

Memorandum No. FN-99-38: Submission of Requests

We have observed that some units present us with a *fait accompli*, apparently as a tactic to force us to support what has been started without our knowledge and consent. Such practice should and will not be tolerated. As responsible public officials, we should ensure that all transactions are in order. We therefore enjoin all concerned to submit requests, especially those involving financial support, way ahead of time, more so if such requests still have to go to Malacañang for approval. The heads of the units concerned will be held accountable for any violation of this order.

17 November 1999

(Sgd.) FRANCISCO NEMENZO
President

Memorandum No. FN-99-39: Temporary Assignment of Committee Functions

Effective immediately and until further notice, the functions and responsibilities of the following U.P. System committees are hereby temporarily assigned to their respective constituent university counterparts in U.P. Diliman:

1. UPS Pre-qualification Bids and Awards Committee
2. UPS Bids and Awards Committee for Supplies, Equipment and Services
3. UPS Infrastructure Bids and Awards Committee

22 November 1999

(Sgd.) FRANCISCO NEMENZO
President

Memorandum No. FN-99-42: Payment of Year-End Bonus and Cash Gift to Student/Graduate/Residence Assistants, Lecturers, Teaching Associates/Fellows and Professors Emeriti for CY 1999 and Every Year Thereafter

This is to authorize the grant of year-end bonuses and cash gifts for CY 1999 to non-regular personnel of U.P. whose services are essential to the University's operations, particularly those specified above. The grant of bonuses and cash gifts shall be in accordance with the guidelines specified in Memo No. 95-116 and Memo No. 98-90, copies of which are hereby attached and made an integral part of this memorandum.^[*]

26 November 1999

(Sgd.) FRANCISCO NEMENZO
President

Memorandum No. FN-99-43: Academic Distinction Fund and Creative and Research Scholarship Fund

When I assumed the presidency of our University, I realized the tremendous need to raise our academic efforts to the standards of excellence we all lay claim to. I refer not just to the public image of ourselves but our own disappointment expressed at least by those among us who were honest enough to admit our shortcomings as the Philippines' premier institution of higher learning.

But even as I did, I asserted again and again that U.P. has by far the finest collection of brains and human talent in the country. I am therefore happy to announce that starting this year, we will implement two very important programs that aim to reward and encourage scholarship in all fields and disciplines and, hopefully, will retain our bright young (and not so young) faculty on whom we pin the future of our University. This was my vision when I ran for the presidency; now my task of implementing it begins.

The first is the **Academic Distinction Fund**, from which five types of awards will be given: membership in the Scientific Career System; **the international publications award**; and grants for University

* See OSU records.

Professors. Except for the last, the first two are open to all faculty and REPS. (The international publications award will cover publications starting 1999.) Awards will also be given for exemplary teaching and truly outstanding service to the country.

The second is the **Creative and Research Scholarship Fund**, which will provide grants for the following: post-doctoral research abroad, especially for faculty who obtained their Ph.D. here (in order to avoid in-breeding); textbook writing grants; and research projects and creative work. As in the first set of awards, these grants will be open to faculty and REPS on a competitive system, that is, based on merit.

The sums involved are considerable, more generous than any we have ever had, because our resources should support scholarship and academic excellence. On my part, committing these funds is an act of faith in our faculty and REPS and in our University as an institution, for every work of scholarship produced by members of U.P., though rightfully theirs, brings honors to us all.

I am now in the process of forming the system-level committees that will screen proposals for these grants. I would like the Chancellors to nominate faculty who can sit in some of these committees. Please see the guidelines.^[*]

Thank you.
01 December 1999

(Sgd.) FRANCISCO NEMENZO
President

Memorandum No. FN-99-47: Guidelines in the Selection of APC Members

This is to remind you that the composition and functions of all Academic Personnel Committees (i.e., College Academic Personnel Committee as well as Department Academic Personnel Committees, where necessary) are governed by Executive Order No. 9, dated 31 August 1970, and Executive Order No. 12, dated 16 April 1974.

Inasmuch as Executive Order No. 9 does not specify how faculty members are to be classified in instances where the total number of faculty members is an odd number, I am hereby amending section A.1.a of the said order as follows (highlighted portion added):

"...For purposes of this Order, the upper half of the ranking list shall be considered the senior level and the lower half, the junior level. **In cases where the total number of faculty members is an odd number, the faculty member whose name occurs in the middle of the ranking shall be counted as belonging to the junior faculty.** Copies of the list..."

Please be guided accordingly.

13 December 1999

(Sgd.) FRANCISCO NEMENZO
President

Memorandum No. FN-99-49: Ad Hoc Committee to Review the Process of Selecting Deans

To: Dr. Consuelo J. Paz, Chair
Dr. Pacifico A. Agabin, Diliman, member
Dr. Angela P. Sarile, Manila, member
Dr. Ben S. Malayang, Los Baños, member

Please constitute yourselves into a Committee, with Dr. Consuelo J. Paz as chair, to review the process of selecting deans. The purpose is to improve the selection process—from the Chancellor's instructions to the Search Committee, to the consultation process, to the Committee report—so that the faculty best qualified to provide academic leadership can more ably be identified, taking the faculty's individual qualities into account as well as the collective needs and aspirations of the college.

In your review, consider as well the criteria for deans, starting from what you think deans are expected to do and then extracting from that the specific qualities deans need to possess. I ask you to also bear in mind two of my concerns: how the selection process might treat