

**IN SUPPORT OF A CULTURE OF  
SCHOLARSHIP AND EXCELLENCE:  
FACULTY DEVELOPMENT, GRANTS, AND AWARDS**

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**IN SUPPORT OF A CULTURE OF  
SCHOLARSHIP AND EXCELLENCE:  
FACULTY DEVELOPMENT, GRANTS, AND AWARDS**

**UP SYSTEM MANUAL SERIES 1**

Office of the Vice President for Academic Affairs  
University of the Philippines  
2004

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## FOREWORD

This manual is one of a series prepared by the Office of the Vice President for Academic Affairs to guide University administrators and faculty members in matters of professional development, such as recruitment, promotion, and tenure, as well as grants and other incentives.

There is need to harmonize our policies, procedures, and standards in these areas across the System, to make sure that all our faculty members are treated fairly and equitably, particularly where their professional well-being is concerned. They should also be made aware of their rights and responsibilities as members of a special corps of teachers and researchers in the Philippines' national university.

The standards set or implied in these guidelines are high, and well they should be; our considerable investments in modernizing our laboratories and libraries would be wasted if we did not expect and promote excellence in our most vital resource as a university, our faculty.

I enjoin all University administrators and faculty members to study these manuals thoroughly and, beyond merely implementing their contents, to adapt and to improve on them as far as the rules allow and as changing situations may require. The banishment of mediocrity and the promotion of excellence cannot simply be a matter of promulgating from above, but of commitment and initiative on the level of departments and colleges.

May these manuals help each of us build a more progressive and more dynamic university, at par with the best of the region and the world.

Francisco Nemenzo  
President

## INTRODUCTION

Within three months of assuming office in 1999, President Francisco Nemenzo presented the Board of Regents a package of awards and incentives with a singular purpose: to steer the university away from the path of the unexceptional and direct it toward ever higher standards of performance in publications and creative work, teaching, and the production of scientific and other innovations. That package has since grown and the guidelines that initially accompanied its establishment have been refined over the years. This manual compiles the programs and their implementing guidelines,<sup>1</sup> which supersede those approved earlier.

The package of incentives and awards are broadly divided into four groups: Faculty Development Program, Inter-Campus Program, Creative and Research Scholarship Program, and Academic Distinction Program. Although each has its own objective, all are designed to encourage and recognize high academic achievement—from publications in English and Filipino to teaching and scientific innovations—in all fields, basic and applied, in the arts and the sciences.

One philosophy runs through the entire package: the philosophy of excellence. Not just any published article is awarded but one that undergoes rigorous blind review in journals accredited by the Institute for Scientific Information (ISI). A year may pass without a recipient of the International Award for the Arts because of its stringent requirement that the work be juried and receive public acclaim. The teaching innovation must not only be an impressive departure from the usual teaching methods but one that has been shown to stimulate learning. The recipient of a postdoctoral grant is required to publish before the end of the grant period or present a pre-print resulting from the research stint abroad.

Part of this philosophy also means that excellence is well rewarded. Excellent research proposals by faculty with proven track record receive support equivalent to 60 percent of the proponent's annual salary, without the ugly bureaucratic requirements that impede scholarly and creative work. The International Publication Award, which academic staff receive as often as they publish in ISI-accredited journals, has a value of P55,000 per article. The Teaching Innovation Award is P75,000, and so on. The awards are purposely hefty to show that the Nemenzo administration means what it says when it talks about excellence in the academe.

Some of these programs received criticism when they were instituted. Doesn't the International Publication Award privilege English language publications? And what about good local journals—don't they deserve recognition, too? These comments were well received. The

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<sup>1</sup> The revised guidelines were approved by the Board of Regents on 29 January 2004 (1178<sup>th</sup> meeting), and authority was given the President to further refine the guidelines as necessary. The guidelines contained here supersede those approved by the Board in previous meetings. The original dates of approval are nonetheless indicated in the pertinent sections.



Gawad sa Natatanging Publikasyon sa Filipino was one response to faculty feedback. Authors of excellent publications in local journals have received awards from their constituent universities, which the System need not replicate. But until the Nemenzo administration highlighted the value of reputable, international refereed journals, little attention had been given them except in the basic sciences.

Today that is thankfully no longer the case. The practice of blind peer review is now accepted in all disciplines, and professional colleges are seeing the importance of publications in addition to the practice of their professions. Above all, Filipino—more particularly, UP—scholarship is becoming more and more visible in the global academic community. Long held as “natural” venues for mathematics and science research (because these are universal fields of knowledge), international journals are (or can be) just as much a home to social science and humanities research on the Philippines. Only one rule prevails in any case, and that is the standard of scholarship, whatever the discipline or subject and whoever the author. Indeed, contributions of UP academics in the social sciences and humanities to international refereed publications are especially important because they demonstrate our knowledge of ourselves and the mastery of our craft in keeping with international standards of scholarship. Embracing these standards is no easy task—and we, no doubt, have a long way to go—but the first necessary steps have been taken, aided by attractive financial, merit-based incentives.

The time will hopefully come when UP faculty will continue to publish even without these awards, when the philosophy behind these various programs will be so internalized that academic publications and creative work are undertaken as part of our regular work alongside teaching and extension service, without the anxious debate over the worth of one vis-à-vis the other.

The second hope is that the University will, in the future, hire only faculty with the necessary advanced degrees so that the mark of excellence can go beyond the faculty's degree profile and into the more substantive elements of academic life. For now, such support is recognizably necessary; hence the System Faculty Development Program for master's and PhD study. But both these programs are costly and have limited time span. Notwithstanding the risk of losing faculty whose studies we support, the Faculty Development Program is unquestionable proof of the administration's commitment to keep its most promising faculty.

In another sense, then, the awards and incentives have a common perspective—the perspective of the future. Programs are not built to resurrect the past, even the most glorious parts of the past, but to create a future in part by capitalizing on the best of the past. The programs described here provide support for a future in which UP will not lag behind but will lead in the fields it so chooses. The lament that there is not enough money for research or for writing textbooks is a thing of the past. Faculty who avail of these programs and receive awards of distinction are making a firm commitment to our future.

Maria Serena I. Diokno  
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