

to produce 500 PhDs in UP in the next five (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 1272nd 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 2.1. Only regular faculty with MA/MS (and equivalent) degrees may apply for doctoral support. 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 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 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 one to two (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 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 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 from 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 three to six (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 one to two (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.