

V. OTHER MATTERS

1. Review of the UP Policy on Hold-Over Positions for Deans and Chancellors

- 1.1 By way of background, President Jimenez informed the Board that the policy on hold-over positions was enacted by the BOR due to previous practice of the units in the University where Deans and Directors remain in office on hold-over capacity long after the expiration of their terms of office. He cited the case of a Dean who remained on holdover position for a period that extended over one full term of 3 years.
- 1.2 Regent Pagdanganan pointed out that there are intrinsic issues in appointing an Officer-in-Charge (OIC) especially for the Chancellor position due to the inherent limitations on the powers of an OIC. These may cause a hiatus in the management of the CU, including the implementation of academic programs. He said that the Board may come up with other ways to address the de facto extension of appointments of officials prospectively. But, in order to ensure peace and harmony within the UP community, it will be a lot better if the incumbent Directors, Deans, or Chancellors be allowed to serve on holdover capacity after the issue of de facto extensions have been addressed.
- 1.3 Regent Go reminded the members of the Board that it is important that the search process must be initiated immediately at least three months prior to the end of term of the incumbent Director, Dean, or Chancellor to avoid the need for having to appoint an OIC. This is also congruent with the stipulation in the UP Charter that the search and selection of the next Dean must not be longer than sixty (60) calendar days. He surmised that the Office of the President will be responsible in ensuring that the units in the University comply with the requirement of the 3-month lead time prior to the expiration of the term.
- 1.4 Chair De Vera suggested checking the track record of the University in completing search processes because if the track record shows that a search process may be completed in four months, then it must be initiated earlier than three months. Secretary Lara informed the Board that based on experience of being the President's representative in numerous search committees in the past six-years, the searches are always finished within one month because that is what is provided by the rules. Once the search committee is constituted, the Search Committee is given one month within which to conduct the activities of the search and submit a report to the President so that it can be taken up at the next Board meeting. With this explanation, Chair De Vera supported the position of Regent Go. Regent Pagdanganan suggested that the Secretary of the University take note of the end of office of Deans and Chancellors to ensure that the search process will be promptly initiated.



V. OTHER MATTERS (cont'd)

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- 1.5 Regent Pagdanganan called the attention of the Board to the preamble of Executive Order No. PDLCL 19-02: Holding-over of University Officials Whose Fixed Terms Have Expired, issued on 28 June 2019. It states that the purpose of the EO is to avoid de facto extensions of appointments without the requisite approval by the BOR. According to him, the EO is not a policy per se but a remedy to an implementation problem of a certain policy. The policy is to ensure that there is a succession of University officials appointed in a timely manner. He reiterated the possible problems in the limitation of the powers of an OIC, especially for a constituent unit.
- 1.6 Regent Ramota said that the question before the Board is which option would cause less disruption in terms of the University's operations, whether administrative or academic, given the limitations of an OIC as pointed out by Regent Pagdanganan.
- 1.7 After further discussions, Regent Pagdanganan moved that a review of the existing policy on the prohibition of hold-over be given urgent concern. Regents Ramota, Tiongco, and Severino seconded the motion. There being no objections, the Board approved to review the existing UP Policy on hold-over positions for Directors, Deans, and Chancellors.
- 1.8 Regent Pagdanganan further requested for an authority matrix of the President, Chancellors, and Deans to ensure that the Board only act upon matters that have not been delegated to other University Officials.

Board Action: A review of the existing UP policy on hold-over positions for Directors, Deans, and Chancellors shall be conducted by the President, the results of which shall be reported to the BOR.

2. On the matters of Chair De Vera:

- a. Discussion on the CHED-funded PCARI project at the UP Veterinary Teaching Hospital, UP Diliman Station;
- b. UP Policy on allowing internships of medical students from other SUCs or colleges at the Philippine General Hospital (PGH) in line with the Doctor Para sa Bayan Act; and

