

Republic of the Philippine
HOUSE OF REPRESENTATIVES
Quezon City

SIXTEENTH CONGRESS
First Regular Session

House Bill No. 3392



INTRODUCED BY REP. ROMAN T. ROMULO

EXPLANATORY NOTE

One of the critical factors that affect the quality of education offered by higher education institutions (HEIs) in the country is the quality of teaching received by college students. For several decades now, the issue of poor quality of trainers owing to inadequate faculty credentials or lack of competency of the faculty has continued to hound the educational system.

Recent data from the Commission on Higher Education (CHED) showed that more than half of university and college professors in the country do not have a master's or doctorate degree. In addition, only 35% (45,156) of the 129,675 higher education faculty have master's degree and 10% (12,670) have doctorate degree.

According to the CHED, about 55% (72,153) faculty do not have graduate degree. More than 50% or 70,000 higher education institutions (HEIs) faculty need to upgrade their qualifications and competencies in order to improve the quality of teaching in our HEIs. The vast majority of students in higher education are being taught by faculty who possess no more than the level of qualification for which they are studying. Low teacher qualification inevitably leads to low standards of learning achievement among

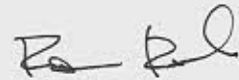
Despite efforts by to improve the quality of faculty teaching in HEIs, it cannot be denied that much has yet to be done to develop our college/university teachers, instructors and professor to ensure that they will perform their roles to the hilt when it comes to positively influencing education outcomes.

The strong foundation that the educational system needs to ensure that quality education becomes accessible cannot be attained if we do not prioritize the development of the faculty of our HEIs. We can hardly meet international standards or compete with our neighboring countries in terms of quality education if we do not invest in creating a pool of experts in our colleges and universities who will be capable of training students for significant and promising careers in the global market.

Hence, this bill prescribes the minimum educational qualifications for teachers, instructors or professors of degree courses of HEIs to ensure that the faculty possess adequate competency to help provide quality education to students. The bill further provides that the HEI may require additional qualification standards, such as giving preference to honor graduates from any HEI or top placers in licensure or bar exams in the hiring of applicants.

In addition, the measure states the criteria for salaries of faculty, as well as stresses that the salary scales of faculty across the Philippine educational system shall not be less than those provided for teachers by both the government or private sector.

In view of the foregoing reasons, immediate approval of this measure is earnestly sought.

A handwritten signature in black ink, appearing to read 'Roman T. Romulo', with a stylized flourish at the end.

ROMAN T. ROMULO

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Introduced by Honorable ROMAN T. ROMULO

AN ACT
PRESCRIBING UNIFORM QUALIFICATION STANDARDS FOR COLLEGE
OR UNIVERSITY FACULTY AND FOR OTHER PURPOSES

SECTION 1. *Short Title.* This Act shall be known as the *Uniform Qualification Standards for College or University Faculty Act*.

SEC. 2. *Declaration of Policy.* It is the declared policy of the State to build a just and humane society provide build a string foundation for educational system to ensure all its vital role in influencing education outcomes

SEC. 3. *Definition of Terms.* For purposes of this Act, the following terms shall mean:

- a) Faculty – shall refer to the academic staff of a college or university, which shall include teachers, professors and instructors;
- b) Higher Education Institutions – shall refer to public and private colleges and universities offering programs leading to the conferment of a degree.

SEC. 4. *Coverage.* This Act shall cover all teachers teaching in colleges or universities, including professors and instructors, whether in private or public colleges or universities with the end in view of a achieving a fair level or standard of quality education accessible to students and teachers alike.

SEC. 5. *Recruitment and Qualification.* Recruitment policy with respect to the selection and appointment of faculty in private or public higher education institutions shall be clearly defined by the Commission on Higher Education (CHED): Provided, however, that effective upon the approval of this Act, the following shall constitute the minimum educational qualifications for teacher-applicants:

- (a) For faculty in the undergraduate level, a bachelor's degree in a field of specialization related to the subject or course taught;
- (b) For faculty in the graduate level master's degree in a field of specialization related to the subject matter or course taught; and
- (c) For faculty in the post-graduate level, a doctoral degree in a field of specialization related to the subject or course taught.

Provided further, That any private or public HEI may require additional qualifications,

such as giving preference to honor graduates from any college or university or HEI or top placers in licensure or bar examination and those who graduated from top foreign counterpart schools in the hiring of applicants: *Provided further*, That other appointments to positions within the organizational or corporate structure of the HEI shall be decided by way of other prescribed criteria or measurements borne out of tradition or practice by the concerned HEI or by generally accepted scientific measurements.

SEC. 5. Remuneration and Hours of Teaching. Any faculty who works at least four hours of classroom teaching a day shall be remunerated in accordance with his or her regular remuneration and in excess of which, he shall be compensated with a plus twenty-five percent (25%) of his regular remuneration as those not engaged in actual classroom instruction who perform in excess of four hours.

SEC. 6. Criteria for Salaries. Salaries of faculty shall correspond to the following criteria:

- (a) They shall compare favourably with those paid in other occupations requiring equivalent or similar qualifications, training and abilities;
- (b) They shall be such as to insure teachers a reasonable standard of life for themselves and their families;
- (c) They shall be properly graded so as to recognize the fact that certain positions require higher qualifications and greater responsibility than others: *Provided*, however That the general salary scale shall be such that the relation between the lowest and highest salaries paid in the profession will be of reasonable order. Narrowing of the salary scale shall be achieved by raising the lower end of the salary scales relative to the upper end.

SEC. 7. Equality in Salary Scale. The salary scales of faculty across the Philippine educational system in so far as providing quality college education is concerned, shall not be less than those provided for teachers both by the government or private sector.

SEC. 8. Implementing Agency. The CHED, in coordination with the Professional Regulation Commission, shall issue the appropriate guidelines, rules and regulations for the effective implementation of the provisions under this Act.

SEC. 9. Repealing Clause. All Acts or parts of Acts, executive orders and their implementing rules inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

SEC. 10. Separability Clause. If any provision of this Act is declared invalid, the remainder of this Act or any other provisions not affected thereby shall remain in force or in effect.

SEC. 11. Effectivity - This Act shall take effect sixty (60) days upon its approval and its publication in the Official Gazette and in at least three (3) newspaper of general circulation.

Approved,