

PLAN OF ACTION for 2023-2024

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As the National University (RA 9500), UP, among others, should be a leader in setting academic standards, serve as a graduate and a research university, and protect and promote the professional and economic rights and welfare of its academic and non-academic personnel. The University's responsibility to maintain and enhance its high academic standards in the performance of its functions is carried by the faculty through its mandate of teaching, research, and public service. The issues concerning the tripartite role of the faculty are common among the constituent units (CUs), although there may be a few localized problems. Assessment of the needs of the CUs must be on a continuing basis such that concerns of the faculty are given immediate attention. The solutions to some problems may not be achieved within the term of a faculty regent, but recognition of the existence of a problem and doing something about it will ultimately lead to the solution.

Ano ba ang ating TUGON sa bagong panahon?

Rising through the ranks from an Instructor without a regular item up to a full professor after 2 decades in the University has provided me enough experience to identify the needs of the faculty, for them to support the University's mandate. The administrative positions I held have honed my ability to critically appraise issues related to the faculty. Being actively involved in research through the years, has provided me insights into this faculty mandate. My extension service to other government agencies and to professional societies has enriched my interprofessional experience as I was able to further engage the University and faculty colleagues in knowledge creation, innovation and policy formulation.

My almost 30 years of service to the University as member of the faculty has enhanced my understanding on the role of the UP Faculty Regent (FR). I am fully aware that if selected as FR, my primary role as member of the BOR is to participate actively in direction setting, policy formulation and decision making concerning the UP System. However, I am also aware that my role will be to represent **the entire faculty** on all issues involving and affecting them, particularly their rights and welfare.

If given the opportunity to serve as Faculty Regent for 2023-2024, I hope to accomplish the following **Five Point Program – ang aking TUGON**:

T - Transparent dialogue with the Faculty and the Staff and Student Regents

I intend to initiate dialogues with the CUs, be accessible to all through various means of communication and inform the faculty of policy developments at the Board of Regents (BOR). Policies or decisions related to the faculty, especially those acted upon by the BOR, should immediately be transmitted to the faculty in ways by which these would reach the concerned members of the community.

To further promote the democratic participation of all UP personnel in university governance, I intend to work closely and coordinate with the Staff and Student Regents in matters affecting the rights and welfare of all UP constituents. I intend to be available for consultation, be open minded to all sides of the issue, and to present the most dominant, rather than my personal or the opinion of just a few, to resolve issues.

U - Upgrade faculty benefits and assistance

Aside from monetary benefits, other benefits will provide a good environment for the faculty. The need to expand **subsidized housing** within the campus or near the campus should still be addressed. Provision of transportation or a shuttle can ease the commute of many faculty. In light of current and probable public health issues, reducing travel time or a sure ride will ensure the safety and comfort of faculty as they commute for their face-to-face classes. Related to this, the campaign for better assistance for health issues will be continued.

Non-wage benefits, such as a regular **internet allowance** to facilitate the many learning activities and communications done online and further assistance on new teaching modalities in terms of retooling, learning platforms and digital literacy should be provided.

Better **assistance in** research and creative work implementation, especially in the **procurement process**, should be prioritized. The faculty does not have the time to go through all the procurement and bureaucratic procedures thus, if addressed, the productivity of the University, as well as the faculty, will further improve. Measures on how the procurement process can be better facilitated would have to be studied through discussions with stakeholders.

G - Good health is wealth

The focus on student wellness and mental health is a significant move of the University. There should also be attention on the mental health and wellbeing of the faculty. Faculty can better perform their functions and be effective mentors if they themselves have the resiliency and adaptability to the changing landscape of education and the VUCA (volatile, uncertain, complex and ambiguous) world. Policies on faculty wellness should be pursued and an efficient support system (*i.e.* counselling) should be in place.

O - Opportunity Knocks! For faculty development and tenure

The strength and reputation of the UP as a national university primarily rest on the excellence and dedication of its faculty. Hence, sustaining faculty distinction is crucial and should remain an agenda of the university in support of its programs; making UP a preferred destination, manned by highly qualified faculty, preferably those who have graduate degrees. We have to support the faculty who opted to stay in UP, especially the young/junior staff. A supportive environment for these young faculty members – mentoring and no teaching overload – will help them satisfy the requirements for tenure within the required time frame. With regard to the seasoned faculty, other incentives would

have to be in place so that they will not be lured by jobs elsewhere. More opportunities for re-skilling or for post-graduate studies can make them competitive and enhance their research capability.

If UP is to maintain its stature as a noted institution of higher learning, it must have mechanisms to ensure excellence of its faculty. Many distinguished mentors are retiring in the University and the young PhDs are struggling to balance teaching with research output. In this context, there must be a system of mentoring young faculty members who will be able to take over the responsibilities of the aging and retiring faculty members, especially in areas of specialization that must be maintained by UP as a national university.

N - eNabling environment for upward mobility

The criteria and instrument for faculty promotion and rewards system should undergo timely review. In light of University Rankings, the performance-based bonus and the changing landscape of education, the promotion and rewards system should not burden the faculty but enable them to better contribute to the metrics of a globally relevant university.

Research and creative work are essential to the University as a knowledge creator and source of innovation. Towards the mandate of UP to be a research university, an evaluation of research/creative work credit loading must be made. Incentives or load equivalent for student thesis/dissertation/special problem advising should be revisited to address the time investment of the faculty. There should also be a rational credit load for research/creative work which will cover proposal development, project implementation, and student mentoring. The University should continuously strive to provide an enabling environment – more or protected time and resources - to produce relevant research. Creative work should likewise be given time and opportunity to come to fruition. Creativity, an attribute that is so difficult to capture, should be appropriately rewarded.

The Scientific Productivity System, despite being a mature evaluation system, is also challenged by the changing research landscape of more multi- and interdisciplinary research that produce knowledge faster as we have seen during the pandemic. The weight given to publications in high impact journals is diluted by the preferential scoring for lesser number authors. Changes in productivity evaluation must be considered as collaborative research produce more impactful outputs that are measured in many university metrics.

Merit promotion gives pride to the faculty and propels the achievements of the University. With the participation of the University in various education metrics, the criteria for promotion and other merit-based systems in the University should be cohesive with, and contributory to the global university metrics.

An enabling and supportive environment for teaching, research or creative work, and public service ang ating makabuluhang **TUGON** sa bagong panahon.