

IMPLEMENTING RULES AND REGULATIONS OF REPUBLIC ACT NO. 12148 OTHERWISE KNOWN AS "AN ACT STRENGTHENING THE DON HONORIO VENTURA STATE UNIVERSITY BY RENAMING IT AS THE PAMPANGA STA..."

IRR of REPUBLIC ACT NO. 12148, August 09, 2025

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RULE I

GENERAL PROVISIONS

SECTION 1. - Promulgation. - Section 27 of Republic Act No. 12148 (R.A. No. 12148) otherwise known as "AN ACT STRENGTHENING THE DON HONORIO VENTURA STATE UNIVERSITY BY RENAMING IT AS THE PAMPANGA STATE UNIVERSITY, EXPANDING ITS CURRICULAR OFFERINGS , AND THE COMPOSITION OF THE GOVERNING BOARD, AND APPROPRIATING FUNDS THEREFOR", provides:

"Within ninety (90) days from the effectivity of this Act, the Board shall, in consultation with the Commission on Higher Education, formulate rules and regulations to implement its provisions."

SEC. 2. Title. - These Implementing Rules and Regulations (IRR) shall be known as the "Implementing Rules and Regulations of R.A. No. 12148."

RULE II

LEGAL BASES

SECTION 1. Governing Law. - R.A. No. 12148, which strengthens the Don Honorio Ventura State University by renaming it as the Pampanga State University, among others as titled.

SEC. 2. Commission on Higher Education (CHED) Charter. - RA No. 7722, known as the "Higher Education Act of 1994," provides the framework for the governance of both public and private institutions of higher education as well as degree-granting programs in all post-secondary educational institutions.

SEC. 3. Higher Education Modernization Act of 1997. - RA No. 8292, known as "An Act Providing for the Uniform Composition and Powers of the Governing Boards, the Manner of Appointment and Term of Office of the President of Chartered State Universities and Colleges, and for Other Purposes" grants the Governing Board the power to promulgate rules and regulations to carry out the purposes and functions of the university, and CMO No. 7, s. 2022 or the "The 2022 Revised Implementing Rules and Regulations (IRR) of RA 8292, Amending CHED Memorandum Order No. 03, s. 2001 and other Related Relevant Memoranda and Circulars."

SEC. 4. Don Honorio Ventura State University-City of San Fernando Campus Act. - R.A. No. 12147, establishing a Regular Campus of the Don Honorio Ventura State University in the City of San Fernando, Pampanga, and Appropriating Funds Therefor.

SEC. 5. Don Honorio Ventura State University-Sto. Tomas, Porac, Lubao, Candaba, Apalit, Mexico, Sta. Rita, Floridablanca, Guagua, and Sasmuan Campuses Act. - R.A. No. 11781 or An Act Converting the Extension Campuses of the Don Honorio Ventura State University (DHVSU) Located in the Municipalities of Sto. Tomas, Porac, Lubao, Candaba, Apalit, Mexico, Sta. Rita, Floridablanca, Guagua, and Sasmuan, all in the Province of Pampanga, into Regular Campuses of the DHVSU, into Regular Campuses of the DHVSU, and Appropriating Funds Therefor.

RULE III

DEFINITION OF TERMS

SECTION 1. Definition of Terms. - Whenever used in the IRR, the following words or phrases shall mean or refer, thus:

a.

Act refers to R.A. No. 12148 otherwise known as "AN ACT STRENGTHENING THE DON HONORIO VENTURA STATE UNIVERSITY BY RENAMING, IT AS THE PAMPANGA STATE UNIVERSITY, EXPANDING ITS CURRICULAR OFFERINGS, AND THE COMPOSITION OF THE GOVERNING BOARD, AND APPROPRIATING FUNDS THEREFOR."

b.

Auxiliary Services refers to all kinds of services performed or rendered by the State Universities and Colleges (SUCs) other than academic, such as hospital, cafeteria, janitorial, printing press, and other services and facilities that support the curricular offerings of the University.

c.

Board of Regents (BOR) refers to the highest policy-making body for a Chartered State University.

d.

Chairperson of the Board refers to the CHED Chairperson or to the CHED Commissioner, duly designated as Regular Chair and Presiding Officer of the Governing Board.

e.

Co-Chair refers to the President of the Pampanga State University, duly designated as the regular Vice-Chair and presiding officer in the absence of the Chair.

f.

Commission on Higher Education (CHED) refers to the government agency that has the power of reasonable supervision and regulation over all higher education institutions (HEIs), public or private, in the Philippines.

g.

Community Laboratory refers to a community adopted by an SUC as part of its extension program or outreach, where research and civic activities are conducted by its students and faculty.

h.

Distance Education is a mode of educational delivery, local and foreign, whereby the teacher and the learner are

physically separated from each other, and instruction is delivered through appropriate communication technologies using specially designed materials and methods, supported by organizational and administrative arrangements and structures.

i.

Dual Training System refers to a teaching-learning approach utilizing both the experiences gained by students inside and outside the classrooms, usually through industry immersion, sometime called the in-school, off-school approach.

j.

Extension Center refers to an entity established within the SUC to mobilize knowledge and technology towards enhancing productivity, generating employment and reducing poverty, including the transfer and/or application of technology/knowledge that contribute to the attainment of the country's development goal.

k.

Federation refers to an organization of associations created and registered to pursue common goals beneficial to the interests of the constituent association and members thereof. A federated association is a group of organizations, associations, or other entities that have joined together to form a larger, unified entity while retaining some degree of autonomy. This structure allows for collaboration and collective action on shared goals while maintaining the individual identities and specific interests of the member organizations.

l.

Federation of Alumni Associations refers to the federation of such alumni associations to include all levels of education (e.g., basic, secondary, tertiary, and graduate programs).

m.

