

EXCELLENCE...from p1

faculty members and REPS to avail of grants and conduct research.

Together with, Dr. Emma Ruth V. Bayogan, OR Director, we adopted a modified research management system to effectively operationalize the set goals. A synchronized time frame for announcements, calls for proposals, submissions and the release of funds were soon in place after several meetings with the University Research Committee members and with the Heads of the Budget and Accounting Offices.

We also came up with a specified format for research proposals which was uploaded to the UP in Mindanao-Office of Research website.

To further promote a culture of excellence, the faculty members conducting research were encouraged to publish their findings. We set the pace by qualifying the format of reports they submitted for fund release. Researchers were required to submit mid-year, year-end and/or terminal reports in a format acceptable to any reputable, refereed journal in their respective fields.

UP in Mindanao must continue to nurture its scholars and aggressively develop the academic credentials of the faculty such that excellence in teaching and research remains the norm.

Faculty members and REPS are constantly sought after and supported to enable them to craft proposals and submit these for System, DOST and foreign funding.

After a successful Seminar-Workshop on "Intellectual Property Management for Knowledge Workers", last 16-17 November 2006, I am pursuing with the help of the OR personnel to establish the UP in Mindanao Intellectual Property Policies.

In the medium and long terms, the Office of Research shall evolve to become the Center for the Advancement of Research in Mindanao (CARIM). The initial framework had been presented to the Executive and Management Committees in October 2006.

Soon, another center shall complement and enhance the existing academic programs, and this is the Center for Continuing Education (CEC). This Center is envisioned to provide relevant training programs to various sectors in agricultural biotechnology, social sciences, management, humanities, and communication arts. The Office of Extension and Community Services (OECS) shall transform into the CEC, within a carefully planned out timetable.

I shall pursue as well, the establishment of a Food Museum and a Museum of Natural History that will showcase the diversity and richness of the resources available on the island.

I wish to stress that the last three plans were conceived during the term of Chancellor Ricardo M. de Ungria.

III. Promoting a Culture of Excellence Among Administrative Staff

Equally committed to UP in Mindanao are the administrative staff. We have come to learn and witness how through the years, the staff have served the University with utmost devotion.



This may be more appreciated upon stating that only one-half of the staff have the security of items and tenure.

I shall reiterate this administration's appeal to the Department of Budget and Management, through the President, for the release of the remaining seventeen administrative items, if even at least by tranches.

The prioritization of administrative items have been rationalized and is embodied in the five-year development plan of UP in Mindanao. This document was painstakingly prepared by all offices and academic units after a series of job audits conducted by the UP System between 2004 and 2005.

Citations for outstanding performance by deserving staff will continue in awarding ceremonies during the Foundation activities.

Staff members will be encouraged to pursue relevant graduate degrees, where applicable, and to avail of training courses. There shall be an aggressive solicitation of information on these training opportunities, and announced well ahead of time, whenever possible. The OECS, eventually the CEC, coordinating with the Human Resource Development Office, shall take the lead role in this endeavor.

Other innovative incentive packages and benefits shall be attended to as we motivate the staff further to assist in constantly raising the bar with regard to the University's administrative efficiency. I am aware of a forthcoming donation from the Local Government of Davao City which may be tapped for staff development.

Conscious of the apparent gap between faculty and administrative staff and between the constituent and the Chancellory, I organized fora and meetings to inform and to explain UP policies with the goal of leveling-off the expectations and bridging these gaps within the hierarchical organization. This I believe must be a regular activity.

IV. Branching Out: Aggressively Pursuing Resource Generation and Linking Up

The boundaries of UP in Mindanao is not confined to the Mintal, Tugbok District hectareage in Davao City. The University is endowed with two land reservations in Marilog, Davao City and Laak, Compostella Valley Province.

Backed with experience during my stint at the Office of the Vice President for Development,

I shall pursue the development and effective management of these land reservations. I will tap all potential donors and benefactors in cooperation with UP Alumni in Mindanao. With the funds solicited, I shall seek the establishment of several endowments for student scholarships, faculty development, and staff development. I shall also aggressively negotiate for assistance, possibly with regard to housing projects for the faculty and staff, additional dormitories for students, and in dealing with illegal settlers.

