

President, to the Board of Regents the names of nominees, together with a specific statement of the particular achievements of the nominees upon which they base their action.

- Approval of the nomination by the Board of Regents shall be by vote of no less than three fourths (3/4) of all the members.
- The names of persons in whose favor the conferment of honorary degrees has been so approved shall not be revealed or published until after acceptance by the parties concerned.
- The honorary degree [shall be granted only in recognition of learning, statesmanship, eminence in literature, science, or art, and] shall never be conferred in consideration of the payment of money or other valuable considerations.

AS A GENERAL RULE, THE HONORARY DEGREE IS CONFERRED DURING THE UNIVERSITY'S COMMENCEMENT EXERCISES.

Board action: Approved as corrected.

Proposal to Establish the Position of University Professor Emeritus

The "Professor Emeritus" title is given to a retired Professor of the University who has rendered at least 20 years of active and faithful service to the University and has achieved marked distinction as a productive scholar, artist or scientist, or is widely acknowledged as an effective and dedicated teacher (from Art. 207, University Code).

"University Professor" is the highest academic rank in the University conferred by the Board of Regents upon a select few from among the faculty for exemplary intellectual achievement joined to moral integrity. They are recognized as world class scientists and scholars for their outstanding contributions to the advancement of their field.

These few University Professors if conferred the Professor Emeritus title will surely bring honor and glory to the University. To distinguish this select few from the other Professors Emeriti, the following are proposed:

1. Establish the position of **University Professor Emeritus** to be conferred to retired University Professors following existing guidelines.
2. Change the title from **Professor Emeritus** to **University Professor Emeritus** of all existing Professors Emeriti who were University Professors prior to retirement.

The U.P. Scientific Career System: U.P. Scientific Productivity System

Rationale

This proposal specifies the implementing guidelines for the participation of U.P. personnel in the Scientific Career System.

U.P. proposes to address two major concerns regarding the existing guidelines: (1) the nature of the Scientist appointment and (2) the criteria for admission to, retention and promotion in the System.

U.P. scientists shall be evaluated using a set of high standards that will put "U.P. University Scientists" in their rightful place in the international community of scholars. Only the best and the most deserving shall be conferred the title. The conferment shall be temporary, thus, only those who are productive shall be retained or promoted.

Scientific productivity in academia is universally measured by the ability to publish in refereed reputable journals and books. For this reason, only refereed publications shall be, giving more weight to scientific and technological books published by prestigious publishers and to refereed publications in ISI journals. Scientific standing and peer recognition are best gauged by membership in prestigious international bodies and peer review groups and prestigious international scientific awards. The proposed evaluation criteria and rating system reflect these standards. They also recognize technological productivity in the applied sciences.

Although teaching, extension work, and the training of other scientists are important functions of an academic, these criteria should not be considered for the U.P. University Scientist rank. This is because teaching and public service deserve their own award system. Moreover, the relatively small weight for teaching (only 10 pts in the current system) does not do justice to the service. Furthermore, performances in these functions are already considered when being evaluated as faculty or REPS. Thus, the basis of the U.P. University Scientist rank shall be scientific and technological outputs and scientific and professional standings.

General Guidelines

1. Nature of the Appointment
 - a. Productive U.P. Scientists shall be conferred the title "U.P. University Scientist" depending on scientific productivity:
 - U.P. University Scientist I
 - U.P. University Scientist II
 - U.P. University Scientist III
 - b. Conferment of the U.P. University Scientist title shall be temporary. It shall be in the nature of an additional recognition, to be given by U.P. as an award.
 - c. Regular, full-time faculty, research faculty, and researchers (REPS) in active service who belong to the scientific disciplines covered by the SCS* (Annex 1) and meet the qualifications in Table 1 may be considered for the title of U.P. University Scientist.
 - d. After three years, the Scientist shall be evaluated for the purpose of retention and if merited, for promotion.
 - e. Faculty, Faculty Researchers, and REPS shall retain their ranks as U.P. faculty, faculty researchers, and REPS when they join the System and may be promoted as faculty, faculty researchers, or REPS accordingly.
 - f. Faculty, Faculty Researchers or REPS rank shall remain the basic rank, on which retirement and other benefits will be based.
2. Admission to the System
 - a. U.P. personnel shall be admitted into the system to the extent that they meet the minimum qualifications (Table 1) and subject to the availability of funds.
 - b. Nominees must have at the minimum a Ph.D. degree in the field for which s/he is being conferred the Scientist rank or M.D. with M.S. degrees.
 - c. The following shall be the criteria for evaluation:
 - Scientific Productivity as measured by publications and technological output;
 - Scientific Standing; and
 - Professional Standing
 - d. A rating system for the evaluation of nominees shall be followed. (Table 2)
3. Retention/Promotion in the System
 - a. Scientists shall be evaluated every three years using the rating system in Table 2.
 - b. To retain the U.P. University Scientist rank or to be promoted to a higher rank, the Scientist must meet the requirements stated in Table 3, based on work produced in the three years since the last conferment.
4. Readmission to the System

Scientists who were not conferred the University Scientist rank after re-evaluation may be re-considered after five years and must meet the requirements for initial conferment.

