

The UP EXPANDED MODERNIZATION PROGRAM - DOCTORAL STUDIES FUND

(Increasing the number of PhDs and improving the quality of faculty to transform UP into a research university)

Under the UP Charter of 2008, UP is envisioned to be transformed into a research university with national relevance and global orientation. The key to this transformation is to significantly increase the number of high quality faculty - excellent, highly trained, expert faculty with PhD degrees and postdoctoral training in key research areas.

The success of research depends primarily and ultimately on the individuals who lead and implement it. In UP, the PhD faculty should receive major support to undertake high quality, innovative and creative research, which would result in high quality publications and other academic output. They would play a major role in establishing, nurturing and sustaining a vibrant research culture and productive research process in UP through generations.

The PhD faculty would be responsible for the research mentoring and leadership training of our students. In addition to foundational and general education, and rote and iterative learning, graduate and undergraduate education in UP would be infused with a strong orientation towards research, innovation, creativity and problem solving. Research will also greatly improve the quality of our extension work, providing rigorous, scientific analysis, and innovative, technological solutions to pressing problems in society.

High quality research is the paramount activity in a research university. Research elevates the quality of education and extension work, and accelerates academic productivity. A major investment in bringing high quality PhD faculty to UP will drive research and uplift all aspects of our academic life. UP will improve its international ranking, forge more international collaborations with prestigious foreign academic institutions, and regain its international stature and reputation of the '60s and '70s. Success feeds upon itself, and this success will result in the spiraling up of UP to a great university.

The number of PhDs, the research activity and output of publications in Taiwan, Singapore, Hongkong, Thailand, Malaysia and Indonesia, and the government's investment in scientific R&D in these countries, are many times greater than those in the Philippines. In these countries, the government and universities provided the economic incentives that brought back expatriate PhD experts to their homeland. Clearly, there is a direct link between the investment in R&D in these countries and their economic development. If the Philippines aims to join these nations as a knowledge economy engaged in R&D, a major investment must be made to increase the pool of PhD experts in the country.

As the country's only national university, UP is primarily responsible for producing PhDs in the country. Under the existing UP Modernization Program – Doctoral Studies Fund, several faculty members have been supported for their PhD and postdoctoral studies. However, the current conditions for support have not yet translated into any significant increase in the number of PhDs. In fact, there are several cases where faculty have reneged on their contracts, i.e., have not completed their PhDs and/or have not returned to UP. Moreover, UP is currently faced with a very serious problem of losing faculty in many units, i.e., a significant number are on extension beyond the age of 65, and a significant number are retiring in the next 5 years. It has been estimated by Regent Magdaleno Albaraccin that we will need to produce 500 PhDs in UP in the next 5 years, in order to stem this wave of diminishing faculty, and if we are to transform UP into a research university.

The continuation of the UP Modernization Program was approved for P150M at the 1272th meeting of the Board of Regents on August 25, 2011. Revisions and the expansion of this program are proposed as follows:

1. REVISIONS:

FROM:	TO:
<p>2. Eligibility</p> <p>2.1. Only regular faculty with MA/MS (and equivalent) degrees may apply for doctoral support.</p> <p>2.2. The applicant must have a good track record and display a potential for contributing to the field.</p>	<p>2.1. Regular faculty with a good track record and who display a potential for contributing to a research field, including those without MA/MS degrees, may apply for doctoral support.</p>
<p>3. Scope of Fellowship</p> <p>3.2. The length of the fellowship is three years, beyond which period the grantee must seek support from his/her CU or some other source.</p>	<p>3.2 The length of the fellowship is a maximum of five years.</p>
<p>5. Foreign Fellowship Benefits</p>	<p>5.3. Support for doctoral studies at leading, top-rate ASEAN universities and other Asian universities is given preference.</p>
<p>7. Procedure</p>	<p>7.4. A government passport will be used for travel, if possible. The Department of Foreign Affairs will be informed of the fellowship and the pertinent embassy or consulate will be updated on the status of the fellowship and the financial obligations of the faculty fellow.</p> <p>7.5. A guarantor of the faculty fellow will be asked to sign the contract, if possible.</p>
<p>8. Release of Funds</p> <p>8.1. The Fund shall support three years of fellowship but releases shall be computed annually, subject to satisfactory progress and submission of all requirements.</p>	<p>8.1. The Fund shall support five years of fellowship but releases shall be computed annually, subject to satisfactory progress and submission of all requirements.</p>

2. EXPANSION:

2.1. Establish the **UP Visiting Professor Program** to increase the number of PhD mentors in UP.

2.1.1. Identify foreign-based Filipino and foreign professors/research mentors who will commit to help produce PhD graduates in/for UP and participate actively in the development of UP as a research university.

