

# Representation and Accountability to Advance faculty rights and welfare

## *My views on the role of the 2009-2010 UP Faculty Regent*

JUDY M. TAGUIWALO, Ph.D.

**My views on the role of the** 2009-2010 UP Faculty Regent (FR) position stem from my almost two decades of active involvement in teaching, research, extension and administrative work in the University of the Philippines, a university committed to excellence and service.

I have been an active and leading member of the University Council Committee on National Programs and Policies (2000-2002), the University Council Committee on University Governance (2008-2010), and the University Council Committee on Faculty Development, Conduct and Welfare (2004-present), among others.

I come from the College of Social Work and Community Development (CSWCD) which espouses democratic governance whose bases are spelled out in the 2008 UP Charter: *“collegiality, representation, accountability, transparency and active participation of its constituents.”*

The FR is selected by the direct voting of all UP Faculty. The selection of the FR, therefore, represents a great opportunity for the faculty, regardless of tenure, to choose a

representative accountable to them. The FR’s accountability to the faculty is particularly important because the Board of Regents (BOR), aside from being the highest policy-making body in the University, is also the “court of last appeal”, regarding decisions on personnel matters made at the constituent and system levels. The FR’s primary accountability to the faculty enables her/him to independently examine faculty appeals on decisions made by the UP Administration and brought to the BOR for final resolution.

While I am aware of my main mandate to represent the rights and welfare of our faculty, I am also aware that to serve as a member of the BOR demands the broadest possible vision of UP as a national and public university in the service of our people. I believe this goal can best be achieved by working in a democratic and collegial manner to uphold our traditions of excellence and service to the nation. Indeed, my particular academic and advocacy focus on women’s rights and the rights of workers speaks of my commitment to non-discrimination and equity as basic principles.



**In particular, I hope to accomplish the following:**

1. To contribute to ongoing efforts at assessing and revising current university policies and practices on recruitment, renewal, tenure and promotion of faculty so as to ensure that the scholarly requirements are balanced with enabling conditions for faculty development and that provisions for transparency are in place.

2. To initiate the review of existing rules on the process of FR selection based on past experiences and to make proposals to the university councils for the necessary amendments.

3. To continue to advocate for the democratization in the governance of the university by working for the setting up of a mechanism to operationalize Section 3, (h) of the UP Charter: “...*promote the holding of fora for students, faculty, research, extension and professional staff (REPS), staff and alumni to discuss non-academic issues affecting the University.*” (See website below for more information)♦

***I will ensure that the Office of the Faculty Regent is accountable to its constituency.***

—The committee successfully worked for amending the BOR- approved policy for UP Diliman on up or out for Instructors and in or out for temporary Assistant and Associate Professors which removed the original lifetime ban on rehiring of those who were not able to complete the requirements for promotion to Assistant Professor (for Instructors) or for tenure. The committee is at present undertaking the compilation of specific guidelines for tenure of the various units to look into the criterion of collegiality. It is also

studying options for additional health insurance for faculty.

**College of Social Work and Community Development**

Coordinator (1999-

2000), Women and Development Program and Chair (2000-2002), Department of Women and Development Studies.

Director, (June 2004-May 2006), Research and Extension for Development Office (REDO). Founding National President of All UP Academic Employees Union and Current National Vice President for Faculty. The union of the rank-and-file faculty and REPS of UP for the welfare of the academic staff. Among the gains were the P20,000 centennial bonus, the release of the much-delayed 10% salary increase for UP employees and the grant of the P1,500 rice subsidy; among others.

**Selected Works:**

Editor, *Intensifying Working Women's Burdens: The Impact of Globalization on Women Labor in Asia*, Asia Pacific Research Network, December 2005

“Understanding Globalisation and its Impact on Indigenous Women”, in Proceedings of the Workshop on Indigenous Women, Chiangrai, Thailand, October 25, 2002 published in Proceedings of the Workshop, February 2004

(See website below for more information)♦

**BIODATA**

**Name:**

JUDY M. TAGUIWALO, Associate Professor, Department of Women and Development Studies, College of Social Work and Community Development, UP Diliman

**No. of years in service as faculty in UP:**

17 years (including three years as lecturer)

**Degrees:**

Ph.D. Philippine Studies, CSSP, UP Diliman  
M.A. in Public Administration, Carleton University, Ottawa, Ontario, Canada

B.S. in Social Work (cum laude) UP Diliman

**Positions Occupied:**

UP Diliman, University Council Committees: Chair, UP Diliman University Council Committee on Faculty Development, Conduct and Welfare —January 2004- to the present

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