



COLLEGE CODE

The naming of unit heads as directors is a common practice for SUCS as implied by several directives. Moreover, the adoption of this by MPSPC is part of the College's image building and impression management efforts. The current leadership faces the challenge of reinventing the image of the institution; hence the emphasis on this is important as the position lends prestige. The RATA of these directors will be subject to pertinent government rules.

Article 1 - Title, Coverage, and Interpretation

Section 1. This Code shall be known as "**Code of the Mountain Province State Polytechnic College**" also known as the "**MPSPC Code.**"

Section 2. The Code shall govern and apply to Mountain Province State Polytechnic State College.

Section 3. The Code shall be liberally construed in favor of the principles and policies of the Mountain Province State Polytechnic College.

Article 2 - Declaration of Principles

Section 1. The Mountain Province State Polytechnic College is a public education institution established by virtue of Republic Act No. 7182.

Section 2. The Mountain Province State Polytechnic College aims to "provide higher professional, technical and special instructions for special purposes and to promote research and extension services, advance studies and progressive leadership in agriculture, education, forestry, engineering, arts, sciences, humanities and other fields as may be relevant." To carry out its objectives, the Polytechnic shall offer graduate and undergraduate courses in the foregoing fields of areas of specialization as the Board of Trustees may deem necessary. It shall also offer ladderized curricular programs especially in the technological and industrial degree courses.

Section 3. The Mountain Province State Polytechnic College shall enjoy academic freedom.

Section 4. The powers of the College, in addition to those provided for in the Constitution of the Republic of the Philippines, shall be those provided for by the Charter, pertinent provisions of the Corporation Law and the Administrative Code, and such others as may hereafter be provided by law.

Article 3 - Seal and Colors (BOT Res. No. 07, s. 1993)

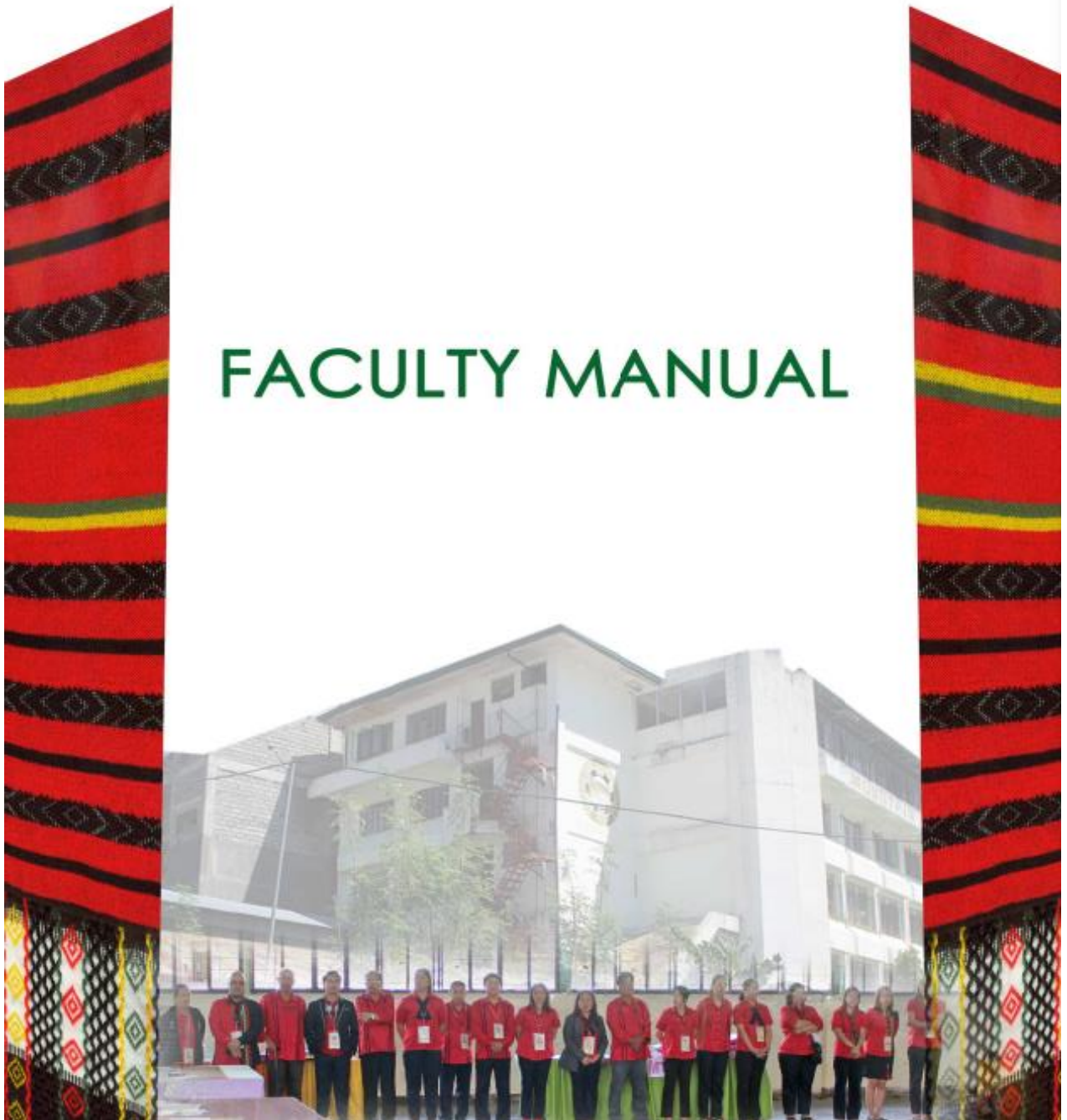
Section 1. The seal of the College consists of the circles, between the outer and middle circles is inscribed the name of the institution, "MOUNTAIN PROVINCE STATE POLYTECHNIC COLLEGE" and "1992", representing the year it became a state college. Between the middle and the inner circles is a gear representing science and technology with six teeth that stand for the five provinces and one city in the Cordillera. Inside the innermost circle is a mountain chain that stands for the ten municipalities of the Mountain Province that comprise the immediate service areas of the Polytechnic. The rice terraces represent the culture and characteristics of the people while the pine trees represent the five major tribes in the Mountain Province.