Federation of Faculty Associations refers to such federation of faculty associations registered or accredited faculty federation, comprising of at least thirty percent (30%) of the faculty members of Pampanga State University duly registered or accredited by the Civil Service Commission-Personnel Relations Office (CSC-PRO) and Department of Labor and Employment - Bureau of Labor Relations (DOLE-BLR) for their mutual aid protection. The President of the association or their duly appointed representative will serve as their representative in the BOR.

n.

Federation of Non-teaching Staff refers to the federated and registered association of Non-Academic Staff of the Pampanga State University comprising of at least thirty percent (30%) of the rank-and-file employees of Pampanga State University in the organizational unit (non-teaching), duly registered or accredited by the Civil Service Commission-Personnel Relations Office (CSC-PRO) and Department of Labor and Employment - Bureau of Labor Relations (DOLE-BLR) for their mutual aid protection. The President of the association or their duly appointed representative will serve as their representative in the BOR.

o.

Flexible Learning is a pedagogical approach allowing flexibility of time, place and audience learning, but not solely focused on the use of technology. Although it commonly uses the delivery methods of distance education and facilities of education technology, this may vary depending on the levels of technology and the availability of devices, internet connectivity, level of digital literacy, and approaches.

p.

Information Technology or Learning Management System (LMS) refers to the use of technology in the dissemination of information and delivery methods of instruction and distance education. A platform used by PSU for online learning and teaching activities, such as accessing course materials, submitting assignments, and engaging in online discussion.

q.

Main Campus (Don Honorio Ventura Campus) refers to the campus where the central or university-wide administration of Pampanga State U conducts its business and where its President mainly holds office.

r.

Open Distance Learning refers to the merger of the two (2) concepts, that of open learning and distance education. It is a system which combines the methodology of distance education with the philosophy of open and flexible learning.

s.

Pampanga State U is the conventional shortened name of Pampanga State University.

t.

Private Sector Representative (PSR) refers to a BOR member who is a prominent citizen from the Province of Pampanga representing the private sector, distinguished in their profession or field of specialization aligned to the mandate of the SUC, and possesses none of the disqualifications under the law of its IRR.

u.

Regular Campus refers to a campus established by law in a municipality or city within the same province or region where the main campus is located. The definition of Regular Campus by CHED shall be adapted in this IRR.

v.

Research, Innovation, Training, and Extension Center refers to an entity established within the Pampanga State University to engage in research and development based on its legal mandate, with formal structure, relevant rules and regulations.

w.

State Universities and Colleges (SUCs) refer to public HEIs in the Philippines established by law with independent and separate Governing Boards.

x.

Student Affairs Services (SAS) are support programs and services in Pampanga State U which aim to advance the well-being and holistic development of the students. These programs and services aim to create a supportive and inclusive environment that contributes to student's life and success.

y.

Technical Education and Skills Development Authority (TESDA) Courses refer to technical-vocational courses as authorized by the TESDA.

z.

University also herein refers to Pampanga State University.

RULE IV

COVERAGE, APPLICATION AND CONSTRUCTION

SECTION 1. Coverage. - This IRR shall apply to and cover all campuses of the University as well as research and extension, training, innovation center, and other centers that may be established. The operation of this IRR subsists unless otherwise subsequently validly repealed or amended.

SEC. 2. Application and Construction. - The IRR provisions shall be applied to ensure the proper use of funds, academic development, and institutional reforms, so that the vision, mission, objectives, goals, mandates, intents, and purposes of the University are attained. The University shall decide itself to quality higher education and global competitiveness. Furthermore, the University shall strive to maintain academic freedom and institutional autonomy in accordance with existing laws, rules, regulations, and established jurisprudence. hence, any doubts that may arise in the interpretation and implementation of the provisions of this IRR shall be liberally construed in favor of the University.

Concerning the welfare of the students, faculty members and non-teaching personnel, all doubts in the interpretation and implementation of this IRR shall be construed in favor of students, faculty members and non-teaching personnel, subject to existing laws, rules and regulations.

RULE V

THE PAMPANGA STATE UNIVERSITY

SECTION 1. Renaming. - The Don Honorio Ventura State University, renamed as such from Don Honorio Ventura Technological State University by virtue of Republic Act No. 11169, is hereby renamed as Pampanga State University.

SEC. 2. The Main Campus (Don Honorio Ventura Campus). - The Main Campus of the University refers to the campus where the central university-wide administration of Pampanga State University conducts its business and where its President and other officials usually holds office. The Main Campus, which is currently located in Bacolor, Pampanga, shall be known as the Don Honorio Ventura Campus.

SEC. 3. The Regular Campuses. - The regular campuses of the University shall be, in no particular order:

Mexico Campus in Brgy. San Juan Mexico, Pampanga;

Porac Campus in Brgy. Pio, Porac, Pampanga;

Sto. Tomas Campus in Brgy. San Nicolas, Sto. Tomas, Pampanga;

Lubao Campus in Brgy. Sta. Catalina, Lubao, Pampanga;

Candaba Campus in Brgy. Pasig, Candaba, Pampanga;

Apalit Campus in Brgy. Sitio Tagulod, Apalit, Pampanga;

San Fernando Campus (Aurelio Gonzales Sr. Campus) in Brgy. Malino, City of San Fernando, Pampanga;

Floridablanca Campus in Brgy. Sta. Monica, Floridablanca, Pampanga; and

All other campuses that may be established by the University in a municipality or city in the Province of Pampanga.

SEC. 4. Other Campuses. - The University may establish such other campuses, such as satellite, virtual, or external as may be decided and approved by the Board of Regents.

RULE VI

GENERAL MANDATE AND CURRICULA OFFERINGS

SECTION 1. General Mandate. - The Pampanga State University shall primarily provide advanced education, higher technological and professional courses, and training programs in education, engineering, science and technology, arts and humanities, information and communications technology, liberal arts, medical and health-related programs, and other relevant fields of study. It shall also undertake research and extension services in support of the socioeconomic development of the Province of Pampanga and the Central Luzon Region.

