

OVPAA

from: BSR

Area	Recommendations	Status of Compliance	Supporting Documents
Area III: FACULTY AND STAFF	1. Faculty workload may be reviewed to be comparable with PASUC standards and other state Universities and colleges.	100% complied The problem of some faculty members who are overloaded with teaching was discussed during the Academic Personnel Board (APB) meeting, and it was addressed by crafting guidelines on the grant of overload pay for teaching, prescribing the optimum teaching load of faculty members (18 hrs/week) and giving overload pay for excess load (not to exceed 6 hrs/wk), as stipulated in the following BOR Resolutions: 1. BOR Res. No. 78 s. 2019 - <i>guidelines in the grant of overload pay</i> 2. BOR Res. No. 44 s. 2020- <i>additional guidelines on the grant of overload pay</i> 3. BOR Res. 167 s. 2020- <i>revised scheme of granting overload pay under the new normal</i> A sample payroll of overload pay is attached. An excerpt of the APB meeting discussing the overload proposal is also attached.	1. BOR Res. No. 78 s. 2019 - <i>guidelines in the grant of overload pay</i> 2. BOR Res. No. 44 s. 2020- <i>additional guidelines on the grant of overload pay</i> 3. BOR Res. 167 s. 2020- <i>revised scheme of granting overload pay under the new normal</i> 4. Sample payroll of overload pay 5. Excerpt of APB meeting discussing the guidelines for granting overload
	2. In-breeding may likewise be reviewed and re-studied to formulate an enhanced policy	Compliance withheld To address this recommendation, the President ordered the Academic Personnel Board (APB) to revisit the existing inbreeding policy. After deliberation, the APB	1. BOR Res. No. 69 s. 2012- <i>Inbreeding Policy</i> 2. Excerpt of the minutes of the APB meeting 3. Horta, Hugo. 2013. <i>Understanding the pros and cons of academic inbreeding.</i>