As Director of the Institute of Biology for six years, we drew up a comprehensive Biodiversity Conservation and Sustainable Development Research Program. This brought us to communities in Batangas, Quezon, Aurora, Misamis Oriental, General Santos, among others. The research agenda we mapped out involved the participation of social scientists from other UP Campuses and from foreign universities like the Royal University of Holloway in London (an EU-funded project) and the San Francisco State University. The research activities entailed community organizing and training. I wish to work on something paralleling these research programs in consultations with experts from UP Diliman, UP Los Baños, UP Baguio and other CUs.

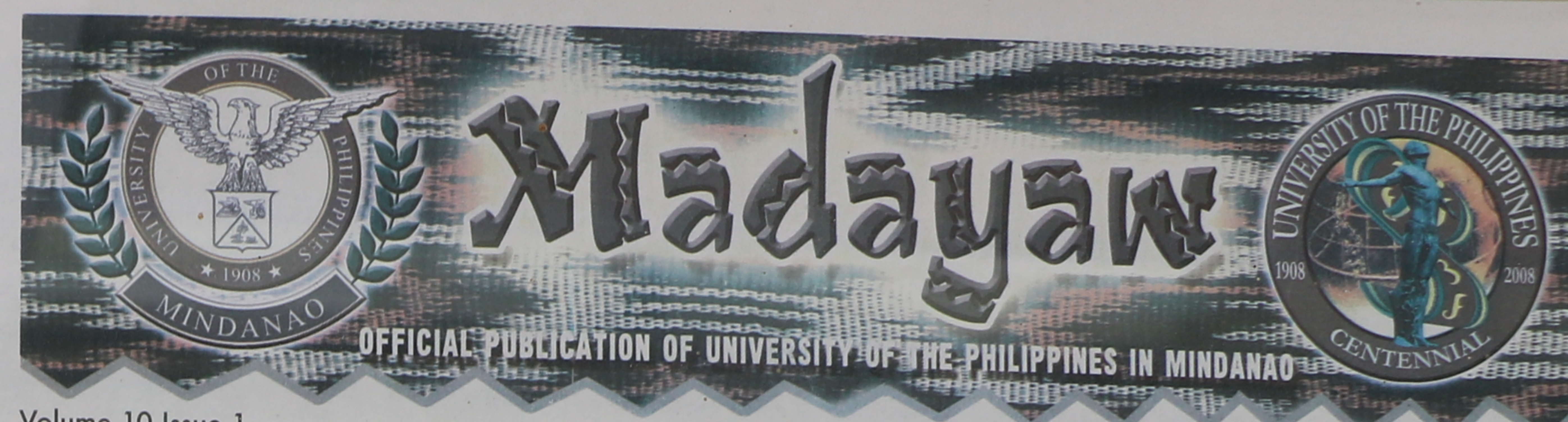
One clear disadvantage of UP in Mindanao is its location. It is far from downtown and is situated about 2.5 kilometers off the Mintal Highway. UP in Mindanao has to be marketed. Various brochures will be generated and regularly updated. Attractive and durable signages will be put up. About three to four signages shall be installed along the highway with the cooperation of the Local Government Unit. These will reflect how far in kilometers/meters, UP in Mindanao is located. A couple of other signages will direct the travelers/visitors where to take the turn from both ends of the highway.

The plan to put up arches in both entry points into the campus shall be pursued.

I shall follow up on negotiations to complete the cementing of the Sitio Basak road. Equally needing attention are the roads within the campus, specifically those leading to the Administration building and the College of Science and Mathematics area. With good roads in place, I shall also address the transportation problem. I shall support the construction of the Oblation Plaza, a project long conceived by the UPAA-Davao.

As we improve the landscape of the campus, I will support the Deans in their aggressive campaign for infrastructure development. Included in this plan is the construction of the University Library.

