campus, the President turned to the question, what is the role of a dean in the University set-up?

The deans being line officers, the President said, they tend to regard themselves mainly if not exclusively as deans of the faculty, as the leaders of their faculty. But he hoped they do not forget that in addition to being deans of their faculties, they are the representatives of the administration, the alter ego of the President, in their unit.

* * *

The President went on:

"That's why you have a hell of a job. (Laughter from the audience.) That's why I too have a hell of a difficult job. (Laughter.) You are between two fires—the faculty and the administration.

"But if it's any comfort to you, so am I caught between *you* and the Board of Regents.

"So don't act as if all you have to worry about is your faculty. Please try now and then to worry about me, too." (Loud laughter.)

* * *

He wanted to make a point of this, continued the President, because in recent months he had been made very keenly aware that some deans behave toward him as if

he were commander of a citadel that must be stormed by the members of their faculty, and the dean must lead an army against Quezon Hall.

"Well, you better think twice. You are not just leading your faculty. You are *my* man in your unit. And let nobody forget it! (Loud laughter.)

"If you think you're there because your faculty loves you (laughter), fine. Don't forget that you're there because *I* love you!" (Loudest laughter, with prolonged applause.)

* * *

Dean N. M. Nisperos adverted to the need to help new units like U.P. at Tacloban and to rotate faculty from Diliman for assignment in the regional units. Dr. Tablante said a proposal had been submitted for the assignment of faculty members from Diliman to regional units for at least one semester, to teach there and to help develop programs, with similar incentives as already approved by the Board of Regents for such assignments for at least one year.

Chancellor Samonte commented that while he is for helping develop programs of regional units that are complementary to those of other units of the University System, there is the problem that we have been too permissive, if not "promiscuous" in sharing highly talented manpower with the external units. From the management point of view, he said, we must see to it that our Ph.D. holders are properly utilized. Spreading themselves too thin and letting them spend a weekend commuting to and from a far place, would sap their energy and would not be conducive to creativity or productivity.

* * *

The Chancellor expressed grave doubts about the wisdom of sending lecturers to the regional units every two weeks to cover six hours of class work in a short period of only one day, teaching in one day what they would take two weeks to cover if the course were taught in Diliman or Manila.

He urged a serious restudy of the situation and the application of such concepts as "critical mass" and "economic size" to the operations of the University, including assignments to regional units and special detail in other agencies.

* * *

On rejoining the session after the inauguration of the U.P. at Baguio high school building, the President referred to the remark made in his absence by Dean Bonifacio that even parents do not love all their children equally.

Dean Bonifacio hastened to interject, drawing guffaws from the President and from everyone: "Mr. President, I posited a psychological principle rather than a practice in the administration."

* * *

The President then said:

"I'm human. I'm not going to claim here that I like or I love all the deans equally. (Laughter from the audience.)

"But I like to think that I have treated you all fairly. And I mean to do this in the future.

"I'll be frank with you. There are some deans who have displeased me. I'm human, like the rest. (Laughter.) I'm not going to say that I'm insensitive to your treat-

ment of me. After all, love is a two-way affair, right?" (Laughter.)

(*Amor con amor se paga*, Dean Cortes said beside me, quoting someone.)

* * *

The best kind of love, the President said, is the reciprocal type, not the one-way kind. But in some cases there are personal differences, and often the difference is with some deans, not with him.

"I react to how you behave toward me. And that's very human. I'm not going to tell you that no matter how you treat me I'll be nice to you just the same. (Laughter.) That would be untrue, dishonest."

* * *

If he is treated with respect, with consideration, with affection, the deans will get the same kind of treatment from him, the President continued.

"Now, if you treat me in a different way, with aloofness, indifference, *with hostility*, then you also get that kind of treatment! (Laughter.) But I will try nevertheless to be fair and just to you. But that's all you'll get!" (Laughter.) (And applause.)

* * *

It was a long, fruitful Saturday capped fittingly enough by dinner at John Hay. "Tie a yellow ribbon round the old oak tree," played and sung by a male trio on request, wafted its welcome lilting notes at tea time.

But there were flies in the ointment. Dean F. A. Bernardo's pants would not come unstuck from his seat because someone had used the chair to relieve himself of chewed chewing gum.

Over at Session Road a brown Ford, Dr. Tablante's official car, ran smack into an electric post, the driver momentarily blinded by the bright headlights of an oncoming car. Badly damaged, the car had to be towed to the local U.P. campus, there to await the tender ministrations of an imported automotive surgeon from Manila.

* * *

At the last plenary on Sunday morning, attention focused on the Physical Plant Office and other administrative offices. (Unaccountably, the list of invited participants did not include the PPO director, although the chief accountant, the assistant auditor and a representative from the property division were there.)

The deans wanted to know why the PPO takes longer and charges more for repair and other jobs than if the same were done outside. They complained about the auditor's office disallowing reimbursement of taxi fare even for urgent, official trips. Dean Cortes wanted to know by what criteria or priorities official cars are assigned to units, and promptly staked a claim on one of the remaining available ones.

Dr. H. R. Estrada recalled how he once had to claim a load of laboratory mice from the Manila International Airport, and how on earth could he have transported them from there by bus? Director M. A. Dia called at-

tention to frequent voltage fluctuations that could wreak havoc on electric and specially electronic equipment.

* * *

Reacting to some of the comments or suggestions, the President:

a. Endorsed the suggestion of Dr. Estrada to put up a warehouse or central storeroom for unusable or discarded equipment, so that ingenious members of the U.P. community may go there and have their pick of whatever parts they may have official use for.

b. Asked the auditor, through the assistant auditor who was present, to allow travel of deans by taxi for urgent, official matters.

c. Stated that PPO charges for making furniture or doing repairs should be competitive with the going rates of private enterprise; otherwise, the deans might as well be allowed to go out of the University for job orders.

d. Strongly suggested a hard, close look at the recruitment and training program of the PPO, because in employing people it appears it does not adequately check the qualifications and experiences of applicants and does not get the best masons, the best carpenters, the best electricians, etc.; and many among the present complement are getting old and not in touch with the latest developments in their field.

e. Welcomed the plan of Director B. T. Miranda to set up a mini-PPO in the Natural Science Research Center because "healthy competition is always good and might induce the PPO to do a better job."

* * *

The PPO having been given its proper share of attention and affection, the rest of the last plenary was a quickie. It was announced that discussions on the work group reports would be limited—"we're rushing because there's a clamor to give a little time for shopping."

Dean Bernardo, Dean Cortes and Dean Julianio presented the summary reports from the various work groups, with nary a discussion or a question, only a brief comment from Mr. R. T. Domingo.

* * *

There remained for the Management Education Council to look over the major points and recommendations of the conference, to prepare a document for submission to the President, and to indicate which recommendations can soon be implemented.

For the conference participants, there were the shops at Session Road. Seen at a vegetable mart near a bus terminal before wending their way back to Diliman were Dr. Tablante, Dr. F. Dumlao-Fernandez, the Salamancas, Acting Dean E. T. Velasco, the Bonifacios, Director Dia, Prof. O. L. Evangelista, Dr. G. H. Abad, Mr. M. C. Ronas, and Mrs. I. Kim.

* * *

It was "the end of a good beginning," as Chancellor Samonte put it; "an experience that will motivate us to know more about the realities, intricacies and requirements of management."

For, he adds, any administrator who thinks he has finished his management education is finished but not educated.

NEW U.P. SALARY SCALE

Approved by the Board of Regents at its 851st Meeting on 29 August 1974 Pursuant to Budget Circular No. 240
on 10% Salary Increases earlier Ordered by President Ferdinand E. Marcos effective 1 July 1974.

| FACULTY | | | | Designation | Step | Annual | Monthly |
|------------------------|------|----------|---------|----------------------------|------|--------|---------|
| Rank | | Annual | Monthly | | | | |
| INSTRUCTOR | I | 9,180 | 765 | Senior Research Assistant | 3 | 9,060 | 755 |
| | II | 9,708 | 809 | Senior Training Assistant | 4 | 9,588 | 799 |
| | III | 10,296 | 858 | | 5 | 10,140 | 845 |
| | IV | 10,956 | 913 | | 6 | 10,728 | 894 |
| | V | 11,820 | 985 | Admissions Associate | 1 | 9,060 | 755 |
| | VI | 13,008 | 1,084 | Guidance Associate | 2 | 9,588 | 799 |
| ASST. PROF. | I | 13,008 | 1,084 | Librarian II | 3 | 10,140 | 845 |
| | II | 13,800 | 1,150 | Research Associate | 4 | 10,728 | 894 |
| | III | 14,652 | 1,221 | Training Associate | 5 | 11,340 | 945 |
| | IV | 15,576 | 1,298 | | 6 | 12,000 | 1,000 |
| | V | 16,572 | 1,381 | Admissions Specialist I | 1 | 10,728 | 894 |
| | VI | 17,628 | 1,469 | Editor of Legal Pub. I | 2 | 11,340 | 945 |
| | VII | 18,684 | 1,557 | Guidance Counselor I | 3 | 12,000 | 1,000 |
| | VIII | 19,740 | 1,645 | Law Researcher I | 4 | 12,708 | 1,059 |
| ASSOC. PROF. | I | 17,100 | 1,425 | Legal Aid Attorney I | 5 | 13,440 | 1,120 |
| | II | 18,084 | 1,507 | Legal Edu. Officer I | 6 | 14,220 | 1,185 |
| | III | 19,272 | 1,606 | Management Specialist I | | | |
| | IV | 20,460 | 1,705 | Medical Researcher I | | | |
| | V | 21,780 | 1,815 | Programmer I | | | |
| | VI | 23,232 | 1,936 | Researcher I | | | |
| | VII | 24,468 | 2,039 | Science Edu. Specialist I | | | |
| | VIII | 26,136 | 2,178 | Training Specialist I | | | |
| PROFESSOR | I | 21,192 | 1,766 | Librarian III | 1 | 12,000 | 1,000 |
| | II | 22,440 | 1,870 | | 2 | 12,708 | 1,059 |
| | III | 23,892 | 1,991 | | 3 | 13,440 | 1,120 |
| | IV | 25,416 | 2,118 | | 4 | 14,220 | 1,185 |
| | V | 27,120 * | 2,260 | | 5 | 15,036 | 1,253 |
| | VI | 28,920 * | 2,410 | | 6 | 15,900 | 1,325 |
| | VII | 30,900 * | 2,575 | Admissions Specialist II | 1 | 13,440 | 1,120 |
| | VIII | 33,120 * | 2,760 | Guidance Counselor II | 2 | 14,220 | 1,185 |
| UNIV. PROF. | | 44,400 * | 3,700 | Editor of Legal Pub. II | 3 | 15,036 | 1,253 |
| | | | | Law Researcher II | 4 | 15,900 | 1,325 |
| | | | | Legal Aid Attorney II | 5 | 16,800 | 1,400 |
| | | | | Legal Edu. Officer II | 6 | 17,748 | 1,479 |
| | | | | Management Specialist II | | | |
| | | | | Programmer II | | | |
| | | | | Researcher II | | | |
| | | | | Science Edu. Specialist II | | | |
| | | | | Training Specialist II | | | |
| | | | | Librarian IV | 1 | 15,900 | 1,325 |
| | | | | | 2 | 16,800 | 1,400 |
| | | | | | 3 | 17,748 | 1,479 |
| ACADEMIC NON-TEACHING | | | | | 4 | 18,744 | 1,562 |
| Designation | Step | Annual | Monthly | | 5 | 19,800 | 1,650 |
| Research Aide | 1 | 4,560 | 380 | | 6 | 20,928 | 1,744 |
| | 2 | 4,836 | 403 | | | | |
| | 3 | 5,124 | 427 | | | | |
| | 4 | 5,436 | 453 | | | | |
| | 5 | 5,748 | 479 | | | | |
| | 6 | 6,096 | 508 | | | | |
| Law Research Aide | 1 | 6,816 | 568 | | | | |
| Research Assistant | 2 | 7,212 | 601 | | | | |
| Training Assistant | 3 | 7,632 | 636 | | | | |
| | 4 | 8,088 | 674 | Editor of Legal Pub. III | 1 | 16,800 | 1,400 |
| | 5 | 8,556 | 713 | Executive Dev. Officer I | 2 | 17,748 | 1,479 |
| | 6 | 9,060 | 755 | Law Researcher III | 3 | 18,744 | 1,562 |
| Law Research Assistant | 1 | 8,088 | 674 | Legal Aid Attorney III | 4 | 19,800 | 1,650 |
| Librarian I | 2 | 8,556 | 713 | Legal Edu. Officer III | 5 | 20,928 | 1,744 |

* This has been adjusted by P2,400 only as prescribed
in Budget Circular No. 240 dated July 22, 1974.

| | | | | | | |
|-----------------------------|--------|----------|--------|---------------------|--------|----------------------------|
| Management Specialist III | 6 | 22,116 | 1,843 | d. Special Lecturer | P22.00 | per hour of actual service |
| Researcher III | | | | | 27.50 | " |
| Science Edu. Specialist III | | | | | 33.00 | " |
| Systems Programmer I | | | | | 38.50 | " |
| Training Specialist III | | | | | 44.00 | " |
| | | | | | 49.50 | " |
| Admissions Specialist III | | | | | 55.00 | " |
| 15,264 | 16,128 | 17,040 | 18,000 | 19,020 | 20,100 | 60.50 |
| | | | | | | 66.00 |
| Editor of Legal Pub. IV | 1 | 20,928 | 1,744 | | 71.50 | " |
| Executive Dev. Officer II | 2 | 22,116 | 1,843 | | 77.00 | " |
| Law Researcher IV | 3 | 23,364 | 1,947 | | 82.50 | " |
| Legal Aid Attorney IV | 4 | 24,684 | 2,057 | | 88.00 | " |
| Legal Edu. Officer IV | 5 | 26,088 | 2,174 | | 93.50 | " |
| Librarian V | 6 | 27,456 * | 2,288 | | 99.00 | " |
| Registrar | | | | | 104.50 | " |
| Researcher IV | | | | | 110.00 | " |
| Science Edu. Specialist IV | | | | | 115.50 | " |
| Systems Programmer II | | | | | 121.00 | " |
| Training Specialist IV | | | | | 126.50 | " |
| | | | | | 132.00 | " |
| Admissions Specialist IV | | | | | 137.50 | " |
| 19,020 | 20,100 | 21,240 | 22,440 | 23,712 | 25,056 | 143.00 |
| | | | | | | 148.50 |
| Univ. Guidance Counselor | 1 | 23,364 | 1,947 | | 154.00 | " |
| Univ. Librarian | 2 | 24,684 | 2,057 | | 159.50 | " |
| | 3 | 26,088 | 2,174 | | 165.00 | " |
| | 4 | 27,456 * | 2,288 | | | |
| | 5 | 28,872 * | 2,406 | | | |
| | 6 | 30,360 * | 2,530 | | | |

* This has been adjusted by P2,400 only as prescribed in Budget Circular No. 240 dated July 22, 1974.

HONORARIUM RATES FOR OVERLOAD TEACHING AND TEACHING AT THE U.P. AT CLARK AIR BASE

I. HONORARIUM RATES FOR OVERLOAD TEACHING

| Rank | Day Program | Night Program |
|------------------|-------------|---------------|
| Instructor | 176.00/unit | 214.50/unit |
| Asst. Prof. | 187.00 | 231.00 |
| Assoc. Professor | 203.50 | 253.00 |
| Professor | 225.50 | 286.00 |

II. HONORARIUM RATES FOR FACULTY ASSIGNED TO TEACH IN THE U.P. AT CLARK AIR BASE

| Rank | |
|------------------|-------------|
| Instructor | 286.00/unit |
| Asst. Professor | 313.50 |
| Assoc. Professor | 346.50 |
| Professor | 385.00 |

HOURLY RATES

| Student Assistants and other Employees on Hourly Basis | |
|--------------------------------------------------------|----------|
| Basis | 1.55/Hr. |
| Graduate Assistants | 3.10/Hr. |

LECTURERS

| Rank | Regular Rates |
|--------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| a. Lecturer | 1. P14.30 per hour of actual service P55.00 for each final examination 2. P16.50 per hour of actual service P55.00 for each final examination |
| b. Senior Lecturer | 1. P19.80 per hour of actual service P66.00 for each final examination 2. P22.00 per hour of actual service P66.00 for each final examination |
| c. Professorial Lecturer | 1. P27.50 per hour of actual service P77.00 for each final examination 2. P33.00 per hour of actual service P77.00 for each final examination 3. P38.50 per hour of actual service P77.00 for each final examination |

SALARY SCALE FOR ADMINISTRATIVE PERSONNEL

| Range | 1st step | 2nd step | 3rd step | 4th step | 5th step | Longevity Steps | | DAILY RATES |
|-------|----------|----------|----------|----------|----------|-----------------|----------|-------------|
| | | | | | | 1st step | 2nd step | |
| 1 | 3744 | 3996 | 4260 | 4536 | 4824 | 5124 | 5448 | P 8.80 |
| | (312) * | (333) | (355) | (378) | (402) | (427) | (454) | 9.90 |
| 2 | 4260 | 4536 | 4824 | 5124 | 5448 | 5772 | 6120 | 11.00 |
| | (355) | (378) | (402) | (427) | (454) | (481) | (510) | 12.10 |
| 3 | 4824 | 5124 | 5448 | 5772 | 6120 | 6468 | 6840 | 12.35 |
| | (402) | (427) | (454) | (481) | (510) | (539) | (570) | 13.20 |
| 4 | 5448 | 5772 | 6120 | 6468 | 6840 | 7236 | 7656 | 13.55 |
| | (454) | (481) | (510) | (539) | (570) | (603) | (638) | 14.30 |
| 5 | 6120 | 6468 | 6840 | 7236 | 7656 | 8112 | 8580 | 14.75 |
| | (510) | (539) | (570) | (603) | (638) | (676) | (715) | 15.95 |
| 6 | 7236 | 7656 | 8112 | 8580 | 9084 | 9612 | 10164 | 16.50 |
| | (603) | (638) | (676) | (715) | (757) | (801) | (847) | 17.20 |
| 7 | 8580 | 9084 | 9612 | 10164 | 10752 | 11376 | | |
| | (715) | (757) | (801) | (847) | (896) | (948) | | |
| 8 | 10164 | 10752 | 11376 | 12036 | 12732 | 13464 | | |
| | (847) | (896) | (948) | (1003) | (1061) | (1122) | | |
| 9 | 12036 | 12732 | 13464 | 14244 | 15072 | 15924 | | |
| | (1003) | (1061) | (1122) | (1187) | (1256) | (1327) | | |
| 10 | 14244 | 15072 | 15924 | 16824 | 17772 | 18780 | | |
| | (1187) | (1256) | (1327) | (1402) | (1481) | (1565) | | |
| 11 | 17772 | 18780 | 19836 | 20952 | 22140 | 23400 | | |
| | (1481) | (1565) | (1653) | (1746) | (1845) | (1950) | | |
| 12 | 22140 | 23400 | 24720 | 26112 | 27480 | 28896 | | |
| | (1845) | (1950) | (2060) | (2176) | (2290) | (2408) | | |

* Figures in parentheses represent monthly rate.

LIST OF STUDENTS WHO COMPLETED ALL REQUIREMENTS FOR THEIR RESPECTIVE TITLES AND DEGREES AS OF THE END OF SUMMER, 1974

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 Summer, 1974, or as otherwise indicated below.

Bachelor of Arts

Alberto P. Alarcon, Pedro A. Alforque, Jr., Daniel S. Amular, Angelo S. Aninao, Mariza V. Artificio, Elvira R. Barron, Manuel R. Batallones, Honey Mae F. Bayse, Jane P. Belandres, Herminio S. Beltran, Jr., Elizabeth M. Bobadilla, George S. Briones, Rodolfo N. Buan.

Marian D. Camitan, Adrian M. Campilan, Felixberto C. Campomanes, Clarissa S. Castañeda, Ferdinand M. Corpuz, Ronald M. Cosalan, Roberto B. Crisol, *cum laude*, Ursula B. Daoey, Cynthia P. de Guzman, Mary Gay A. Fernando, Jocelyn Dinglasan, Elizabeth L. Enriquez, Ma. Carmen A. Fernando, Francisco B. Figura, Regina S. Flores.

Ma. Elena O. Gallinero, Roland H. Garcia, Cecilio B. Gellada, Jr., Baltazar F. Gelvezon, Virgilio V. Guillermo, Loida E. Hipolito-de Pedro, Laida C. Jacob, Edna A. Kintanar.

Modesto S. Lagman, Teresita H. Lascano, Ma. Lourdes C. Leagogo, Ma. Erlinda M. Llacar, Jim V. Lopez, Gilbert G. Lozada (as of the end of the second semester, 1973-1974).

Ramon R. Mañalac, Alvin R. Manalang, Merla S. Mangubat, Minda P. Mella, Angelo B. Mendoza, Vilma P. Meñez, Mervyn J. Misajon, Julio G. Morada, Leo V. Morada.

Lucila C. Pagdanganan, Elizabeth A. Pastores, Adolfo A. Patricio, Maiflor P. Punzalan, Evangeline G. Quiam-Bao, Edgar R. Quitiquit, Emil C. Reyes, Randolph P. Rizon.

Marilou M. Sanga, Angelito L. Santos, Antonio O. Santos, Licerio L. Soriano, Rosario P. Sta. Cruz, Effendi Sutadisastra, Trix P. Turingan, Salvador T. Valbuena, Samuel P. Vera Cruz, Rene C. Villa, Alfredo S. Young, Walter T. Young, Lina T. Zulueta.

Bachelor of Arts in Public Administration

Cesario R. Torres.

Bachelor of Fine Arts

Thelma Aranzaso, Susan dela Rosa, Ileana Lee, Noemi Sapinoso, Eliseo Santos.

Bachelor of Science

Joel M. Abanilla, Nory A. Abiay, Eloisa P. Acosta, Olympia F. Aguenza, Lyde M. Alday, Rosalinda C. Alfecche, Darlita C. Angel, Amando E. Aquino, Ma. Cecilia L. Baticados, Cecilia M. Beltran, Cleotilde G. Bonadad, Ofelia F. Bracerros, Bethel M. Busaing.

Elizabeth R. Cordero, Gemma S. Coronel, David B. Corpuz, Rene B. Cosca, Myrna A. Cresencia, Octavious P. Daa, Antonio E. David, Gonzalo C. de Guzman, Victor E. de Vera, Lorna P. Eduardo, Francisco F. Enfe,

Jr., Celso E. Escarda, Susan P. Estrada, Eduardo F. Evangelista.

Angeles S. Flores, Oscar F. Fuentes, Venancia A. Gatchalian, Josefina D. Gutierrez, Melecia Victoria B. Javier, Miguel L. Jose, Manuel I. Lallana, Aurora O. Liporada, Carmelita M. Maglalong, Edith A. Malanyaon, Luzviminda B. Martin, Cynthia U. Ngo.

Ma. Estela L. Olbes, Elaine A. Oliveros, Felix M. Panopio, Cecile A. Pasion, Carmelita Y. Ragasa, Evelyn F. Reinoso, Julieta A. Respicio, Dulce Lizza R. Reyes, Ruby Carina E. Reyes, Rommel L. Rivera, Zenaida G. Roxas.

Francies F. Sales, Pacita L. Salisi, Wilhelmina Ma. C. Samaniego, Teresita R. San Diego, Laarni R. Serquiña, Evita Q. Sison, Dan A. Teaño, Rose Marie C. Tongson, Roseanna S. Vales, Godofreda R. Gergeire, Napoleon M. Victoriano, Jr., Danilo A. Villareal, Ramon L. Villasis, Jr., Loida M. Viton, Maybelle A. Yanuaria, Glenn Vincent O. Yazon, Flordeliz M. Ysip, May R. Zabala.

Bachelor of Science in Architecture

Enrique S. Manalang.

Bachelor of Science in Business Administration

Almario Z. Balce, Romeo G. Borillo, Jose B. Brillantes, Benjamin C. Clavel, Teodoro M. de Guzman, Miriam G. Enriquez, Virginia R. Francisco, Carmelo L. Garces, Elmer S. Jamerlan, Debbie L. Justiani, Renee D. Ledesma, George A. Levy, Charlie L. Lu, Jane C. Morales, Edmundo R. Rebagay, Lagrimas Reparado, Jose Marie L. Taruc, Alberto Vagilidad.

Bachelor of Science in Business Administration & Accountancy

Leodegario O. Camacho, Amor V. Castillo, Richard L.T. Chan, Nestor M. Co, Angela C. Garcia, Ma. Elena D. Ong, Araceli V. Queaño.

Bachelor of Science in Business Economics

Romeo L. Bernardo, *magna cum laude*, Jeannette J. Cabatuando, Benicio C. Eusebio, Jr., Rhodora S.D. Landrito, Cesar L. Magnaye, Ma. Asuncion R. Singzon, Po Sio Sia Tan, Ma. Angelica C. Yap.

Bachelor of Science in Chemical Engineering

Cesar P. Rualo, Paul Sy.

Bachelor of Science in Chemistry

Helen Yun Ong.

Bachelor of Science in Civil Engineering

Fidel R. Sarausad, Burgos A. Vibat.

Bachelor of Science in Community Development

Rosa F. Centeno.

Bachelor of Science in Community Nutrition

Reylinda D. de Guzman, Lourdes A. de la Cruz, Ma. Corazon G. Guzman, Lumen A. Melendres, Marilou A. Oliveros, Mariched A. Olay, Esperanza G. Reyes.

Bachelor of Science in Education

Eleanor U. Lim, Linda L. Vibal.

Bachelor of Science in Electrical Engineering

Roberto E. Abordo, Jose Julian O. Aliling, Edmundo G. Fortunado, Demosthenes P. Magmanlac, Jaime H. Mejia, Jr.

Bachelor of Science in Fisheries

Edna D. Libang, Drexel J. Marquez, Eunice M. Panisales, Miriam T. Sabado, Demosthenes S. Sarmiento (as of the end of the first semester, 1972-1973), Cesar Anchuelo Usigan, Moises B. Velasco, Leo Michael M. Ver (as of the end of the second semester, 1973-1974), Victoriano U. Villa.

Bachelor of Science in Foreign Service

Nenita G. Dumlao, Cynthia Perez.

Bachelor of Science in Geodetic Engineering

Bernardo J. Berida.

Bachelor of Science in Geology

Romeo S. Aquino, Eduardo O. Claridad, Roberto A. Coronel, Pablo P. Gallego, Jr., Ireneo M. Gappe, Jr.

Bachelor of Science in Home Economics

Rosario F. Bartolome, Arlyn Valmonte (as of the end of Summer, 1972).

Bachelor of Science in Hygiene

Linda G. Gamatan, Wilfrido G. Ocampo.

Bachelor of Science in Industrial Engineering

Eduardo P. de Guzman, Carlos de J. del Rosario.

Bachelor of Science in Industrial Pharmacy

Consuelo M. Cacha.

Bachelor of Science in Mechanical Engineering

Isidoro E. Calimotan, Augusto M. David, Ike Y. Dimacali, Jose O. Gimeno, Ding Jee Ho, Manuel E. Jusayan, Melvin L. Pangcog, Reynaldo Tabac.

Bachelor of Science in Social Work

Melinda F. Coronado, Virginia T. Velasco.

Bachelor of Science in Statistics

Yolanda R. Batongbacal, Agnes C. Casiple, Ma. Lovina Mandi, Dulce A. Regala, Charito V. Subijano.

Associate in Arts (Pre-Medicine)

Walfrido C. Fernandez (as of the end of the second semester, 1947-1948), Rodolfo S. Lazo (as of the end of Summer, 1959).

Certificate in Community Development

Vivian U. Alvarez, John Roberto M. Pernia.

Certificate in Governmental Management

Manuel E. Ballelos, Jr., Vicente Bobis, Cresencio M. Datu, Victoria Ingalla-Estrella, Sofia Cantor Gomez, Ma.

Estrella M. Ocampo, Gangco Pungunaguina, Roman M. Serrano, Ricardo A. Viray, Jr.

Certificate in Physical Education

Antonio G. Alcid.

Certificate in Teaching

Lydia S. Abille, Rizalina S. Aglugub, Monica M. Arandilla, Lourdes A. Arizabal, Emeteria P. Balawis, Erlinda R. Bolivar, Josefina B. Borre, Paciencia E. Bustamante, Elizabeth M. Caporal, Aida M. Cornejo.

Mila A. Datiles, Angelina A. del Rosario, Anita R. del Rosario, Alicia A. de Mesa, Rosita P. Dingding, Librada T. Ferriol, Leticia B. Gonzales, Lolita C. Gonzales, Teresita E. Guntalilib.

Elpidia J. Itoc, Luzviminda C. Jacinto, Servillano B. Jimenez, Rechilda R. Joven, Betina B. Lorenzo, Josefina M. Madla, Naty E. Mamauag, Herminia A. Martinez, Susana A. Morta, Rosalinda A. Nacion.

Imelda P. Orantia, Nelly R. Orendain, Warlita B. Padilla, Lourdes M. Perez, Natividad A. Pigao, Cristina A. Rebusada, Antonina A. Rostrata, Susana P. Salac, Delia Salazar, Socorro S. Salcedo, Jovita O. Salvador, Priscila G. Tangonan, Isabel P. Tapales, Humildad P. Tapel, Cecilia G. Tuvera, Victoria B. Uvas, Mercedes H. Villapando, Leticia S. Zablan.

Diploma in Fisheries

Alginia Gaditano, Edna A. Padilla.

Master of Arts

Benjamin E. Diokno, Djamaluddin, Ambrosio F. Quiñonez, Francisco H. Roque, Kritaya Tatirungkunsok.

Master of Arts in Teaching

Concepcion A. Aljas, Emilia F. Bongcaras, Natividad S. Bulong, Leonardo T. Caparros, Rosalina S. de Guzman, Chester C. Dumancas, Lerma T. Garcia, Modesto F. Marquez, Pilar C. Mata, Cristina F. Mencias, Libertad K. Navarra, Edilberta M. Noval, Teresita T. Picardal, Natividad A. Samia, Lydia A. Sustento, Mario S. Valdez, Violeta D. Velasco.

Master of Community Development

Nong Kim Yen.

Master of Education

Lourdes C. Abellera, Julita O. Ancheta, Pichai Boonlee, Virginia S. Eusebio, Emilia R. Oandasana, Teresita C. Sayo.

Master of Engineering

Jaime Y. Cruz.

Master of Environmental Planning

Marilu M. Alferez, Benjamin A. Carandang, Eleanora M. de Guzman, Severo L. Ferreria, Lourdes F. Mencias, Ba Quang Nguyen, Thien Nhon Nguyen, Godofredo B. Olores, Felino A. Palafox, Jr., Saviniano M. Perez, Jr., Francisco C. Puzon, Jr., Eli M. Remolona, Alberto G. Reyes, Wilhelmina V. Tecson, Camilo V. Tiqui.

Master of Home Economics

Lily O. Gamboa, Estela D. Mangioet, Judumpai, Valai.

Master of Nursing

Estrellita S. Jimenez.

Master of Public Administration

Brisa B. Cainglet, Severino L. Gatapia, Leoncio D. Miralao, Sri Tharan, Caridad H. Tobia.

Master of Public Health

Renardi Haroen, Jalan, Lourdes G. Llamas.

Master of Science

Blesila P. Alberto, Carmen B. Fontelo, Alfredo C. Guerrero, Adoracion E. Herrera.

Bachelor of Science in Social Work

Nguyen Thi Viet Hang.

Master of Statistics

Luz C. Rotor.

Doctor of Veterinary Medicine

Thomas J. Jacobs.

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UNIVERSITY OF THE PHILIPPINES

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Dr. Oscar M. Alfonso

ADMINISTRATIVE ISSUANCES

EXECUTIVE ORDER

Executive Order No. 11: Transfer of Personnel to the Office of the Secretary of the University

For centralized supervision and coordination, the following personnel are hereby placed under the Office of the Secretary of the University, effective immediately:

Carillon

1. Angioline A. Loreda, Editor
2. Ephraim Ma. E. Despabiladeras
3. Ruben D. F. Defeo
4. Gia Mai Pham
5. Valdenor G. Reyes

U.P. Newsletter

1. A. Oliver Flores, Editor
2. Marcelino D. Ballesteros
3. Ramon L. Bobis
4. Agnes L. Manasan
5. Rene E. Ofreneo
6. Rosalinda P. Ofreneo
7. Belindo G. Soriano

U.P. Gazette

1. Oscar M. Alfonso, Editor
2. Ruben D. F. Defeo

4 September 1974

(Sgd.) SALVADOR P. LOPEZ
President

ADMINISTRATIVE ORDERS

Administrative Order No. 235: Reconstitution of the President's Council on the Arts

The President's Council on the Arts is hereby reconstituted with the following as members: President Salvador P. Lopez, Chairman; Prof. Virginia R. Moreno, Vice-Chairman; Dean Jose T. Joya, Secretary; and Dr. Oscar M. Alfonso, Mr. Roberto R. Chabet, Dr. Gloria D. Feliciano, Prof. Alejandro G. Hufana, Dr. Lilia H. Laurel, Dr. Jose Maceda, Mr. Amable Aguiluz IV, Members.

The Council is responsible for the formulation and execution of a cultural program in depth in the University. It holds regular meetings once a month and special meetings whenever the need arises.

10 September 1974

Administrative Order No. 238: Creation of Rafael Palma Centennial Committee

The following are hereby constituted into the Rafael Palma Centennial Committee, with Dr. Tomas S. Fonacier as Chairman and Dr. Oscar M. Alfonso as Secretary, to consider and recommend a University program of activities to commemorate the centenary of the birth of Rafael Palma, fourth president of the University of the Philippines, on October 24, 1974: Dean Leopoldo Y. Yabes, Graduate School; Dean Ruby K. Mangahas, College of Music; Dean Armando J. Malay, Office of Student Affairs; Atty. Abraham F. Sarmiento, President, U.P. Alumni Association; Miss Marina G. Dayrit, University Librarian; Director Pacifico N. Aprieto, University Press; The Chairman, CONCOMSA; and The Editor, *Philippine Collegian*.

The observance should highlight Palma's distinguished career as liberal thinker, writer, educator and nationalist and focus attention on his life, career and character for the emulation of our students and fellow-citizens.

13 September 1974

Administrative Order No. 238-A: Membership in the Rafael Palma Centennial Committee

Director Antonio P. Cruz of the Physical Plant Office is designated member of the Rafael Palma Centennial Committee headed by Dr. Tomas S. Fonacier.

The Committee was created on September 13, 1974 to consider and recommend a University program of activities to commemorate the centenary of the birth of Rafael Palma, fourth President of the University of the Philippines.

23 September 1974

Administrative Order No. 240: Delegation of Authority

Director Gabriel G. Carreon, Philippine General Hospital, is hereby authorized to issue notices of general salary increases/adjustments of administrative personnel in the Philippine General Hospital.

In order to complete the records in the central files, the Office of Administrative Personnel Services and the Office of General Services of the University shall be furnished copies of the above issuances.

17 September 1974

Administrative Order No. 248: Implementation of Palma Centennial Committee's Recommendations

Pursuant to Administrative Order No. 238 dated 13 September 1974 and in accordance with the report of the Rafael Palma Centennial Committee headed by Dr. Tomas S. Fonacier which is approved *in toto*, the following are hereby appointed chairmen of subcommittees as indicated below and charged with the implementation of the recommendations for a two-month commemoration of the centenary of the birth of Rafael Palma, from October 24-December 31, 1974:

Subcommittee on repair and renovation of Palma Hall

Director Antonio P. Cruz

Subcommittee on exhibit

Professor Marina G. Dayrit

Subcommittee on symposium

Dean Leopoldo Y. Yabes

Subcommittee on concert

Dean Ruby K. Mangahas

Subcommittee on special Collegian issue

Editor of *Philippine Collegian*

Chairman of the Concomsa

Subcommittee on essay contest

Dean Armando J. Malay

Subcommittee on commemorative stamp and bust/bas relief

Dean Jose T. Joya

Subcommittee on popular banquet

U.P. Alumni President Abraham F. Sarmiento

Subcommittee on commemorative brochure and related publications

Director Pacifico N. Aprieto

Subcommittee on permanent committee/office to plan centenary activities

Mr. Ananias Aurelio

They are authorized to choose and constitute the membership of their respective subcommittees and to call upon the appropriate offices or personnel of the University. Dr. Oscar M. Alfonso shall provide coordination and assistance on the Quezon Hall end.

26 September 1974

University of the Philippines
RAFAEL PALMA CENTENNIAL COMMITTEE
 Diliman, Quezon City

20 September 1974

**REPORT TO THE PRESIDENT PURSUANT TO
 ADMINISTRATIVE ORDER NO. 238 DATED
 13 SEPTEMBER 1974**

This Committee was constituted to "consider and recommend a University program of activities to commemorate the centenary of the birth of Rafael Palma, fourth president of the University of the Philippines, on October 24, 1974."

