

Proposal to Revise the Guidelines on the Eligibility of Applicants who will go on PhD studies

Rationale:

As we embark on a massive drive to produce hundreds of PhDs in the next 6 years, it is imperative that the University reaches out to a large number of non-PhD faculty to undertake doctoral studies. This is also the most opportune time for our faculty to go on fellowships as we transition to the K to 12 Basic Education program. To date, the University is supporting more than one hundred faculty on doctoral fellowships and we still have a long way to go in improving our faculty profile.

Proposal:

To meet this goal, it is proposed that revisions on the eligibility of applicants to the doctoral studies of the Faculty, REPS and Administrative Staff Development Program, specifically, the following provisions in the table below.

Summary of Proposed Revisions

Eligibility criteria	FROM	TO	Justification
Rank	<p><u>His/her rank may not be higher than Assistant Professor</u> and his/her age must be below forty-five at the time of application. (1152<sup>nd</sup> BOR, 26 July 2001)</p>	remove	<p>There are non-PhD faculty members who were promoted to associate professor level for their outstanding accomplishments notwithstanding that they have no doctoral degree.</p> <p>Not supporting them to go on advanced degrees will negate the recognition accorded to them during the promotion period.</p> <p>While this revision may seem to allow or encourage Assistant Professors to postpone obtaining their PhD, there are many new programs, incentives and awards in the university that would motivate them to pursue their PhDs as soon as possible.</p> <p>This revision is intended primarily for Associate Professors or Professors who wished to pursue their PhDs but were not given the chance due to the 20-25% cap on study leave imposed by academic units, and due to the teaching load and administrative load they carried through the years. Likely to have served the university for two to three decades, they deserve support from the university if they now wish to pursue their PhD.</p>

Eligibility criteria	FROM	TO	Justification
			<p>This revision supports the personal and professional growth and development of a faculty member, and encourages him/her to gain PhD-level expertise to contribute to generating new knowledge through research and creative work, and to capably mentor the next generation of faculty and postgraduate students in the university.</p> <p>In his/her remaining years of service as faculty in the university, and even after retirement, s/he could contribute significantly to increasing the university's publications and knowledge-based public service to the country.</p> <p>This revision is proposed in serious consideration of the urgent need to produce &gt;10-fold more PhD faculty who could serve as project leaders or seeds of innovation and problem solving that our university and country direly need in order to progress.</p>

Age	His/her rank may not be higher than Assistant Professor and <u>his/her age must be below forty-five</u> at the time of application. (1152 <sup>nd</sup> BOR, 26 July 2001)	remove	<p>Essentially the same reasons as indicated above.</p> <p>Putting a cap on our support for PhD studies due to age is not in keeping with the times. Human lifespan is improving significantly. More academics in their advanced age are physically healthy and mentally active, learning faculties and capabilities do not wane, and they can continue to contribute productively to the academic community.</p> <p>The faculty member upon return to duty after ~3-5 years of PhD studies, can still serve the University with the gained expertise for up to 15 years.</p> <p>Further, the life of the mind and of public service does not cease after retirement as they can still be tapped as professorial lecturers, mentors, researchers or consultants.</p> <p>In several cases, a faculty member had completed the course work but with regret</p>
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Doctoral program	The doctoral program must belong to a discipline/field in which the campus needs to develop expertise. For this reason, the constituent university (CU) shall submit the profile of faculty in the field/discipline it recommends to be developed, specifying the areas of concentration to be developed and why. (1152 <sup>nd</sup> BOR, 26 July 2001)	doctoral program to be pursued: a. must be in a discipline/field in which the CU needs to develop the expertise based on the CU's niches b. with consent of the academic unit, it may be in a different but related discipline/field relevant to the academic unit's goals, and as long as the dissertation topic is related to the faculty member's current field	To be in consonance with our existing research programs like the Emerging Interdisciplinary (EIDR) Program and to develop capability to solve complex problems in society, development of multi- and interdisciplinary expertise should be considered by an academic unit in advising its faculty to pursue PhD studies in certain disciplines/fields. It is also consistent with the university's move to develop joint degree programs between academic units in UP or with other universities to promote diversity and complementarity of disciplines.  An example is a faculty from the natural sciences, social sciences, arts and humanities, who can pursue a PhD degree in Communication in UPOU wherein the dissertation topic is related to the faculty member's current discipline/field.
Online PhD programs	-	Enrollment in prestigious online PhD programs is encouraged, including UPOU's online PhD programs	Enrolling in PhD programs offered online is encouraged as this will cut down the cost compared to the residential mode. It would allow the faculty member to continue taking some teaching and administrative load in his/her CU. It is also likely that s/he will pursue a dissertation topic that is strongly relevant to the home CU. However, the institution and degree program should be prestigious and highly recommended in the academic community.
PhD studies of Researchers (REPS)	-	The lifting of caps on rank, age and type of doctoral program also applies to Researchers (REPS) who wish to pursue their PhD studies.	Same reasons as indicated above.