SEC. 2. Curricular Offerings. - The Pampanga State University shall offer short-term, technical-vocational, diploma, undergraduate, graduate, and post-graduate courses within its areas of competency and specialization in the fields of education, engineering, science and technology, arts and humanities, information and communications technology, liberal arts, legal management, law, medicine and allied sciences, health-related programs, entrepreneurial programs, creative industries, travel management, and other relevant fields of study, as the Board of Regents may deem necessary for the accomplishment of its objectives, and those which respond to the human resource development needs of the Province of Pampanga and the Central Luzon Region: Provided, That the Pampanga State University shall comply with the policies, standards, and guidelines of the Commission on Higher Education (CHED) for the offering of courses and the introduction of new or revised programs: Provided, further, That no degree program shall be offered without the approval of the CHED before the same shall be approved by the Board of Regents of the Pampanga State U.

RULE VII

ADMINISTRATION

SECTION 1. Administration. - The Pampanga State University shall have the general powers of a corporation as set forth in Republic Act No. 11232, otherwise known as "Revised Corporation Code of the Philippines." The administration of the University and the exercise of its corporate powers shall be vested exclusively in the Governing Board.

SEC. 2. The University President. - The University President shall serve as the Head of the University whose primary duties and responsibilities are to faithfully, properly, efficiently and effectively manage and supervise the day-to-day operations of the University including policies, guidelines and programs laid down and delegated by the Governing Board including the achievement of the academic targets of the University which are anchored on its Vision, Mission, Goals and Objectives.

RULE VIII

THE GOVERNING BOARD

SECTION 1. The Governing Board. - The governing board of the University shall be the Board of Regents (Board/BOR), which shall be chaired and co-chaired by the Chairperson of CHED and the President of Pampanga State University, respectively, with the following as members:

a.

Chairperson of the Committee on Higher, Technical and Vocational Education of the Senate of the Philippines;

b.

Chairperson of the Committee on Higher and Technical Education of the House of Representatives;

c.

Regional Director of the Department of Economy, Planning, and Development (DEPDev) Regional Office III;

d.

Regional Director of the Department of Science and Technology (DOST) Regional Office III;

e.

President of the Federation of Faculty Associations of the Pampanga State University;

f.

President of the Federation of Student Councils of the Pampanga State University;

g.

President of the Federation of Alumni Associations of the Pampanga State University;

h.

President of the Federation of Non-Teaching Personnel Association of the Pampanga State University; and

i.

Two (2) prominent citizens from the private sector who have distinguished themselves in their profession or fields of specialization.

The Board shall appoint the two (2) prominent citizens from among the list of at least five (5) qualified persons from the Province of Pampanga, as recommended by a Search Committee constituted by the President of Pampanga State University, in consultation with the Chairperson of the CHED and other members of the Board, based on the guidelines, qualifications and standards for the position set by the Board. They shall serve for a term of two (2) years from the date of appointment.

The President of the federation of faculty associations, the President of the federation of student councils, the President of the federation of alumni associations, and the President of the federation of non-teaching personnel association of Pampanga State U shall be coterminous with their terms of office, as provided under their respective Constitutions and By-laws.

SEC. 2. Powers and Duties of the Board. - The administration of the Pampanga State University and the exercise of its corporate powers are vested in the Board, which shall have the following specific powers and duties in addition to its general powers of administration and the exercise of all the powers granted to the Board of Directors of a Corporation under Section 35 of Republic Act No. 11232:

a.

To promulgate and implement policies in accordance with the declared State policies and provisions of the Philippine Constitution on education, agriculture, science and technology, as well as the policies, standards and thrusts of the CHED under Republic Act No. 7722, otherwise known as the "Higher Education Act of 1994";

b.

To approve the curricula, instructional programs, and rules on student disciplines drawn by the Administrative and Academic Councils, as herein provided;

c.

To appoint, upon recommendation of the President of Pampanga State University, the vice presidents, deans, directors, heads of the campuses, faculty members and other officials of the University;

d.

To prescribe the salaries of faculty members and administrative officials, and employees, subject to the provisions of Republic Act No. 11466, otherwise known as "Salary Standardization Law of 2019," and other laws amendatory thereto, civil service rules and regulations governing hours of service and such other requirements and conditions, other pertinent laws, rules and regulations;

e.

To fix the tuition fees and other necessary school charges, such as matriculation fees, graduation fees and laboratory fees, as the Board may deem proper to impose, after due consultation with concerned sectors. The fees and charges including government subsidies and other income generated by the Pampanga State University, shall constitute its funds to be used exclusively in the pursuit of its mandate as a State University, and shall be deposited in any authorized government depository bank. All interests that shall accrue therefrom shall form part of the same funds for the use of the University;

The fees and charges collected by the Pampanga State University, including government subsidies and proceeds from other income sources, as well as interests that would accrue therefrom, shall be retained by the Pampanga State University: Provided, That in no case shall the said income be used for the payment of allowances and other benefits not authorized by law: Provided, further, That all fiduciary fees shall be disbursed for the specific purpose for which they were collected;

Notwithstanding any provision of law to the contrary, the Board may authorize, for such reasonable and legal

purposes for which it deems necessary and urgent for the attainment of the objectives of the Pampanga State University, the use of: (1) any unexpended balance whose fiduciary character has been ipso facto removed pursuant to the grant of subsidy under Republic Act No. 10931, otherwise known as "Universal Access to Quality Tertiary Education Act"; and/or (2) any appropriation for any project of expenditures of the Pampanga State University, for reasons beyond its control, would not be able to pursue: Provided, That funds collected from students for specific purposes shall not be realigned or reprogrammed to other expenditures;

f.

To adopt and implement a socialized scheme of tuition and other school fees for greater access of poor but deserving students in accordance with Republic Act No. 10931, or the "Universal Access to Quality Education Act";

g.