The Committee, consonant with the President's suggestion to "highlight [Palma's] distinguished career as liberal thinker, writer, educator and nationalist and focus attention on his life, career and character for the emulation of our students and fellow-citizens," has considered various ways of doing him honor, taking into account also the very welcome and well-considered suggestions made by Rafael Palma Professor of History Teodoro A. Agoncillo in his letter to the President dated 24 August 1974.

Rather than a one-day or one-shot observance of Palma's centenary, the Committee inclines to a continuing commemoration lasting a month at least until the end of November, if not December. This, by way of a minimum round of activities to honor a man of such stature who, but for the lateness of the hour, would normally rate a longer celebration of his many and varied contributions to the nation.

Accordingly, the Committee recommends:

1. The *repair and renovation of Palma Hall and its grounds*, as a condition *sine qua non* to any commemoration worthy of the building's namesake.

The Committee suggests in this connection (a) the possibility of student assistance as part of the YCAP program, e.g., in scraping off the paint from the walls, (b) the necessity of impressing Director Francisco Hilario's talents in the cause of the AS surroundings, and (c) the desirability of removing the old, unsightly chairs from under the AS pavilions where they are stored helter-skelter.

2. An *exhibit on Palma's life and works*, to open October 24 at the lobby of Palma Hall with appropriate ceremonies.

The Committee suggests in this regard that (a) Palma's family be invited and (b) a big blown-up picture of Palma be installed in the lobby.

3. A symposium on Palma sometime in November, when the second semester shall have been underway.

Suggested speakers: (a) President Lopez on "Palma as Academician and Administrator," (b) Prof. Agoncillo on "Rafael Palma: A Profile in Integrity and Courage," (c) Dean Leopoldo Y. Yabes, and (d) Dean Armando J. Malay.

4. A *concert* sometime in November.

5. A *special issue of the Collegian* devoted to Palma.

6. An *essay contest* on "Palma's Legacy to U.P." open to the students, with cash prizes.

7. Issuance of a *commemorative stamp* by the Bureau of Posts in Palma's honor, upon representations by President Lopez.

Suggested motif: Palma's likeness together with a vintage photograph of the old Palma Hall in Padre Faura.

8. Installation of a *bust or bas-relief of Palma* in Palma Hall, like Vinzons' in Vinzons Hall.

9. A *popular banquet* in Palma's honor sometime in December, involving in particular the "Palma alumni" or the University's graduates during its Molave Period.

10. Publication of a *commemorative brochure*.

Finally, the Committee suggests that subcommittees be given charge of the above recommendations the soonest, as time is running short.

Parenthetically, the Committee takes this opportunity to underscore the patent need for a permanent committee or office to plan all centenary or anniversary activities in the University way ahead of date, so they are not given to hasty improvisation or makeshift arrangement.

(Sgd.) TOMAS S. FONACIER
Chairman

MEMORANDUM CIRCULARS**Memorandum Circular No. 22: Reopening of National Archives to U.P. Scholars**

Please be informed that the President of the Philippines has approved the request of U.P. President Salvador P. Lopez for the reopening of the National Archives to U.P. scholars.

The President's approval was transmitted in a memorandum to the Director of the National Archives from Presidential Executive Assistant Jacobo C. Clave dated 10 September 1974, a copy of which was furnished the President of the University.

President Lopez had underscored the importance of the archives as "an inexhaustible treasure house of documents pertaining to virtually every aspect of the Spanish rule in the country," in a letter to President Marcos on August 7 in response to an urgent appeal from Dr. Leslie E. Bauzon, Chairman of the Department of History. He urged the reopening of the archives to enable scholars to shed light on important phases of the Spanish period through archival investigation.

FOR THE PRESIDENT:
 (Sgd.) OSCAR M. ALFONSO
Secretary of the University

18 September 1974

CSC Memorandum Circular No. 3, s. 1974

Quoted hereunder for the information and guidance of all deans and directors of units, heads of offices and all concerned is the pertinent portion of CSC Memorandum

Circular No. 3, s. 1974, requiring the submission of NISA (National Intelligence and Security Agency) clearance in connection with original appointments and appointments by reinstatement:

"In line with existing security measures, all original appointments and appointments by reinstatement to any position in the civil service should hereafter be accompanied by a NISA clearance in addition to other documents heretofore required. Appointments above-mentioned without NISA clearance will be returned to the agency of origin for such clearance.

"THIS MEMORANDUM CIRCULAR SHALL TAKE EFFECT IMMEDIATELY.

"EPI REY PANGRAMUYEN

"Acting Commissioner of Civil Service

"By:

"FAUSTO P. VARELA

"Deputy Commissioner

"August 28, 1974"

Please be guided accordingly.

18 September 1974

(Sgd.) RAMON C. PORTUGAL

Vice-President for Administration

DECISIONS OF THE BOARD OF REGENTS

851st Meeting, 29 August 1974

PROMOTIONS

The Board approved the following promotions at the University of the Philippines at Iloilo, effective 1 August 1974, or as otherwise indicated below:

- Venancio A. Aligaen, from Assistant Professor IV to Associate Professor II of Biological Sciences.
 Ernesto S. Borromeo, from Instructor IV to Assistant Professor I of Physics.
 Nenita A. Cabalfin, from Assistant Professor I to Assistant Professor IV of Social Sciences.
 Lourdes V. de Castro, from Instructor IV to Assistant Professor I of English.
 Corazon G. Defensor, from Assistant Professor I to Assistant Professor IV of Mathematics.
 Adorada Z. Dichupa, from Instructor III to Assistant Professor I of English.
 Samson G. Divinagracia, from Instructor III to Assistant Professor III of Social Sciences, High School.
 Gaudelia V. Doromal, from Instructor II to Assistant Professor II of English.
 Sonia P. Formacion, from Instructor II to Assistant Professor I of Mathematics and Physics.
 Candelaria S. Formacion, from Instructor II to Assistant Professor I of Home Economics.
 Ma. Zenaida B. French, from Instructor I to Assistant Professor I of English, until May 31, 1975.
 Mildred J. Gonzales, from Instructor III to Assistant Professor I of English.
 Gloria M. Hernando, from Instructor I to Assistant Professor II of Home Economics.
 Virgilia J. Jamerlin, from Instructor II to Assistant Professor I of Pilipino, High School.
 Pag-asa J. Javier, from Assistant Professor I to Associate Professor II of Pilipino.
 Felicidad H. Jesena, from Assistant Professor IV to Associate Professor I of Education.
 Domingo B. Laurea, from Lecturer to Professorial Lecturer in Business Law.
 Lydia G. Ledesma, from Assistant Professor IV to Associate Professor II of English.
 Teodoro B. Ledesma, from Instructor III to Assistant Professor I of Social Sciences.
 Zenaida Z. Leonidas, from Instructor II to Assistant Professor I of General Science, High School.
 Elayda E. Mabunay, from Assistant Professor III to Assistant Professor IV of Chemistry.
 Cornelio A. Manuel, Jr., from Associate Professor III to Associate Professor IV of Psychology.
 Benjamin L. Ravena, from Instructor II to Assistant Professor III of Physical Education and Military Science.
 Elisea S. Saldaña, from Assistant Professor II to Assistant Professor IV of English.
 Carmencita S. Simpas, promotional transfer from Guidance Counselor I, University of the Philippines at Los Baños, to Guidance Counselor II, effective July 1, 1974.
 Estela M. Soriano, from Instructor III to Assistant Professor III of Home Economics, High School.

Leon M. Tajanlangit, from Instructor III to Assistant Professor I of Spanish.

Lea S. Zapanta, from Instructor IV to Assistant Professor II of Philosophy.

852nd Meeting, 26 September 1974

GRADUATION

The Board approved the graduation of the following students who have completed all the requirements for their respective titles and degrees from the University of the Philippines at Los Baños:

Bachelor of Science in Agricultural Business

Catalino P. Rivera.

Bachelor of Science in Agricultural Chemistry

Adelina A. Payawan.

Bachelor of Science in Agricultural Engineering

Romeo A. de Guzman, Romualdo B. Firmalino, Antonio M. Hinayo, Roberto G. Villa.

Bachelor of Science in Agricultural Extension

Teodora L. Narvacan, Solita M. Subol.

Bachelor of Science in Agriculture

Luzviminda S. Aglipay, Olivia B. Almodovar, Leonardo D. Almor, Carlos J. Andam, Francisco T. Astilla III, Reynaldo L. Bagasol, Edralina P. Baldos, Alberto T. Barrion, Ireneo E. Bergonio.

Arnulfo E. Cabezon, Vicente A. Cadiz, Gil S. Cruz, Lucila L. Cruz, Esperanza E. Damasco, Elaine L. Fausto, Arcadia M. Garcia, Nelson G. Genito, Marietta M. Gicana, Cecilia O. Honrado, Marcia C. Jesena.

Flordeliza A. Lantican, Ferdinand C. Leyesa, Jimmie T. Lim, Elisa P. Mamisao, Eufrosina C. Micoso, Josefina C. Micoso, Adelaida O. Morales, Guy L. Romualdez, Benjamin M. Roy, Rowena A. Salinas, Ofelia F. Samson, Joselito F. Santiago, Victor E. Sernadilla, Rogelio I. Vicente.

Bachelor of Science in Forestry

Alejo C. Antonio, Adelina G. Cortiguerra, Bayani G. de Castro, Guillermo S. Fianza, Joselito L. Godoy, Edmund A. Guillen, Gabriel A. Guillen, Jr., Ernesto G. Manuel, Jaime V. Valdestamon.

Bachelor of Science in Home Technology

Normita R. Atienza, Rebecca G. Bayot, Vibiana T. Lorezco, Julieta Mendoza, Teresita M. Rimas, Dativa T. Yatco.

Bachelor of Science in Sugar Technology

Casiano S. Abrigo, Jr., Reynaldo I. Acda, *cum laude*.

Ranger Certificate

Felisa L. German, Marciano C. Lanting, Rodolfo A. Pacris, Larcy B. Quidit, Emiliano D. Sotalbo, Geronimo O. Suliguin, Francisco B. Terrado.

Master of Agriculture

Edilberto F. Flauta, Leonardo M. Gapuz, Simeon L. Leal, Oscar J. Tayko.

Master of Science

Azwar Arifin, Eugenia Magpantay-Castillo, Ernesto M. de Onon, Perfecto P. Hebron, Mohd, Yusof Bin Hussain, Nguyen Van Huynh, Boonchote Krittanon, Eusebio P. Mariano, Sompong Pongprasert.

Doctor of Philosophy

Quirino N. Villaviza.

APPOINTMENTS AND REAPPOINTMENTS

The Board approved the following appointments and reappointments:

Rainerio Abad, promotion from Instructor I (part-time) to Assistant Professor I (part-time), Department of Obstetrics & Gynecology, College of Medicine, effective September 1, 1974.

Ramon F. Abarquez, Jr., promotion from Associate Professor I (part-time) to Associate Professor III (part-time), Department of Medicine, College of Medicine, effective September 1, 1974.

Thelma G. Abiva, transfer from the University High School to the College of Education and promotion from Instructor V in Guidance and Integrative Arts to Assistant Professor I of Education, College of Education, effective July 1, 1974.

Demetrio L. Africa, promotion from Instructor I to Assistant Professor I (part-time), Department of Pediatrics, College of Medicine, effective September 1, 1974.

Lourdes A. Africa, promotion from Instructor I (part-time) without compensation to Assistant Professor I (part-time), Department of Surgery, College of Medicine, effective September 1, 1974.

Virginia F. Agbayani, promotion from Associate Professor IV to Professor I of Fine Arts, College of Fine Arts, effective October 1, 1974.

Victoria V. Aguirre, promotion from Librarian I to Librarian II, University Library, effective September 1, 1974.

Filoteo A. Alano, promotion from Instructor IV (part-time) to Assistant Professor I (part-time), Department of Medicine, College of Medicine, effective September 1, 1974.

Clemente M. Amante, promotion from Instructor IV (part-time) to Assistant Professor I (part-time), Department of Medicine, College of Medicine, effective September 1, 1974.

Gloria Anonas-Ferrer, promotion from Assistant Director (rank of Associate Professor IV) to Assistant Director (rank of Professor I), University Health Service, effective September 1, 1974.

Francisco Y. Arcellana, Jr. as Assistant Professor I of Surgery (part-time), College of Medicine and Medical Specialist (Attending Surgeon) (part-time), Range 9, Philippine General Hospital, effective August 1, 1974 until June 30, 1975.

Rosalinda Arceo, promotion from Instructor I (part-time) to Assistant Professor I (part-time), Department of Obstetrics & Gynecology, College of Medicine, effective September 1, 1974.

Andrew L. Arrieta as University Legal Counsel, Office of the Assistant for Legal Affairs, effective July 1, 1974 until June 30, 1975.

Hector S. Baens, promotion from Assistant Professor I (part-time) to Assistant Professor IV (part-time), Department of Surgery, College of Medicine, effective September 1, 1974.

Jose Baens, promotion from Assistant Professor I (part-time) to Associate Professor I (part-time), Department of Obstetrics & Gynecology, College of Medicine, effective September 1, 1974.

Aida C. Baltazar, promotion from Associate Professor I (part-time) to Associate Professor II (part-time),

Department of Medicine, College of Medicine, effective September 1, 1974.

Nestor S. Bautista, promotion from Professor I to Professor III, Department of Anatomy, College of Medicine, effective September 1, 1974.

Salvador R. Bautista, promotion from Assistant Professor I to Assistant Professor III of Horticulture, University of the Philippines at Los Baños, effective September 1, 1974.

Araceli Baviera, promotion from Professor II to Professor IV of Law, College of Law, effective September 1, 1974.

Bayani V. Baylon, promotion from Associate Professor I to Associate Professor III, Department of Physiology, College of Medicine, effective September 1, 1974.

Juanito B. Billote, promotion from Assistant Professor I (part-time) to Assistant Professor II (part-time), Department of Pathology, College of Medicine, effective September 1, 1974.

Teresita K. Briones, promotion from Instructor to Assistant Professor I (part-time), Department of Pediatrics, College of Medicine, effective September 1, 1974.

Antonio A. Buyco, promotion from Professor I to Professor III, Department of Pathology, College of Medicine, effective September 1, 1974.

Gloria C. Caldito, promotion from Assistant Professor I to Assistant Professor II of Statistics, Statistical Center, effective September 1, 1974.

Solita F. Camara-Besa, promotion from Professor VI to Professor VII, Department of Biochemistry, College of Medicine, effective September 1, 1974.

Magdalena Cantoria, promotion from Associate Professor I to Associate Professor III of Pharmacy, College of Pharmacy, effective September 1, 1974.

Bartolome S. Carale, promotion from Associate Professor IV (part-time) to Professor I of Law (part-time), College of Law, effective September 1, 1974.

Salvador T. Carlota, promotion from Assistant Professor II to Assistant Professor III of Law, College of Law, effective September 1, 1974.

German B. Castillo, promotion from Associate Professor I (part-time) to Associate Professor II (part-time), Department of Medicine, College of Medicine, effective September 1, 1974.

Angelito P. Castro, promotion from Research Assistant to Associate Computer Programmer, Office of Admissions, effective September 1, 1974.

Sesan M. Castro, promotion from Associate Professor I to Associate Professor III, Department of Anatomy, College of Medicine, effective September 1, 1974.

Alendry Caviles, Jr., promotion from Associate Professor I to Professor I, Department of Medicine, College of Medicine, effective September 1, 1974.

Antonio C. Chavez, promotion from Assistant Professor I (part-time), to Assistant Professor IV (part-time), Department of Radiology, College of Medicine, effective September 1, 1974.

Florencio R. Chavez, promotion from Associate Professor I to Associate Professor II, Department of Physiology, College of Medicine, effective September 1, 1974.

Armando T. Chiong, promotion from Assistant Professor I (part-time) to Assistant Professor III (part-time),

- time), Department of Otorhinolaryngology, College of Medicine, effective September 1, 1974.
- Manuel T. Corpuz, promotion from Training Specialist I to Training Specialist II, Local Government Center, College of Public Administration, effective September 1, 1974.
- Nelia Cortes-Maramba, promotion from Associate Professor I to Associate Professor II, Department of Pharmacology, College of Medicine, effective September 1, 1974.
- Angeles P. Cruz, promotion from Instructor I (part-time) to Assistant Professor I (part-time), Department of Obstetrics & Gynecology, College of Medicine, effective September 1, 1974.
- Lourdes J. Cruz, promotion from Associate Professor II to Associate Professor IV, Department of Biochemistry, College of Medicine, effective September 1, 1974.
- Clarita N. Cuizon, promotional transfer from Records Examiner (Range 7), Office of General Services, to Administrative Officer (Range 8), Department of Physical Education, effective October 1, 1974.
- Adelaida E. Dalmacio-Cruz, promotion from Professor I to Professor III, Department of Pathology, College of Medicine, effective September 1, 1974.
- Natividad F. de Castro, promotion from Associate Professor III to Professor I of Industrial Pharmacy, College of Pharmacy, effective September 1, 1974.
- Soledad C. de Castro, promotion from Assistant Professor II to Assistant Professor III of Law, College of Law, effective September 1, 1974.
- Fernando de la Rama, promotion from Instructor (part-time) without compensation to Assistant Professor I (part-time), Department of Obstetrics & Gynecology, College of Medicine, effective September 1, 1974.
- Gerardo V. de Leon, promotion from Professor IV to Professor V, Department of Pharmacology, College of Medicine, effective September 1, 1974.
- Walfrido de Leon, Jr., promotion from Consulting Pathologist (with rank of Instructor VI), part-time, to Consulting Pathologist (with rank of Assistant Professor II), part-time, University Health Service, effective September 1, 1974.
- Mario S. de Villa, promotion from Assistant Professor II (part-time) to Assistant Professor IV (part-time), Department of Surgery, College of Medicine, effective September 1, 1974.
- Ricardo G. Diestro, reclassification of position from Paymaster (Range 8) to Chief of Section (Collection and Disbursement) (Range 8), Philippine General Hospital, effective September 1, 1974.
- Carmelita F. Domingo, promotion from Instructor I to Assistant Professor I (part-time), Department of Pediatrics, College of Medicine, effective September 1, 1974.
- Anacleto C. Duldulao, promotion from Instructor IV to Assistant Professor I of Forestry Extension, College of Forestry, University of the Philippines at Los Baños, effective September 1, 1974.
- Fay L. Dumagat as Administrative Officer (Range 8), University Press, effective August 15, 1974 until June 30, 1975.
- Isidro Dungo, promotion from Instructor I (part-time) to Assistant Professor I (part-time), Department of Obstetrics & Gynecology, College of Medicine, effective September 1, 1974.
- Procesa P. Elpa, upgrading of position from Collecting and Disbursing Officer (Range 8) to Collecting and Disbursing Officer (Range 9), Asian Labor Education Center, effective August 1, 1974.
- Lauro O. Escobar, promotion from Associate Professor I to Associate Professor IV, Department of Physiology, College of Medicine, effective September 1, 1974.
- Augusto Cesar Espiritu as Special Lecturer for the Don Andres Soriano Professorial Chair, College of Public Administration, effective August 1, 1974 until the completion of the lecture series, but not later than February 1975.
- Enrique L. Esquivel, promotion from Assistant Professor III (part-time) to Associate Professor I (part-time), Department of Surgery, College of Medicine, effective September 1, 1974.
- Jose N. Esteban, promotion from Associate Professor I to Associate Professor III, Department of Anatomy, College of Medicine, effective September 1, 1974.
- Santiago M. Fajardo, promotion from Dentist (with rank of Assistant Professor IV) to Senior Dentist (with rank of Associate Professor I), University Health Service, effective September 1, 1974.
- Perfecto V. Fernandez, promotion from Professor II to Professor IV of Law, College of Law, effective September 1, 1974.
- Manuel S. Fetalino, promotion from Assistant Professor I (part-time) without compensation to Assistant Professor IV (part-time), Department of Radiology, College of Medicine, effective September 1, 1974.
- Alberto S. Florentino as Promotions and Distribution Manager (part-time), University Press, effective August 1, 1974 until October 31, 1974.
- Juan Fuentes, promotion from Assistant Professor I (part-time) to Associate Professor I (part-time), Department of Obstetrics & Gynecology, College of Medicine, effective September 1, 1974.
- Fe P. Garcia, promotion from Assistant Professor I (part-time) to Assistant Professor IV (part-time) of Obstetrics and Gynecology, effective September 1, 1974.
- Ramon M. Garcia as Project Director for the Training for Trainers Programme, College of Public Administration, effective September 16, 1974 until December 31, 1974.
- Rogelio Garcia, promotion from Assistant Professor I (part-time) to Associate Professor I (part-time), Department of Obstetrics & Gynecology, College of Medicine, effective September 1, 1974.
- Aurora S. Genuino, promotion from Instructor IV (part-time) to Assistant Professor I (part-time), Department of Pediatrics, College of Medicine, effective September 1, 1974.
- Erlinda G. Germar, promotion from Assistant Professor I (part-time) to Associate Professor I (part-time), Department of Obstetrics & Gynecology, College of Medicine, effective September 1, 1974.
- Mirla B. Geslani, reclassification of position from Chief, Revenue and Miscellaneous Section (Range 7) to

- Chief, General Accounts Section (Range 8), Accounting Division, effective September 1, 1974.
- Antonio J. Gonzaga, promotion from Associate Professor I to Professor I, Department of Medicine, College of Medicine, effective September 1, 1974.
- Florante Gonzaga, promotion from Instructor (part-time) without compensation to Assistant Professor I (part-time), Department of Obstetrics & Gynecology, College of Medicine, effective September 1, 1974.
- Guillermo T. Gutierrez, promotion from Assistant Professor IV (part-time) to Associate Professor I (part-time), Department of Medicine, College of Medicine, effective September 1, 1974.
- Mario T. Gutierrez, promotion from Assistant Professor I (part-time) to Associate Professor I (part-time), Department of Medicine, College of Medicine, effective September 1, 1974.
- Yujiro Hayami as Visiting Professor of Agricultural Economics, without compensation, College of Agriculture, University of the Philippines at Los Baños, effective September 1, 1974 until June 30, 1975.
- Robert William Herdt as Visiting Professor of Economics without compensation, School of Economics, effective November 1, 1974 until October 31, 1975.
- Gloria M. Hernando, promotion from Instructor I (part-time) to Assistant Professor II of Home Economics (part-time), University of the Philippines at Iloilo, effective until May 31, 1975.
- Roman S. Ibay, Jr., promotion from Assistant Professor I (part-time) to Assistant Professor IV (part-time), Department of Surgery, College of Medicine, effective September 1, 1974.
- Rosa Maria M. Icagasi, promotion from Assistant Professor I to Assistant Professor III of English and Humanities, University of the Philippines College in Manila, effective September 1, 1974.
- Wilhelmina R. Jingco, promotion from Programmer I to Programmer II, University Computer Center, effective September 1, 1974.
- Leonila B. Juinio, promotion from Physician (with rank of Assistant Professor III) to Physician (with rank of Assistant Professor IV), part-time, University Health Service, effective September 1, 1974.
- Reynaldo L. Kintanar, promotion from Senior Research Assistant to Research Associate, Local Government Center, College of Public Administration, effective August 1, 1974.
- Bienvenido O. Lapuz, promotion from Associate Professor I (part-time) to Associate Professor IV (part-time), Department of Radiology, College of Medicine, effective September 1, 1974.
- Daniel F. Leary as Visiting Assistant Professor of Inland Fisheries, College of Fisheries, effective October 15, 1974 until October 14, 1975.
- Emeteria P. Lee, change in designation from Associate Professor I and Assistant to the Dean of Admissions, to Admissions Specialist II, Office of Admissions, effective September 1, 1974.
- Florinda J. Lesaca as Assistant Principal, University Elementary School, College of Education, effective September 1, 1974 until August 31, 1977.
- Henry Lim, promotion from Instructor I (part-time) to Assistant Professor I (part-time), Department of Obstetrics & Gynecology, College of Medicine, effective September 1, 1974.
- Antonio A. Limson, promotion from Assistant Professor IV (part-time) to Associate Professor I (part-time), Department of Surgery, College of Medicine, effective September 1, 1974.
- Genara M. Limson, promotion from Instructor (part-time) without compensation to Assistant Professor I (part-time), Department of Obstetrics & Gynecology, College of Medicine, effective September 1, 1974.
- Augusto D. Litonjua, promotion from Professor III to Professor IV, Department of Physiology, College of Medicine, effective September 1, 1974.
- Conrado Lorenzo, Jr., promotion from Instructor (part-time) without compensation to Assistant Professor I (part-time), without compensation, Department of Obstetrics & Gynecology, College of Medicine, effective September 1, 1974.
- Augusto Manalo, promotion from Instructor I (part-time) to Assistant Professor I (part-time), Department of Obstetrics & Gynecology, College of Medicine, effective September 1, 1974.
- Ulpiano T. Manlangit, promotion from Supervisor, Medical Equipment and Precision Instrument Section (Range 8) to Chief, Physical Plant Division (Range 10), Philippine General Hospital, effective September 1, 1974.
- Lourdes V. Mantaring, promotion from Assistant Professor II to Assistant Professor IV of Chemistry, College of Arts and Sciences, effective September 1, 1974.
- E. Arsenio Manuel, automatic pre-retirement promotion from Professor III to Professor V of Anthropology, College of Arts and Sciences, effective September 1, 1974.
- Felix B. Marcelo, Jr., promotion from Assistant Professor I to Assistant Professor III, Department of Pathology, College of Medicine, effective September 1, 1974.
- Reynaldo R. Mendoza, promotion from Instructor III (part-time) to Assistant Professor I (part-time), Department of Pediatrics, College of Medicine, effective September 1, 1974.
- Genaro A. Mocerro, promotion from Research Assistant to Associate Computer Programmer, Office of Admissions, effective September 1, 1974.
- Dante D. Morales, promotion from Instructor III (part-time) to Assistant Professor I (part-time), Department of Medicine, College of Medicine, effective September 1, 1974.
- Douglas Neely as Visiting Professor of Statistics without compensation, College of Sciences and Humanities, University of the Philippines at Los Baños, effective August 15, 1974 until June 30, 1975.
- Eduardo V. Nievera, promotion from Assistant Professor I (part-time) without compensation to Assistant Professor IV (part-time), Department of Radiology, College of Medicine, effective September 1, 1974.
- Luz R. Oyales, promotion from Training Specialist I to Training Specialist II, Local Government Center,

- College of Public Administration, effective September 1, 1974.
- Feliciano M. Padlan, promotion from Physician (with rank of Assistant Professor IV) to Physician (with rank of Associate Professor I), University Health Service, effective September 1, 1974.
- Corazon Paulino-Gonzales, promotion from Professor I to Professor III, Department of Physiology, College of Medicine, effective September 1, 1974.
- Rodolfo P. Perez, promotion from Associate Professor II to Associate Professor IV of Fine Arts, College of Fine Arts, effective October 1, 1974.
- Antonio O. Periquet, promotion from Assistant Professor I without compensation to Associate Professor I (part-time), Department of Rehabilitation Medicine, College of Medicine, effective September 1, 1974.
- Vicente Poblete, Jr., promotion from Instructor I (part-time) to Assistant Professor I (part-time), Department of Obstetrics & Gynecology, College of Medicine, effective September 1, 1974.
- Willem Immanuel Matheos Poli as Visiting Research Associate, without compensation, Institute of Economic Development and Research, School of Economics, effective September 1, 1974 until October 31, 1974.
- Natividad Puertollano, promotion from Assistant Professor I (part-time) to Associate Professor I (part-time), Department of Obstetrics & Gynecology, College of Medicine, effective September 1, 1974.
- Amparo A. Quesada, upgrading of position from Chief, Nursing Services Department (Range 10) to Chief, Nursing Services Department (Range 11), Philippine General Hospital, effective September 1, 1974.
- Myrna N. Quintos, promotion from Instructor I (part-time) to Assistant Professor I, Department of Psychiatry, College of Medicine, effective September 1, 1974.
- Alfredo T. Ramirez, promotion from Assistant Professor IV (part-time) to Associate Professor I (part-time), Department of Surgery, College of Medicine, effective September 1, 1974.
- Jose Relacion, promotion from Instructor (part-time) to Assistant Professor I (part-time), Department of Obstetrics & Gynecology, College of Medicine, effective September 1, 1974.
- Roberto L. Reodica, Jr., promotion from Assistant Professor I without compensation to Assistant Professor IV (part-time), Department of Radiology, College of Medicine, effective September 1, 1974.
- Ambrosio M. Reyes, promotion from Assistant Professor I (part-time) to Associate Professor I (part-time), Department of Pediatrics, College of Medicine, effective September 1, 1974.
- Andres L. Reyes, Jr., promotion from Associate Professor I to Professor I, Department of Medicine, College of Medicine, effective September 1, 1974.
- Pedro M. Reyes, Jr., promotion from Associate Professor I (part-time) to Associate Professor IV (part-time), Department of Surgery, College of Medicine, effective September 1, 1974.
- Tomas Josef F. Riha as Visiting Professor of Economics, without compensation, School of Economics, effective July 1, 1974 until June 30, 1975.
- Manuel T. Rivera, promotion from Associate Professor I (part-time) to Associate Professor III (part-time), Department of Orthopedics, College of Medicine, effective September 1, 1974.
- Basilia A. Roberto, upgrading of position from Administrative Officer (Range 8) to Administrative Officer (Range 9), College of Education, effective August 1, 1974.
- Rizalina C. Roxas, reclassification of position from Stenographer (Range 7) to Administrative Officer (Range 8), Office of the Assistant for Legal Affairs, effective August 1, 1974.
- Oscar A. Saddul, transfer from the College of Medicine with promotion from Instructor and Attending Otorhinolaryngologist, part-time, without compensation, to Consultant in Ear, Nose and Throat (with rank of Assistant Professor I), (part-time), University Health Service, effective July 1, 1974 until June 30, 1975.
- Isabel G. Saldaña, detail to the University of the Philippines at Cebu with change in designation from Instructor III, University High School, to Guidance Counselor I, High School, University of the Philippines at Cebu, effective June 1, 1974.
- Elena San Juan-Fernando, promotion from Instructor VI to Assistant Professor II of Pharmaceutical Chemistry, College of Pharmacy, effective September 1, 1974.
- Vicente L. Santos, promotion from Assistant Professor IV (part-time) to Associate Professor I (part-time), Department of Otorhinolaryngology, College of Medicine, effective September 1, 1974.
- Perla D. Santos-Ocampo, promotion from Assistant Professor IV (part-time) to Associate Professor I (part-time), Department of Pediatrics, College of Medicine, effective September 1, 1974.
- Homer R. Schmittou as Visiting Assistant Professor of Inland Fisheries without compensation, College of Fisheries, effective October 15, 1974 until October 14, 1975.
- Jose V. Silao as Attending Orthopedic Surgeon (part-time), Philippine General Hospital, effective July 1, 1974.
- Rudy H. Tan, promotion from Assistant Professor I to Assistant Professor II of Statistics, Statistical Center, effective September 1, 1974.
- Aproniano C. Tangco, promotion from Instructor I (part-time) to Assistant Professor I (part-time), Department of Pediatrics, College of Medicine, effective September 1, 1974.
- Oscar M. Tangco, promotion from Professor I to Professor III, Department of Anatomy, College of Medicine, effective September 1, 1974.
- Victor O. Tantengco, promotion from Associate Professor II to Professor I of Physiological Hygiene and Nutrition, Institute of Public Health, effective September 1, 1974.
- Leopoldo Uichanco, promotion from Assistant Professor I (part-time) to Associate Professor I (part-time), Department of Obstetrics & Gynecology, College of Medicine, effective September 1, 1974.
- Conrado A. Valdez as Research Associate, Dairy Training and Research Institute, University of the Phil-

ippines at Los Baños, effective September 1, 1974 until June 30, 1975.

TRANSFER TO PERMANENT STATUS

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

Pedro Acierto as Assistant Professor IV of Community Development, Institute of Social Work and Community Development, effective September 15, 1974.

Emmanuel D. Bello as Associate Professor I of Wood Science and Technology, College of Forestry, University of the Philippines at Los Baños, effective August 1, 1974.

Clementina Esguerra as Science Education Specialist II, Science Education Center, effective September 1, 1974.

Corazon G. Iñigo as Assistant Professor I of Physical Education, Department of Physical Education, effective September 1, 1974.

Genero A. Mocoerro as Associate Computer Programmer, Office of Admissions, effective September 1, 1974.

Eduardo C. Sison as Assistant Professor IV of Food Science and Technology, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974.

Rosalina R. Villavicencio as Science Education Specialist II, Science Education Center, effective September 1, 1974.

SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board confirmed its acceptance of a grant totaling P20,000.00 (Manufacturers Hanover Trust Company check) from the *ASARCO FOUNDATION*, New York, for the following purposes:

a. P5,000.00 for an undergraduate scholarship for junior or senior B.S. Geology students in the College of Arts and Sciences; and

b. P15,000.00 for research fellowship for a Ph.D. student in the Department of Geology and Geography, College of Arts and Sciences, to be known as "Mission Exploration Research Grant."

* * *

The Board confirmed acceptance of a *San Miguel Corporation* full scholarship in the full-time MBA program of the College of Business Administration, which provides a stipend of P400.00 per month for 16 months and P600.00 per trimester for four (4) trimesters for tuition and books. The total amount of P8,800.00 is a donation by the SMC to the U.P. Business Research Foundation, Inc., which is currently conducting a scholarship campaign drive for the MBA program of the College.

* * *

The Board accepted the *Brigido R. Valencia-Valgosons, Inc.* offer of four (4) scholarships in the fields of mechanical, civil, electrical, chemical, mining, or industrial engineering in the College of Engineering. The grants (one semester) are open to third-year male students from Pampanga or Davao.

COLLECTION OF FEES

The Board approved the following schedule of fees for the M.S. in Fisheries program in the College of Fisheries:

| | |
|--------------------------|---------|
| A. Application fee | P10.00 |
| B. Semestral fees: | |
| Tuition | P166.00 |
| Laboratory | 75.00 |
| Miscellaneous | 147.00 |
| | P388.00 |

Breakdown of the Miscellaneous fee:

| | |
|-----------------|--------|
| Registration | P14.00 |
| Medical | 18.00 |
| Library | 90.00 |
| Athletic | 16.00 |
| Publication | 3.50 |
| Student Council | 3.00 |
| Cultural | 4.00 |
| Community Chest | 0.50 |

TOTAL P149.00

* * *

The Board approved the increase in the athletic fee from P14.00 to P16.00 per semester, effective the second semester of the current academic year 1974-1975. The increased fee is justified by the increased cost of athletic supplies and equipment.

* * *

The Board authorized the University of the Philippines at Clark Air Base to collect \$1.00 every trimester as a cultural fee, separate from all other fees collected by the unit during registration. This will enable the unit to implement its cultural program for the benefit of the campus community.

Collections from the fee shall be properly receipted and deposited in a CAB bank to be administered by the dean with the assistance of the Chairman of the Committee on Culture. Auditing shall be undertaken by the University Auditor.

In this connection, the Board also authorized the unit to collect 50 cents from adults and 25 cents from children as entrance fees for every cultural presentation of the unit. Income from the fees will be used to finance the cultural activities of the College.

* * *

The Board approved the increase in the publication fee for *Ang Tagamasid*, student publication of the University of the Philippines College in Manila, from P0.50 to P1.00 per semester, effective the second semester of the current academic year.

* * *

The Board authorized the Law Center to increase registration fees for the continuing education program from P45.00 to P50.00 per participant, and to charge fees for the use of the Center's copying and duplicating machine, as follows:

- a. Ricoh Photocopy Machine —
 - (1) Legal size — P0.65 per copy
 - (2) Short size — 0.55 per copy
 - (3) Half size — 0.45 per copy
- b. Mimeograph Machine —
 - (1) Minimum of P1.00 per stencil for the first ream:
 - (2) P0.75 per succeeding copies per ream.

(Note: Materials supplied by requesting party.)
- c. Scanner —
 - (1) P4.00 — short run
 - (2) P5.00 — long run

d. Offset —

- (1) Minimum of ₱2.00 per plate for the first ream;
 (2) ₱1.50 for succeeding copies per ream.

(Note: Materials supplied by requesting party.)

The Board approved the increase in the fee charged by the Philippine General Hospital for medical certificates (medico-legal certificates, certificates in connection with claims in the SSS, WCC, etc.) from ₱0.50 to ₱1.00.

The amount of ₱0.50 had been the same since post-liberation days despite increases in the cost of materials.

The Board likewise authorized the PGH to charge non-patient clients for psychiatric evaluation tests a fee of ₱15.00. Income derived from this source will help the hospital finance its varied activities.

