



POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
COLLEGE OF ENGINEERING  
**COMPUTER ENGINEERING DEPARTMENT**

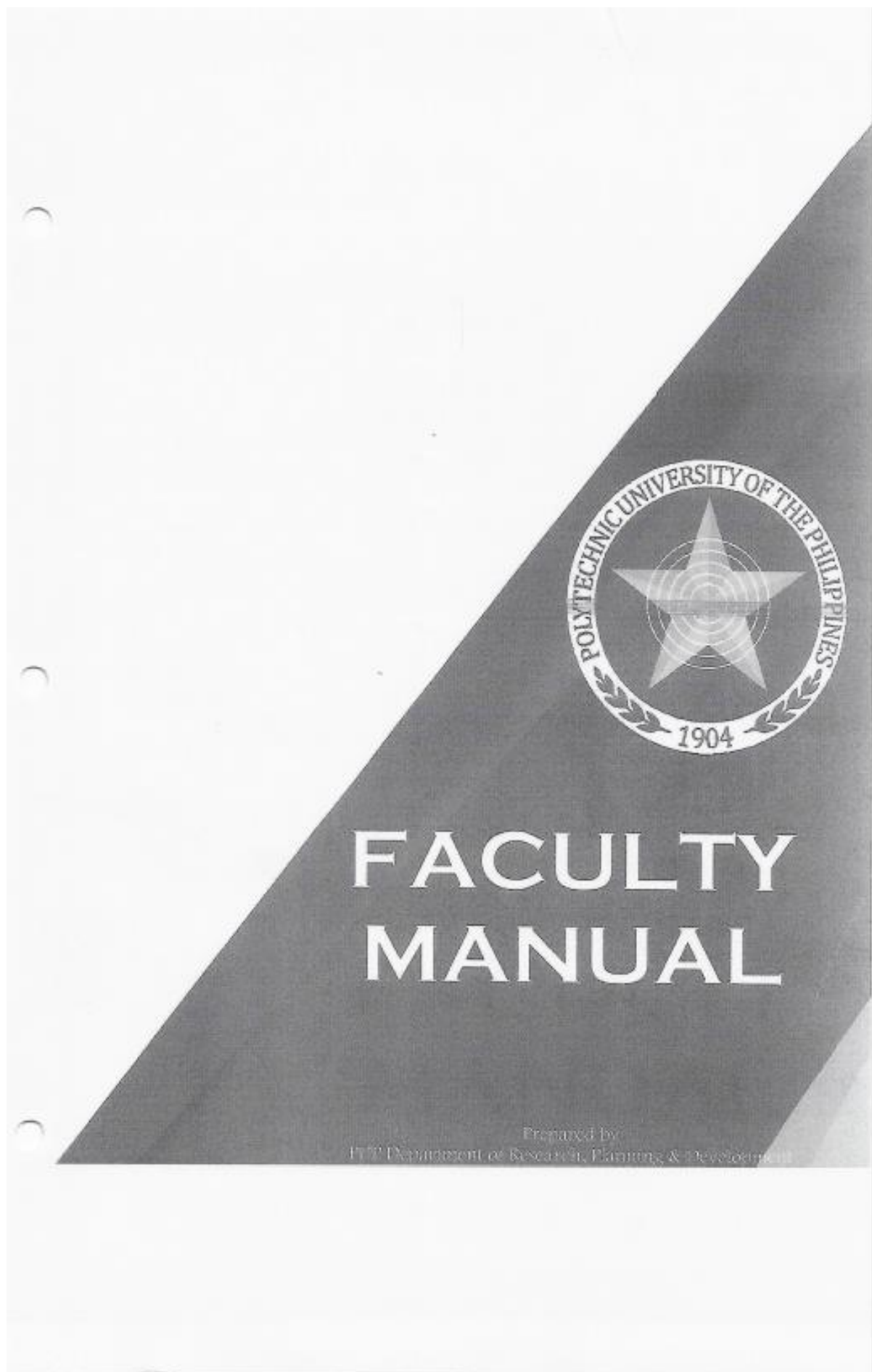
I.3. Exercise academic freedom judiciously.

Documents attached:

- FACULTY MANUAL



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- 10.1 Study grants may be granted on the basis of the greatest need for, and usefulness to the University. The appointment of the grantee(s) shall be made by the President of the University, and shall be limited to the most able, promising and deserving in the line of study selected and on the basis of University requirements, as well as availability of funds.
- 10.2 Travel, observation and research grants may be granted on the basis of greatest need, following University rules and requirements and where funds are available.
- 10.3 Any faculty who is admitted to the Graduate School shall, in addition to the authorized discount from tuition fee, be exempt from the payment of medical and dental fees.
- 10.4 The children of the regular faculty members of the University who have fulfilled University requirements, shall be entitled to a 50 percent discount on tuition fees in the University Laboratory High School or any of its colleges/institutes. However miscellaneous fees shall be paid in full.

11. ACADEMIC FREEDOM

- 11.1 Members of the teaching staff shall enjoy academic freedom; Provided, however, that no faculty member in the University shall directly or indirectly inculcate sectarian tenets and/or political partisanship in any of the teachings under penalty of dismissal by the Board of Regents.
- 11.2 Academic freedom is the right of the teacher to teach his subject of specialization according to his best lights; to hold, in other subjects, such ideas as he believes sincerely to be right; and to express his opinions on public questions in a manner that shall not interfere with his duties as a member of the faculty, or that shall not be adverse to his loyalty to the College or University that employs him. Within this specific framework which should be interpreted broadly, the following principles are hereby declared:
  - 11.2.1 The University shall not impose any limitation upon the teacher's freedom in the exposition of his own subject in the classroom or in speeches and publications;
  - 11.2.2 The University shall not place any restraint upon the teacher's freedom in the choice of subjects for research and investigation undertaken on his own initiative;
  - 11.2.3 The University shall recognize that the teacher in speaking or writing outside of the institution on subjects beyond the scope of his field of study, is entitled to the same responsibility as attached to all other citizens, but in added measure;
  - 11.2.4 The University shall, as a center of higher learning, stimulate and encourage the pursuit of truth, in every way possible;



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11.2.5 It is understood, however, that the Polytechnic University of the Philippines assumes no responsibility for views expressed by members of its staff, and the faculty members themselves should, when necessary, make it clear that they are expressing only their personal opinions or beliefs.

11.3 If the conduct of a teacher in his classroom or elsewhere shall give rise to doubts concerning his fitness for his position, the question shall in all cases be submitted first to a committee of the faculty, and in no case shall a regular member of the teaching staff be dismissed without due process.

12. TRANSFER

12.1 To PUP

12.1.1 Transfer of a faculty member from a position in a state educational institution to the University may be permitted only if an item is available. Permission to transfer does not insure, however, assignment of equivalent rank, level of salary.

12.1.2 Transfer shall be permitted only upon approval of the Board of Regents.

12.2 From PUP

12.2.1 Faculty members may transfer from the University to any other institution upon approval by the President of the University and clearance of all responsibilities have been made.

13. MERIT INCREASE

Merit increase shall be granted to faculty members who meet the criteria (Appendix "E") approved by the University Board of Regents and the Commission of Civil Service, provided that funds are available.

14. MEMBERSHIP IN ORGANIZATIONS AND ASSOCIATIONS

Faculty members are encouraged to join professional, civic, cultural and sports organizations/associations which will redound not only to their personal professional development, but also to the development of the University.

15. FACULTY PUBLICATIONS

15.1 Faculty publications may be supported by University funds or by organization or personal fund.