To establish professional chairs in the Pampanga State University and to provide fellowships for qualified faculty members, and academic and athletic scholarships to deserving students;

h.

To receive and appropriate all sums as may be provided by law for the support of the Pampanga State University, and all other sums in the manner it may, in its discretion, determine to carry out the purposes and functions of the University;

i.

To set the policies on admission and graduation of students;

j.

To award honorary degrees upon persons in recognition of their outstanding contribution in the fields of education, public service, arts, science and technology, sports and human kinetics or any field of specialization within the academic competency of Pampanga State University, and to authorize the awarding of certificates of completion of non-degree and non-traditional courses;

k.

To establish research and extension centers to promote the development of the University;

l.

To develop academic arrangements for institutional capability building with appropriate institutions and agencies, whether public, private, and local or foreign, and appoint experts or specialists as consultants, part-time, visiting or exchange professors, scholars or researchers, as the case may be;

m.

To set up the adoption of modern and innovative modes of transferring knowledge to allow greater access to education such as the use of information technology, the dual training system, open distance learning, and community laboratory;

n.

To collaborate with the governing bodies of other state universities and colleges within the Province of Pampanga and Central Luzon Region, under the supervision of the CHED and in consultation with the Department of Budget

and Management (DBM), in restructuring of the Pampanga State University to make it more efficient, relevant, productive and competitive;

o.

To establish and absorb non-chartered tertiary institutions within the Province of Pampanga as other campuses and extension centers in coordination with the CHED in consultation with the Department of Budget and Management (DBM), and to offer therein programs or courses to carry out the constitutional mandate of providing equal access to educational opportunities;

p.

To authorize an external management audit of the University, to be financed by the CHED, subject to the rules and regulations of the Commission on Audit (COA); and institute reforms, including academic and structural changes, on the basis of the audit results and recommendations;

q.

To develop consortia and other economic forms of linkages with local government units (LGUs), institutions, and agencies, both public, private, and local or foreign institutions and agencies for the furtherance of the purpose and objectives of the Pampanga State University;

r.

To import books or publications, instruments, equipment, and apparatuses for economic, technical-vocational, scientific, medical, philosophical, historical, legal, or cultural purposes;

s.

To enter into joint ventures with business and industry, after consultation with the Department of Economy, Planning, and Development (DEPDev) for the profitable development and management of economic assets, the proceeds from which shall be used for the development and strengthening of the Pampanga State University;

t.

To receive in trust, legacies, gifts and donations of real and personal properties of the same, when necessary, for the benefit of the Pampanga State University and subject to the limitations, directions and instructions of the donor, if any;

u.

To extend the term of the President of the Pampanga State University beyond the age of retirement, but not beyond the age of seventy (70) based on the guidelines, qualifications and standards set by the Board of Regents: Provided, that such extension shall be subject to the term limits provided in Section 9f of Republic Act 12148: Provided, further, that the President's performance has been rated by the Board as outstanding, and a unanimous recommendation for such extension has been decided upon by the Search Committee;

v.

To delegate any of its powers and duties provided to the President and other officials of the University, as it may deem appropriate, so as to expedite the administration of the affairs of the University;

w.

To establish policy guidelines and procedures for participative and transparent decision-making within the

University;

x.

Where most advantageous to the University, outsource the management of non-academic services such as health, food, building or grounds or property maintenance, and such other similar activities;

y.

To authorize the construction or repair of its buildings, machinery, equipment and other facilities, and the purchase and acquisition of real property, including necessary supplies, materials and equipment; and

z.

To promulgate rules and regulations as may be necessary to carry out the purposes and functions of the Pampanga State University.

RULE IX

BOARD MEETING

SECTION 1. Regular Meetings. - The Governing Board shall regularly convene once every quarter.

SEC. 2. Special Meetings. - The Chairperson of the BOR may, upon three (3) days prior written notice, call for special meetings whenever necessary within the year.

A special meetings may also be called to discuss and address matters requiring urgent action of the BOR, upon motion of the majority members of the BOR including the President: Provided, That the Chairperson of the BOR is given at least three (3) days prior notice and where the latter signified unavailability.

SEC. 3. Quorum. - The quorum of the BOR shall consist of the majority of all its members holding office at the time of the meeting: Provided, however, that the Chairperson of the BOR or the President of the University is among those present in the meeting.

In case of failure to constitute a quorum, the meeting shall be terminated and rescheduled on a later date.

SEC. 4. Presiding Officer. - The CHED Chairperson shall be the Presiding Officer of all regular and special meetings of the Pampanga State University BOR.

However, the Chairperson of the CHED is hereby authorized to designate a CHED Commissioner as the regular Chairperson of the BOR, in which case the said CHED Commissioner shall act as the Presiding Officer.

This, notwithstanding, in the absence of the CHED Chairperson or the CHED Commissioner designated as the regular Chairperson in a meeting of the BOR, the CHED Chairperson may designate another CHED Commissioner as his/her representative in the same meeting, where said representative shall have all the rights and responsibilities of a regular member. During the said meeting, however, the President of Pampanga State University, as Co-Chairperson, shall be the Presiding Officer.

SEC. 5. Proxy of Members. - If the CHED Chairperson fails to be present, a Commissioner of the CHED, duly designated by the CHED Chairperson as representative in the meeting, shall have the rights and responsibilities of a regular member.

In case the Chairperson of the Senate Committee on Higher, Technical, and Vocational Education and the House Committee on Higher and Technical Education will not be able to attend the Board meeting, they may designate

in writing their respective representatives to attend the meeting, who shall have the same rights and responsibilities as a regular member of the BOR.

SEC. 6. Compensation. - The members of the BOR shall not receive any salary, but be entitled to reimbursement for actual and necessary expenses incurred, either for their attendance in the meetings of the Board or in connection with other official business authorized by a resolution of the Board, subject to existing laws and regulations.

