

*Executive Summary of the Vision Paper
Submitted to the Search Committee for UP Diliman Chancellor*

Re-Engineering UP Diliman

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Vision

A global university at the forefront of learner-centered education, knowledge generation and innovation in the interest of the nation and its people

Mission

To nurture future leaders of society through quality education, research and service

3-Year Goals

Advance Learning and Research that contribute to national economic and social development

- Enrich educational programs to meet international standards
- Support high impact research with alumni, industry and government collaborative engagements
- Create a vibrant ecosystem that promotes entrepreneurship and business development

Implementan Efficient & Sustainable Management Support System

- Adopt Innovative Solutions for operational efficiency and transparency
- Provide an integrated academic management information system for student services
- Institutionalize and strengthen support for student athletes
- Provide pro-active personal counseling and career guidance
- Provide wellness and professional growth and development opportunities for faculty & staff

Provide an Enabling and Nurturing Environment

- Maintain a safe, secure and healthy environment for work and study
- Practice effective management, utilization and planning of campus infrastructure and physical spaces

As UPD prepares to meet the challenges of the time, I will strive for an “inclusive community” that embraces all, provides equal opportunity, actively encourages all voices to be heard, and treats everyone with dignity and respect. With our collective efforts and cooperation, we shall endeavor to realize incremental and progressive advancement in UP Diliman.

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I humbly offer myself to serve as UP Diliman Chancellor for a three-year term effective March 2017. If given the opportunity to serve as the next UP Diliman Chancellor, I would carry out plans and programs aligned with the vision of the new UP President and build on the best practices of past administrations. Innovative approaches will be implemented to bring about effective improvements in critical processes in the university. I intend to focus on sustaining academic excellence, achieving operational efficiency and transparency, and maintaining a delightful learning and work environment for all stakeholders.

My Vision for UP Diliman (UPD)

Vision Statement

A global university at the forefront of learner-centered education, knowledge generation and innovation in the interest of the nation and its people

I envision a University that is internationally recognized and is the university of choice in the Asia and the Pacific region.

As mandated by our charter, we, as members and stakeholders in this esteemed institution, are meant to provide the highest quality tertiary education for the young and promising Filipino Youth, serving the greater good of our country. We are meant to maintain and enhance the high standard of education offered and to find solutions to the challenges faced by the University, especially innovative solutions to ensure that UP remains at the cutting-edge of research and innovation.

Mission

To nurture future leaders of society through quality education, research and service

The ultimate mission of the university is to produce future-ready graduates both at the undergraduate and post-graduate levels by providing them with a fulfilling learning experience and a nurturing environment imbuing the university's motto of Honor and Excellence in all that they do. We must harness student's greatest potential injecting the spirit of innovation and entrepreneurship. Excellence in academics and sports shall be given equitable priority.

We must endeavor to harness UPD's intellectual capital and physical resources in solving the problems and needs of our country. Among the grand challenges for the Philippines are: attaining global competitiveness; addressing social and economic inequities; expanding domestic job opportunities; attaining peace and development; responding to natural disasters; ensuring access to quality education and health care; eradicating corruption; building modern infrastructure; dealing with illegal drugs; fighting dengue.

Among the world's grand challenges are: putting an end to poverty and hunger; ensuring a healthy population; protecting the planet; ensuring prosperity for all; building peaceful and just societies (from UN SDGs); building the internet of things; ensuring cyber security; obtaining energy from fusion.

Among the big questions are: How does a single cell develop into an organism? How does the brain work? How does learning occur? Can emotions be programmed into machines? Is human cloning ethical? What is the mathematics of turbulent flow? What are the solutions to long-standing, unsolved mathematical problems? Is philosophy dead? How do we resolve conflicts colored by religion?

UPD is uniquely positioned to take on these challenges. Solutions and answers to these grand challenges can be sought through inter-disciplinary and multi-sectoral initiatives.

3-Year Goals

One term of the Chancellor is only for 3 years. I cannot solve all the problems of UPD within this period. However, I believe that it is possible to address vital areas of improvement that need immediate attention in order for us to move forward towards our shared vision. Following are my proposed goals and some initial action plans in mind.

1. Advance Learning and Research that contribute to national economic and social development

- Enrich educational programs to meet international standards
 - Undertake academic improvement initiatives to achieve CHED Center of Excellence status and/or international quality assurance metrics
 - Stimulate linkages with international universities
 - Financial support shall be sourced to pursue international accreditation of programs (AUN-QA, PTC-ACBET, ABET, etc.)
- Support high impact research that address the country's problems and needs with alumni, industry and government collaborative engagements
 - Generate research activities in partnership with government and industry that have immediate impact and benefit to the country
 - Set-up the Office of Alumni and External Affairs and encourage units to organize an Alumni-Industry Advisory Council
- Create a vibrant ecosystem that promotes entrepreneurship and business development
 - Expand the reach of business incubators

