AREA II

FACULTY

PARAMETER B:

RECRUITMENT, SELECTION AND ORIENTATION

I.5

I.5 Measures to avoid professional in-breeding are observed

Policy on In-Breeding

- In-breeding is a recruitment practice where universities hire their own students after Graduation, who subsequently remain at the institution to work for their own students after graduation, who is subsequently remain at the institution to work for their entire career.

a. Applicants who have obtained their baccalaureate degree from the university will normally not be considered for recruitment, except where the applicant has graduated SUMMA CUM LAUDE, MAGNA CUM LAUDE or CUM LAUDE.
b. Applicants who are pursuing or has pursued a higher degree in the University.

c. In special cases where the department (at the time of short listing) or the Hiring/ Selection Committee feels that the exception needs to be made (or reason such as severe Shortage of faculty in a given academic field or exceptionally brilliant candidate), the reason for such exceptions are to be recorded in writing.

d. On the Civil Service Commission in the Omnibus Rules Implementing Book V of Executive Order No. 292 and other Pertinent Civil Service Laws Rule IV Qualifications Standards.