- 2.1.2. Identify/match a UP counterpart faculty researcher as the collaborator of the foreign professor/research mentor, e.g., the PhD or postdoctoral supervisor or *sensei* of the UP faculty.
 - 2.1.3. Create a work plan to build and support the research collaboration and the research group consisting of the foreign professor/research mentor, the UP faculty researcher and their graduate students.
 - 2.1.4. Support the foreign-based Filipino or foreign professor/research mentor as a UP Visiting Professor for 1-2 months a year, providing the round trip airfare and a reasonable living allowance.
 - 2.1.5. Support the visit of the UP Visiting Professor for intensive lectures and team teaching of courses, research discussions, training on research concept formulation and proposal writing, and on research methodology, etc.
 - 2.1.6. Provide an official appointment as a UP Visiting Professor so that he/she becomes part of UP's faculty roster and contributes to the international ranking of UP.
 - 2.1.7. Create clusters of expertise in priority research areas with help from the UP Visiting Professor, who can identify other foreign collaborators who can help expand the research.
 - 2.1.8. Formalize a research agreement (MOA, MOU) between the UP Visiting Professor's university and UP, with the UP Visiting Professor and UP faculty researcher as lead persons.
 - 2.1.9. Formalize an agreement on sandwich PhD programs, *co-tutelle* or joint degree granting programs, between the UP Visiting Professor's university and UP, with the UP Visiting Professor and UP faculty researcher as lead persons.
 - 2.1.10. Obtain support from the Philippine government, from UP alumni and the private sector to support the UP Visiting Professor Program.
- 2.2. Establish the **Honors Faculty Fast Track System** (Honor graduate faculty recruitment, mentoring and PhD development program) to improve the quality of UP faculty.
 - 2.2.1. Aim to recruit the honor graduates (HGs) of the undergraduate program of an institute to become faculty members and to pursue an academic research career in UP.
 - 2.2.2. Identify potential HGs before graduation and offer them an attractive academic research development package.
 - 2.2.3. Offer higher instructor positions to the HGs:
Instructor 3 to *cum laudes*, Instructor 4 to *magna cum laudes* and Instructor 5 to *summa cum laudes*.

- 2.2.4. Offer protected time for research upon recruitment, a 3-6 unit teaching deloading, so that he/she can continue or complete his/her undergraduate thesis and publish a paper under the mentorship of his/her thesis adviser or another senior faculty.
- 2.2.5. Provide intensive training on leadership, research mentoring and research-based teaching to the HG faculty c/o the undergraduate thesis adviser or another senior faculty.
- 2.2.6. Provide opportunities for the HG faculty to discuss teaching and research with UP Visiting Professors and research leaders from other local and foreign institutions.
- 2.2.7. Guide the HG faculty to plan his/her graduate studies aligned with the research priority areas of the institute. Aim to create a critical mass of research faculty with expertise in related fields. The area of expertise to be pursued for PhD must grow the research capabilities of the institute, and should be different from but complementary to the existing expertise.
- 2.2.8. Fast track the PhD studies of the HG faculty. Encourage HG faculty to pursue PhD studies in leading institutes in UP, or to avoid inbreeding and to provide great intellectual challenge, in the best universities abroad.
- 2.2.9. Provide funds for the required examination or application fees for PhD studies.
- 2.2.10. Provide a fellowship for PhD studies in UP or abroad within 1-2 years after joining the institute, even without tenure, as long as he/she has published a paper in an international peer-reviewed, high quality journal.
- 2.2.11. Provide funding support for a fellowship under the rules and regulations of the UP Expanded Modernization Program in regard to the signing of contracts, submission of technical and financial reports and other requirements.
- 2.2.12. Provide funding for return visits (airfare) when the PhD student has passed his/her candidacy or qualifying exam and has become a PhD candidate, so he/she continues to align his/her research project with the institute's priorities.
- 2.2.13. Assure the PhD graduate or postdoctoral fellow of a faculty item with a fair and attractive promotion or rank depending on the number of high quality publications and other academic output upon his/her return to the institute.
- 2.2.14. Provide a startup grant to the PhD graduate or postdoctoral fellow under the OVPAA EIDR (Emerging Interdisciplinary Research) program and provide opportunities for sustaining the research through competitive grants, so that he/she can immediately pursue a project related to his/her dissertation.
- 2.2.15. Arrange a housing loan and provide other economic benefits and incentives.
- 2.2.16. Obtain support from the Philippine government, from UP alumni and the private sector to support the PhD and postdoctoral studies of UP faculty.

- 2.3. Establish the **Foreign-trained Filipino PhD Faculty Recruitment Program** to increase the number and improve the quality of UP faculty, and to avoid inbreeding.
 - 2.3.1. Embark on a massive campaign to recruit Filipino PhDs and postdoctoral fellows abroad to return to the Philippines and become UP faculty.
 - 2.3.2. Offer a startup research grant of ~P2.5M and provide opportunities for sustaining the research through competitive grants.
 - 2.3.3. Offer a fair and attractive faculty rank depending on the number of high quality publications and other academic qualifications and output.
 - 2.3.4. Offer a relocation package of ~P0.5M, arrange a housing loan and provide other economic benefits and incentives.
 - 2.3.5. Obtain support from the Philippine government, from UP alumni and the private sector to support the recruitment of foreign-trained Filipino PhDs to return to the Philippines and become UP faculty.