



MC No. 1, s. 2012

**MEMORANDUM CIRCULAR**

**TO :** ALL HEADS OF STATE COLLEGES AND UNIVERSITIES AND LOCAL COLLEGES AND UNIVERSITIES

**SUBJECT :** Repeal of Policies on the Publication of Vacant Faculty Positions (CSC Resolution No. 051404 dated October 6, 2005 / CSC Memorandum Circular No. 19, s. 2005)

Section 2 of RA No. 7041 enumerates the following positions as excluded from the publication requirement: a) primarily confidential; b) policy determining, c) highly technical; d) coterminous with that of the appointing authority; or e) limited to the duration of a particular project.

Likewise, Section 7 (2), Chapter 2 (Coverage of the Civil Service), Subtitle A, Title I, Book V of Executive Order No. 292, states that "Closed Career positions which are scientific or highly technical in nature; these include the faculty and academic staff of state colleges and universities, and scientific and technical positions in scientific or research institutions, which shall establish and maintain their own merit systems."

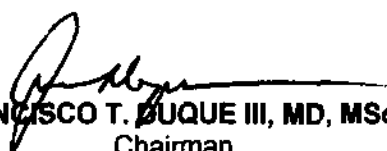
Considering that faculty positions in state universities and colleges (SUCs) and in local colleges and universities (LCUs) are highly technical in nature, thus, excluded from the publication requirements, the Commission has promulgated CSC Resolution No. 1101592 (Repeal of Policies on the Publication of Vacant Faculty Positions) dated November 22, 2011. Said Resolution provides that publication of vacant faculty positions in SUCs and LCUs is no longer mandatory.

Accordingly, the policies requiring publication of vacant faculty positions in SUCs and LCUs as provided in Policy No. 3, Item II (A), Chapter 4 of the Model Merit System for Faculty Members of State Universities and Colleges (SUCs), and in Policy No. 4, Item II (A), Chapter 4 of the Model Merit System for Faculty Members of Local Colleges and Universities (LCUs) of CSC Memorandum Circular No. 19, s. 2005 and all Recruitment and Appointment procedure pertaining to the above-stated policy found in the two (2) Model Merit Systems for Faculty Members of SUCs and LCUs, are deemed repealed.

However, SUCs and LCUs are not precluded from employing ways and strategies to attract the best qualified for appointment to vacant faculty positions.

CSC Resolution No. 1101592 dated November 22, 2011 was published on December 14, 2011 in the Manila Times. Its effectivity date is on December 29, 2011.

In view thereof, vacant faculty positions in the SUCs and LCUs, being highly technical in nature by express provision of EO 292, are excluded from the publication requirement as provided under RA 7041 and CSC Resolution No. 1101592.

  
**FRANCISCO T. DUQUE III, MD, MSc**  
Chairman

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