

## Come home to UP...for GOOD...!

UP is hiring foreign-trained Filipino PhDs/postdoctoral fellows as FACULTY... to pursue research and to mentor the best and brightest young minds in our country, this year and in the coming years.

Under the UP Expanded Modernization Program, UP is launching the Foreign-trained Filipino “Balik” PhD Recruitment Program. UP will provide a startup grant, a relocation package and other economic benefits.

You could follow this query and application process...

### MONTH 1: PRELIMINARY INFORMATION EXCHANGE AND MATCHING

WHY COME? Does UP need me? HOW MANY does UP need?

- UP needs you. Your country direly needs you.
- UP needs hundreds of new PhDs in the coming years.
- UP will recruit at least 25 PhDs and/or postdoctoral fellows as FACULTY this year.
- Prepare your short CV and let UP know about your interests and expertise.
- The new recruitment program provides a startup grant of ~P2.5M and a relocation package as incentives.

DOES UP NEED MY EXPERTISE? Which campus needs me? Can I have projects in more than 1 UP campus and with other universities?

- Each UP campus has a strategic plan with priority areas of research, teaching and mentoring. Find your match with one UP campus or two (Browse the websites of the various constituent universities (CUs) of the UP system- UP Diliman, UP Manila, UP Los Baños, UP Visayas, UP Cebu, UP Mindanao, UP Baguio, and UP Open University.)
- UP fosters collaborations among disciplines and UP campuses. UP is ONE. You are encouraged to participate in inter-disciplinary and inter-campus research.
- UP encourages local, regional and global collaborations. Keep your contacts abroad alive. Continue to collaborate with the foreign lab you are in; expand your research in UP with local applications to benefit Filipinos.
- If you think and feel this is the right time to come home to UP to share your expertise, accomplish OVPAA-BPhD Form 8.0 *Information Sheet*.
- Email this Form (OVPAA-BPhD Form 8.0), together with your CV, letter of intent and capsule concept proposal to the Chancellor of the CU/CUs you are interested in, e-copy furnished [phdrecruit.ovpaa.up@gmail.com](mailto:phdrecruit.ovpaa.up@gmail.com). The concept proposal should be aligned with the strategic thrusts of the unit. The email addresses of the Chancellors are found in their websites.

Presently, these are:

UP Diliman: Chancellor Caesar Saloma: caesar.saloma@gmail.com

UP Manila: Chancellor Manuel Agulto: mba\_eyemd@yahoo.com

UP Los Baños: Chancellor Rex Victor Cruz: rexcruz@yahoo.com

UP Visayas: Chancellor Rommel Espinosa: raespinosa2000@yahoo.com

UP Cebu: Dean (OIC) Ritchie Galapate: dean.upcebu@gmail.com

UP Mindanao: Chancellor Gilda Rivero: oc@upmin.edu.ph

UP Baguio: Chancellor Raymund Rovillos: rayrovillos@gmail.com

UP Open University: Chancellor Grace Alfonso: gigipssp@yahoo.com

## MONTHS 2-3: SERIOUS REFLECTION AND EVALUATION

WHAT WILL MAKE ME DECIDE TO COME TO UP? Will it be easy for me to adjust to daily life in UP?

- UP needs you. Your country needs you. If you are a UP alumnus/alumna, it's time for you, as then Iskolar ng Bayan, to give back, to come back to your country.
- By coming back, you will help trigger the exodus of brain power, back to your motherland.
- UP brain power can continue to circulate, across oceans, but the perspectives of your work henceforth will be from UP, for the country, for Filipinos.
- Life in UP is simple. Each UP campus is naturally beautiful, artistically rich, culturally vibrant, environmentally friendly, and health- and sports-oriented.
- UP has the greatest concentration of natural and social scientists, medical doctors, engineers, creative artists and writers, educators and philosophers in the country. In the UP milieu, academics like you can interact and produce scholarly work, and live a fertile, intellectual life.

IF I DECIDE TO COME BACK ...

