

Plan of Action

“UP Faculty: Partners for Change”

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Preamble

Our beloved university, the University of the Philippines, takes its unique and distinctive role as leader in higher education and development. We set the academic standards and pioneer innovations in teaching, research and faculty development in all disciplines and professions. We nurture future leaders and serve as model to other academic institutions in nation building. We put a premium on our social responsibility and commitment to national development as a public service university, providing various forms of community and volunteer service, as well as scholarly and technical assistance to government, the private sector and civil society. We harness the expertise of our faculty and staff to serve the needs of the Filipino people and their aspirations for social progress and transformation. In this sense, UP is a partner for change.

Bestowed upon the University are the rights and responsibilities of academic freedom and institutional autonomy to enable us to exclusively determine our teaching, research and extension policies, programs and standards, while taking into account national goals and priorities and maintaining an abiding respect for democratic principles, values and governance.

With these tenets, the Board of Regents is vested the power to govern and administer the University, define the University’s thrusts in general terms and adopt broad policy guidelines to ensure their implementation. The Faculty Regent, in particular, is explicitly appointed in the Board to represent all teaching personnel, to make sure their voices are heard, and to express their concerns and ambitions before the highest policy making body of the University. Such is an essential element of collaboration, collegiality, representation and accountability in decision making.

For what policy or issue does not affect the faculty, the “heart, soul and mind” of the University? They are the prime agents in making UP a truly responsive national university. They are the catalysts of change imbued with compassion in using their talents and expertise, and with selflessness in devoting their time and effort to lead the University in its three transformative mandates.

Hence, a Faculty Regent is first and foremost a University Regent who is actively involved in the overall governance of the University, including all its corporate affairs, while giving focused attention to the protection of the rights and welfare of the faculty for the general well-being of the University and the country. This will be the Faculty Regent that I will be, given the opportunity, to help preserve the purpose and integrity of the university for the people.

Courses of Action

There is a clarion call for quality education brought about by rapid developments in the region and the world resulting from globalization and cross-border exchange. The urgent need for internationally recognized academic standards among and between nations with respect to quality assurance and qualification frameworks have become critical. This demand is highlighted more significantly with the shift to the Cyber Physical Age, the breakthrough era of digital technology and cyber physical systems marked by the rapid fusion and blurring of boundaries of the digital, biological and physical spheres, which will impact all

aspects of human life in a revolutionary way, including of course, the educational systems. This era has been advanced much earlier by multifaceted challenges in communication, the workplace and the environment, and more recently, by the Covid-19 pandemic.

There is a critical demand to reconfigure our academic programs and related professional fields with relevant innovative pedagogy while looking into the academic profession that is becoming more internationally oriented, mobile, and highly specialized, so that the safeguards implicit in academic freedom, the continued development of faculty and staff, and security of tenure have become of paramount concern. Below are the important courses of action that I, as Faculty Regent, will harness and support in the two years of my term.

1. The University reviews its educational philosophy and crafts a new set of desired quality outcomes set within the context of its vision, mission and goals, and specifically adopts a uniform set of institutional outcomes which serve as the foundation for the development of its entire educational structure starting with the shift to the new paradigm and the redesign of its academic programs, and followed by a new hiring policy for its academic personnel.
2. The University invests in the power of digital technology as we move to blended learning. We can no longer return to the traditional face-to-face classroom teaching in the post-pandemic setting. We should put in place state-of-the-art digital infrastructure in all campuses of the University, rewrite existing and construct new curricula towards competency-based and learner-centered pedagogy for flexible learning, create the digital course design centers and libraries in each campus, and transform the classrooms into digital learning hubs.
3. The University adopts a consolidated, dynamic and progressive faculty tenure and promotion system that is consistent with the goals of the University as a research and global university. This is synchronized with a comprehensive professional development plan of each academic unit, based on the Internal Academic Assessment and Development System which includes projections for faculty tenure and promotion for each faculty and a plan for the allocation of funds for the purpose. Such funds for tenure and promotion shall be incorporated in the internal operating budget of the unit. A uniform set of standards, criteria and procedure will be applied systemwide via an online platform that enables the faculty to submit an application at the time he or she is deemed qualified without having to wait for a call.
4. The Board of Regents implements its existing specific powers as provided by Republic Act 9500 that directly benefit the faculty and staff, such as: (1) to draw up a new position classification and compensation plan for its faculty and staff, and, any law to the contrary notwithstanding, to fix and adjust salaries and benefits of the faculty and other employees, provided that salaries and other benefits of the faculty shall be equivalent to those being received by their counterparts in the private sector; and (2) under new working conditions, to review and determine the work load and hours of service of faculty and staff, and such other terms, conditions and benefits of employment.

Padayon!

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