* Expanded to include Rehabilitation Science, Occupational Therapy, Speech Pathology and Archaeology, as approved in principle by the Scientific Career Council during its 36th meeting on 8 March 2000.

Annex 1

Specifically, the SCS shall cover the following disciplines:

A. Basic/Natural Sciences and Mathematics

1. Archaeology
2. Astronomy
3. Biology (including Molecular Biology)
4. Biotechnology
5. Botany
6. Chemistry
7. Earth Sciences
 - 7.1 Geochemistry
 - 7.2 Geology
 - 7.3 Geophysics
 - 7.4 Seismology
 - 7.5 Volcanology
8. Environmental Sciences (including Ecology)
9. Mathematical Sciences
 - 9.1 Mathematics (pure/abstract/applied, including analysis, differential geometry and graphs)
 - 9.2 Operations Research
 - 9.3 Statistics (including mathematical probability, statistical mathematics and computing and graphics)
10. Materials Science
11. Meteorology
12. Microbiology (including Veterinary and Agricultural Microbiology)
13. Nutrition
14. Oceanography and Marine Sciences
15. Physics (including Biophysics and Mathematical Physics)
16. Space Sciences
 - 16.1 Astronomy
 - 16.2 Interferometry
 - 16.3 Remote Sensing
17. Zoology

B. Engineering and Information and Communication Technology

1. Aeronautical and Nautical Engineering
2. Agricultural Engineering
3. Architecture
4. Chemical Engineering
5. Civil Engineering
6. Computer Engineering
7. Computer Science
8. Communications Engineering
9. Earthquake Engineering
10. Electrical Engineering
11. Electronics Engineering
12. Energy Engineering
13. Environmental Engineering
14. Food Engineering
15. Forest Products Engineering
16. Geothermal Engineering
17. Industrial Engineering
18. Information Technology
19. Materials Engineering
20. Mechanical Engineering
21. Metallurgical Engineering
22. Mining Engineering
23. Nuclear Engineering
24. Structural Engineering
25. Textile Engineering

C. Medical Sciences

1. Basic Sciences
 - 1.1 Anatomy
 - 1.2 Epidemiology
 - 1.3 Medical Pathology
 - 1.4 Medical Parasitology
 - 1.5 Medical Microbiology
 - 1.6 Physiology
 - 1.7 Pharmacology
 - 1.8 Public Health
2. Clinical Sciences
 - 2.1 Medical (including Pediatrics and sub-specialties of Internal Medicine and Psychiatry)
 - 2.2 Surgical [including sub-specialties of Surgery, Obstetrics, Gynecology, Ear-Nose-Throat (ENT) and Ophthalmology Medical Biotechnology]
3. Health Related Sciences
 - 3.1 Dentistry
 - 3.2 Medical Technology
 - 3.3 Nursing
 - 3.4 Pharmacy
4. Medical Biotechnology
5. Medical Genetics
6. Rehabilitation Science
 - 6.1 Occupational Therapy
 - 6.2 Physical Therapy
 - 6.3 Rehabilitation Medicine
 - 6.4 Speech Therapy

D. Agricultural Sciences

1. Agricultural Biotechnology
2. Agronomy
3. Animal Science
4. Entomology
5. Fisheries and Aquaculture
6. Food Science and Technology
7. Forestry and forest products
8. Horticulture
9. Plant Breeding and Genetics
10. Plant Pathology
11. Soil Science
12. Veterinary Medicine
13. Weed Science

E. SELECTED FIELDS OF SOCIAL SCIENCES (per SCC Res. No. 12 dated 8-20-98)

1. Anthropology
2. Communication
3. Demography
4. Economics
5. Geography
6. History
7. Linguistics
8. Political Science
9. Psychology
10. Public Administration
11. Social Work
12. Sociology

