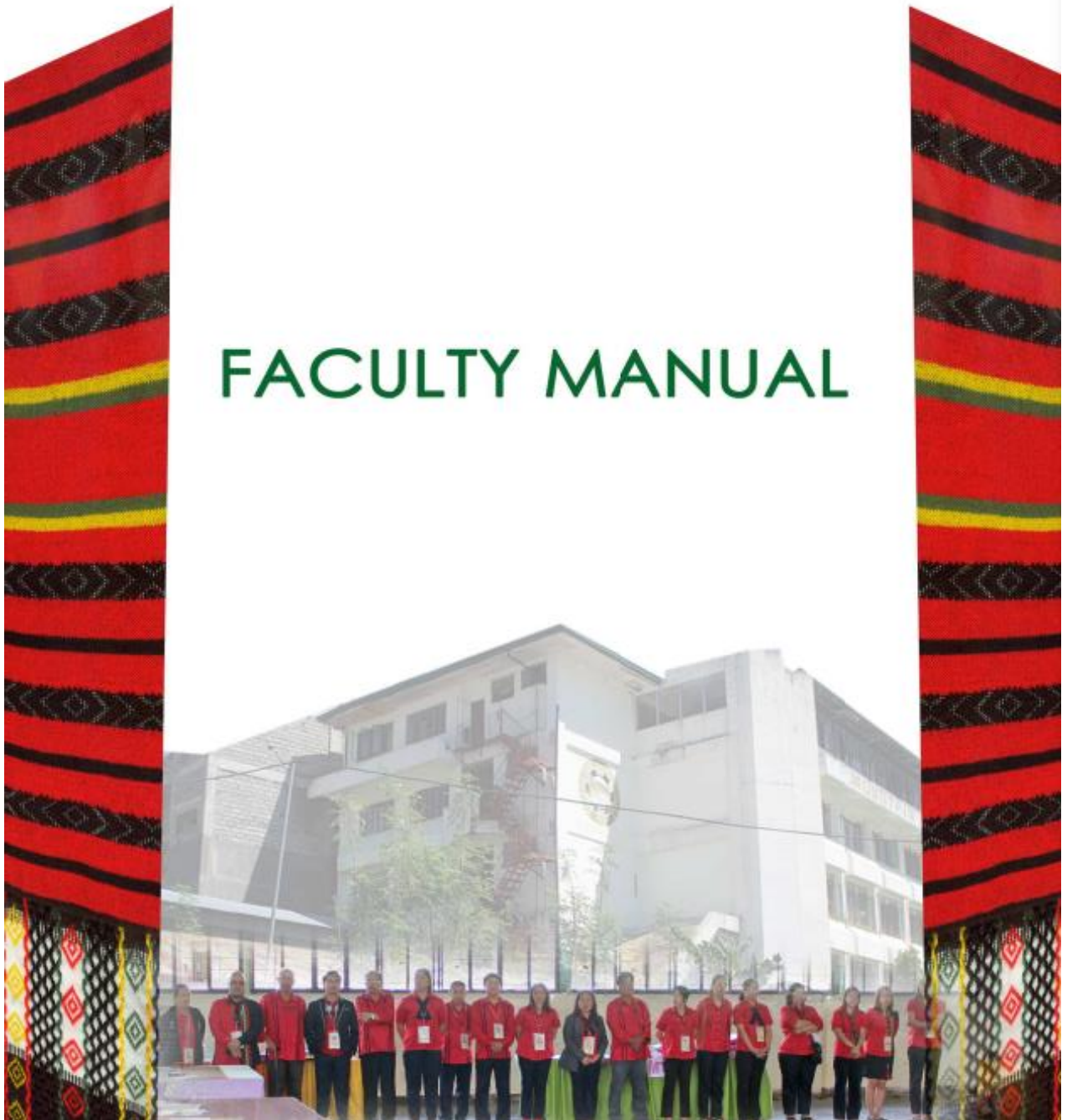




Republic of the Philippines
Mountain Province State Polytechnic College
Bontoc, Mountain Province

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.