“SHEPHERDING” the Development of UP’s Suprastructure: Knowledge Creators and Implementers
(UP’s Academic Career Development Plan)

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UP’s Great Challenge to Lead in Building the Country’s Suprastructure

- PhDs
- Professionals
- MS/MAs
- Bachelors
- TechVocs

- Knowledge Creators/Innovators
- Knowledge Workers/Implementers

- Massive Expert Human Capital Resource Development (Suprastructure)

- Knowledge-based Development & Governance (UP THINK PAPER)

- Hub & Spokes (Regional Centers of Development)

- UP CUs & Leading SUCs as Hubs / Others as Spokes

UP Faculty (~3800 FTEs)

30% PhDs (2016) → ~750
50% PhDs (2019) → ~750
70% PhDs (2022) → 100% PhDs (2025)

FACULTY in National Universities in
- Thailand: 70% PhD
- Malaysia: 90% PhD
- Advanced countries: 100% PhD
Why create the critical mass of PhDs in UP CUs?

- more research grants and projects, more and higher quality research publications and output
- more postgraduate (PG) students, more PG graduates
- more complete, functioning research groups
- more interdisciplinary research, more interdisciplinary expertise
- more competent problem solving of societal problems, more public service, greater impact on gov’t programs
- more policy papers, better legislation
- more products, services, systems for commercialization
- more contracts and interactions with industry

Why increase the number of PG students pursuing higher-level education to become ACADEMICS (Researchers and Creative Artists) in UP?

- to produce knowledge workers: knowledge creators and implementors through the VALUE CHAIN
- to provide and maintain various basic utilities, facilities and services in every region of the country
- to lead in innovation in niche industries, to spur growth and expansion in every region in the country
“SHEPERDING” the Development of UP’s Suprastructure: Knowledge Creators and Implementers (UP Academic Career Development Plan) – “ONE UP”

**UG Students** → **Post Grad Students** → **Post Docs** → **PhD Faculty/REPS** → **PhD Retirees**

- **MOVE UP** UG foreign mobility
  - PhD/MS/MA Scholarships for Faculty/REPS
  - TA/TF PG Scholarships
  - Foreign-trained PG Scholars
  - Instructor Honors Fast Track

- **MOVE UP** Candidate UG Latin Honors Foreign Summer Schools
  - PhD/Masters/MA Scholarships for Faculty/REPS
  - TA/TF PG Scholarships
  - Foreign-trained PG Scholars
  - Instructor Honors Fast Track

- **Latin Honors Bachelors graduates (~2,000/y r in all CUs)**
  - PhD/Masters/MA Scholarships for Faculty/REPS
  - TA/TF PG Scholarships
  - Foreign-trained PG Scholars
  - Instructor Honors Fast Track

- **Balik PhD, Res. Collab. Grant** (supports Foreign PostDocs)
  - PhD Faculty Hires 2yrs after postooc for hire
  - PhD Fac/REPS in UP, leading SUCs for future hire

- **Foreign-trained Balik PhD for Fac/REPS**
  - New PhDs among employed Fac/REPS & new PhD Hires
  - PhD Faculty Hires 2yrs after postooc for hire
  - PhD Fac/REPS in UP, leading SUCs for future hire

- **COOPERATE PhD (becomes Local PostDoc)**
  - PhD Faculty Hires 2yrs after postooc for hire
  - PhD Fac/REPS in UP, leading SUCs for future hire

**BENEFITS, INCENTIVES AND AWARDS**

- Gawad Pangulo Competitions
- Curricular Improvement QA/Accred’ n
- Improved Teaching & Learning & Public Service
- EIDR, ECWRG, CIDS
- External grants

**STRONG RESEARCH & CREATIVE WORK GROUPS**

- Publications, Research & Creative Work Output
- NEW KNOWLEDGE

- RDG, International Conference hosting.
  - World Lecture Expert Series, of PG & UG students, Faculty, REPS
  - IPA, APS, SPS, SCS & One UP PC & FG Awards, etc.