- Accomplish OVPAA-BPhD Form 8.0.
- Email this Form (OVPAA-BPhD Form 8.0), together with your CV, letter of intent and capsule proposal to the Chancellor of the CU/CUs you are interested to be engaged in, e-copy furnished the Office of the UP Vice president for Academic Affairs at [phdrecruit.ovpaa.up@gmail.com](mailto:phdrecruit.ovpaa.up@gmail.com). The email addresses of the Chancellors are usually found in their websites.

AFTER SUBMITTING MY APPLICATION, WHOM WILL I CONTACT IN UP? I need more information. UP needs more information.

- The UP Chancellor, Dean or head of the unit from a UP campus, to whom you emailed your application, will contact you later.
- Your application will go through the mill which evaluates experts who wish to become faculty members of UP. The BPhD Flow Chart (Figure 1) will help you walk through the steps in the process.
- In the meantime, the CU/CUs and you should be encouraged to continuously communicate about mutual concerns and interests. You may use emails, Skype or video-conferencing and other modes of technology-enhanced communication.
- Inquire about the terms of reference of employment from the contact person the CU/CUs will designate, e.g., rank, benefits, duties and responsibilities.
- The Academic Personnel Committees/Boards (APCs/APBs) of the CU/CUs concerned may also request from you, additional documents they may deem relevant. Examples of these are:

research mentoring and teaching/lecture materials (outline, notes, slides, audio visuals, reading references and other pedagogical tools; possibly, a video of yourself teaching) on a topic of your expertise; copies of your 3 most important publications, etc.

- You will be shortly notified of the result of the evaluation by the appropriate Academic Personnel Committees/Boards of the CU/CUs concerned.
- Take note of the comments of the unit on the capsule concept proposal and start to prepare the full proposal.

## MONTH 4: DECISIONS

HAVING SECOND THOUGHTS? ...YOU SHOULD HAVE NONE.

- In UP, you will have the chance to mentor the most creative and innovative undergraduate and graduate students, making use of the best and most complete research instruments and facilities, in the country. You will have the greatest chance of obtaining substantial grants for your projects.

HOW WILL MY ACADEMIC LIFE BE IN UP?

- Try best to visit the UP unit that you plan to join. The contact person or another faculty will serve as your “buddy” and will answer all your queries, and help you adjust well in the unit.
- Meet the faculty, staff and personnel of your prospective unit.
- Meet the Dean, Chancellor and the UP president and VPs.
- Deliver a lecture on your work at the unit.
- Interact with the undergraduate and graduate students.
- Discuss plans for research and teaching with the faculty.
- Visit the classrooms, labs, support facilities and your prospective office.
- Tour the UP campus, visit other units and common research lab facilities, and familiarize yourself with the facilities, amenities and regular activities around the campus.
- Look for housing and arrange schooling for your children.
- Submit the full research proposal.

AWAIT THE DECISION:

- You will get a notice from the CU/CUs concerned, together with your Appointment as Faculty by the Chancellor, or the UP President/Board of Regents.
- You will have to concur, sign the Employment Contract, and we hope you will accept the Appointment.
- The contact person will be communicating and planning with you again exactly when you will come home to UP for good...
- Seriously, discuss and finalize the following :
  - your work plan in the first year of employment, including the teaching load, research load, protected time for research, other duties
  - academic rank and compensation, possible joint appointment at another unit
  - components of the Balik PhD Recruitment incentive package (allowable expenses for return travel, shipment of personal effects, housing rental, schooling of children, etc.)
  - financial arrangements, salary, etc.
- Finalize plans on how you will resettle in the country.

## PLAN ON HOW YOU CAN KEEP TIES WITH YOUR FOREIGN COLLABORATORS.

- Ideally, there should not be a gap in your research output in the course of the transfer to UP.
- Explore continued collaboration with foreign labs.
- Agree that you will apply for a grant for the collaboration after you become a UP faculty.
- Identify equipment, supplies, references and other materials from the lab that you may be able to bring home to UP.
- Produce as much output as you can before leaving, which can contribute to a new publication within your first year in UP.

