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Proposed plan of action:

- In the first year of the term:
 - Maximize the non-monetary benefits of faculty
 - Real protected time for research
 - Higher research dissemination budget
 - Proposed additional days of leave with longevity
 - Explore more avenues for inter-CU and inter-college collaboration for research & teaching.
 - Facilitate the editing of the faculty manual to make it truly utilizable by all the CUs.
 - Consultations with faculty member of CUs, preferably face-to-face.
 - Help the current right-sizing efforts that are already being done by the chancellors of the CUs.
 - Lay the groundwork for the proposed financial (i.e., examination of the salary grades of faculty) and digitization (faculty database) initiatives of the second year of the term
- In the second year of the term:
 - Possible adjustment of the salary grades of the instructors and assistant professors
 - Maximization of faculty databases that would make information retrieval and application for promotion easier.

Being a faculty member of UP is a privilege. It affords a prestige that we cannot put a price on. We know though, that the conditions under which we teach are not ideal. We want an environment that is more hospitable to our teaching, research, and extension work. There are many “small” things that we can improve and that is what we would like to do, little by little. The term for faculty regent is only 2 years long—not much time in the grand scheme of things. It is long enough, however, to get some small but significant initiatives done. It is long enough to make things better for the faculty