CHANGE IN SALARY SCALES FOR NEW CLASS POSITIONS OF ADMISSIONS SPECIALIST III, ADMISSIONS SPECIALIST IV, ASSOCIATE COMPUTER PROGRAMMER

The Board approved the change in the salary scales for the new class positions of Admissions Specialist III, Admissions Specialist IV, and Associate Computer Programmer, to make them conform with the new U.P. salary scales.

The Board noted that when the new class titles were submitted for approval by the Board, the new salary scales were not yet in effect; hence, the recommended scales were still based on the then existing 1973 scales.

| <i>New Class Title</i> | | <i>Salary Scale</i> |
|-------------------------------|---|---------------------|
| Admissions Specialist III | 1 | ₱16,800.00 |
| | 2 | 17,748.00 |
| | 3 | 18,744.00 |
| | 4 | 19,800.00 |
| | 5 | 20,928.00 |
| | 6 | 22,116.00 |
| Admissions Specialist IV | 1 | ₱20,928.00 |
| | 2 | 22,116.00 |
| | 3 | 23,364.00 |
| | 4 | 24,684.00 |
| | 5 | 26,088.00 |
| | 6 | 27,456.00 |
| Associate Computer Programmer | 1 | ₱ 9,060.00 |
| | 2 | 9,588.00 |
| | 3 | 10,140.00 |
| | 4 | 10,728.00 |

5

11,340.00

6

12,000.00

CREATION OF ACADEMIC DIVISIONS IN U.P. AT ILOILO

The Board approved the creation of the following academic divisions in the University of the Philippines at Iloilo effective the first semester, academic year 1974-1975, and the appointment of a chairman for each:

- Division of Social Sciences and Humanities;
- Division of Biological Sciences;
- Division of Physical Sciences and Mathematics;
- Division of Business and Public Administration; and
- Division of Professional Education.

It is understood that the chairman who will be appointed in each division will be entitled to three units load credit, accrued leave and any other benefits enjoyed by division chairmen in the U.P. System.

REMOVAL OF CLASS MANAGER, BASILAN LAND GRANT, FROM INDEX OF ADMINISTRATIVE CLASSES

The Board approved the removal of the Class Manager, Basilan Land Grant (Range 12) from the Index of Administrative Classes of the University.

As one of the major income-producing units of the University, the Basilan Land Grant requires a head who must possess not only technical know-how but also high managerial qualities. The distance of the land grant from the main University campus also requires a manager who can render sound and independent decisions with promptness and dispatch in order to maintain an efficient organization.

Removal of the position from said index will provide flexibility of compensation allocation and insure the hiring of a top-caliber manager.

STUDY OF SYSTEM OF PAYMENT OF SALARIES BY CHECKS

The Board approved a recommendation from the Finance Committee to request the President to have a study made of the institution of a system of payment of salaries of University personnel by checks beginning 1 January 1975.

PRESIDENTIAL APPOINTMENTS

The President approved the following appointments:

Rafaelita B. Araullo as Instructor I, Comprehensive Community Health Program, effective September 1, 1974 until May 31, 1975.

Alfredo T. Ramirez as Executive Officer, Department of Surgery, College of Medicine, effective September 1, 1974 until August 31, 1975.

SEPARATIONS FROM THE SERVICE

Resignations

Pablito Milanes as Student Assistant, University of the Philippines College in Manila, effective September 2, 1974.

Bienvenido Nava as Driver, Comprehensive Community Health Program, effective September 1, 1974.

Cristinia Sayno as Clerk-Typist, University of the Philippines at Clark Air Base, effective September

13, 1974.

Retirements

Asuncion G. Arcilla as Publications Assistant, College of Public Administration, effective August 1, 1974.

Manuel Estandarte as Instructor, College of Music, effective September 4, 1974.

Lucio Rualo as Utility Man, College of Architecture, effective September 15, 1974.

CONTRACTS AND AGREEMENTS

The Board confirmed the following contracts and agreements at its 852nd meeting on 26 September 1974:

1. Memorandum of Understanding with Philippine Council for Agricultural Research (PCAR)

A memorandum of understanding was entered into between the Philippine Council for Agricultural Research (PCAR), Los Baños, Laguna and the U.P. System, whereby PCAR provides the University System an initial fund in the amount of P40,000.00 for the establishment of an agribusiness fellowship-study grant in the College of Business Administration to be known as the "PCAR Agribusiness Fellowship-Study Grant." This grant shall provide full fellowship to PCAR scholars for graduate work leading to any of the following degrees: (1) Master of Agribusiness Management; (2) Master of Business Administration with concentration in Agribusiness; (3) Doctor of Business Administration with concentration in Agribusiness. The study grant shall be open to regular staff members of government institutions engaged in research in agriculture, forestry, or fisheries. If scholarship slots are not filled up by qualified government employees, the grant shall be offered to qualified graduate students who have contracts to work for PCAR-serviced research agencies.

2. Memorandum of Understanding with National Science Development Board (NSDB)

A supplemental memorandum of agreement was entered into between the National Science Development Board (NSDB) and the University for the continued implementation for another three (3) years, beginning 1 July 1974, of the NSDB-U.P. Project "NSDB Inland Fisheries Project" in the College of Fisheries.

For the first year of operation under the extension period, the above-mentioned project shall be funded from the NSDB financial assistance of P800,000.00, of which P500,000.00 is for Sub-Project A (Brackishwater Aquaculture Center) and P300,000.00 is for Sub-Project B (Freshwater Aquaculture Center), to be spent exclusively in accordance with the Project Line-Item budgets dated 19 June 1974, provided that U.P., CLSU, and the U.S. AID defray their respective counterparts as reflected in said line-item budgets and the continued commitment of cooperating agencies is secured as required.

3. External Collaboration Contract with International Labor Office

An external collaboration contract was executed between the University and the International Labor Office, whereby the Asian Labor Education Center will organize a Sub-Regional Workshop on Population and the Young Workers from 14 October to 2 November 1974, the ILO to pay the external collaboratory fee of \$5,000.00. The

project must be completed before the end of 1974, and the workshop is to be organized under the External Collaboration Contract dated 17 April 1974 relating to the entire ILO-assisted population education programme of ALEC for the year 1974. This contract is issued to supplement the ILO financial contribution by \$5,000.00.

4. Memorandum of Understanding with National Orthopedic Hospital and Central Luzon Sanitarium

A memorandum of understanding was entered into between the University and the National Orthopedic Hospital and the Central Luzon Sanitarium regarding the training of students of the School of Allied Medical Professions, College of Medicine, enrolled in courses leading to B.S. in Physical Therapy and B.S. in Occupational Therapy in these hospitals. Both agreements are for a period of three (3) years.

5. Contracts Entered Into 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:

a. Memorandum of Agreement with the Bureau of Plant Industry (BPI)

The agreement pertains to a cooperative research project entitled "Field Trial Performance of Embryo-Cultured Makapuno Seedlings" at the Tiaong (Quezon) Experiment Station, Mindoro Horticulture Center and Guinobatan Experiment Station, in accordance with the research proposal presented by the College of Agriculture.

b. Memorandum of Agreement with the Dr. Madaus & Co. (DMC)

This agreement refers to a joint research undertaking "MADAUS-UPLB Research Project" for a period of three (3) years under a MADAUS financial support totaling P84,180.00 payable as follows: (a) first year — P23,920.00; (b) second year — P28,060; and (c) third year — P32,000.00. The objective of the project is to gain knowledge on the biology and culture of *Cassia angustifolia* and *Plantago ovata*.

c. Memorandum of Agreement with CRADCOR-HASEG Corporation (CHC)

This agreement pertains to a research project "The UPLB-CRADCOR-HASEG Lima Bean Project" which aims to produce at least 90 metric tons of lima beans in 60 hectares of the UPLB Land Grant at La Granja, Negros Occidental, and to help establish the lima bean industry in the Philippines. Under the agreement, the CHC agrees to provide the sum of P137,822.00 for a pilot commercial production of lima beans at La Granja. The contract is for an initial period of one (1) year.

HISTORICAL PAPERS AND DOCUMENTS

TELEGRAM FOR PRESIDENT MARCOS ON HIS BIRTHDAY ANNIVERSARY

11 SEPTEMBER 1974

HIS EXCELLENCY FERDINAND E. MARCOS
PRESIDENT OF THE PHILIPPINES
MALACANANG, MANILA

ON BEHALF OF THE UNIVERSITY OF THE PHILIPPINES I FEEL HONORED AND HAPPY TO CONVEY TO YOU OUR WARMEST CONGRATULATIONS ON YOUR BIRTHDAY ANNIVERSARY AND

OUR BEST WISHES FOR THE SUCCESS OF YOUR EFFORTS TO ESTABLISH THE NECESSARY CONDITIONS THAT WOULD ENABLE THE FILIPINO PEOPLE TO CREATE A JUST AND COMPASSIONATE SOCIETY BY DEMOCRATIC AND PEACEFUL MEANS STOP WE OFFER OUR HEARTFELT SUPPORT AND COOPERATION FOR THE ACHIEVEMENT OF THIS END

SALVADOR P. LOPEZ

REQUEST TO EXEMPT U.P. FACULTY FROM TRAVEL BAN

12 September 1974

His Excellency Ferdinand E. Marcos
President of the Philippines
Malacañang, Manila

Dear Mr. President:

I am deeply concerned to note that in recent days the requests for authority to travel abroad of several faculty and staff members of the University of the Philippines have been disapproved, in line with the restriction you have ordered imposed on foreign travel as a means of curbing government expenditures and preventing the dissipation of our foreign exchange reserves.

As you may recall, Mr. President, in a letter to you dated November 15, 1972, I requested that a more understanding policy on this matter be followed with respect to the U.P. Our request was given favorable consideration and we are grateful for this. This letter is in reiteration of that earlier request.

The faculty and staff development program of the University provides our scientists, scholars and researchers with opportunity to develop further their knowledge and expertise through graduate studies and/or attendance in conferences, seminars, workshops and continuing education programs here as well as abroad. In most cases, the expenses involved are borne by private foundations, foreign governments or international organizations which sponsor these activities.

It is imperative that our scholars and scientists participate in international conferences and seminars if they are to keep abreast of the latest developments in their

fields of interest. This continuing relationship with their foreign counterparts is one of the most effective ways of enriching their knowledge and experience, thereby enhancing their capabilities as teachers and researchers. Furthermore, the pursuit of graduate studies abroad by our faculty and staff members insures a continuing, if insufficient, supply of specialists in those fields which are essential to national development. These activities are indispensable to the continuing development of the University and the expansion of the nation's high level manpower resources. The unqualified restriction of these activities, therefore, would wall us in from the expanding horizons of knowledge beyond our national boundaries, to the detriment of our country and people.

We are aware that foreign travel is expensive and represents a drain on our foreign exchange reserves. However, we also feel that these expenditures for faculty and staff development are investments in a very real sense, since they are actually investments in human resources needed for nation-building.

For these reasons, I would like to request that applications for travel abroad of our faculty and staff members be acted upon favorably as justifiable exemptions from the ban on foreign travel. For our part we will assume responsibility for screening these applications before forwarding them to you for approval.

With assurances of highest esteem and regard.

Sincerely yours,

(Sgd.) SALVADOR P. LOPEZ
President

PROCLAMATION No. 1273

MALACANANG
Manila

BY THE PRESIDENT OF THE PHILIPPINES
PROCLAMATION NO. 1273

AUTHORIZING A SPECIAL COMMITTEE TO CONDUCT A NATION-WIDE FUND CAMPAIGN FOR THE UNIVERSITY OF THE PHILIPPINES.

WHEREAS, the updating of educational standards is one of the foremost objectives of Government;

WHEREAS, the University of the Philippines has through the years proven itself an effective instrument

in upgrading educational standards and in the attainment of the country's educational objectives; and

WHEREAS, the University needs public support in the realization of its objectives;

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers vested in me by law, do hereby authorize a nationwide fund campaign for the University of the Philippines to be conducted by a Special Committee composed of the following:

Secretary Cesar Virata Chairman

NEDA Director-General Gerardo Sicat ... Member
 Former Senator Gil Puyat Member
 Secretary Juan Ponce Enrile Member
 Ambassador Roberto Benedicto Member
 DBP Chairman Leonides Virata Member

All donations to the University of the Philippines through the Special Committee shall be exempt from all kinds of taxes, any provision of law to the contrary notwithstanding and the same shall further be deductible in full pursuant to Section 30, Paragraph (h) (I) of the National Internal Revenue Code, as amended: *Provided*, however, that the accounts shall be subject to audit by the Commission on Audit or its representatives at any time.

The Special Committee is deemed to have been created as of April 26, 1974, U.P. Law Alumni Reunion Day.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the Republic of the Philippines to be affixed.

Done in the City of Manila, this 6th day of June, in the year of Our Lord, nineteen hundred and seventy-four.

(Sgd.) FERDINAND E. MARCOS

President

Republic of the Philippines

By the President:

(Sgd.) ALEJANDRO MELCHOR

Executive Secretary

U.P.—UNIVERSITY OF THE PEOPLE: THE LOPEZ YEARS

U. P.

University of the People:
 the Lopez Years
A Choral Ode

Set to music Text drawn from the speeches of
 by Eliseo M. Pajaro U.P. President Salvador P. Lopez

First performed at a Testimonial Concert to mark the fifth anniversary of the inauguration of Dr. Salvador P. Lopez as the Tenth President of the University of the Philippines, under the baton of Dr. Eliseo M. Pajaro, and with the participation of Professor Aurelio Estanislao as narrator, Mr. Elmo Makil as baritone, and the U.P. Speech Choir, the U.P. Concert Chorus, and the Manila Symphony Orchestra, in the Abelardo Hall Auditorium, September 16, 1974.

I

CHORUS:

God willing, we shall strive to make this University
 an institution more hospitable
 to the idealism of our youth
 and more relevant to the needs of our nation—
 an instrument more responsive
 to the clamor of our people
 for the transformation of society
 so that all may enjoy the blessings
 of a better life in larger freedom.

NARRATOR:

In taking my oath of office
 as the Tenth President of the University of the
 Philippines,
 I have agreed to exchange the problems of the world
 for the problems of the campus.
 I have neither sought nor aspired to this high position.
 I accept with humility and resolve
 the challenge of its responsibilities.

SPEECH CHOIR:

I bring to this high office no special gifts or
 qualifications except capacity for hard work and
 devotion to duty, an abiding love for the University,
 and a deep respect for its mission.

II

NARRATOR:

I have tried to distill a few basic principles
 to guide me in running the University.
 The first of these is that the University
 is both a conservator of the wisdom of the past
 and an agent of change—
 the nation's primary instrument for the purpose.

SPEECH CHOIR:

The second is that the University's approach to
 truth must be both creative and dynamic;
 it must not only reflect light from without
 but must also give forth its own light.

NARRATOR:

The third is that the University
 is a single, indivisible community of scholars
 composed of professors and students
 jointly engaged in the pursuit of goodness, truth
 and beauty.

SPEECH CHOIR:

The fourth is that the University must hold the
 balance between universalism and nationalism.
 It must be hospitable to all views and opinions,
 and accessible to all ideologies and philosophies.
 Instead of closing windows that are already open,
 it should open windows that are still closed.

III

SPEECH CHOIR:

This University is a community of scholars.
 It is scholarship alone that gives the University
 its being as well as its reason for being.
 The University of our time has assumed a dangerous
 mission and the scholar must accept a dangerous
 calling.
 The University and the scholar must pursue ideas
 no matter how unpopular they may be,
 or however dangerous it may be to hold them.

NARRATOR:

The University in a developing society
 cannot afford to be an Ivory Tower.
 It must be geared to the goals of academic excellence

and yet also concern itself
with service to the community and the nation.
It must be relevant to the needs,
and responsive to the aspirations of the national
society.

SPEECH CHOIR:

Truth and knowledge have value in themselves.

NARRATOR:

But their value is infinitely enhanced
when they are utilized by the people
to carve their own destiny so that
they may cease to be the slaves of circumstance.
To contribute to that purpose and advance
man's struggle for freedom and quest for happiness—

SPEECH CHOIR:

This is the scholar's task,
a task that calls for purposeful dedication.

IV

NARRATOR:

During the barricades of 1971
there were those who wanted me to invite
the police and the military to enter the campus
and disperse the embattled students.
Traffic was being obstructed, I was told,
and the police had a duty to perform.
I rejected the argument.
If the problem is that simple, I said,
then the U.P. does not need a President.
All it needs is a Chief of Police.
I asked President Marcos to let me use persuasion
Instead of bullets, and he agreed.
I could talk to the students
because they trusted me.
I lived, worried and agonized with them
on their side of the barricades.
On the ninth day, upon my insistent demand,
they dismantled the barricades
and peace returned to the campus.
Thus, in a situation that could have resulted
in a bloody massacre of students
and the destruction of the University,
we lost only one life
plus a few tables, desks and chairs.
My policy was criticized at that time
as a policy of weakness.
But if my policy seemed weak,
it was only because I was strong for human life.

V

SPEECH CHOIR:

We must deal with students with respect and
consideration.
We must respond to their requests and demands
with sincerity and understanding.
Students do not surrender their fundamental rights
when they enter the University.
Students, in turn, must accept their obligations
as members of the academic community.
They must respect the rights of others
and have due regard for the mission of the University.

We must not be dismayed or frightened by student
activism.

We should rather find ways and means
of coming to terms with it,
without violent repression or abject surrender.

We must regard the movement as an expression
of the positive idealism of our youth,
proof of their discontent with things as they are,
their rejection of the shame and hypocrisy,
the cruelty and injustice of society.

It is in the context of an unjust society
that student activism should be considered.
It is an extension of the periodic agitations
for social change that have shaken
our country during the past half century,
spawned by the evils of a "sick society,"
where wealth and power are the monopoly of a few,
and poverty is the only heritage of the many.

We must try to understand the predicament of the
young.

We must not blame them but ourselves rather,
for giving them a world they do not want,
a world they want to change,
a world they never made.

VI

BARITONE SOLO:

We have come to a watershed
in the history of the University.
In November 1972
the University of the Philippines System was
established.

This decision was of capital importance.

It meant that this great institution
would not only continue to stand at the apex
of the national system of higher education
but would develop into a constellation
of autonomous regional universities belonging
to a multicampus University System.

The whole nation would share in the excellence
of its programs and anyone anywhere in the land
with the requisite ability would have the chance
to receive a good U.P. education.

Thus, the U.P. can make its presence felt everywhere,
its leavening influence will spread,
and the whole country will have become its campus.

VII

NARRATOR:

Under martial law, the U.P. has been transformed,
as if by magic, into a tranquil grove of academe.
The graffiti and posters have disappeared
and the students have quit the streets.
Teachers are attending to their teaching
and students have gone back to their studies,
both with exemplary zeal.

The truth, however, is that the universities
have become quiescent rather than quiet.
The distinction is important.
The classrooms, libraries and laboratories
are inviolate havens of thought,
and fear cannot long constrain the human mind.
Quiescence is not necessarily synonymous with
tranquility nor acquiescence with affirmation.

A university that has become as silent as a cemetery
has lost the right to be called a university.

SPEECH CHOIR:

We are running a race with catastrophe.

For, it is far easier to lose freedom without bloodshed
than to regain freedom without bloodshed.

A people may be willing to forego freedom and
democracy for the sake of necessary reforms,
but not indefinitely and certainly not forever.

To try to uproot love of freedom
from the heart of the Filipino
or to extinguish the flame of liberty
that burns in his soul
would be an impossible task.

Rather, we should try together as a people
to achieve freedom with responsibility,
order without regimentation,
authority without tyranny—
that is, a compromise
between the integrity of individual life
and the imperatives of collective existence,
and to achieve all this
without the violence and bloodshed
that usually attend revolutionary enterprises.

VIII

NARRATOR:

I accepted the presidency of the U.P. in 1969
at a time when the position of university
administrator was the most hazardous and
unwanted job in the world.

It was not an easy decision to make.

Having already served in the highest positions
in the foreign service, and actually holding then
the two most important diplomatic posts
of the Republic, I seriously doubted the wisdom
of carving yet another career in the unfamiliar
and not-so-tranquil grove of academe.

In the end, I decided to accept,
because all my life I have never evaded
the challenge of service.

I have never regretted the decision.

There may be more prestigious, better rewarded
positions than that of U.P. President.
but there is none more important,
more inwardly satisfying or rewarding.

To be involved with the young
Is to be where the action is.
It is to have a hand in shaping tomorrow.

IX

CHORUS:

This University shall best serve the nation
by embracing forever the true vocation of a
university which is the earnest search for truth
and the tireless pursuit of knowledge,
by committing itself to creative scholarship
and placing itself resolutely
in the service of ideas.

In this time of crisis
we have been told to damp the lights
all over the nation.

Let's dim the lights in the streets,
in the farms, factories and coffee-shops,
even in our homes, if need be—
but we must never let the lights
go out in the University.

For, as long as the lights
are turned on in the University,
our land will never be plunged
in total darkness—
and our people will be able
to live and learn,
to work and eat their daily rice
by the light of freedom
from the lamp of truth.

THE U.P. SYSTEM AND U.P. AT LOS BAÑOS

By SALVADOR P. LOPEZ

President

*(Extemporaneous remarks after receiving a testimonial plaque from Chancellor Abelardo G. Samonte
at a testimonial dinner in the President's honor at the U.P. at Los Baños Union main dining hall,
23 September 1974)*

What a difference between this pleasant gathering
tonight and the time I came to Los Baños in 1969, when,
as the "new boy" at Quezon Hall I had to rush here and
help then Vice-President Umali settle a massive protest
strike of faculty and students. We stayed up most of
the night around a four-sided conference table which the
students insisted upon and which so much reminded me
of the Vietnam peace talks that were being held simul-
taneously in Paris.

Mrs. Lopez and I are really overwhelmed by this large
turnout. But as Regent Drilon told me earlier, one wonders
whether this is a rousing welcome or a rousing send-off.

In looking forward to my "tenth anniversary" as Pres-
ident of the University, Chancellor Samonte has impliedly

nominated me for another term of at least four years.
However, his is only one vote out of eleven in the Board
of Regents. But Regent Fonacier and Regent Drilon are
also here and, assuming they are in favor, that makes
three votes. With my own (assuming I'm also in favor)
that makes four votes. We need only two more to have
a majority!

People, however, seem to take for granted my impending
transfer to Padre Faura, back to the foreign service.
If that should happen, then the parallelism between my
career and that of my distinguished predecessor, Dr. Car-
los P. Romulo, would really be uncanny. I was in
Professor Romulo's class in American literature in 1930.
In 1933, when he moved from the *Manila Tribune* to the

Philippines Herald, Editor-Publisher Romulo invited me to become the latter paper's daily columnist and, later, associate editor. After war broke out in December 1941, I followed him to Corregidor where I worked with him on the staff of General MacArthur. After liberation, he asked me to help him establish the Philippine Mission to the United Nations in New York. So, I have been following his giants steps all the way, as Ambassador to the U.N., Secretary of Foreign Affairs, Ambassador to Washington, and President of the U.P. And now, am I also going back to Padre Faura and diplomacy, as Secretary Romulo did in 1969? That would be really too extraordinary to be purely coincidental.

I have had four careers in the course of a lifetime: eight years in journalism before the war, four years in the army during the war, twenty-three years in diplomacy after independence, and the last nearly six years in education. Looking back over these forty years, I consider the presidency of the University of the Philippines to be the best, most important, most rewarding job I've ever had. One has an extraordinary sense of commitment, of being fully used, of being where the action is, of being with the young and, therefore, of having a hand in shaping tomorrow.

I would not exchange my six years in the University for the twenty-three years I spent in the foreign service.

We have taken certain important initiatives in the University which I'd like to see through. The U.P. System was established on our recommendation under Presidential Decree No. 58 issued by President Marcos on November 20, 1972, in response to the need to establish the autonomous U.P. at Los Baños. In a sense, the U.P. System had to be established in order to accommodate the UPLB.

There has since been developing a special relationship between Diliman and Los Baños. It was fortunate that in the initial years of the UPLB as an autonomous university there has been such excellent rapport between the Chancellor and myself. With a different man in Diliman and a different man in Los Baños, the relationship might well have been very different. If I have approved virtually all important recommendations from Los Baños, it's because the Chancellor had previously served in Diliman for four years as Vice-President for Academic Affairs and worked very closely with me on the problems of the University; in the process, a high degree of mutual respect and comprehension had grown between us. I hope our successors in Diliman and Los Baños will maintain this close rapport so as to ensure the success of UPLB as an autonomous university within the System.

The success of UPLB as a member of the U.P. System is crucial for three reasons: first, it is setting a pattern of relationship appropriate between an autonomous university and the System; secondly, it has been the pace-setter in the development of adequate physical plant and facilities; and thirdly, it is demonstrating the validity of the philosophy underlying the U.P. System.

I'm told that Dr. Bienvenido M. Gonzalez once expressed the belief that his administration as U.P. President would be remembered for the transfer of the University from Padre Faura to Diliman, which he boldly initiated and carried out against powerful opposition. Similarly, I believe that my presidency would be remembered not only as the most tumultuous in the history of the University,

but also as a period of unprecedented development for the institution. These have been years of turmoil, exemplified by the barricades of 1971, but they have also been years of growth, exemplified by the establishment of the U.P. System and of the UPLB as an autonomous member of the System.

There may be attempts in the future, as there have been in the past, to erode the unity and integrity of the U.P. System. But I believe we have contained the most serious of these attempts. Our main task now is to consolidate the gains and advances that have been made in the last two or three years.

I anticipate not the contraction of the U.P. System but its further expansion. In a few days, I am going to Iloilo, Cebu and Tacloban to preside over the ground-breaking for new buildings.

For the first time, there is an appropriation in our budget of P1 million for each regional unit as a token of the Board's desire to ensure that the U.P. System will grow.

The assumption is that each of these regional units should be given an opportunity to develop into an autonomous university like Los Baños. But they can do this only if they devise programs that are responsive to the needs and aspirations of the people in the regions where they are located while maintaining the high standards of the University.

If our years in the University have been years of growth in spite of turmoil, it's largely because I have had the good fortune to enjoy an exceptionally fine working relationship with the Board of Regents. No University President has worked more closely and cooperatively with the Board, and the Board with the President. I also would like to acknowledge the continuing support I have received from the national government, particularly from President Marcos, who has given the U.P. the biggest operating budget ever in its entire history: from P60 million last year to P90 million this year, an increase of 50 percent — and all of it programmed. At the President's behest, a five-year development program for the U.P. is being prepared that will give the flagship campus in Diliman the same massive upgrading of buildings, facilities and programs that was achieved in Los Baños between 1966 and 1971.

I wish to repeat, I've not done this all by myself. In addition to the cooperation of the Board of Regents and the support of President Marcos, I have enjoyed the help of many men and women of great ability on the faculty and in the administration of the University. True, I have worked very hard on this job, but there are others too many to name who have worked just as hard. To all of them, I give my thanks.

My wife has been warning me that many of my speeches in recent months have begun to sound like valedictories. Well, that probably can't be helped. All good things do come to an end, even the Presidency of the U.P. If I may advert once again to the impending end of my term, there are other options open to me in addition to remaining in the University (if the Regents will have me) or going back to the foreign service. I hold a unique appointment as University Professor, and I'd really love to teach and have time to write. And, of course, there's always the option of retirement. But at age 63, I don't think I can stand the rigors of retirement.

My wife and I are agreed that I can best serve our people by placing at their disposal the experience I have gained in various capacities over a period of forty years. At this stage of my life and career, having spent twenty-three years in the foreign service, the diplomatic life holds no more seductions for me, and I would prefer to

serve our people by living and working among them, at home.

I have never sought any of the positions I have held; I have always been asked or called to serve. This passive attitude seems to have worked well during the past forty years, and I see no reason to change it now.

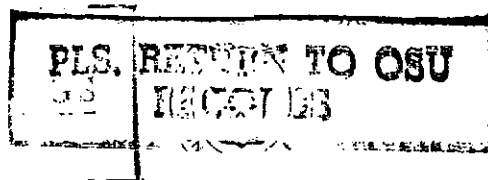
ERRATA

The following corrections are hereby made for the preceding issue of the *U.P. Gazette*, Volume V, Number 8, 31 August 1974:

Under "Appointments and Reappointments," page 132, the reclassification of Henry M. Lopez is correct-

ly from Administrative Assistant (Range 7) to Administrative Officer (Range 8).

Under "Bachelor of Arts" graduates, page 151, paragraph 2, Mary Gay A. Fernando should be *Mary Gay A. Dolorfino*.



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ADMINISTRATIVE ISSUANCES

ADMINISTRATIVE ORDERS

Administrative Order No. 238-b: Creation of a Subcommittee on Public Information

The following are hereby designated members, with Mr. Rodolfo San Diego as Chairman, of the sub-committee on public information of the Rafael Palma Centennial Committee to take charge of press releases and related work: Mr. A. Oliver Flores, the Editor, *Philippine Collegian*, and Mr. Ernesto Cayabyab.

22 October 1974

Administrative Order No. 256: Constitution of the Collegian Examining Board

The following are hereby constituted into the *Collegian* Examining Board with Prof. Francisco Arcellana as Chairman: Dr. Leslie E. Bauzon, Mrs. Patricia M. Cruz, Mr. Herminio Beltran and Mr. Emmanuel Esguerra. The *Collegian* Examining Board shall be responsible for setting up the date for the *Collegian* examination and recommending to the President of the University the appointment of the *Collegian* Editor on the basis of the results of the examination and in accordance with the rules of the University governing the selection of the *Collegian* Editor.

To ensure the holding of the examination before the start of the second semester, it would be desirable for the Examining Board to meet as soon as possible.

15 October 1974

Administrative Order No. 259: Designation as Officer-in-Charge of the Office of Administrative Personnel Services

Mr. Amor N. Oribello, Jr. is designated Officer-in-Charge of the Office of Administrative Personnel Services in addition to his present duties as Assistant to the Vice-President for Administration without additional compensation effective October 18, 1974 (vice Mr. Candido Padilla, Jr., who requested to be relieved for reasons of health) until the return of Atty. Pio P. Frago from his fellowship abroad, but not later than July 31, 1975.

17 October 1974

Administrative Order No. 260: Updating and Printing of Revised University Code

The Law Center is hereby designated to collate, update and publish the Revised Code of the University of the Philippines System preparatory to the comprehensive revision of said code.

22 October 1974

Administrative Order No. 263: Designation as Acting Director of the Office of Campus Landscaping

Mr. Dionisio Liwag is designated Acting Director, Office of Campus Landscaping, effective October 25, 1974 unless sooner terminated by competent authority.

25 October 1974

Administrative Order No. 266: Membership in University Committee on Workmen's Compensation Claims

Upon the recommendation of the Chairman of the University Committee on Workmen's Compensation Claims, Mr. Amor N. Oribello, Jr., Officer-in-Charge of the Office of Administrative Personnel Services, is hereby designated as Acting Member of said Committee effective immediately until the return of Atty. Pio P. Frago from a fellowship abroad.

This supersedes Administrative Order No. 243 designating Mr. Candido Padilla, who has gone on sick leave.

22 October 1974

MEMORANDUM CIRCULARS

Memorandum Circular: Special Convocation on Palma

On Thursday, October 24, 1974, at 10:30 a.m., a Special Convocation will be held at the Abelardo Hall Auditorium to mark the start of the University observance of the birth centenary of Rafael Palma, Fourth President of the University of the Philippines. This convocation will initiate a series of activities which has been organized to honor the memory of a great man who devoted ten years of his life to build the strong foundations of the University as we know it today.

All members of the University community, including the faculty, students, alumni, and residents, are cordially invited to attend the convocation.

Employees shall be excused from their offices from 10:00 a.m. to 12:00 noon to enable them to attend the convocation.

(Sgd.) SALVADOR P. LOPEZ
President

21 October 1974

Memorandum Circular No. 38: Annual Physical and Medical Examination

Article 214 of the Revised University Code provides that there "shall be conducted an annual physical examination of the members of the faculty, officers and employees under the direction of the Dean of the College of Medicine or the infirmary staff of the University."

It has come to the attention of this Office that many members of the University constituency have failed to comply with this regulation. It is common knowledge that many claims filed against the University under the provisions of the Workmen's Compensation Act might have been avoided if the persons concerned had taken the trouble to undergo an annual check-up. Implementation of the above-quoted provision of the University Code is, therefore, imperative so that diagnosis can be undertaken and appropriate medical treatment given in time to those who need it. This is necessary in their own interest as well as in the interest of the University.

Accordingly, all personnel of the University who have not undergone the required annual physical and medical examination are directed to report immediately to the University Health Service. Failure to submit themselves

to such examination will be treated as a deliberate violation of a reasonable University regulation which shall subject all violators to possible administrative action.

23 October 1974

(Sgd.) SALVADOR P. LOPEZ
President

Authority to Administer Oath

Quoted hereunder for information and guidance is the pertinent portion of CSC letter dated October 3, 1974:

"Referring to your letter dated September 16, 1974, please be informed that pursuant to Memorandum Circular No. 34, series of 1966, of this Office, Personnel Officers, Administrative Officers, or Head Executive Assistants of departments, bureaus and agencies of the national and local governments, including government-owned and controlled corporations were authorized, pursuant to Section 41 of Republic Act No. 2260, as amended, to administer such oaths as may be necessary in the transaction of official business with this Commission. With respect, however, to the request that administrative assistants and other management officials of the different units of that University, be authorized to administer oaths, the same is hereby granted to the following personnel:

1. Angelita M. Velicaria — Adm. Asst., Office of Academic Services;
2. Hermenegildo Santos — Adm. Asst., Comprehensive Community Health Program;
3. Salvacion R. Manuel — Adm. Asst., University Library;
4. Adolfo J. Tiopes — Adm. Asst., U.P. Tacloban;
5. Bernardina C. Labro — Adm. Asst., Office of Student Affairs;
6. Candido Padilla — Asst. Chief, Office of Administrative Personnel Services;
7. Francisco A. Apilado — Superintendent, Office of Physical Plant;
8. Teopisto L. Loreda — Manager, Basilan Land Grant;

9. Jovita Orara — Chief, Administrative Division, College of Arts and Sciences;

subject to the following conditions:

1. That the authority applied for shall be confined only to official transactions of that Office;
2. That no fees or compensation whatsoever shall be charged in connection therewith; and
3. That the authority granted shall be revoked upon violation of any of the conditions set forth or when public policy and interest of the service so demand.

Please be guided accordingly.

Very truly yours,
For and in the absence
of the Acting Commissioner:
(Sgd.) F. P. VARELA
Deputy Commissioner"

Other units or offices whose administrative assistants are not allowed to administer oaths may avail of the services of the nearest Administrative Officer or Administrative Assistant who has been authorized to administer such oaths.

10 October 1974

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

MEMORANDUM

Removal of Iron Grilles in Palma Hall

The President has approved the recommendation of the Rafael Palma Centennial Committee, expressed at its second meeting on 16 October 1974, for the removal of the iron grilles in Palma Hall because they are "not. . . in keeping with the character of a University," and in view of the improved conditions of peace and order.

The President has likewise approved the use of the grilles in dormitories that are in great need of them.

Please be guided accordingly.

28 October 1974

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

PRESIDENTIAL APPOINTMENTS

The President approved the following appointments:

Patrocinio D. Escobar as Consultant, University Health Service, effective October 1, 1974 until September 30, 1975.
Priscila S. Manalang as Chairman, Department of Edu-

cational Foundation, College of Education, effective October 23, 1974 until October 22, 1977.

Rosa Linda Tidalgo as Acting Secretary, School of Economics, effective October 24, 1974 until May 31, 1975.

SEPARATIONS FROM THE SERVICE

Resignations

- Milagros R. Afable as Instructor, University High School, College of Education, effective October 23, 1974.
- Annie Alabastro as Clerk-Typist, Law Center, effective October 25, 1974.
- Jose Y. Capuras as Instructor, College of Engineering, effective October 1, 1974.
- Virgilio Delgado as Emergency Laborer, Quezon Land Grant, effective October 3, 1974.
- Pilar N. Ignacio as Graduate Assistant, Ilang-Ilang Residence Hall, Office of Student Auxiliary Services, Office of Student Affairs, effective October 30, 1974.
- Maria I. Iligan as Instructor, University High School, College of Education, effective October 23, 1974.
- Agnes B. Macabata as Clerk Typist, Law Center, effective October 28, 1974.

Emiliano Martinez as Senior Clerk, College of Veterinary Medicine, effective October 1, 1974.

Alejandro A. Rodriguez as Consultant in Combative Sports, Department of Physical Education, University of the Philippines at Baguio, effective October 31, 1974.

Lucio C. Sia as Senior Research Assistant, Division of Counseling and Guidance, effective October 28, 1974.

Corazon S. Tiongson as Chief, Bookkeeping Section, Accounting Division, effective October 25, 1974.

Dominador Villanueva as Instructor, University High School, College of Education, effective October 23, 1974.

Retirement

Alejandro C. Reyes as Professor I, Institute of Public Health, effective October 16, 1974.

