HIRING CAP FOR PROFESSIONAL FACULTY

Policy Rationale:
The policy is issued to maintain equity and calibrate the hiring and residency requirements for the various faculty classifications.

Background of the policy:
Reviewing the provisions of the Faculty Manual 2004-2007, a hiring cap is provided for academic teaching faculty. This hiring cap is not present in other faculty categories. Hence, there were equity issues on hiring and compensation procedures.

Policy Statements:
1. The hiring caps for Professional Teaching Faculty shall be based on the current conditions set forth in the Faculty Manual 2004-2007 for Academic Teaching Faculty. That is, there is no direct hiring to the Full Professor rank. Furthermore, to qualify for the Full Professor rank, the person should have ten (10) years of tertiary teaching experience or directly-related work experience, five (5) of which must be spent in the College of Saint Benilde.

2. To determine the hiring cap for Professional Teaching Faculty, the guideline used was the compensation level one rank lower to the monetary value of Full Professor compensation.

3. In order for the Professional Teaching Faculty to move to the next higher rank through promotion or reclassification, a two (2) year residency within rank is required.

Rationale: The two-year residency in rank was determined based on similar provisions for Academic Teaching Faculty. As provided in the Faculty Manual, there is no direct hiring for Full Professor. Hence, the hiring cap for Academic Teaching Faculty is Associate Professor (ASOP) 4. However, the compensation structure would still allow a new hire to move up to ASOP – 7 (equivalent to three steps up within the rank). Since the conferment of Full Professor rank requires a College residency requirement of five (5) years, the faculty would have two years of residency in the ceiling rank under ASOP (assuming the faculty would apply for reclassification/promotion every year). Given this existing condition, a two (2) year residency for other faculty classification was recommended.

Policy Exclusion:
This policy does not cover Professional Faculty hired with the rank of Distinguished Professional Faculty.

Policy Effectivity:
This policy will cover hiring effective Second Term, AY 2008-2009.