

UNIVERSITY OF THE PHILIPPINES  
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OFFICE OF THE CHANCELLOR

October 28, 2009

MEMORANDUM NO. SSC-09-541

TO: Prof. Sarah Jane S. Raymundo  
Prof. Randolph David, Chair, Department of Sociology  
Dean Zosimo Lee, CSSP  
VCAA Lorna Paredes

SUBJECT: TENURE OF PROF. SARAH RAYMUNDO

This is not a typical case of a tenure application which was simply denied by a department.

Background:

(a) On April 18, 2008, the Department of Sociology (DEPT) recommended Assistant Prof. Sarah Raymundo for tenure (Attachment A). The justification partly reads, "The tenured faculty of the Department of Sociology, in a vote of seven to three, recommends the granting of tenure to Assistant Professor Sarah Jane S. Raymundo." The seven who voted for tenure were:

- Prof. Cynthia Rose B. Bautista
- Prof. Ester B. De la Cruz
- Prof. Filomin C. Gutierrez
- Prof. Laura L. Samson
- Prof. Randolph S. David
- Prof. Josephine C. Dionisio
- Prof. Gerardo M. Lanuza

The three who did not vote to grant tenure were:

- Prof. Clarissa Rubio
- Prof. Mary Joy Arguillas
- Prof. Marcia Ruth Gabriela Fernandez

The Chair, Dr. Clemen Aquino, did not vote on the matter but attached to the Basic Paper for appointment (BP) her views about the matter (*Pananaw bilang Tagapangulo ng Departamento ng Sosyolohiya*).

The BP was signed by the DEPT personnel committee and the Department Chair Aquino. The BP was also signed by the College Personnel Committee and the Dean, Dr. Zosimo Lee. The papers for

Professor Raymundo's tenure were forwarded to the Office of the Vice Chancellor for Academic Affairs (OVCAA). VCAA Lorna Paredes included the item in the agenda of the University's Academic Personnel and Fellowships Committee (APFC).

(b) The justification for the grant of tenure and the dissenting opinion ("Minority Report" (MR)) (Attachment B) were attached to the BP, together with the views of the Chair. VCAA Paredes then referred the matter to Dean Lee in a letter dated May 30, 2008 (Attachment C) instructing Dean Lee and the CEB to comment on the "letters of three faculty members and the Chairperson of the Department of Sociology who have expressed their disapproval on the grant of tenure for Prof. Raymundo."

(c) In a letter dated June 20, 2008, VCAA Paredes informed Chair Aquino that "(her) letter and the letter of the three tenured faculty who were not in favor were referred back to Dean Zosimo Lee and the CSSP College Executive Board (CEB) for their comments and recommendation." VCAA Paredes said that "We in the APFC share the same concerns expressed by the CEB and we would like to request your Department to give us your comments on them. Perhaps the majority who were in favor can further explain how the academic qualifications and achievements far outweigh this instance of breach of professional ethics." (Attachment D)

(d) In a letter dated October 17, 2008, those who wrote the MR explained and reiterated their position (Attachment E). Their position, in response to the letter of Dean Lee and VC Paredes' June 20, 2008 letter, discussed the following issues:

- "Issue #1 - It is not possible for academic performance or promise to outweigh ethics. University policies and rules emphasize that ethical standards must be observed when faculty teach, research and publish, engage in extension work and service to the community and therefore academic performance or promise and ethics are inextricably linked.
- Issue # 2 - What was involved was not merely one but several instances of failure to uphold the truth and to act in an ethical and professional manner.
- Issue # 3 - The minority observed due process by considering documents as well as the responses made by Prof. Raymundo which were coured either through the duly authorized representatives of the tenured faculty (the Department Chair or Dr. Ma. Cynthia Rose Banzon-Bautista) or members of the tenured faculty who later voted in favor of granting her application for tenure."

(e) In a letter dated November 14, 2008, nine (9) DEPT faculty members reported that they discussed and voted on the case of Professor Raymundo

again and reported that, "In view of this voting outcome, the Department of Sociology cannot recommend tenure for Prof. Sarah Jane S. Raymundo." (Attachment F) Those who signed the letter were:

- Prof. Clemen Aquino
- Prof. Mary Joy B. Arguillas
- Prof. Maria Cynthia Rose B. Bautista
- Prof. Randolph David
- Prof. Marcia Ruth Gabriela P. Fernandez
- Prof. Filomin C. Gutierrez
- Prof. Gerardo M. Lanuza
- Prof. Clarissa A. Rubio
- Prof. Laura L. Samson

(f) On November 20, 2008, Professor Raymundo wrote to me regarding her case (Attachment G). In her letter, Professor Raymundo said that when informed about the decision of the DEPT to deny her tenure, it was a "major puzzlement" to her because "as far as I am concerned I had fulfilled all the academic requirements for tenure such as teaching, publications, and service. Furthermore, when I inquired about the basis for the non-recommendation of my tenure, I was told that such information could not be disclosed at the moment."

(g) On January 12, 2009, Prof. Filomin Gutierrez and Prof. Gerardo Lanuza wrote to say that they were withdrawing their signatures from the letter in (e) above signed by nine (9) faculty members withdrawing the recommendation for tenure. Prof. Lanuza said "I therefore no longer share in the wisdom of the collective decision reached by the Department of Sociology." Professor Gutierrez said "Therefore, I would like to withdraw my signature from the resulting document where we state that the Department cannot recommend tenure to Prof. Raymundo." (Attachment H). Prof. Walden Bello also wrote a letter on January 12, 2009 registering his opposition to the "non-reiteration of the earlier majority decision to recommending tenure for Ms. Raymundo." (Attachment I)

(h) In a letter dated February 4, 2009, I wrote the DEPT and CSSP to vote again on the matter (Attachment J). The memo partly reads "In view of several 'withdrawals' regarding this case, it is not clear to me now what the official Department and College positions are on the grant of tenure for Professor Raymundo. May I be clarified on the Department position and College position on the matter?"

(i) In a letter dated March 9, 2009 (Attachment K) Chair Aquino reported that the DEPT voted on the matter again with the following result:

Recommending Tenure	:	Prof. Walden Bello
		Prof. Josephine Dionisio
		Prof. Filomin Gutierrez

Prof. Gerardo Lanuza  
Prof. Laura Samson

Not Recommending Tenure: Prof. Marie Joy Arguillas  
Prof. Marcia Ruth Gabriela Fernandez  
Prof. Clarissa Rubio  
Prof. Clemen Aquino

Abstaining : Prof. Maria Cynthia Rose Bautista

Recommending Waiver  
of tenure rule : Prof. Randolph David

The report did not make a categorical statement as to whether the vote outcome meant that Professor Raymundo was granted or denied tenure.

(j) On March 10, 2009, Dean Lee forwarded the DEPT letter dated March 9, 2009, noted by the CEB (Attachment L). On March 12, 2009, I wrote Dean Lee to say that "The CEB should discuss the matter and make a decision on the matter of tenure." (Attachment M)

(k) In a letter dated March 18, 2009 (Attachment N) Dean Lee reported that the CEB voted on the matter with the following results:

Yes	– Seven
No	– One
"Did not either recommend or not recommend"	– Three
Did not vote	– Two

(l) On March 26, 2009, Prof. Maria Serena Diokno emailed me a copy of her email to Dean Lee raising some concerns on the CEB vote (Attachment O). In particular, Professor Diokno was concerned that while the report seemed to suggest that there was a majority vote for the grant of tenure, two Associate Deans and the College Secretary also voted when it was only the Dean and the Department Chairs who were supposed to vote, "tenure being the prerogative of the chairs and the Dean." Dr. Diokno said that, "therefore, the CEB is divided, just as the Department of Sociology is. If the votes were placed on the basic paper for tenure, only four chairs out of nine would have signed it, and the Dean. There is, then, no majority decision."

(m) Meantime, on April 22, 2009, I sent a memo to VC Paredes saying "I will study the concerns about the process. Meantime, the APFC should evaluate her eligibility for tenure (based on requirements)." (Attachment P)

(n) On June 15, 2009 VC Paredes reported that, "The APFC considers Prof. Sarah Raymundo eligible for tenure." (Attachment Q).

(o) On May 19, 2009, I wrote a memo to DEPT instructing them to "prepare basic paper for tenure processing to commence." On June 3, 2009 incoming

DEPT Chair Randolph David wrote to me, in response to my instructions to prepare the BP, saying

"It has been the long-standing practice in our department (and presumably in other departments as well) that basic papers are prepared and submitted for the processing of appointments – whether for lecturers or regular faculty, for the permanent or the temporary faculty – only upon recommendation of a majority of the tenured faculty. Unfortunately, despite repeated attempts to break the deadlock, the tenured faculty has remained divided on the issue of recommending Ms. Raymundo for tenure."

"In light of this, the submission, at this stage, of the basic paper for Ms. Raymundo for tenure purposes would represent a sharp departure from existing departmental practice. It would also contradict long-held notions of what basic paper represents. To many of us, at least, the practice of sourcing basic papers from the department is an institutional embodiment of the basic principles of departmental autonomy." (Attachment R).

On June 16, 2009, I met with VC Paredes, Dean Lee, outgoing Chair Aquino and incoming Chair David. The result of that discussion were summarized in a memorandum I issued to Dean Lee, VC Paredes, Chair David and Dr. Aquino (Attachment S). In that meeting, it was emphasized that it has been the long-standing practice in the DEPT to arrive at a consensus on tenure decision or, if a vote is to be taken, the applicant must get 2/3 vote.

(p) On June 29, 2009. VCAA Paredes and I met with the DEPT tenured faculty. This meeting was requested by the Chancellor as part of the process in aid of deciding on the appeal of Professor Raymundo regarding her case. In that meeting, the issues relative to Professor Raymundo's tenure, previously communicated, were reiterated. In attendance were:

Prof. Clemen Aquino  
Prof. Maria Cynthia Rose Bautista  
Prof. Randolph David  
Prof. Laura Samson  
Prof. Marcia Ruth Gabriela Fernandez  
Prof. Clarissa Rubio  
Prof. Filomin Gutierrez  
Prof. Gerardo Lanuza

(q) On July 8, 2009, I met Dean Lee and the CEB of CSSP. Again this was requested by the Chancellor to help him in the decision on the matter. In that meeting, it was emphasized that the CEB defers to the decision of the DEPT. The members of the CEB in attendance were:

Prof. Ma. Lourdes Rebullida  
Prof. Earl Stanley Fronda  
Prof. Ma. Luisa Bolinao  
Prof. Mary Ann Bacolod  
Prof. Aurora Odette Mendoza  
Prof. Darlene Gutierrez

(r) On August 26, 2009, VCAA Paredes and I met with Professor Raymundo. In that meeting, we gave Professor Raymundo the opportunity to present her arguments regarding the issues raised in relation to her tenure. Responses previously communicated by Professor Raymundo were reiterated.

(s) In a letter dated June 24, 2009 (Attachment T), Professor Raymundo wrote the Chancellor to "respectfully request your good office to respond to the following questions:

- In March 2008, a decision was reached by the tenured faculty who voted seven to three to recommend granting me tenure. On what grounds and through what processes can a minority overturn this decision?
- Responding to the minority's report, the OVCAA sought my position regarding said minority's allegations. I was never officially asked for my position on the minority's allegations. On what grounds can I be denied the opportunity to be informed of their allegations and on what grounds can I be deprived of the right to reply?
- The faculty met again last November 2008, overturning the previous vote to recommend my tenure. Is this allowed under the rules? If so, then on what grounds?
- The department chair last November 2008 informed me not to attend my classes. Does she have the right to do this? What recourse do I have to ensure that such arbitrary act be addressed if not censured by an appropriate body within the University?
- In May 2009, after more meetings, the CEB voted in my favor. On what grounds can this decision be overturned?
- Given that lacking a consensus, the department deferred the decision of recommendation to your higher office, which subsequently ordered the department to process my basic papers, on what grounds can this order be changed?
- The OVCAA has also recommended that no other obstacles stand in the way of my tenure being granted. On what grounds can this recommendation be negated?
- Finally, given that the rules prohibit anything but academic grounds in the consideration for the granting of tenure, what are the undisclosed bases of all these procedural complications?

## APPEAL OF SARAH RAYMUNDO

The application for tenure of Professor Raymundo is on appeal with the Chancellor. In deciding on the appeal, the Chancellor reflected on several questions, including:

1. What is the department's position on the grant of tenure?
2. What is the college position on the grant of tenure?
3. Was Professor Raymundo in fact given the opportunity to explain her side on the issues and concerns raised against her?
4. What would support the Chancellor's position if he were to decide to recommend tenure for Professor Raymundo despite the position taken by the DEPT and the CEB?

### On the Matter of the Votes for the Grant of Tenure

After the March 5 and 25, 2008 meetings of the department, the vote was: YES – 7; NO – 3; with the Chair writing a dissenting opinion. As of November 4, 2008, only two (2) tenured faculty members reiterated the recommendation for tenure. As of March 9, 2009, the vote was: YES – 5, NO – 4, Abstaining – 1, Recommending waiver of tenure – 1.

In interpreting the votes, I quote from the letter of Chair David dated June 3, 2009:

"The tenured faculty, acting as the department's academic personnel committee, met several times to deliberate on Ms. Raymundo's tenure application. It was a process that was as thorough and as fair as we could possibly make it, and therefore it took longer than usual. The last of these meetings, that sought the participation (by Skype communication) of two of our faculty members who were abroad attempted to resolve the question once and for all by open nominal voting. The result of that voting, which was promptly reported to you through channels, yielded the following: 5 for granting tenure, 4 against, 1 abstention, and 1 for a one-year waiver of the tenure rule.

Unfortunately, despite repeated attempts to break the deadlock, the tenured faculty has remained divided on the issue of recommending Ms. Raymundo for tenure."

Given that as reported in the July 16, 2009 meeting by the Chancellor with Chair David, Dr. Aquino, Dean Lee and VCAA Paredes, the department, as a matter of practice, always tried to reach a consensus when deciding on tenure, or, if a vote has to be made, the applicant must get at least two-thirds vote, the result

of the DEPT's vote reported in the March 9, 2009 letter will be interpreted as a decision not to grant tenure.

In her appeal, therefore, Professor Raymundo noted that "in March 2008, a decision was reached by the tenured faculty who voted seven to three to recommend granting me tenure" and asked, "On what grounds and through what processes can a minority overturned this decision?"

The faculty of the DEPT, just like faculty of other units, can deliberate on matters already decided upon previously. This is not a practice foreign in the University. Moreover, the DEPT's decision to deliberate and vote again on the matter is not a case of a "minority overturning the decision of the majority." It is a case of a department faculty revisiting its previous decision on a matter and deciding to change its decision on the same issue.

But what could explain the withdrawal of the recommendation for tenure?

Prof. Laura Samson points out in her letter of November 3, 2008 that "It should be noted that no allegation of 'intellectual dishonesty' was made in any of the deliberations of the department's tenured faculty on Prof. Raymundo's case. What was clearly presented, which even some members of the 'majority' viewed with concern, was the 'lack of transparency' or (the failure to disclose full, accurate information) on the part of Prof. Raymundo in handling the case of Ms. Karen Empeño, a student of the Department of Sociology on Absence Without Leave (AWOL), who was reported to have disappeared in June 2006." (Attachment U)

Professor Samson reports that a serious allegation was that Professor Raymundo was asked in a number of instances to clarify the matter. It is reported that there were inconsistencies in the statements she made regarding her knowledge and actions on the Empeño case. Professor Samson noted in her letter that Dr. Maria Cynthia Bautista and Prof. Randolf David withdrew their recommendations because "despite several meetings of the majority, many questions remain unclarified at this point in time." Professor Samson's letter was "Noted" by both Professor Bautista and Professor David.

#### On the CEB position on the matter

In the original BP, the CEB approved Professor Raymundo's tenure. However, when the concerns raised by the MR were addressed by the DEPT and the DEPT position was transmitted to the CEB, it also became unclear what exactly the position of the CEB was. Although there was a vote done by the CEB at its meeting on March 17, 2009 (with 7 for YES, 1 for NO), this vote could not be taken at face value because there were those who voted but were not supposed to vote.

I quote from the written explanation of the vote by one department chair:

"The decision of granting tenure is the prerogative of the department. This is a principle that we have long adhered to and hold as a fundamental tenet within the university. It is a basic



principle that guides governance within an academic setting. We are concerned that Sarah Raymundo's case may present a dangerous precedent threatening this autonomy.

Having said that, we feel that we are really in no position to recommend or not recommend tenure for Sarah Raymundo because we have no full appreciation for the reasons why the faculty is divided in its stand. . . We also feel that within the department itself there are issues that only they themselves can resolve. . . If they themselves can not make a categorical stand, how can we, outsiders to the department, pass judgment on this case?"

On July 8, 2009, I met with Dean Lee and the other members of the CEB to discuss the case of Professor Raymundo. It was clear that the CEB position was to respect or defer to the decision of the DEPT. Since there was no consensus to grant tenure to Professor Raymundo at the DEPT level, it should be taken to mean that there is also no consensus to grant tenure to Professor Raymundo at the College level.

Was Professor Raymundo in fact given the opportunity to explain her side on the issues and concerns raised against her?

It is reported that the tenured faculty of the DEPT have agreed in the past that only the Department Chair and any other authorized representative(s), if any, of the tenured faculty are authorized to dialogue with applicants for tenure regarding issues and concerns which are raised during deliberations for renewal and tenure. In the case of Professor Raymundo, the DEPT authorized only the Chair, Dr. Aquino, and Dr. Ma. Cynthia Rose Bautista to dialogue with Professor Raymundo regarding her tenure. As reported, Dr. Aquino and Dr. Bautista in fact talked to Professor Raymundo in March, 2007 regarding the concerns raised on her tenure.

Professor Samson, in her letter, mentioned that "to further clarify her actions/inactions on this matter, members of the majority invited Prof. Raymundo to a meeting to present her side." The meeting was reported to have been held in June, 2008.

It is my conclusion that there was transparency in the process as the issues raised against Professor Raymundo were brought to her attention and explained to her. She was in fact given sufficient opportunities by the tenured faculty to explain her side on the issues raised. In the meeting by the Chancellor and VCAA Paredes with Professor Raymundo, she was also given the same opportunity.