RULES AND REGULATIONS

PHILIPPINE COLLEGIAN EDITORIAL EXAMINATION

- Only regular students of the University of the Philippines System with at least one year residence can take the *Collegian* editorial examination. A student who is enrolled in a degree program and is carrying not less than the normal load prescribed for his or her curriculum is considered a regular student.
- Interested students are requested to submit the following documents personally to the Dean, Office of Student Affairs, Vinzons Hall, not later than 5:00 p.m., Monday, 18 November 1974.

a. A certification from the University Registrar that:

- He or she is a regular student with at least one year residence, is enrolled in a degree program, carried a normal load in the preceding semester, and carries a normal load in the second semester of school year 1974-1975.
- He or she does not have a grade of "4" or "5" or an "Inc." in the semester preceding *Collegian* editorial examination.

b. A comprehensive summary by the candidate of his or her bio-data.

c. A statement of good moral character, signed by two members of the University Faculty.

A list of all qualified applicants or candidates will be posted on the bulletin board of Vinzons Hall and all colleges, schools, and units of the University on Wednesday, 20 November 1974. This list will serve as official notification to every interested party. Qualified applicants or candidates shall show their U.P. ID cards before they will be allowed to enter the examination room.

- The *Collegian* editorial examination shall be given on the following phases:

| | |
|-------------------|-----|
| Editorial writing | 70% |
| News writing | 20% |
| Front page layout | 10% |

Applicants or candidates must bring only a ballpen in-

side the examination room. No books and reading materials will be allowed. A dictionary will be made available to the examinees.

Topics and pertinent data for the *Collegian* editorial examination will be given inside the examination room.

Date of written examination .. 23 November 1974

Time of written examination .. 9-12 noon; 2-4 p.m.

Place of written examination .. Vinzons Hall rooftop

An oral examination will be given to the first three and only the first three examinees. The oral examination of the three finalists will be held on Friday, 6 December 1974, also at Vinzons Hall.

English or Filipino will be allowed during all phases of the *Collegian* editorial examination.

The examinee with the highest average shall *ipso facto* be declared the new Philippine *Collegian* editor. In case of tie for first place, the journalistic experience of the examinees concerned shall be considered.

The decision of the *Collegian* Board of Examiners shall be final and binding. In case the examinee with the highest average declines the position of *Collegian* editor, the examinee with the second highest average automatically assumes the position.

The name of the new *Collegian* editor will be released Monday, 9 December 1974.

COLLEGIAN BOARD OF EXAMINERS

(SGD.) FRANCISCO ARCELLANA
Chairman

(SGD.) LESLIE E. BAUZON
Member

(SGD.) PATRICIA MELENDREZ-CRUZ
Member

(SGD.) EMMANUEL F. ESGUERRA
Member

(SGD.) HERMINIO S. BELTRAN, JR.
Member

HISTORICAL PAPERS AND DOCUMENTS

LETTER TO MAYOR AMORANTO ON LANDSCAPE DEVELOPMENT

8 October 1974

His Honor
Mayor Norberto S. Amoranto
Quezon City

Dear Mayor Amoranto:

This will acknowledge your letter of September 13, 1974, inviting our attention to a telegram of Mr. A. D. Narciso, a city resident who, among other things, suggested that "the City government should apply pressure on the University of the Philippines to develop and beautify its campus and make it like a good park and a tourist attraction".

I wish to assure you and through you, the residents of Quezon City, that the University has been devoting a great deal of attention and resources to the beautification of its campus. It does not have to be pressured by anybody to do this. The University has been attending to this activity since it transferred from Manila in 1949. Through its Office of Campus Landscaping, the University at present has a continuing program of campus landscaping and beautification. Among the projects directed toward this end is the planting of trees at the rate of one hundred a month. We have started the development of the lagoon behind the Administration Building into a botanical garden with an aquarium. Our Arboretum near the premises of the Philippine Atomic Energy Commission and a Children's Playground near the Executive House

are popular attractions for community residents and outsiders.

The University Avenue leading to the newly-constructed Oblation Plaza boasts of well manicured santan hedges that emphasize the beauty of the Doña Aurora flowering trees. It is without question the most impressive avenue in Quezon City or any other city of the country and has been awarded many prizes. Foreign tourists as well as promenaders from nearby communities come to visit the Oblation statue towering above the multi-colored pool and fountain at the end of the avenue.

In closing, may I in turn urge the Quezon City Government to sustain its efforts to develop the Quezon Memorial Circle into a beautiful park which the residents of the City so richly deserve and of which they can be proud. I certainly agree that we should all take positive action on the suggestions of Mr. Narciso which merit consideration.

The U.P. will support and assist any program of landscape development and beautification which Quezon City will initiate. It is good to know that this capital city of the Republic is finally taking an interest in this matter.

With kindest regards and best wishes.

Sincerely yours,

(Sgd.) SALVADOR P. LOPEZ
President

TRUTH AND SCHOLARSHIP

BY SALVADOR P. LOPEZ
President
University of the Philippines

(Remarks at the book-launching of *Towards a Southeast Asian Community* by Dr. Estrella D. Solidum, 9 October 1974 at the National Library Auditorium)

As President of the University of the Philippines and Chairman of the Board of the University Press, I am doubly gratified by the publication of Dr. Estrella Solidum's excellent study, *Towards a Southeast Asian Community*.

The encouragement of scholarship is one great reason why the University exists. The University is a place where the human intelligence can have full rein and engage in the search for truth wherever it may lead.

It is fashionable in developing societies to say that universities should engage only in studies and research that are relevant to national needs. This aim is not difficult to achieve, because there is always a great deal of money available for relevant research: for the development of miracle rice, miracle swine, miracle fish, etc., or in the domain of population control or environmental planning.

As President of the U.P., which is the country's main center of research, and as a member of the National Science Development Board, which gives millions of pesos

for relevant research, I must confess that I have a secret predilection for the other kind of research: that which is devoted to the search for miracle truth, the kind of truth that makes man free. Such research, which is carried out for the sake of truth and solely in the interest of truth, may be of no immediate use, indeed it may appear to have no conceivable utility in any foreseeable future. But, it is research of this kind which in the end may have the highest practical value: it enshrines truth, it enhances the value of truth, it puts truth on a pedestal, so that untruth shall not prevail against it.

Scholarship in the University, like so many other things, has fallen on difficult times. But, today, as we launch a new book that has just come off the University Press, we can still glory in the free activity of the academic mind which, when it truly flourishes, has no idols and bows to no gods.

There is a third reason why I have joined you in welcoming this book. As one of the early actors in the drama of Southeast Asia — a drama in three acts: ASA,

Maphilindo and ASEAN — I'm delighted to learn from the pages of Dr. Solidum's book that, somehow, as we played our parts and went through our paces on the stage of history, we at least succeeded in giving the impression that we knew what we were doing and where we are going. Dr. Solidum makes it all sound very convincing: she has even convinced me.

This is one reason I find the book such fascinating reading.

A word about the Southeast Asian Community: the concept of a Southeast Asian Community is still a very

tender sapling. We have had two false starts, so far — ASA and Maphilindo. Will ASEAN, our third, work at last and survive?

We all hope, with Dr. Solidum, that it will. But it has yet a long way to go. For, its success will depend, not on the President, Prime Ministers and Foreign Ministers, but on the people of the countries concerned, who have yet to give convincing proof that they are capable of acting as members of a community of nations with common interests powerful enough to make them live and work together as neighbors.

THE NEW U.P. AT LOS BAÑOS

By CHANCELLOR ABELARDO G. SAMONTE

(Welcome remarks delivered at the 56th Loyalty Day Celebration, 10 October 1974)

On behalf of the constituencies of the University of the Philippines at Los Baños, I welcome you all to the campus. Special greetings, I would add, are deserved by the Jubilarians and other alumni who had to make special trips to be here today. I know you will make today's happy occasion an opportunity to pledge once again your loyalty to the Alma Mater, to strengthen old friendships and establish new ties.

Over the years, the celebration of Loyalty Day has evolved into a very meaningful tradition at the U.P. at Los Baños. Held to commemorate the patriotic act of the faculty, employees, and students of the College of Agriculture who volunteered *en masse* in the Philippine National Guard in 1918, its annual observance has become an occasion for reaffirmation by the College alumni of their resolve to be of ever greater service to the country.

In responding to the challenge of their time, the College of Agriculture volunteers set a standard for responsiveness to the national need and welfare which has come to distinguish the succeeding generations of Los Baños graduates. Indeed, this responsiveness, as well as the competence of the agriculture alumni, is well known. Many have received honors and awards for outstanding achievement and contribution in their respective fields of endeavor.

The College of Agriculture alumni have unquestionably played a vital role in the advancement of agricultural science and technology in this country. However, this role should now be viewed from a broader perspective; for agricultural development must be related to the broader goals and demands of national development. The theme of this year's celebration, "The New U.P. Los Baños: A National Instrument for Agricultural and Rural Development," is therefore most propitious.

The evolution of the U.P. at Los Baños as an autonomous university has increased its capability and potential as a center for integrated rural and agricultural development, not only in the Philippines but also in Southeast Asia. From the time of Dean Copeland to that of Vice-President Umali, the College of Agriculture stood for excellence in academic studies and for a problem-oriented approach in research and extension that made its activities directly relevant to the needs of our people, especially the small farmers. With the 5-year development program initiated and implemented under the dynamic leadership of Dr. Dioscoro L. Umali, whom we honor

today as the most outstanding alumnus, our University at Los Baños acquired vastly improved physical facilities and, above all, developed the greatest concentration of agricultural and forestry expertise in the whole of Southeast Asia. With these substantial assets, we have raised our sights.

The establishment of an autonomous University of the Philippines at Los Baños has paved the way for more program development and expansion. In the College of Agriculture, curricular innovations and reforms, including the reduction of the 5-year B.S.A. curriculum to 4 years, have been adopted; a new department of horticulture has been established; research and extension activities have multiplied; and the area of the agricultural experiment station has been increased by more than 150 per cent with the acquisition of new lands under a Presidential Decree.

We have also seen the creation of the Graduate School and the College of Sciences and Humanities and the transfer from Diliman of the Agrarian Reform Institute. Last June, the Board of Regents approved the establishment of the Center for Policy and Development Studies. And now, the proposed Institute of Human Ecology will soon bring to nine the total number of units directly under our University at Los Baños.

I am aware that there are some who erroneously view the steady expansion of the U.P. at Los Baños with apprehension. To them, the setting up of any new unit is a slicing off from the College of Agriculture and the latter's corresponding loss of resources, powers, and responsibilities. I assure you that such is not the case.

While the core staffs of some new units came from the College of Agriculture, their transfer from the latter actually entailed mainly a reassignment of responsibilities in the context of an expanding, autonomous university. For instance, the creation of the College of Sciences and Humanities placed under one umbrella, faculty members with academic preparation and interests in the basic sciences and the humanities to enable them to seek new horizons that are otherwise beyond their reach were the old set-up continued. The new College is responsible for the general education courses which all students of the University must take. It has instituted new degree programs and, this semester, it implemented the Integrated Academic Program in the Sciences, the only such kind of an honors program in the country today. All these help to strengthen the UPLB base in the social, political, and

cultural areas so that more attention can be given to the human variables involved in agro-industrial and rural development.

In like manner, every unit strives to develop itself to its optimum capability, seeking ways of complementing and supplementing the activities of its sister units. This way, expansion becomes an integrative effort, and not a divisive one. Every college or institute thus maintains and enhances its role as a center of excellence both as an individual unit and as an integral part of the U.P. at Los Baños. Accordingly, the College of Agriculture will not diminish in strength nor in its potential for further growth. We will ensure that it remains the premier agricultural college in the country and the Southeast Asian region.

You will agree that the whole is equal to the sum of its parts, and every part can be only as good as the whole. The U.P. at Los Baños can only be as good as its component colleges in the same manner that each college can only be as good as the University of which it is a part.

It has become very clear that many of our economic and social problems are actually complex and are becoming more and more complex. Their solution requires a holistic, interdisciplinary approach that calls for insights from the various colleges, institutes, and departments of the University. In integrated rural development, for example, there is need to relate agricultural productivity to population explosion, human settlements and environmental pollution, as well as to values and attitudes.

I would like to stress that we at the U.P. at Los Baños are committed to meet the growing demands of agricultural and rural development in the context of the larger physical and social milieu. More specifically, we aim to create mutually reinforcing elements derived from an interdisciplinary complement of knowledge and capability. Acknowledging that in our complex world each has a proper role to play in a symbiotic relationship, we pledge our support of any effort that will give the Filipino farmer a greater sense of achievement, security and dignity.

Once again, I wish you all a more meaningful Loyalty Day.

THE PALMA CENTENNIAL CELEBRATION IN U.P.

BY DR. TOMAS S. FONACIER

Chairman, Rafael Palma Centennial Committee

(Opening remarks at the Special University Convocation marking the centenary of the birth of Rafael Palma, Fourth President of the University of the Philippines, at the Abelardo Hall Auditorium, 24 October 1974)

We are gathered here this morning on this 24th day of October at these brief and simple ceremonies marking the start of a round of activities to commemorate the birth centennial of one of U.P.'s illustrious presidents—Rafael Palma. It was on this day a hundred years ago that President Palma was born in Tondo, Manila. He served as Acting President in 1923-25, as President from 1925-33 and, for many years before that, as a member of the Board of Regents.

I owe President Palma an eternal debt of gratitude. It was he who brought me into the faculty fifty years ago almost to the date today. It was he who gave me the encouragement and the opportunity to go abroad for the Ph.D. degree without which my rise in the faculty ladder would have been slower and longer in between. I have always felt, therefore, that I was personally closer to Palma than to any other President that I have had the privilege to serve under or work with, as the case may be. This is the reason why all this time I was sort of on the look-out for this centennial day, so that ample preparations to celebrate it could have been made earlier. But the years went by so quickly and for some reason or another the day escaped me, and I failed to realize that this year is his birth centenary.

Fortunately, Chairman Esteban de Ocampo of the National Historical Commission wrote President Lopez, asking what plans the U.P. had to commemorate President Palma's centenary. The President then sent a note to Dr. Teodoro A. Agoncillo, our Rafael Palma Professor of History, to seek his views and recommendations. In his reply to the President, Dr. Agoncillo submitted a number of welcome and well-considered suggestions which the Centennial Committee took into account.

Of course, Dr. Agoncillo and Professor de Ocampo have a little advantage over me. They are both in the National Historical Commission and therefore continually in touch and concerned with important historical events. In my case, after I retired from the classroom several years ago, I have been drawn into a quite different educational endeavor, i.e., I have been trying for the last few years to educate the alumni to contribute to the University a small fraction of their hidden or unhidden wealth. It is hard and tough work—this work of begging not for yourself but for the Alma Mater—but it has its moments of satisfaction and reward.

Dr. Agoncillo suggested to the President that it would be fitting and proper for the University to commemorate the Palma centennial independently of whatever the National Historical Commission had in mind by way of celebrating it. I agree with him. After all he had accomplished for the University during the more than a decade of his administration, President Palma deserves an independent University celebration. Accordingly, President Lopez by Administrative Order No. 238 dated September 13, 1974, created the Rafael Palma Centennial Committee "to consider and recommend a University program of activities to commemorate the centenary of the birth of Rafael Palma, fourth President of the University of the Philippines, on October 24, 1974." The observance, according to the President, should highlight his distinguished career as a liberal thinker, writer, educator and nationalist and focus attention on his life, career and character for the emulation of our students and fellow citizens.

I was designated Chairman of the Committee. My claim to this distinct honor rests primarily, I presume, on the fact that I am probably the last surviving member of the

Faculty still in active service who served under President Palma during what the late Professor Cristino Jamias described as the "Molave Period" in the history of the U.P.

The Committee met on September 18 and again on October 16 to finalize the program of activities. After some exchange of views the Committee recommended the following comprehensive program of activities which were approved *in toto* by President Lopez:

1. The repair, renovation, and painting if possible of Palma Hall and the beautification of the grounds as a condition *sine qua non* to any commemoration worthy of the building's namesake.—Director Antonio P. Cruz as subcommittee chairman.

2. An exhibit on Palma's life and works to open on Thursday morning, November 28, 1974 at the lobby of Palma Hall to run for a week.—Prof. Marina G. Dayrit as subcommittee chairman.

3. Centennial Celebration Concert to be held on Thursday, November 28, 1974 at 7:00 p.m. at the Abelardo Hall Auditorium.—The entire concert will feature works of Filipino composers who were in the Conservatory of Music during the Palma administration—Vallejo, Molina, Buenaventura, Magracia, Santiago, Abelardo and Hernandez. Admission shall be by invitation.—Dean Ruby K. Mangahas, subcommittee chairman.

4. A symposium on Palma scheduled for Friday, November 29, 1974 from 9:30 to 11:30 a.m. at the Abelardo Hall Auditorium.—The speakers will be (1) President Salvador P. Lopez, AA'29, Ph.B'31, MA'33 (2) Dr. Teodoro A. Agoncillo, Ph.B'34, MA'35 (3) Dean Leopoldo Y. Yabes, Ph.B'35, MA'50, and (4) Dean Armando J. Malay, Ph.B'35. Mrs. Fe Palma-Zaide will be invited to deliver the response on behalf of the Palma family. The symposium, I am sure, will cover practically all phases of President Palma's life and works.—Dean Leopoldo Y. Yabes, subcommittee chairman.

5. Special *Collegian* issue to come out the week of November 25-29 when the exhibit, the concert and the symposium will be held.—Editor of the *Collegian* and Chairman, CONCOMSA, subcommittee co-chairmen.

6. Essay contest.—There will be two categories:

a. One exclusively for U.P. students,

b. Another open to U.P. faculty, students, alumni and other University constituents.

Substantial cash prizes will be offered and the awarding of the prizes will be done at a popular banquet sometime in February or March next year.—Dean Armando J. Malay, subcommittee chairman.

7. Bas-relief of Palma.—Mr. Froilan Madriñan of the College of Fine Arts has been commissioned to do the bas-relief to be unveiled at the lobby of Palma Hall on November 28th, the same day as the opening of the exhibit.—Dean Jose T. Joya, subcommittee chairman.

8. Popular banquet to be held sometime in February or March 1975.—U.P.A.A. President Abraham F. Sarmiento, subcommittee chairman.

9. Commemorative brochure and related publications.—The President has already approved the appropriation of P30,000.00 for the brochure. The brochure will be a complete documentation of the Palma centennial celebration. Among other things, it would contain the papers to be read at the Symposium and perhaps the winning entries in the essay contest.—Director Pacifico N. Aprieto, subcommittee chairman.

10. The organization of a permanent committee or office to plan all centenary or anniversary activities in the University way ahead of date, so they are not given to hasty improvisation or makeshift arrangement.—Mr. Ananias Aurelio, subcommittee chairman.

11. Public information.—To take charge of press releases and related work.—Mr. Rodolfo San Diego, subcommittee chairman.

Dr. Oscar M. Alfonso, Secretary of the Rafael Palma Centennial Committee, is in charge of liaison and coordination on the Quezon Hall end.

This, in brief, is the program of activities which the University will present from today until the end of the academic year as humble tribute to Rafael Palma, one of the most beloved Presidents of the University, on the occasion of his birth centenary.

I would like to invite all of you to attend this series of activities.

In the name of the Committee I would like to thank you for your presence this morning as well as those who are participating in these opening ceremonies.

Thank you.

READINGS FROM THE SPEECHES AND WRITINGS OF RAFAEL PALMA*

(Selected by Salvador P. Lopez)

From the Inaugural Address as Fourth President of the University of the Philippines (July 18, 1925)

The best defense of a liberal education is found in the words of President Emeritus Charles W. Eliot of Harvard University. He said that a liberal education trains a man to observe keenly, to reason soundly, and to imagine

vividly. 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 aim cannot be attained save through the instrumentality of a liberal education. This 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.

* * * *

This is a University "of the people and for the people." This dictum implies that through our varied and extensive

* Read by Professor Francisco Trinidad during the Special University Convocation to open the observance of the birth centenary of Rafael Palma held at the Abelardo Hall Auditorium, 24 October 1974.

educational program there should ring true this clear-cut question: "Is this study, this method, this point of view, of positive benefit to the Filipino people?" This dictum 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 for 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.

* * * *

The State University has a bounden duty to help the State in the solution of its problems. In a country which is still in the springtide of life, as is the Philippines, the worth of a university is increased a thousandfold. 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 develop the national resources, in order to study adequately the many problems which affect agriculture and industry, in order to give form, meaning, and solution to the social puzzles of man, as well as to seek the answer to the moral and spiritual enigmas of the age. Like the ancient oracle at Delphi, the University should be willing and ready at all times to answer all questions, to unveil the past, to counsel the present and to predict the future.

* * * *

The conservation, diffusion, and advancement of science and culture constitute the *raison d'être* of every university. So that the supreme ends of science may be freely sought and the zeal of scrutiny and for truth-telling may be secured against all molestation and persecution, the University is in dire need of the means and of that state of independence and freedom which will lift it above petty influence and mercenary ends.

* * * *

Like the State and the Church, the University is in a field all its own. It is an institution which man has established so that his insatiable thirst for knowledge may be quenched. It is on the basis of this concept that the influence and prestige of the great centers of learning in all ages have rested. And even in countries where the people groaned under the tyrant's yoke, the university always succeeded in arousing and commanding great respect by seeking and flaunting the truth in the face of monarchs and hierarchs.

* * * *

Let us have keen faith in this University. Let us put forth every effort to extend its usefulness to all points in the Philippines. Let us use every means to make this University the worthy custodian of the patrimony we have inherited from our forbears. Let us always strive to administer the affairs of this university, not as a bureaucratic office, but as a Republic of Science and Letters, "where the lonely scholar feels himself least lonely, most positively furthered, most richly fed."

* * * *

From the pamphlet entitled,
"The Revolt of Youth", 1928

I do not see how we can extricate ourselves from this age and go back several centuries to adjust our conduct

to the ideas of our infancy. . . . It is absurd. We have to forge ahead and not be afraid of change. 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 remodel the things which they find out of place or out of step with the times. In this country we are scared by any novelty, to such an extent that recently certain works of art consisting of marble statues of naked women were condemned as an offense against modesty. I respect the feeling which has given rise to the indignation and protest of our women, but I think it is a gross injustice to attribute to the imagination of the public such perversity that it can no longer gaze upon nude statues without hurting the modesty of Womanhood.

* * * *

Thanks to the principle of individual liberty, it is now well settled that a person is guided in the majority of cases by the light of his own conscience; and that it would be possible to create by means of education sufficient internal restraints which shall serve as his safeguard and the safeguard of others. Under the influence of such an enlightened conscience a person may be left alone to act in accordance with his own good impulses, without the necessity of subjecting him to a reign of fear—a thing which has characterized and which still characterizes all systems of religion and government.

* * * *

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 are submerged under a torrent of hypocrisies and conventionalisms which do not permit us to distinguish between good and evil. This is the result of our education which is based on fear.

* * * *

Educating the youth today demands a change in principle and methods. We cannot educate the youth under the tenets and doctrines bequeathed to us by our ancestors. They represented an epoch and a world entirely different from ours. To feed our youth with theories and beliefs which have already lost their usefulness would be a gross mistake. We cannot give to an adult only the amount of food we give an infant, without imperilling his health. Neither should we educate the youth of our day with the body of knowledge possessed by our elders under social conditions which were not only different from, but diametrically opposed to those that obtain at present.

In the realm of education, 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 on his pupils 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.

*From the speech entitled,
"Our Country", 1926*

Our country is one of the most beautiful and most poetic in the world. Her geographical composition is unique. There is no other nation that can boast of such a variegated group of islands. Her insular situation, which to many is a source of weakness, is to her rather an element of strength, because it protects her from the intrigues and quarrels of neighbors, and she may thus devote herself to the untrammelled development of her civilization. Our country's scenic panoramas consisting of vast plains canopied by the blue heavens and studded with verdant hills are wonderful to behold and have nothing to envy in the most famous vistas of the world. Her salutary and equable climate, her permanent vegetation, the absence of extremes of heat and cold, allow the inhabitants to work and harvest throughout the year. Her homogeneous race presents different stages of civilization, from the most primitive to the most advanced. The harmonious living together of people belonging to distinct religious sects whose proximity elsewhere has always been a source of conflict, is singularly interesting.

* * * *

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 forbears; 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. Through neglect or misfortune we have lost for a time the right to rule her destinies, to govern her to our satisfaction; but it is for this very reason that we should love her, should make her more happy, and render greater sacrifice for her in order to better her condition. We should address ourselves more diligently to the study of her history, her government, her institutions, so that we may know in what manner we may serve her more effectively.

*From the speech entitled
"Our History", 1929*

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. We should arouse in them pride in economic advancement and show them the way to salvation in the acquisition of lands which should serve as the foundation of their well-being and should in time place them in the rank of independent farmers. Unless we interest the masses in improving their status, the structure of our economic development will be weak at its foundation, because the masses everywhere constitute the strength upon which the prosperity and greatness of any nation rest. There is need of opening their minds to the advantages of modern life, and of presenting before them a higher standard of living, a higher measure of prosperity which they should attain for their own as well as their country's good.

*From the biography of Rizal entitled,
"The Pride of the Malay Race", 1938*

What is most admirable in Rizal is his complete self-denial, his complete abandonment of his personal interests in order to think only of those of his country. He could have been whatever he wished to be, considering his natural endowments; he could have earned considerable sums of money from his profession; he could have lived relatively rich, happy, prosperous, had he not dedicated himself to public matters. But in him the voice of the species was stronger than the voice of personal progress, or of private fortune, and he preferred to live far from his family and to sacrifice his personal affections for an ideal he had dreamed of. He heeded not his brother, not even his parents, beings whom he respected and venerated so much, in order to follow the road his conscience had traced for him.

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Our people generally forget that they lose their individual independence the moment they submit their conscience to the conscience of another and renounce thinking for themselves. Rizal desired liberty for his people, not in form but in substance. For him true liberty was obtained "by exalting the intelligence and the dignity of the individual, loving justice, right, and greatness, even to the extent of dying for them, and when a people reaches that height, God will provide a weapon."

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Liberty is of no value so long as the people submit to the tyranny of an individual or group, so long as they have insufficient energy to proclaim their rights and to guarantee them with their sacrifices and with their own blood, so long as they wrap themselves up in their egotism and, instead of giving expression to the protests of their conscience, content themselves with praising the most iniquitous acts. As Rizal said: "Why grant liberty to such men? With Spain or without Spain they would always be the same, and perhaps worse. Why independence, if the slaves of today will be the tyrants of tomorrow?"

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Rizal was right. 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. Independence has not made the inhabitants of the South American republics free; they merely passed from one tyranny to another. The same thing may happen to the Philippines if the Filipinos are not vigilant.

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Glory to Rizal! In him are typified the best qualities of our race. He elevated the concept of our country before the world because all his life he demonstrated a sincere desire to work for the good of others; he had no ambition for glory or fame, nor did he expect rewards and recompense from anybody. From that same spiritual relationship between him and ourselves, we have the right to believe that in each of us there is a possible Rizal and that what he has done is within our power if we exert the same effort, the same means of action and the same devotion to duty that he displayed in the most heroic acts of his life.

From the book,
"Historia de Filipinas", 1935

(The following excerpts were translated from the Spanish by Salvador P. Lopez)

Beginning in 1406 Chinese annals describe a series of visits made by various Malay sovereigns to the court of China. . . . Ambassadors from Pangasinan in Luzon as well as from Brunei in Borneo were sent to China that year. In 1408 the kings of Pangasinan and Brunei themselves personally journeyed to China. They were well received and entertained, and were presented valuable gifts by the Emperor. In 1417, three kings of Sulu travelled together to the court of China, bringing their families with them as well as their local chiefs numbering more than 340 persons. It is said that they presented to the Emperor a letter with characters engraved in gold, as well as precious pearls, rare shells, and other articles.

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The Spanish colonization gave the Filipinos no opportunity to manage their own affairs. Since Spain herself was ruled by an absolute monarchy, the political system implanted in the Philippines was inevitably patterned after Spanish political institutions. The absolute monarch, through his ministers and functionaries, governed the colony, and the people were regarded as a mass that had to be directed from above—for its own welfare and happiness.

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More than anything else, what precipitated the Revolution of 1896 was the deepening sense of tension, the worsening crisis caused by the deportations and abuses to which Filipinos were subjected. Life became insupportable, there was no freedom of expression, and vexations and punishments were the order of the day. . . . The Reformists, with their pacifist ideas, continued to hope for better days for the country. But the common people, who had until then taken no part in the political movement, began to act. There was a resurgence of the spirit of the ancient *barangay*, and the masses, convinced of the futility of reforms, separated from the Reformists and rallied around the most formidable clandestine organization in all Philippine history. The *Katipunan* was born.

When the United States of America proclaimed its sovereignty over the Islands, the Filipino national spirit exploded in resistance, and a new war broke out which involved the country as a whole. More than at any other time, the Filipinos were united; not only were all the regions of the country involved, but even the affluent elements took part in the struggle. Although the Filipinos were compelled to accept defeat, the ideal of independence for which they had fought was never eradicated from their hearts. Soon after the pacification of the country, their representatives never ceased to agitate and work loyally for the realization of the ideal of independence.

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One of the dangers to Philippine society is the possible intrusion of Japan. . . . But the policy of over-expansion is not to Japan's advantage, for history shows that excessive expansion eventually weakens a nation. Thus, Spain in her time expanded to the Occident as well as to the Orient, and its decline as a power began with its first colonial conquests. . . . The Japanese should understand

that the Filipinos will never renounce their sovereignty without a fight, and even if conquered, a spirit of rebellion will subsist which could only be suppressed through the permanent installation of troops in every island of the archipelago. Thus, the conquest of the Islands would be extremely costly for Japan.

* * * *

In government and politics, the new tendency is towards a major concentration of power in the hands of the State. The Filipino has always been accustomed to the idea that the government is responsible for everything: a kind of Providence which oversees the welfare of each and every citizen. In spite of the spirit of individualism inculcated by American education, little progress has been achieved in making of every Filipino an independent human being, because he is confident that the government will attend to his happiness. Rarely do the citizens dare to demand the right to direct the conduct of public affairs; instead they let the government direct the action of the citizen. This notion of the omnipotence of the State constitutes a grave danger to democracy in our country. If it should happen that he who exercises authority is a man of unscrupulous principles, such a man could establish himself as a dictator who recognizes no law or restraints until the citizens succeed in making their power and rights prevail by changing the government.

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From the speech entitled,
"The University and Politics"
 (1933)

The separation of the University from politics is a doctrine and a practice recognized in every land in modern times. Even in Europe where the universities appear to be mere administrative agencies of the government, the freedom of their faculties to speak on every knowable and unknowable subject, even though their norm of criteria runs counter to the politics of the government, has been universally recognized and respected. True, the University depends upon the State for its maintenance, but this dependence is predicated upon the duty of the State towards the furtherance and dissemination of knowledge. . . . 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.

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The University of the Philippines was founded by a special Act, granting it a charter and all the necessary powers to fulfill its mission to society and the people. It 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.

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When can the University render greater service than now when the people are in need of guidance and counsel, as they are called upon to render a decision in which the final destiny of the country is at stake? When can the University professors, whose duty it is to tell the truth, be more useful to the nation than at this time when political passions run high, and there seems to be no

way for mutual understanding and accord among the Filipinos?

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When in the midst of popular silence imposed often by the mandate of political leaders, the word of the professor who is tied down by political and social conventionalities rings out in protest, the nation could 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.

* * * *

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 being a citadel of learning, unafraid to reveal the truth as its highest service to the State.

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*From the speech entitled,
"Alma Mater" (1928)*

In Europe the concept of the University is that of a mere adjunct of the State, while in America it is that of a private corporation. . . . I am for the American type of organization. Just as there is separation of Church and

State, so the University should be separate from the State. Truth and knowledge need, in order to prosper, an atmosphere of freedom and tranquility, completely isolated from the turmoil of politics. It was officially approved science which killed Galileo and retarded the program of geography for more than a century. It was also official science which led to the burning of books and men and gave rise to all the horrors of the Inquisition. Let the University fulfill its mission without outside pressure or influence so that it can discover the secrets of science and reveal the truth in all its beauty before the admiring eyes of all.

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*From the speech entitled,
"The University and the People", 1931*

The university has survived through the centuries. Empires have risen and fallen and each in its heyday made but a transitory impress upon mankind. But the university has maintained its place in the life of nations, so that today it is the oldest institution of civilization. It has always been the heart and center of national movements—whether it be the Reformation in Germany, the Revolution in France, Communism in Russia, Parliamentarianism in Japan, or Nationalism in Young China. It is akin to the needs and aspirations of the nation, for it enhances the love for liberty—liberty of speech, liberty of conscience, liberty of teaching and learning. It offers 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.

TRIBUTE TO PRESIDENT PALMA

By SALVADOR P. LOPEZ

President

University of the Philippines

(Speech at the Special University Convocation to mark the centenary of the birth of Rafael Palma, Fourth President of the University of the Philippines, 24 October 1974 at the Abelardo Hall Auditorium)

Although I am listed as the principal speaker at this opening Special Convocation of our Rafael Palma centennial anniversary observance in the University, it should be clear to everybody that the principal address has already been made—by Rafael Palma himself. Professor Francisco Trinidad, by his moving and eloquent reading of extracts from the speeches and writings of Rafael Palma, has made the man come alive, indeed, more vibrantly alive than any biographical commentary or lyrical encomium can possibly succeed in doing. Here is the essence of the man himself, revealed with all the intriguing facets of his mind, character and personality, limned with astonishing clarity by his own words and ideas, in the light of the causes he espoused and the principles he expounded with such telling candor and courage.

Through most of one evening during the last week-end, I ransacked a dozen books and collections of the speeches and writings of Rafael Palma, marking the passages that I thought were most typical of the man's intellectual and moral concerns. A cultivated man of rich and varied

outlook, the breadth of his interests was co-extensive with life itself. Though he spoke and wrote on an enormous variety of topics in the fields of politics, economics, public affairs, education, history, and biography, the focus of his thought and purpose was always the same: like Rizal whom he deeply admired, he was forever the teacher tirelessly exhorting the Filipino people to be true to the traditions of their race, to be loyal to the dreams of their heroes, to love their country and to cherish liberty with all their hearts, and to suffer, fight and die for them, if necessary.

Poring over the writings of Rafael Palma has been for me a richly rewarding experience. For me as a member of the Palma generation — the "molave generation" of the University — it has been an act of rediscovery and renewal, rediscovery as of an ancient spring whose waters have virtue to refresh the mind and reinvigorate the spirit. He speaks to all of us with the unmistakable accent of sincerity as well as with a contemporaneous relevance that is often startling. There is a sense, however, in which he sometimes sounds rather old-fashioned

or even quaint. This derives from the fact that like the prophets of the Old Testament, he is unyielding in the cause of truth and liberty, as well as inflexible in his condemnation of opportunism and expediency. Yet, the bent of his intellect is always refreshingly modern, liberal and universalist, resembling in this respect another Filipino scholar whom he also greatly admired — Trinidad H. Pardo de Tavera.

For me, a student of the University when Rafael Palma was president, who never even dreamed that one day

forty years later he would find himself walking humbly in Palma's giant footsteps and sitting overawed in his chair of academic authority, it is particularly gratifying to have been given this unique opportunity, on the centenary of his birth, to pay tribute to his memory and to help make it green in the minds and hearts of those for whom he labored so hard to build this institution — to use his own words — into a great "University of the people and for the people."

THE PHILIPPINES UNDER MARTIAL LAW

By SALVADOR P. LOPEZ

President, University of the Philippines

(Lecture delivered on 30 October 1974 under the auspices of the East-West Center, Honolulu, Hawaii, as part of the Dillingham Lecture Series, established to provide an international forum for the discussion of issues and problems vital to mutual understanding and exchange between the Orient and the Occident)

The concern which many Americans feel over recent events in the Philippines is understandably lively and even solicitous. A country they had reared in the ways of democracy for nearly half a century has suddenly taken the authoritarian road like most of Asia. They can understand why other countries with little or no democratic experience or tradition should become authoritarian or even totalitarian—but the Philippines! What made forty million Filipinos, among the most literate in Asia and accustomed for nearly three quarters of a century to the lusty ways of a freewheeling democracy, docilely accept one September day in 1972 the indefinite suspension of normal constitutional government and the curtailment of their civil and political rights? Was Philippine democracy so fragile that it could be toppled not by a show of armed force but by a mere Presidential proclamation? What ever happened to the "show-window of American democracy in Asia"?

To answer these questions and explain the meaning of recent events in the Philippines is not an easy task. The Filipino is often his own worst enemy, possessing an extreme sensitiveness as well as a species of self-hatred characteristic of the colonized consciousness—qualities which manifest themselves in an immoderate desire to please others and be accepted by them. He thus tends, quite unintentionally, to falsify reality in his desire to tell the world what he thinks it wants to hear.

