

Faculty and REPS Development Program

Short-Term Training in Foreign Universities and Externship in Industry

Rationale

Short-term training in foreign universities will provide opportunities for the UP academic staff to update themselves on curriculum and pedagogy and to undergo retooling and advanced training in research and creative work. It will also be a chance for UP academics to showcase their talents and explore collaborations with foreign counterparts. Externships in industry not only help the University form strong linkages with leading key industries but also help bridge the gap between “classroom knowledge” and knowledge needed in actual practice. More industry- or market-driven research can thus be pursued in the university.

By interacting with academic experts in foreign universities and working in advanced foreign laboratories, or with industry and business professionals in the workplace, faculty members and researchers are able to:

- Update themselves on current trends and advances in the field
- Develop or upgrade their skills in curriculum development and pedagogy
- Develop or upgrade their technical and instrumentation skills
- Explore new useful applications of their fields
- Understand the actual needs of industry.
- Broaden their perspectives by learning from the academic culture of foreign universities and from the efficiency and productivity of industries

As a result, they become better equipped to:

- Improve curriculum and teaching and learning in the classroom
- Enrich courses with new materials and activities, and share their own research and creative output
- Enrich their inter-cultural experience and share with students a more global or “glocal” perspective
- Conduct high level research and creative work with foreign collaborators
- Initiate and conduct needs-based research projects
- Directly partner with industry for innovation
- Design a curriculum that is responsive to industry demands
- Eventually build their own business or enterprise.

Both short-term training in foreign universities, and local and international externships are supported. Considerable weight will be given to the impact or significance of the applicant’s research to advancing the goals of the unit or the department.

The programs are envisioned to spur and nurture a culture of scholarship driven by individual commitment and determination. Their uniqueness lies in the fact that they will be animated by a system of continuous voluntary mentoring. This means that those who obtain financial support from UP for short-term training abroad and externship will be encouraged to fill in for the next batch of colleagues who will also leave for foreign training or externship. That batch will then do the same for the one next in line, and so on. Such system will ensure that trainings and externships do not impede the teaching and research functions of the unit or department in the absence of a faculty member. More importantly, it will have a ripple effect, promoting the continuity of training given to and service given by the generations to come.

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Because the idea is to encourage (and not require) service in real terms, another option is for the applicants to render overtime work as soon as they come back from the externship or short-term training abroad. Extra work, however, will be measured not in terms of length or duration but in terms of the value of the work given. Thus, before applicants leave for training or externship (or even as early as the application stage), the unit must already have a clear vision of what it expects from them upon returning to the University. Aside from laying down clear-cut expectations, the unit must also make sure that the foreign training or externship results in immediate and well-defined output. In other words, the unit must see to it that the programs would benefit both the individuals and the unit of which they are part.

Finally, it is important that the applicants understand their intellectual property rights before going on short-term training or externship, in the same way that they understand the intellectual property rights of the host university, company or enterprise. As such, it might be necessary to first brief applicants before leaving so that infringement on rights by either party is avoided.