SEC. 7. Entitlement of Honorarium of the Members of the Governing Board. - The Chairperson, Vice-Chairperson and Members of the BOR may be entitled to reasonable honoraria for their attendance during meetings of the BOR in accordance with DBM guidelines and existing accounting and auditing rules and regulations.

The resource person and the Committee duly constituted by the BOR shall likewise be entitled to reasonable honoraria their attendance during meetings and such other incidental activities: Provided, That the rate of honorarium shall be in accordance with the guidelines promulgated by the Department of Budget and Management (DBM) and such other relevant issuances thereof.

SEC. 8. Approval of Urgent Resolutions Through Referendum. - The University President or any member of the BOR may request approval through referendum of any urgent resolutions on matters necessary or incidental to the realization of the mandate, vision, mission and objectives and ensure continuity in the delivery of the services of the University that require immediate action prior to the holding of the regular or special en banc meeting, Provided, that such resolution shall be signed by an affirmative majority of the BOR; Provided further, that the University President shall sign such resolution before the same be routed to the Chairperson of the BOR. The said resolution shall have the same legal effect approved by the majority of the members of the Board holding office at the time of the referendum.

RULE X

THE UNIVERSITY PRESIDENT

SECTION 1. The University President. - The University shall be headed by a President, who shall render full-time service and who shall be appointed by the Governing Board, subject to the guidelines, qualifications and standards set by the Board, upon recommendation of a duly constituted Search Committee.

SEC. 2. Appointment and Term of Office. - After the BOR shall have selected and appointed the University President by a majority vote of the members present in a meeting called for the purpose, his/her appointment papers shall be signed by the CHED Chairperson or the CHED Commissioner duly designated as Regular Chair of the BOR.

The University President appointed by the Board shall have a term of four (4) years, the beginning and end of which must be clearly specified in the appointment by the Board, and shall be eligible for reappointment for another term.

SEC. 3. Powers and Duties. - The powers and duties of the President of the University, in addition to those specifically provided in this Act, shall be those usually pertaining to the Office of the President of similar universities, and those delegated by the BOR.

SEC. 4. Minimum Qualifications. - Applicants for SUC Presidency must possess the following minimum qualifications:

a.

Not less than thirty-five (35) years old and not more than the mandatory age of retirement, unless under special circumstances at the time of application. This qualification should be read in coherence with CHED Memorandum Order No. 7, series of 2022.

b.

A Filipino citizen.

c.

Holder of an earned doctorate degree from a reputable higher education institution.

d.

With a proven track record as SUC/LUC administrator (e.g. president, vice president, dean, campus administrator, director) or high-level management executive/administrator, whether in public or private sector, for at least five (5) years. The nomenclature of the position, especially in the private sector, may be clarified by BOR as long as the position is high level management.

e.

Must not been convicted for a crime involving moral turpitude or an offense punishable by imprisonment for a period of exceeding six (6) years, suspended administratively for twelve (12) months, and/or dismissal from service.

For SUC Presidents who are undergoing evaluation for a second term, he/she must not have been convicted of any administrative offense or crime.

An applicant who fails to meet any one of the above-mentioned minimum qualifications and cannot submit pertinent supporting documentary evidence shall be disqualified from the search process.

Incumbent Presidents of other SUCs whose term is set to expire within six (6) months of the Search Process, shall be allowed to apply for vacant post of the presidency.

Above qualifications may be subject to change by the BOR with reference to prevailing laws.

SEC. 5. Documentary Requirements for the Application for President. - Interested applicants must submit one (1) set of original and six (6) certified true copies of the following:

a.

Formal Application Letter addressed to the CHED Chairperson

b.

Detailed Curriculum Vitae, signed under oath

c.

Six (6) Certified True Copies of documents in support of the data stated in the Curriculum Vitae

d.

Proposed Vision, Mission, and Development Goals for the Pampanga State University

e.

Certificates/Clearances from the following government agencies, obtained not more than one (1) month from the date of filing of application, indicating that the applicant has no pending administrative and/or criminal case:

a.

Sandiganbayan

b.

Civil Service Commission (CSC)

c.

National Bureau of Immigration

d.

Municipal/Regional Trial Court

e.

Ombudsman (for government employees)

f.

Institution/Company where applicant is presently employed

g.

PSA-authenticated Birth Certificate

h.

Medical Certificate of Physical Fitness issued by a physician from CHED-recognized accredited health institutions, but not in the same institution where applicant is presently employed

i.

Results of Neuro-psychiatric examination conducted by a physician from CHED-recognized accredited health institutions, but not the same institution where the applicant is presently employed

j.

Duly accomplished CSC Form 212 made under oath

The Search Committee for Presidency (SCP) Secretariat shall check the completeness of the required documents and shall make its initial report to the SCP. Should the SCP find that there are applicants who lack necessary documents, the SCP must immediately refer to the BOR whether or not the applicants will be advised to complete the documents and continue with the process.

The above requirements may be subject to change by the SCP on approval by the BOR and with reference to prevailing laws.

SEC. 6. Criteria for Evaluation. - In general, applicants for SUC president shall be evaluated on four (4) major areas:

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">a.

Professional Competence - 35%;

b.

Academic Background - 25%;

c.

Public Forum/Presentation - 25%; and

d.

Panel Interview - 15%

These criteria and/or their weight may be subject to change by the SCP on approval by the BOR and with reference to prevailing laws.

SEC. 8. Succession. - In case of vacancy because of death, resignation, removal for cause, or incapacity of the incumbent SUC President to perform the functions of office, the BOR shall, within five (5) calendar days from the occurrence of such vacancy, designate an Officer-in-Charge with the same qualifications as the President. In the event of unavailability of the majority of the members of the Governing Board to hold a Special Meeting for this purpose, the Chairperson of the Board may designate an OIC President, subject to confirmation by the Board in a meeting set for this purpose. If the BOR did not ratify/confirm the designated OIC President, subject to CSC rules on designation.