F. OTHERS

1. Library and Archival Sciences
2. Scientific & Technical Documentation

Annex 2

SCS Rank	Existing SCS Qualification	UP Proposal 2005
I	MS in the appropriate fields of science and 10 yrs productive scholarship and professional R&D work* or PhD and 5 yrs productive scholarship and professional R&D work* • must garner at least 50 pts in scientific productivity	MD plus MS and 5 yrs of consistent productive scholarship* or PhD* and 5 yrs of consistent productive scholarship* *55 pts from criteria I and/or II
II	[MS/10 yrs or PhD/5 yrs] plus 60 pts	NONE
III	[MS/10 yrs or PhD/5 yrs] plus 70 pts	PhD and 7 yrs of consistent productive scholarship* **75pts from criteria I and/or II plus criteria III or IV
IV	[MS/10 yrs or PhD/5 yrs] plus 80 pts	NONE
V	PhD in appropriate fields and 10 yrs of productive scholarship and professional R&D work* * must garner at least 90 pts	PhD and 10 yrs of consistent productive scholarship* *95 pts from criteria I and/or II, plus criteria III and IV

* in field for which s/he is being considered

Table 1. Minimum Qualifications for Initial Appointment

Criteria	Rank of UP University Scientist		
	I	II	III
• Graduate degree	Doctoral Degree* in specific field of specialization or MD with MS		
• Minimum no. of years of consistent productive scholarship prior to appointment	5	7	10
• Criteria for Scientific Productivity			
I. <u>Refereed</u> publications			
A. Scientific Articles			
1. National			
2. International			
3. International, ISI			
B. Scientific/Technological Books/Chapters in Books (prestigious publishers)			
1. National			
2. International			
II. Technological Output			
A. Patent			
B. Original peer-reviewed design			
III. Scientific Standing (International Journal/Books)			
A. Editor			
B. Peer Reviewer			
C. Member, editorial board			
IV. Professional Standing (International Organizations/Conferences)			
A. Member of prestigious international bodies by invitation			
B. Scientific award			
C. Keynote speaker			
D. Plenary speaker			
• Source of Points (minimum) (Criteria I, II, III, IV)	I and/or II	I and/or II (min 40/ max 55pts) plus III or IV	I and/or II (min 20/ max 35pts) plus III and IV
• Number of points required	55 last 5 years	75 last 5 years	95 last 5 years

• in field in which s/he is being considered

Table 2. Rating System for Evaluation of Nominees

Source of Points	Points	Remarks
I. Scientific Refereed Publications		- For publications to be credited, UP must be indicated as address of author(s) - Multi-authors (applies to books and journals) 1 - 2 authors 100 % 3 - 4 80 5 up 60 - How about refereed University journals? OVCRD applies national criteria to "accredit" University journals; re-assess college-based journals before they can be considered
A. Scientific Articles		
1. National	3	
2. International	5	
3. International, ISI	7	
B. Scientific/Technological Books/ Chapters in Books (prestigious publishers)		Only non-textbooks considered
1. National	Chapter 7/Chapter Book 35	Ask UP Press and OVCRD to list down prestigious publishers
2. International	Chapter 10/Chapter Book 50	Use list in International Publications Awards
II. Technological Output		
1. Patent	Local 15 Int'l 50	
2. Peer-reviewed design	10 - 20	- Must be original - Dean Rowena Guevara will draft peer-review mechanism
III. Scientific Standing (International Journal/Books)		Dean Rowena Guevara will study a comparable mechanism of recognition for engineers
1. Editor	20	
2. Peer Reviewer	3 pts/article	- Maximum of two (2) - Look at International Editorial Board of journals - Can also apply to invited Dissertation reviewer by prestigious foreign universities
3. Member, editorial board	5	- Maximum of two (2) journals - 5 points per journal - For at least one year appointment during period of review
IV. Professional Standing (International Organizations/Conferences)		Dean Rowena Guevara will study a comparable mechanism of recognition for engineers
1. Member of prestigious international bodies, by invitation	10	- By direct invitation only (Those recommended by institution or government not included) - Maximum of two (2)
2. Scientific Award	10	Maximum of two (2)
3. Keynote speaker	50	Only one speaker
4. Plenary speaker	10	Maximum of two (2)

RETENTION/PROMOTION

- Scientists shall be evaluated every three years.
- The number of points required, and the source of these points, to be retained within the same rank or promoted to the next higher rank are summarized in the table below.

Table 3. RETENTION/PROMOTION

UP University Scientist Rank	Points Required (period of evaluation: 3 years after last appointment)	Sources of Points
I	35	I and/or II
II	45	I and/or II (min 20 - max 28) plus III or IV
III	55	I and/or II (min 11 - max 18) plus III and IV

- If a University Scientist does not meet the retention requirements, the following will apply:
 - will slide down to a lower rank or
 - may be temporarily removed from the UP Scientific Productivity Program.
- If a University Scientist is removed from the Program s/he did not meet the minimum requirement, s/he may apply again after five years and should meet the same requirements as for initial appointment.