What would support the Chancellor's position if he were to decide to recommend tenure for Raymundo despite the position taken by the DEPT and the CEB?

In her June 29, 2009 letter, Professor Raymundo wrote that, "The OVCAA

has also recommended that no other obstacles stand in the way of my tenure being granted," and asked, "On what grounds can this recommendation be negated?"

It should be pointed out that the OVCAA did not recommend that "no other obstacles stand in the way of tenure being granted." What VCAA Paredes in fact reported was, "Based on the tenure requirements specified in the Faculty Manual, the APFC considers Prof. Sarah Raymundo eligible for tenure."

What are the minimum qualifications for tenure? According to Section 5.3.2, paragraph (d) of the UPD Faculty Manual, December 2003 Edition (page 65):

"d. The minimum qualifications for tenure shall be the following. Units may impose stricter standards.

- At least a master's degree or equivalent degree or a professional degree;
- Satisfactory or better teaching performance; and
- Sole or lead authorship of a refereed journal article (local or international) or academic publication by a recognized academic publisher or literary publisher in the case of literary work; or in the field of visual arts, creative work that was exhibited and juried, or a similar requirement in music and other performing arts."

While VCAA Paredes has reported the APFC position that Professor Raymundo qualifies for tenure, it should be understood that this meant she satisfied the minimum qualifications stated above. It should be underscored that units may impose stricter standards. It is in this context that the DEPT's position not to grant tenure is taken by the Chancellor.

In her June 24, 2009 letter, Professor Raymundo said that "given that the rules prohibit anything but academic grounds in the consideration for the granting of tenure, what are the undisclosed bases of all these procedural complications?"

While Professor Raymundo said "the rules prohibit anything but academic grounds" as basis for tenure, it should be pointed out that "academic grounds include professional ethics, intellectual honesty, and other values central to academic life" (Shaping Our Institutional Future: A Statement on Faculty Tenure, Rank, and Promotion; OVPAA, 2004, page 12). In fact, those who wrote the MR invoked this principle.

Those who wrote the minority report argues:

"A faculty member who applies for tenure should not only meet the minimum requirements for tenure in terms of teaching, publications and service, it is also indispensable that the application must 'conduct himself/herself ethically in all dealings with students, colleagues, staff, and persons outside the University' (UPOVPAA, 2004, Shaping Our

Institutional Future: A Statement on Faculty Tenure, Rank and Promotion, p.4). Furthermore, 'academic grounds include professional ethics, intellectual honesty, and other values central to academic life' (Ibid, p.12)."

I quote again one of the department chairs who voted in the CEB:

"we feel that we are really in no position to recommend or not recommend tenure for Sarah Raymundo because we have no full appreciation for the reasons why the faculty is divided in its stand."

Unlike the above-quoted department chair, the Chancellor was provided sufficient information to have full appreciation of the reasons why the DEPT is divided on the issue. It is my view that those opposed to the grant of tenure to Professor Raymundo did not leave "undisclosed" their reasons for denying tenure; they have, in my assessment, sufficiently explained why she failed to meet the standards stipulated above.

#### Action on the Appeal

The Chancellor is asked by Professor Raymundo to "resolve this matter" and act in her favor.

In reflecting on this appeal, the Chancellor took into consideration the concluding portion of the "Justification" submitted in support of the earlier submitted BP of Professor Raymundo (Attachment B):

"After long and passionate discussions which touched on, among others, the theory and practice of democracy, academic freedom, and professional ethics, seven out of ten tenured faculty members ... decided that her academic qualifications and achievements far outweigh the perceived shortcomings."

Also, Chair David wrote, "the tenured faculty has remained divided on the issue of recommending Ms. Raymundo for tenure."

In deciding on the appeal, therefore, the Chancellor must also assess Professor Raymundo's academic qualifications and achievements vis-à-vis the other "academic grounds" being invoked to deny her tenure. What would tip the balance in Professor Raymundo's favor?

In addressing this issue, the Chancellor reviewed the recent similar case of the tenure of an associate professor in another institute.

This associate professor was also not recommended for tenure by the institute's tenure committee because she failed to get the required 2/3 majority vote of the tenured faculty. The CEB of the college, however, recommended the grant of

tenure, by a unanimous vote of those qualified to vote on the matter. The case was then brought to the level of the Chancellor who subsequently interviewed the institute's tenure committee, the dean of the college, the institute director, and the faculty herself.

The CEB's approval to grant tenure considered the faculty's documented academic accomplishments in teaching, research, and extension services. (She has a Doctor of Science degree, has authored/co-authored twenty-three (23) papers in ISI-indexed journals including seven (7) where she is the first author, has received UP President's International Publication Awards (2000, 2002-2007), National Academy of Science and Technology Outstanding Young Scientist Award in 2003, UP Scientific Productivity Award (Scientist I) in 2006, National Research Council of the Philippines Achievement Award in 2006.)

In the case of Professor Raymundo, she does not have a doctoral degree yet. She has actually only two (2) publication outputs in the period of reckoning for tenure that would satisfy the "sole or lead authorship" publication requirement for tenure. She is author of the following, both of which appeared in *Kasarinlan: Philippine Journal of Third World Studies*:

- Review of Globalization and Social Exclusion: A Transformationalist Perspective by Rolando Munck, (Bloomfield, CT: Kumarian Press 2005); *Kasarinlan* 2006. 21(1)
- Review of Empire of Care by Catherine Ceniza Choy, (Ateneo University Press, 2005); *Kasarinlan* 2006. 20(1)

It should be noted that both of the above two publications were in fact reviews of works of others.

All of the above considered, the Chancellor does not rule in favor of Professor Raymundo in her appeal for grant of tenure.

For your information and guidance.



SERGIO S. CAO  
Chancellor

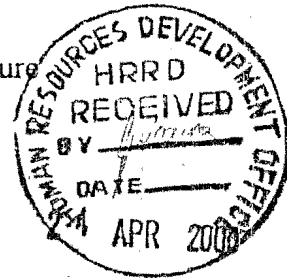
Attached:a/s

July 4/10/08

UNIVERSITY OF THE PHILIPPINES DILIMAN  
Diliman, Quezon City

BASIC PAPER FOR FACULTY AND REPS

Original  Reappointment  Renewal  Reclassification  Tenure  
 Promotion/Sal. Inc.  Additional Assignment  Item/Unit Transfer  
 Extension of Service



1. Name (Surname, First Name, M.I.) **RAYMUNDO, Sarah Jane S.** Birth Date **11/11/76** Citizenship **Filipino** 2. Div/Dept. College/Office **CSSP/Sociology**  
Employee No. **181032837** TIN \_\_\_\_\_

3. Degree Institution Year (Attach Transcript) 4. Has been with UP since **June 1, 1998**  
**MA Sociology UP 2005** General Weighted Average as **Lecturer 1** salary **252/756** p.a.  
**BA Sociology UP 1998** course completed \_\_\_\_\_ Except the period \_\_\_\_\_ because \_\_\_\_\_  
**BS B.Sci. Miriam Coll. Found. 1999** Weighted average in major Last prom/inc. from rank of \_\_\_\_\_  
Course \_\_\_\_\_ No. of \_\_\_\_\_ at \_\_\_\_\_ date \_\_\_\_\_  
Failing marks \_\_\_\_\_

5. Previous/Present Desig. **SG** Unit Code **PSI No.** Salary/Rate/Hon. Status  
**Assistant Professor 1** **18-1** **15.100.120.10** **1611-1** **Php190,092.00**  PT  Cont.  Temp.  
Credit \_\_\_\_\_ units  FT  Subst.  Perm.

6. Proposed Designation **SG** Unit Code **PSI No.** Salary/Rate/Hon. Status  
**Assistant Professor 1** **18-1** **15.100.120.10** **1611-1** **Php190,092.00**  PT  Cont.  Temp.  
Credit \_\_\_\_\_ units  FT  Subst.  Perm.

7. To replace \_\_\_\_\_ 8. Condition/s of appointment \_\_\_\_\_ 9. Effectivity Date From: **Upon approval**  
To: \_\_\_\_\_

10. Justification: (Use separate sheet if necessary) **As per the decision of the tenured faculty in meetings held on March 5 and March 25, 2008. (Please see attached letter of justification, SET results, updated curriculum vitae and other supporting documents. Please refer also to minority report)**

11. Action taken by:

Department Personnel Committee		College/office Personnel Committee	
Approved	Disapproved	Approved	Disapproved
<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
Reason/s _____		Reason/s _____	
Date <b>18 April 2008</b>		Chairman _____	
Chair <b>CLEMEN C. AQUINO</b>		College/Office _____	
Div/Dept. _____		_____	

12. Endorsed and Certified:  That funds for the position are available.  That the provisions of law on appointment, promotions, and the rule on nepotism have been duly observed.  
**ZOSIMO E. LEE, Ph.D.**  
Dean/Director/Head of Unit/Office

13. Endorsed by the APFC on **5/27/08** 14. Personnel Clearance \_\_\_\_\_ 15. Budget clearance: \_\_\_\_\_  
as its **381st APFC Meeting**.

Designation <b>Asst. Prof 1 56/18+PSI</b>	Code/IOB No. _____
Salary/Rate <b>P209,100.19</b>	PSI No. _____
Hon./Allowance _____	Designation _____
Effectivity Date <b>upon approval</b>	Salary/Rate _____
	Hon./Allowance _____
	Effectivity Date _____

**BEAURON SARRA CORNEL** **ANGELA D. ESCOTO**  
Chief, HRRD, DDO Director, HRRD Date \_\_\_\_\_ Budget Director Date \_\_\_\_\_

16. Approval/Recommending Approval \_\_\_\_\_ 17. Approval/Recommending Approval \_\_\_\_\_  
Vice-Chan. for Academic Affairs Date \_\_\_\_\_ Chance for \_\_\_\_\_ Date \_\_\_\_\_

JUSTIFICATION

The tenured faculty of the Department of Sociology, in a vote of seven to three, recommends the granting of tenure to Assistant Professor SARAH JANE S. RAYMUNDO. The decision to recommend the granting of tenure to Prof. Raymundo was arrived at after thorough deliberations in two meetings of the Department's tenured faculty held on 5 March 2008 and 25 March 2008.

Prof. Raymundo obtained her Bachelor of Arts in Sociology in April 1998 and her Master of Arts in Sociology in October 2005. Both degrees were conferred by the University of the Philippines Diliman.

Prof. Raymundo has served the University for at least eight years. She joined the Department of Sociology in June 1999 as Lecturer. In November 1999, she was appointed to the position of fulltime Instructor and earned a promotion to Assistant Professor I in June 2006. Through the years, Prof. Raymundo has consistently been ranked as among the top three of an average of eight to twelve candidates for hiring and renewal.

Prof. Raymundo's excellent quality of mind, expansive intellectual interest, and competence in current and emerging academic discourses are reflected in her teaching. Her teaching portfolio includes course syllabi with updated readings lists, the use of classic and contemporary audio-visual resources as instructional materials, and the formulation of integrative exam questions. Her commitment to continuously enrich academic discourse especially in social theorizing and her passion to infuse dynamism into the discipline of Sociology have led her to an in-depth examination of current developments in Modern and Postmodern Social Theory, Feminist Theory, and Cultural Studies. As a result, she has developed her own syllabi in such courses as the Sociology of Globalization, the Sociology of Education, and the Sociology of Popular Culture. She has also teamed up with one of our colleagues in the Department to develop a Special Topics course on Sociological Theory, which is the Sociology of Slavoj Zizek.

In her more than eight years of teaching in the Department, Prof. Raymundo has consistently received from her students high marks for her teaching, which were mostly 'Very Good' from the 1<sup>st</sup> semester 1999-2000 to the 1<sup>st</sup> semester 2002-2003, improving to mostly 'Excellent' from the 2<sup>nd</sup> Semester 02-03 to the 2<sup>nd</sup> semester 2006-2007. Comments from her students further demonstrate her commitment as a teacher and quality of her skills. Students described her and her teaching style as follows: "very knowledgeable in her field," "expresses the lessons clearly and systematically," "magaling magturo," "sharp," "very smart and encourages students to speak out their minds," "passionate about the course," "patient in explaining complicated concepts," "relevant reading list," "explains theory clearly and passionately; makes the students feel empowered by throwing questions for debate" and "very open minded."


Prof. Raymundo has shown her capability to engage in sustained scholarship. A prolific scholar, she has published a significant number of articles, among which are five full-length articles/book reviews which appeared in refereed academic journals within the University namely *Plaridel: A Journal of Philippine Communication, Media and Society* " [The clown in the

carnival of repetition" (2004, vol. 1, no. 1), "In the concrete now: Investigating feminist challenges to popular romance production" (2004, vol. 1, no. 2), and "Articulations of capital in a globalized culture" (2005, vol. 2, no. 2)] and *Kasarinlan: Philippine Journal of Third World Studies* "[Review of Empire of Care by Catherine Ceniza Choy, Ateneo de Manila Press, 2005] and "Review of Globalization and Social Exclusion: A Transnationalist Perspective by Ronaldo Munck, Kumarian Press, 2005"].


As an active member of a dynamic intellectual community, Prof. Raymundo has presented papers and delivered lectures in various academic forums. She was a speaker at the Forum-Workshop, "Beyond Cultural Diversity: Towards an East Asia Community" in Waseda University, Tokyo, Japan in December 2007, at The Junior Social Scientist Conference on "The War on Terror" in March 2007, and Forum on the "Wowowee Tragedy and the Politics of Mass Media" at the UP College of Mass Communication in March 2006. It is notable that she has often been invited as resource speaker in academic activities such as Alternative Classroom Learning Experience (ACLE) and Alternative Classes Education Program (ACEP) organized by student organizations and student councils from different colleges on various topics on popular culture, gender, globalization and education. This commitment extends to advocacy for finding solutions to the nation's persistent economic and political problems, particularly those affecting women and the education sector.

Some members of the faculty raised a few concerns pertaining to Prof. Raymundo's political commitment (vis-a-vis her academic responsibilities) and her participation in department committee assignments, particularly the handling of work in the undergraduate Committee. After long and passionate discussions which touched on, among others, the theory and practice of democracy, academic freedom, and professional ethics, seven out of ten tenured faculty members (excluding the Chair and Dr. Walden Bello who is on leave without pay), decided that her academic qualifications and achievements far outweigh the perceived shortcomings.

In recognition of her meritorious performance and loyal service to the University, it is but just and fair that Prof. Raymundo be granted tenure.



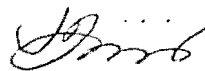
Prof. Cynthia Rose B. Bautista



Prof. Randolph S. David



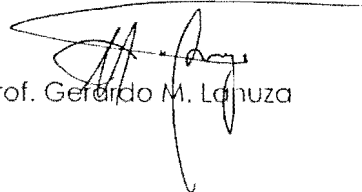
Prof. Ester B. De La Cruz



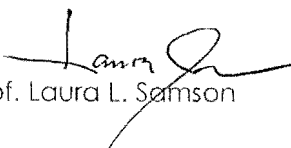
Prof. Josephine C. Dionisio



Prof. Flomin C. Gutierrez



Prof. Gerardo M. Lahuza



Prof. Laura L. Samson

Three members of the tenured faculty could not in good conscience vote in favor of granting tenure to Prof. Raymundo.

A faculty member who applies for tenure should not only meet the minimum requirements for tenure in terms of teaching, publications and service, it is also indispensable that the applicant must "conduct himself/herself ethically in all dealings with students, colleagues, staff, and persons outside the University" (UP OVPAA. 2004. Shaping Our Institutional Future: A Statement on Faculty Tenure, Rank and Promotion, p. 4). Furthermore, "academic grounds include professional ethics, intellectual honesty, and other values central to academic life" (Ibid, p. 12).

They believe that she failed to uphold the value of academic excellence as there were instances when she failed to apply the rules on scholastic delinquency in a fair and consistent manner, when she was discharging her duties as undergraduate registration adviser.

The University is supposed to be a site for the free and open discussion of persistent and pressing public issues in society. A condition sine qua non for the rational discussion of such issues is a concomitant obligation on the part of faculty members to speak the truth regarding indisputable facts not just to one's colleagues and the University but also to the public at large.

They are of the view that there were instances when she failed to uphold the truth and to act in a professional and transparent manner in relation to discussions of an important public issue- the alleged forced disappearance of Ms. Karen Empeno. While they recognize along with other members of the U.P. community that human rights are indeed worth fighting for and while they respect Prof. Raymundo's right to her views, they are deeply concerned and saddened that she failed to uphold the truth pertaining to the indisputable fact that Ms. Empeno was not doing her thesis in Bulacan at the time of her alleged abduction in June 2006 as her last enrollment in the A.B. Sociology program was for the 2nd semester 2004-05.

Finally, they strongly believe that the University and its faculty have legal and moral obligations to act as substitute parents of their students and to act in an ethical manner towards them. They believe that Prof. Raymundo's failure to uphold academic standards and to uphold the truth pertaining to Ms. Empeno's academic status had and may continue to have negative unintended consequences of limiting the ability of the University as an institution and as a community to act in the interest of its students.

*Clarissa G. Rute*

*Mar Jay B. Argullin*

*Maria Ruth Salas & Family, P  
April 9, 2018*



**SARAH JANE S. RAYMUNDO**  
Assistant Professor I, Department of Sociology

119 Bonanza St. Rancho Estate Subd. Phase II. Mariikina City  
sarahraymundo@yahoo.com  
09296589513

Academic Preparation

Master of Arts in Sociology  
October, 2005

Bachelor of Arts in Sociology  
April, 1998

Work Experience

Assistant Professor  
Department of Sociology, University of the Philippines  
June 2006-present

Instructor  
Department of Sociology, University of the Philippines  
November 1999-May 2006

Book Review Writer, University of the Philippines Press  
November 2002-April 2003

Lecturer, Department of Sociology  
June-October 1999

Lecturer, Department of Behavioral Sciences, De La Salle University, Manila  
2<sup>nd</sup> trimester, 1998

Graduate Research Assistant, The Cultures of Asia Project.  
Office of Scholarship Training and Financial Assistance Program  
May-October, 1999

Research Assistant, "Condom-Use Negotiation Among Free Lance Sex Workers in Cubao" Social Research and Development Center, De La Salle University, Manila June-November 1998

### **Publications**

Author, "The Symptom Called Marketisation" (2007). Mula Tore Patungong Palengke: Neoliberal Education in the Philippines. Bienvenido Lumbera et al. eds. Ibon Foundation Inc.: Quezon City.