Not in black-and-white terms

In this lecture, I will not be telling you what I think you want to hear. My hope is that, by placing events in context and giving the facts as objectively as possible, I might help you to understand better the situation in the Philippines. I do not pretend to be unbiased; I am a liberal, and liberalism is itself a bias. But, from lifelong habit I try not to interpret reality in black-and-white terms; I presume that nuances exist in the observation of fact as well as in the perception of truth. I am not a fanatic of the absolute.

Let me, then, describe certain aspects of life in the Philippines under martial law, as I see them.

Within the first few hours after the announcement by President Ferdinand E. Marcos in the evening of September 23, 1972 that two days before, on September

21st, he had signed Proclamation No. 1081 declaring a state of martial law in the Philippines, the sole television station that had been permitted to resume operations began broadcasting hourly assurances that the President had issued the proclamation "to save the Republic and to reform Society."

The assumption that the Republic needed saving and that Philippine society required reformation is not open to doubt. The instability of Philippine society, only partly concealed by a flamboyant political system, had become obvious in the turbulent first years of this decade when all the crises simmering beneath the surface of society seemed to have come to a boil all at once. Factionalism, fragmentation, and extreme partisanship dominated the policy-making process of government, while the conduct of public affairs was vitiated by the inordinate politics of patronage and clientage. Massive and often violent student demonstrations had drawn attention to the ills of a society that seemed unwilling or unable to change. Public tension was fed by a series of seemingly senseless acts of violence as well as by clandestine acts of dissidence and rebellion. Private armies—groups of armed men in the pay of the rich and powerful—proliferated; government officialdom had become not only indifferent to the clamor of the people but behaved in many instances as if it was their enemy. Unemployment grew steadily while the rate of inflation rose steeply, its effects being felt most acutely among the poor. All these fed the fires of a seething rebellion that had begun to assume national proportions.

Wave of anger and outrage

In August 1971, in what seemed to be the culmination of a long series of outrages, the opposition Liberal Party's proclamation rally for its senatorial and municipal candidates was bombed in Manila's Plaza Miranda, the Hyde Park of the Philippines. The leading figures of the opposition were injured, many of them seriously, while dozens of spectators were either maimed or killed. A great wave of anger and outrage swept the nation. There was profound disgust over a political system that could spawn and tolerate such a senseless crime. Despair drove many people to the conclusion that political and social change could no longer be achieved by peaceful means.

President Marcos responded to the crisis by suspending the privilege of the writ of *habeas corpus*. The arrest of several individuals which followed was regarded by some as a "red herring" intended to divert attention from the bombing itself to the purported existence of a leftist conspiracy. The President nevertheless acted with restraint; the expected mass arrests did not take place, and most of those arrested were subsequently released. The President restored the privilege of the writ in January 1972 and declared the period of emergency over. But the episode left the clear impression that time was running out on the existing political system, and that unless something was done to avert the nation's rapid descent into chaos, it could only look to an uncertain future riven by civil strife.

Though 1972 began with the lifting of the suspension of the privilege of the writ of *habeas corpus*, it was soon to reveal itself as a year of deepening crisis. The conditions of widespread poverty and misery were further aggravated by the devastation wrought by the torrential rains of July and August. An unprecedented number of typhoons pummelled the archipelago in 1972; the mountains denuded by years of unscrupulous logging funnelled millions of tons of water into the lowland and almost instantly the rice-lands upon which the Filipinos depend for their survival were under several feet of water, mud and silt.

Sense of urgency and helplessness

While all this was happening, the Government announced its discovery of a shipment of arms, purportedly destined for the New People's Army, which the Armed Forces of the Philippines had intercepted at Digoyo Point, Isabela, already known as a proto-base area of the revolutionary movement. As if to lend credence to the revelation, a series of bombings took place in the Greater Manila Area during August and the first three weeks of September, as well as an attempted ambush of the Secretary of National Defense.

The tension between a terrible sense of urgency and an overwhelming sense of helplessness in coping with forces difficult to identify can well be imagined. It seemed as if a great pall of doom had descended upon the land. Housewives queued up at grocery stores to stock up on food supplies, and the exclusive enclaves of the rich doubled their guards. There was talk of imminent revolution. The newspapers with their lurid headlines and candid photographs reflected confusion, anguish, and despair. The Philippines seemed to tremble on the edge of an abyss. The doomsday language used by William Butler Yeats in describing the world as he saw it fifty years ago, could well be applied to the Philippines:

Turning and turning in the widening gyre
The falcon cannot hear the falconer;
Things fall apart; the centre cannot hold;
Mere anarchy is loosed upon the world,
The blood-dimmed tide is loosed, and everywhere
The ceremony of innocence is drowned;
The best lack all conviction, while the worst
Are full of passionate intensity.

Transforming Philippine society

It was in this situation that President Marcos proclaimed martial law. After the first momentary shock, the public seemed willing to accept his assurance that his decision was motivated by the desire to save the Republic and reform Philippine society. People clung to the hope that there would finally be an end to the uncertainty and strife that had characterized life in the Philippines since the beginning of the decade. It seemed to many of them that the temporary loss of a few freedoms, dramatized by the imposition of curfew hours, the closure of schools and newspapers, and the silence of the radio and television stations, would be a small price to pay for this.

The people were prepared to accept the need for radical social change. For hundreds of years the society had rested upon an iniquitous and exploitative economic system. Known as the land tenancy system, it had remained practically undisturbed during forty years of American rule because the colonial power was in virtual alliance with the native oligarchy. After independence in 1946, the oligarchy became even more firmly entrenched in power. Controlling most of the wealth of the nation and all the levels of privilege and authority, they used these to debauch the democratic institutions of the Republic.

Now, it seemed as if President Marcos was finally going to use the power the people had placed in his hands in re-electing him to break that vicious circle and bring about by peaceful means the transformation of Philippine society. He was offering an alternative to the bloody strife which the revolutionaries paradoxically insisted was the only road to peace.

Quick succession of reforms

Almost immediately, this widespread hope seemed amply justified. The crime rate, which had earned for Manila its reputation as the Oriental version of Chicago of the Al Capone era, dropped dramatically during the first weeks of martial law. President Marcos ordered the confiscation of all unlicensed firearms and restricted those that were licensed to the homes of the holders. He decreed the reorganization of the government and the summary dismissal of employees with records of graft, corruption and inefficiency. Customs and tax collections trebled. City streets once practically impassable with garbage were cleaned up. At the same time the disbandment of private armies proceeded apace; members of various crime syndicates were rounded up, and the military reported successes in the campaign against the dissidents in Luzon and the secessionist rebels in the South.

By decree President Marcos declared the entire country a land reform area. He seemed to have grasped the true nature of the Philippine problem when he stated that the entire reform program of the martial law regime was founded upon land reform. He ordered the redistribution of land to the landless, so that close to 180,000 former tenant farmers have now received certificates of transfer of ownership. Meanwhile, the public works and infrastructure development program proceeded at a rapid pace, exemplified most recently by the inauguration of the Pantabangan Dam which will irrigate over 80,000 hectares

in Central Luzon. Agricultural production, but food production in particular, was pushed with vigor by various means, including a requirement that commercial banks allocate 25 percent of their portfolios for this purpose.

Innovation and progress

In the highly sensitive area of education he has seized the nettle of the language controversy by decreeing a bilingual policy, or the use of English and the national language Filipino as media of instruction in all schools. For the first time ever, high school students must now pass a national entrance test before they can go to college, and a program is underway to eliminate diploma mills and courses not relevant to national development. In yet another field, he has boldly taken Philippine foreign policy out of the long shadow of the cold war. While preserving our special relations of friendship and alliance with the United States, he has decreed the establishment of diplomatic relations with the Socialist States of Eastern Europe; today, the Philippines is on the verge of concluding formal ties of recognition with the People's Republic of China and the Soviet Union.

In short, whether it be in agriculture and natural resources, in business and industry, in commerce and public works, in taxation and finance, in education and culture, or in foreign affairs, indeed, in almost any field one can name, innovative reform is being achieved in a manner and at a rhythm that would have been impossible before martial law.

I have dwelt at some length on these matters because there seems to be a view current abroad that President Marcos is motivated solely by the desire to perpetuate himself in power. The fact, however, is that he has taken certain bold steps to solve the serious problems that beset the nation and to bring about a new order, a New Society, in the Philippines. Such a new order, however, is not possible without an internal revolution which transforms men into beings who care for each other and strive for the common welfare. That this has not yet been accomplished in the Philippines should surprise no one; such a transformation takes time. Here, indeed, lies the real test of the martial law regime: whether, within a reasonable span of time, conditions could be created that would make possible the transformation of the Filipino into a better human being.

The right of revolution

No government, regardless of form, is exempt from the classic dilemma posed by Abraham Lincoln: whether a government must of necessity be "too strong for the liberties of the people or too weak to maintain its own existence." President Marcos has seized both horns of the dilemma. He is acting in accordance with his own dictum that "the right to rebel is an elemental human right, just as the right to repress rebellion is an elemental public right."

Under martial law, he is using the coercive powers of the State in accordance with this principle. Yet, the regime is being sustained not alone by the use of force but also by the passive support of a people buoyed by the hope that the reforms now underway would bring about a better life for all. When this hope disappears and

passive support turns into active opposition no regime, whatever the number of its battalions, can last for long.

President Marcos has explained that he intended, by declaring martial law, to forestall a violent revolution. The alternative of a peaceful "democratic revolution" which he has chosen assumes that the people have the courage and ability to correct the evils that have long plagued Filipino life: the greed and selfishness, the graft and corruption, the irresponsibility and anarchy, the crime and violence—evils which have been tolerated as the inevitable concomitants of a system based on freedom and democracy.

Although many dramatic improvements have been achieved since martial law, the danger of backsliding is real, and there are signs of such backsliding even now. Filipino society, which has been sick for a long time, has just passed through a dangerous crisis and is on the way to recovery. But this is precisely the moment when the threat of a relapse that could lead to mortal danger is greatest.

Freedom with responsibility

Time, then, is what the New Society needs. How much time? On the one hand, the reforms need time to take deep root so that the process of amelioration shall become irreversible. On the other hand, the Filipinos have been nourished on freedom so long that any attempt to reduce them to a condition of contented servitude is bound to fail. In his political testament, *Today's Revolution — Democracy*, President Marcos quotes with approval Benedetto Croce's observation that "history is the story of liberty," and he would agree that the history of the Philippines is the story of the Filipino's tireless striving for liberty. Insofar as the Filipinos may be said to have developed an ideology of their own, this would be the ideology of freedom. It runs unbroken through their history like a crimson thread.

There should be no question therefore of permanently depriving the Filipino people of their rights and freedoms. They will not tolerate it. But they would agree on the imperative need to establish a New Society based on freedom with responsibility and liberty with discipline, order without regimentation and authority without tyranny; that is, a compromise between the integrity of individual life and the imperatives of collective existence.

The Filipinos are running a race with catastrophe. For, it is far easier to lose freedom without bloodshed than to regain freedom without bloodshed. One should never assume that people who are willing to sacrifice freedom and democracy for the sake of necessary reforms are prepared to bear the sacrifice indefinitely. Quiescence is not necessarily synonymous with tranquility, nor acquiescence with affirmation. The crucial problem, therefore, is to determine the precise point at which the sacrifice ceases to be supportable and grievances become explosive—the point, in other words, at which the restitution of civil liberties and the restoration of representative government become imperative.

Let no one deny it: our political system, our economic system, indeed, the national society as a whole has required the double therapy of deep purgation and shock treatment. But such radical therapy is not without risk,

and care must be taken to ensure that the deep-seated vices are eradicated without killing the patient.

Curtailment of freedoms

Many of the rights which Filipinos once enjoyed have been curtailed. Freedom of the press as they once knew it no longer exists—the near-licentious mass media of the pre-martial law period have been replaced by a press, radio and television that blare forth their diurnal message in a depressing kind of mental and verbal monotone. Strikes and demonstrations are prohibited, and gatherings with an unknown or doubtful political purpose are not encouraged. In detention centers around the country are kept hundreds of people at any given time—one of them is former opposition Senator Benigno S. Aquino, Jr.—some facing no specific charges and all detained for an indeterminate period. Representative government has yielded to “constitutional authoritarianism”, and the supreme power of legislation and execution are concentrated in the hands of the President. The periodic elections required by law have not been held; instead, plebiscites or referendums on specific issues are held at the pleasure of the President. Military tribunals have been established. Academic freedom in the universities has been constrained.

There is much to regret in all of this. In particular, the policy of arbitrary arrest and detention has created a climate of fear which in the long run must deter people from active involvement in the solution of the nation's problems. Yet, national development cannot be left to the military and the technocrats alone; it requires the mobilization of the intelligence and creative energies of all. Prolonged repression tends to erode the support of the people and constrains them to remain silent when their voice most needs to be heard. Because the latent energies of the people can be fully released only in a condition of political freedom, it is imperative that their constitutional rights and liberties be restored sooner or later—preferably sooner rather than later.

Unduly prolonged, a regime of martial law soon becomes counter-productive. The holders and beneficiaries of emergency power, seduced by the attractions of unrestrained authority, may soon come to believe that the delegation of power to them is permanent. The absence of traditional checks and balances tends to encourage corrupt practices and abuse of authority. Because of its vital role in martial law, the military may develop certain inclinations and interests that could eventually dilute its attachment to the Republic and the Constitution.

Heritage of all mankind

Some people regard the restoration of these rights as unimportant, perhaps even unwise. They say, for example, that the Bill of Rights embodied in the Philippine Constitution of 1935 (taken almost word for word from the American Constitution) and retained in the Constitution of 1973 has no relevance to the Filipino experience. According to this view, the rights which the English barons wrested from King John in the thirteenth century are remote from the realities of Philippine life in the twentieth century. I am not certain whether this is an official view—and one must doubt this since President Marcos strongly supported the approval of the Constitu-

tion of 1973—but if it is, then it becomes all the more necessary to refute and reject it utterly.

The rights won by the English barons, later confirmed and enlarged by the American and the French Revolutions—as well as by the Philippine Revolution—represent hard-fought victories of the human spirit; they form part of a priceless heritage which belongs to all mankind. Freedom and tyranny have no nationality; both have occurred in all ages and climes, in all cultures and civilizations.

Jose Rizal, the national hero of the Filipinos, wrote in his *Letter to the Women of Malolos*: “Men are born equal, naked and without chains. They were not created by God to be enslaved, neither were they endowed with intelligence in order to be misled, nor adorned with reason to be fooled by others.”

I do not therefore hold with those who say that while Western forms of liberal democracy may be appropriate for Europeans and Americans, they are not suited to Africans, Latin Americans, and Asians, including Filipinos. Far more sound is the principle embodied in the Charter of the United Nations and spelled out in the Universal Declaration of Human Rights: Everyone is entitled to human rights and fundamental freedoms without distinction as to race, sex, language or religion.

A variant of this argument consists of the assertion that an over-emphatic insistence on rights tends to impede progress in a developing country like the Philippines. Civil and political rights, it is argued, are of little value to people who are mainly concerned with the daily problem of survival; after all, they cannot eat the Constitution, and freedom for many of them means little more than the right to sleep under a leaking shanty or *nipa* hut. Two questions, however, arise: first, what guarantee is there when a man gives up his liberties in exchange for a bowl of rice, that he will get what he paid for? Secondly, does not the transaction presuppose on the part of those who govern an improbable omniscience and infallibility?

Criticism and opposition

The assumption behind these questions is that no man can be trusted to do all by himself what is right and just for the people, or to know the correct answers to all the problems of the nation. This is the whole basis of the democratic challenge to the divine right of kings. It may be easier to govern a country without opposition from a recalcitrant Congress or criticism by an obstreperous press, but it is also easier to misgovern without them.

Discussion and debate are of value to any society, if only because human knowledge is always incomplete and human beings are fallible. As Montesquieu pointed out long ago, no government can survive on the basis of the isolation of the ruler from the ruled or of the citizens from each other. Such a system negates the essential condition of all forms of political organization, namely, the need of the ruler and the ruled, and of the citizens among themselves, for acting and speaking together.

This is not to say that Western institutions can or should be imported and adopted unchanged in the Philippines or anywhere else. In fact, virtually all the political, economic, social and cultural influences that have come

to the Philippines from the West have suffered a characteristic transmutation, a sea change. Thus, our political institutions—political parties and party conventions, elections and electoral campaigns, the Presidency, Congress, the judiciary, etc.—are not quite like their analogues in the United States; they have developed a kind of tropical lushness and extravagance. Yet, there can be no doubt that the Filipinos are capable of devising a democratic polity well suited to their nature, needs and aspirations.

"Martial law Philippine style"

The present martial law regime is itself an example of the adaptive capacity of the Filipino. Thousands of people have been arrested, detained and then released. There appears to be no deliberate policy of physical torture, and no political prisoner has been executed. The military is firmly under civilian control, and there is a noticeable absence of uniformed authority in the streets or public places.

Incredulous foreign observers have dubbed it "martial law Philippine style". It is, indeed, peculiarly Philippine in that, contrary to the American practice, martial rule co-exists with, and is subject to civilian authority. Martial law in the Philippines may have certain affinities with the dictatorships of ancient Rome, but little if any with those of recent or contemporary history. In ancient Rome, however, the rule of the dictator was rigorously limited to six months.

If President Marcos is a dictator, he is not ruthless enough to be an effective one. I suspect that he is a crypto-democrat—an authoritarian who can not quite get over his democratic upbringing.

There are signs that a general relaxation if not revocation of martial law may be imminent. On August 24 last, President Marcos virtually disauthorized a police raid on a Catholic seminary near Manila and ordered the immediate release of several priests and nuns who had been detained on suspicion of being engaged in subversion. On September 11, his birthday anniversary, he ordered the release of five prominent political prisoners, including former Senator Jose W. Diokno. On October 5, he reduced the jurisdiction of the military tribunals and restored that of the civil courts. On October 13, he granted amnesty to twenty-seven leaders of the Communist Party of the Philippines who had voluntarily surrendered. On October 26 he abolished the Bureau of Standards for Mass Media, explaining that conditions in the press had sufficiently improved to make government intervention unnecessary.

These signs of possible relaxation cannot but encourage those who, while supporting the reform program, are troubled by the thought of the exorbitant cost in violence and bloodshed which the nation may be asked to pay for it.

It is, however, too early to say whether President Marcos is ready to lead the nation on the long road back to a democratic polity. Since he has repeatedly stated that martial law is a "temporary constitutional expedient" and that he is running a race with time, there is at least reason to hope that the Philippines might avoid the disastrous consequences which in other countries

have come in the wake of the imposition and subsequent overthrow of authoritarian regimes.

On the other hand, there are signs also of a growing restiveness among the people arising in part from the adoption of policies crucially affecting the country's future without prior public discussion and consultation, and partly from the worsening economic situation which is seriously eroding one of the regime's principal claims to public support. This restiveness extends to the armed forces whose discontent with present policies governing military operations against the Muslim rebellion in the South is well known.

Dismantling martial law

A deliberate policy to lift martial law is clearly in order. This would require, first, that all political prisoners not facing criminal charges be released and those facing such charges be speedily brought to trial. This would restore one of the greatest of all human rights: the right to be immune from arbitrary arrest and detention.

Next, a measure of press freedom must be restored. Neither the regime of licentious media before martial law nor the regime of controlled media under martial law is tolerable for long. Fortunately, our choice need not be limited to one or the other. We can have a press that avoids the excess of licentiousness as well as the extremity of State control, something patterned on the British model of self-regulating media. Press, radio and television would operate without prior censorship or other external constraints, but would be subject to corrective measures in accordance with guidelines previously accepted by the media themselves. I specify the British system of press freedom because we cannot afford the American one.

The revival of a free press is central to the restoration of civil and political liberty. It is as indispensable as an elective legislature to the establishment of a just, responsible and democratic society wherein, to use the words of President Marcos himself, "government and people are joined together by the principle of consent" and "political authority is accountable to the people." Only by being free can the media enhance their own credibility and perform the vital function of discussion and criticism which justifies their existence—a function which becomes all the more important the longer the revival of representative government is deferred.

An extraordinary remedy

I know of no Filipino who yearns for the return of the old Congress, but the convocation of the Interim Assembly and the holding of elections cannot be indefinitely postponed. One may buy a little time by experimenting with new political expedients like the Citizens Assemblies or reviving archaic forms of social organization like the *barangay*, but in the end the processes ordained in the Constitution must be observed. Elections must be held. What time remains might be better spent in devising measures that would immunize the new National Assembly from the worst vices of the old Congress: selfishness and greed, graft and corruption, irresponsibility and abuse of power.

Apolinario Mabini, the brains of the Philippine Revolution, wrote in *The True Decalogue*: "Do not recognize in your country the authority of any person not elected by you and your fellow-citizens...the person designated and proclaimed by the individual consciences of the whole people is the only one who should wield the real authority."

The regime of martial law is, of course, constitutional; but it is constitutional only in the sense that it is an extraordinary remedy provided for in the Constitution, not to be availed of except "in case of invasion, insurrection, or rebellion, or imminent danger thereof." Martial law is thus a derogation of the Constitution which the Constitution itself permits; it is, in effect, an injury self-inflicted by the Constitution in order to prevent a greater injury. It must, therefore, be rigorously limited in scope and duration, or the Constitution dies.

In consequence of the need to forestall violent revolution, martial law may have provided the occasion to initiate a process of social reform; but it may not be indefinitely prolonged on the ground that it is needed to complete the process. Social transformation in a democracy is a long-term task of all the people living and acting together in freedom and responsibility.

From spectators to activists

President Marcos is exercising extraordinary powers not to maintain the *status quo* but avowedly to overcome the heritage of injustice, apathy and cynicism that has nearly shattered the Republic. The people, therefore, patiently await the transformation of an oligarchic feudal

system into a democratic egalitarian society. But nothing will happen unless the people abandon their traditional role as spectators and become active participants in the massive effort required to achieve this transformation.

The more speedily they achieve this change within themselves, the sooner the existing authoritarian regime can be dismantled. Since martial law basically resulted from a failure of self-government, the justification for maintaining the regime would diminish as its avowed goals are achieved and as the people feel an increasing confidence in their capacity to govern themselves.

The process of dismantling martial law must be deliberate and measured so as to ensure a smooth transition from the present "command society" to a democratic polity. The indefinite prolongation of martial law or its complete and precipitate withdrawal by a stroke of the pen could result in anarchy and civil strife. These alternatives seem, thus far, to be unacceptable to most Filipinos who, despite the admitted shortcomings of the martial law regime, continue to give it their support.

Their patience, however, is not endless; they will not wait forever.

Every Filipino, therefore, who does not wish to see his country plunged into civil war has the duty not only to wish President Marcos well but to cooperate with him to ensure the success of the reform program. Its failure would convince the people that there is no option left but the forcible seizure of political power in order that the goals of the social revolution which for centuries they have striven to achieve but which have repeatedly eluded them may finally be realized.

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UNIVERSITY OF THE PHILIPPINES

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EDITOR

Dr. Oscar M. Alfonso

ADMINISTRATIVE ISSUANCES

ADMINISTRATIVE ORDERS

Administrative Order No. 264-A: Extension of Term of Collegian Editor and Staff

In view of the fact that a new editor and staff of the *Philippine Collegian* cannot be appointed until the first week of December, the term of the editor and staff of the *Philippine Collegian* during the first semester is hereby extended until the new editor is appointed. They are hereby authorized to publish issues of the *Collegian* for November 11, 18 and 25, 1974.

Henceforth, an editor of the *Collegian* will serve in that capacity and put out issues of the *Collegian* until his successor is appointed.

This Order supersedes Administrative Order No. 264 dated October 5, 1974.

7 November 1974

Administrative Order No. 273: Designation as Officer-in-Charge of Office of the President

Dr. Nathaniel B. Tablante, Vice-President for Academic Affairs, is designated Officer-in-Charge of the Office of the President, University of the Philippines effective November 15, 1974 until the return of either President Salvador P. Lopez or Acting President Abelardo G. Samonte from an official trip abroad, whichever is earlier.

13 November 1974

Administrative Order No. 274: Operation of the University Servicer

The following are hereby constituted into a fact-finding committee for the purpose of determining the cause or causes of the losses incurred in the operation of the University Servicer during the entire fiscal year 1973-74 and the first two months of the current fiscal year: Mr. Atilano Kalagayan, Management Audit Division, as Chairman; and Mrs. Hayde Arandia, Accounting Office, Mrs. Romualda Ballo, Office of the Auditor, and Atty. Angel V. Colet, Office of the Vice-President for Administration, as Members. They will include in their findings and report the persons who are probably responsible for such losses.

13 November 1974

Administrative Order No. 275: Designation as Officer-in-Charge of the Office of the Vice-President for Academic Affairs

Dr. Melecio S. Magno, Assistant for Faculty Development, is designated Officer-in-Charge of the Office of the Vice-President for Academic Affairs, University of the Philippines effective November 15, 1974 until the termination of the assignment of Dr. Nathaniel B. Tablante as Officer-in-Charge of the Office of the President.

15 November 1974

Administrative Order No. 276: Management Audit of the Physical Plant Office

The following are constituted as an ad hoc Committee to conduct a management audit of the Physical Plant Office: Alejandro Ibay, Management Specialist, College of Public Administration, as Chairman; and Amor Oribello, Assistant to the Vice-President for Administration, Office of the Vice-President for Administration, and May Huntington, Management Specialist, Office of the Vice-President for Administration.

Their recommendations should include the following and must be submitted within a two-month period:

1. A manual of system and procedure for the said office;
2. Organizational set-up and staffing pattern for the Physical Plant Office;
3. Training proposal for technicians, mechanics and other personnel.

They are authorized to call upon the appropriate offices and personnel of the University and to examine records in the performance of their duties.

15 November 1974

Administrative Order No. 264-B: Extension of Term of Collegian Editor and Staff

In view of the fact that a new editor and staff of the *Philippine Collegian* cannot be appointed until the first week of December, the term of the editor and staff of the *Philippine Collegian* during the first semester is hereby extended until the new editor is appointed. Their authority to publish issues of the *Collegian* includes the issues for November 11 and December 9, 1974.

This Order amends Administrative Order No. 264 dated October 25, 1974.

Henceforth, an editor of the *Collegian* will serve in that capacity and put out issues of the *Collegian* until his successor is appointed.

7 December 1974

(Sgd.) SALVADOR P. LOPEZ
President

MEMORANDUM CIRCULARS

Memorandum Circular No. 40: Economy Measures on University Expenditures

The Budget Commission, pursuant to a directive from the President of the Philippines, has placed under reserve 15% of the authorized FY 1974-1975 appropriations of all government agencies including the University of the Philippines. This means that the proposed expenditure authorized in the internal operating budget of the University approved by the Board of Regents on August 29, 1974 will have to be reduced to absorb the cut made on the government contribution.

In view of this situation, all deans, directors and heads of offices are hereby enjoined to observe strict economy in the operation of their units or offices. They are requested to ensure proper enforcement of existing circulars

and memoranda on fiscal restraint. They are further urged to review their operating procedures in order to prevent wastage in the use of manpower, equipment, and supplies without unduly sacrificing effective performance.

6 November 1974

(Sgd.) ABELARDO G. SAMONTE
Acting President

Memorandum Circular No. 41: Student Service for YCAP Requirements

The Office of Student Affairs is preparing a list of students who can be tapped for any of the jobs in the attached list in connection with the Youth Civic Action Program (YCAP) requirement that students perform 120 hours of community work during their stay in the University.

Deans, directors, and heads of offices who wish to avail of the service of these students may contact the Dean of Students, so that proper arrangements can be made with the parties concerned. The record of service of these students should be properly kept in order that, when their work is finished, the certification of completion of the required number of hours can be forwarded to the heads of the units concerned through the Office of Student Affairs.

5 November 1974

(Sgd.) ABELARDO G. SAMONTE
Acting President

Prevention of Electrical Accidents and Fires

Hereunder for information are MERALCO Safety Rules on the prevention of electrical accidents and fires:

"MERALCO SAFETY RULES NO. 1

1. Replace broken plugs, outlet covers.
2. Never touch the inside of socket.
3. Do not string cords around nails or pipes.
4. Do not let wires run under the rug.
5. Keep light bulbs away from clothes.
6. Never use the pull chain type socket for your bathroom.
7. Place switch away from the shower.

"MERALCO SAFETY RULES NO. 2

1. Discard cords with exposed wires.
2. Never touch the inside of a socket.
3. Avoid octopus connections. It's dangerous.
4. Never allow children to probe into electrical outlets.
5. When not in use, plaster outlets within reach of children.
6. Pull the plug, not the cord, to disconnect appliance.
7. Never leave an electric iron turned on when not in use.
8. Keep spare fuses handy at all times.

"MERALCO SAFETY RULES NO. 3

1. Never use tin-foil, coin or wires as substitute for fuse.

2. Switch off lamps and appliances in use when power goes out.
3. Always inspect plugs for loose screws or terminals.
4. Do not handle a connected plug or light switch with wet hands or when standing on wet floor.
5. Use wall outlets not lamp sockets for connecting appliances.
6. Check that there is no danger of your TV antenna blowing against a power line in the event outside of strong winds.
7. When making repairs or additions to your house wiring call a qualified electrician to do the job.

"MERALCO SAFETY RULES NO. 4

1. Before erecting TV antennas, survey rooftops, window eaves or area of installation for electric wires. Plan installation to be as far from wires as possible.
2. Never climb rooftops and window eaves where electric wires are within reach.
3. Raise antenna, pipe support and guy wires from the ground on the side of the house, away from electric wires.
4. Antenna transmission line should be installed away from power lines.
5. Never install or repair antennas during inclement weather or thunderstorm.
6. Get a competent TV technician to remove kites or balloons entangled on TV antenna or guy wires. Never allow children to do this.
7. Never attempt to remove pipe support, antenna or its accessories about to fall or which have fallen into power lines. Call Meralco Customers Assistance Center Telephone 79-92-11. (IN OUR CASE, call U.P. Local Telephone Nos. 352, 106 and 282)
8. Better still, have the work done by your qualified TV repairman. He has the equipment and 'know-how' to do the job safely.

"MERALCO SAFETY RULES ABOUT FALLEN ELECTRIC WIRES

1. If your car hits an electric post, stay in it until it is safe to get out. However, if you must leave the vehicle, jump. Do not touch the car and the ground at the same time.
2. Keep away from metal objects which might be touched by a fallen wire. They may be energized or 'hot'.
3. Stand to warn others away from a fallen power line.
4. Never touch or climb a tree with a fallen wire on it. Tree limbs and branches charged with electricity are dangerous especially when wet.
5. Do not attempt to move fallen wires. If you must do it, be sure to use a *dry* wooden pole.

"Please report cases of fallen or downed electric wires to the nearest MERALCO DISTRICT OFFICE or call MERALCO CUSTOMERS ASSISTANCE CENTER, Tel. No. 79-92-11. (IN OUR CASE, call U.P. Local Telephone Nos. 352, 106 and 282)

"MERALCO SAFETY RULES IN DECORATING YOUR HOMES DURING CHRISTMAS HOLIDAYS"

1. Avoid combustible decorations on Christmas trees.
2. Discard lighting sets with exposed wiring.
3. Decorative lighting should not overload electrical circuit.
4. Change position of lights when any of the tree branches turns brown.
5. Keep Christmas trees away from source of heat.
6. If you use a metal tree, use off-the-tree colored lighting; or, if lights are placed on the tree, use only special lights with low amperage fuses.
7. Do not use candles to light your Christmas lanterns, or to illuminate the manger.
8. Allow several inches clearance between paper and bulb.
9. Do not leave lanterns and mangers lighted when you are away from home."

Please be guided accordingly.

18 November 1974

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

Memorandum Circular No. 46: Reciprocal Rights and Privileges of U.P. and PCAS Personnel and Students in the Use of Facilities and Services

In accordance with the provisions of Presidential Decree No. 342 and Letter of Instructions No. 174 dated 29 March 1974, faculty and staff members, bona fide students, and all other personnel affiliated with the Philippine Center for Advanced Studies (PCAS) and the University of the Philippines System shall enjoy the same rights and privileges in the use of facilities and services, including library and computer services, on a reciprocal basis, subject to existing rules and regulations. Pending the formalization of the UP-PCAS Memorandum of Agreement, the previously existing arrangements between the defunct Asian Center and the University in the use of library services, materials and facilities and computer services shall remain in effect until such time as new arrangements between PCAS and the UP System are worked out. This includes the existing procedure for securing accountability clearance for UP and PCAS personnel and students going on extended leave of absence or leaving the UP or the PCAS for good.

This Memorandum Circular supersedes Memorandum Circular No. 43 dated 21 November 1974.

6 December 1974

(Sgd.) SALVADOR P. LOPEZ
President

New Schedule of Garbage Fees

Hereunder is the new schedule of garbage fees as approved by the Board of Regents during its meeting on November 28, 1974.

| | |
|---------------------------------------------------|---------|
| Arts & Sciences | P 60.00 |
| Engineering & Administration | 50.00 |
| All other Academic Units | 30.00 |
| Food Service (Vinzons) | 150.00 |
| Residence Halls & Canteens | 30.00 |
| Residential houses and apartments | 10.00 |
| Employees Village and all temporary housing areas | 2.00 |

Under this new schedule, which will be effective this month, campus residents are required to provide their own garbage containers.

6 December 1974

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

MEMORANDUM**Ad Hoc Committee to Prepare Five-Year Report of the President**

The following are hereby constituted into an *ad hoc* committee headed by Dr. Oscar M. Alfonso to prepare the five-year report of the President of the University of the Philippines covering the years 1969-1974: Director Pacifico N. Aprieto, Professor Petronilo Bn. Daroy and Professor Luis Teodoro.

As it is desired to send the report to the press by October 20, 1974, it is suggested that the draft be submitted to me not later than October 15.

27 September 1974

(Sgd.) SALVADOR P. LOPEZ
President

BUDGET MEMORANDUM CIRCULAR NO. 154**Payment of the Final 25% of Retirement Benefits and/or Separation Pay of Civilian Employees**

TO: All Heads of Departments, Chiefs of Bureaus and Offices, Comptrollers, Chief Accountants, Department Budget Officers, Budget Officers, Auditors and Other Personnel Concerned

SUBJECT: Payment of the final 25% of Retirement Benefits and/or Separation Pay of Civilian Employees

As directed by the President of the Philippines, all officials and employees of the National Government who are entitled to payment of retirement benefits and/or separation pay, may now be paid their final 25% or full retirement benefit and/or separation pay, subject to the rules and regulations and allotment procedures provided in Budget Memorandum Circular No. 140, dated August 16, 1973.

17 December 1974

(Sgd.) F. SY-CHANGCO
Commissioner of the Budget

DECISIONS OF THE BOARD OF REGENTS

853rd Meeting, 28 November 1974

GRADUATION

The Board confirmed the graduation of the following students who had completed the requirements for *Diploma of Graduate in Nursing* as of October 23, 1974:

1. Abigail Banquerigo
2. Irma Gunda

APPOINTMENTS, REAPPOINTMENTS, PROMOTIONS, SALARY INCREASES, ETC.

