Multi-disciplinary researches should be conducted to simultaneously address these strongly linked social problems. To address the issues of poverty and population would also entail research undertakings that may generate jobs for Filipinos.

3. *Information and Communication Technology*. PUP researches should focus on ICT innovations and on how these technologies can be best applied in the University and in the communities that it serves for greater productive efficiency in the work place and enjoyment of work, rest and recreation.

4. *Food and Health*. There is an increasing number of health-conscious people in the country and abroad. PUP can significantly contribute to food development and fortification that will enhance the health of the common *tao*.

5. *Total University*. The vision of a Total University should be favorably shared by the members of the community. To achieve this end, measures that will clarify its concepts must be adopted. Stakeholders' feedback in the form of insights and suggestions will put more flesh into this vision. Researches and related activities should be conducted in order to deepen their understanding and commitment in significantly contributing to the realization of the vision of a Total University.

Chapter 3

THE UNIVERSITY RESEARCH AND DEVELOPMENT ORGANIZATION

Organizational Structure

1. *The Office of the Vice President for Research and Development (OVPRD)*

The Office of the Vice President for Research and Development (OVPRD) is the lead implementer of the policies and programs of the University's research and development functions. It coordinates the research activities of the various colleges, campuses, branches and extensions of the University.

The Vice President for Research and Development (VPRD) shall discharge the following duties and responsibilities:

1. Exercises general supervision and coordination of all programs, projects and activities of the various units under his or her office;

2. Recommends and implement policies and guidelines governing the R&D program of the University;

3. Spearheads the planning of programs for R&D activities which are geared towards the growth and development of the University, in particular, and of the region, in general;

4. Supervises the overall implementation of the R&D program of the University;

5. Coordinates, monitors and appraises the performance of the various R&D centers/offices in the University;

6. Plans, promotes and carries out working relations and linkages with appropriate government agencies and non-government organizations

7. Develops external and internal research programs in collaboration with other universities, government agencies, local government units, and other institutions;

8. Touches base with funding agencies for the purpose of securing support to fund researches of, and for the University;

9. Explores sources of donations, grants and other resource generating projects; and

10. Conducts and prepare feasibility studies on all possible areas of undertaking to generate income for the University.

The VPRD is supported by the Assistant to the Vice President and the directors of OVPRD research centers and offices. These directors are assisted by center/office division chiefs. There are fourteen (14) OVPRD research centers and offices, namely:

- **Research Management Office (RMO)**. This Office takes charge of the research project evaluation and monitoring as well as the sourcing of funds for approved research proposals.

- **Institutional Planning Office (IPO)**. The Office formulates and regularly updates the University's long-range plans and projects, monitors their implementation and submits institutional policy recommendations to the President, through the Vice President for Research and Development, and to the Board of Regents and maintains institutional databases.

- **Publications Office (PO)**. This Office takes charge of ensuring the efficient and effective dissemination of high quality university publications that include, but are not limited to, the PUP Annual Report, the OVPRD Annual Report, university journals and monographs.

- **Center for Entrepreneurial Development (CED)**. The Center promotes entrepreneurship in PUP and its stakeholders through research, incubation, partnerships, training, capacity-building, multi-media releases and other forms of effective promotion.

- **Center for Training & Professional Development (CTPD)**. The Center instills professional ethics, develops new skills and hones the competencies of the University's academic and administrative staff and outside clients through the conduct of seminars, workshops and training programs for their professional development.

- **Center for Human Development (CHD)**. The Center for Human Development was organized to help raise the people's social consciousness and, through its studies, assist them in solving their socio-cultural, economic and political problems without losing their sense of nationhood, particularly their pride for their unique culture and traditions.

- **University Center for Human Rights Research and Education (UCHURRE)**. The Center plans and develops curricular programs in human research and education. It establishes linkages with national and international organizations and educational institutions engaged in human research activities.

- **Center for Labor and Industrial Relations Studies (CLIRS)**. The Center for Labor and Industrial Relations Studies conducts research on labor and employment issues and industrial relations, provides consultancy services to the sectors of the industrial relations systems, holds training, conferences and seminars on labor and industrial relations for employees in both government and private sectors, and prepares primers, monographs, journals and other labor-and industrial relations-related materials.

- **Institute of Social History-Research Institute for Politics and Economics (ISH-RIPE)**. This serves as the research center for politics and economics. It aims to institutionalize social and historical researches and/or theoretical and methodological experimentations on various approaches on themes, topics, and issues across the disciplines of sociology, philosophy, history, humanities, political science and political economy.

- **Science and Technology Research & Development Center (SciTech)**. The Center promotes scientific consciousness and

develops relevant R&D expertise in the academe to develop indigenous scientific and technological base and, thus, contribute to the attainment of national industrialization.

- **Center for Data and Statistical Analysis (CDSA).** This Center serves as the University's facility for statistical consultancy and processing of research data of faculty members, students and staff of PUP, as well as researchers from other institutions/organizations. The CDSA offers statistical training for internal and external clients. It also functions as generator/provider of data requirements of business, government and non-governmental organizations through surveys and other scientific methods of data collection.

