



# Mindoro State University

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**GENELITA E. HERNANDEZ, Ed.D.**  
Board Secretary V

## Resolution No. 02, S. 2023

### A Resolution Approving the Revised Faculty Manual of Operations of the Mindoro State University (MinSU)

**WHEREAS**, the Revised Faculty Manual of Operations of the Mindoro State University (MinSU) is an indispensable tool which provides information and assistance relating to the role and responsibility of the faculty, University policies and procedures, as well as the University and campus resources available;

**WHEREAS**, during the 1<sup>st</sup> Hybrid Regular Meeting of the MinSU Board of Regents, the Revised Faculty Manual of Operations of the Mindoro State University (MinSU) was presented;

**WHEREAS**, the Vice-Chair, during the presentation of the said manual, informed the Governing Board that all the provisions recommended for exclusions were excluded and all recommendations and suggestions for inclusions were included;

**WHEREAS**, suggestions were made by Regent Zamora on Chapter II d, page 3 of 76 (Faculty Workload) of the Revised Faculty Manual of Operations;

**WHEREAS**, Regent Zamora moved for the approval of the above-cited manual with the inclusion of the suggestions of the Board;

**WHEREAS**, during the 1<sup>st</sup> Regular Hybrid Meeting of the Board of Regents held on 20 January 2023, the Governing Board approved as amended the Revised Faculty Manual of Operations;

**NOW, THEREFORE**, in view of the foregoing premises, the Governing Board approved as it is hereby approved, the Revised Faculty Manual of Operations of the Mindoro State University (MinSU).

I hereby certify to the correctness and authenticity of the foregoing resolution.

**GENELITA E. HERNANDEZ, Ed.D.**  
Board Secretary V

Attested:

**LEVY B. ARAGO, JR., Ph.D.**  
University President  
Vice-Chair, MinSU Board of Regents

## **Chapter I**

### **ACADEMIC FREEDOM OF FACULTY MEMBERS**

Pursuant to RA 8292 otherwise known as "The Higher Education Modernization Act of 1997" Section 11 and Paragraph 2 Section 5 of Article XIV of the Constitution of the Republic of the Philippines, all institutions of higher learning, public or private, shall enjoy academic freedom and institutional autonomy.

#### **Nature and Scope of Academic Freedom**

The Mindoro State University as an institution of higher learning has the right and responsibility to exercise academic freedom and such shall be extended to the faculty members.

All faculty members whose concern is on instruction, research, extension and production functions of the University whether on full time or part time basis shall exercise academic freedom.

Academic freedom is the right of the faculty members to teach the subject of their specialization according to their expertise; to hold, in other subjects, such ideas as they believe to be right; and, to express their opinions on public questions in a manner that shall not conflict with their duties as members of the faculty or cast doubt to their loyalty to the University that employs them.

#### **Statement of Principles on Academic Freedom**

The Mindoro State University (MinSU) recognizes and protects the right of faculty members to exercise academic freedom provided, however, that in the exercise of the same, they shall be guided by law and established principles.

The MinSU adheres to the following principles on academic freedom of faculty members:

1. Faculty members are entitled to freedom in the exposition of their subject matter in the classroom or in addresses and publications. However, no faculty members may claim as his/her right the privilege to discuss in the classroom controversial topics that are not pertinent and relevant to the course of study assigned to him/her;
2. The University does not place any restraint upon faculty members in the choice of subjects for research and investigation undertaken on their own initiative; provided that the faculty members adhere to the principles and ethics in conducting research.

3. The freedom of faculty members to speak or write outside of the institution on subjects beyond the scope of their field of study shall be recognized, subject to responsibility and accountability exercised by every citizen; and,
4. Faculty members assume sole responsibility for expressing views which are clearly and exclusively their own.
5. If the conduct in his/her classroom or elsewhere, a faculty member should give rise to doubts concerning his/her fitness for his/her position, the question should in all cases be submitted first to a committee of the faculty and in no case should any faculty be dismissed before the normal termination of his/her period of appointment without due process.