

Proposal for Professors Emeriti and Retired Professors to increase and extend involvement in teaching, mentoring*, research, creative work and administrative work in the University

Background and Rationale:

A. There is a need for the services of more teachers in the university for the following reasons:

1. Many non-PhD faculty members will pursue PhD studies in the next 6 years and will not be able to teach.
2. Many PhD faculty members will pursue postdoctoral studies in the next 6 years and will not be able to teach.
3. Many more faculty members will pursue research and creative work which implies they will request for a reduced teaching load.
4. Since many SUCs (State Universities and Colleges) and HEIs (Higher Education Institutions) will send their faculty members and graduates to pursue postgraduate (PG) studies (PhD and Masters) in UP CUs (Constituent Units), postgraduate enrollment in UP will continue to increase in the coming years. This will commence during the K12 transition period and will continue onwards as more SUCs and HEIs require PG degrees from their faculty.
5. A higher faculty-to-student ratio both in the undergraduate (UG) and PG levels, notwithstanding the use of technology-assisted teaching and learning, translates to more personalized teacher-student interaction, and therefore more effective teaching and learning in the classroom.
6. The limited number of faculty items at present precludes the hiring of many new faculty members.

Clearly, the best persons to recruit to augment the University's teaching workforce would be the recently appointed Professors Emeriti and the recently Retired Professors who have been the University's outstanding teachers.

B. There is a need to significantly improve the mentoring of postgraduate students and increase the research and creative output of the university for the following reasons:

1. There are many pressing problems besetting the country that require research-based, creative, innovative solutions led by expert researchers and creative artists.
2. The University lacks research and creative output, principally measured by the number of international peer-reviewed publications (journal articles and books), patents, copyrights and other output.
3. The number of PhD faculty engaged in research and creative work in the university should increase; however, many productive PhD faculty have retired or are retiring in the next few years.
4. Many research and creative groups in the university are incomplete and lack leaders who can lead in producing high quality, new knowledge output and who can mentor PhD and Masters students in research or creative work*. This is required over the long term to grow and improve these groups through generations in the university.

Clearly, the best persons to recruit to augment the University's research and creative activities would be the Professors Emeriti (PE) and the Retired Professors (RP) who have been the University's outstanding researchers, creative artists and mentors, e.g., UP Scientists and Artists. At present, productivity at an older age is no longer an issue since more individuals in the age range of 65-70 are healthier and more energetic, and continue to engage in a variety of activities, including mental, intellectual and scholarly activities.

*Mentoring specifically refers to serving as adviser, co-adviser, reader or panel member of PhD dissertation or Master's thesis students.

C. Due to the significant growth of operations and management relating to academics, research, infrastructure and human resources development throughout the university, there is a need to recruit many competent administrators and managers in key or critical offices, particularly in System- and CU-level offices. Oftentimes, faculty members serve as administrators for many terms, at the expense of their teaching, research and/or creative work. This includes younger faculty who are then unable to complete their PhD degrees, pursue postdoctoral studies, and produce publications and other research/creative work output. In such cases, Professors Emeriti (PE) and Retired Professors (RPs) who had served as outstanding administrators in the past may be requested by the President or the Chancellors to serve the university again.

Proposal:

The following revisions are proposed to respond to the need of the University for the services of more faculty as teachers, researchers, creative artists, mentors and administrators.

Current BOR-approved (From)	BOR approval on	Proposed revision (To)	Justification for revision
I. Professors Emeriti (PEs)			
1. Teaching:			
1.1. on the maximum teaching load (1): 3 units Teaching assignments are given in order to meet the exigencies of the service as justified by the head of the unit. The maximum academic load per academic year for a Professor Emeritus shall be one subject or a 3-unit course, unless otherwise authorized by the chancellor in very exceptional cases. Honorarium shall be given for all courses taught by Professors Emeriti as authorized by the Chancellor. (1312 th BOR, 29 Oct 2015)	1312 th BOR meeting on 29 Oct 2015		
1.2. on the compensation for teaching (1): Only transportation allowance	1265 th BOR meeting on 17 Dec 2010		
1.3. on the maximum teaching load (2): 6 units, as in the case of PEs Emerlinda Roman and Erlinda Echanis	1312 th BOR meeting on 29 Oct 2015	The maximum teaching load of a PE will be increased to 6 units of undergraduate (UG) and/or postgraduate {PG} courses per semester or 3 units per mid-term, where courses are fully taught or team-taught	See above A1-6; precedent of the case of PEs Roman and Echanis