- **Information and Communication Technology Center (ICTC).** The PUP Information and Communication Technology Center (ICTC) is the University's lead office in the planning and execution of ICT programs and projects. It manages the University's IT and communication network, develops and maintains information systems, promotes the use of ICT services and technologies among users in the University through the conduct of trainings and other IT educational activities, and through its Innovations Laboratory, conducts R&D activities to contribute to the advancement and growth of the country's IT industry.

- **Center for Peace and Poverty Studies (CPPS).** This Center undertakes research and recommends policy for governance and development particularly in the areas of poverty, human rights, conflict, security and environment. Consequently, addressing the issues of poverty and population would also mean looking into research undertakings and outputs that may generate jobs for Filipinos.

- **University Center for Research on Environmental and Ecological Development (UCREED).** This Center undertakes research and studies on environmental and ecological issues. It uplifts the public consciousness on environmental and ecological concerns through lectures, symposia, conferences, and other fora.

(Please refer to the chart of the University R&D organizational structure on page 19.)

There are academic area research coordinators who are designated by the University President in accordance with the guidelines approved by the Board of Regents (BOR No.560, Series of 2007). These research coordinators report to the VPRD through the AVPRD.

2. *The University Research and Development Council (UREDCO)*

The University Research and Development Council (UREDCO) is constituted to serve as a policy-recommending body for the University research & development plans and programs, and the clearinghouse of ideas, specifically in the priority-setting, implementation and evaluation of the R&D program of the University.

The UREDCO is headed by the University President, with the VPRD as vice chair and the directors of the centers and offices under the OVPRD and the designated academic area research coordinators, as members. It shall meet once a year and may hold special meetings when necessary.

3. *The University Research Evaluation Committee (UREC)*

The University Research Evaluation Committee (UREC) is an ad hoc committee that undertakes review of research proposals submitted for possible university funding. The Committee meets every quarter and holds special meetings when necessary (See Chapter 5. *Research Proposal Review and Evaluation* for schedule of UREC meetings).

Proposals submitted to the UREC will be categorized according to the research program areas in which they belong. (*Please refer to Chapter 2. University Research Agenda*). For each category of proposals, the UREC will meet at least two times within a quarter. The first meeting will be to distribute copies of the proposals to be evaluated by the members of the UREC. The second meeting will be to deliberate on the committee members' evaluations of the proposals they have been asked to assess.

The UREC is composed of five members, namely:

- Chair : Vice President for Research and Development
- Vice-Chair : Assistant to the VPRD
- Members : 2 Faculty Experts from the
  Colleges/Branches/Extensions/
  Director of the OVPRD Office/
  Center relevant to the proposal/s
  under consideration

Because of the differing academic expertise required in each research program area, each will have two (2) UREC faculty experts of its own. These faculty experts will be selected by the VPRD upon the recommendation of the college deans concerned. Only the VPRD and the Asst. to the VPRD will sit regularly in all the UREC meetings. The Committee has the option to seek expert advice from relevant outside organizations. The Faculty Assistant to the VPRD and the Director of the Research Management Office (RMO) shall constitute the Committee's secretariat.

Proposals that have satisfactorily met the UREC standards will be endorsed by the VPRD to University Executive Committee for University funding..

The second task of the UREC is to review the terminal research reports of the completed projects. The UREC shall give their assessments of the report within **two weeks** after its submission by the proponent/s. The UREC approval is one of the three requirements before the proponent/s can be paid their honoraria for the last two months.

4. The Editorial Board

The Editorial Board is tasked to ensure that University-supported researchers produce a shortened and publishable version of their research reports. These will be published in any of the four university journals. (*See Chapter 7 for a detailed discussion on dissemination of research results through publication*) There is an Editorial Board for each of the four university journals that will evaluate the articles for publication.

The Editorial Board is composed of

- The Vice President for Research and Development, as Chair
- The Director of the Publications Office, as Vice Chair
- The Director of the Research Management Office, as member
- The Editor-in-Chief of the particular journal, as member
- Three faculty experts from the research program area corresponding to the considered University journal, as members.

The OVPRD Vision and Mission

Vision

The Office of the Vice President for Research and Development (OVPRD) envisions itself as a pro-active, dynamic and excellent research office that contributes to the attainment of the PUP's vision, "Towards a Total University."

Mission

Consistent with its vision, the OVPRD is committed to:

- provide directions in pursuing the highest standards of research in the furtherance of the University's mission to advance learning and knowledge;

- pursue research excellence to increase access to and develop new knowledge in multidisciplinary fields;

- prioritize research programs that have significant impact and contributions to the University's attainment of a globally competitive education, improvement of the people's quality of life, and economic and social development;

- conduct institutional researches that would address the efficiency and effectiveness of the services offered by the University to its various stakeholders and the larger community; and

- extend administrative and technical support to university researchers and faculty members who would like to harness their research capability and skills.

The OVPRD Core Values

The OVPRD shall advocate the following core values:

1. Professionalism, which includes discipline, meritocracy, competence, objectivity, and fairness

2. Ethical humanism

3. Honesty and Integrity

4. Social responsibility and accountability (i.e., *social conscience*)

5. Innovativeness

To fully realize its mission, the OVPRD emphasizes the provision of research support services in the form of:

- appropriate research seminars and trainings;
- available research bases with the necessary facilities;
- adequate research funds;
- appropriate research incentives and benefits;
- clear policy on the conduct of university research.

Figure 2. The University Research and Development Organizational Structure