

UP Mindanao

Appointment of Prof. LARRY N. DIGAL as Dean, School of Management, UP Mindanao, effective 28 July 2016 until 27 July 2019

Board Action: APPROVED

On the Deanship of the College of Science and Mathematics

Highlights of the Discussion

1. Staff Regent Mejia requested for a deferment of the Board's action on the Deanship of the College of Science and Management to address the petition of some administrative staff members, REPS, and students in the College alleging that they were not consulted in the search process.
2. Faculty Regent Padilla seconded the request because the UP Mindanao Chancellor had failed to create a Search Committee. As a result, one of the nominees felt that she was not given a chance to prove herself as the incumbent.
3. President Pascual said that he was supporting the Staff Regent's proposal. With the Board's authority, he would ask the UP Mindanao Chancellor to create a search committee for the deanship.

Board Action: DEFERRED. The Board granted the President the authority to ask the UP Mindanao Chancellor to create a Search Committee for the Deanship of the College of Science and Mathematics.

ACADEMIC MATTERS

A. Proposal to Revise the Guidelines on the Eligibility of Applicants who will go on PhD studies

Rationale:

As the University embarks on a massive drive to produce hundreds of PhDs in the next six (6) years, it is imperative that the University reaches out to a large number of non-PhD faculty members to undertake doctoral studies. This is also the most opportune time for the faculty to go on fellowships as it transitions to the K to 12 Basic Education program. To date, the University is supporting more than one hundred faculty on doctoral fellowships but it still has a long way to go in improving its faculty profile.

Highlights of the Discussion

1. Vice President Concepcion explained to the Board the proposed revisions to the eligibility requirements of applicants who will take their PhDs studies. In general, the proposed revisions aim to relax the guidelines to allow the University to produce more PhD degree holders in the University and in the country.
2. The University currently has a 30% PhD level. Other national universities in the ASEAN region have 70%-90% PhD while the leading universities in the world have 100% PhD level. Vice President Concepcion said that the University aims to build a “suprastructure” or have knowledge creators and implementers in the University and in the country.
3. Regent Albarracin supported the proposed revisions but inquired on the practicality of eliminating the age limit. He wondered how a 60-year old faculty who would go on a PhD study for three (3) years could still serve the University when he/she returns but is retiring at age 65. He suggested giving the discretion to the Deans as an alternative.
4. President Pascual said that there has been a long discussion on the matter. One option was to keep the age limit but exercise discretion in applying it. The idea of removing the age limit was to deliver the message that faculty members who have gone beyond the age of 65 are still encouraged to pursue PhD studies. Discretion will be exercised in the type of doctoral programs to pursue and where to study. Perhaps, faculty members in the older range will be allowed to pursue a PhD program in his/her CU, especially that larger CUs are offering PhD programs to smaller CUs. For example, UP Los Banos is currently running a PhD in Development Studies program primarily for the faculty of UP Mindanao while the National College of Public Administration and Governance (NCPAG) of UP Diliman is conducting its Doctor in Public Administration program primarily for the faculty of UP Visayas.
5. According to Vice President Concepcion, there is a preliminary list of 329 faculty members who have expressed interest to pursue doctoral studies.
6. Regent Albarracin was concerned that even with the relaxation of the rules, the number of PhDs produced may not even reach 300. President Pascual explained that the idea was to remove the constraints for PhD studies but the next challenge would be to change the mindset of people. The moment faculty members obtain tenure, the incentive to pursue advanced studies weakens. There is a need to also revise the related rules so that a PhD will be required for tenure or even at the point of hiring.
7. Regent Gonzalez-Montinola suggested that it would be good for the University to take a more proactive stance by compiling a list of recommended programs, especially for low-residency programs, because many potential PhDs may not know what low-residency programs are

available or what the University is inclined to support. It is one way of helping them know and giving options to make it much easier for them to select a University or choose a program. She shared that in the case of her daughter's experience abroad, there was a body in charge of facilitating applications to a range of schools and compiling the names of universities, requirements, and the kinds of programs offered.

8. Vice President Concepcion said that the University has become more proactive by sending delegations of faculty to foreign universities to explore their PhD studies. Meanwhile, compiling a list of universities is done at the level of the CU. The colleges and the academic units determine the residency or PhD programs that students would be interested in and the Chancellors are the ones responsible for recommending the universities and niches to specialize on.
9. President Pascual clarified that the change in rules will apply to both faculty members and the researchers among the REPS.
10. Regent Albarracin inquired if there is a list of possible PhDs who would mentor the younger generation. Vice President Concepcion said that in practice, each unit tries to create research groups where the PhDs mentor and guide the young faculty and students.

Board Action: APPROVED

B. Proposal for the Re-organization and Renaming of the Office of Institutional Linkages- UP Los Baños (OIL-UPLB):

B.1 Renaming of the OIL-UPLB from Office of Institutional Linkages to the Office of International Linkages

B.2 Change in the Organizational Chart of the UPLB-OIL

The UPLB-OIL functions as the CU counterpart to the UP System's Office of International Linkages that is currently headed by Dr. Rhodora V. Azanza. It is primarily responsible for broadening and strengthening linkages with institutions of higher learning and other agencies, public or private, local and foreign, in the fields of instruction, research and other areas of cooperation. With the aggressive move of the UP System to internationalize and fortify its position in the international arena, UPLB OIL should be aligned even in name with its UP System counterpart. Internationalism is given weight in all university ranking systems; thus, having an Office for International Linkages is very important. Further, in performing its other task of actively promoting academic exchanges and optimizing the use of the university's resources in support of such, some modifications in the organizational chart of the UPLB-OIL as well as complementation of its existing personnel are needed.