Within six (6) months from the appointment of the OIC President, the BOR shall constitute the Search Committee for the President.

The OIC President shall not be allowed to vote in the selection of the SUC President. The OIC President, however, may be allowed to apply as SUC President in the same SUC that he is currently serving, provided that he/she relinquishes the OIC designation as soon as the Search Committee is constituted.

SEC. 9. Remuneration. - The salary of the President of the Pampanga State University shall be in accordance with Republic Act No. 11466 or the "Salary Standardization Law of 2019," and such other laws mandatory thereto, which may hereinafter be enacted, and shall be comparable to that being received by the presidents of similar educational institutions.

The University President shall likewise be entitled to full retirement benefits under existing laws. Furthermore, the President of the University shall be entitled to Representation and Transportation Allowance (RATA) and such other benefits based on the rates prescribed by the Department of Budget and Management.

RULE XI

THE VICE PRESIDENT, DIRECTORS, HEADS, AND OTHER UNIVERSITY OFFICIALS

SECTION 1. Vice Presidents. - The Vice President of the University shall be assisted by an Executive Vice President, a Vice President for Academic Affairs, a Vice President for Administration and Finance, a Vice President for Research, Innovation, Training, and Extension, and a Vice President for Student Affairs and Services, who shall be all appointed or designated by the BOR upon the recommendation of the President, in accordance with the minimum qualification standards set by the BOR.

SEC. 2. Deans and Directors. - In accordance with the minimum qualification standards by the BOR, the different Colleges such as College of Arts and Sciences, College of Business Studies, College of Computing Studies, College of Education, College of Engineering and Architecture, College of Hospitality and Tourism Management, College of Industrial Technology, College of Social Sciences and Philosophy, Laboratory High School, School of Law, Graduate School, and other Colleges that will be created, shall be headed by a Dean or Principal, as the case may be, to be assisted by an Associate Dean or Assistant Principal, as the case may be, if necessary.

The major programs and functions of University such as, but not limited to, Planning and Development Office, Office of the Physical Plant and Facilities, Office of the GAD Focal Point System, Office for International Partnership and Programs, Procurement Management Office, Public Relations and Industry Linkages Office, Administrative Services Office, Finance Management Services Office, Property and Supply Management Office, Occupational Safety and Health Office, Office of Auxiliary Services, Office of the University Registrar, Library Services Office, Quality Management System Office, Knowledge Management and Innovation Office, Management Information Systems Office, Data Privacy Office, Research Management Office, Training Services Office, Extension Services Office, Culture and the Arts Office, Sports Development Office, National Service Training Program Office, Admissions, Counselling and Testing Office, Office of Student Affairs, and Office of Student Welfare and Formation, shall each be headed by a Director, designated in accordance with the minimum qualification standards sets by the BOR. The nomenclature for such offices may be modified from time to time to be accommodate changes and developments.

This is without prejudice however, to the authority of the President, the Academic and the Administrative Councils to recommend the creation/abolition of offices as they may deem necessary, subject to the approval of the BOR.

The University President, upon the approval of the BOR, shall issue an appropriate special order or memorandum to effect the designation for Vice Presidents, Deans, Directors, Heads, and other officials of the University. He/She may likewise designate Officers-in-Charge, subject to the rules and regulations set by the BOR and in accordance with the guidelines set by CHED.

SEC. 3. Duties and Responsibilities. - The University President shall prescribe the duties and responsibilities and oversee the performance of the Vice Presidents, Deans, Directors, Heads, Chairpersons and other officials in accordance with the provisions of the University Code approved by the BOR and such other existing laws, rules, and regulations.

SEC. 4. Entitlement of Representation and Transportation Allowance and Honorarium. - The Vice Presidents, Deans, with the minimum number of required programs, and Directors may be entitled to monthly Representation and Transportation Allowance (RATA) in accordance with the provision of DBM Circulars, rules and regulations: Provided, that Directors and other officials who are not covered by the DBM Circulars, rules and regulations may be granted reasonable honorarium as the University President may prescribe and as duly approved by the Board of Regents, subject to the availability of funds and the usual accounting and auditing rules and regulations: Provided further, that the amount necessary to support the grant of RATA and honoraria may be charged from appropriate funds of the University, subject to applicable laws, rules and regulations.

SEC. 5. Secretary of the University. - The Board shall appoint a Secretary, who shall serve as such for both the Board and the University and who shall keep a record and proceedings of the Board in addition to other duties and responsibilities. The Secretary of the University shall serve upon each member of the Board the appropriate notice of the Board meetings.

SEC. 6. The Treasurer of the University. - The Treasurer of the Philippines shall be the ex-officio treasurer of the

University.

RULE XII

THE ADMINISTRATIVE COUNCIL

SECTION 1. Composition, Powers and Duties. - There shall be an Administrative Council consisting of the President of the University, as Chairperson, and the Vice Presidents, Deans, Directors, and other officials of equal rank, as members, whose duty is to review and recommend to the Board policies governing the administration, management and development planning of the University.

The Board and the University Secretary may serve as the Secretary of the Administrative Council. He/She shall keep all records and proceedings of the Administrative Council, serve upon each member of the Administrative Council the appropriate notice of meetings, and discharge such other duties and responsibilities as the Administrative Council and/or University may determine.

SEC. 2. Meetings and Quorum. - The University President shall fix the schedule and venue of every meeting of the Administrative Council. A quorum for any meeting of the Council shall consist of a majority of the members. A majority of such quorum may decide on any question at the meeting, except those matters that require the affirmative vote of a greater proportion as prescribed by relevant laws, rules and regulations.

SEC. 3. Internal Rules of Procedure. - The Administrative Council shall be constituted by the University President. The duly constituted Council may formulate and promulgate internal rules of procedure to ensure proper and orderly conduct of its business and meetings.