All these plans and on-going projects will contribute to improving the University's services and make it an efficient University. With more resources, UP in Mindanao shall step up on its faculty recruitment to acquire the minimum critical mass within a short period. With a diversity of disciplines characterizing its faculty armed with graduate degrees, UP in Mindanao will proceed to craft new and responsive course and program offerings. With an increase in resources, infrastructure development may be pursued. The University will eventually be capable of attracting more and more students through time. This dream showcases a cyclical process, wherein all stakeholders would benefit. Thank you very much.



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EXCELLENCE 2010*

UP in Mindanao: Rooted, Taking Stock, and Branching Out



A vision paper prepared as Candidate for the Chancellorship of UP in Mindanao (2007-2010)

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18 December 2006

* EXCELLENCE 2010 is an acronym for the consolidated vision statement: EXCEL in Leadership, Education, Nationalism, Cultural sensitivity, and Environmental nurturance, UP in Mindanao Strategic Planning Workshop, 19-20 April 2005.

Over two and a half years ago, I accepted an unexpected assignment to serve the University of the Philippines in Mindanao as its Vice Chancellor for Academic Affairs. It was not an easy decision to make, as this was not in my plans. It did not help that I was aware I was getting into UP in Mindanao at a critical period when problems were more than just the usual. The adjustment period was protracted. I had to muster whatever courage I thought I had and at the same time, exerted great efforts to adjust and cautiously get integrated without compromising my mandate and the UP Policies.

So, what did the last two and a half years reveal? Allow me please to present my answers as the FRAMEWORK for my vision for UP in Mindanao for the next three years.

I. Rationalizing Degree Programs in UP in Mindanao

UP in Mindanao with its three Colleges offers nine undergraduate degree programs and a graduate degree program. Except for two which were instituted within the last couple of years, most of the other degree programs have been offered since the start of UP in Mindanao almost twelve years ago.

Meetings with the different chairpersons have been regularly scheduled and followed through with one-on-one consultations. The different chairpersons embarked on re-examining the thrusts of their programs. They are currently initiating curricular revisions and crafting more focused course offerings, responsive to the concerns of the region and aligned with the agenda of the national government and the development thrusts of the National Economic Development Authority (NEDA). New courses in emerging Science and Technology fields will be developed and curricular offerings will support agricultural sciences, marine sciences, environmental sciences, social sciences, humanities, development management and economics.



Around four other programs are still under review, and there is a possibility for some to be presented at the April 2007 University Council Meeting.

With the enthusiastic support of the UP Diliman College of Architecture Dean Prosperidad Luis and College Secretary Lisa Santos, the UP in Mindanao BS Architecture Program is currently at its initial phase of enhancing capabilities in teaching and research with assistance in library materials, computer software, and computer units. The faculty were supported by UP in Mindanao and by the College of Architecture, UP Diliman through a 3-day Teaching Workshop in UP Diliman held on 23-25 October 2006. At the end of the workshop, the faculty members were encouraged to plan for the development of a Center for Mindanao Architecture, considering the unique structures in the region.

Negotiations are underway with the seven CHED Centers of Excellence in the College of Science, UP Diliman for assistance in the capability building of the Science and Mathematics Programs of UP in Mindanao. We await confirmation of the date sometime soon, for a meeting with the College of Science College Executive Board during which I shall formally present the UP in Mindanao proposal, although I have presented this proposal informally to Dean Cesar Saloma.

Admission into the undergraduate programs has been carefully monitored to ensure that only the best and the brightest students are accepted. UP in Mindanao exercises a great deal of "control" in this aspect. The University Registrar has been highly effective in ensuring that UP in Mindanao takes in only students of high merits.

II. Strengthening Research Capabilities of UP in Mindanao Faculty and REPS

When I joined UP in Mindanao in July 2004, I saw how small the budget allocation was for research activities supported by the University.

Coordinating with the Office of Research (OR), I sought for an increase in Research allotment from the University budget. This allowed more

Continued on back page