Co- Editor, "Kontra-Gahum" Academics Against Political Killings (2006). Rolando B. Tolentino and Sarah Raymundo eds. Ibon Foundation Inc.: Quezon City.

Author, "Ang Etika ng Tunay Laban sa Diskurso ng Wakasan" (Ethics of the Real Versus The Discourse of Endism) (2007). "Kontra-Gahum" Academics Against Political Killings (2006). Rolando B. Tolentino and Sarah Raymundo eds. Ibon Foundation Inc.: Quezon City.

Author, Review of Globalization and Social Exclusion: A Transformationalist Perspective by Ronaldo Munck, (Bloomfield, CT: Kumarian Press 2005).  
**Kasarinlan: Philippine Journal of Third World Studies. 2006. 21(1).**

Author, Review of Empire of Care by Catherine Ceniza Choy, Ateneo University Press, 2005). **Kasarinlan: Philippine Journal of Third World Studies. 2006. 20(1).**

Co-Author, "Parallactic Gap: Patricia Evangleista and the Left." (2006)  
**Kadiliman: The Philippine Collegian Anthology.** Philippine Collegian: University of the Philippines-Diliman Quezon City.

Author, "Articulations of Capital in a Globalized Culture." **Plaridel: A Journal of Philippine Communication, Media and Society 2005. 2 (2)**

Author, "Text" **Sawikaan 2004. (2005).** University of the Philippines Press: Quezon City

Author, "Worlding" **24/7 The Philippine Collegian Anthology 2005.** Quezon City: University of the Philippines Press.

Author, "In the Concrete Now: Investigating Feminist Challenges to Popular Romance Production." **Plaridel: A Journal of Philippine Communication, Media and Society. 2004. 2 (2).**

- Author, "The Clown in the Carnival of Repetition" (Monograph and VCD review of Telebisyon: An Essay on Philippine Television by Clodualdo del Mundo Jr.) **Plaridel: A Journal of Philippine Communication, Media and Society**. 2004.1 (1).
- Author, "*Information for Whom?*" (A book review of *Information Feudalism* by Peter Drahos with John Braithwaite. Earthscan Publication Ltd. 2002). In **Women In Action: Corporatised Media and ICT Systems and Structures**. no.1 2004. (A Triquarterly Publication of ISIS International).
- Author, "*Problematizing the Nature vs. Culture Debate*". **Scientia**. 2003 vcl.1no. 2.
- Author, "*Shaking the Family Tree*" A book review of *The Filipino Family* by Belen Medina, University of the Philippines Press.) **Women in Action: Women Negotiating Personal Spaces** no.1 2003. (A Triquarterly Publication of ISIS International).
- Author, "*At Home With the Struggle*" in **Women in Action: Women Negotiating Personal Spaces** no.1 2003. (A Triquarterly Publication of ISIS International).
- Author, "*Who Invited Patricia, Butch and Walt Disney: Reading U.P's Commencement Exercises.*" **Philippine Collegian**. Tomo 100 Issue April 2003.
- Author, "*A Case Against the Cellphone Revolution*" **Forum**. Opsiyal na Pahayagan ng Unibersidad ng Pilipinas. Tomo 3 Blg. 10 Nob-Dis 2002.
- Author, "*Sharp As Ever*" A Book Review of *Knife's Edge* by Edel Garcellano (University of the Philippines Press, 2001) **Philippine Collegian**. Tomo 80 Issue 7 27 June 2002.

Committee Work

Member, AB Committee  
June 2000-present

Departmental Representative, Graduation Committee  
AY 2003-2004  
AY 2004-2005  
AY 2005-2006

Departmental Representative, CSSP Week Committee  
AY 2001-2002  
AY 2003-2004  
AY 2005-2006

Extension Work

Paaralang Teresa Magbanua Para sa Mga Guro  
Member, Pool of Lecturers  
August 2000-present

Adviser, Center for Nationalist Studies  
June 2007-present

Adviser, Inter-Sorority Alliance of the University of the Philippines  
June 2007-present

Speaker and Fellow, Forum-Workshop on Beyond Cultural Diversity: Towards  
an East Asia Community  
Waseda University, Tokyo Japan  
Sponsored by the Japan Foundation and the Ministry of Foreign Affairs of Japan  
December 9-19, 2007

Discussant, Talastasan "Social Movements and Civil Society"  
Lecture by Prof. Teresita Tadem  
September, 2007

Speaker, Neoliberalism and Education  
Benitez Hall, College of Education, University of the Philippines Diliman  
Alternative Classes Educational Experience sponsored by the Center for  
Nationalist Studies  
January 14, 2007

Panelist, Junior Social Scientist Conference  
 The War On Terror  
 March, 2007  
 University of the Philippines-School of Economics

Panelist, Conference on New Research Methodologies in the Social Sciences  
 Imaging Women in Men's Magazines  
 College of Social Sciences and Philosophy Extramurals  
 University of the Philippines, Diliman  
 May, 2007

Keynote Speaker, U.P. For Sale? A Forum on Neoliberal Education  
 Center for Nationalist Studies  
 Claro M. Recto Hall  
 University of the Philippines, Diliman

Speaker, Wowowee Tragedy and the Politics of Mass Media  
 College of Mass Communication Auditorium  
 A forum sponsored by Sine Patriotiko and the Philippine Collegian  
 March, 2006

Speaker, Globalization and Curriculum Transformation  
 A Conference on Transformative Education  
 Institute of Transformative Education  
 Brentwood Hotel, Baguio City  
 May 13, 2006

Speaker, Love in Popular Culture  
 Alternative Classes Learning Experience sponsored by the Center for Nationalist  
 Studies sponsored by UP-Psychological Association  
 Palma Hall 204 University of the Philippines Diliman  
 January 2006

Speaker, The Revolution Will Not Be Televised as Alternative Media  
 Room 304 College of Arts and Letters, University of the Philippines Diliman  
 Alternative Classes Educational Program sponsored by Anakbayan-UP  
 July, 2006

Field Trip Coordinator  
 Philippine Studies Program, College of Arts and Letters  
 June-August 25, 2006

Speaker, Social Transformation as Counter-Memory

Alternative Classes Learning Experience sponsored by the Center for Nationalist  
Studies

Claro M. Recto Hall, University of the Philippines Diliman  
July 2005

Adviser, UP-Praxis 2001-June 2005

Lecturer, Women, Globalization and Religion  
First Philosophy Festival  
Trinity College, Quezon City  
March 2005

Lecturer, "Television as Popular Culture"  
Intensive Philippine Studies Program  
College of Arts and Letters  
University of the Philippines, Diliman  
July 2004

Lecturer, "Popular Culture and Globalization"  
Intensive Philippine Studies Program  
College of Arts and Letters  
University of the Philippines, Diliman  
October 2004

Speaker, "Rethinking the Filipino Identity" Alternative Classroom Education  
Program sponsored by UNESCO-UP Diliman. Palma Hall, UP Diliman. August,  
2004

Speaker, "Dagdag-Bawas: Politika ng Katawan at Sekswalidad", C.M. Recto Hall  
Faculty Center, May 2004

Master of Ceremonies, CSSP Week, "Parangal para sa mga Guro at Kawani,"  
February 2004

Speaker, "Commodification of Dissent: Che Guevarra and Popular Culture"  
C.M. Recto Hall Faculty Center, February 2004

Reactor, "Mass Media and Election," January 2004

Speaker, "Reality Bites: A Look Into Reality TV," Palma Hall, January 2004.

Speaker, "Feminism and Literature," Palad Workshop, De La Salle University,  
Dasmariñas, Cavite, January 2004.

Marshall, Commencement Exercises 2003

Reactor, "Doing it in the Field II  
A Symposium on Research Methods in the Social Sciences  
C.M. Recto Hall, February 2003.

Speaker, Anatomy of War: Cultural Politics and the U.S. War of Aggression"  
A forum on the U.S. War on Iraq, Palma Hall, February 2003

Speaker, "Horror Films and Popular Culture"  
Alternative Classroom Learning Experience  
Palma hall, January 2003

Speaker, "Class Politics and the Women's Movement"  
Workshop on Gender issues  
University Student Council Training Workshop, Antipolo, Rizal  
May 2002

Speaker, "Sociology and Academic Practice"  
Sociology Majors' Orientation. Palma Hall, June 2002

Speaker, "Emerging Perspectives on Gender"  
Alternative Classes Educational Program, NISMED AVR, February 2002.

National Coordinator and Master of Ceremonies, "National Conference on the  
Centennial of the Philippine Public School System, Multi-Media Room, Palma  
Hall, February 2002.

Speaker, Junior Faculty Congress "Ang Kalagayan ng mga Nakababatang Guro  
sa CSSP  
January 2001

Representative, Gender Sensitivity Workshop  
Sponsored by the Center for Women's Studies  
PCED, UP Diliman, September 2000

Speaker, "Sociological Perspectives on Pornography"  
College of Social Sciences and Philosophy Academic Circle  
Palma Hall, February 2000

Speaker, "Genderly Love: Patriarchy and the Monogamous Family"  
Alternative Classes Educational Program  
NISMED AVR, February 2000

Pananaw bilang Tagapangulo ng Departamento ng Sosyolohiya  
Kaugnay ng Pagrerekomenda ng Tenyur kay Prop. Sarah Jane S. Raymundo

Bilang Tagapangulo ng Departamento ng Sosyolohiya na may direktang karanasan sa pagtugon ng kaguruan sa isyu ng pagkawala ng mag-aaral na si Bb. Karen E. Empeño noong Hunyo 2006, alinsunod sa nakasaad sa *Shaping Our Institutional Future: A Statement on Faculty Tenure, Rank, and Promotion* (Office of the Vice President for Academic Affairs, University of the Philippines, 2004)<sup>1</sup>, tungkulin ko pong iparating sa mga pinuno ng pamantasan na magrerekomenda at magpapasya sa usapin ng paggawad ng tenyur kay Prop. Sarah Jane S. Raymundo ang aking mga pananaw hinggil sa bagay na ito. Ikinalulungkot ko pong sabihin na hindi ko masasamahan ang nakararaming kasapi ng kaguruang may tenyur na nagrerekomenda ng tenyur para kay Prop. Sarah Jane S. Raymundo.

Kinikilala ko po ang mga akademikong nagawa ni Prop. Raymundo sa larangan ng pagtuturo at publikasyon. Kahanga-hanga ang kanyang sigasig na makapag-ambag sa pagpapayaman ng disiplina ng sosyolohiya at magamit ito tungo sa ikauunlad ng ating lipunan. Subalit sa aking palagay, lalong-higit para sa isang departamentong nagtataguyod ng mataas na kalidad ng paalipunang pananaliksik, ang akademikong kahusayan ay isang responsibilidad; hindi lamang sa disiplina ng sosyolohiya, kundi maging sa pamantasan at sa malawakang lipunan.

Nakalulungkot isipin na sa ilang pagkakataon, hindi nailahad/inilahad ni Prop. Raymundo ang mahalagang akademikong datos na sa panahon ng pagkawala ni Bb. Empeño noong Hunyo 2006, siya ay *absent without leave* (awol) sa pamantasan kung kaya't hindi masasabing si Bb. Empeño ay nagsasagawa ng kanyang tesis sa sosyolohiya sa nasabing panahon. Samakatawid, si Bb. Empeño ay awol sa pamantasan mula pa noong Pangalawang Semestre 2004-05. Masasabi ko pong nagkakaisa ang buong kaguruan ng aming departamento sa pagkabahala sa pagkawala ni Bb. Empeño, Bb. Sherlyn T. Cadapan at iba pang nasa katulad na katagayan. Subalit sa aking palagay, ang pag-iwas sa o hindi paglalahad ng mahalagang akademikong datos na ito ay may mabigat na ligal at etikal na implikasyon para sa aming departamento at sa pamantasan. Ikinalulungkot at ikinababahala ko po ang pangyayari na pagkalipas ng walong taong pagtuturo ni Prop. Raymundo sa pamantasan ay tila hindi (pa) niya lubusang nauunawaan ang kanyang propesyunal at etikal na responsibilidad bilang kasapi ng isang akademikong komunidad.

Inuturing ng Pamantasan ng Pilipinas na isang tungkulin ang maglahad ng mga pananaw at posisyon nito sa mahahalagang usapin sa ating lipunan. Sa akin pong palagay, ang pundasyon ng tungkuling ito at anumang impluwensyang mayroon ang ating pamantasan sa ating lipunan ay nakasalalay hindi lamang sa ating akademikong kahusayan kundi maging sa kaakibat nating pagkilala sa ating propesyunal at etikal na responsibilidad bilang mga guro at mananaliksik. Bahagi nito ang pagharap at

<sup>1</sup> 5.1.d. "The Chair acts as a member of the college review body (the department APC or tenured faculty). Should he/she differ with the evaluation and recommendation of the review body, the Chair shall put his/her views in writing for consideration by the next level of the review" (p.13).



pagtanggap ng mga datos, taliwas man ito sa ating personal na ninanais o inaasahan. Tulad ng ipinahayag ko sa pulong ng kaguruang may tenyur noong ika-25 ng Marso 2008, sa panahong hinihingi ng University Council ng UP Diliman ang pagtugon ng mga pinuno ng pamahalaan sa mga usapin ng *truth at accountability*, ikahihina ng ating institusyon at ng pinangangalagaan nating papel nito sa lipunan kung hindi rin natin maitataguyod ang mga halagahing ito sa hanay ng ating kaguruan.

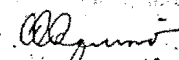
Bilang mag-aaral ng lipunang Pilipino, sadyang hindi ko po nakikita o makikitang ang pag-iwas sa o pagkukubli ng mahahagang akademikong impormasyon ay isang mabuting paraan tungo sa puso at diwa ng mamamayang Pilipinong itinataguyod ng ating pamantasan.

Tulad ng ating nababatid, hindi pa po natatapos ang masalimuot na usapin ng pagkawala ng dalawa nating mag-aaral. (Samakatuwid, noon lamang isang buwan ay sinuportahan ng Tanggapan ng Tsanselor ang isang exhumation procedure sa Labrador, Pangasinan alinsunod na rin sa kahilingan ng mga magulang.) Sa sandaling magawaran ng tenyur si Prop. Raymundo, tulad ng ipinarating ko sa kaguruang may tenyur sa pulong noong ika-5 ng Marso 2008, hindi ko po maisip kung paano ko maibabahagi sa kanila ang maraming maseselang bagay na kinakailangang talakayin ng aming kaguruan upang makapagbigay kami ng kaukulang mungkahì o rekomendasyon sa nakatataas na antas ng pamantasan.

Kaugnay po nito, ang nakaraang isyu ng UP Forum (Vol 9, No.1, January-February 2008) ay nakalaan sa iisang paksa: ang kahalagahan ng katapatang intelektwal (intellectual honesty) sa ating mga gawain. Tila isang mahigpit na pagpapaalaala ito hindi lamang sa ating mag-aaral kundi sa lahat ng kasapi ng akademikong komunidad.

Nakababahala rin po ang mga nakaraang ulat mula sa BA Sociology Committee hinggil sa akademikong kalagayan (academic status) ng ilang naming mag-aaral. Taliwas sa alituntunin ng aming departamento at kolehiyo, hindi po nakapaggawad si Prop. Raymundo ng karampatan at patas na pagpapasya kaugnay ng ilang mag-aaral sa di-gradwadong programa. Tulad din po ng naibahagi ko na sa kaguruang may tenyur ng aming departamento, para sa aming disiplina, ang gawain ng pagsusuri ng akademikong kalagayan ng aming mag-aaral ay isa ring gawaing pananaliksik at pagtalima sa diwa ng kahusayang akademiko sa pang-araw-araw na buhay ng aming departamento.

Ikinalulungkot ko pong iparating sa inyo na nitong nakaraang ilang taon, lubhang napakalaking bahagi ng pag-iisip, enerhiya at panahon ng ilang kasapi ng kaguruan ang nagugol sa karampatang pagtugon sa at pagwawasto ng hindi kakaunting bilang ng pagkakamali na naisagawa kaugnay ng di-gradwadong programa ng aming departamento. Hindi po makatarungan na iasa sa ilang kasapi ng kaguruan ang tungkuling ito. Upang mabigyan ng sapat at patas na panahon ang lahat ng kaguruan na higit pang mapaghusay ang kanilang gawaing akademiko, nararapat ding mabigyan ng kaukulang timbang ang usapin ng propesyunalismo, *academic citizenship* (konsepto na tinalakay sa pulong noong ika-25 ng Marso 2008) at pagkilala sa mabigat na responsibilidad ng isang akademikong mananaliksik sa loob at labas ng pamantasan.

  
Ika-18 ng Abril 2008

3721C B7E  
DIRECTOR  
OFFICE OF THE SECRETARY

## JUSTIFICATION

The tenured faculty of the Department of Sociology, in a vote of seven to three, recommends the granting of tenure to Assistant Professor SARAH JANE S. RAYMUNDO. The decision to recommend the granting of tenure to Prof. Raymundo was arrived at after thorough deliberations in two meetings of the Department's tenured faculty held on 5 March 2008 and 25 March 2008.

Prof. Raymundo obtained her Bachelor of Arts in Sociology in April 1998 and her Master of Arts in Sociology in October 2005. Both degrees were conferred by the University of the Philippines Diliman.

Prof. Raymundo has served the University for at least eight years. She joined the Department of Sociology in June 1999 as Lecturer. In November 1999, she was appointed to the position of fulltime Instructor and earned a promotion to Assistant Professor I in June 2006. Through the years, Prof. Raymundo has consistently been ranked as among the top three of an average of eight to twelve candidates for hiring and renewal.