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<p>1.4. on the compensation for teaching (2): Compensation equivalent comparable to half of Prof. 12 salary</p> <p>a. Prof. Lecturers Fee Per Hour PL 2 P1,263 PL 4 P1,506 PL 3 P1,379 PL 5 P1,644</p> <p>b. Computation at PL 5 rate for 2 courses per semester b.1. P1,644/hr $\frac{\times 48 \text{ hrs/course}}{176 \text{ hrs/mo}}$ P78,912 x 2 courses = P157, 824/sem</p> <p>b.2 8 hrs/day 48 hrs/course $\frac{\times 22 \text{ days}}{176 \text{ hrs/mo}}$ $\frac{\div 176 \text{ hrs/mo}}{3.67 \text{ mos}}$</p> <p>b.3 P157,824 rate for 2 courses $\frac{\div 3.67 \text{ mos.}}{P43,004 \text{ rate/mo}}$</p> <p>c. P43,004 comparable to half of the P96,113 monthly rate of Prof. 12</p>	<p>1312th BOR meeting on 29 Oct 2015 1313th BOR meeting 11 Dec 2015</p>	<p>The compensation will be based on the corresponding, appropriate hourly rates for Professorial Lecturers, i.e., the highest rate.</p> <p>In addition, a monthly transportation allowance of P20,000 will be provided for the duration of the service.</p> <p>No 13th or 14th month pay or other benefits of regular faculty will be provided.</p>	<p>precedent of the case of PEs Roman and Echanis</p>
<p>1.5. on the request and consent for the teaching services of an academic unit in a CU:</p>	<p>New</p>	<p>The academic unit requesting the teaching services of a PE may be his/her home unit, another unit of his/her Constituent Unit (CU), or a unit in another CU, where his/her teaching expertise is required. A PE may teach in more than one academic unit.</p> <p>An academic unit in a province-based CU that is not the home unit of the PE must provide living accommodations for the PE.</p>	<p>Academic units in younger, smaller CUs would benefit from the expertise of PEs in older, larger CUs. Selection and invitation by the regular faculty ensures that the PE is</p>

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		<p>A PE must be formally requested to teach courses by an academic unit's head and academic committee who must provide justification based on the unit's collective teaching load, i.e., course offerings, number of students and class sections, number of faculty who are deloaded of teaching units in order to take a study leave and pursue PhD/postgraduate studies, or devote time to research and creative work.</p> <p>A PE must formally consent to teach the courses and conform to the requirements for teaching the courses provided by the host academic unit.</p>	<p>welcome to teach the courses and the PE is perceived as updated in the pedagogy and content of the courses.</p>
<p>1.6 on the source of funding for the teaching services A Professor Emeritus may be given a teaching assignment if there is a need for his/her services or research/creative work, subject to the approval of the Chancellor, upon the recommendation of the Dean. If the Professor Emeritus provides service to the University through teaching or undertakes research/creative work, he/she receives a monthly transportation allowance. Presently, the monthly transportation allowance is P20,000. In the case where the Professor Emeritus teaches and at the same time does research/creative work, he/she is given the transportation allowance plus honorarium for teaching equivalent to the fee of a professorial lecturer. (1265th BOR, 17 Dec 2010)</p>	<p>1265th BOR meeting on 17 Dec 2010</p>	<p>Funding for teaching services and the transportation allowance will be provided by the CU. In exceptional cases, in smaller CUs with limited funds, application for funds to compensate the PE for teaching services will be made to the UP System.</p> <p>The request and consent for teaching of a PE, the required budget and the renewal of appointment will be on an annual basis.</p>	