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

- Cynthia V. Abad Santos, change in designation from Professorial Lecturer to Assistant Professor III of Physical Education, Department of Physical Education, effective November 1, 1974 until the return of Erlinda P. Versoza from a leave of absence, but not later than May 31, 1975.
- Napoleon V. Abueva, increase in salary from Associate Professor I to Associate Professor IV of Sculpture, College of Fine Arts, effective October 1, 1974.
- Benigno F. Agbayani, promotion in rank and salary from Assistant Professor IV to Associate Professor I, Department of Medicine, College of Medicine, and Attending Physician, Philippine General Hospital, effective September 1, 1974.
- Edgardo P. Agravante, reappointment as Professorial Lecturer in Development Communication, College of Agriculture, University of the Philippines at Los Baños, effective November 11, 1974 until April 13, 1975.
- Pedro V. Aguilar, increase in transportation allowance as Professorial Lecturer in Business Law, College of Business Administration, effective October 1, 1974 until May 31, 1975.
- Lauro A. Alcalá, increase in salary from Associate Professor II to Associate Professor III of Fine Arts, College of Fine Arts, effective October 1, 1974.
- Delia R. Alcalde, promotion in rank and salary from Senior Research Assistant to Research Associate, Institute of Environmental Planning, effective September 1, 1974.
- Ma. Concepcion P. Alfiler, increase in salary as Research Associate, College of Public Administration, effective November 1, 1974.
- Marcela S. Almazan, increase in salary as Administrative Officer (Range 8), Institute of Fisheries Development and Research, College of Fisheries, effective August 1, 1974.
- Josefina E. Angeles, promotion in rank and salary from Research Associate to Science Education Specialist I, Science Education Center, effective October 1, 1974.
- Leticia E. Aquino, increase in salary as Librarian II, Science Education Center, effective September 1, 1974.
- Rodolfo Q. Aquino, reappointment as Senior Lecturer in Accounting, College of Business Administration, effective September 30, 1974 until May 31, 1975.
- Eduardo G. Araullo as Training Associate, School of Economics, effective November 4, 1974 until June 30, 1975.
- Ramon L. Arcadio as Investigator in the research project "A Feasibility Study on Maximum Utilization of Ambulatory Care Facilities Through an Interagency Referral System," Philippine General Hospital, effective July 1, 1974 until June 30, 1975.
- Francisco A. Arcellana, increase in salary from Professor I to Professor II of English and Comparative Literature, College of Arts and Sciences, effective October 1, 1974.
- Leonardo Arenas, promotion in rank from Instructor I (part-time) without compensation to Assistant Professor I (part-time) without compensation, Department of Surgery, College of Medicine, and Attending Anesthesiologist (part-time), Philippine General Hospital, effective September 1, 1974.
- Lourdes S. Aspiras, increase in salary as Research Associate, Agrarian Reform Institute, University of the Philippines at Los Baños, effective October 1, 1974 until February 28, 1975.
- Alejandra C. Atabug as Senior Lecturer in Humanities, College of Arts and Sciences, effective November 11, 1974 until May 31, 1975.
- Daisy B. Atienza, increase in salary as Librarian III, University Library, effective October 1, 1974.
- Benjamin S. Austria, increase in salary from Assistant Professor I to Assistant Professor II of Geology and Geography, College of Arts and Sciences, effective October 1, 1974.
- Pacifico Austria, increase in salary as Librarian IV, University Library, effective October 1, 1974.
- Elvira Austria, promotion in rank and salary from Librarian I to Librarian II, University Library, effective October 1, 1974.
- Veronica Ayson, promotion in rank and salary from Librarian I to Librarian II, University Library, effective October 1, 1974.
- Salvacion G. Bailon as Consultant in Research, Out-patient Department, Philippine General Hospital, effective July 1, 1974 until June 30, 1975.
- Aida C. Baltazar, promotion in rank and salary from Associate Professor II (part-time), as approved by the Board (from Associate Professor I, part-time, 852nd meeting, 26 September 1974), to Professor I of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective September 1, 1974.
- Rosemarie Bamba, promotion in rank and salary from Librarian I to Librarian II, University Library, effective October 1, 1974 until June 30, 1975.
- Hawthorne Bañez, promotion from Instructor I (part-time) to Assistant Professor I of Surgery (part-time), Philippine General Hospital, without compensation, effective September 1, 1974 until June 30, 1975.
- Nilo R. Barandino, upgrading of position with salary adjustment from Physician (Range 8) to Physician (Range 9), Health Service, Basilan Land Grant, effective September 1, 1974.

- Jacinto R. Batoon, increase in salary as Training Associate, Agricultural Credit and Cooperatives Institute, University of the Philippines at Los Baños, effective October 1, 1974.
- Esteban B. Bautista, increase in salary as Law Researcher III, Division of Research and Law Reform, Law Center, effective October 1, 1974.
- Ester A. Bautista as Publication Coordinator, Science Education Center, effective October 1, 1974 until June 30, 1975.
- Romeo M. Bautista, increase in salary from Associate Professor I to Associate Professor III of Economics, School of Economics, effective October 1, 1974.
- Josefina D. Baylon, promotion in rank and salary from Instructor V to Assistant Professor II of Nursing, School of Nursing, Philippine General Hospital, effective October 1, 1974.
- Isidro Benitez, promotion in rank and salary from Assistant Professor I (part-time) to Associate Professor I (part-time), Department of Obstetrics and Gynecology, College of Medicine, and Attending Obstetrician-Gynecologist (part-time), Philippine General Hospital, effective September 1, 1974.
- Lydia E. Buendia, increase in salary from Assistant Professor II to Assistant Professor IV of Physical Education, Department of Physical Education, effective October 1, 1974.
- Arsenio S. Camacho as Senior Research Biologist, Inland Fisheries Project, Institute of Fisheries Development and Research, College of Fisheries, effective September 2, 1974 until December 31, 1974.
- Elizabeth J. Camacho, reappointment as Senior Lecturer in Public Administration, University of the Philippines at Iloilo, effective November 11, 1974 until May 31, 1975.
- Jose C. Campos, Jr., reappointment as Rizal Distinguished Professorial Lecturer in Corporation Law, College of Law, effective November 11, 1974 until November 12, 1975.
- Ruben G. Camuruñgan as Philsugin Assistant Professor of Sugar Technology, College of Agriculture, University of the Philippines at Los Baños, effective November 1, 1974 until June 30, 1975; as Project Director of the Sugar Technology Program, College of Agriculture, University of the Philippines at Los Baños, effective November 1, 1974 until June 30, 1975.
- Mariano B. Caparas, promotion in rank and salary from Assistant Professor III (part-time) to Associate Professor I (part-time), Department of Otorhinolaryngology, College of Medicine, and Attending Otorhinolaryngologist (part-time), Philippine General Hospital, effective September 1, 1974.
- Lourdes R. Carale, promotion in rank and salary from Research Assistant to Research Associate, Science Education Center, effective October 15, 1974.
- Ma. Aurora A. Carbonell, transfer from the NSDB-U.P. Integrated Research Program and increase in salary as Research Associate, College of Public Administration, effective November 4, 1974.
- Benjamin V. Cariño, increase in salary from Associate Professor I to Associate Professor III, Institute of Environmental Planning, effective September 1, 1974.
- Eulogio T. Castillo, promotion in rank and salary from Research Associate to Researcher I, Agricultural Credit and Cooperatives Institute, University of the Philippines at Los Baños, effective October 1, 1974.
- German B. Castillo, increase in salary from Associate Professor II (part-time), as approved by the Board (from Associate Professor I, part-time, 852nd meeting, 26 September 1974), to Associate Professor III of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective September 1, 1974.
- Amado A. Castro, increase in salary from Professor VII to Professor VIII of Economics, School of Economics, effective October 1, 1974.
- Florencio R. Chavez, increase in salary from Associate Professor II, as approved by the Board (from Associate Professor I, 852nd meeting, 26 September 1974), to Associate Professor III of Physiology, College of Medicine, effective September 1, 1974.
- Norma B. Chico as Senior Lecturer in Architecture, College of Architecture, effective November 1, 1974 until May 31, 1975.
- Eliseo C. Clamor, increase in honorarium as Band Director, Department of Military Science and Tactics (Army), effective October 1, 1974 until May 31, 1975.
- Eliseo S. Contreras, promotion in rank and salary from Lecturer to Senior Lecturer in Veterinary Microbiology, Pathology and Public Health, College of Veterinary Medicine, effective October 1, 1974 until May 31, 1975.
- Alicia M.L. Coseteng, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Communication, Institute of Mass Communication, effective October 1, 1974.
- Canon Cruz, promotion in rank from Instructor I (part-time) to Assistant Professor I (part-time), without compensation, Department of Surgery, College of Medicine, and Attending Anesthesiologist, (part-time), Philippine General Hospital, effective September 1, 1974.
- Carlitos R. Cruz, promotion in rank and salary from Lecturer to Senior Lecturer in Communication, Institute of Mass Communication, effective October 1, 1974 until May 31, 1975.
- Ramon Cruz, Jr. as Professorial Lecturer in Business Administration, College of Business Administration, effective October 1, 1974 until May 31, 1975.
- Lilian Cuanang, promotion in rank and salary from Librarian I to Librarian II, University Library, effective October 1, 1974.
- Rosa Ester T. Cuna, increase in salary from Assistant Professor I to Assistant Professor III of Humanities, University of the Philippines at Tacloban, effective October 1, 1974.
- Fe R. Dacanay, reappointment as Professorial Lecturer in Language Teaching, College of Education, effective November 11, 1974 until May 31, 1975.
- Concepcion D. Dadufalza, increase in salary from Associate Professor II to Associate Professor III of English, College of Arts and Sciences, effective October 1, 1974.
- Consuelo M. Damaso, increase in salary from Associate Professor III to Associate Professor IV of

- English, College of Arts and Sciences, effective October 1, 1974.
- Veronica M. Dagondon, change in designation from Research Associate to Training Associate, Agrarian Reform Institute, University of the Philippines at Los Baños, effective October 1, 1974.
- Loreto I. Danao, increase in honorarium as Military Instructor, Department of Military Science and Tactics (Army), effective October 1, 1974 until recalled by the Armed Forces of the Philippines.
- Petronilo Bn. Daroy, promotion in rank and salary from Assistant Professor IV to Associate Professor II of Pilipino and Philippine Literature, College of Arts and Sciences, effective October 1, 1974.
- Pilar Da Silva, promotion in rank and salary from Science Education Specialist III to Science Education Specialist IV, Science Education Center, effective October 1, 1974.
- Emilinda de Jesus, promotion in rank and salary from Librarian II to Librarian III, University Library, effective October 1, 1974.
- Ester B. de la Cruz as Consultant in the DPWTC-UPIEP Projects, Institute of Environmental Planning, effective September 2, 1974 until August 30, 1975.
- Mariano de la Cruz, Jr., promotion in rank and salary from Associate Professor III to Professor I of Anatomy, Department of Anatomy, College of Medicine, effective September 1, 1974.
- Arcangel S. Flores de Leon as Assistant Professor IV of Anatomy, College of Medicine, effective October 1, 1974 until May 31, 1975.
- Caridad M. de Leon, promotion in rank and salary from Instructor IV to Assistant Professor II of Nursing, School of Nursing, Philippine General Hospital, effective October 1, 1974.
- Gerardo de Leon, increase in salary from Professor V, as approved by the Board (from Professor IV, 852nd meeting, 26 September 1974), to Professor VI of Pharmacology, College of Medicine, effective September 1, 1974.
- Filoteo V. Delfin, promotion in rank and salary from Instructor II to Assistant Professor I of Spanish, University of the Philippines at Tacloban, effective October 1, 1974.
- Oseas del Rosario, increase in salary from Professor IV, as approved by the Board (from Professor III, 851st meeting, 29 August 1974), to Professor V of Education, effective August 1, 1974.
- Willie C. Depositario as Assistant Professor of Agrarian Institutions (graduate program), Agrarian Reform Institute, University of the Philippines at Los Baños, effective November 11, 1974 until June 30, 1975.
- Bienvenido S. Dimaano, reappointment as Senior Research Engineer, College of Engineering, effective December 1, 1974 until June 30, 1975.
- Clarisa Dimalanta, promotion in rank and salary from Librarian IV to Librarian V, University Library, effective October 1, 1974.
- Pedro D. Dimaya, reappointment as Professorial Lecturer in Education (Graduate Program), University of the Philippines at Cebu, effective November 1, 1974 until May 31, 1975.
- Benjamin D. Dirilo as Research Associate, University of the Philippines at Tacloban, effective November 1, 1974 until June 30, 1975.
- Cecilia Dizon, promotion in rank and salary from Librarian I to Librarian II, University Library, effective October 1, 1974.
- Generosa Domingo, increase in salary as Librarian III, University Library, effective October 1, 1974.
- Hector V. Donato, reappointment as Senior Lecturer in International Politics, University of the Philippines at Baguio, effective November 11, 1974 until May 31, 1975.
- Conсорcia Lavadia-Donovan as Visiting Lecturer in History without compensation, College of Arts and Sciences, effective November 11, 1974 until March 31, 1975.
- Ronald R. Duterte as Professorial Lecturer in Business Law (MBA Program), University of the Philippines at Cebu, effective November 11, 1974 until May 31, 1975.
- Maxima Elagio, promotion in rank and salary from Librarian I to Librarian II, University Library, effective October 1, 1974.
- Ernesto A. Eleria as Consultant in the DPWTC-UPIEP Projects, Institute of Environmental Planning, effective September 2, 1974 until June 30, 1975.
- Virgilio C. Esguerra, increase in salary from Assistant Professor III to Assistant Professor IV of Veterinary Physiology and Pharmacology, College of Veterinary Medicine, effective October 1, 1974.
- Romeo B. Espiritu, promotion in rank and salary from Assistant Professor IV (part-time) to Associate Professor I (part-time), Department of Ophthalmology, College of Medicine, and Attending Ophthalmologist (part-time), Philippine General Hospital, effective September 1, 1974.
- Fremma Esquejo, promotion in rank and salary from Librarian I to Librarian II, University Library, effective October 1, 1974.
- Romeo A. Estanero as Professorial Lecturer in Civil Engineering (Graduate Program), College of Engineering, effective November 11, 1974 until May 31, 1975.
- Felipe A. Estrella, Jr., promotion in rank and salary from Assistant Professor I (part-time) to Associate Professor I (part-time), Department of Obstetrics and Gynecology, College of Medicine, and Attending Obstetrician-Gynecologist (part-time), Philippine General Hospital, effective September 1, 1974.
- Wilson F. Faderon, increase in salary as Training Specialist I, Agrarian Reform Institute, University of the Philippines at Los Baños, effective November 1, 1974.
- Romeo V. Fajardo, promotion in rank and salary from Assistant Professor IV (part-time) to Associate Professor I (part-time), Department of Ophthalmology, College of Medicine, and Attending Ophthalmologist (part-time), Philippine General Hospital, effective September 1, 1974.
- Zeneida R. Feliciano, increase in salary as Chemical Engineer (Range 8), Basilan Land Grant, effective October 1, 1974.
- Abraham Felipe, increase in salary from Associate Professor I (part-time) to Associate Professor III of

- Psychology (part-time), University of the Philippines College in Manila, effective October 1, 1974.
- Bartolome C. Fernandez, increase in salary as Professorial Lecturer in Law, College of Law, effective November 11, 1974 until May 31, 1975.
- Nicanor C. Fernandez as Acting Assistant for Research, Office of the Chancellor, University of the Philippines at Los Baños, effective October 1, 1974 until December 15, 1974.
- Pacita G. Fernandez, increase in salary from Associate Professor II to Associate Professor III of English, College of Arts and Sciences, effective October 1, 1974.
- Felipe M. Fernando, upgrading of position with increase in salary from Fiscal Analyst (Range 8) to Fiscal Analyst (Range 9), effective October 1, 1974.
- Resurreccion Ferrer, promotion in rank and salary from Librarian I to Librarian II, University Library, effective October 1, 1974.
- Tito C. Firmalino, increase in salary from Assistant Professor V to Associate Professor I of Environmental Planning, Institute of Environmental Planning, effective September 1, 1974.
- Cecilia A. Florencio as Consultant Dietitian, University Health Service, effective October 28, 1974 until June 30, 1975.
- Casiano O. Flores, increase in salary as Assistant Head and Legal Education Officer III, Division of Continuing Legal Education Division, Law Center, effective October 1, 1974.
- Thomas G. Flores, increase in salary from Professor I to Professor III of Development Communication, College of Agriculture, University of the Philippines at Los Baños, effective December 1, 1974.
- Norma R. Fortes as Research Biologist, Inland Fisheries Project, Institute of Fisheries Development and Research, College of Fisheries, effective September 2, 1974 until December 31, 1974.
- Romeo D. Fortes as Research Biologist, Inland Fisheries Project, Institute of Fisheries Development and Research, College of Fisheries, effective September 2, 1974 until December 31, 1974.
- Robert B. Fox, reappointment as Professorial Lecturer in Anthropology, University of the Philippines at Baguio, effective November 11, 1974 until May 31, 1975.
- Elvira R. Galvez, increase in salary as Research Associate, Science Education Center, effective October 1, 1974.
- Juana P. Gapud, automatic pre-retirement increase in salary from Assistant Professor II to Assistant Professor IV of Agricultural Education, Rural High School, College of Agriculture, University of the Philippines at Los Baños, effective May 22, 1974.
- Amador R. Gatus as Consultant in the DPWTC-UIEP Projects, Institute of Environmental Planning, effective September 2, 1974 until June 30, 1975.
- Luz L. Gervacio, promotion from Head Nurse (Range 7) to Nurse Supervisor (Range 8), Philippine General Hospital, effective November 1, 1974.
- Adelina S. Gimenez, promotion in rank and salary from Instructor IV to Assistant Professor III of Nursing, School of Nursing, Philippine General Hospital, effective October 1, 1974.
- Lydia F. Gonzales, promotion in rank and salary from Instructor IV to Assistant Professor I of Filipino and Philippine Languages, College of Arts and Sciences, effective October 1, 1974.
- Elvira Gregorio, increase in salary as Librarian III, University Library, effective October 1, 1974.
- Mariano U. Griño, increase in salary as Research Associate, Iloilo Center for Regional Development Studies, Institute of Environmental Planning, effective September 1, 1974 until June 30, 1975.
- Amor C. Guerrero, promotion in rank and salary from Librarian III to Librarian IV, University Library, effective October 1, 1974.
- Elsa L. Gutierrez, increase in salary as Research Associate, Institute of Environmental Planning, effective September 1, 1974.
- Mario T. Gutierrez as Project Director in the research project "A Feasibility Study on Maximum Utilization of Ambulatory Care Facilities Through an Interagency Referral System," Philippine General Hospital, effective July 1, 1974 until June 30, 1975.
- Rosario Isidro Gutierrez, promotion in rank and salary from Associate Professor III (part-time) to Professor I (part-time), Department of Obstetrics and Gynecology, College of Medicine, and Attending Obstetrician-Gynecologist, (part-time), Philippine General Hospital, effective September 1, 1974.
- Francisco R. Guzman, increase in honorarium as Military Instructor, Department of Military Science and Tactics (Army), effective October 1, 1974 until recalled by the Armed Forces of the Philippines.
- Virginia B. Guzman, promotion in rank and salary from Associate Professor II to Professor I of Maternal and Child Health, Institute of Public Health, effective October 1, 1974.
- Duncan A. Harkin as Professorial Lecturer in Economics of Agrarian Reform, Agrarian Reform Institute, University of the Philippines at Los Baños, effective November 11, 1974 until March 24, 1975.
- Severino Hermosura, increase in salary from Associate Professor III to Associate Professor IV of Zootchnics, College of Veterinary Medicine, effective October 1, 1974.
- Dolores F. Hernandez, change in the basic appointment and designation from Science Education Specialist IV to Professor VII of Education, College of Education, effective August 1, 1974.
- Namnama P. Hidalgo, promotion in rank and salary from Librarian III to Librarian IV, University Library, effective October 1, 1974.
- Virgilio G. Hipolito as Consultant in the DPWTC-UIEP Projects, Institute of Environmental Planning, effective September 2, 1974 until June 30, 1975.
- Norberto P. Hocson, promotion in rank and salary from Assistant Professor IV (part-time) to Associate Professor I (part-time), Department of Obstetrics and Gynecology, College of Medicine, and Attending Obstetrician-Gynecologist (part-time), Philippine General Hospital, effective September 1, 1974.
- Oscar H. Hormillosa, reclassification of position from Collecting and Disbursing Officer (Range 8) to Administrative Officer (Range 8), University of the Philippines at Iloilo, effective October 31, 1974.

- Alejandrino G. Hufana, increase in salary from Associate Professor I to Associate Professor II of English, College of Arts and Sciences, effective October 1, 1974.
- Merlin E. Ibañez as Consultant in the DPWTC-UIEP Projects, Institute of Environmental Planning, effective September 2, 1974 until June 30, 1975.
- Lourdes L. Ignacio, promotion in rank and salary from Assistant Professor III (part-time) to Associate Professor I (part-time), Department of Psychiatry, College of Medicine, and Attending Psychiatrist (part-time), Philippine General Hospital, effective September 1, 1974.
- Gonzalo M. Jurado, increase in salary from Associate Professor I to Associate Professor III of Economics, School of Economics, effective October 1, 1974.
- George V. Kabrisante as Guidance Associate, Office of Student Affairs, University of the Philippines at Los Baños, effective October 1, 1974 until June 30, 1975.
- Isabel C. Kim, increase in salary from Assistant Professor I to Assistant Professor II of Speech, University of the Philippines College in Manila, effective October 1, 1974.
- Adriano Laudico, promotion in rank from Instructor I (part-time) to Assistant Professor I (part-time), without compensation, Department of Surgery, College of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, effective September 1, 1974.
- Domiciana D. Lawas, promotion in rank and salary from Associate Professor IV to Professor I, Department of Pediatrics, College of Medicine, and Attending Pediatrician (part-time or full-time as the case may be), Philippine General Hospital, effective September 1, 1974.
- Josephine Lazatin, increase in salary as Librarian II, University Library, effective October 1, 1974.
- Benedicto D. Leis, increase in salary as Collecting and Disbursing Officer (Range 8), Basilan Land Grant, effective October 1, 1974.
- Minda Licuanan, increase in salary as Librarian II, University Library, effective October 1, 1974.
- Gloria D. Lim, promotion in rank and salary from Assistant Professor IV (part-time) to Associate Professor I (part-time), Department of Ophthalmology, College of Medicine, and Attending Ophthalmologist (part-time), Philippine General Hospital, effective September 1, 1974.
- Lewanda Bertha M. Lim, promotion in rank and salary from Instructor III to Assistant Professor I of Fine Arts, College of Fine Arts, effective October 1, 1974.
- Manuel G. Lim, reappointment as Assistant Professor I of Otorhinolaryngology (part-time), College of Medicine, effective November 28, 1974 until May 31, 1975.
- Marjorie S. Litsinger as Visiting Assistant Professor of Agricultural Education, without compensation, College of Agriculture, University of the Philippines at Los Baños, effective November 11, 1974 until November 10, 1975.
- Arturo P. Lopez as Senior Lecturer in Accounting, College of Business Administration, effective November 11, 1974 until May 31, 1975.
- Encarnacion Lopez, increase in salary as Librarian III, University Library, effective October 1, 1974.
- Teopisto L. Loreda, increase in salary as Manager, Basilan Land Grant, effective November 1, 1974.
- Roman L. Lucas, transfer to the academic staff from Administrative Officer (Range 9) to Training Specialist I, Agrarian Reform Institute, University of the Philippines at Los Baños, effective October 1, 1974.
- Albino C. Lumen, promotion in rank and salary from Instructor II to Assistant Professor I of Mathematics, University of the Philippines at Tacloban, effective October 1, 1974.
- Luis M. Mabilangan, promotion in rank and salary from Associate Professor II (part-time) to Professor I (part-time), Department of Pediatrics, College of Medicine, and Attending Pediatrician (part-time or full-time as the case may be), Philippine General Hospital, effective September 1, 1974.
- Avelino A. Macasaet, increase in salary from Associate Professor I to Associate Professor II of Dentistry, College of Dentistry, effective October 1, 1974.
- Nicole R. MacDonald as Senior Lecturer in Anthropology, without compensation, College of Arts and Sciences, effective November 11, 1974 until May 31, 1975.
- Joseph C. Madamba as Visiting Professor of Animal Science, without compensation, College of Agriculture, University of the Philippines at Los Baños, effective November 1, 1974 until June 30, 1975.
- Rodolfo M. Madrazo, promotion from Chief, Production Division to Assistant Manager (Range 11), Basilan Land Grant, effective November 1, 1974.
- Froilan T. Madriñan, promotion in rank and salary from Instructor III to Assistant Professor I of Fine Arts, College of Fine Arts, effective October 1, 1974.
- Carmelita Magno, promotion in rank from Librarian I to Librarian II, University Library, effective October 1, 1974 until June 30, 1975.
- Melecio S. Magno, reappointment as Project Director of NSDB Project No. 2.28.1 (Graduate Manpower Training Program), effective September 16, 1974 until June 30, 1975.
- Roque A. Magno, increase in salary from Assistant Professor II to Assistant Professor III of Environmental Planning, Institute of Environmental Planning, effective September 1, 1974.
- Justino J. Malawala, change in designation with increase in salary from Instructor I to Training Specialist I, College of Agriculture, University of the Philippines at Los Baños, effective November 1, 1974 until June 30, 1975.
- Virginia B. Malay, promotion in rank and salary from Instructor V (part-time) to Assistant Professor I of Nursing (part-time), School of Nursing, Philippine General Hospital, effective October 1, 1974.
- Priscila S. Manalang, increase in salary from Professor IV as approved by the Board (from Professor III, 851st meeting, 29 August 1974), to Professor V of Education, College of Education, effective August 1, 1974.

- Eligio A. Manto, reclassification of position from Administrative Officer (Range 9) to Chief, Administrative Division (Range 9), College of Medicine, effective November 1, 1974.
- E. Arsenio Manuel, extension of appointment beyond compulsory retirement as Professor V of Anthropology, College of Arts and Sciences, effective December 14, 1974 until December 13, 1975.
- Mauro F. Manuel, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Parasitology and Protozoology, College of Veterinary Medicine, effective October 1, 1974.
- Guadalupe Mapili, reappointment as Senior Lecturer in Public Administration, College of Public Administration, effective November 11, 1974 until May 31, 1975.
- Alejandro A. Maralit, reappointment as Senior Lecturer in Community Development, Institute of Social Work and Community Development, effective November 11, 1974 until May 31, 1975.
- Cesar O. Marquez, increase in salary from Assistant Professor I to Assistant Professor II of Environmental Planning, Institute of Environmental Planning, effective September 1, 1974.
- Eleuteria S. Marquez, increase in salary from Assistant Professor I to Assistant Professor III of Dentistry, College of Dentistry, effective October 1, 1974.
- Zielfa M. Maslin, increase in salary from Assistant Professor I to Assistant Professor II of Occupational Therapy, College of Medicine, effective October 1, 1974.
- Nieves Erlinda R. Mateo, promotion in rank and salary from Instructor II to Assistant Professor I of Physical Education, University of the Philippines at Tacloban, effective October 1, 1974.
- Anselmo D. Matias, increase in salary from Assistant Professor III to Assistant Professor IV of Marine Fisheries, College of Fisheries, effective October 1, 1974.
- Isagani R. Medina, increase in salary from Assistant Professor II to Assistant Professor III of History, College of Arts and Sciences, effective November 28, 1974.
- Vicente V. Mendoza, increase in salary as Professorial Lecturer in Law, College of Law, effective November 11, 1974 until May 31, 1975.
- Anselmo M. Meniano, increase in honorarium as Military Instructor, Department of Military Science and Tactics (Army), effective October 1, 1974 until recalled by the Armed Forces of the Philippines.
- Rodolfo C. Mercado as Assistant Professor II of Public Health Administration, Institute of Public Health, effective November 2, 1974 until the return of Ciriaca Q. Manalo from a leave of absence, but not later than June 30, 1975.
- Salud P. Mercado, increase in salary as Pharmacist (Range 8), University Health Service, effective August 1, 1974.
- Priscilla J. Militante, increase in salary from Associate Professor III to Associate Professor IV of Paleontology, College of Arts and Sciences, effective October 1, 1974.
- Bienvenido T. Miranda, increase in salary from Associate Professor I to Associate Professor IV of Chemistry, College of Arts and Sciences, effective October 1, 1974, subject to the condition that he shall not receive his salary as Associate Professor while he is Director of the Natural Science Research Center.
- Solita C. Monsod, increase in salary from Assistant Professor I to Assistant Professor III of Economics, School of Economics, effective October 1, 1974.
- Alfredo B. Montaña as Consultant for Citizen's Army Training (part-time), University of the Philippines at Cebu, effective June 10, 1974 until May 31, 1975.
- Jesus M. Montemayor as Professorial Lecturer in Social Sciences, College of Sciences and Humanities, University of the Philippines at Los Baños, effective June 10, 1974 until April 30, 1975; as Assistant Professor of Land Tenure and Management (Graduate Program), Agrarian Reform Institute, University of the Philippines at Los Baños, effective November 11, 1974 until June 30, 1975.
- Epifanio M. Nacario, increase in honorarium as Military Instructor, Department of Military Science and Tactics (Army), effective October 1, 1974 until recalled by the Armed Forces of the Philippines.
- Arnold M. Naldoza, promotion in rank and salary from Senior Research Assistant to Training Associate, Agricultural Credit and Cooperatives Institute, University of the Philippines at Los Baños, effective November 16, 1974.
- Milagros P. Navarro, promotion in rank and salary from Instructor IV to Assistant Professor I of Mathematics, College of Arts and Sciences, effective October 1, 1974.
- Inga Margaretha Nesselvik as Assistant Professor of Pathology, without compensation, College of Medicine, effective November 1, 1974 until May 31, 1975.
- Meliton N. Novilla, increase in salary from Assistant Professor III (part-time) to Assistant Professor IV of Veterinary Microbiology, Pathology and Public Health (part-time), College of Veterinary Medicine, effective October 1, 1974.
- Santiago R. Obien, reappointment as Professorial Lecturer in Agronomy, without compensation, College of Agriculture, University of the Philippines at Los Baños, effective November 5, 1974 until April 13, 1975.
- Virgilio Oblefias, promotion in rank from Instructor (part-time) to Assistant Professor I (part-time), without compensation, Department of Obstetrics and Gynecology, College of Medicine, and Attending Physician, Philippine General Hospital, effective September 1, 1974.
- Edna Ortiz, increase in salary as Librarian II, University Library, effective October 1, 1974.
- Trinidad S. Osteria as Consultant in Research, Out-Patient Department, Philippine General Hospital, effective July 1, 1974 until June 30, 1975.
- Josefina Ll. Pabellon, promotion in rank and salary from Instructor III to Science Education Specialist I, Science Education Center, effective November 1, 1974.
- Catalina R. Pacifico, automatic pre-retirement increase in salary as Nurse Supervisor (Range 8), Philippine General Hospital, effective November 12, 1974.
- Clarita R. Pacis, promotion in rank and salary from Instructor V to Assistant Professor III of Nursing,

- School of Nursing, Philippine General Hospital, effective October 1, 1974.
- Alfonso C. Pacquing, increase in salary from Associate Professor II, as approved by the Board (from Associate Professor I, 851st meeting, 29 August 1974), to Associate Professor III of Education, College of Education, effective August 1, 1974.
- Sabino Padilla, Jr., increase in salary as Professorial Lecturer in Law, College of Law, effective November 11, 1974 until May 31, 1975.
- Filemon Palermo, promotion in rank and salary from Librarian I to Librarian II, University Library, effective October 1, 1974.
- Mildred N. Pareja, promotion in rank from Instructor (part-time), to Assistant Professor I (part-time), without compensation, Department of Obstetrics and Gynecology, College of Medicine, and Attending Physician, Philippine General Hospital, effective September 1, 1974.
- Perla Patacsil, increase in salary as Librarian II, University Library, effective October 1, 1974.
- Rosalinda Piamonte, promotion in rank and salary from Librarian I to Librarian II, University Library, effective October 1, 1974.
- Evangelina P. Poblete, promotion in rank and salary from Instructor I (part-time) to Assistant Professor I of Pediatrics (part-time), College of Medicine, and Attending Pediatrician (part-time), Philippine General Hospital, effective October 1, 1974.
- Matilde C. Poblete, promotion in rank and salary from Assistant Professor V to Associate Professor I of Nursing, School of Nursing, Philippine General Hospital, effective October 1, 1974.
- Barry M. Popkin as Visiting Associate Professor of Economics, without compensation, School of Economics, effective October 1, 1974 until August 15, 1975.
- Raymundo S. Punongbayan, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Geology, College of Arts and Sciences, effective October 1, 1974.
- Ernesta G. Quintana, promotional transfer from Assistant Professor I of Marine Fisheries, College of Fisheries, to Assistant Professor II of Horticulture, College of Agriculture, University of the Philippines at Los Baños, effective November 1, 1974.
- Jules G. J. Raedt as Professorial Lecturer in Anthropology, University of the Philippines at Baguio, effective November 11, 1974 until May 31, 1975.
- Fructuoso F. Rafael, increase in honorarium as Military Instructor, Department of Military Science and Tactics (Army), effective October 1, 1974 until recalled by the Armed Forces of the Philippines.
- Luisita B. Ramirez, increase in salary as Research Associate, Science Education Center, effective September 1, 1974.
- Aurelio B. Ramos, Jr., increase in salary from Associate Professor I to Associate Professor II of Dentistry, College of Dentistry, effective October 1, 1974.
- Paz G. Ramos as Member, SEC Advisory Council (ex-officio), Science Education Center, effective November 29, 1974 until June 30, 1975.
- Romeo S. Raros, reinstatement as Assistant Professor IV of Forest Biological Sciences, College of Forestry, University of the Philippines at Los Baños, effective November 1, 1974 until June 30, 1975.
- Mila A. Reforma, change in designation with increase in salary from Programmer II to Assistant Professor II of Public Administration, College of Public Administration, effective November 1, 1974.
- Mario M. Reinoso as Assistant Professor of Agrarian Reform Legislations and Administration (Graduate Program), Agrarian Reform Institute, University of the Philippines at Los Baños, effective November 11, 1974 until June 30, 1975.
- Natividad P. Reyes, increase in salary as Research Associate, Institute of Environmental Planning, effective September 1, 1974.
- Emeterio C. Roa, Jr. as Professorial Lecturer in Statistics, Statistical Center, effective November 1, 1974 until May 31, 1975.
- Rosvida Rosal, increase in salary as Librarian II, University Library, effective October 1, 1974.
- Lily R. Rosales, increase in salary from Associate Professor II, as approved by the Board (from Associate Professor I, 851st meeting, 29 August 1974), to Associate Professor III of Education, College of Education, effective August 1, 1974.
- Rogelio T. Rosales, transfer of item, change in designation and increase in salary from Instructor I to Research Associate, College of Agriculture, University of the Philippines at Los Baños, effective November 1, 1974 until December 31, 1974.
- Teresita L. Rosario, reappointment as Assistant Professor II of Horticulture, College of Agriculture, University of the Philippines at Los Baños, effective August 1, 1974 until June 30, 1975.
- Elizabeth Salazar, transfer to another item and promotion in rank and salary from Librarian I to Librarian II, University Library, effective October 1, 1974 until June 30, 1975.
- Oriel M. Salazar, increase in salary as Training Associate, Agricultural Credit and Cooperatives Institute, University of the Philippines at Los Baños, effective October 1, 1974.
- Salvador R. Salceda, promotion in rank from Assistant Professor I to Associate Professor I (part-time), Department of Ophthalmology, College of Medicine, and Attending Ophthalmologist (part-time), Philippine General Hospital, effective September 1, 1974.
- Avelina M. Salcedo, increase in salary as Training Associate, Agricultural Credit and Cooperatives Institute, University of the Philippines at Los Baños, effective October 1, 1974.
- Lourdes C. Saniel, increase in salary from Assistant Professor III to Assistant Professor IV of Physical Education, Department of Physical Education, effective October 1, 1974.
- Sofronio P. San Juan, increase in salary from Assistant Professor II to Assistant Professor IV of Dentistry, College of Dentistry, effective October 1, 1974.
- Aurea Santiago, increase in salary as Librarian II, University Library, effective October 1, 1974.
- Realidad Q. Santico, change in designation from Senior Lecturer to Assistant Professor I of Anthropology, College of Arts and Sciences, effective November 1, 1974 until May 31, 1975.