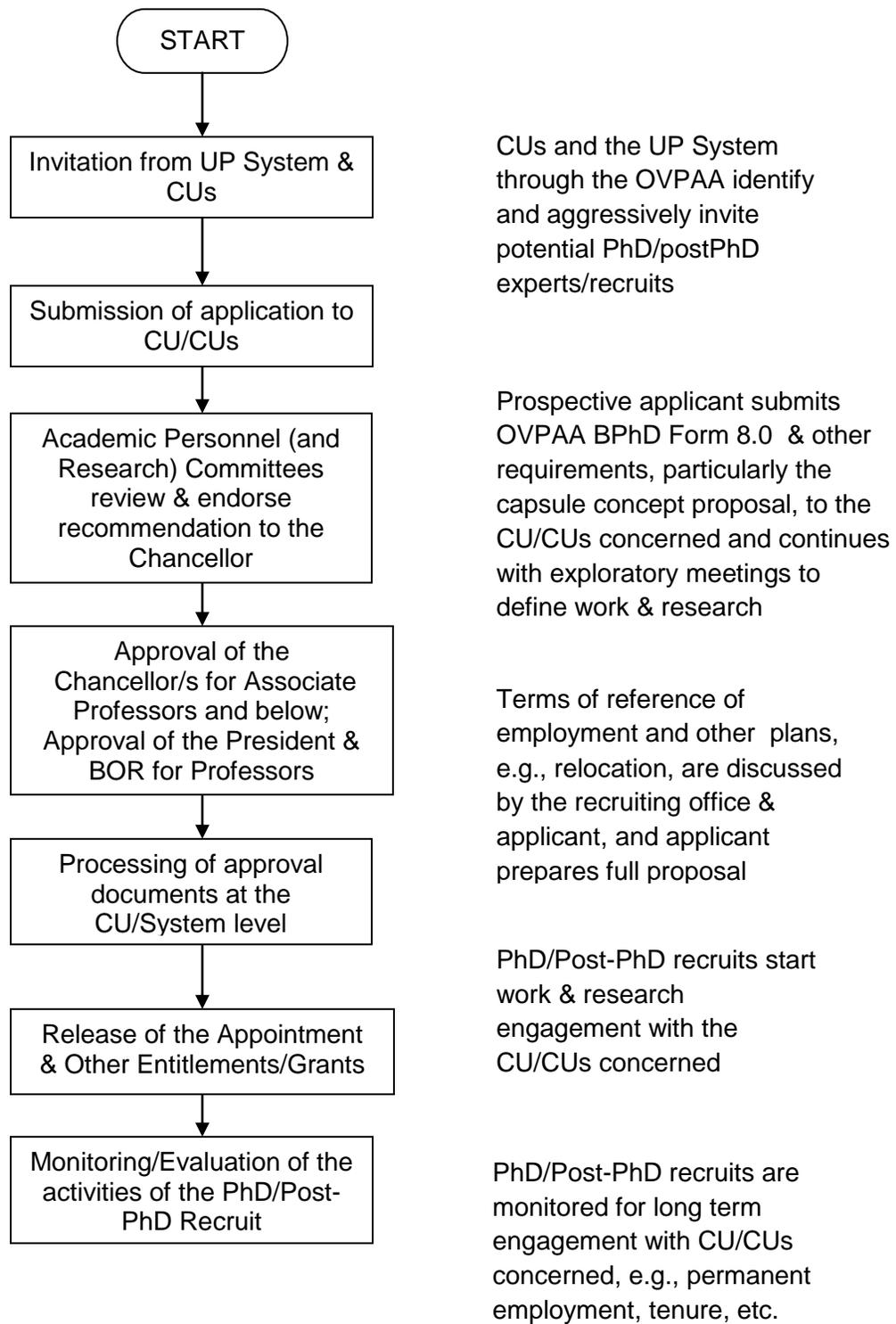
## MONTH 5: I'M COMING HOME. LIFE BEGINS IN UP!

### WHO CAN ASSIST ME WHEN I ARRIVE AND SETTLE DOWN?

- You will be met at the airport and welcomed to UP by the contact person.
- The “buddy faculty” will facilitate arrangements, and provide basic information and assistance for you to be able to settle smoothly in your residence and in your unit.
- A welcome event will be arranged in your unit.

There may be initial hurdles, but in the long term, you will reap countless rewards for yourself, for our people and our country.

UP needs the best and brightest expert PhD faculty who are committed to teach and mentor the best and brightest Filipino youth - who all come to UP!



**Figure 1: BPhD Flow Chart**