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<p>Teaching assignments are given in order to meet the exigencies of the service as justified by the head of unit. The maximum academic load per academic year for a professor emeritus shall be one subject or a 3-unit course, unless otherwise authorized by the chancellor in very exceptional cases. Honorarium shall be given for all courses taught by Professors Emeriti as authorized by the Chancellor. (1312th BOR, 29 Oct 2015)</p>			
2. Research and/or Creative Work:			
<p>2.1. on pursuing a research and/or creative work project</p> <p><i>Benefits of Professors Emeriti:</i> “Provide an annual operating allowance amounting to P50,000.00. This amount will be used for the production of teaching materials or in the pursuit of research/creative work (e.g. purchase of laboratory supplies, professional fees for artists/draftsmen, printing, etc.)” (1265th BOR, 17 Dec 2010)</p> <p><i>University Professor/University Professor Emeritus Grant of P250,000:</i> In recognition of their outstanding scholarship and achievements in their respective fields, the University Professors and University Professors Emeriti may be given P250,000/annum grant, net of tax, through a research contract in order to support their researches and creative works. (1250th BOR, 21 Oct 2009)</p>	<p>1265th BOR meeting on 17 Dec 2010</p> <p>1250th BOR meeting on 21 Oct 2009</p>	<p>A PE may apply for a grant from the UP System to produce teaching materials, to pursue research or creative work under the current rules. Provided a proposal with expected output is submitted, a P50,000 research/creative work grant is given for one year to the PE. A monthly transportation allowance of P20,000 is provided for the duration of the project.</p> <p>In addition, a PE, particularly one who had been awarded as UP Scientist or Artist, may be invited by regular faculty to serve as consultant of a UP-funded program such as the Emerging Interdisciplinary Research (EIDR) program, or of an externally funded project, if the external funding agency allows it.</p> <p>The PE may be a consultant of projects in his/her home unit or in another academic unit or CU of the university.</p> <p>Further, a PE who receives a grant from a government or other funding agency as project leader, may</p>	<p>Due to the dearth of project leaders in UP, PEs should be allowed to participate in EIDR and externally-funded projects.</p>

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		implement the project in the academic unit, provided there is consent of the academic unit's research & creative work committee, which would require that its faculty and postgraduate students will be involved in the project and the academic unit benefits from the project.	
<p>2.2. on research and/or creative work grant/funding:</p> <p>"Provide an annual operating allowance amounting to P50,000.00. This amount will be used for the production of teaching materials or in the pursuit of research/creative work (e.g. purchase of laboratory supplies, professional fees for artists/draftsmen, printing, etc.)" (1265th BOR, 17 Dec 2010)</p>	1265 th BOR meeting on 17 Dec 2010	<p>Funding for the teaching materials, research or creative work grant, and the transportation allowance will be provided by the CU. In exceptional cases in smaller CUs with limited funds, funding may be requested from the System.</p> <p>As a consultant of a UP- or externally-funded project, the PE receives an honorarium based on the rates indicated in the approved project Line-Item-Budget.</p> <p>As the project leader of an externally-funded project, the PE must sign a Memorandum of Agreement with the CU indicating the terms of implementation and financial responsibility/accountability for the project. The PE receives an honorarium from the project as compensation and the academic unit receives an indirect or administrative cost from the project as provided in the approved LIB.</p>	
3. Mentoring:			
3.1. on involvement in mentoring:	New	A PE, particularly one who had been awarded as UP Scientist or Artist, may be invited by a faculty member, with the consent of the academic unit's graduate committee, to serve as a co-adviser, reader or panel member for the thesis of a Masters student or the	There is a dearth of PhD faculty in the university who could serve as Masters and PhD mentors.

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		dissertation of a PhD student, provided that the PE has been actively engaged in research and creative work and produced publications and other output in the last five years, related or relevant to the research of the PG student and his/her adviser.										
<p>3.2. on compensation for mentoring:</p> <table border="0" data-bbox="210 384 674 571"> <tr> <td></td> <td style="text-align: center;">Adviser</td> <td style="text-align: center;">Member</td> </tr> <tr> <td>Doctoral dissertation</td> <td style="text-align: center;">P35,000</td> <td style="text-align: center;">P30,000</td> </tr> <tr> <td>Master's thesis</td> <td style="text-align: center;">P20,000</td> <td style="text-align: center;">P15,000</td> </tr> </table>		Adviser	Member	Doctoral dissertation	P35,000	P30,000	Master's thesis	P20,000	P15,000	1298 th BOR meeting on 30 June 2014	A PE who serves as a co-adviser, reader, or panel member receives the same compensation as that of a regular faculty member. Further, due to the limited activities of the PE as co-adviser, or in other roles, which do not require regular visits to the academic unit, no transportation allowance is provided.	
	Adviser	Member										
Doctoral dissertation	P35,000	P30,000										
Master's thesis	P20,000	P15,000										
<p>4. On compensation for combined activities</p> <p>A Professor Emeritus may be given a teaching assignment if there is a need for his/her services or research/creative work, subject to the approval of the Chancellor, upon the recommendation of the Dean. If the Professor Emeritus provides service to the University through teaching or undertakes research/creative work, he/she receives a monthly transportation allowance.</p> <p>Presently, the monthly transportation allowance is P20,000. In the case where the Professor Emeritus teaches and at the same time does research/creative work, he/she is given the transportation allowance plus honorarium for teaching equivalent to the fee of a professorial lecturer. (1265th BOR, 17 Dec 2010)</p>	1265 th BOR meeting on 17 Dec 2010	In cases where the PE is engaged simultaneously in teaching, research and/or creative work, the monthly transportation allowance will be P20,000 for the duration of the services.										

