

# **“CAPACITY BUILDING AND DEVELOPMENT: EXPLOITING ON OUR STRENGTHS; ADDRESSING OUR WEAKNESSES” 2019-2022 VISION AND PLANS FOR THE CESAR E.A. VIRATA SCHOOL OF BUSINESS (VSB), UNIVERSITY OF THE PHILIPPINES, DILIMAN**

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VSB is under a major phase of change of its existence, along with the rest of UP Diliman. I envision the completion of present endeavors, the consolidation of the gains from these endeavors, and an exploration of new opportunities.

## **VISION**

“Capacity Building and Development: Exploiting on our Strengths, Addressing our Weaknesses”

My vision involves significant capacity building for: (1) Course Offerings, (2) Faculty and Staff, (3) Students and Alumni, (4) Facilities, (5) Networking Opportunities, (6) Research Output.

## **PLANS**

As a candidate to be the next VSB Dean, I recognize that there are many challenges facing this institution. VSB is undergoing a significant transformation due to the many internal changes and external shifts that it experiences. Much of my agenda will revolve around capacity building and development, as I recognize that VSB has so many opportunities to further grow, and yet we are unable to fully capitalize on these opportunities.

Year One: Completion of all pending work and consolidations of all the gains of the previous administration. This will ensure a smooth transition and a more solid foundation moving forward.

Year Two: Closure of most, if not all, of the pending projects, and the start of new ones. This will be a phase wherein all of the gains of the past administration's efforts be consolidated.

Year Three: Exploration of new opportunities. I recognize that the world is in constant change, and VSB should go out there and make its mark in this new world. However, we must be all sure that we are fully prepared and fully equipped with the demands and rigors of this new world.

Specifically, these three-year plans will be spread out to the following areas, many of the details of which are interconnected to one another, and even across different areas:

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## **COURSE OFFERINGS**

*RECOGNIZING THAT THE UNDERGRADUATE PROGRAM IS STILL IN THE MIDDLE OF THE TRANSITION PHASE WITH ITS NEW BSBA AND BSBAA CURRICULUM:*

- To ensure a smooth and continuous implementation of the new curriculums, especially as it enters the latter years where completely new courses such as Research Methods, Corporate Governance, and International Business, and now-required courses such as Project Management, Investment Management, and Risk Management, will be offered.
- To endeavor that there will be adequate and accessible materials developed by our own faculty members to support the new curriculums.
- To explore and develop options for the next set of courses tackling on more hot topics such as Big Data and Business Analytics, Technopreneurship, and Fintech, to name a few.

*RECOGNIZING THE CHANGING NEEDS OF PROFESSIONALS AND THE PERSPECTIVES OF THE GRADUATE PROGRAMS:*

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- To initiate the program review of the MBA and MS Finance curriculums similar to the experiences and the processes done in the undergraduate program, and target that within this academic year it would be completed.
- To improve and solidify the School's presence at the UP-BGC campus to better serve the graduate students.

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**FACULTY AND STAFF**

*RECOGNIZING THE INCREASING AND CHANGING DEMANDS ASKED OF THE FACULTY DUE TO THESE MANY SIGNIFICANT TRANSFORMATIONS:*

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- To increase both the full-time and part-time faculty complement by aggressively promoting to potential faculty applicants, especially towards graduates with excellent records and performances, and especially in light of recent faculty retirements.
- To improve on the quality of both the full-time and part-time faculty:
  - For the full-time faculty, endeavor that all will continue to earn graduate and doctorate degrees from reputable institutions, and strongly encourage them to impart to their peers and to their students whatever they have learned and acquired from their experiences.
  - For the part-time faculty, engage them more in the School's activities, especially towards institutional development and networking opportunities so that their knowledge, expertise, and experience would be put to better and more valuable use, beyond the classroom sessions.
- To formally institute "mentor-mentee" arrangements with the senior and the junior faculty on:
  - Course management and course development
  - Research writing for both academic journal publications and industry practice
  - Career planning and progression through the ranks of the School
- To increase work-related collaborations between the full-time faculty and the part-time faculty, such as authorships in academic research and course materials.

*ALSO RECOGNIZING THE INCREASING AND CHANGING DEMANDS ASKED OF THE STAFF DUE TO THESE MANY SIGNIFICANT TRANSFORMATIONS:*

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- To aggressively pursue completing the staffing requirements of the School, especially in light of recent staff retirements.
- To also institute "mentor-mentee" arrangements with the senior and the junior staff on:
  - Providing adequate support for the course management and development and the research writing projects
  - Career planning and progression through the ranks of the School

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**STUDENTS AND ALUMNI**

*RECOGNIZING THE GROWING DIVERSITY OF BOTH STUDENTS AND ALUMNI, COUPLED WITH THEIR RESPECTIVE CHANGING NEEDS AND PERSPECTIVES:*

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- To initiate plans, through the Office of the College Secretary and the Office of the Undergraduate Program Director, geared towards student welfare development, specifically in these areas:
  - Coping with student life in both VSB and UP Diliman.

- Advising not only for future career development after graduation, but also on advising for short-term and more immediate actions during their stay in UP.
- To engage the students more regarding the academic offerings of the School.
- To, through the various student organizations, increase alumni engagement and networking for immediate and future academic and non-academic endeavors.
- To expand the pool of reputable and prestigious individual and group intercollegiate and international competitions beyond the existing ones (e.g. PANA, HSBC, FINEX, and IRC) that the undergraduate students can join.
- To further enhance scholarship and study abroad opportunities, in close coordination with both UP Diliman and UP System international linkage programs.

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## **FACILITIES**

### *RECOGNIZING THE CURRENT STATE OF SUPPORT STRUCTURES AND INFRASTRUCTURES WITHIN THE BUILDING:*

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- To, in coordination with the relevant UP Diliman decision makers such as the Office of the Campus Architect and the UP Budget Office, finally push through with the long-planned renovation and rehabilitation projects, starting with the electrical and water systems of the building, and all of the comfort rooms.
- To improve the transparency of communications to the relevant stakeholders regarding these facilities projects.
- To, in coordination with the student body, reprise the earlier efforts of Batches 2002, 2003 and 2004 in the renovation and rehabilitation of the student organization tambayans and the case discussion rooms.

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## **NETWORKING OPPORTUNITIES**

### *RECOGNIZING THAT THE SCHOOL CANNOT DO EVERYTHING ON ITS OWN, AND THE NEED TO PROVIDE FUTURE OPPORTUNITIES FOR ALL STAKEHOLDERS AND CONSTITUENTS:*

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- To identify valuable, realistic, and sustainable networking opportunities for students to pursue future growth and development plans and for faculty to pursue more academic-based and practice-based applications.
- To realistically and sustainably forge new networks and strengthen existing ones to provide future short-term, medium-term, and long-term academic and non-academic partnerships and collaborations.
- To consolidate individual networks from students, student organizations, faculty, and other organizations under the School for greater visibility and better planning on how to further these networks.

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## **RESEARCH OUTPUT**

### *RECOGNIZING THE SCHOOL'S RESPONSIBILITIES TO ADHERE TO THE UNIVERSITY'S ROLE IN CONSTANTLY PRODUCING ACADEMIC AND INDUSTRY RESEARCH:*

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- To produce more new course materials and improve and update existing ones.
- To exhort all faculty members to produce research and improve publication output and conference participation to more reputable national and international outlets and channels.
- Consolidate all faculty members' individual research efforts for greater visibility and dissemination, and to encourage further collaborations.