Prof. Raymundo's excellent quality of mind, expansive intellectual interest, and competence in current and emerging academic discourses are reflected in her teaching. Her teaching portfolio includes course syllabi with updated readings lists, the use of classic and contemporary audio-visual resources as instructional materials, and the formulation of integrative exam questions. Her commitment to continuously enrich academic discourse especially in social theorizing and her passion to infuse dynamism into the discipline of Sociology have led her to an in-depth examination of current developments in Modern and Postmodern Social Theory, Feminist Theory, and Cultural Studies. As a result, she has developed her own syllabi in such courses as the Sociology of Globalization, the Sociology of Education, and the Sociology of Popular Culture. She has also teamed up with one of our colleagues in the Department to develop a Special Topics course on Sociological Theory, which is the Sociology of Slavoj Zizek.

In her more than eight years of teaching in the Department, Prof. Raymundo has consistently received from her students high marks for her teaching, which were mostly 'Very Good' from the 1<sup>st</sup> semester 1999-2000 to the 1<sup>st</sup> semester 2002-2003, improving to mostly 'Excellent' from the 2<sup>nd</sup> Semester 02-03 to the 2<sup>nd</sup> semester 2006-2007. Comments from her students further demonstrate her commitment as a teacher and quality of her skills. Students described her and her teaching style as follows: "very knowledgeable in her field," "expresses the lessons clearly and systematically," "magaling magturo," "sharp," "very smart and encourages students to speak out their minds," "passionate about the course," "patient in explaining complicated concepts," "relevant reading list," "explains theory clearly and passionately; makes the students feel empowered by throwing questions for debate" and "very open minded."

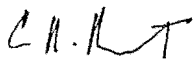
Prof. Raymundo has shown her capability to engage in sustained scholarship. A prolific scholar, she has published a significant number of articles, among which are five full-length articles/book reviews which appeared in refereed academic journals within the University namely *Plaridel: A Journal of Philippine Communication, Media and Society* " [The clown in the

born vo. of repetition" (2004, vol. 1, no. 1), "In the concrete now: Investigating feminist challenges to popular romance production" (2004, vol. 1, no. 2), and "Articulations of capital in a globalized culture" (2005, vol. 2, no. 2)] and *Kasarinlan: Philippine Journal of Third World Studies* "[Review of Empire of Care by Catherine Ceniza Choy, Ateneo de Manila Press, 2005] and "Review of Globalization and Social Exclusion: A Transnationalist Perspective by Ronaldo Munck, Kumarian Press, 2005"].

As an active member of a dynamic intellectual community, Prof. Raymundo has presented papers and delivered lectures in various academic forums. She was a speaker at the Forum-Workshop, "Beyond Cultural Diversity: Towards an East Asia Community" in Waseda University, Tokyo, Japan in December 2007, at The Junior Social Scientist Conference on "The War on Terror" in March 2007, and Forum on the "Wowowee Tragedy and the Politics of Mass Media" at the UP College of Mass Communication in March 2006. It is notable that she has often been invited as resource speaker in academic activities such as Alternative Classroom Learning Experience (ACLE) and Alternative Classes Education Program (ACEP) organized by student organizations and student councils from different colleges on various topics on popular culture, gender, globalization and education. This commitment extends to advocacy for finding solutions to the nation's persistent economic and political problems, particularly those affecting women and the education sector.

Some members of the faculty raised a few concerns pertaining to Prof. Raymundo's political commitment (vis-a-vis her academic responsibilities) and her participation in department committee assignments, particularly the handling of work in the undergraduate Committee. After long and passionate discussions which touched on, among others, the theory and practice of democracy, academic freedom, and professional ethics, seven out of ten tenured faculty members (excluding the Chair and Dr. Walden Bello who is on leave without pay), decided that her academic qualifications and achievements far outweigh the perceived shortcomings.

In recognition of her meritorious performance and loyal service to the University, it is but just and fair that Prof. Raymundo be granted tenure.



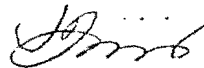
Prof. Cynthia Rose B. Bautista



Prof. Randolph S. David



Prof. Ester B. De La Cruz



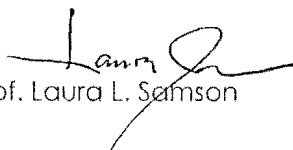
Prof. Josephine C. Dionisio



Prof. Flomin C. Gutierrez



Prof. Gerardo M. Lahuza



Prof. Laura L. Samson

\* Three members of the tenured faculty could not in good conscience vote in favor of granting tenure to Prof. Raymundo.

A faculty member who applies for tenure should not only meet the minimum requirements for tenure in terms of teaching, publications and service, it is also indispensable that the applicant must "conduct himself/herself ethically in all dealings with students, colleagues, staff, and persons outside the University" (UP OVPA. 2004. Shaping Our Institutional Future: A Statement on Faculty Tenure, Rank and Promotion, p. 4). Furthermore, "academic grounds include professional ethics, intellectual honesty, and other values central to academic life" (Ibid, p. 12).

They believe that she failed to uphold the value of academic excellence as there were instances when she failed to apply the rules on scholastic delinquency in a fair and consistent manner, when she was discharging her duties as undergraduate registration adviser.

The University is supposed to be a site for the free and open discussion of persistent and pressing public issues in society. A condition sine qua non for the rational discussion of such issues is a concomitant obligation on the part of faculty members to speak the truth regarding indisputable facts not just to one's colleagues and the University but also to the public at large.

They are of the view that there were instances when she failed to uphold the truth and to act in a professional and transparent manner in relation to discussions of an important public issue- the alleged forced disappearance of Ms. Karen Empeno. While they recognize along with other members of the U.P. community that human rights are indeed worth fighting for and while they respect Prof. Raymundo's right to her views, they are deeply concerned and saddened that she failed to uphold the truth pertaining to the indisputable fact that Ms. Empeno was not doing her thesis in Bulacan at the time of her alleged abduction in June 2006 as her last enrollment in the A.B. Sociology program was for the 2nd semester 2004-05.

Finally, they strongly believe that the University and its faculty have legal and moral obligations to act as substitute parents of their students and to act in an ethical manner towards them. They believe that Prof. Raymundo's failure to uphold academic standards and to uphold the truth pertaining to Ms. Empeno's academic status had and may continue to have negative unintended consequences of limiting the ability of the University as an institution and as a community to act in the interest of its students.

*Clarissa Q. Rub*

*Marcel Jay B. Arguilla*

*Marcel Jay B. Arguilla  
April 1, 2018*

(B) Annex 9



UNIVERSITY OF THE PHILIPPINES DILIMAN  
OFFICE OF THE VICE CHANCELLOR FOR ACADEMIC AFFAIRS



May 30, 2008

Dean Zosimo E. Lee  
College of Social Science and Philosophy  
U.P. Diliman

Dear Dean Lee,

This has reference to your recommendation for tenure of Prof. Sarah Jane S. Raymundo of the Department of Sociology.

The Academic Personnel and Fellowships Committee (APFC) would like to refer to you and the College Executive Board, for comments, the attached letters of three faculty members and the Chairperson of the Department of Sociology who have expressed their disapproval on the grant of tenure for Prof. Raymundo.

Thank you for your immediate attention.

Very truly yours,

Lorna I. Paredes  
Vice Chancellor for Academic Affairs

OFFICE OF THE VICE-CHANCELLOR FOR ACADEMIC AFFAIRS

June 20, 2008

Dr. CLEMEN C. AQUINO  
Chairman  
Department of Sociology  
College of Social Sciences and Philosophy  
U.P. Diliman

(D)

Dear Dr. Aquino,

This has reference to your recommendation for tenure of Prof. Sarah Jane S. Raymundo.

In our evaluation of the abovementioned case, the Academic Personnel and Fellowships Committee (APFC) took notice of the minority's position not to endorse the recommendation for tenure of Prof. Raymundo, citing in particular, academic grounds that include professional ethics and intellectual honesty.

Your letter and the letter of the three tenured faculty who were not in favor were referred back to Dean Zosimo Lee and the CSSP College Executive Board (CEB) for their comments and recommendation. While the CEB did not change their previous endorsement to the grant of tenure, it has however raised concern over Prof. Raymundo's breach of professional ethics which the minority finds objectionable and unacceptable. There was this question of which criterion: one's academic output and promises, or professional ethics (failure to uphold the truth and to act in a professional and transparent manner in relation to discussions of an important public issue), should be given more weight. Further, it was noted that we should build our academic institution through the values that we uphold and the persons we admit into our professional ranks.

We in the APFC share the same concerns expressed by the CEB and we would like to request your Department to give us your comments on them. Perhaps the majority who were in favor can further explain how the academic qualifications and achievements far outweigh this instance of breach of professional ethics. May we also be clarified about Prof. Raymundo's side on this issue?

Thank you very much for your attention.

Very truly yours,  
*Corina I. Paredes*  
Corina I. Paredes  
Chair, APFC

17 October 2008

Prof. Lorna I. Paredes, Ph.D.  
Vice Chancellor for Academic Affairs and  
Chair Academic Personnel and Fellowships Committee  
Quezon Hall  
University of the Philippines  
Diliman, Quezon City

Dear Vice Chancellor Paredes,

This refers to your letter dated 20 June 2008 addressed to Dr. Clemen C. Aquino, Chair of the Department of Sociology, College of Social Sciences and Philosophy pertaining to the recommendation for tenure of Prof. Sarah Jane S. Raymundo (Annex 1).

We wish to thank you and the members of the Academic Personnel and Fellowships Committee for giving the Department the opportunity to give comments on the "concerns expressed by the CEB" regarding the abovementioned recommendation.

The undersigned are the faculty members who submitted the minority report (Annex 2) appended to the abovementioned recommendation for tenure.

We think that we have an obligation to give comments on the "concerns expressed by the CEB" because of the need for the Department and the University as an entire institution to engage in an ongoing clarification of the rules and procedures governing the grant of tenure.

In the 5 June 2008 letter of Dean Zosimo E. Lee (Annex 3) he raised the following issues:

x x x

As Dean, may I suggest that part of the APFC's consideration would be which criterion has the greater weight in the case of Prof. Raymundo: her promise as an academic, or her professional ethics (as shown by her apparent failure to uphold the truth and to act in a professional and transparent manner in discussions of a public issue)? Which criterion would be a more robust basis for tenure that could be applied for all? While we do grant tenure for academic output and promise, would we also be willing to grant tenure to someone whose professional ethics we might have doubts about?

Is this instance of breach of professional ethics (and several instances of lapses as academic adviser to undergraduates) be (sic) sufficient to make a judgment on her whole character, enough to deny her the grant of tenure? (pp 1-2).

*M*      *Carla*      *JBA*

In your letter dated 20 June 2008 (Annex 1) you therefore reproduced the Dean's statement of the above issues in the following manner:

We in the APFC, share the same concerns expressed by the CEB and we would like to request your Department to give us your comments on them. Perhaps the majority who were in favor can further explain how the academic qualifications and achievements far outweigh this instance of breach of professional ethics.

The members of the minority note that the question of whether academic performance can outweigh ethics is based on the statement made in the majority's justification for the grant of tenure to Prof. Raymundo that "her academic qualifications and achievements far outweigh the perceived shortcomings"(p. 2, Annex 4).

Your letter likewise contained an additional query which pertains to a due process issue:

"... May we also be clarified about Prof. Raymundo's side on this issue?"

The undersigned wish to discuss three (3) points regarding the above issues identified by the Dean of the CSSP and APFC:

1. With all due respect to the members of the majority as well as the Dean of the CSSP, we are of the view that it is not possible for academic output and promise to outweigh ethics. The issue as formulated by the Dean, based on the majority's justification for Prof. Raymundo's tenure, rests on the presupposition that it is possible to separate ethics from academic performance or promise in teaching, research and publications and service to the University and to the wider community. We believe that members of the faculty are required to adhere to the highest standards of professional ethics when we teach, research and publish, engage in extension work and serve the wider community. In other words, academic performance or promise and ethics are inextricably linked.
2. As stated in our minority report, we are of the view that what was involved was not one instance but several instances in which Prof. Raymundo failed to uphold the truth and to act in a professional and transparent manner (par. 4, minority report).
3. The members of the minority believe that the Department observed the requirements of due process by giving Prof. Raymundo an opportunity to be heard and to explain her side.

**ISSUE # 1 - IT IS NOT POSSIBLE FOR ACADEMIC PERFORMANCE OR PROMISE TO OUTWEIGH ETHICS. UNIVERSITY POLICIES AND RULES EMPHASIZE THAT ETHICAL STANDARDS MUST BE OBSERVED WHEN FACULTY TEACH, RESEARCH AND PUBLISH, ENGAGE IN EXTENSION WORK AND SERVICE TO THE COMMUNITY AND THEREFORE ACADEMIC PERFORMANCE OR PROMISE AND ETHICS ARE INEXTRICABLY LINKED.**

In our report, we made reference to excerpts from the document titled **Shaping Our Institutional Future: A Statement of Faculty Tenure, Rank and Promotion** which was published in 2004 by the University through the Office of the Vice President for Academic Affairs. Such document emphasizes that faculty members are duty bound to observe professional ethics when we teach, research and engage in extension work and service to the wider community:

*N*

*Car*

*JPH*



2. Responsibilities of Tenure:

2.1 On the part of the tenure-track faculty member:

x x x

c. Be committed to the University as an intellectual community

x x x

Perform in a productive professional manner as to deserve faculty status

Conduct himself/herself ethically in all dealings with students, colleagues, staff, and persons outside the University

2.2 On the part of tenured faculty who recommended tenure

a. Uphold academic freedom, which requires that faculty appointments are made solely on academic grounds --- performance in teaching research and extension, potential to contribute to the discipline, and ethical conduct of the profession (pp.

4-5).

The observance of ethical standards as part of academic grounds is reiterated on page 12 thus:

F.4. .... Academic grounds include professional ethics, intellectual honesty, and other values central to academic life.

The **University of the Philippines Diliman Faculty Manual** (December 2003, p. 178) citing the UPD faculty workshop on November 6-7 2001 also states that:

Faculty members of the University are not only expected to be outstanding scholars in their respective fields. They ought to embody the values that the University uphold which, apart from academic freedom and rigorous scholarship, also include honesty, integrity, and openness to change (underscoring supplied).

The Code of Ethics for Faculty Members which was approved during the 63<sup>rd</sup> UC meeting, December 8, 1998 which was noted during the 1128<sup>th</sup> Meeting of the Board of Regents on January 28, 1999 which is likewise cited in the **University of the Philippines Diliman Faculty Manual** (December 2003, pp. 178- 180) emphasize that faculty members must:

- I. Uphold the honor of the University of the Philippines first and foremost;  
x x x
- IV. Keep academic freedom inviolate in the performance of our roles and responsibilities as teachers and scholars with integrity, honesty, creativity, propriety, fairness, and devotion;
- V. Instill in our students the passion for learning, the discipline attendant to the pursuit of excellence, intellectual honesty and respect for the humane;
- VI. Relate with our colleagues in the spirit of cooperation, camaraderie, and professionalism;
- VII. Maintain honesty and fairness in our dealings with colleagues, students, and entities outside of the University; ...

**ISSUE # 2 - WHAT WAS INVOLVED WAS NOT MERELY ONE BUT SEVERAL INSTANCES OF FAILURE TO UPHOLD THE TRUTH AND TO ACT IN AN ETHICAL AND PROFESSIONAL MANNER**

As we stated in our report, we could not in good conscience recommend that Prof. Raymundo be tenured because we believe that there are sufficient grounds to indicate that she failed to uphold the truth during the discussions involving the alleged enforced disappearance of our student Ms. Karen Empeno not only in one instance but in several instances.

**ISSUE # 3 THE MINORITY OBSERVED DUE PROCESS BY CONSIDERING DOCUMENTS AS WELL AS THE RESPONSES MADE BY PROF. RAYMUNDO WHICH WERE COURSED EITHER THROUGH THE DULY AUTHORIZED REPRESENTATIVES OF THE TENURED FACULTY (THE DEPARTMENT CHAIR OR DR. MA. CYNTHIA ROSE BANZON-BAUTISTA) OR MEMBERS OF THE TENURED FACULTY WHO LATER VOTED IN FAVOR OF GRANTING HER APPLICATION FOR TENURE**

The members of the tenured faculty of the Department of Sociology agreed in past meetings that:

1. only members of the tenured faculty are allowed to participate in tenure deliberations and decisions
2. tenure deliberations must be kept confidential
3. only the Department Chair and any other authorized representative/(s), if any, of the tenured faculty are authorized to dialogue with applicants for tenure regarding issues and concerns which are raised during deliberations for renewal and tenure.

As stated below in the case of Prof. Raymundo, the body authorized only the Department Chair Dr. Clemen C. Aquino and Dr. Ma. Cynthia Rose Banzon-Bautista to dialogue with Prof. Raymundo regarding the issues and concerns of the tenured faculty pertaining to her renewal and/or application for tenure.

We wish to inform the APFC, that the members of the minority feel that they have taken into consideration Prof. Raymundo's explanations which were coursed through the abovementioned representatives of the tenured faculty as well as the arguments made in her behalf by members of the majority regarding the instances in which she failed to uphold the truth and had no choice except to make the very sad and painful decision not to recommend her for tenure.

Not only were the various facts and issues involving Prof. Raymundo's application for renewal and tenure the subject of several tenured faculty meetings (and general faculty meetings in the case of failure to apply the undergraduate retention rules in a fair and consistent manner), the undersigned also considered documents which were disseminated to the U.P. Community and the wider public as well as those which were made available by the Chair of the Department to members of the tenured faculty during the deliberations on Prof. Raymundo's tenure. These documents include a published poem with a footnote and a letter written by Prof. Raymundo herself.

We will provide a brief chronology and summary of facts and will discuss in detail the

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specific instances as well as the grounds and the evidence that we relied upon for our conclusion that Prof. Raymundo failed to uphold the truth and act in an ethical and professional manner in the discussion of the alleged enforced disappearance of our student Ms. Karen Empeno.

