

B. Proposed revision of the policy on the percentage of faculty pursuing PhD degrees who go on Leave with Pay

Academic units should allow their non-PhD faculty to go on study leave with pay to pursue PhD degrees and be supported by UP with PhD fellowships, in the next few years. To address the possible shortage of teaching while faculty are on study leave, the University has established the following new programs and strategies:

1. Increase in the remuneration of professorial lecturers;
2. Teaching Associates/Teaching Fellows (TA/TF) under the UP Teaching Assistantship Program;
3. Professors emeriti being given teaching load;
4. Visiting Professor Program;
5. Use of e-Learning/blended learning methods;
6. Team teaching in large classes

The University continues to affirm its commitment to increase the number of PhD faculty in all academic units as it has allocated at least P100M/year to fund local and foreign PhD and postdoctoral research fellowships under the Faculty and REPS Development Program.

This is the best time to send faculty members to study here or abroad to earn their PhD degrees and pursue postdoctoral training as there will be a lull in freshman student admissions due to the Grade 11 and 12 (K-12) program from 2016-2018.

To attain the University's vision of becoming a truly research-intensive university, there is a need to create an enabling research environment and to equip our faculty with expert knowledge, competencies and skills through postgraduate studies. Further, PhD faculty members who actively pursue research and publish their work can infuse and enrich their teaching in the classroom and public service/extension work in the field with new useful knowledge, creativity and innovations derived from their own work. Furthermore, they can inspire students and extension workers by serving as models or examples.

Thus, OVPA proposes that the policy on the 15% cap restriction of faculty members going on leave with pay be lifted. This applies to those going on PhD and postdoctoral fellowships as well as Masters fellowships supported in disciplines where the terminal degree is such.

Each academic unit will decide on the number of faculty that will go on study leave to achieve at least a 50% PhD faculty complement in the next few years. The Unit will also decide on the number of PhD faculty who will pursue further postdoctoral training. The academic unit will take into account the number of TA/TFs, professorial lecturers, professors emeriti, and visiting professors who can take over the teaching of courses that are regularly handled by the faculty who will go on study leave.

(A copy of the proposal is on file at the OSU)