- Angelina Santos, promotion in rank and salary from Assistant Professor I (part-time) to Associate Professor I (part-time), Department of Obstetrics and Gynecology, College of Medicine and Attending Physician, Philippine General Hospital, effective September 1, 1974.
- Bayani S. Santos, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Veterinary Medicine and Surgery, College of Veterinary Medicine, effective October 1, 1974.
- Jovencio M. Santos, increase in honorarium as Assistant Commandant, Department of Military Science and Tactics (Army), effective October 1, 1974 until recalled by the Armed Forces of the Philippines.
- Hernando C. Sarmiento as Assistant Professor I of Spanish, College of Arts and Sciences, effective November 11, 1974 until May 31, 1975.
- Jose V. Silao, promotion in rank and salary from Associate Professor III (part-time) to Professor I (part-time), Department of Orthopedics, College of Medicine, and Attending Orthopedic Surgeon (part-time), Philippine General Hospital, effective September 1, 1974.
- Nora T. Ignacio-Silao, promotion from Assistant Professor IV to Associate Professor I, Department of Obstetrics and Gynecology, College of Medicine, and Attending Physician, Philippine General Hospital, effective September 1, 1974.
- Daisy M. Soledad, promotion in rank and salary from Instructor II to Assistant Professor I of Psychology, University of the Philippines at Tacloban, effective October 1, 1974.
- Ernesto P. Sonido, promotion in rank and salary from Associate Professor V to Professor II of Geology, College of Arts and Sciences, effective October 1, 1974.
- Henedina P. Suanes as Professorial Lecturer in Public Health Administration, Institute of Public Health, effective November 1, 1974 until May 1, 1975.
- Se Hiong Sy as Professorial Lecturer in Industrial Engineering (Graduate Division), College of Engineering, effective November 11, 1974 until May 31, 1975.
- Lilia E. Tabaldo, promotion in rank and salary from Librarian II to Librarian III, University of the Philippines at Iloilo, effective September 1, 1974.
- Teodorico C. Taguinod, increase in salary as Professorial Lecturer in Law, College of Law, effective November 11, 1974 until May 31, 1975.
- Serafin D. Talisayon as Professorial Lecturer in Life Sciences, College of Sciences and Humanities, University of the Philippines at Los Baños, effective November 16, 1974 until March 20, 1975.
- Vivien M. Talisayon, transfer from the College of Sciences and Humanities, University of the Philippines at Los Baños, with change in designation and adjustment in salary from Assistant Professor I of Physics to Science Education Specialist II, Science Education Center, effective September 15, 1974 until June 30, 1975.
- Edita A. Tan, increase in salary from Associate Professor III to Associate Professor IV of Economics, School of Economics, effective October 31, 1974.
- Jesusa T. Tangco as Admissions Specialist, effective November 1, 1974 until October 31, 1975.
- Evelyn Mae Tecson as Assistant Professor I of Biochemistry, College of Medicine, effective November 4, 1974 until May 31, 1975.
- Gwendolyn R. Tecson, promotion in rank and salary from Instructor III to Assistant Professor I of Economics, effective October 1, 1974.
- Rosa Linda P. Tidalgo, reappointment as Assistant Professor III of Economics, School of Economics, effective October 15, 1974.
- Ruben F. Trinidad, reappointment as Professorial Lecturer in Statistics, Statistical Center, effective November 16, 1974 until May 31, 1975.
- Alfredo E. Urtula, reappointment as Engineer (Range 8), Physical Plant Division, effective December 1, 1974 until June 30, 1975.
- Jose R. Valdecañas, increase in salary from Assistant Professor IV to Assistant Professor V of Environmental Planning, Institute of Environmental Planning, effective September 1, 1974.
- Matilde M. Valdes, increase in salary from Professor III, as approved by the Board (from Professor II, 851st meeting, 29 August 1974), to Professor IV of Education, College of Education, effective August 1, 1974.
- Ernesto V. Valdez, increase in salary from Professor III to Professor IV, Department of Pharmacology, College of Medicine, effective September 1, 1974.
- Rosa Linda Valenzona, increase in salary from Assistant Professor I to Assistant Professor II of Economics, School of Economics, effective October 1, 1974.
- Benjamin R. Vallejo, increase in honorarium as Commandant and Department Head, Department of Military Science and Tactics (Army), effective October 1, 1974 until recalled by the Armed Forces of the Philippines.
- Nora D. Vasquez, increase in salary as Guidance Counselor I, Division of Counseling and Guidance, effective October 1, 1974 until the return of Eleanor Folke Olsen from a leave of absence, but not later than November 30, 1974.
- Melecia A. Velmonte, promotion in rank from Instructor (part-time) to Assistant Professor of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective October 1, 1974 until May 31, 1975; amendment of the status of the original appointment approved by the Board at its 851st meeting, 29 August 1974, as Medical Specialist, Range 9 (part-time), Department of Laboratories, Philippine General Hospital, effective July 1, 1974, from permanent to *temporary* pending resolution with the CSC of the question of Civil Service eligibility appropriate for the position.
- Aurora M. Villarroel, increase in salary from Assistant Professor I to Assistant Professor III of Economics, School of Economics, effective October 1, 1974.
- Gerardo P. Villaroman as Programmer/Analyst in the UPIEP-NIA Upper Pampanga River Project, Institute of Environmental Planning, effective October 1, 1974 until January 31, 1975.
- Rosalina R. Villavicencio as Professorial Lecturer in Zoology, College of Sciences and Humanities, University of the Philippines at Los Baños, effective November 11, 1974 until March 24, 1975.

Holman Thomas White as Training Specialist I, Institute for Small-Scale Industries, effective October 1, 1974 until June 30, 1975.

Carlos V. Yambao, automatic pre-retirement increase in salary from Professor II (part-time) to Professor IV of Otorhinolaryngology (part-time), College of Medicine, and Attending Otorhinolaryngologist (part-time), Philippine General Hospital, effective September 1, 1974.

Edna E. Yap, promotion in rank and salary from Instructor IV to Assistant Professor I of Veterinary Anatomy, College of Veterinary Medicine, effective October 1, 1974.

Aurora S. Yapchiongeo, promotion in rank and salary from Assistant Professor III to Associate Professor I, School of Nursing, Philippine General Hospital, effective October 1, 1974; as Investigator in the research project "A Feasibility Study on Maximum Utilization of Ambulatory Care Facilities Through an Interagency Referral System," Philippine General Hospital, effective July 1, 1974 until June 30, 1975.

Natividad S. Ynchausti, increase in salary from Assistant Professor I to Assistant Professor III of Clothing, Textiles and Related Arts, College of Home Economics, effective October 1, 1974.

Haydee B. Yorac, increase in salary as Law Researcher III, Division of Research and Law Reform, Law Center, effective October 1, 1974.

The Board confirmed the following *ad interim* appointments:

Augusto Caesar Espiritu as Professorial Lecturer in Law, College of Law, effective November 11, 1974 until May 31, 1975.

Dionisio O. Liwag as Superintendent (Range 9), Office of Campus Landscaping, Office of the President, effective October 23, 1974.

TRANSFER TO PERMANENT STATUS

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

Clemente Amante as Assistant Professor I of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective November 29, 1974.

Nilo R. Barandino as Physician (Range 9), Basilan Land Grant, effective September 1, 1974.

Filoteo V. Delfin as Assistant Professor I of Spanish, University of the Philippines at Tacloban, effective October 1, 1974.

Elnora E. Duque as Assistant Professor I of Public Health Administration, Institute of Public Health, effective November 1, 1974.

Manuel S. Fetalino as Assistant Professor IV (part-time), Department of Radiology, College of Medicine, and Attending Radiologist (part-time), Philippine General Hospital, effective September 1, 1974.

Nancy M. General as Librarian II, University of the Philippines at Tacloban, effective October 1, 1974.

Albino C. Lumen as Assistant Professor I of Mathematics, University of the Philippines at Tacloban, effective October 1, 1974.

Josephine G. Mangubat as Assistant Professor II of Education, High School Department, University of the Philippines at Cebu, effective October 1, 1974.

Nieves Erlinda R. Mateo as Assistant Professor I of Physical Education, University of the Philippines at Tacloban, effective October 1, 1974.

Evangeline A. Menguito as Research Associate, Institute for Small-Scale Industries, effective October 1, 1974.

Jesus M. Montemayor as Researcher III, Agrarian Reform Institute, University of the Philippines at Los Baños, effective October 1, 1974.

Arnald M. Naldoza as Training Associate, Agricultural Credit and Cooperatives Institute, University of the Philippines at Los Baños, effective November 16, 1974.

Eduardo V. Nievera as Assistant Professor IV (part-time), Department of Radiology, College of Medicine, and Attending Radiologist (part-time), Philippine General Hospital, effective September 1, 1974.

Ma. Cristina D. Padolina as Assistant Professor II of Chemistry, College of Sciences and Humanities, University of the Philippines at Los Baños, effective November 29, 1974.

Filemon Palermo as Librarian II, University Library, effective October 1, 1974.

Roberto L. Reodica, Jr. as Assistant Professor IV (part-time), Department of Radiology, College of Medicine, and Attending Radiologist (part-time), Philippine General Hospital, effective September 1, 1974.

Daisy M. Soledad as Assistant Professor I of Psychology, University of the Philippines at Tacloban, effective October 1, 1974.

SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board confirmed acceptance of a grant in the amount of P40,000.00 (by check No. SN 3-1341644 dated 9 October 1974) which constitutes the initial fund for the establishment of the *PCAR Agribusiness Fellowship-Study Grant* in the College of Business Administration per Memorandum of Understanding between the University and the Philippine Council for Agricultural Research approved by the Board at its 852nd meeting on 26 September 1974.

In accordance with the request of PCAR, Miss Elizabeth Espino, who is an MAB student of the College, is accordingly designated as the first scholar of the Fellowship-Study Grant. As a special concession, it is agreed that all her expenses starting the first trimester, 1974-1975, will be charged to the P40,000.00, even if the Memorandum of Understanding states the effectivity of the Fellowship-Study Grant to be the second trimester, 1974-1975.

* * *

The Board confirmed the acceptance of the following donations of scholarships at the University of the Philippines at Baguio beginning the school year 1974-1975:

a. *Baguio Gold Mining Company Scholarship*, P600.00 a year for tuition and other expenses, available to a high school student;

b. *Floro Crisologo Memorial Scholarship*, P600.00 a year covering tuition and other expenses;

c. *Nevada Scholarship*, P600.00 a year covering tuition and other expenses, available to a high school student;

d. *Philex Mining Corporation Scholarship*, ₱600.00 a year covering tuition and other expenses;

e. *Rotary Club of Baguio Scholarship*, ₱450.00 a year covering tuition and other expenses, available to a high school student;

f. *Ruff Inn Scholarship*, ₱500.00 a year covering tuition and other expenses, available to a high school student; and

g. *Tanglao Scholarship*, ₱600.00 a year covering tuition and other expenses.

The donors of the above scholarships have not indicated any specific provisions for the the selection of scholars and the maintenance of the scholarships; hence the general provisions covering U.P. at Baguio scholarships will apply thereon.

* * *

The Board accepted the following grants at the University of the Philippines at Los Baños:

a. \$145,000.00 from the *Ford Foundation* to support the faculty developmental program of the UPLB, the grant funds to be made available for a period of two (2) years beginning August 8, 1974;

b. Assorted pieces of equipment and tools for restoration and erosion control work valued at ₱17,320.00 from the *RP-German Training Center for Reforestation and Erosion Control, Baguio City*.

The grant agreement with the Ford Foundation and the donation from the RP-German Training Center were referred to and endorsed by the Committee on Contracts with Foreign Agencies.

* * *

The Board confirmed acceptance of a full scholarship in the full-time MBA program in the College of Business Administration from the *Victorias Milling Co., Inc.*, providing the sum of ₱400.00 per month for 16 months as stipend and ₱600.00 per trimester for four (4) trimesters for tuition and books. The total amount of ₱8,800.00 has been donated by the Corporation through the U.P. Business Research Foundation, Inc.

* * *

The Board confirmed acceptance of a scholarship grant in the College of Business Administration available through the assistance of a member of industry providing the sum of ₱400.00 per month (for 16 months) as stipend and ₱600.00 per trimester for tuition and books in the full-time MBA program. The scholarship was made possible through the solicitation of the U.P. Business Research Foundation, Inc.

* * *

The Board accepted the scholarship offer in the College of Engineering of the *Philippine Association of Mechanical and Electrical Engineers (PAMEE)* for two undergraduate scholarships to be initially granted beginning with the second semester of the current school year, one for mechanical engineering and the other for electrical engineering. Each scholarship grant carries a stipend of ₱400.00 a semester.

The Board accepted a donation from Dr. *Wilfredo L. Reyes*, formerly Associate Professor of Public Health now with the World Health Organization, Indonesia, of ₱10,000.00 (PNB Cashier's Check No. 234998 dated 29 October 1974), for the different programs or projects of the Institute of Public Health.

* * *

The Board accepted four (4) scholarships for bright and deserving students of the University High School, College of Education, donated by three U.P. High alumni and an alumnus of the U.P. College of Medicine, as follows:

Scholarship from an Anonymous Alumna
Mr. and Mrs. Alfredo Yñiguez Scholarship
Anselmo Claudio Scholarship
Victor Reyes Scholarship

* * *

The Board approved the inclusion of four (4) additional scholarship slots in the *U.P. Integrated Foreign Scholarship Program* for non-self-governing territories. The four additional scholarship slots will entail an estimated total amount of ₱18,000.00 per annum, which may be charged to the unliquidated obligation of ₱21,000.00 made last year for foreign scholarships.

The scholarships cover free tuition and other school fees, board and lodging, book allowance and thesis allowance (for graduate courses) in any degree course offering in the University.

* * *

The Board approved the inclusion in the *U.P. Investments Portfolio* of the amount of ₱13,797.85 from the donation of ₱14,597.85 of Dr. *Arsenio Gonzales* to the *Jose Ma. Feliciano Scholarship Fund* in the College of Arts and Sciences and the utilization of the difference of ₱800.00 to finance two (2) Feliciano Scholarship awardees at ₱400.00 each in geology and geography, respectively.

It is understood that henceforth, only the interest earnings of the Fund will be used for the scholarship unless the donor and the Department of Geology and Geography request otherwise.

COLLECTION OF FEES

The Board approved the suspension of the collection of laboratory fees for Communication 101, 192 and 111 in the Institute of Mass Communication for the second semester, 1974-1975 in view of the lack of radio facilities.

* * *

The Board approved the new schedule of garbage fees collected from University units, departments and residents.

In this connection the Board also approved the recommendation that campus residents be required to provide their own garbage containers, provided that the fee in the case of the Employees Village and all temporary housing areas shall only be ₱2.00 and not ₱5.00 as recommended by the Office of Business Enterprises.

SCHEDULE OF GARBAGE FEES

| <i>U n i t</i> | <i>Existing</i> | <i>Proposed</i> |
|-----------------------------------|-----------------|-----------------|
| Arts & Sciences | P 45.00 | P 60.00 |
| Engineering & Administration | 35.00 | 50.00 |
| All other Academic Units | 25.00 | 30.00 |
| Food Service (Vinzons) | 120.00 | 150.00 |
| Residence Halls and Canteens | 25.00 | 30.00 |
| Residential houses and apartments | 5.00 | 10.00 |

* * *

The Board authorized the College of Dentistry to charge each examinee in the Performance Examinations for dental graduates, to be conducted in the College by the Professional Regulation Commission on November 15, 16, 17, 1974, a fee of P60.00 for non-U.P. and P50.00 for U.P. candidates.

* * *

The Board authorized the College of Education to collect a laboratory fee of P17.50 for Machine Shop 2, a laboratory subject, effective the Summer Session of 1975 or in the first semester, 1975-1976.

* * *

The Board authorized the Philippine General Hospital to charge patients in the Infirmeries and private wards for meals served their watchers at the following rates:

| | <i>Infirmeries</i> | <i>Private Wards</i> |
|-----------|--------------------|----------------------|
| Breakfast | P3.00 | P4.00 |
| Lunch | 4.00 | 5.00 |
| Supper | 4.00 | 5.00 |

* * *

The Board authorized the Philippine General Hospital to increase the dietetic internship fee from P350.00 to P500.00 and to charge each dietetic internship applicant an entrance examination fee of P10.00.

* * *

The Board authorized the Department of Physical Education to charge the following standardized athletic fees per student per semester, effective the first semester, academic year 1975-1976:

- P16.00 from all units;
- P5.00 from all units offering summer courses; and
- P5.00 from all units offering short-term and review courses.

In this connection, only Grades V and VI pupils of the University Elementary School shall be covered by the athletic fee of P16.00, inasmuch as kindergarten to Grade IV pupils are taught by the elementary school teachers.

The Board noted that the athletic fee is a service fee, similar to the medical fee, the payment of which entitles one to the use of the University athletic facilities and participation in intramural, recreational, or varsity sports. When students come to use the swimming pool, gymnasium, tennis courts and other facilities, no distinction is made as to which unit or college they belong to. Graduate students in particular are frequent users of the gymnasium, yet they had not been paying the athletic fee.

The Board authorized the College of Veterinary Medicine to increase the laboratory fee for Veterinary Anatomy Courses Nos. 101, 102, 103, and 104 from P21.00 to P36.00 per course, effective the first semester, academic year 1975-1976. The increased fees are comparable with those in the College of Arts and Sciences.

* * *

The Board approved the inclusion of the following laboratory fees in the schedule of semestral fees of Home Economics effective the first semester, academic year 1975-1976:

| | |
|---------------------------------------------|--------|
| CTRA 27 (Problems in Clothing Construction) | P 7.00 |
| FS 109 (Quality and Process Control) | 14.00 |

The above fees had been collected in previous years but were inadvertently omitted in the list submitted by the College in May 1974.

ORGANIZATION OF ALL-STUDENT ORCHESTRA

The Board approved the organization under the auspices of the College of Music of an all-student orchestra to be composed of qualified students from any school in the country, to be named *Philippine Youth Orchestra*, to serve the following purposes:

- As a training ground for student orchestra players and conductors;
- As a vehicle for the performance of the works of composers, established and budding;
- May perform for concerts sponsored by the U.P. Committee on Cultural Presentations; and
- May be hired out for student graduation recitals at considerably lower cost than professional orchestras.

In this connection, the Board approved the following recommendations:

- Provision of a scholarship to the student players in the form of (1) an honorarium of from P6.00 to P10.00 per rehearsal, and (2) P10.00 per official performance. As incentive for improved playing, the orchestra principal players may be rated at P12.00 per rehearsal and P15.00 per performance.
- The College will invite a competent seasoned conductor who can develop the proposed orchestra on a full-time basis. Inasmuch as at present all qualified local conductors are either teaching, performing, arranging, recording, or are abroad, the Board approved the proposed assignment to the College (through the Goethe House) of the German conductor, Mr. Hans Gunther Mommer at no cost to the University for a period of one (1) year, beginning 1975, pending Prof. Oscar Yatco's return from Germany. (Prof. Yatco is a special lecturer/consultant of the College.) The Goethe House has notified the College of the availability of Mr. Mommer who will be ending a 15-year stint with Bangkok's Pro Musica Orchestra.

If realized, the Philippine Youth Orchestra would actually be the first of its kind in the country (even the so-called Filipino Youth Symphony Orchestra was a mixture of youngsters and oldsters). This will be the country's counterpart to the youth orchestras of Australia, Germany, England, the U.S.A. and elsewhere.

POST-GRADUATE PROGRAM IN NURSING AT PHILIPPINE GENERAL HOSPITAL

The Board authorized the Philippine General Hospital to offer a post-graduate program in nursing on a continuing non-credit basis and to charge each participant in the course a fee of P200.00, except U.P. students and personnel who will be charged P50.00 each. Income to be derived from the participants' fee will accrue to the hospital revolving fund, against which expenses incidental to the postgraduate course will be charged. The balance, if any, will be used for staff development and other projects related to the improvement of patient care.

The program is intended to help nurses both from the private and public sectors in order to enable them to avail themselves of the clinical resources and nursing expertise of the PGH.

RENAMING OF DEPARTMENT OF METEOROLOGY TO DEPARTMENT OF METEOROLOGY AND OCEANOGRAPHY

The Board approved the renaming of the existing Department of Meteorology to *Department of Meteorology and Oceanography*.

The graduate program of the College of Arts and Sciences leading to the degree of M.S. in Oceanography previously approved by the Board will be handled by the enlarged Department of Meteorology and Oceanography. Moreover, meteorology and oceanography are so closely related that in some universities abroad like the University of Michigan and New York University, they have a Department of Meteorology and Oceanography.

UNIVERSITY ELEMENTARY SCHOOL AND UNIVERSITY HIGH SCHOOL RONDALLA AND DRUM AND BUGLE CORPS

The Board appropriated P22,930.00 from any funds of the University not otherwise appropriated to cover the expenses of a University Elementary School and University High School rondalla and drum and bugle corps to be composed of 50 selected boys and girls from both schools in the College of Education, this project to be undertaken in close collaboration with the College of Music.

The proposal would maximize the development of the musical talents of the elementary and high school boys and girls.

INCREASE IN COMPENSATION FOR TEMPORARY MODELS IN COLLEGE OF FINE ARTS

The Board approved the increase in the compensation for temporary models in the College of Fine Arts from P6.00 to P10.00 per hour to P8.00 to P15.00 per hour for models without drapery; and from P4.00 per hour to P5.00 to P8.00 per hour for models with drapery, effective the second semester, school year 1974-1975.

It was noted that the College had been encountering difficulty in attracting models, who, in view of the prevailing high cost of living, prefer to work with private groups of artists who offer higher rates for their modeling services.

CHANGES AT UPLB INFIRMARY

The Board approved the following to improve the service in the UPLB Infirmary and related matters:

- a. Change of the name of the UPLB Infirmary to *UPLB Health Service*;
- b. Adoption of the scale of fees of the University Health Service approved by the Board of Regents at its 845th meeting (25 April 1974) for equivalent services and use of facilities in the UPLB Health Service; and
- c. Authorization for the Chancellor to promulgate rules and regulations on the operation of the UPLB Health Service, subject to existing policies of the U.P. System.

The above recommendations were submitted to help meet the increasing demands of the UPLB constituents for health services and the participation of the UPLB Infirmary in the Medicare Program of the government.

APPROPRIATION OF FUNDS TO COVER PRIZES FOR RAFAEL PALMA CENTENARY ESSAY CONTESTS

The Board appropriated P4,150.00 to cover prizes for the essay contests in observance of the Rafael Palma Centenary, as follows:

| | |
|---------------------------------------------------|-----------|
| I. For students: | |
| First prize | P750.00 |
| Second prize | 400.00 |
| Third prize | 250.00 |
| II. For faculty, alumni and university personnel: | |
| First prize | P1,500.00 |
| Second prize | 750.00 |
| Third prize | 500.00 |
| TOTAL | |
| | P4,150.00 |

ESTABLISHMENT OF THREE DEPARTMENTS IN AGRARIAN REFORM INSTITUTE

The Board approved the establishment of three departments in the Agrarian Reform Institute, University of the Philippines at Los Baños, as follows:

a. *Department of Land Tenure and Management*, which shall be responsible for curricular offerings, research and extension in such specialized aspects of agrarian reform and studies as landlord-tenant relationships, tenancy and leasehold systems, land transfer operations, land evaluation, land surveys, land use and classification and related technological innovations.

b. *Department of Agrarian Institutions*, which shall be responsible for curricular offerings, research and extension in such aspects of agrarian reform and studies as compact farming, barrio organization, credit institutions, social laboratories, leadership training, as well as ecological and demographic factors.

c. *Department of Agrarian Reform Legislation and Administration*, which shall be responsible for curricular offerings, research and extension in such specialized aspects of agrarian reform and studies as land registration and titling, decrees and other laws, implementing rules and procedures, land taxation and other problems of law and administration.

Each department shall be headed by a chairman responsible directly to the Dean of the Institute. The training and research personnel together with applicable records,

equipment, property, and funds shall be reassigned to the newly-created departments.

ESTABLISHMENT OF INSTITUTE OF HUMAN ECOLOGY IN UPLB

The Board approved the establishment of the Institute of Human Ecology in the University of the Philippines at Los Baños, per Memorandum dated 14 November 1974 for the Board from Chancellor Abelardo G. Samonte.

With the establishment of the Institute, the Department of Human Technology of the College of Agriculture will be phased out. The faculty and staff members as well as other personnel, together with pertinent records, equipment and funds of this department will be transferred to the Institute.

The Institute is a response to the need for an ecologically-oriented unit which focusses on man and his interrelationships with the total environment. The operational areas of the Institute shall be:

- a. Human Development and Population Studies;
- b. Human Nutrition and Foods;
- c. Resource Technology and Management;
- d. Environment Planning and Analysis; and
- e. Development Education and Community Services.

APPOINTMENT AS ACTING PRESIDENT

The Board confirmed its action by referendum approving the appointment of Chancellor Abelardo G. Samonte as Acting President of the University of the Philippines effective 29 October 1974 until the return of President Salvador P. Lopez from an official trip abroad.

EVALUATION OF APPEAL CASES OF DISMISSED STUDENTS

The Board approved the revision of Article 397 of the Revised University Code in order to vest the University Guidance Counselor, instead of the Dean of Students, with the responsibility of evaluating appeal cases of students dismissed from their college and of making the necessary recommendation thereof to the Office of the Vice-President for Academic Affairs.

As revised, the aforementioned article reads as follows:

"Art. 397. No re-admission of dismissed or disqualified students shall be considered by the Deans and Directors without the favorable recommendation of the [Dean of Student Affairs] *University Guidance Counselor*. Cases in which the action of the Deans or Directors conflicts with the recommendation of the [Dean of Students Affairs] *University Guidance Counselor* may be elevated to the [Executive Vice-President] *Vice-President for Academic Affairs*. His decision shall be final."

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

CONTRACT OF SALE WITH RUBBER BUYERS IN BASILAN LAND GRANT

The Board approved the amendment of its resolution (quoted hereinbelow) at its 852nd meeting on 26 September 1974 such that the suspension of paragraph 8 of the existing contract of sale with rubber buyers shall include

the pricing of centrifuged latex, retroactive to the date the Board's resolution took effect.

"C. Basilan Land Grant —

"2. Suspension of paragraph 8 of the existing contract of sale with the Overseas Agricultural Development Corporation which provides that the world market price for Ribbed Smoked Sheet (RSS) No. 1 for the month, as quoted in Singapore and reported by the Department of Trade on the first day of the month, computed on the peso equivalent, shall be the basis of the pricing of the rubber products shipped within the month, FOB Basilan. The suspension of the paragraph referred to is with the exception of the price of centrifuged latex, and shall be in force until the price of rubber in the local market shall have improved, but not beyond December 31, 1974 subject to extension if necessary and/or consideration of the offers of other buyers.

"2-a. It is likewise recommended that the President of the University be authorized to approve the price of rubber on the basis of the prevailing domestic price during the period that said paragraph 8 is suspended. The prevailing price shall be based on the price analysis made by the Land Grants Office from collected data on the price of rubber."

RESOLUTION EXPRESSING APPRECIATION TO THE BOARD FOR DONATION OF 20 HECTARES OF LAND

The Board noted the resolution adopted by the Provincial Board and transmitted by the Military Governor, Province of Basilan, expressing appreciation to the Board of Regents for the donation of an area of 20 hectares of land from the Basilan Land Grant to the government of the Province of Basilan for the purpose of constructing the provincial capitol and other government buildings.

DROPPING FROM FACULTY ROLLS

The Board noted the dropping from the faculty rolls of Dr. Nilda G. Joven, Instructor III in Speech and Drama, College of Arts and Sciences, effective June 1, 1974, it being understood that she will settle her contractual obligation with the University in the amount of \$15,350.00 plus an equity charge of ₱3,000.00 at 6% interest per annum.

Dr. Joven requested to be released from her contract to teach at the University; in lieu of service, she wishes to fulfill her financial obligations according to the terms proposed by the University.

854th Meeting, 17 December 1974

APPOINTMENTS, REAPPOINTMENTS, PROMOTIONS, ETC.

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

- Senen O. Alcos, reclassification of position from Instructor III to Researcher I, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Araceli Gonzales Almase as Professorial Lecturer in Biology, High School Department, University of the Philippines at Cebu, effective November 11, 1974 until the return of Virginia Go from a faculty fellowship, but not later than March 31, 1975.
- Rodulfo A. Aquino as Consultant in Weightlifting, Department of Physical Education, effective June 10, 1974 until March 31, 1975.
- Vsevolod Arkhipov as Visiting Professor of Economics, School of Economics, effective December 2, 1974 until February 28, 1975.
- Fe B. Atanacio, promotion in rank and salary from Lecturer to Senior Lecturer in Education and English, University of the Philippines at Baguio, effective December 1, 1974 until May 31, 1975.
- Hipolito B. Aycardo, adjustment from Senior Research Assistant to Research Associate, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Hawthorne N. Bañez, promotion in rank from Instructor (part-time) to Assistant Professor in Surgery (part-time), College of Medicine, and as Attending Surgeon (part-time), Philippine General Hospital, effective August 1, 1974.
- Simeon O. Batalon, reclassification of position from Agronomist I to Research Associate, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Esteban B. Bautista, promotion in rank and salary from Law Researcher III to Law Researcher IV, Division of Research and Law Reform, Law Center, effective October 1, 1974.
- Edwin Abalos Benigno, adjustment from Research Assistant to Research Associate, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Eminiano A. Cabreza, promotion in rank and increase in salary from Instructor III to Assistant Professor I of Physical Education, Department of Physical Education, effective December 1, 1974.
- Gerardo S. Calabia, increase in salary from Assistant Professor IV to Assistant Professor VI of Environmental Planning, Institute of Environmental Planning, effective September 1, 1974.
- Alfredo N. Calendacion, adjustment from Senior Research Assistant to Research Associate, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Darte B. Cantiller, reappointment as Associate Research Engineer, Industrial Research Center, College of Engineering, effective December 1, 1974 until May 31, 1975.
- Rodolfo M. Canto, increase in salary from Assistant Professor I to Assistant Professor II, Department of Physical Education, effective December 1, 1974.
- Fernando O. Cariño, reclassification of position from Instructor III to Research Associate, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Pedro S. Castillo, reclassification of position from Assistant Professor II to Researcher II, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Luzviminda P. Selino, reclassification of position from Instructor I to Research Associate, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Florante A. Cipres as Legal Education Officer I, Division of Continuing Legal Education, Law Center, effective November 18, 1974 until June 30, 1975.
- Mercedes B. Concepcion, renewal of appointment as Dean, Population Institute, effective January 1, 1975 until December 31, 1979.
- Willie C. Depositario, increase in salary as Training Specialist III, Department of Agrarian Institutions, Agrarian Reform Institute, University of the Philippines at Las Baños, effective December 1, 1974.
- Regina C. Dolores, reclassification of position from Instructor III to Research Associate, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Florina C. Esguerra-Merca, reclassification of position from Instructor III to Research Associate, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Danilo L. Evangelista, reclassification of position from Instructor II to Research Associate, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Gabriel P. Fabella, Jr., reappointment as Executive Development Officer II, Philippine Executive Academy, effective January 1, 1975 until June 30, 1975.
- Demetria B. Fernandez, reclassification of position from Instructor to Research Associate, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Adela V. Fernando, increase in salary as Assistant Director on Food Service (Range 9), Student Auxiliary Services, Office of Student Affairs, effective September 1, 1974.

- Thomas G. Flores, rectification of the appointment approved by the Board at its 853rd meeting on 28 November 1974 from Professor III of Development Communication, College of Agriculture, to Professor III of Agrarian Studies, Agrarian Reform Institute (transfer from the College of Agriculture), University of the Philippines at Los Baños.
- Benjamin C. Fontanilla as Senior Lecturer in Public Health, College of Veterinary Medicine, effective November 11, 1974 until May 31, 1975.
- Nelly M. Fortuna, reclassification of position from Instructor III to Research Associate, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Virgilio G. Gayanilo, reclassification of position from Instructor III to Research Associate, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Lina L. Guadiz as Consultant in Public Health Education, Out-Patient Department, Philippine General Hospital, effective December 1, 1974 until June 30, 1975.
- Jose S. Gutierrez, increase in salary from Associate Professor III to Associate Professor V of Environmental Planning, effective September 1, 1974.
- Melanda M. Hoque, adjustment from Research Assistant to Research Associate, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Romeo R. Huelgas, reclassification of position from Instructor II to Researcher I, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Erlinda T. Lapis, reclassification of position from Assistant Instructor to Research Associate, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Adriano Laudico, promotion in rank from Instructor I to Assistant Professor I of Surgery, College of Medicine, and as Attending Surgeon (part-time), Philippine General Hospital, effective August 1, 1974 until May 31, 1975.
- Leopoldo I. H. Lazatin, promotion in rank from Instructor I (part-time) to Assistant Professor of Surgery (part-time), College of Medicine, and as Attending Surgeon (part-time), Philippine General Hospital, effective August 1, 1974.
- Juan T. Lim, increase in salary from Assistant Professor I to Assistant Professor III of Finance, College of Business Administration, effective December 1, 1974 until the return of Francisco Juan from a leave of absence, but not later than May 31, 1975.
- Nicasio O. Liwag, reclassification of position from Instructor III to Research Associate, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Cecilio Lopez as Reader-Consultant for the Social Sciences and Humanities Research Committee, effective August 1, 1974 until August 31, 1974.
- E. Arsenio Manuel, extension of appointment as Chairman, Department of Anthropology, co-extensive with his appointment as Professor V of Anthropology extended by the Board at its 853rd meeting on 28 November 1974 beyond his retirement age; that is, from December 14, 1974 until December 13, 1975.
- Paciencia C. Manuel, reclassification of position from Instructor III to Researcher I, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Oscar A. Mayo as Investigator of the Research Project "A Feasibility Study on Maximum Utilization of Ambulatory Care Facilities Through an Interagency Referral System," Philippine General Hospital, effective July 1, 1974 until June 30, 1975; increase in salary as Medical Consultant (Range 9), Out-Patient Department, Philippine General Hospital, effective November 1, 1974.
- Rene E. Mendoza as Consultant in Management, Philippine General Hospital, effective November 1, 1974 until June 30, 1975.
- Antonio C. Mercado, Jr., reclassification of position from Instructor III to Researcher II, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Jesus M. Montemayor, increase in salary as Researcher III, Agrarian Reform Institute, University of the Philippines at Los Baños, effective December 1, 1974.
- Antonio C. Morales, reclassification of position from Instructor III to Research Associate, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Dr. Francisco Nemenzo, Jr., transfer to another item and increase in salary from Associate Professor I to Associate Professor III of Political Science, College of Arts and Sciences, effective December 1, 1974.
- Raymundo O. Obias, reclassification of position from Assistant Professor II to Researcher II, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Benjamin D. Ona, reclassification of position from Instructor III to Research Associate, Integrated Food and Agricultural Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Norma M. Ona as Professorial Lecturer in Medicine, College of Medicine, effective December 1, 1974 until May 31, 1975.

- Nestor S. Pareja, promotion in rank from Instructor (part-time) to Assistant Professor of Surgery (part-time), College of Medicine, and as Attending Surgeon and Medical Consultant (part-time), Philippine General Hospital, effective August 1, 1974.
- Mercedes B. Parker, adjustment from Research Associate to Research Associate III, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Lee Peng-Yee as Visiting Professor of Mathematics, College of Arts and Sciences, effective November 23, 1974 until May 31, 1975.
- Cledualdo B. Perez, Jr. as Dean, College of Agriculture, University of the Philippines at Los Baños, effective December 17, 1974 and to remain in effect for a period of five (5) years.
- Ernesto G. Perez, reclassification of position from Agronomist I to Research Associate, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Antonio Periquet, reappointment as Associate Professor (part-time), School of Allied Medical Professions, College of Medicine, effective November 4, 1974 until May 31, 1975.
- Rolando R. Ramiro, increase in salary from Assistant Professor II to Assistant Professor III of Business Policy and Administration, College of Business Administration, effective December 1, 1974.
- Mario M. Reinoso, increase in salary as Training Specialist II, Agrarian Reform Institute, University of the Philippines at Los Baños, effective December 1, 1974.
- Manuel T. Rivera, promotion in rank and salary from Associate Professor I to Professor I of Orthopedics, College of Medicine, and as Attending Orthopedic Surgeon (part-time), Philippine General Hospital, effective September 1, 1974.
- Lelita L. Rodrin, reclassification of position from Assistant Instructor to Research Associate, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Rogelio T. Rosales, reclassification of position from Instructor I to Research Associate, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Nmfa P. Roxas, reclassification of position from Assistant Instructor to Research Associate, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Gil F. Saguiguit as Dean, Institute of Human Ecology, University of the Philippines at Los Baños, effective December 17, 1974 and to remain in effect for a period of five (5) years.
- Asteya M. Santiago, increase in salary from Associate Professor I to Associate Professor III of Environmental Planning, Institute of Environmental Planning, effective September 1, 1974.
- Edna R. Santos, change in designation with increase in salary from Executive Assistant (Range 8) to Chief, Administrative Division (Range 9), Law Center, effective November 1, 1974.
- Loretta M. Sicat, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Political Science, College of Arts and Sciences, effective December 1, 1974.
- Estrella D. Solidum, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Political Science, College of Arts and Sciences, effective December 1, 1974.
- Pedro G. Subido, increase in salary from Assistant Professor I to Assistant Professor II, Department of Physical Education, effective December 1, 1974.
- Rolinda L. Talatala, reclassification of position from Agronomist to Research Associate, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Amelia W. Tejada, adjustment from Research Assistant to Research Associate, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Eva M. Duka Ventura, promotion in rank and salary from Associate Professor III to Professor I of Political Science, College of Arts and Sciences, effective December 1, 1974.
- Justino J. Walawala, reclassification of position from Instructor III to Research Associate, Integrated Food and Agricultural Research Training and Extension Program, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1974 until June 30, 1975.
- Amelia J. Zafra, increase in salary from Assistant Professor I to Assistant Professor II of Physical Education, Department of Physical Education, effective December 1, 1974.

TRANSFER TO PERMANENT STATUS

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

- Esteban B. Bautista as Law Researcher IV, Division of Research and Law Reform, Law Center, effective October 1, 1974.
- Hawthorne N. Bañez as Assistant Professor of Surgery (part-time), College of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, effective August 1, 1974.
- Angelina M. Briones as Assistant Professor I of Soil Science, College of Agriculture, University of the Philippines at Los Baños, effective December 1, 1974.
- Leopoldo L. H. Lazatin as Assistant Professor of Surgery (part-time), College of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, effective August 1, 1974.

Nestor S. Pareja as Assistant Professor of Surgery (part-time), College of Medicine, and Attending Surgeon and Medical Consultant (part-time), Philippine General Hospital, effective August 1, 1974.

Arcadio J. Quimio as Assistant Professor II of Plant Pathology, College of Agriculture, University of the Philippines at Los Baños, effective December 1, 1974.

SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board accepted a donation in the amount of P10,000.00 (PCIB Check No. B-573056 dated 11 November 1974 deposited under Official Receipt No. 3551) from the *Benguet Consolidated, Inc.*, representing first payment for the school year 1974-1975, of a yearly endowment toward a professorial chair to be called *Dr. Jose Maria Feliciano Professorial Chair in Geology* and a graduate fellowship in geology to be known as *Dr. Jose Maria Feliciano Graduate Fellowship in Geology*.

The purpose of the donation is to provide incentives to a qualified faculty member of the Department of Geology and Geography in the College of Arts and Sciences to conduct research and study in Philippine geology and to a deserving graduate student to specialize in geology.

The naming of the chair and the fellowship is a tribute to the memory of Dr. Jose Maria Feliciano, former head of the Department of Geology and Geography, and one of the first Filipinos to earn a doctorate degree in geology.

* * *

The Board accepted the following grants in the University of the Philippines at Los Baños from international agencies:

a. From the *Ford Foundation* — a grant of \$65,000.00 to support a program of technical cooperation between the UPLB and two regional universities in the Philippines. Grant funds have been made available beginning October 1974.

b. From the *Ford Foundation* — a grant of P64,350.00 for two research projects on water management, as follows:

- (1) "Integrated Research in Water Management for Magat Irrigation Project," and
- (2) "Influence of Soils, Land Use, Climate and Geomorphological Parameters on Erosion and Hydrologic Response of Some Philippine Watersheds."

Grant funds will be made available for a period of one (1) year, beginning December 1, 1974.

c. From the *International Development Research Centre (IDRC)* — a grant of \$4,900.00 (Canadian) to enable the UPLB to conduct a post-harvest technology research and training session in cooperation with the IDRC on January 6-31, 1975.

d. From the *International Development Research Centre (IDRC)* — a grant of \$21,000.00 (Canadian) for a research project on legume processing. Grant funds will be made available for a period of 30 months, starting October 16, 1974.

e. From the *International Maize and Wheat Improvement Center (CIMMYT)* — a grant of \$2,552.00 per year for the conduct by the UPLB of a project entitled "Screening of Maize for Downy Mildew Resistance."

The Board accepted the following grants from the *Philippine Council for Agricultural Research (PCAR)*:

P100,000.00 (PNB Check No. 1341656 dated 5 December 1974);

P75,144.00 (PNB Check No. 1341657 dated 5 December 1974); and

P33,950.00 (PNB Check No. 1341805 dated 9 December 1974);

for research proposals, as follows.

a. "Trawl Fishing Investigations on Traditional and Non-Traditional Fishing Grounds: Eastern and Western Palawan; Lagonoy Gulf, Waters of Northern Samar, Western Bohol Waters and Leyte Gulf" (with the College of Fisheries as proponent); and

b. "Toxoplasmosis of Animals in the Philippines" (with the College of Veterinary Medicine as proponent).

COLLECTION OF FEES

The Board authorized the College of Sciences and Humanities, University of the Philippines at Los Baños, to charge a laboratory fee of P20.00 for Humanities I, effective the first semester, academic year 1975-1976.

In this connection, the Board authorized the College to use the collection of the above laboratory fees for the purchase of inexpensive audio-visual equipment, including their repair and essential spare parts, and the purchase of supplies specifically for the course.

ESTABLISHMENT OF AN INSTITUTIONAL RESEARCH, PLANNING AND DEVELOPMENT STAFF IN PGH

The Board approved the establishment of an Institutional Research, Planning and Development Staff under the Office of the Director, U.P.-Philippine General Hospital Medical Center.

The Staff shall be charged with the following functions and responsibilities:

a. To perform the tasks and functions attendant to the strategical institutional research and planning for growth and development along the lines of the U.P.-PGH Medical Center's (1) organization, (2) institutional program planning, and (3) operations.

b. To provide coordinating, analytic and pedagogic functions correlated to tactical research and planning for development at the Assistant Directorate and the Departmental levels of the Center.

The objectives are:

a. To provide staff assistance in the strategic (long-range) institutional research and planning for growth and development of the U.P.-PGH Medical Center, and

b. To help coordinate tactical (short-range) research and planning activities for the departmental segments of the Center.

RESOLUTION REGARDING CONTRACT OF SALE OF RUBBER PRODUCTS OF BASILAN LAND GRANT

The Board approved the further amendment of its resolution of 26 September 1974, by extending the period of suspension of Paragraph 8 of the contract of sale of rubber products in the Basilan Land Grant from the last day of suspension on 31 December 1974, as originally approved by the Board, until the expiration date of the con-

tract which is 30 March 1975, in view of the fact that the pricing of rubber is based on the prevailing domestic price and not on the system of pricing provided in Paragraph 8.

ESTABLISHMENT OF A CENTER FOR FILIPINO LANGUAGE DEVELOPMENT

The Board approved the establishment of a U.P. Center for Filipino Language Development, effective 1 January 1975.

MONTHLY STIPEND AND BOOK ALLOWANCE OF MASTERAL AND DOCTORAL FELLOWS IN COLLEGE OF PUBLIC ADMINISTRATION

The Board approved the increase in the monthly stipend and book allowance of Masteral and Doctoral fellows in the College of Public Administration effective the second semester of the current academic year, 1974-1975.

| | <i>From</i> | <i>To</i> |
|-------------------------------|-------------|-----------|
| M.P.A. full study grantees | P200.00 | P400.00 |
| M.P.A. partial study grantees | | |
| (book allowance per semester) | 50.00 | 100.00 |
| D.P.A. full fellows | 400.00 | 500.00 |
| D.P.A. full fellows | | |
| (book allowance per semester) | 100.00 | 200.00 |

The increase is necessary to enable the grantees to partially meet the increased costs of living and books.

ESTABLISHMENT OF A VISITING ADMINISTRATORS PROGRAM IN THE COLLEGE OF PUBLIC ADMINISTRATION

The Board approved the revised proposal for the establishment of a Visiting Administrators Program (instead of a Visiting Practitioners' Program) intended to provide opportunity for the faculty and staff of the College of Public Administration to interact closely with policy-makers, executives and administrators in the government, and to involve these officials in the effort to improve governmental management in the country for the acceleration of national development.

NAME OF NEW U.P. INSTITUTE FOR SMALL-SCALE INDUSTRIES BUILDING

The Board approved the naming of the new U.P. Institute for Small-Scale Industries building as the *Enrique T. Virata Hall*.

TERMINATION OF APPOINTMENT

The Board noted the termination of the appointment of Dr. Isabel C. Guerrero, Instructor II (Resident) in Community Medicine, Comprehensive Community Health Program, effective 1 December 1973.

FACULTY SALARY INCREASES

The President approved increases in salary of the following Instructors:

Vivencio N. Abastillas, Jr., from Instructor I to Instructor II, College of Arts and Sciences, effective August 1, 1974 until May 31, 1975.

Angela Leonor C. Abellera, from Instructor III to Instructor IV, University of the Philippines at Baguio, effective August 1, 1974.

Virginia Abiad, from Instructor II to Instructor III, University of the Philippines at Baguio, effective August 1, 1974.

Carmen A. Abubakar, from Instructor I to Instructor II, University of the Philippines at Baguio, effective August 1, 1974 until May 31, 1975.

Luis M. Alarilla, Jr., automatic promotion in rank and salary from Instructor II to Assistant Professor II, College of Engineering, effective July 29, 1974.

Consolacion Alaras, from Instructor I to Instructor III, University of the Philippines College in Manila, effective July 1, 1974 until May 31, 1975.

Blesila P. Alberto, from Instructor I to Instructor II, College of Arts and Sciences, effective August 1, 1974 until May 31, 1975.

Mabuhay A. Alonzo, from Instructor I to Instructor II, University of the Philippines at Baguio, effective August 1, 1974 until May 31, 1975.

Rhodora A. Apolinario, from Instructor III (part-time) to Instructor IV (part-time), School of Nursing, Philippine General Hospital, effective October 1, 1974.

Amelia S. Asension, from Instructor III to Instructor IV, University of the Philippines College in Manila, effective October 1, 1974 until December 31, 1975.

Jose A. Azarcon, Jr., automatic promotion in rank and salary from Instructor II to Assistant Professor II, College of Engineering, effective August 21, 1974.

Elizabeth R. Bahena, from Instructor I to Instructor II, University of the Philippines College in Manila, effective October 1, 1974 until May 31, 1975.

Marite G. Belarmino, from Instructor I to Instructor II, School of Allied Medical Professions, College of Medicine, effective August 1, 1974 until May 31, 1975.

Pacita I. Belen, from Instructor I to Instructor II, Comprehensive Community Health Program, effective October 1, 1974 until May 31, 1975.

Carol H. Brady, from Instructor II to Instructor III, University of the Philippines at Baguio, effective August 1, 1974 until May 31, 1975.

Leonora S. Brawner, from Instructor I to Instructor II, University of the Philippines at Baguio, effective August 1, 1974.

Leticia Buenaluz, from Instructor I (part-time) to Instructor III (part-time), College of Medicine, effective July 1, 1974.

Ma. Theresa S. Buencamino, from Instructor I to Instructor II, University of the Philippines College in Manila, effective October 1, 1974 until May 31, 1975.

Dante B. Cantiller, from Instructor I to Instructor II, College of Engineering, effective October 1, 1974 until May 31, 1975.

- Ruben N. Caragay, from Instructor I to Instructor II, Comprehensive Community Health Program, effective September 1, 1974 until May 31, 1975.
- Antonia T. Caro, from Instructor IV to Instructor V, School of Nursing, Philippine General Hospital, effective October 1, 1974.
- Ma. Milagros Carreon, from Instructor I to Instructor II, University of the Philippines College in Manila, effective October 1, 1974 until May 31, 1975.
- Athena Lydia Casambre, from Instructor II to Instructor IV, University of the Philippines at Baguio, effective August 1, 1974.
- Agerico Cruz, from Instructor II to Instructor IV, College of Home Economics, effective October 16, 1974.
- Emilita L. Cruz, from Instructor II to Instructor III, College of Arts and Sciences, effective October 1, 1974.
- Pamela Cruz, from Instructor I to Instructor II, College of Arts and Sciences, effective August 1, 1974 until May 31, 1975.
- Zenaida G. Cruz, from Instructor I to Instructor II, College of Veterinary Medicine, effective August 1, 1974 until May 31, 1975.
- Elizabeth Cunanan, from Instructor II to Instructor III, College of Arts and Sciences, effective October 1, 1974.
- Azucena C. Darwin, from Instructor I to Instructor III, College of Arts and Sciences, effective October 1, 1974.
- Karina C. David, from Instructor I to Instructor III, College of Arts and Sciences, effective August 1, 1974.
- Fortunato de la Peña, from Instructor I to Instructor II, College of Engineering, effective August 1, 1974 until May 31, 1975.
- Delia T. de la Rama, from Instructor III to Instructor IV, School of Nursing, Philippine General Hospital, effective October 1, 1974.
- Hilary L. de Leon, from Instructor III to Instructor IV, College of Engineering, effective August 1, 1974 until May 31, 1975.
- Rodolfo de Leon, from Instructor I to Instructor III, College of Music, effective September 1, 1974.
- Josefina de los Reyes, from Instructor II to Instructor IV, College of Arts and Sciences, effective October 1, 1974 until May 31, 1975.
- Romeo Diaz, from Instructor II to Instructor IV, College of Arts and Sciences, effective August 1, 1974.
- Ruben M. Ducusin, from Instructor III to Instructor IV, College of Engineering, effective August 1, 1974 until May 31, 1975.
- Erlinda Echanis, from Instructor II to Instructor IV, College of Business Administration, effective August 1, 1974 until May 31, 1975.
- Lourdes M. Espinoza, from Instructor I to Instructor II, University of the Philippines College in Manila, effective October 1, 1974 until May 31, 1975.
- Rene Felix, from Instructor I to Instructor III, College of Arts and Sciences, effective August 1, 1974.
- Ruby V. Gamboa, from Instructor I to Instructor II, University of the Philippines College in Manila, effective October 1, 1974 until May 31, 1975.
- Amado S. Gonzales, from Instructor I to Instructor II, College of Veterinary Medicine, effective October 1, 1974 until May 31, 1975.
- Siegfried A. Guerrero, from Instructor I to Instructor III, Department of Physical Education, effective August 1, 1974.
- Benjamin Guillermo, from Instructor I to Instructor II, Comprehensive Community Health Program, effective October 1, 1974 until May 31, 1975.
- Eric Henares, from Instructor I to Instructor II, College of Engineering, effective August 1, 1974 until May 31, 1975.
- Ma. Florangel Hernandez, from Instructor I to Instructor II, University of the Philippines at Baguio, effective August 1, 1974 until May 31, 1975.
- Purita B. Hipol, automatic promotion in rank and salary from Instructor II to Assistant Professor II, University High School, College of Education, effective November 4, 1974.
- Jose Inoturan, from Instructor IV (part-time) to Instructor V (part-time), School of Nursing, Philippine General Hospital, effective October 1, 1974.
- Artemio O. Isidro, from Instructor II to Instructor III, Department of Physical Education, effective August 1, 1974.
- Maximiano Israel, Jr., from Instructor II to Instructor III, College of Arts and Sciences, effective October 1, 1974.
- Ma. Theresa Jazmines, from Instructor II to Instructor IV, Institute of Mass Communication, effective October 1, 1974.
- Raidis Jose, from Instructor I to Instructor II, University of the Philippines at Baguio, effective August 1, 1974 until May 31, 1975.
- Elsa P. Jurado, from Instructor III to Instructor IV, College of Arts and Sciences, effective December 1, 1974 until May 31, 1975.
- Rosalinda M. Kimpo, from Instructor I to Instructor II, Department of Physical Education, effective August 1, 1974.
- Dennis Labayen, from Instructor I to Instructor II, Comprehensive Community Health Program, effective September 1, 1974.
- Lorna Labayen, from Instructor I to Instructor II, Comprehensive Community Health Program, effective October 1, 1974 until May 31, 1975.
- Ma. Lourdes Ladrado, from Instructor I to Instructor II, University of the Philippines at Iloilo, effective October 1, 1974.
- Leonor Lago, from Instructor III to Instructor IV, College of Dentistry, effective October 1, 1974.
- Domingo Landicho, from Instructor I to Instructor III, College of Arts and Sciences, effective August 1, 1974 until May 31, 1975.
- Patricio B. Lazaro, automatic promotion in rank and salary from Instructor II to Assistant Professor II, College of Arts and Sciences, effective November 4, 1974.
- Leda Layo, automatic promotion in rank and salary from Instructor I to Assistant Professor I, College of Nursing, effective August 8, 1974.
- Raquel C. Lejano, from Instructor III to Instructor IV, College of Pharmacy, effective August 1, 1974.

- Rosita Leonido, from Instructor III to Instructor IV, College of Pharmacy, effective September 1, 1974.
- Elena R. Licu, from Instructor I to Instructor II, College of Arts and Sciences, effective August 1, 1974 until May 31, 1975.
- Nellie Lopez, from Instructor II to Instructor IV, College of Fisheries, effective October 1, 1974.
- Ceferino Maala, from Instructor I to Instructor II, College of Veterinary Medicine, effective October 1, 1974 until May 31, 1975.
- Arterio P. Magabo, from Instructor I to Instructor II, College of Engineering, effective August 1, 1974 until May 31, 1975.
- Dan Reynald Magat, from Instructor I to Instructor III, College of Arts and Sciences, effective August 1, 1974.
- Armando Malay, from Instructor I to Instructor IV, College of Arts and Sciences, effective August 1, 1974 until May 31, 1975.
- Augustin Mamaril, from Instructor I to Instructor II, College of Arts and Sciences, effective October 1, 1974 until May 31, 1975.
- Pablito Maranon, from Instructor I to Instructor IV, University of the Philippines at Iloilo, effective August 1, 1974.
- Mateo Mascariñas, from Instructor I to Instructor III, University of the Philippines at Iloilo, effective October 1, 1974 until May 31, 1975.
- Domingo Mateo, from Instructor II to Instructor IV, University of the Philippines at Tacloban, effective October 1, 1974 until May 31, 1975.
- Carmencita C. Matias, from Instructor III to Instructor IV, School of Nursing, Philippine General Hospital, effective October 1, 1974.
- Jose Ma. M. Mejia, from Instructor III to Instructor IV, University of the Philippines at Baguio, effective August 1, 1974.
- Mila Mitra, from Instructor I to Instructor II, College of Business Administration, effective August 1, 1974 until May 31, 1975.
- Dante D. Morales, from Instructor I (part-time) to Instructor III (part-time), College of Medicine, effective August 1, 1974 until May 31, 1975.
- Jose A. Navarro, from Instructor II to Instructor III, College of Veterinary Medicine, effective August 1, 1974.
- Orlando Navarro, from Instructor I to Instructor II, College of Engineering, effective August 1, 1974 until May 31, 1975.
- Fe C. Nera, from Instructor II to Instructor IV, College of Music, effective August 1, 1974 until May 31, 1975.
- Aniceta M. Ortinero, from Instructor II to Instructor III, University of the Philippines College in Manila, effective October 1, 1974.
- Fidel C. J. Paderos, from Instructor I to Instructor II, College of Engineering, effective October 1, 1974 until May 31, 1975.
- Judith C. Pambid, from Instructor III to Instructor IV, University High School, College of Education, effective August 1, 1974 until May 31, 1975.
- David Perez, from Instructor II to Instructor III, Department of Physical Education, effective August 1, 1974.
- Leah Perez, from Instructor II to Instructor IV, College of Dentistry, effective October 1, 1974.
- Romulo G. Pezaña, from Instructor I to Instructor II, University of the Philippines College in Manila, effective October 1, 1974 until May 31, 1975.
- Glorina N. Pocsidio, from Instructor I to Instructor III, College of Arts and Sciences, effective August 1, 1974.
- Theta C. Ponce, from Instructor II to Instructor IV, College of Arts and Sciences, effective October 1, 1974.
- Floro C. Quibuyen, from Instructor II to Instructor III, University of the Philippines College in Manila, effective October 1, 1974.
- Erlinda A. Reyes, from Instructor III to Instructor IV, College of Arts and Sciences, effective October 1, 1974.
- Aurora Y. Rodriguez, from Instructor II to Instructor IV, Department of Physical Education, effective August 1, 1974.
- P. Crispo Romagos, from Instructor I to Instructor II, College of Arts and Sciences, effective August 1, 1974 until May 31, 1975.
- Melito S. J. Salazar, from Instructor I to Instructor III, College of Business Administration, effective August 1, 1974 until May 31, 1975.
- Teresita Sali, from Instructor I to Instructor III, College of Arts and Sciences, effective August 1, 1974.
- Josefina Salvaña, from Instructor I to Instructor IV, College of Business Administration, effective August 1, 1974.
- Felicidad San Luis, from Instructor III to Instructor IV, College of Arts and Sciences, effective October 1, 1974.
- Leonor M. Santos, from Instructor I to Instructor II, College of Fisheries, effective October 1, 1974 until May 31, 1975.
- Simeon Sevandal, from Instructor I to Instructor II, Comprehensive Community Health Program, effective September 1, 1974 until May 31, 1975.
- Ofelia J. Silapan, from Instructor I to Instructor II, College of Arts and Sciences, effective August 1, 1974.
- Narciso Silverio, from Instructor III to Instructor IV, College of Engineering, effective August 1, 1974 until May 31, 1975.
- Lorna Cecilia So, from Instructor II to Instructor III, College of Dentistry, effective October 1, 1974.
- Evelyn L. Tan, from Instructor II to Instructor III, College of Arts and Sciences, effective October 1, 1974.
- Angelita D. Tangco, from Instructor I to Instructor II, College of Arts and Sciences, effective October 1, 1974 until May 31, 1975.
- Juan R. Tapales, from Instructor III to Instructor IV, College of Arts and Sciences, effective December 1, 1974.
- Josefina G. Tayag, from Instructor II to Instructor IV, University of the Philippines College in Manila, effective August 1, 1974 until May 31, 1975.
- Gwendolyn Tecson, from Instructor III to Instructor IV, School of Economics, effective August 1, 1974 until May 31, 1975.
- Mercedita S. Tiamzon, from Instructor II to Instructor IV, Department of Physical Education, effective August 1, 1974.

Ave R. Tolentino, from Instructor I to Instructor II, University of the Philippines at Baguio, effective August 1, 1974.

Amaryllis T. Torres, from Instructor II to Instructor IV, College of Arts and Sciences, effective August 1, 1974.

Cristina E. Torres, from Instructor I to Instructor II, University of the Philippines College in Manila, effective October 1, 1974 until May 31, 1975.

Josefina Tuazon, from Instructor II to Instructor IV, Institute of Mass Communication, effective October 1, 1974.

Luz B. Tungpalan, from Instructor II to Instructor III, College of Nursing, effective October 1, 1974.

Cynthia D. Turingan, from Instructor V to Instructor VI, Institute of Environmental Planning, effective August 1, 1974.

Renato Umali, from Instructor I to Instructor II, Department of Physical Education, effective December 1, 1974.

Mila C. Velasquez, from Instructor III to Instructor IV, School of Nursing, Philippine General Hospital, effective October 1, 1974.

Godofredo A. Ventura, from Instructor II to Instructor III, University of the Philippines at Baguio, effective August 1, 1974 until May 31, 1975.

Lilani Verdan, from Instructor I to Instructor III, University of the Philippines at Cebu, effective August 1, 1974 until May 31, 1975.

Jesus Vergel de Dios, from Instructor I to Instructor II, College of Engineering, effective August 1, 1974 until May 31, 1975.

Tita A. Vilaga, from Instructor I to Instructor III, College of Pharmacy, effective August 1, 1974.

Josefina Villanueva, from Instructor II to Instructor IV, College of Arts and Sciences, effective October 1, 1974.

Reynaldo E. Yago, from Instructor II to Instructor III, College of Arts and Sciences, effective October 1, 1974.

Cesar E. Yñiguez, from Instructor I to Instructor III, College of Engineering, effective August 1, 1974 until May 31, 1975.

Jose Young, from Instructor I to Instructor IV, College of Business Administration, effective August 1, 1974.

PRESIDENTIAL APPOINTMENTS

The President approved the following appointments:

Esteban Bautista as Assistant Head, Division of Research and Law Reform, Law Center, effective December 1, 1974 until June 30, 1975.

Eminiano Cabreza as Officer-in-Charge, Department of Physical Education, University of the Philippines at Baguio, effective November 1, 1974 until May 31, 1975.

Luz de la Cruz as Head, Department of Social Studies, University High School, College of Education, effective November 1, 1974 until May 31, 1975.

Ma. Consolacion Enriquez as Chairman, Family Life and Child Development Department, College of Home Economics, effective November 1, 1974 until October 31, 1977.

Pepito Fernandez as Secretary, College of Fisheries, effective November 1, 1974 until October 31, 1977.

Trinidad S. Flores as Head, Department of Vocational Education, University High School, College of Education, effective November 1, 1974 until May 31, 1975.

Maxima Jorda as Head, Department of Filipino, University High School, College of Education, effective November 1, 1974 until May 31, 1975.

Priscilla Lirag as Head, Department of Health, Music and Physical Education, University High School, College of Education, effective November 1, 1974 until May 31, 1975.

Beulah D. Nuval as Acting Assistant Dean of Students, Office of Student Affairs, effective December 1, 1974 until June 30, 1975.

Alfredo Ramirez as Acting Chairman, Department of Surgery, College of Medicine, effective November 23, 1974 until December 9, 1974.

Salvador Reyes as Officer-in-Charge, Department of Civil Engineering, College of Engineering, effective November 11, 1974 until March 16, 1975.

Felipa Tintero as Head, Department of English, University High School, College of Education, effective November 1, 1974 until May 31, 1975.

Socorro Villalobos as Head, Department of Mathematics, University High School, College of Education, effective November 1, 1974 until May 31, 1975.

Paz Yap, as Head, Department of Science, University High School, College of Education, effective November 1, 1974 until May 31, 1975.

SEPARATIONS FROM THE SERVICE

Resignations

Ricardo S. Basa as Instructor, Department of Civil Engineering, College of Engineering, effective November 11, 1974.

Angelito Bernardo as Research Assistant, Population Institute, effective November 16, 1974.

Ligaya Buenaventura Calma as Assistant Professor I, University Elementary School, College of Education, effective November 1, 1974.

Albert F. Celozza as Student Assistant, University of the Philippines College in Manila, effective November 17, 1974.

Benigno Cudia as Inventory Clerk, Property Division, effective December 31, 1974.

Emily Daracan as Stenographer, Budget Division, effective November 4, 1974.

Marina Gabriel as Senior Clerk, Law Center, effective December 9, 1974.

Mary Ann Hizo as Clerk, Law Center, effective November 19, 1974.

Mary Grace Llanillo as Editorial Assistant, University Press, effective December 10, 1974.

Necitas Manere as Research Assistant, Population Institute, effective November 1, 1974.

Rosario Medina as Instructor, School of Nursing, Philippine General Hospital, effective December 31, 1974.

Renato Nicolas as Laborer, Campus Landscaping Office, effective November 14, 1974.

Carmelita Olay as Stenographer, School of Economics, effective November 14, 1974.

Melinda Rahinel as Senior Clerk, Law Center, effective December 2, 1974.

Jovita Santiaguel as Library Aide, Institute of Social Work and Community Development, effective November 16, 1974.

Lourdes W. Santos as Chairman, Family Life and Child Development Department, College of Home Economics, effective November 1, 1974.

Erlinda Versoza as Assistant Professor, Department of Physical Education, effective November 1, 1974.

Perfecto Villanueva as Student Assistant, Division of Guidance and Counseling, effective November 16, 1974.

Aquilino Zuñiga as Clerk Typist, University of the Philippines College in Manila, effective November 15, 1974.

Retirements

Domingo Billoso as Mimeograph Operator, Office of Admissions, effective December 28, 1974.

Jose Bondoc as Security Guard, Security Division, effective December 28, 1974.

Vicente Faulan as Clerk-Typist, Physical Plant Office, effective December 28, 1974.

Prudencio Gomez as Custodial Head, College of Public Administration, effective November 1, 1974.

Felicidad Lomuntad as Fishery Technician, College of Fisheries, effective November 1, 1974.

Leocadio Luangco as Driver, Physical Plant Office, effective November 1, 1974.

Nicolas Marquina as Security Guard, Security Division, effective December 28, 1974.

Amando Montes as Clerk-Typist, Physical Plant Office, effective December 28, 1974.

Candido Padilla, Jr. as Assistant Chief, Office of Administrative Personnel Services, effective December 26, 1974.

Felipe Ponseca as Utility Man, Institute of Library Science, effective December 28, 1974.

Manuel Talusig as Driver, Department of Physical Education, effective November 1, 1974.

Mateo Tupas as Professor, College of Arts and Sciences, effective November 26, 1974.

CONTRACTS AND AGREEMENTS

The Board *confirmed* the following contracts and agreements at its 853rd meeting on 28 November 1974:

1. Memorandum of Agreement with the Provincial Government of Ilocos Sur

A memorandum of agreement was entered into between the Provincial Government of Ilocos Sur and the University, whereby the Local Government Center of the College of Public Administration will conduct a survey on organization and management and personnel administration and practices in the provincial government, for which the Provincial Government shall provide the sum of P15,985.00. The budget for the project includes the 15% contribution to University overhead.

2. Memorandum of Agreement with Armed Forces of the Philippines (PC METROCOM)

A memorandum of agreement was entered into between the University and the Armed Forces of the Philippines (PC METROCOM) whereby the University leases to the Armed Forces for P1.00 a year, a portion of its campus

in Diliman, Quezon City, with an area of five (5) hectares, to be used as a new site for METROCOM units now located at Camp Panopio, Quezon City. The agreement is for a period of fifty (50) years, subject to renewal upon mutual agreement.

3. Memorandum of Agreement with the City Government of San Pablo

A memorandum of agreement was entered into between the City Government of San Pablo and the University, whereby the Local Government Center of the College of Public Administration will conduct a survey on organization and management and personnel administration and practices in the city government, for which the total sum of P12,075.00 shall be provided by the city government for a period of four (4) months.

4. Owner-Contractor Agreement

An owner-contractor agreement was entered into between the University of the Philippines at Los Baños

and the Consteel Construction Corporation, with postal address at 207 B. Padilla St., San Juan, Rizal, for the construction of one (1) unit 4-door apartment, UPLB, at a contract sum of P242,500.00.

5. Agreement with R. O. Mabesa and Associates

An agreement was entered into between the UPLB and R. O. Mabesa and Associates, with postal address at Cuadra-Gatuslao St., Bacolod City, for the construction of the UPCA La Granja Administration Building, Phase I, at a total contract sum of P247,000.00.

6. Contracts Entered Into Between UPLB and Outside Agencies

The Board confirmed the following contracts entered into between the UPLB and outside agencies and approved by the President:

a. *Memorandum of Agreement with the Development Academy of the Philippines (DAP)* which provides for a training program on rice production and water management for DAP staff and personnel who belong to the Barrio Irrigators Service Association (BISA) Program. The training program will be conducted by the UPLB for a period of 42 days, beginning 14 October 1974 under a DAP financial assistance totalling P36,876.00.

b. *Memorandum of Agreement with the Philippine Sugar Institute (PHILSUGIN)* for the conduct of a research project entitled "UPLB-PHILSUGIN Agricultural and Socio-Economic Development Research Project" under a PHILSUGIN grant of P434,498.00. The agreement shall be for three (3) years, beginning 1 July 1974 until 30 June 1977.

The Board confirmed the following contracts and agreements at its 854th meeting on 17 December 1974:

1. Contract with United States Agency for International Development (USAID)

A contract was entered into between the United States Agency for International Development (USAID) and the University under Grant No. AID 492-736 for the conti-

nuation of evaluation work done on the national family planning program and the population situation in the country by the Population Institute. This contract, which is an extension of the one existing since 1970, covers the current fiscal year for which USAID grants the sum not exceeding the Philippine peso equivalent of U.S. \$50,000.00.

This contract had been referred to and endorsed by the University Committee on Contracts with Foreign Agencies.

2. Memorandum of Agreement with Quezon City Government

A memorandum of agreement was entered into between the University and the Quezon City Government, whereby the Local Government Center of the College of Public Administration will prepare and develop a position classification and compensation plan for the Quezon City Government, for which this government will provide the sum of P32,683.00. The budget covering the project includes the 15% contribution for administrative overhead for the University.

3. Memorandum of Agreement with Philippine Council for Agricultural Research (PCAR) and Bureau of Animal Industry (BAI)

A memorandum of agreement was entered into among the Philippine Council for Agricultural Research (PCAR), the Bureau of Animal Industry (BAI), and the UPLB, pertaining to the conduct of a research project "The Livestock Auction Market: Problems and Prospects," for which PCAR and BAI bind themselves to give the lump sum amounts of P12,237.00 and P13,900.00, respectively. The project is for one (1) year, beginning November 1, 1974 until October 31, 1975.

4. Contract with C.R. Robles Construction

A contract was executed by the University System with C.R. Robles Construction for the construction of a 30,000-gallon reinforced concrete water tank in the University of the Philippines at Baños at a total contract price of P109,000.00.

HISTORICAL PAPERS AND DOCUMENTS

GUIDELINES ON RESEARCH CONTRACTS BETWEEN PHILIPPINE ACADEMIC AND RESEARCH INSTITUTIONS AND FOREIGN ACADEMIC AND RESEARCH INSTITUTIONS AS ADOPTED BY NEDA RESOLUTION NO. 2

Republic of the Philippines
NATIONAL ECONOMIC AND DEVELOPMENT
AUTHORITY

FILE MEMO — September 27, 1974

NOTES ON THE GUIDELINES ON RESEARCH CONTRACTS BETWEEN PHILIPPINE ACADEMIC AND RESEARCH INSTITUTIONS AND FOREIGN ACADEMIC AND RESEARCH INSTITUTIONS AS ADOPTED BY NEDA RESOLUTION NO. 2

(s. 75)

I have been asked by some academic segments why the NEDA Resolution No. 2 (s. 75) on the guidelines on research institutions and foreign agencies was adopted. Let me elaborate the reasons for this.

The matter was first discussed during the U.P. Board of Regents deliberation on a contract involving one institute of the University of Philippines and an American institution. It was stipulated in the contract that the American institution shall have, among others, all the rights of ownership of data, publication rights, payments, and some other things. It appeared from the discussions that such a contract completely reduces the Philippine institution into a mere data gatherer and/or researcher. A junior partner in research, in short. It was therefore decided that this was a policy matter and NEDA took it up subsequently.

It was believed that such contracts are not only iniquitous but also insulting to the Philippine institution. In order to improve the terms under which such contracts are undertaken, Resolution No. 2 (s. 75) was adopted. The Resolution provides the guidelines for contractual relationships between foreign and local research institutions. Said guidelines serve as a statement of policy of the Philippine government.

Henceforth, government boards reviewing research contracts are stipulated in NEDA Resolution No. 2 (s. 75).

NEDA RESOLUTION No. 2 (s. 75)

APPROVING THE GUIDELINES ON RESEARCH CONTRACTS BETWEEN PHILIPPINE ACADEMIC AND RESEARCH INSTITUTIONS AND FOREIGN AGENCIES

WHEREAS, Philippine academic and research institutions, in pursuance of their educational and scientific pursuits, usually avail of the assistance of foreign agencies;

WHEREAS, in the course of such availment, Philippine academic and research institutions often have to cope with provisions which are substantially disadvantageous to them, especially in the matter of control, disposition and/or utilization of the research product; and

WHEREAS, it is both necessary and desirable that the Philippine Government guide and assist its academic and research institutions in their dealings with foreign agencies;

NOW, THEREFORE, BE IT RESOLVED, AS IT IS HEREBY RESOLVED, to adopt, as the same is hereby adopted, the following *Guidelines on Research Contracts Between Philippine Academic and Research Institutions and Foreign Agencies*:

GUIDELINES ON RESEARCH CONTRACTS BETWEEN PHILIPPINE ACADEMIC AND RESEARCH INSTITUTIONS AND FOREIGN AGENCIES

1. Philippine sources of research funding are to be preferred over foreign sources. Foreign funding should be tapped only when significant benefits can be obtained thereby in terms of non-monetary resource inputs to the research. Asian funding sources are to be preferred among foreign sources when these are sought.

2. The basic principle should be observed that a research contract between a Philippine academic and research institution, and a contracting institution is one among intellectual equals. It should be understood that the research undertaking is a jointly sponsored activity with intellectual inputs coming from both parties.

3. Research contracts for data gathering or compilation should not be undertaken as a rule. Rather, full-fledged research undertaking involving data gathering, analysis, evaluation and publication is encouraged.

4. Publication rights of research findings should be jointly held as a rule by the contracting agencies, although provision may be made when appropriate, such that one or the other party would have initial publication rights. However, it must be clear that access to raw data and references to the same will be unlimited for both parties upon completion and submission of the work.

5. The foreign external agency has the right to review, comment upon, inspect, or otherwise evaluate the work performed or being performed under the contract. It should be understood, however, that the Philippine institution has the full right to draw its conclusions on the basis of its findings. All inspections and evaluations are to be done in such a manner as will not unduly delay the research work.

6. The Philippine institution shall not be prevented from releasing the findings after a reasonable time if, for some reason, the foreign contracting party withholds publication of the research results.

7. Original data or source material or copies thereof should be released to foreign contracting par-

ties only when mutuality of exchange is realized. This should be done preferably as an exchange of comparable Philippine material available in foreign sources but not locally.

8. Patentable results of the research carried out under the project shall be the exclusive property of, and shall be owned in common by, both contracting parties, with a prohibition against assignment of rights in patentable results without the prior written approval of the other contracting party.

9. In the estimation of cost, estimates of an allocated overhead cost should be included, to reflect a true picture of the aggregate cost of research project activities. Such overhead cost estimate should include general administration, allocated equipment and facilities cost, and other items not specifically or directly identified as being incurred for the project. The proportion of these costs borne by the participating agencies may then be the subject of negotiation.

10. In the event that the negotiation is on a strictly contractual basis between a foreign institution and Filipinos employed by a Philippine institution, then

the latter should not be involved either in name or in the actual work. The contract should then be made in the private capacities of the individuals concerned, subject to approved internal arrangements within the Philippine academic and research institutions.

11. Arrangements for payment should be expressed in terms of any currency as may be mutually agreed upon, and not at the discretion of only one party.

RESOLVED, FURTHER, that the said Guidelines be disseminated to all government academic research institutions for their guidance and compliance.

UNANIMOUSLY APPROVED, NEDA Board Meeting, July 11, 1974.

ATTESTED:

(SGD) GERARDO P. SICAT
Director-General

A TRUE COPY

CERTIFIED CORRECT:

(SGD) AGUSTIN J. DEDUQUE
Board Secretary

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