



## ENCARNACION EMILIA S. YAP

Professor of Fisheries Science (Post Harvest Fisheries)  
Post-Harvest Fisheries Specialist  
PRC Licensed Fisheries Professional

College of Fisheries and Ocean Sciences  
University of the Philippines Visayas

## QUALITY POLICY: Office of the Faculty Regent

An office committed to continually **LEAD** in the formulation of policies for the improvement, development, and implementation of programs that:

- ensure the delivery of quality academic programs and involvement of academic personnel in knowledge production and dissemination;
- provide opportunities for personal and professional growth and competency development; and
- protect the academic freedom and human rights, dignity, and well-being of the academic personnel of the University

### 4-POINT AGENDA

### ACTION PLANS

### TARGET OUTCOMES

**Launch programs to strengthen the culture of academic excellence**

**Strengthen the culture of academic excellence by providing support, opportunities, and policy direction for:**

Continual improvement and delivery of high-quality academic programs through regular review of all existing academic programs, development of new and interdisciplinary academic programs, continuous preparation for the assessment/accreditation of academic programs, and assessment of existing teaching modalities

Benchmarking of the different academic programs with other institutions in the neighboring countries

Institutionalization of peer review and mentoring mechanisms between and among the academic personnel of the University

Comprehensive review of the faculty development plans to ensure effective delivery of high-quality education and the faculty succession plans to guarantee continuous provision of expertise in the different units of the University

**A**daptable learning environment with well-anchored academics/mentors who consistently provide quality education

**Enhance programs for research and innovation for development, public service, and policy formulation**

**Mainstream research and innovation for development, public service for all, and policy formulation by providing support, opportunities, and policy direction for:**

Conduct of relevant and responsive research activities for generation of new knowledge, creativity, innovations, public service, and policy recommendations

Mainstreaming of volunteerism to promote citizenship by influencing, participating, and contributing towards the betterment of the society's well-being

Engagement of academic personnel in sustained public service activities that are relevant and responsive to societal needs

**C**oordinated system to support responsible and impactful research and innovative studies, creative works, public service activities, and policy development

**Advance initiatives for enhanced communication to achieve coordination and transparency in upholding the true voice of the academic personnel in the UP Board of Regents**

**Conduct regular dialogue/consultation meetings** with academic personnel in the different CUs to understand their needs and expectations and to determine their levels of satisfaction in terms of the programs and activities of the University

**Establish dedicated hubs/centers** in strategic locations across the University, or using appropriate online platforms, to serve as venues for exchanges and creation of innovative ideas and programs for the academic personnel of the University.

**Foster a culture of continual improvement of administrative efficiency and effectiveness by providing support and policy direction for:**

Comprehensive review of University policies (tenure, promotion and promotion instruments, performance evaluation, consultation hours, conduct of classes, others) to make them more relevant, responsive, and adaptive to the present educational landscape and to achieve policy reforms particularly in the recognition of the true value of public service (i.e., service to the University and the larger community)

Development of a mechanism that reflects on, and monitors the performance of academic personnel through the use of a feedback system, appropriate key performance indicators, and benchmarking practices

**A**ccessible and collegial environment for enhanced communication, transparency, and administrative efficiency and effectiveness

**Develop focused programs for the protection of academic freedom, human rights and dignity, physical and mental health, and well being of the academic personnel**

**Advocate for the protection** of the academic freedom and human rights and dignity **and promotion of well-being** of the academic personnel of the University

**Provide support, opportunities, and policy direction for:**

Identification of programs and activities to encourage the academic personnel's engagement in value adding activities and appropriate training and professional development programs that develop the skills needed in their fields of specialization

Development of programs, including executive leadership trainings, to prepare the future academic leaders of the University

Institutionalization of activities and programs that will cultivate a conducive working environment for the constituent of the University to rapidly learn and apply new ideas, competencies, and skills

Organization of activities for the improvement of physical and mental health and promotion of welfare and well-being of the academic personnel of the University

**D**edicated and empowered human capital advocating for the protection of academic freedom, human rights and dignity, physical and mental health, and well being of academic personnel