

1 **B. The UP Expanded Modernization Program-Doctoral**
2 **Studies Fund** (Increasing the number of PhDs and improving the
3 quality of faculty to transform UP into a research university)
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5 Under the UP Charter of 2008, UP is envisioned to be
6 transformed into a research university with national
7 relevance and global orientation. The key to this
8 transformation is to significantly increase the number of
9 high quality faculty - excellent, highly trained, expert faculty
10 with PhD degrees and postdoctoral training in key research
11 areas.

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

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

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34 High quality research is the paramount activity in a
35 research university. Research elevates the quality of
36 education and extension work, and accelerates academic
37 productivity. A major investment in bringing high quality
38 PhD faculty to UP will drive research and uplift all aspects
39 of our academic life. UP will improve its international
40 ranking, forge more international collaborations with

1 prestigious foreign academic institutions, and regain its
2 international stature and reputation of the '60s and '70s.
3 Success feeds upon itself, and this success will result in the
4 spiraling up of UP to a great university

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

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20 As the country's only national university, UP is
21 primarily responsible for producing PhDs in the country.
22 Under the existing UP Modernization Program—Doctoral
23 Studies Fund, several faculty members have been
24 supported for their PhD and postdoctoral studies. However,
25 the current conditions for support have not yet translated
26 into any significant increase in the number of PhDs. In fact,
27 there are several cases where faculty have reneged on their
28 contracts, i.e., have not completed their PhDs and/or
29 have not returned to UP. Moreover, UP is currently
30 faced with a very serious problem of losing faculty in many
31 units, i.e., a significant number are on extension beyond the
32 age of 65, and a significant number are retiring in the next 5
33 years. It has been estimated by Regent Magdaleno
34 Albaraccin that we will need to produce 500 PhDs in UP in
35 the next 5 years, in order to stem this wave of diminishing
36 faculty, and if we are to transform UP into a research
37 university
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1 The continuation of the UP Modernization Program
 2 was approved for P150M at the 1272nd meeting of the
 3 Board of Regents on August 25, 2011 Revisions and the
 4 expansion of this program are proposed as follows:

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 7 **1. REVISIONS:**

FROM:	TO:
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.	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.
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.	3.2 The length of the fellowship is a maximum of five years.
5. Foreign Fellowship Benefits	5.3. Support for doctoral studies at leading, top-rate ASEAN universities and other Asian universities is given preference.
7 Procedure	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. 7.5. A guarantor of the faculty fellow will be asked to sign the contract, if possible.
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.	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.

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1 **2. EXPANSION:**

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3 2.1. **Establish the UP Visiting Professor Program to increase the**
4 **number of PhD mentors in UP**

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6 2.1.1. Identify foreign-based Filipino and foreign
7 professors/research mentors who will commit to help
8 produce PhD graduates in/for UP and participate
9 actively in the development of UP as a research
10 university

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12 2.1.2. Identify/match a UP counterpart faculty researcher as
13 the collaborator of the foreign professor/research
14 mentor, e.g., the PhD or postdoctoral supervisor or
15 *sensei* of the UP faculty

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17 2.1.3. Create a workplan to build and support the research
18 collaboration and the research group consisting of the
19 foreign professor/research mentor, the UP faculty
20 researcher and their graduate students.

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22 2.1.4. Support the foreign-based Filipino or foreign
23 professor/research mentor as a UP Visiting Professor
24 for 1-2 months a year, providing the round trip airfare
25 and a reasonable living allowance.

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27 2.1.5. Support the visit of the UP Visiting Professor for
28 intensive lectures and team teaching of courses,
29 research discussions, training on research concept
30 formulation and proposal writing, and on research
31 methodology, etc.

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33 2.1.6. Provide an official appointment as a UP Visiting
34 Professor so that he/she becomes part of UP's faculty
35 roster and contributes to the international ranking of
36 UP

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38 2.1.7 Create clusters of expertise in priority research areas
39 with help from the UP Visiting Professor, who can
40 identify other foreign collaborators who can help
41 expand the research.
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- 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 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.



- 1 2.2.6 Provide opportunities for the HG faculty to discuss
2 teaching and research with UP Visiting Professors and
3 research leaders from other local and foreign
4 institutions.
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- 6 2.2.7 Guide the HG faculty to plan his/her graduate studies
7 aligned with the research priority areas of the
8 institute. Aim to create a critical mass of research
9 faculty with expertise in related fields. The area of
10 expertise to be pursued for PhD must grow the
11 research capabilities of the institute, and should be
12 different from but complementary to the existing
13 expertise.
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- 15 2.2.8 Fast track the PhD studies of the HG faculty
16 Encourage HG faculty to pursue PhD studies in
17 leading institutes in UP, or to avoid inbreeding and to
18 provide great intellectual challenge, in the best
19 universities abroad
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- 21 2.2.9 Provide funds for the required examination or
22 application fees for PhD studies.
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- 24 2.2.10 Provide a fellowship for PhD studies in UP or abroad
25 within 1-2 years after joining the institute, even
26 without tenure, as long as he/she has published a
27 paper in an international peer-reviewed, high quality
28 journal.
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- 30 2.2.11 Provide funding support for a fellowship under the
31 rules and regulations of the UP Expanded
32 Modernization Program in regard to the signing of
33 contracts, submission of technical and financial
34 reports and other requirements.
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- 36 2.2.12 Provide funding for return visits (airfare) when the
37 PhD student has passed his/her candidacy or
38 qualifying exam and has become a PhD candidate, so
39 he/she continues to align his/her research project
40 with the institute's priorities.
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- 42 2.2.13 Assure the PhD graduate or postdoctoral fellow of a
43 faculty item with a fair and attractive promotion or
44 rank depending on the number of high quality

1 publications and other academic output upon his/her
2 return to the institute.

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4 2.2.14 Provide a start up grant to the PhD graduate or
5 postdoctoral fellow under the OVPAA EIDR (Emerging
6 Interdisciplinary Research) program and provide
7 opportunities for sustaining the research through
8 competitive grants, so that he/she can immediately
9 pursue a project related to his/her dissertation.

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11 2.2.15 Arrange a housing loan, schooling for children and
12 provide other economic benefits and incentives.

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14 2.2.16 Obtain support from the Philippine government, from
15 UP alumni and the private sector to support the PhD
16 and postdoctoral studies of UP faculty

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18 2.3 Establish the **Foreign-trained Filipino PhD Faculty**
19 **Recruitment Program** to increase the number and improve
20 the quality of UP faculty, and to avoid inbreeding.

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22 2.3.1 Embark on a massive campaign to recruit Filipino
23 PhDs and postdoctoral fellows abroad to return to the
24 Philippines and become UP faculty

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26 2.3.2 Offer a start up research grant of ~P2.5M and provide
27 opportunities for sustaining the research through
28 competitive grants.

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30 2.3.3 Offer a fair and attractive faculty rank depending on
31 the number of high quality publications and other
32 academic qualifications and output.

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34 2.3.4 Offer a relocation package of ~P0.5M.

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36 2.3.5 Obtain support from the Philippine government, from
37 UP alumni and the private sector to support the
38 recruitment of foreign-trained Filipino PhDs to return
39 to the Philippines and become UP faculty.

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42 **Board action: APPROVAL.**