RULE XIII

THE ACADEMIC COUNCIL

SECTION 1. Composition, Powers and Duties. - There shall be an Academic Council to be composed of the President of the University, who shall act as the Chairperson, and all academic staff with the rank of at least Assistant Professor, as members.

The Academic Council shall have the power to review and recommend the curricular offerings and rules of discipline of the University, subject to the approval of the Board. It shall fix the requirements for the admission of students, as well as for their graduation and conferment of degrees, subject to the review and approval of the Board through the President of the University.

It shall have disciplinary power over the students of the University and shall formulate academic policies, rules and regulations on discipline, subject to the approval of the Board.

The Academic Council shall have a Secretary to be designated by the University President among the personnel of the University. The duly designated Secretary shall keep all records and proceedings of the Academic Council, serve upon each member of the Academic Council the appropriate notice of meetings, and discharge such other duties and responsibilities as the Academic Council/University may determine.

SEC. 2. Meetings and Quorum. - The University President shall fix the schedule and venue of every meeting of the Academic Council. A quorum for any meeting of the council shall consist of a majority of the members. A majority of such quorum may decide on any question at the meetings, except those matters that require the affirmative vote of a greater proportion as prescribed by relevant laws, rules, and regulations.

SEC. 3. Internal Rules of Procedure. - The Academic Council shall be constituted by the University President. The duly constituted Council may formulate and promulgate internal rules of procedures to ensure proper and orderly conduct of its business and meetings.

SECTION 4. Campus Directors. - The campuses of the Pampanga State University shall each be headed by a Campus Director who shall serve as the head or administrator of the campus and shall render full-time service for a term of two (2) years and may be reappointed to another term. The Campus Director shall be appointed or designated by the Board, upon the recommendation of the Search Committee and/or the Pampanga State University President, subject to the qualifications, guidelines, and standards set by the Board: Provided, that upon the effectivity of this Act, the incumbent Campus Directors of the existing campuses of the Pampanga State University shall continue to serve as such.

RULE XIV

THE FACULTY

SECTION 1. Composition. - The body of Professors, Instructors, and Lecturers of each college or school shall constitute the faculty. The members of the faculty shall include the following: University Professors, Professors, Associate Professors, Assistant Professors, and Instructors.

SEC. 2. Qualifications. - All appointments of the faculty shall be made strictly on the basis of merit and fitness and/or based on their qualifications and competence to perform the duties and responsibilities of the position, and shall be subject to the guidelines, qualifications and/or standards set by the covered by appropriate Civil Service laws and rules. CHED and DBM Circulars, and the University Charter.

SEC. 3. Prohibitions in the Selection of Faculty. - No political belief, gender preference, cultural or community affiliation, ethnic origin, and religious opinion or affiliation shall be a matter of inquiry in the appointment of faculty members of the University: Provided, that the appointment shall be subject to the guidelines, qualifications and standards set by the Board: Provided, further, that a member of the faculty shall not criticize, vouch for, recruit members in behalf of, preach about any particular church or religious sect.

SEC. 4. Appointment, Compensation, and Other Benefits of Faculty Members. - The recruitment and other personnel actions for faculty shall be in accordance with the relevant CSC laws and rules on appointment and other personnel actions. Recruitment shall be limited to those who meet the minimum requirements prescribed for the rank.

Faculty members of the University shall be entitled to compensation and other benefits prescribed under existing laws, rules, and regulations. They may also be entitled to honoraria for overload services for their actual involvement in research, extension, resource generation and other related programs, projects, or activities in accordance with applicable laws, rules, and regulations as authorized by the University President and the BOR.

RULE XV

THE EDUCATION SUPPORT PERSONNEL

SECTION 1. Composition. - The Education Support Personnel of Pampanga State University are officials and employees, regardless of the nature of employment, or those holding teaching-related or non-teaching positions, engaged in rendering professional and/or other services to the University, including but not limited to teaching assistants, registrars, librarians, doctors, nurses, counselors, associates, guidance counselors, psychologists, clerks,

and the rest of the professional, administrative, technical, and general staff who provide support to learners, students, teaching personnel, and generally the University.

SEC. 2. Qualification. - All appointments of the Education Support Personnel shall be made strictly on the basis of merit and fitness and/or based on their qualifications and competence to perform the duties and responsibilities of the position, and shall be subject to the guidelines, qualifications and/or standards set by the Board, if any. The selection, appointment, and employment of such personnel shall be covered by appropriate Civil Service laws and rules, labor rules, whenever applicable, and governing rules and circulars.

SEC. 3. Prohibitions in the Selection of Education Support Personnel. - No political belief, gender preference, cultural or community affiliation, ethnic origin, and religious opinion or affiliation shall be a matter of inquiry in the appointment Education Support Personnel of the University: Provided, that the appointment shall be subject to the guidelines, qualifications and standards set by the Board: Provided, further, that no personnel shall criticize, vouch for, recruit members in behalf of, preach about any particular church or religious sect.

SEC. 4. Appointment, Compensation and Other Benefits. - The recruitment and other personnel actions for Education Support Personnel shall be in accordance with the relevant CSC laws and rules on appointment and other personnel actions. Recruitment shall be limited to those who meet the minimum requirements prescribed for the rank.

The Education Support Personnel of the University shall likewise be entitled to compensation and other benefits prescribed under existing laws, rules, and regulations. They may also be entitled to compensation for overtime services for their actual involvement in research, extension, resource generation and other related programs, projects, or activities in accordance with applicable laws, rules, and regulations as authorized by the University President and the BOR.

RULE XVI

OTHER MISCELLANEOUS PROVISIONS

SECTION 1. Academic Freedom. - The Pampanga State University shall enjoy academic freedom pursuant to Paragraph 2, Section 5 of Article XIV of the Constitution.

SEC. 2. Scholarships, Financial Assistance Programs and Admission. - The University shall provide financial assistance and other affirmative action programs to assist financially challenged students who qualify for admission to the University. No student shall be denied admission to the University on the basis of sex, gender preference, religion, political, cultural, or community affiliation, or ethnic origin.