## CHRONOLOGY AND SUMMARY OF FACTS INVOLVING "THE KAREN EMPENO CASE"

29 June 2006

At around 1 p.m. of 29 June 2006, Prof. Raymundo approached the coordinator of the A.B. Sociology program, Prof. Marcia Ruth Gabriela Peczon Fernandez while the latter was in the third floor faculty restroom and verbally informed the latter that she received information that Ms. Karen Empeno and another student were allegedly abducted in Bulacan. She also asked whether Prof. Fernandez knew about Ms. Empeno's academic status. Prof. Fernandez replied that she could recall that Ms. Empeno was her student some semesters ago but could not say for certain what her status was. Since Prof. Fernandez had classes that afternoon she replied that it would be best to double check the pertinent Department documents. Prof. Fernandez then immediately reported to the Department Chair that she received unverified information from Prof. Raymundo regarding Ms. Empeno. The Chair in turn relayed such information via SMS to the CSSP Dean.

30 June 2006

In the morning of 30 June 2006, a press conference was held in Palma Hall regarding the alleged abduction. Jonnabelle Asis and Vida de la Cruz, junior faculty of the Department of Sociology were among the speakers during the presscon. Since the organizers of said press conference did not officially communicate and obtain permission from the Department for conducting the same, an on the spot inquiry was conducted by the OIC of the CSSP Dr. Jorge V. Tigno and the Chair of the Department of Sociology.

The Chair of the Department of Sociology requested Prof. Raymundo and Prof. Sapitula, adviser of the organization U.P. Praxis to give their respective accounts concerning the press conference in writing.

These letters (Annexes 5-Prof. Raymundo and 6- Prof. Sapitula) were transmitted by the Chair of the Department to the CSSP (Annex 7) along with a request that the College and University take the appropriate steps the soonest time possible in order to help ensure the safety of the students.

1 July 2006

A news item titled Still No Trace of Abducted UP students in Bulacan: Army Denies Involvement appeared on page A 10 of the **Philippine Daily Inquirer** (Annex 8) which stated in part that:

x x x

Juan Paolo Alfonso, chair of the University of the Philippines Student Council, said witnesses reported the gunmen removed a shirt worn by one the women Karem (sic) Empeno, and used it to blindfold her.

x x x

Alfonso said Empeno was a sociology major doing research in farming

M car J

communities in Hagonoy, a seaside town about 40 kilometers northwest of Metro Manila, for her graduation thesis.

### 3 July 2006

The Office of the Vice Chancellor for Student Affairs invited Dr. Aquino to meet with the parents of the missing students in the morning of 3 July 2006. When Dr. Aquino learned from the parents that they had not retained counsel, she suggested that VCSA Elizabeth Enriquez inquire as to whether the University could help the parents secure the services of counsel (pp.3-4, 26 July 2006 Sociology faculty meeting, Annex 9).

### 4 July 2006

Dr. Tigno, as OIC of the CSSP wrote a letter dated 4 July 2006 to the Chief of the Diliman Legal Office (Annex 11) as well as the Commission on Human Rights (Annex 12) referring the matter involving the alleged enforced disappearance of Ms. Karen Empeno and Sherlyn Cadapan.

It appears that the letter was later referred to the Office of Legal Aid of the U.P. College of Law.

### 05 July 2006

During the College of Social Sciences and Philosophy College Assembly held on 05 July 2006, the Chair read a statement of facts clearly indicating that Ms. Empeno was currently absent without leave as her last enrollment was for the 2<sup>nd</sup> semester 2004-2005. Prof. Raymundo was present during said assembly. Please refer to pp. 4-5 of the attached minutes (Annex 9)

### 07 July 2006

The Chair of the Department was requested by the law interns of the Office of Legal Aid to furnish information about the academic status of Ms. Karen Empeno (p.4, 26 July 2006 Sociology faculty meeting, Annex 10).

### 10 July 2006

Thereafter, the Chair received an SMS message from and a letter from the mothers of the students informing her that "instead of taking on the services of the Office of Legal Aid" they decided "to entrust the case to Atty. Rex Fernandez and the lawyers from the Gabriela Women's Party..." (Annex 13)

### 12 July 2006

A statement from the University Student Council titled "An Open Letter to the (sic) Our Beloved Faculty Members (Annex 14) was circulated during the 12 July 2006 University Council Meeting .

A University Council Resolution on the alleged abduction and disappearance of Ms. Empeno and Cadapan was discussed, amended and approved during the abovementioned 12 July 2006 meeting (Annex 15, excerpt from UC minutes).

*M*      *cat*      *JWR*

During said UC meeting, the Department Chair clarified that Ms. Empeno was absent without leave. Prof. Raymundo was likewise present during the UC meeting. Kindly refer to the pertinent portion of Annex 14 .

13 July 2006

The poem "Ang Huling Ulat" was published on 13 July 2008 on page 4 of Oblation, the official publication of the University Student Council (Annex 16).

**DISCUSSION OF SPECIFIC INSTANCES OF FAILURE TO UPHOLD THE TRUTH AND TO ACT IN AN ETHICAL AND PROFESSIONAL MANNER IN RELATION TO "KAREN EMPENO" CASE AND EVIDENCE RELIED UPON BY THE UNDERSIGNED**

**INSTANCE # 1 - PROF. RAYMUNDO SHOULD HAVE INFORMED THE UNIVERSITY THROUGH THE DEPARTMENT ABOUT THE PRESS CONFERENCE AND SHE SHOULD HAVE BEEN TRANSPARENT AND TRUTHFUL ABOUT HER PARTICIPATION IN SAID PRESSCON**

The members of the minority are of the opinion that the 30 June 2006 letter written by Prof. Raymundo (Annex 5) is evidence that she failed to uphold the truth and to act in a professional and ethical manner.

The minority noted that in her 30 June 2006 letter she stated that she received information about the alleged enforced disappearance of Ms. Empeno from two U.P. Praxis students and that:

x x x

I was asked by the two representatives from Praxis to confirm whether Ms. Empeno is still a student of the Department.

It is clear from the letter that she knew that Ms. Empeno was not currently enrolled in the A.B. Sociology program:

x x x

... I also took the initiative to inform Mr. Manuel Sapitula knowing that he is a contemporary of Karen and was also a former chair of U.P. Praxis. Mr. Sapitula immediately recalled that Ms. Empeno is supposed to be one of his advisees but since she has not showed up for advising, her file was included in the inactive files. At this point, Mr. Sapitula retrieved Ms. Empeno's file at the Department Office. ... (underscoring supplied, par 3, 30 June 2006 letter of Prof. Raymundo, Annex 5).

During the on the spot inquiry conducted by the OIC of the CSSP (Dr. Jorge V. Tigno) on the day of the 30 June 2006 press conference, Prof. Raymundo did not answer Dr. Aquino's repeated queries about what she (Prof. Raymundo) had done to ensure Karen's safety. Neither did she respond to Dr. Tigno's question about which hat she was wearing when she was at the presscon. Before Prof. Raymundo applied for tenure, because there were already concerns mentioned during tenured faculty meetings regarding her performance in the A.B. Committee and the Karen Empeno issue (which took place almost two years before she applied for tenure), the tenured faculty agreed that the Chair and Dr. Ma. Cynthia Rose Banzon Bautista would speak to her about these issues. When Prof. Raymundo was asked about her

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involvement in the press conference, according to the Chair and Dr. Bautista her explanation was "napadaan lang po ako".

This claim is belied not just by her own letter but also the written account provided by Prof. Manuel Victor Sapitula. Both letters indicated that she sent SMS messages to faculty members of the Department who were advisers or supposed to be advisers of Ms. Empeno.

In her 30 June 2006 letter she stated that:

x x x

Much later, I was asked if I could join a presscon on Ms. Empeno's case scheduled the next day (June 30, 2006 10 am AS steps) I refused the invitation since I know of other people who are in a better position to speak on her behalf. I had in mind Ms. Jonnabelle Asis who was the chairperson of UP Praxis while Karen was still an active member, and Ms. Vida dela Cruz who used to be her academic adviser. I took the liberty to invite them to the presscon through SMS. Both agreed to be present in the presscon. I also asked Mr. Sapitula to be present in the presscon, but he declined.

We are of the opinion that she had a duty to inform the Department and the College about the intended press conference considering that she was being asked about the academic status of a student who was allegedly abducted and whose life was in peril.

The December 2003 University of the Philippines Diliman Faculty Manual states that:

10.2.6. Use of University Information No member of the academic staff, officer or employee of the University shall publish or discuss publicly the following:

x x x

- b. Any information concerning a particular college or school, not released for publication, without the written permission of its Dean or Director and the President (Art. 246; amended at 754<sup>th</sup> BOR Meeting January 20, 1967).

All information concerning a particular college or school shall be given by its Dean or Director; Provided, That the information has to do with his/her college or school only and not with any other college or school of the University System; Provided, further, That the President may prohibit the publication or the release of any news affecting the University.

**INSTANCE # 2 PROF. RAYMUNDO MADE IT APPEAR THROUGH A POEM PUBLISHED IN THE OFFICIAL PUBLICATION OF THE UNIVERSITY STUDENT COUNCIL OF UP DILIMAN ON 13 JULY 2006 THAT MS. EMPENO WAS DOING HER THESIS IN BULACAN AT THE TIME OF HER ALLEGED ENFORCED DISAPPEARANCE WHEN SHE KNEW AS EARLY AS 29 JUNE 2006 THAT THE LATTER WAS ABSENT WITHOUT LEAVE**

While she knew, as indicated by her 30 June 2006 letter about the AWOL status of Ms. Empeno she failed to uphold this truth in by writing and causing the publication of a poem titled "Ang Huling Ulat" (para kay Karen) (Annex 16) which includes the following lines

*M*      *Cap*      *JAA*

which suggest that Ms. Empeno was doing research for her thesis at the time she was allegedly abducted:

Peligroso and panlipunang pagsisiyasat  
Sa Hagonoy, ang bawat tanong punglo ang katapat  
Nanaig ang sinsin na naisaulo,  
Walang sosyolohiyang sumusuko sa pagpapakatao

In her footnote to the poem, Prof. Raymundo stated the following which further suggests that Ms. Empeno was doing her thesis at the time of her alleged enforced disappearance:

Thesis na lamang ang kulang ni Karen para magtapos siya ng kursong Sosyolohiya sa Unibersidad ng Pilipinas-Diliman. Bago siya magfile ng residency, nakakuha si Karen ng markang INC sa thesis na sa mga panahong iyon ay minarapat niya sanang tumalakay sa mga awit ng pakikibaka. Dinukot siya kasama ni Sherylyn (sic) Cadapan (kapwa taga UP Diliman) ng mga kalalakihang nakabonnet noon (sic) June 26, 2006, alas dos ng madaling araw. Upang makatulong sa kampanya upang mapalaya sian (sic) Karen at Sherlyn, makiisa sa alyansang Tigil-Paslang ng UP Diliman stopthekillings@yahoo.com.

The members of the minority could not help but notice the similarity in the point emphasized in Prof. Raymundo's letter and the abovementioned poem and its footnote.

In her 30 June 2006 letter (Annex 5) she stated:

.... We found out that Ms. Empeno only has to complete the thesis requirement of the BA Sociology program (par. 3).

On the other hand, what was stated in Prof. Sapitula's letter (Annex 6) was that:

x x x

I have confirmed with our Department files that she was in our BA program, with a grade of INC in Sociology 200. Her last enrolment was 2<sup>nd</sup> semester, AY 2003-2004 (sic).

The undersigned note however that Ms. Empeno's last enrolment was 2<sup>nd</sup> semester AY 2004-05.

The abovementioned poem with the footnote was published in the official publication of the University Student Council of U.P. Diliman on 13 July 2006 (Annex 16). This is significant for the minority for the following reasons:

1. In the usual course of events, it is the case that it takes some time before a publication is released and that the same is of course subject to the editorial policy of the publication in question. Since the poem was published by the University Student Council it would not be unreasonable to presume that the members of the USC as well as other students read the poem and footnote and communicated with Prof. Raymundo regarding the same.

2. On 12 July 2006 during the University Council meeting, a statement was circulated by the University Student Council, with the help of faculty members who the minority suppose are part of the Tigil Paslang coalition titled "An Open Letter to the (sic) Our

M car JWA

tenured Faculty Members" (Annex 14). Said document includes the following statements:

x x x

... This letter is meant to appeal to our respected faculty members. The support of the University Council, as one of the most respected and highest institution in the University, is needed in demanding the government to release or reveal the whereabouts of two military captives: Karen Empeno and Sherlyn Cadapan.

Karen is currently enrolled in the Bachelor of Arts program of Sociology. Hailing from Zambales, she is an active member of the U.P. Zambalenos, a well-known provincial organization, U.P. Praxis, a sociology based organization, and the League of Filipino students. She was currently doing fieldwork to complete her thesis when she was abducted. Completion of her thesis is the only requirement she needs before she can finally graduate.

x x x (underscoring supplied).

3. During the University Council meeting, despite the fact that the Chair of the Department clarified Ms. Empeno's academic status, Prof. Raymundo did not stop the publication of the poem with the footnote by the University Student Council. As stated above the UC meeting took place a day BEFORE the poem was published.

During one tenured faculty meeting Ms. Empeno's thesis adviser Dr. Clemen C. Aquino stated that:

1. Ms. Empeno's thesis plan never included doing fieldwork in Bulacan.
2. Neither did Dr. Aquino advise nor allow Ms. Empeno to do fieldwork in Bulacan.
3. Prof. Raymundo never ever asked her (Dr. Aquino) about Ms. Empeno's thesis work.

Based on her 30 June 2006 letter (Annex 5), Prof. Raymundo stated that Ms. Empeno was not her student and merely "sat in her classes". She also stated to Drs. Aquino and Bautista that she did not really know Ms. Empeno.

Again, we found it significant that while Prof. Raymundo contacted members of the junior faculty to participate in the presscon she did not inform the Department about the same through the Chair who is also Ms. Empeno's thesis adviser. In the footnote Prof. Raymundo said:

Thesis na lamang ang kulang ni Karen para magtapos siya ng kursong Sosyolohiya sa Unibersidad ng Pilipinas-Diliman. Bago siya magfile ng residency, nakakuha si Karen ng markang INC sa thesis na sa mga panahong iyon ay minarapat niya sanang tumalakay sa mga awit ng pakikibaka.

We beg to differ with some of our colleagues in the majority who argued that the poem was "creative work" and that Prof. Raymundo was entitled to creative license. If the poem was really just "creative work" why was there any need to place such footnote (which was cited above) which has the effect of indeed making it appear that Ms. Empeno was doing her thesis in Bulacan.

Further, how could she claim what was stated in the footnote was true when she never double

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checked this with Ms. Empeno's thesis adviser (Dr. Aquino) nor could she claim personal knowledge thereof since she told Drs. Aquino and Bautista that she did not really know Ms. Empeno.

The undersigned also note that Prof. Raymundo did not include the poem in the CV that she submitted to the Department for her tenure application (Annex 17).

The above poem and footnote (which was edited) was posted in the Tigil Paslang blogsite on 01 August 2006 <http://tigilpaslang2.blogspot.com/> and thus became available to a wider public (and not just the UP Diliman community) notwithstanding the fact that the Department through its Chair had clarified before the CSSP Assembly and University Council meeting that Ms. Empeno's academic status was AWOL such that she could not have been doing her thesis in Bulacan at the time of her alleged enforced disappearance (Annex 18).

**INSTANCE # 3 PROF. RAYMUNDO HAD AN OBLIGATION TO INFORM THE UNIVERSITY STUDENT COUNCIL AS WELL AS HER COLLEAGUES WHO WERE PART OF THE TIGIL PASLANG COALITION ABOUT THE FACT THAT MS. EMPENO WAS ABSENT WITHOUT LEAVE**

One of our colleagues relayed information from Prof. Raymundo during the tenured faculty meetings that she (Prof. Raymundo) denied that she participated in preparing the University Student Council statement and that she supposedly did not intentionally distribute the same which stated that Ms. Empeno was enrolled in the A.B. Sociology program.

Even assuming that said claims are true, we believe that the point is that Prof. Raymundo had both the opportunity as well as the duty to inform the students including the University Student Council about Ms. Empeno's academic standing since as indicated in the footnote to the poem (Annex 16) and the document titled **Soul Searching: A Statement for the July 20, 2006 Tigil Paslang Activity for the Missing UP Students** (Annex 19) she is a member of the Tigil Paslang Coalition along with other faculty members as well as the Chair of the University Student Council Paolo Alfonso. The Tigil Paslang document states that:

Tigil Paslang UP is a broad alliance of students, faculty and staff formed in the wake of Karen and Sherlyn's disappearance. It is the response of the concerned constituents of the University to the spate of killings abductions, torture, illegal arrests under Arroyo's Oplan Bantay Laya. Among its conventors are National Artist Bien Lumbera, Faculty Regent Roland Simbulan, Student Regent Raffy Sanchez, former CSWCD Dean Angelito Manalili, former CSSP Dean Connie Paz, Dr. Sylvia Estrada-Claudio, Dr. Ramon Guillermo, Dr. Giovanni Tapang, Dr. Fidel Nemenzo, Prof. Neferti Tadiar, Prof. Jonathan Beller, Prof. Judy Taguiwalo, Prof. Sarah Raymundo, Buboy Cabrera of the ALL-UP Worker's Union and many more. The students are also represented by Paolo Alfonso of (sic) University Student Council, STAND-UP, NNARA-Youth, AGHAM Youth, GABRIELA Youth, among others (underscoring supplied).

As a faculty member who undoubtedly knew that Ms. Empeno had been AWOL for quite some time, the minority believe that she failed to discharge a professional and ethical obligation by not informing the University Student Council especially its Chair Juan Paolo Alfonso and other members of the Tigil Paslang Coalition about the true academic status of Ms. Empeno. As stated above in her 30 June 2006 letter she stated that it was two Praxis students who supposedly informed her about the latter's alleged abduction and it was they

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car JMA

who sought confirmation of “whether Ms. Empeno is still a student of the Department”.

The undersigned note that on 01 July 2006, the day after the abovementioned presscon, a news item titled Still No Trace of Abducted UP students in Bulacan; Army Denies Involvement appeared on page A 10 of the Philippine Daily Inquirer (Annex 8) which stated in part that:

x x x

Juan Paolo Alfonso, chair of the University of the Philippines Student Council, said witnesses reported the gunmen removed a shirt worn by one the women Karem (sic) Empeno, and used it to blindfold her.

x x x

Alfonso said Empeno was a sociology major doing research in farming communities in Hagonoy, a seaside town about 40 kilometers northwest of Metro Manila, for her graduation thesis.