2. Implement an Efficient & Sustainable Management Support System

- Adopt Innovative Solutions for operation efficiency and transparency
 - Conduct a comprehensive process review and job audit of all offices
 - Institute a quality management system
 - Reorganize offices of the Chancellor and Vice-Chancellors
- Provide an integrated academic management information system for student services
 - While SAIS is not yet in full deployment, set-up an Academic Management Information System as a redundant decision support system that is able to provide seamless processing from admission, to registration, to payment, to academic evaluation

- Institutionalize and strengthen support for student athletes
 - Complete the establishment of the Office of Varsity Affairs to support student athletes with academic advising, nutrition and housing, counseling and medical assistance
 - Harness the support of alumni and benefactors for resource generation
- Provide pro-active personal counseling and career guidance
 - Expand the services of the Office of Counseling and Guidance to include validation of program choices and career placement
- Provide wellness and professional growth and development opportunities for faculty & staff
 - Develop a human resource development plan
 - Develop an academic leadership training program for faculty administrators and administrative staff supervisors
 - Cultivate health and fitness lifestyles
 - Upgrade the diagnostic capability of the University Health Service

3. *Provide an Enabling and Nurturing Environment*

- Maintain a safe, secure and healthy environment for work and study
 - Improve the physical appearance and security of the UPD Campus
 - Enhance the capability of the UP Police and SSB in terms of mobility, communication and manpower
 - Reduce all forms of pollution
 - Explore viable options to solve the concerns over informal settlers on campus in cooperation with the QC government and related agencies
- Practice effective management, utilization and planning of campus infrastructure and physical spaces
 - Create the Office of the Vice Chancellor for Campus Planning, Development and Maintenance and transfer/create appropriate units
 - Establish a campus maintenance management program
 - Finalize and implement the Diliman Master Plan
 - Maximize the utilization of dormitories and the University Food Service
 - Secure funding for additional dormitories and employee housing

My Motivation

I have practically lived and dedicated my whole life of 56 years in UPD. I was born in Area 2 in a house made of wood and sawali of pioneer residents of the UP Community. My parents, Felicisimo and Amorita Castillo, were the ROTC Commandant and faculty of the College of Pharmacy respectively. They were both very active in the UP campus ministry and opened our home to many students who sought refuge for various reasons. My mother capped her career in UP as the Dean of the College of Pharmacy, now in UP Manila. My father, a war veteran, retired as Colonel of the Armed Forces of the Philippines. My parents were my role models of service to the country, the community and the University.

I grew up in the UP Community, was an original member of the U.P. Cherubim and Seraphim Children's Choir, earned my education except for my doctoral degree, and worked in UPD. My two sons became UPIS students, where I served as PTA Batch President for 11 years and PTA Board President for 3 years. Both my sons, Raymund and Anthony, were fortunate to obtain a UPD Education. Anthony was admitted to UPD

as a student athlete through the Varsity Athletic Admission System (VAAS). UPD has provided growth and advancement not only for me but for my family as well.

I have witnessed the many difficulties and trials that our students, parents, faculty and employees faced. As PTA President, I was able to have a glimpse of the many concerns of students, and parents most of who are UP employees. I have experienced having to raise funds to purchase much needed resources for UPIS and the College of Engineering. Having served as Dean of our college, I have encountered varied cases of scholastic difficulties, valued faculty and employees leaving the college seeking better opportunities, and administrative entanglements and inefficiencies. On a few cases, I gave money out of my personal funds to administrative staff in need. I have seen how student athletes have been discriminated upon just because they were not admitted through the UPCAT, despite the honor and pride they bring to UP.

My UP life has been intertwined with the life of the University. I cannot just be a witness. In many instances, I offered myself to lead teams that became problem solvers and change agents. I believe it is only but fitting that I contribute and find ways of solving our problems as my way of giving back to the University that has been my lifeline.

I came to realize that positive change will come about only if we become part of the solution.

My Commitment

Sustaining excellence is challenging and requires continuous improvement to keep up with the rapid developments taking place in the ASEAN. There is still much to do to enable us to match the pace of progress of our neighboring countries.

I take inspiration from the statement of Dr. Rebecca Chopp, Chancellor of the University of Denver, on Diversity, Equity and Inclusive Excellence. She said that, "The University is its people. We attract the brightest and motivated students. We rely on our highly competent faculty who are passionate about their teaching and their scholarship. We depend on talented staff to support the operation and mission of the university. In an organization so reliant on its people, creating a diverse and inclusive community ...is critical to the successful implementation of our mission. It will require diverse teams who can work collaboratively and innovatively."

As UPD prepares to meet the challenges of the time, I will strive for an "inclusive community" that embraces all, provides equal opportunity, actively encourages all voices to be heard, and treats everyone with dignity and respect. With our collective efforts and cooperation, we shall endeavor to realize incremental and progressive advancement in UP Diliman.