Likewise, as far as practicable, the University shall provide scholarship programs to its faculty and non-teaching staff subject to applicable rules.

SEC. 3. Authority to Loan or Transfer Apparatus/Equipment/Supplies and Detail of Personnel. - Upon the request of the President of PSU, the heads of the bureaus and offices of the national government may loan or transfer, such apparatus, equipment, or supplies as may be needed by the University, and to detail employees for duty therein when, in the judgement of the head of bureau or office, the apparatus, equipment, supplies, or services of such employees can be spared without serious detriment to public service.

The employees so detailed shall perform such duties as required of them by the President of the University, and the time so employed shall be counted as part of their regular service.

SEC. 4. Assets, Liabilities and Personnel. - All assets, both real and personal, personnel and records of the

Pampanga State University, as well as its liabilities or obligations, shall remain under the name of PSU: Provided, that the positions, rights, and security of tenure of faculty members and personnel therein employed under existing laws shall remain in the same status until otherwise provided for by the Board: Provided, finally, that the Pampanga State University shall also include an upgrade or increase in its human resource component as may be deemed appropriate by the BOR.

All parcels of land belonging to the government occupied by the Pampanga State University and all its campuses are hereby declared the property of the Pampanga State University, and shall be titled under its name: Provided, that should the Pampanga State University cease to exist or be abolished or should such aforementioned parcels of land be no longer needed by the University, the same shall revert to concerned LGU or to the Republic of the Philippines, as the case may be.

The BOR is authorized to create a Committee to facilitate the implementation of this provision.

SEC. 5. Duty and Tax Exemptions. - The importation by the Pampanga State University of economic, scientific, technical, and cultural books and publications, which are for economic, technical-vocational, scientific, philosophical, historical or cultural purpose, shall upon certification by the CHED and TESDA, be exempt from customs duties in accordance with the provisions of Republic Act No. 10863, otherwise known as the "Customs Modernization and Tariff Act."

All grant, bequests, endowment, donations, and contributions made to and used actually, directly, and exclusively for educational purposes by the Pampanga State University, shall be exempt from donor's tax and the same shall be considered as allowable deductions from gross income for purposes of computing the taxable income of the donor in accordance with the provisions of the National Internal Revenue Code of 1997, as amended.

SEC. 6. Development Plan, Management Audit, and Organizational, Administrative, and Academic Structure. - Within one hundred twenty (120) days after the approval of this Act, the Pampanga State University shall accomplish the following:

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Submit five (5)-year development plan, including its program budget to the CHED for recommendation to the DBM;

(b)

Submit the revised Land Use Development and Infrastructure Plan (LUDIP) in accordance with Republic Act No. 11396, otherwise known as the "SUCs Land Use Development Infrastructure Plan (LUDIP) Act";

(c)

Set up its organizational, administrative, and academic structure, including the appointment of key officials of the Pampanga State University; and

(d)

Undergo a management audit in coordination with the CHED.

SEC. 7. Annual Report. - On or before the fifteenth (15th) day of the second month after the opening of regular classes each year, the Board shall file with the Office of the President of the Philippines and both Houses of Congress, through the CHED Chairperson, a detailed report on the progress, conditions, and needs of the University.

RULE XVII

FINAL PROVISIONS

SECTION 1. Suppletory Application. - The provisions of Republic Act No. 8292, otherwise known as the "Higher Education Modernization Act of 1997," and its IRR, shall serve as part of the Governing Charter of the University.

SEC. 2. Transitory Provisions. - Upon the effectivity of this Act, all existing employees of Pampanga State University shall remain in their posts or present positions until a new structure is approved by the Board, if any.

Existing faculty associations, alumni association, student associations and education support personnel associations are mandated to immediately federate their respective organizations.

The incumbent DHVSU President shall serve as the first (1st) President of Pampanga State University and shall continue to hold office for one (1) term, which commences on 14 May 2025 and will expire on 13 May 2029 as attested by the CSC.

SEC. 3. Parity Clause. - All other powers, functions, privileges, responsibilities and limitations to state universities and their officials under existing laws shall be deemed granted to or imposed upon the University or its officials, whenever applicable.

SEC. 4. Appropriations. - The amount necessary to carry out the initial implementation of Republic Act 12148 shall be charged against the current year's appropriations of the DHVSU. Thereafter, such sums as may be necessary for the continued implementation of R.A. No. 12148 shall be included in the annual General Appropriations Act.

SEC. 5. Separability Clause. - If, for any reason, any part or provision of this Act is declared invalid or unconstitutional, the remaining parts or provisions not affected thereby shall remain in full force and effect.

SEC. 6. Repealing Clause. - All laws, presidential decrees, executive orders, rules and regulations contrary to or inconsistent with the provisions of this IRR are hereby repealed or modified accordingly.

SEC. 7. Amendatory Clause. - This IRR may be amended from time to time and whenever necessary. Such an amendment shall be approved by the Board and shall have the same formalities as required by law.

SEC. 8. Effectivity Clause. - This IRR shall take effect fifteen (15) days following its publication in the Official Gazette or in a newspaper of general circulation, and after filing/deposit with the Office of the National Administrative Registrar (ONAR), U.P. Law Center, Quezon City.

APPROVED BY THE PAMPANGA STATE UNIVERSITY
BOARD OF REGENTS THROUGH
RESOLUTION NO. 67, SERIES OF 2025
DURING ITS MEETING HELD ON 09 AUGUST 2025
AT OCRDRAIII CONFERENCE ROOM, 4TH FLOOR,
CHED CENTRAL OFFICE, DILIMAN,
QUEZON CITY

Attested by:

(SGD.) RAINIE B. CANLAS, DIT
Acting Board Secretary V

(SGD.) ENRIQUE G. BAKING, Ed. D.
University President

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