The false information that Ms. Empeno was doing research as a sociology student in Bulacan when she was allegedly abducted keeps on appearing in newspaper articles. One such account is found in the Philippine Daily Inquirer story dated September 19, 2008 titled Court Orders AFP To Free 2 UP Coeds (Annex 20 please refer to highlighted portion).

As we stated in our minority report we are disturbed by this since we “believe that the University and its faculty have legal and moral obligations to act as substitute parents of their students and to act in an ethical manner toward them ... and that Prof. Raymundo’s failure to uphold the truth pertaining to Ms. Empeno’s academic status had and may continue to have negative unintended consequences ...”.

#### **SUMMARY OF INSTANCES OF FAILURE TO UPHOLD THE TRUTH AND TO ACT IN AN PROFESSIONAL AND ETHICAL MANNER IN RELATION TO THE KAREN EMPENO CASE**

The minority <sup>is</sup> disappointed that Prof. Raymundo denied having any hand in organizing the presscon by stating “napadaan lang po ako” when in her letter she admitted having sent SMS messages to members of the junior faculty of the Department asking them to speak during the presscon. The minority were also dismayed by the fact that in her letter she claimed “I know of other people who are in a better position to speak on her behalf” as the reason for not wanting to speak during the presscon when as stated above she was able to see Ms. Empeno’s file and to speak with Prof. Sapitula such that she had information that Ms. Empeno was AWOL. While she took the liberty of requesting the junior faculty to speak during the presscon, she did not inform the University through the Department of Sociology Chair who was also Ms. Empeno’s thesis adviser about the same. Furthermore, why did she submit the poem with the footnote discussed above which was published in the official publication of the University Student Council which is intended to convey to readers that Ms. Empeno was engaged in fieldwork for her thesis in Bulacan when she was abducted and that Prof. Raymundo was privy to Ms. Empeno’s thesis work since the poem refers to details regarding Ms. Empeno’s thesis? Finally, having known about Ms. Empeno’s AWOL status as early as 29 June 2006 why did she not inform the USC Chair and the other members of the Tigil Paslang Coalition about the same?

In our report we emphasized that we are of the belief that the duty to observe professional and ethical conduct, including the duty to uphold the truth, is required when faculty members discuss important public issues.

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It is interesting to note that Prof. Raymundo co-edited a publication with Prof. Roland Tolentino titled **Kontra-Gahum: Academics Against Political Killings** in 2006 which was published by the IBON Foundation. She contributed an article to the said publication titled "Ang Etika ng Tunay Laban sa Diskurso ng Wakasan" (Please see Annex 16 Prof. Raymundo's CV). While she mentioned this in her CV, and while our respected colleagues who are part of the majority stated that Prof. Raymundo's activities includes "advocacy for finding solutions to the nation's persistent economic and political problems, particularly those affecting women and the education sector" they did not mention this article in their justification for her tenure (Annex 4). Attached is a copy of her article (Annex 21).


In their joint statement, the Tigil Paslang Coalition of which Prof. Raymundo is a member argue that there "is a clarion call for those of us within the University to take on this important role once more to speak the truth against power" (Annex 18).

We agree with Prof. Raymundo and our colleagues of the Tigil Paslang Coalition that indeed we must not be afraid to take up the challenge to speak the truth. The University as a site of free and open inquiry and of academic freedom requires respect for the truth. Academic freedom, which is freedom from unreasonable State interference when we teach, conduct research, publish and engage in service to the wider community, will be put in peril if our students, our colleagues and the public at large come to distrust us and the institution that we represent if we fail to observe ethics in our fight to demand for, and to uphold the truth.

Again, allow us to express our gratitude for giving us the opportunity to discuss our comments on the concerns expressed by the College Executive Board of the College of Social Sciences and Philosophy and the Academic Personnel and Fellowships Committee.

Very truly yours,

  
Prof. Marcia Ruth Gabriela Peczon Fernandez

  
Prof. Clarissa A. Rubio, Ph.D.

  
Prof. Marie Joy B. Arguillas, Ph.D.

DEPARTMENT OF SOCIOLOGY  
College of Social Sciences and Humanities  
UNIVERSITY OF THE PHILIPPINES

14 November 2008

Dr. Lorna I. Paredes  
Vice Chancellor for Academic Affairs  
University of the Philippines  
Diliman, Quezon City  
(through channels)

Dear Vice-Chancellor Paredes:

In response to your 12 November 2008 letter, the Department of Sociology respectfully informs you through channels that as of 4 November 2008, only two of the eleven tenured faculty members who participated in various meetings held to deliberate on the tenure of Prof. Sarah Jane S. Raymundo, reiterated their recommendation to grant tenure.

Three faculty members did not participate in the final decision on tenure. One of the three recommended to grant tenure earlier but retired in May 2008. Another faculty member, who was on leave without pay from 1 June 2007 to 1 May 2008, recused himself from the deliberations and will not vote on tenure. The third faculty member, who earlier recommended the granting of tenure to Prof. Raymundo, left for study leave in August 2008.

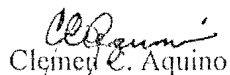
Three faculty members, who withdrew from the majority position (Kindly refer to the attached 3 November 2008 letter), abstained from reiterating the 18 April 2008 tenure recommendation because at the point when the group had to transmit its response to your 20 June 2008 request for explanation on "how the academic qualifications and achievements far outweigh this instance of breach of professional ethics", certain concerns that have bearing on the granting of tenure to faculty members in the University, remained unclarified.

Three of the faculty objected to the granting of tenure to Prof. Raymundo. (Kindly refer to their report attached to the basic paper dated 18 April 2008 and their letter dated 17 October 2008).

The Chair submitted her views objecting to the granting of tenure in April 2008 and reiterated her position on the matter.

In view of this voting outcome, the Department of Sociology cannot recommend tenure for Prof. Sarah Jane S. Raymundo.

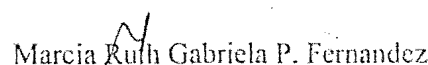
Yours truly,

  
Clemy E. Aquino

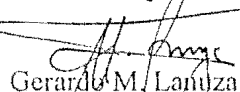
  
Marjoly B. Arguillas

  
Maria Cynthia Rose B. Bautista

  
Randolph S. David

  
Marcia Ruth Gabriela P. Fernandez

  
Eddomin C. Gutierrez

  
Gerardo M. Llanuza

  
Clarissa A. Rubio

  
Laura L. Sanison

NOV 20 2008

Chancellor  
University of the Philippines  
Diliman, Quezon City

Dear Chancellor Cao:

Warm greetings!

I would like to seek your advice regarding the status of my application for tenure as faculty member of the Sociology Department of the University of the Philippines-Diliman.

On Friday November 7, 2008, I submitted a letter to Dean Zosimo Lee that primarily draws attention to a meeting that was called by the Chair of the Department of Sociology, Dr. Clemen Aquino on Thursday, November 6, 2008 at around 4:15 pm.

In the said meeting that ensued only between me and Dr. Aquino, the latter verbally informed me of two major points:

- 1) that the tenured faculty of the Department of Sociology convened and their decision was to deny my tenure; and
- 2) that I was to refrain from attending my classes on November 7, 2008 and wait for further instructions from the Chair.

The first point was a major puzzlement for me because as far as I am concerned I had fulfilled all the academic requirements for tenure-such as teaching, publications, and service. Furthermore, when I inquired about the basis for the non-recommendation of my tenure, I was only told that such information could not be disclosed at the moment.

Regarding the second point raised by the Chair, I decided to fulfill my obligation to teach the subjects assigned to me this second semester 2008-2009 in the absence of a written and legal justification why I should not. While I continue to teach with the same dedication I have shown in the past, the unanswered questions regarding the denial of tenure and the unusual fact that the chair asked me to refrain from holding classes are unsettled issues that have made me anxious about my place in the University.

As a young faculty who has served the University for the past nine years and who have envisioned my future as an academic in this University, I cannot understand why I am being treated this way. It has been almost two weeks since I inquired about my status. In fact, I have been waiting for the result of my tenure application since I submitted all requirements for processing to the tenured faculty through the Chair way back February 8, 2007. As I have fulfilled the requirements for tenure, high teaching scores, publications in refereed journals and other academic accomplishments, I can not help but conjecture that the reason for the denial of my tenure is my involvement with the Congress of Teachers/Educators for Nationalism and Democracy and the Alliance of Concerned Teachers.

As I write this letter, I have yet to receive any response from the Office of the Dean of the College of Social Sciences and Philosophy, to whom I addressed my inquiry on the matter. I also furnished the Department Chair, all tenured faculty of the Department of Sociology, and members of the College Executive Board with the said letter.

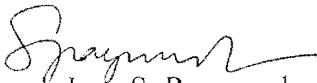
In bringing this to your attention; it is my hope that your good office can help facilitate the answers to my questions and that my rights to transparency in decision making, due process and the right to appeal are observed. I am doing this as I believe that that I have exhausted all means to clarify this at the departmental and college levels..

Attached are the following documents for your perusal:

- 1) My Curriculum Vitae;
- 2) a copy of my Student Evaluation of Teachers;
- 3) a copy of my application letter for tenure; and
- 4) a copy of my letter to the Dean dated November 6, 2008.

Thank you very much for your attention.

Sincerely yours,



Sarah Jane S. Raymundo  
Assistant Professor Department of Sociology

cc: Chair, Department of Sociology  
the Tenured Faculty, Department of Sociology  
Members of the College Executive Board, CEB  
Dr. Ramon Guillermo, President, All-UP Academic Employees Union, Diliman Chapter  
Dr. Judy M. Taguiwalo, Chair, University Council Committee on Faculty Welfare, Conduct and Development

DEPARTMENT OF SOCIOLOGY  
University of the Philippines  
Diliman, Quezon City

January 12, 2009

**Dr. LORNA I. PAREDES**

Vice Chancellor for Academic Affairs  
University of the Philippines Diliman  
Quezon City

**Dr. Zosimo E. Lee**

Dean  
College of Social Sciences and Philosophy  
University of the Philippines Diliman  
Quezon City

Cc: Dr. Clemen C. Aquino, The Chair, Department of Sociology, UP Diliman  
members of the tenured faculty, Department of Sociology, UP Diliman

Dear Vice Chancellor Paredes and Dean Lee:

Happy New Year!

I would like to inform you that I am now officially withdrawing my signature from the letter submitted by the Department regarding the non-recommendation of tenure for Prof. Sara Jane Raymundo, dated November 5, 2008. I therefore no longer share in the wisdom of the collective decision reached by the Department of Sociology.

Personally, after thoroughly reflecting and rethinking of the case over the past long vacation, which brought so much stress and anguish in me, I am strongly re-affirming my own personal conviction that Prof. Sarah Raymundo deserves tenure.

Also, after discussing with several tenured faculty members, I realized that we do share a common concern. We realized that the process itself could have been prolonged justifiably so as to give more time in considering all relevant facts and information.

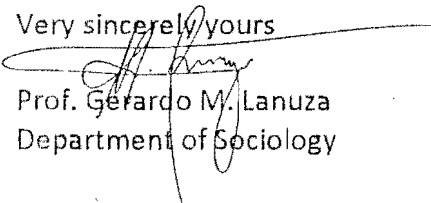
Also, I believe that Prof. Sarah Jane Raymundo deserves a fair hearing before the tenured faculty so that she can answer all serious allegations raised against by some of our colleagues in the series of our deliberations.

I am convinced that this tenure process is crucial to the future and welfare of the Department. For it should help us clarify what we mean by tenure and the criteria by which we evaluate our colleagues. I think that by allowing us once more to discuss this crucial issue of tenure we will be able to come to a better and more democratic decision.

I therefore believe that by withdrawing my signature from the said official letter of the Department I am putting my faith in the future progress and integrity of the Department as an academic and collegial institution.

Thank you very much!

Very sincerely yours



Prof. Gerardo M. Lanuza  
Department of Sociology



UNIVERSITY OF THE PHILIPPINES  
College of Social Sciences and Philosophy  
Sociology Department

12 January 2009

**Dr. Lorna I. Paredes**  
Vice Chancellor for Academic Affairs  
University of the Philippines Diliman

Through

**Dr. Zosimo Lee**  
Dean, College of Social Sciences and Philosophy

Cc : Dr. Clemen C. Aquino, Chair  
Members of the tenured faculty  
Department of Sociology

Dear Vice Chancellor Paredes :

I would like to express my sentiments on the issue of the decision on tenure of my colleague in the department, **Assistant Professor Sarah Jane Raymundo**. In a letter to your office by Prof. Laura Samson in behalf of the majority of the Sociology Department's tenured faculty dated 4 November 2008, she expressed my earlier view that I "could not reiterate my recommendation (for tenure) because (I felt) that questions regarding Prof. Raymundo's lack of transparency and disclosure remain unresolved that time, (but that I was) amenable to further occasions to resolve such questions regarding Prof. Raymundo."

I now feel that when the tenured faculty met on 5 November 2008, the immense pressure of the deadline to decide on Prof. Raymundo's tenure did not allow the members of the tenured faculty to consider all factors and the sentiments of all its members. Therefore, I would like to withdraw my signature from the resulting document where we state that the Department cannot recommend tenure to Prof. Raymundo. I would now like to reiterate my earlier position in the letter submitted by

Prof. Laura Samson dated 4 November 2008, and propose that there should be an opportunity to, once and for all, resolve questions about Prof. Raymundo.

My hope is that we could thoroughly address not only questions about her "lack of transparency" relating to the disappearance of Ms. Karen Empeño, and whether that constitutes a serious breach of professional ethics was committed, a decision that I do not believe was formally arrived at. It would also be for the best to ascertain whether such perception and/or judgment on Prof. Raymundo's behavior should take precedence over her excellent academic qualifications in consideration of her tenure. My hope is that, when it comes to granting full membership to the University, we can come closer to clarifying and affirming of our academic ideals.

Thank you very much.

Respectfully yours,



Filomin C. Gutierrez, Ph.D.  
Associate Professor

DEPARTMENT OF SOCIOLOGY  
College of Social Science and Philosophy  
UNIVERSITY OF THE PHILIPPINES

January 12, 2009

Dr. Lorna Paredes  
Vice Chancellor for Academic Affairs  
University of the Philippines at Diliman  
Quezon City

Dr. Zosimo Lee  
Dean  
College of the Social Sciences and Philosophy  
University of the Philippines at Diliman  
Quezon City

Dear Vice Chancellor Paredes and Dean Lee:

Greetings.

Owing to my having been on leave from the university during the schoolyear 2007-2008, I was not able to participate in the discussions on the granting of tenure to Prof. Sarah Raymundo. For this reason, I recused myself from further discussions upon my return from leave in June 2008, reposing my trust in the good judgment of my colleagues.

A review of the process, however, has alarmed me. I found the process to be so flawed and so unjust to Prof. Raymundo that remaining on the sidelines in this matter would amount to a dereliction of my duty as a member of the tenured faculty.

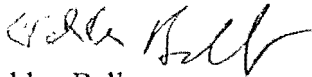
I am therefore claiming my right to voice my opinion and vote on the matter. Thus, I am formally registering my opposition to the Nov. 4 letter from the tenured faculty declaring non-reiteration of the earlier majority decision to recommend tenure for Ms. Raymundo. *I did not sign the Nov. 2008 letter and my explicit opposition to it now should underline that it is a document that does not enjoy the consensus of the tenured faculty.*

Because it has been such a flawed process, I feel strongly that the decision-making on the Raymundo case should not be rushed and that it should be conducted with fairness, with transparency, and with the primacy of academic criteria. I feel that it is the responsibility of the higher academic authorities to ensure that Ms. Raymundo, whose academic record is considered excellent by all sides, is provided with a just tenure process that is based on academic considerations. I also feel that non-academic issues must not taint this process, as they have the current process, 98 per cent of which was focused on a particular non-academic incident involving Ms. Raymundo. Surely, this is highly questionable as a

Focus of tenure discussions, which must be devoted to the teaching and publishing record of the faculty member being considered. If there are such extraneous non-academic issues, they should be subjected to a separate legal process where all parties are given a chance to present their side. The conflation of the tenure process with a disciplinary process—*especially one that has not reached any conclusion on the guilt or innocence of the defendant*--is wrong and constitutes a dangerous precedent that would destroy the academic objectivity that is central to the tenure process.

The university administration has had a record of fairness in ruling on tenure issues, exhibiting an independence of mind that is admirable. I hope it will continue this tradition in the Raymundo tenure case.

Sincerely yours,



Walden Bello  
Professor of Sociology

CC. Dr. Clemen Aquino, Chairperson, Department of Sociology

DEPARTMENT OF SOCIOLOGY  
UNIVERSITY OF THE PHILIPPINES

January 12, 2009

Dr. Lorna Paredes  
Vice Chancellor for Academic Affairs  
University of the Philippines at Diliman  
Quezon City

Dr. Zosimo Lee  
Dean  
College of the Social Sciences and Philosophy  
University of the Philippines at Diliman  
Quezon City

Dear Vice Chancellor Paredes and Dean Lee:

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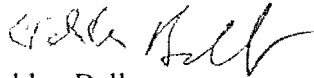
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Sincerely yours,



Walden Bello  
Professor of Sociology

CC. Dr. Clemen Aquino, Chairperson, Department of Sociology

UNIVERSITY OF THE PHILIPPINES  
DILIMAN QUEZON CITY  
TELEPHONE 931-3511 LOCAL 2555, 2556  
DIRECT LINE: (632) 929-5401, (632) 927-1835  
FAX: (632) 928-2863  
E-MAIL: oc.upd@up.edu.ph

OFFICE OF THE CHANCELLOR

February 4, 2009

REFERENCE NO. SSC-09-051

Dr. Clemen A. Aquino  
Chair  
Department of Sociology  
College of Social Sciences and Philosophy  
UP Diliman

Dean Zosimo Lee  
College of Social Sciences and Philosophy  
UP Diliman

Dear Dr. Aquino and Dean Lee:

In a letter addressed to Vice Chancellor for Academic Affairs Lorna I. Paredes dated November 14, 2008, nine (9) faculty members signed that "the Department of Sociology cannot recommend tenure for Prof. Sarah Jane S. Raymundo." (Attachment A)

However, VC Paredes was also in receipt of two (2) letters dated January 12, 2009 from two (2) signatories to the November 14, 2009 letter. Prof. Gerardo Lanuza said in his letter that, "I am now officially withdrawing my signature from the letter submitted by the Department regarding the non-recommendation of tenure for Prof. Sarah Jane Raymundo."

