

Vision and Plans for the School

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In line with the mandate of the University as provided in the UP Charter of 2008 (RA 9500), I envision a Virata School of Business (School) with academic standards at par with leading business schools abroad, providing quality and relevant business education and training as well as business and management expertise to industry, government and other sectors of society.

Mindful that the foremost concerns of the School are the quality of its faculty, students and staff, the quality of its academic programs, research and publications, as Dean, I commit to lead and mobilize all efforts so that the School will achieve the realization of abovementioned qualities.

Plans for the School:

I. Academic Programs Improvement

- a. Review of graduate programs. With new developments in the business and finance, a review of the Master of Business Administration (MBA) and Master of Science in Finance (MSF) programs is necessary.
- b. Assessment of UP BGC programs. The MBA and MSF programs at UP BGC will be on its third year of implementation this coming schoolyear 2019-2020. An assessment of the program offering will be undertaken and improvements will be implemented.
- c. Continuing review of the undergraduate programs. A continuous review and updating of the new curricula for the BSBA and BSBA will be undertaken taking into consideration reforms in the basic education level and corresponding revisions in the requirements by workplace environments.
- d. Course Materials development. Course materials development must be continued to supplement ongoing projects for readings and cases.
- e. Institutional Linkages. The School will strengthen relations with alumni, industry, and other stakeholders to benchmark with their needs and requirements in the delivery of our programs. The School shall establish more linkages with local and foreign institutions, both academic and professional in nature.

II. Student Development and Welfare

- a. Review of Admission and Retention policies. For the undergraduate programs, these policies are quite well in place and may need just a few refinements. A review of the admission policies for the graduate programs is necessary to align with the academic rigors and demands of graduate studies.
- b. Internship. The challenge of 400 hours internship requirement in the undergraduate program shall be addressed, providing a mechanism to identify institutions for internship including instruments for monitoring and assessment of almost a hundred students every year.

- c. Strengthen research capability. For undergraduate programs, an appropriate research component shall be included. The thesis option for MBA and MS Finance programs will be studied for possible inclusion. Different avenues for research exchange and dissemination will be organized.
- d. Student Exchange Programs/Academic collaborations. The network for student exchange for both undergraduate and graduate programs will be expanded. More research opportunities and academic collaborations for student especially for graduate students will be sought.
- e. Student activities. For the students' holistic development, the School shall continue to support extracurricular activities, such as participation in student academic-related competitions and student organization sponsored activities that are beneficial to the students. As students of a public service university, they shall be encouraged to provide various forms of community, public and volunteer services.
- f. Consultation and Feedback mechanisms. An organized system shall be put in place to allow for student articulation of issues and concerns vis-à-vis the School's commitments and obligations.

III. Faculty Development

- a. Increase the number of faculty with doctoral degrees. The faculty members will be strongly encouraged to pursue doctoral degrees with the School seeking financial support through local/foreign fellowships. An increase to around 70% PhD faculty is projected in the next 3 to 5 years.
- b. Research Dissemination grants/Postdoctoral Studies/Academic collaborations. The School shall seek alternative means of support for faculty members who are unable to get grants from the University for research dissemination purposes, like paper presentations in conferences, and postdoctoral studies and other academic collaborations.
- c. Mentoring. Mentoring will be more structured to enhance teaching capabilities and research productivity, by tapping the more seasoned professors and more prolific researchers. Small research groups focusing on specific fields or areas in business, management, and finance shall be created to promote research culture in the School.
- d. Hiring and Tenure Policies. Hiring policies must be reviewed to ensure competent and qualified faculty members. Active recruitment of highly qualified graduates in business and the allied fields, especially those with graduate degrees, will be in place. The approval of the new set of faculty tenure rules shall be sought and implemented.

IV. Research

- a. Faculty grants and Professorial chairs. Research productivity will be enhanced by ensuring that funds for faculty grants and professorial chairs are available.
- b. Research projects and Course development projects. The School shall embark on more research projects particularly those with social impact on issues concerning the country. The School will continue the course development projects to cover possibly all course offerings in the undergraduate and graduate programs.

- c. Research Mentoring and Academic collaborations. PhD faculty members will be encouraged to mentor and form research groups covering one of more areas of specialization. Collaborations which are multidisciplinary in nature will be encouraged. Foreign and local experts will be invited as visiting professors or researchers.
- d. Philippine Management Review (PMR). The School will continue to work for the Scopus/Clarivate Analytics Indexing of PMR journal.
- e. Local/Foreign Partnerships. The School will continue to engage and expand academic partnerships both inside and outside the University.

V. Staff development

- a. Rationalization and streamlining of administrative functions. For a more efficient delivery of services, staff planning and development workshops will be organized. A careful review of the School's plantilla positions will be undertaken and appropriate adjustments will be implemented.
- b. Professional growth. The School will support professional advancement of staff by encouraging them to pursue graduate education, and to attend seminars, trainings and the like.

VI. Extension Services

- a. Service to government and private sectors. The School will continue to offer the services of its faculty in the conduct of seminars/trainings to public and private sectors. The School will, when appropriate, participate in issues affecting the country and the general public.
- b. Limited practice of profession. While encouraging limited practice of profession, the School will strictly implement the rules so as not to sacrifice quality of instruction and service to the University.

VII. Physical Facilities Improvement

- a. Rehabilitation. Rehabilitation of the building's electrical system, water system, sewage lines and waste systems will be undertaken. Rehabilitation and improvements of our parking areas will also be pursued.
- b. Renovations. The School will continue to renovate our old rooms and facilities by tapping internal and external sources of support.

The Dean's term is only three years. Within this timeframe, action plans should be realistic and doable. The cooperation of the faculty, staff, and other stakeholders, and the support and assistance of the University administration, are necessary ingredients for a successful implementation of the action plans.