The fire represents the State College, fueled by the four pieces of wood that represent the four campuses of the College. The Chico River represents continuity of the services of the College while the rock represents the State



Republic of the Philippines
Mountain Province State Polytechnic College
Bontoc, Mountain Province

FACULTY MANUAL



LEGAL BASIS

The 1987 Philippine Constitution

The strongest and most direct legal basis for academic freedom in the Philippines can be found in Article XIV, Section 5 of the 1987 Constitution, which states:

“The State shall protect and promote the right of all citizens to quality education at all levels, and shall take appropriate steps to make such education accessible to all. It shall also provide for the support of research and the teaching of science and technology. Academic freedom shall be enjoyed in all institutions of higher learning.”

Republic Act No. 8292, also known as the **Higher Education Modernization Act of 1997**, further strengthens the legal framework for academic freedom in the Philippines. Under this law, state universities and colleges (SUCs) are granted greater autonomy to set their own curriculum, define academic standards, and determine faculty appointments, dismissals, and promotions. This autonomy is directly tied to the preservation of **academic freedom** as it protects the right of SUCs to decide on academic matters without interference from the government or other external parties.

Republic Act No. 10533: Enhanced Basic Education Act of 2013 primarily focuses on the enhancement of basic education in the Philippines, it indirectly affirms the importance of academic freedom in higher education as a necessary foundation for a robust educational system. The law emphasizes the need for continuous research and development to enhance the curriculum and educational delivery. In this context, academic freedom allows higher education institutions, including those with senior and junior academics, to conduct research that informs the development of a dynamic, relevant, and globally competitive curriculum.

ACADEMIC FREEDOM POLICY

MPSPC recognizes and upholds the academic freedom of all faculty members, including freedom in research, teaching, and publishing within their areas of expertise.

- Faculty members have the right to design and conduct their courses based on best practices and the needs of their discipline.
- Faculty are free to pursue and publish research findings without interference, provided they adhere to ethical guidelines.

- Faculty are entitled to express views related to their expertise in public forums, as long as it does not conflict with institutional values or professional standards.

PROFESSIONAL DEVELOPMENT AND RESEARCH SUPPORT

MPSPC is committed to supporting faculty in continuous learning, research, and professional growth.

- Faculty members are eligible for research grants and sabbatical leaves to pursue academic and research advancements.
- Access to funding, resources, and mentorship opportunities is available for faculty pursuing further education, training, or certifications.
- A schedule for mandatory faculty training (e.g., teaching strategies, technology in education) and ongoing development workshops will be provided annually.

INTELLECTUAL PROPERTY RIGHTS

The institution respects the intellectual property rights of faculty, covering research, publications, and creative work.

- Faculty retain ownership of their research, publications, and teaching materials unless otherwise agreed upon by contract.
- Works created using substantial institutional resources may be subject to shared ownership agreements.
- Faculty are encouraged to inform the institution of any intellectual property created, as a record of their professional contributions.