Prof. Filomin Guitierrez, on the other hand, said, "I would like to withdraw my signature from the resulting document where we state that the Department cannot recommend tenure to Prof. Raymundo." (See Attachments B and C).

There is also a letter to VC Paredes by Prof. Walden Bello dated January 12, 2009 registering opposition to the "non-reiteration of the earlier majority decision to recommending tenure for Ms. Raymundo." (Attachment D).

VC Paredes has forwarded the matter to my Office.

In view of several "withdrawals" regarding this case, it is not clear to me now what the official Department and College positions are on the grant of tenure for Professor Raymundo.

May I be clarified on the Department position and College position on the matter?

Thank you.

Very truly yours,

  
SERGIO S. CAO  
Chancellor

Attached:a/s

c.c.; Vice Chancellor Lorna I. Paredes

University of the Philippines  
College of Social Sciences and Philosophy  
Department of Sociology

March 9, 2009

Dr. Sergio S. Cao  
Chancellor  
University of the Philippines Diliman

Through Channels

Dear Chancellor Cao:

In response to your letter dated 4 Feb 2009 requesting the position of the Department of Sociology on the grant of tenure to Prof. Sarah Jane S. Raymundo, the tenured faculty met four times to discuss all aspects of the issue. The last two meetings were held via Skype at the Diliman Interactive Learning Center to facilitate the participation of two faculty members who are currently abroad.

Today, the faculty voted, and the voting outcome was as follows:

Recommending tenure: 5 (Walden Bello, Josephine Dionisio, Filomin Gutierrez, Gerardo Lanuza, and Laura Samson)

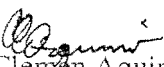
Not recommending tenure: 4 (Marie Joy Arguillas, Marcia Ruth Gabriela Fernandez, Clarissa Rubio, Clemen Aquino)

Abstaining: Cynthia Bautista

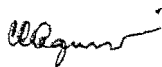

Recommending waiver of tenure rule: Randolph David

Thank you very much.


Very truly yours,


  
Clemen Aquino


  
Marie Joy Arguillas

for Cynthia Rose Bautista   
  
Walden Bello

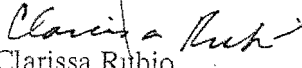
  
Randolph David

for Josephine Dionisio 

  
Marcia Ruth Gabriela Fernandez

  
Filomin Gutierrez


  
Gerardo Lanuza

  
Clarissa Rubio

  
Laura Samson

noted  
/s/ 3/12/9





**College of Social Sciences and Philosophy**  
University of the Philippines  
Diliman, Quezon City  
**Office of the Dean**

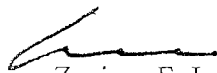
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Phone: 920.5301, ext. 6242, 6810 Telefax: 926.3486 E-mail: [dekano@kssp.upd.edu.ph](mailto:dekano@kssp.upd.edu.ph)

March 10, 2009

Respectfully forwarded to the Chancellor, Dr. Sergio S. Cao, the accompanying letter from the Department of Sociology stating the voting outcome on the question of the grant of tenure for Prof. Sarah Jane S. Raymundo.

The College Executive Board of the College of Social Sciences and Philosophy in its meeting on March 9, 2009 was duly informed of this letter. The CEB notes the results of the voting.



Zosimo E. Lee  
Dean

chy

Yng 3/17/09

REFERENCE SLIP

FORWARDED TO:

FOR:

- Regent \_\_\_\_\_
- President \_\_\_\_\_
- Vice President \_\_\_\_\_
- Univ. Secretary \_\_\_\_\_
- Chancellor \_\_\_\_\_
- Vice Chancellor \_\_\_\_\_
- IPS General Counsel \_\_\_\_\_
- U.P.D. Chief Legal Officer \_\_\_\_\_
- U.P.D. Budget Director \_\_\_\_\_
- U.P.D. Registrar \_\_\_\_\_
- SRDO Director \_\_\_\_\_
- Dean For Lee / CSSP
- Director \_\_\_\_\_
- Univ. Librarian \_\_\_\_\_
- Chair \_\_\_\_\_
- U.P.D. Police Chief \_\_\_\_\_

- Your information
- Your indorsement/recommendation
- Your comment/reaction/response
- Appropriate action
- Compliance/implementation
- Dissemination to all concerned
- Notation and return/file
- Investigation and report
- Notification of party concerned
- Study and report to
- Follow up of previous communication
- Direct reply to party with copy furnished us
- Drafting of response
- The following:

upd.edu.ph

accompanying  
 the question of the

and Philosophy in  
 B notes the results

*The CEO should discuss  
 the matter and make  
 a decision on the  
 matter of tenure.*

*M 3/12/09*

REMARKS:

College of Social Sciences and Philosophy  
University of the Philippines  
Diliman, Quezon City  
**Office of the Dean**

Handwritten notes and stamps in the top right corner, including a date stamp "3-23-09" and some illegible signatures.

Phone: 920.5301, ext. 6242, 6810 Telefax: 926.3486 E-mail: dekanok@kssp.upd.edu.ph

March 18, 2009

Dr. Sergio S. Cao  
Chancellor  
University of the Philippines  
Diliman

Subject: CSSP CEB Vote on Recommendation for Tenure for Prof. Sarah Raymundo

Dear Chancellor Cao,

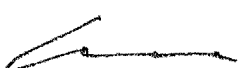
The results of the CSSP College Executive Board vote on the recommendation for tenure for Prof. Sarah Raymundo held March 17 are:

Yes – Seven  
No \_ One

Three did not either recommend or not recommend and gave the following remarks:

- “Waiver of tenure rule for one year.”
- “Recommends that departmental autonomy be upheld.”
- “Granting tenure is the prerogative of the department. It may present a dangerous precedent threatening this autonomy. No position to recommend or not to recommend tenure.”

Two members of the CEB did not vote.



Zosimo E. Lee  
Dean

Cc: CSSP CEB

noted

Handwritten signature and date "3/23/09" above a typed name and title: SERGIO S. CAO, Chancellor

M 3/12/09



**DEPARTAMENTO NG KASAYSAYAN**  
Kolehiyo ng Agham, Pangingalan at Pilitang  
**UNIBERSIDAD NG PILIPINAS**



March 13, 2009

Dr. Sergio S. Cao  
Chancellor

Thru: Dr. Zosimo E. Lee  
Dean

Re the Dean's memorandum to vote on the Sarah Raymundo case, I would like to put on record that I believe this vote requires a full discussion of the latest letter of the Sociology faculty and therefore a disclosure of their latest meetings. Preferably, the Sociology faculty should state a recommendation.

Under the circumstances, a hearing and discussion of the final positions of the contending parties beyond a reading of their letter and other written communication would provide the CEB a crucial forum to see all sides of the case. It would give everybody a chance to learn from each other's insights and arrive at a balanced evaluation. It would provide an opportunity to check each other's appreciation of the facts, especially in a situation where the Sociology faculty have only provided us with their letters.

In this light, I cast my vote--with reservation--only in compliance with the Dean's memorandum and his advice to use our own individual discernment of the issues at hand.

In this vote, I uphold the principle that the decision to recommend tenure should emanate from the Department, through the usual channels, recognizing the primacy of departmental decision/autonomy; only in cases when the unit seeks action from the higher authority should the latter act accordingly. Also in line with the position of my own Department against outside interference, the orchestrated campaign of the Union and other entities is extraneous to the academic process and is not material to this vote.

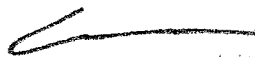
Our particular action on this matter should also not be construed as a precedent or basis for decisions in other circumstances in other departments or units. The matter is unique and should not be used for another unit's circumstances for hiring and tenure.

Thank you.

Sincerely yours;

  
Ferdinand C. Llanes  
Chair

**NOTED**

  
**ZOSIMO E. LEE, Ph.D.**  
**DEAN, CSSP**

The decision of granting tenure is the prerogative of the department. This is a principle that we have long adhered to and hold as a fundamental tenet within the university. It is a basic principle that guides governance within an academic setting. We are concerned that Sarah Raymundo's case may present a dangerous precedent threatening this autonomy

Having said that, we feel that we are really in no position to recommend or not recommend tenure for Sarah Raymundo because we have no full appreciation for the reasons why the faculty is divided in its stand. Specifically we have not read the Minority Report (except the chair/director) and therefore can not pass judgment on their decision to go against the majority stand. We also feel that within the department itself there are issues that only they themselves can resolve. We refer specifically to the unclear stand of two of the senior faculty who first voted with the majority then presumably withdrew that support later. If they themselves can not make a categorical stand, how can we, outsiders to the department, pass judgment on this case?

*Steve Gray  
for UPPI faculty*



DEPARTMENT OF POLITICAL SCIENCE  
College of Social Sciences and Philosophy  
University of the Philippines Diliman  
Quezon City 1101

17 March 2009


Dr. Zosimo E. Lee  
Dean  
College of Social Sciences and Philosophy  
University of the Philippines Diliman

Dear Dean Lee:

In responding to the case of Prof. Sarah Raymundo, the Department of Political Science recommends that departmental autonomy be upheld. In addition, we also recommend that departmental responsibility be observed, such as by the Department of Sociology's presentation at the college assembly of the process and the decision criteria used in the case of Prof. Sarah Raymundo.

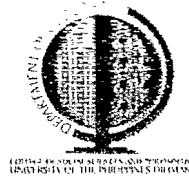
Thank you.

Yours truly,

  
Maria Lourdes G. Rebullida  
Chair



**DEPARTMENT OF GEOGRAPHY**  
COLLEGE OF SOCIAL SCIENCES & PHILOSOPHY  
UNIVERSITY OF THE PHILIPPINES, DILIMAN  
RM 3117, 3F Bolo-ogang Rizal & RM 104 Palma Hall, Diliman, Q.C. \* Tel. No.: 9818500 Loc 2125 (Telefax)



17 March 2009

The Dean  
CSSP  
University of the Philippines Diliman

TO THE DEAN:

The Department of Geography is upholding the vote results of the Department of Sociology, five (5) in favor of Ms. Sarah Raymundo's tenure, four (4) NO votes, one (1) abstain, and one (1) giving Ms. Raymundo one year to prove her worth before giving her tenure. Thus, the Department of Geography agrees to award tenure for Ms. Raymundo.

The Department Faculty wishes to prod the College to be transparent on granting tenure especially in cases like this. Substantiation of proof, may it be against or for the tenure should be opened for scrutiny to arrive to a fair and just decision.

Thank you.

Truly yours,

DORACIE ZOLETA-NANTES, PhD  
Officer-in-Charge

**INBOX: CEB decision (2 of 248)**

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Back to INBOX

Date: Thu, 26 Mar 2009 15:56:50 +0800

From: Maris Diokno &lt;maris816@pltdsl.net&gt;

To: Zos Lee &lt;zosimolee@gmail.com&gt;

Cc: Gerry Cao &lt;sscao@up.edu.ph&gt;

Subject: CEB decision

Dear Dean Zos,

I write as a member of our faculty, concerned about the process applied in deciding the tenure case of Sarah Raymundo. Let me state at the outset that the outcome does not concern me. The process does because this will not be the last time our faculty will face a decision like this and it is important that we lay solid procedural ground for future decisions. I have decided to also send Chancellor Gerry a copy of this letter because the decision at the Diliman level now rests with him. Know that I have no other purpose except the intention I declare here.

As you know, my initial concern was your call for a 'secret ballot' by the CEB. A decision like tenure requires the benefit of discussion and insights and yes, differences, too, shared openly and in a collegial manner by decision makers. You told me that in your last meeting prior to your call for a secret vote, you had tried to steer the CEB toward making a recommendation, to no avail. Hence your recourse to a secret ballot. In my view this is not a preferred option, perhaps not even an option in the direst of circumstances -- for such complexity demands more, not less, discussion -- and I worry that future leaders of the College might cite your action as a useful precedent.

What bothers me now is your inclusion of your Associate Deans and the College Secretary in the CEB vote. In one meeting I attended months ago on behalf of my chair, I recall stating that the Associate Deans do not sit as members of the CEB -- for they are staff to the Dean, not line staff to the Chairs -- and the College Secretary acts much like the Secretary of the BOR, who attends and documents BOR meetings but does not vote. The Associate Deans may be present when you need them, but CEB decisions are made by the Dean and the Chairs. At the time I made these remarks, I had no inkling they would have a bearing on the tenure case at hand.

You reported the results of the secret ballot to the Chancellor as follows:

Yes to tenure: seven  
 No to tenure: one  
 No recommendation: three  
 Did not vote: two

As per your report, a majority (seven out of thirteen), therefore, voted to give tenure. What you did not tell the Chancellor, however, is that the total of thirteen includes two Associate Deans and the College Secretary, apart from the rightful members of the CEB, namely, the Dean and the nine Chairs.

If the Associate Deans and College Secretary were not counted -- for they do not sign basic papers anyway, tenure being the prerogative of



the Chairs and the Dean -- the vote, as I understand it (and do correct me if I am wrong) would have turned out as follows:

Yes to tenure: five  
 No to tenure: one  
 No recommendation: three  
 Did not vote: one

Therefore, the CEB is divided, just as the Department of Sociology is. If the votes were placed on the basic paper for tenure, only four chairs out of nine would have signed it, and the Dean. There is, then, no majority decision.

It is important that this clarification is made not only at your level but also the Chancellor's, for he must see that given the apparent deadlock, his decision could go either way, and the College and the Sociology Department would have to live with his decision. It would not be fair to make the Chancellor think there is a majority vote to base his decision on when, if my understanding of the votes above is correct, the CEB was actually split halfway.

Our Chairs must understand this clarification, too, so that they can abide by whatever the Chancellor decides. It is rare (and unfortunate) that a College is unable to decide one way or another, thereby leaving the decision to the Chancellor. There are obviously lessons to be learned from this entire experience, but this perhaps is food for thought at a later time.

For now, I make this clarification for the sake of our College and the Chancellor. If at all, presenting the Chancellor with a deadlock should have come with an assurance from you as Dean that the College would go along with whatever the Chancellor decides.



Thank you, Dean.






Yours truly,  
 Maris I. Diokno

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OFFICE OF THE CHANCELLOR  
UNIVERSITY OF THE PHILIPPINES DILIMAN  
Quezon Hall, Diliman Campus, Quezon City

REFERENCE SLIP

FORWARDED TO:

FOR:

- Regent \_\_\_\_\_
- President \_\_\_\_\_
- Vice President \_\_\_\_\_
- Univ. Secretary \_\_\_\_\_
- Chancellor \_\_\_\_\_
- Vice Chancellor Lerna P.
- UPS General Counsel \_\_\_\_\_
- U.P.D. Chief Legal Officer \_\_\_\_\_
- U.P.D. Budget Director \_\_\_\_\_
- U.P.D. Registrar \_\_\_\_\_
- HRDO Director \_\_\_\_\_
- Dean \_\_\_\_\_
- Director \_\_\_\_\_
- Univ. Librarian \_\_\_\_\_
- Chair \_\_\_\_\_
- U.P.D. Police Chief \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

- Your information
- Your indorsement/recommendation
- Your comment/reaction/response
- Appropriate action
- Compliance/implementation
- Dissemination to all concerned
- Notation and return/file
- Investigation and report
- Notification of party concerned
- Study and report to
- Follow up of previous communication
- Direct reply to party with copy furnished us
- Drafting of response
- The following:

From:

M 4/22/9

Date:

REPLY/REMARKS:

I will study the concerns about the process. He continue the APFC should evaluate her eligibility for tenure (based on requirements).



OFFICE OF THE VICE-CHANCELLOR FOR ACADEMIC AFFAIRS

REFERENCE SLIP

FORWARD TO:	FOR:
<input type="checkbox"/> Chancellor	<input type="checkbox"/> Appropriate action
<input type="checkbox"/> Vice Chancellor	<input type="checkbox"/> Comment and/or Recommendation
<input type="checkbox"/> University Registrar	<input type="checkbox"/> Investigation/verification and report
<input type="checkbox"/> Dean/Director	<input type="checkbox"/> Direct reply to party, copy to be furnished us
<input type="checkbox"/> Chief Legal Officer	<input type="checkbox"/> Draft reply
<input type="checkbox"/> Budget Director	<input type="checkbox"/> For dissemination
<input type="checkbox"/> Univ. Librarian	<input type="checkbox"/> For information and file
<input type="checkbox"/> <u>Chancellor Cas</u>	<input type="checkbox"/> _____
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Chancellor,  
 Based on the tenure requirements specified in the Faculty Manual (properly attached), the APFC considers Prof Sarah Raymond eligible for tenure.  
 Also attached is Prof Raymond's CV.

*[Signature]*  
5/15/09

7768-3108  
Date: JUN 03 2009  
By: [Signature]

DEPARTMENT OF SOCIOLOGY  
social sciences and philosophy  
UNIVERSITY OF THE PHILIPPINES

3 June 2009

Prof. Sergio S. Cao, Ph.D.  
Chancellor, U.P. Diliman  
2nd Floor, South Wing Quezon Hall  
University of the Philippines  
Diliman, Quezon City  
email: oc@upd.edu.ph  
sscao@up.edu.ph

Dear Chancellor Cao,

This is in response to the reference slip from your office, dated 19 May 2009, addressed to CSSP Dean Zosimo Lee and Dept. of Sociology Chair Clemen Aquino. Your note directs Dean Lee and Chair Aquino to "see the attached memo from VC Paredes re tenure of Sarah Raymundo," and to "please prepare basic paper for tenure processing to commence."

The tenured faculty of the Dept. of Sociology met on 25 May 2009 to discuss how the department should respond to it.

We have substantive comments on VCAA Paredes' 15 May 2009 reference slip and attachments that we can send to you if needed. For the moment, we wish to respond to your reference slip. You have requested us to prepare the basic paper for our colleague, Ms. Raymundo, "for tenure processing to commence." This has put us in a quandary. The faculty had asked then Chair Clemen Aquino to request for a meeting with you and/or VC Paredes precisely to explain why it is not easy for us to comply with your instruction. Unfortunately, your busy schedules did not allow this to take place. Hence, this letter.

