

Concept Note on Research Fellow Program

(Revised October 25, 2016)

Background and Rationale

This proposal for the creation of Research Fellow Appointments is intended to create a pool of researchers needed to enhance the research productivity (defined here in general terms as the production of new knowledge, inclusive of creative and critical work in the Humanities) of DLSU to match international standards. Our current level of output still falls below international levels. Also, in the period 2008 – 2012 the published research output of DLSU grew at an annual rate of less than 3%, as compared to an average growth rate of 15% per year for ASEAN. Thus, DLSU research output needs to be increased dramatically just to keep pace with the region's growth rate. Thus, it is necessary to implement measures to ensure that we are able to establish our status as a credible institution of higher learning, particularly in the years immediately following the ASEAN integration in 2015.

The current faculty workload scheme at DLSU is based on a default 12 units of teaching load, which, when combined with a weekly allotment of 10 hours of student consultation and 8 hours of class preparation, comprises a total of 30 hours per week. This figure corresponds to 75% of the standard 40 hour work week. Research and other duties are integrated into the work week via deloading; however, this scheme implies that teaching is the primary duty of faculty members. By comparison, the average breakdown of faculty working hours in ASEAN research universities is 40% teaching, 40% research and 20% extension (the latter including knowledge transfer), with research being a fundamental part of the faculty workload.

Description of Proposed Research Faculty Appointments

This concept note proposes the creation of three tiers of Research Fellow (RF) posts to develop a pool of scholars with highly-research oriented workloads similar to those of faculty members elsewhere in ASEAN. The RF in all tiers may not be overloaded with coursework units, and can only assume mid-level administrative positions such that total annual deloading does not exceed 27 units. These RF posts will be filled via three-year merit-based appointments, renewable on the basis of performance-based annual reviews. Selected faculty members will be tasked to:

- Lead research projects (supported where appropriate from various external and internal sources of funding)
- Generate research outputs in the form of journal articles, conference papers, books/monographs, book chapters, patents, etc.
- Develop research capacity within DLSU through mentoring of teams comprised of junior faculty and postgraduate/undergraduate students
- Enhance DLSU's global visibility by acting as "academic ambassadors" through professional networking with external partners
- Spearhead knowledge transfer initiatives in partnership with external stakeholders (e.g., industry, government agencies)

Table 1 provides an overview of the three proposed RF tiers. Detailed implementing guidelines will be developed in due course for issues such as screening criteria, performance standards and review, mobility across tiers, and cost-benefit analysis vis-à-vis university targets.

Table 1. General Description of Proposed Research Fellow Tiers

Tier	Description
Research Fellow A	<ul style="list-style-type: none"> • This tier will be comprised of DLSU's seasoned research stars who are expected to deliver research quality and quantity at international standards • Faculty members in this tier are expected to dedicate 75% of their working hours to research activities, and will thus teach only 9 units per year • Faculty members in this tier are expected to play a strong research leadership role to help shape DLSU's research culture • Faculty members in this tier are expected to be sufficiently seasoned to be able to secure external funding to support most of their research activities
Research Fellow B	<ul style="list-style-type: none"> • This tier will be comprised of DLSU's promising mid-career researchers with the potential to develop into research stars in the near future • Faculty members in this tier are expected to dedicate 50% of their working hours to research activities, and will thus teach only 18 units per year • Faculty members in this tier are expected to be sufficiently seasoned to be able to secure external funding to support part of their research activities
Research Fellow C	<ul style="list-style-type: none"> • This tier will be comprised of DLSU's promising early-career researchers (i.e., with Ph.D.'s earned within the last five years) who are expected to become the university's next generation of research leaders • Faculty members in this tier are expected to dedicate 25% of their working hours to research activities, and will thus teach only 27 units per year • Faculty members in this tier will be given a seed research grant of P200,000, but are also expected to seek external funding to support additional research activities
Research Fellow S	<ul style="list-style-type: none"> • This tier will be comprised of DLSU's researchers who are also currently holding mid-level administrative posts. • Faculty members in this tier are expected to handle a minimum teaching load of at least 9 units per year, and research administration load of no more than 18 units per year. • The remaining 25% of their time should be devoted to research activities. • Faculty members in this special tier are expected to be sufficiently seasoned to be able to effectively manage time for their own research vis-à-vis the demands of research administration duties; they are also expected to be able to secure external funding to support part of their research activities