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II. Retired Professors (RPs)			
<p>1. On appointment and compensation as Professorial Lecturers (PLs)</p> <p>Prof. Lecturer's Fee Per Hour PL 2 P1,263 PL 3 P1,379 PL 4 P1,506 PL 5 P1,644</p>	<p>1313th BOR meeting on 11 Dec 2015</p>	<p>Following the principles above for PEs, recently Retired Professors (RPs) who are/were outstanding teachers may be invited by an academic unit to teach a maximum of 6 units of UG or PG courses per semester or 3 units maximum per mid-term, where courses are fully taught or team-taught. Teaching can be in his/her home unit or in any academic unit or CU of the university, where his/her teaching expertise is required. A RP may teach in more than one academic unit of the university.</p> <p>An academic unit in a province-based CU that is not the home unit of the RP must provide living accommodations for the RP.</p> <p>The compensation will be pro-rated based on the appropriate hourly rates for Professorial Lecturers, based on the RP's qualifications.</p> <p>The request and consent for teaching of a RP, the required budget and the renewal of appointment will be on an annual basis.</p>	<p>Same as above</p>
<p>2. Appointment and compensation as Professorial Researcher (PR)</p>	<p>New</p>	<p>A RP, particularly one who had been awarded as UP Scientist or Artist, may be invited by regular faculty to serve as a consultant of a UP-funded program such as the Emerging Interdisciplinary Research (EIDR) program, or of an externally-funded project, if the external funding agency allows it.</p> <p>The RP may be a consultant of projects in his/her home</p>	

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		<p>unit or in another academic unit or CU of the university. As a consultant of a UP- or externally-funded project, the RP receives an honorarium based on the rates indicated in the approved project Line-Item-Budget.</p> <p>Further, a RP who receives a grant from a government or other funding agency as project leader, may implement the project in the academic unit, provided there is consent of the academic unit's research & creative work committee, which would require that its faculty and postgraduate students will be involved in the project and the academic unit benefits from the project.</p> <p>The RP must sign a Memorandum of Agreement with the CU indicating the terms of implementation and financial responsibility/accountability for the project. The RP receives an honorarium from the project as compensation, and the academic unit receives an indirect or administrative cost from the project.</p>	
3. On Mentoring	New	A RP may also serve as a co-adviser, reader or panel member for the thesis of a Masters student or the dissertation of a PhD student under the same terms and conditions as indicated above for PEs.	Same as above

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III. Additional Contributions from Professors Emeriti (PEs) and Retired Professors (RPs)			
1. Appointment and compensation as Professorial Administrator (PA)	New	<p>In exceptional situations, recently retired PEs and RPs who had served as outstanding administrators in the last five years may be invited by the President or the Chancellor from one's home CU or another CU to serve in an administrative position at the System or CU official level when no regular faculty can be found to fill the position. The RP is appointed as a Professorial Administrator (PA) with a maximum administrative load of 6 units.</p> <p>The request and consent for the administrative load of a PA, the required budget and the renewal of appointment will be on an annual basis.</p> <p>The compensation will be pro-rated on an hourly rate based on his/her qualifications, following the same levels as those for Professorial Lecturers. A monthly transportation allowance will not be provided.</p>	See above C
2. As Professorial K11-12 Teacher Trainers	New	<p>Due to the exigency to train teachers to teach K11-12 courses, i.e., due to the dearth of K11-12 teachers, in public schools all over the country, PEs and RPs who have been involved in UP's GE Program may be invited to be a Professorial K11-12 Teacher Trainer (PK 11-12TT), as part of UP's training teams to teach K11-12 teachers of the surrounding public schools. Since these K11-12 training programs will be CU-based, the PE or RP will be based in a particular CU and will receive compensation based on the terms of the MOA agreed upon between UP and the Department of Education.</p>	A major part of UP's public service in the coming years is to provide the expertise in content and pedagogy for K11-12 courses to public school teachers to help the country transition to the K12 basic education system, K 11-12 being largely based on UP's GE programs in the past.