In a general sense, the processing of Ms. Raymundo's application for tenure commenced as early as last year when, in accordance with the rules, she filed a formal letter applying for tenure. (We can send you a chronology of events pertaining to the Sarah Raymundo tenure process, including all the pertinent documents.)

The tenured faculty, acting as the department's academic personnel committee, met several times to deliberate on Ms. Raymundo's tenure application. It was a process that

was as thorough and as fair as we could possibly make it, and therefore it took longer than usual. The last of these meetings, that sought the participation (by Skype communication) of two of our faculty members who were abroad, attempted to resolve the question once and for all by open nominal voting. The result of that voting, which was promptly reported to you through channels, yielded the following: 5 for granting tenure, 4 against, 1 abstention, and 1 for a one-year waiver of the tenure rule.

It has been the long-standing practice in our department (and presumably in other departments as well) that basic papers are prepared and submitted for the processing of appointments -- whether for lecturers or regular faculty, for the permanent or the temporary faculty -- only upon recommendation of a majority of the tenured faculty. Unfortunately, despite repeated attempts to break the deadlock, the tenured faculty has remained divided on the issue of recommending Ms. Raymundo for tenure.

In light of this, the submission, at this stage, of the basic paper for Ms. Raymundo for tenure purposes would represent a sharp departure from existing departmental practice. It would also contradict long-held notions of what a basic paper represents. To many of us, at least, the practice of sourcing basic papers from the departments is an institutional embodiment of the basic principle of departmental autonomy. If we are wrong in this interpretation, as we may well be, do please let us know.

We hope you can help us figure out this little puzzle, for it has great implications for the University's institutional processes. I would appreciate hearing from you or meeting with you on this matter at your earliest convenience. Thank you.

Yours truly,



Prof. Randolph S. David  
Officer-in-charge

cc: Dean Zosimo Lee, CSSP

NOTES during the meeting held on June 16, 2009 at the Office of the Chancellor, NCTS, re case of Prof. Sarah Raymundo

---

PRESENT:

1. Chancellor Sergio S. Cao
2. Vice Chancellor Lorna I. Paredes
3. Dean Zosimo E. Lee
4. Chairman Randolph S. David
5. Dr. Clemen C. Aquino

1. Prof. David reiterated the Department's long-standing practice of arriving at a consensus in the matter of tenure. The only time that there was a vote was in the case of Prof. Dionisio (who got at least 2/3 of the votes and was therefore given tenure).
2. The Chancellor said that in the absence of a "codified" policy, what is long-standing practice/tradition can be considered "policy."
3. In view of this tradition in the Department, the Chancellor said that the result of the Department's vote reported in the March 9, 2009 letter will be interpreted as a decision not to grant tenure.
4. As regards the basic paper (BP) the Chancellor noted that there is a column for "Disapproved." It is therefore possible for a department/unit not recommending tenure to fill up the BP, sign the "Disapproved" portion and forward it to the next higher level.
5. However, it was pointed out that the Department also has a long-standing practice of not filling up a BP when there is no recommendation for tenure.
6. In view of the lapse in the appointment of Prof. Raymundo (on May 31, 2009) and the delay in the resolution of her case, the following may be recommended by the dept/college to the Office of the Chancellor:
  - a) Issue a temporary appointment up to the end of the first semester AY 2009-2010 (without giving her a teaching load);
  - b) Issue a 60-day notice, in which case a temporary appointment will be issued up to the end of the 60-day period (starting from June 1, 2009). The 60-day period begins from the day the notice is issued.
7. Prof. David will discuss these options with the faculty.

  
SERGIO S. CAO  
Chancellor

June 24, 2009

RECEIVED  
 OFFICE OF THE CHANCELLOR  
 UNIVERSITY OF THE PHILIPPINES  
 DILIMAN  
 DATE: JUN 24 2009  
 BY: [Signature]

Dr. SERGIO S. CAO  
 Chancellor  
 Office of the Chancellor,  
 University of the Philippines,  
 Diliman, Quezon City

Dear Dr. Cao,

Good day!

Appended to this letter is a chronology of events that proves how I have abided by the rules for tenure, and how I have consistently worked towards being granted such. And yet, I find myself, more than one year since I submitted my application, uncertain about my status in the University. It is for this reason that I respectfully request your good office to respond to the following:

- In March 2008, a decision was reached by the tenured faculty who voted seven to three to recommend granting me tenure. On what grounds and through what processes can a minority overturn this decision?
- Responding to the minority's report, the OVCAA sought my position regarding said minority's allegations. I was never officially asked for my position on the minority's allegations. On what grounds can I be denied the opportunity to be informed of their allegations and on what grounds can I be deprived of the right to reply?
- The faculty met again last November 2008, overturning the previous vote to recommend my tenure. Is this allowed under the rules? If so, then on what grounds?
- The department chair last November 2008 informed me not to attend my classes. Does she have the right to do this? What recourse do I have to ensure that such arbitrary act be addressed if not censured by an appropriate body within the University?
- In May 2009, after more meetings, the CEB voted in my favor. On what grounds can this decision be overturned?
- Given that lacking a consensus, the department deferred the decision of recommendation to your higher office, which subsequently ordered the department to process my basic papers, on what grounds can this order be changed?

- The OVCAA has also recommended that no other obstacles stand in the way of my tenure being granted. On what grounds can this recommendation be negated?
- Finally, given that the rules prohibit anything but academic grounds in the consideration for the granting of tenure, what are the undisclosed bases of all these procedural complications?

Tenure is not only a matter of votes , numbers or accepted departmental practices, it is also a matter in which fairness and transparency must be ensured and academic freedom rigorously protected. I have served the university as best as I could in the past 10 years and have fulfilled the university's academic requirements for tenure but I still find my position in the university unclear.

This is the third time I am writing your kind office with regard to this matter, and I would like to enjoy my right to receive a reply from you within 15-working days as stated under the rules implementing Republic Act No. 6713, otherwise known "Code of Conduct and Ethical Standards for Public Officials and Employees.

I have respected the tenure process and abided by the wishes of the deciding bodies. It is in light of this that I appeal to your office to resolve this matter judiciously in the hope that we may yet bring this process to a just close.

Sincerely,

  
Sarah Jane S. Raymundo

cc: Dr. Lorna Paredes Vice Chancellor for Academic Affairs  
Dr. Zosimo Lee, Dean of CSSP, College Executive Board, Professor Randolph David,  
Chairperson, Department of Sociology, Dr. Ramon Guillermo, All U.P. Academic  
Employees Union, Dr. Judy Taguiwalo, Chair, Faculty Welfare Committee of the  
University Council



DEPARTMENT OF SOCIOLOGY  
College of Social Sciences and Philosophy  
UNIVERSITY OF THE PHILIPPINES

3 November 2008

**Dr. LORNA I. PAREDES**  
Vice Chancellor for Academic Affairs  
University of the Philippines Diliman  
Quezon City

Through channels

Dear Vice Chancellor Paredes:

On behalf of the majority of the department's tenured faculty, I am writing in response to your request for clarification regarding our decision to recommend the granting of tenure to Assistant Professor **SARAH JANE RAYMUNDO**.

As fully articulated in our written justification (that was submitted on 18 April 2008 in support of the basic paper for tenure of Prof. Raymundo), this decision was made in recognition of Prof. Raymundo's "meritorious performance" and eight years of "loyal service to the University". The majority of the tenured faculty acknowledged her "excellent quality of mind," "expansive intellectual interest," "competence in current and emerging academic discourses (as) reflected in her teaching" and "capability to engage in sustained scholarship".

The decision of the majority to recommend the granting of tenure to Prof. Raymundo was arrived at after thorough deliberations in two meetings of the department's tenured faculty. As we have noted earlier:

Some members of the faculty raised a few concerns pertaining to Prof. Raymundo's political commitment (vis-a-vis her academic responsibilities) and her participation in department committee assignments, particularly the handling of work in the undergraduate Committee. **After long and passionate discussions** which touched on, among others, the theory and practice of democracy, academic freedom, and professional ethics, **seven out of ten tenured faculty members** (excluding the Chair and Dr. Walden Bello who is on leave without pay), **decided that her academic qualifications and achievements far outweigh the perceived shortcomings...**

It should be noted that no allegation of "intellectual dishonesty" was made in any of the deliberations of the department's tenured faculty on Prof. Raymundo's case. What was clearly presented, which even some members of the "majority" viewed with concern, was the "lack of transparency" (or the failure to disclose full, accurate information) on the part of Prof. Raymundo in handling the case of Ms.

---

3/F Rm. 3128 Faculty Center  
U.P. Diliman, Quezon City

e-mail: [sociology@up.edu.ph](mailto:sociology@up.edu.ph)

Telefax (632) 925 2953  
Tel. 981-8500 loc. 2132

*Received:  
Lorna I. Paredes*

Karen Empeño, a student of the Department of Sociology on Absence Without Leave (AWOL), who was reported to have disappeared in June 2006. However, in light of differences of opinion, for instance, on how best to protect the interest of Karen Empeño, the majority also found it difficult then to conclude that lack of transparency (or disclosure) in this regard may or should be considered as "breach of professional ethics".

The minority had concerns over Prof. Raymundo's alleged lapses in handling her responsibilities as one of the faculty advisers in the AB Committee. In her capacity as an adviser, she was alleged to have favored some students involved in political activism. But it turned out that her inadvertent mistakes were in fact to the disadvantage of the student advisee. We have encountered similar unintentional mistakes in the AB Committee committed by other faculty advisers. And we think it is part of the organizational processes, albeit it has to be corrected, if not eliminated. The majority of the tenured faculty had resolved that Prof. Raymundo, while having made some errors/oversights as a faculty adviser, did not deliberately commit them to favor or to disadvantage any student.

To properly address the concerns of the APFC (and the CEB as formulated by the CSSP Dean) on the question of "which criterion: one's academic output and promises, or professional ethics (failure to uphold the truth and to act in a professional and transparent manner in relation to discussions of an important public issue), should be given more weight", we, members of the majority who endorsed the granting of tenure to Prof. Raymundo, met several times during the past months to discuss further issues and concerns raised against her.

A central concern has been the cluster of issues and concerns raised pertinent to the case of Karen Empeño. To further clarify her actions/inactions on this matter, members of the majority invited Prof. Raymundo to a meeting for her to present her side. Here are some of the key points presented and discussed by members of the majority before and after conferring with Prof. Raymundo:

*On her personal knowledge of/relationship with Karen Empeño*

In the meeting called by the majority in June 2008 Prof. Raymundo said that (at the time Karen was reported missing) she did not know/could not remember much about Karen.

This was also the impression she gave to me much earlier. When news about the disappearance of Karen Empeño began circulating via email, I saw Prof. Raymundo looking at the student folders at the sociology department office in full view of the department staff. When I asked if she knew Karen (the missing

student), Prof. Raymundo said she could not remember her well, and so she was looking at the records to check if she was really one of her former students.

However, in her letter addressed to the Sociology Department chair (dated June 30, 2006, the day of the press conference regarding the disappearance of Karen Empeño), Prof. Raymundo apparently knew Karen not only from distant memory as a former student. She stated that "Ms. Karen Empeño sat in my classes when she was still finishing her course work." In the same letter, she also stated that she checked the files of Karen for a reason:

"I was asked by two representatives from Praxis to confirm whether Ms. Empeño is still a student of the Department. Although Ms. Empeño was my former student, I did not give a confirmation and consulted the matter with Prof. Marcia Gabriela Ruth Fernandez, who has been the lead coordinator of the AB Committee... I also took the initiative to inform Mr. Manuel Sapitula knowing that he is a contemporary of Karen and was a former chair of UP Praxis. Mr. Sapitula immediately recalled that Ms. Empeño is supposed to be one of his advisees but since she has not showed up for advising, her file was included in the inactive files. At his point, Mr. Sapitula retrieved Ms. Empeño's file at the Department Office. We found out that Ms. Empeño only has to complete the thesis requirement of the BA Sociology program. We also found out that Ms. Vida de la Cruz was her last academic adviser..."

*On the press conference held regarding the disappearance of Karen Empeño*

When asked by the majority during the meeting why she did not inform the chair about the press conference, Prof. Raymundo said that since the press conference was done hurriedly she did not have the luxury of time to inform the department. She stressed that she was not one of the organizers of the press conference. According to her, her role was very minimal: the students invited her to speak but she declined the invitation because she could not say much about Karen; the students asked her to help invite another faculty member, Ms. Vida de la Cruz (Karen's registration adviser) and so she texted Vida to ask if it was 'ok' to give her number to students.

In her letter to the Department Chair dated June 30, 2006, Prof. Raymundo stated that two students from Praxis told her personally on June 29, 2006 at around 12 noon, about the abduction of Karen. In her account:

...I was asked if I could join a presscon on Ms. Empeño's case scheduled the next day (June 30, 2006 10 am AS steps). I refused the invitation

since I know of other people who are in a better position to speak on her behalf. I had in mind Ms. Jonnabelle Asis who was the chairperson of UP Praxis while Karen was still an active member, and Ms. Vida de la Cruz who used to be her academic adviser. I took the liberty to invite them to the presscon through SMS. Both agreed to be present in the presscon. I also asked Mr. Sapitula to be present in the presscon, but he declined.

In the same letter, Prof. Raymundo apologized to the chair:

I apologize that I did not inform you right after my discussion with Karen's orgmates from UP Praxis. In hindsight, I wrongly assumed that while they were talking to me, the same organization was reaching out to you and to other formal channels for assistance...

In the first of two Department meetings on the tenure of Prof. Raymundo, Dr. Ma. Cynthia Rose Bautista reported that she (as representative of the tenured faculty) and Dr. Clemen Aquino (as Department chair) talked to Prof. Raymundo in March 2007 to discuss concerns raised by some members of the tenured faculty on the renewal of her temporary appointment. When asked about the press conference, among others, Prof. Raymundo accordingly told them that she was just passing by (*napadaan lang siya*).

Prof. Raymundo affirmed in the meeting of the majority that she was just passing by (*napadaan lang siya*) on the day of the press conference at the CSSP lobby. She learned from the organizers that they could not hold a press conference without the necessary permit; they asked her to help secure a permit from the CSSP Dean's office.

*On the preparation and distribution of the statement of the University Student Council (USC) on Karen Empeño to members of the University Council (UC) and subsequent UC discussion on Karen Empeño.*

One serious allegation brought up in the deliberations of the tenured faculty was that Prof. Raymundo breached professional ethics because she deliberately cooperated in disseminating false (inaccurate or misleading) information about the real status of the missing student, Ms. Karen Empeño during one of the University Council meetings.

Members of the majority asked Prof. Raymundo to clarify this matter further. According to Prof. Raymundo, there is no truth to the allegations that she had full and prior knowledge of the information expressed in the USC statement, and that she distributed them knowing they contain false information about Karen Empeño. She stressed that she did not have prior knowledge of the content,

much less a hand, in drafting the statement of the University Student Council. Also, she was not really "distributing" the printed copies of the statement (which she was not able to read thoroughly prior to distribution), but was merely passing them around just like anybody else during the Council meeting. Moreover, she was not in the best position (she did not feel confident enough) to make the correction on the official status of Karen Empeño before a UC meeting.

Needless to say, there are glaring inconsistencies in the statements made by Prof. Raymundo regarding her knowledge and actions/inactions pertinent to the Karen Empeño case. For this reason, many questions remain.

After much prolonged deliberations and thoroughly examining the issues from various angles, the remaining 5 members of the majority (Prof. Ester de la Cruz retired in May 2008 while Prof. Josephine Dionisio left for study leave abroad recently) of the tenured faculty who earlier voted to recommend the granting of tenure to Prof. Raymundo failed to reach a consensus to reiterate the same recommendation.

Dr. Bautista and Professor Randolph David are withdrawing from the majority in reiterating the recommendation to grant tenure to Prof. Raymundo because "despite several meetings of the majority, many questions remain unclarified at this point in time."


Dr. Filomin Gutierrez also said that she could not reiterate the earlier recommendation because she feels that "questions regarding Prof. Raymundo's lack of transparency and disclosure remain unresolved at this time" but that Prof. Gutierrez is amenable to "further occasions to resolve such questions regarding Prof. Raymundo".

Prof. Gerardo Lanuza noted that he is aware of these serious issues and concerns and suggested that the majority gives Prof. Raymundo another chance to clarify matters. He is "convinced that Prof. Raymundo deserves tenure". Moreover, Prof. Lanuza believes that "it is grossly unfair for Prof. Raymundo to be denied of the opportunity to have further knowledge of the issues being raised against her tenure application, and to defend herself before a democratic dialogue".

I am saddened by this development. It pains me to consolidate and put these observations in writing. I would like to think that I knew the real Sarah (having known her for years as a student and as a colleague, and having worked with her closely as a co-researcher and MA thesis adviser in recent years) but I could not also in conscience ignore (or not record) many instances of "her lack of transparency and disclosure" in the discussion of a public issue, which have serious repercussions on our individual and collective life in the department. Still, I believe that Sarah deserves all the opportunities to be heard, to properly defend

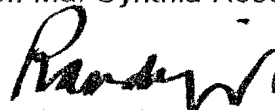
nerself and, if possible or necessary, to make amends. Just like Prof. Lanuza, I also think that Prof. Sarah Raymundo deserves tenure.

Very truly yours,

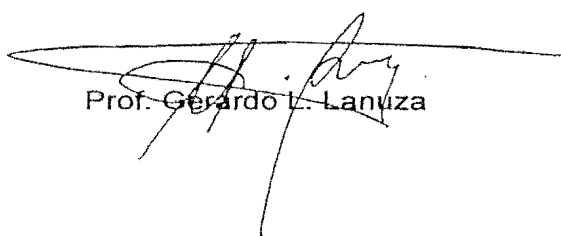
  
LAURA L. SAMSON  
Professor

NOTED:

  
Prof. Ma. Cynthia Rose B. Bautista

  
Prof. Randolph S. David

  
Prof. Filomin C. Gutierrez

  
Prof. Gerardo L. Lanuza