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PROPOSED PLAN OF ACTION AS FACULTY REGENT

The following General Plan of Action as Faculty Regent - *Knowledge and Upliftment through Support, Action, Balance, and Nurturing (KAUSABAN)* - is the result of collaborative discussions with colleagues across the University of the Philippines. This plan is firmly rooted in the University of the Philippines Charter of 2008.

As a nominee for the Faculty Regent position, I present these initiatives with a focus on advancing faculty welfare and support:

1. Advocate for an **increase in the number of faculty items**, with a particular focus on supporting smaller, yet rapidly growing, constituent universities (CUs).
2. Establish or strengthen a **mentorship program** that supports junior faculty members in teaching, research and publication, and service to the university, by engaging retired UP professors, particularly those who have not applied for emeritus status but have a substantial number of publications to their credit. This program could include regular workshops or in-person consultations.

Additionally, retired UP professors with extensive administrative experience could mentor faculty members who have administrative responsibilities or those preparing for potential administrative roles.

3. Recognizing the limited availability of faculty items, targeted support will be extended to non-tenured faculty, particularly those who hold Ph.D. degrees upon joining UP but face challenges in securing tenure due to faculty item constraints. Their contributions are also essential to the delivery of quality education, and appropriate measures will be put in place to support them:

[i] Support non-tenured faculty members in their research initiatives enabling them to continue research, strengthen their academic credentials, and position themselves competitively for tenure opportunities.

[ii] While an incentive program already exists for faculty members publishing in international Web of Science (WoS)- or Scopus-indexed journals, additional support for junior faculty members who are building their research profiles and publishing in local journals could be highly beneficial. This approach offers two key advantages: it enables the faculty to publish, while also promoting local journals, potentially moving them toward WoS or Scopus-indexing. This would increase the visibility and citation rates of our local journals, keeping valuable data generated from researches by UP faculty within the country.

4. **Community and Public Service Program.** While the Ugnayan ng Pahinungod, UP's volunteer service arm, offers volunteer opportunities for students, faculty, staff, alumni, retirees, and partners to serve marginalized and underserved communities, a dedicated Community and Public Service Program for community and public service initiatives, could enhance these efforts.

This program aims to equip faculty with resources to engage with marginalized communities or the barangays, empowering the marginalized sectors through the transfer of knowledge gained from research, and teaching them valuable life skills. If there are existing programs where the faculty could tap for research funds (for example the EIDR), designated Community and Public Service Funds would strengthen UP's outreach impact and expand its service to these communities.

5. **Facilitate open lines of communication.** To ensure faculty concerns and ideas are accurately represented and addressed, the Faculty Regent will facilitate open lines of communication:

[i] The Faculty Regent will hold scheduled in-person annual meeting with the faculty of each CU to discuss issues and gather feedback.

[ii] A dedicated messaging channel (such as email, SMS, etc). will be made available for direct communication, or, if an existing channel is already in place, it will continue to be utilized.

6. The Faculty Regent will advocate for **professional development opportunities in quality assurance**, teaching innovations, and the integration of new technology in instruction. The Faculty Regent will work with the administration to secure funds or create incentives for faculty to attend workshops, conferences, and seminars focused on quality assurance and pedagogical advancement.

The Faculty Regent will promote continuous training programs to enhance faculty teaching methods and leadership skills. For CUs with existing programs, support will be provided to ensure sustainability.

7. **Establish a Disaster Preparedness and Recovery Funds** for faculty members affected by disasters. A dedicated fund specifically established to support faculty members impacted by natural disasters (such as typhoons, earthquakes, floods, and other emergencies) will be proposed. This fund will cover immediate recovery needs to help faculty members rebuild and regain stability.

[i] Emergency Grants. The fund will provide small grants to faculty members who have suffered significant losses due to disasters, covering essentials like temporary relocation, clothing, and medical expenses.

[ii] Short-term Loan Program. A short-term loan program will also be established to offer minimal loans for urgent needs, such as home repairs or emergency supplies.

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