

Effective Public Service through Mentor Leadership

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Vision:

A university whose activities are always anchored on honor and excellence in order to continuously and effectively deliver relevant and reliable services that advance the plight of fishers and residents of coastal communities and the nation at large.

This application for a second term seeks to generally re-affirm what was declared in 2017. Most of the declarations then are still valid today as the programs and plans have long gestation periods.

The specific mandates of UPV contribute to the overall purpose of holding the Philippines together as a nation. It is important to continue the present leadership's vision that has been demonstrated at UPV in the past three (3) years to sustain the achievements and inroads and continue the initiatives that have been started in the hope that UPV's presence and impact will grow bigger and its positive influence on the lives of people will transform them and their communities for years to come.

The Plan

1. Continuation of mentor leadership as a means to accelerate diffusion of positive change in society

We shall continue and sustain the mobilization of a corps of mentor-leaders among UPV's constituents who may be deployed throughout the country or link up with the rest of the world as agents of change through concrete and outcomes-based engagements with institutions and communities. Mentor leadership, as originally espoused by Tony Dungy, is most appropriate for the archipelagic setting of the country as it provides a type of volunteerism to accelerate diffusion of positive change to society. It is an appropriate leadership-management concept for a national university like UP as it prioritizes people and seeks to add value to their lives, aims for things or memories that last, and showcases passion, perseverance, and good performance for other people to emulate. It is best suited in a university setting because this form of leadership can be learned by all UPV constituents who may become part of a corps of mentor leaders who are imbued with the character to be ever ready to serve the public.

2. Strengthening of Team UPV to build on past successes to initiate new and progressive strides

Since mentor leadership works well when implemented by a team, it is important to continue embracing the concept of Team UPV, one that preferably involves all sectors – faculty, students, staff, and alumni from all colleges – to further strengthen UPV's presence within the UP System, in the country, and possibly around the world. We can better appreciate the benefits of our engagements when all of us take joy in spreading the load of promoting the UP brand as well as UPV's core values of *Service, Excellence, Integrity, Nationalism, and Environmental Stewardship*, which are compliant with many of the 17 Sustainable

Development Goals espoused by the United Nations.

3. Optimizing THIS IS IT! as UPV's operational goals for performance outcomes

UPV's efforts to be on a par with the best in the region and the rest of the world would be realized if it attains a certain distinction as *The Hub for Institutional Synergy, Integration, Sustainability, and Impact Translation* (or *THIS IS IT!*). *THIS IS IT!* seeks to address not just the disconnect between UP and the rest of society but also seeks to provide the framework to make effective and efficient UPV's internal operations and harness well its resources, human and material, in serving its mandates and the community. To press on and succeed by remaining relevant in today's world, organizations and institutions – more so, universities – must continue to *innovate*, make initiatives that are *sustainable*, engage partners within and outside in *synergy*, and always aim for transformative *impact* on both its internal and external publics. This administration has already harmonized the THIS IS IT framework with the current UP Strategic Plan in the hope that in the next three years we will continue to be productive and relevant.

THIS IS IT! shall remain as UPV's operational goals in the crafting or development of various Performance Commitment Review that is required of all government offices and agencies to measure individual and agency performance in keeping with the UP Strategic Plan. We shall use THIS IS IT! in the shaping and management of programs, projects and activities to serve UPV's mandates.

4. Enhancing and expanding UPV's niches and programs that impact the community

While Fisheries is our flagship program, UPV is also strong in other fields like Biology, Food Technology, Chemical Engineering, Psychology, Accountancy as shown in our students' performance in licensure examinations. Leadership in these fields must be enhanced by tempering the theory with practice through community engagements aimed at addressing and mitigating issues plaguing the environment, society, economy, etc to better prepare UPV graduates for professions or careers that seek fulfillment beyond personal advancement.

UPV Tacloban College (UPVTC) has been making great strides for UPV. As the only campus in the entire UP System that continuously experiences the harshest climatic impacts to humankind, the college shall be encouraged to be known as a center for resilience studies and be a beacon in this field in Region 8 and the rest of the country. The process for UPVTC to become the 9th full-fledged constituent unit of the UP System, perhaps anchored on this platform, shall be strongly supported.

The process to transform the Graduate Program Office into UPV's Graduate School has commenced in order to realize a new level of excellence for UPV. Although the final structure has yet to be finalized and approved, UPV through the Graduate School shall implement inter- and trans-disciplinary programs that will involve several academic units. It shall be the key unit for promoting institutional mentoring initiatives that are much needed by state universities and colleges throughout the country and for linking and benchmarking UPV with the rest of the world. Pursuing this tact will not only promote better operational and financial efficiencies but will also substantially expand UPV's contribution to the requirements of the country for national development by equipping professionals with advanced degrees and qualifications needed in the changing world order. The establishment of the Graduate School is also expected to aid UPV in becoming the ASEAN Center for Fisheries that will promote and

strengthen the formulation of national and region-wide policies related to fisheries and allied fields and sustain academic and scholarly engagements. This dream is aligned to UP's internationalization efforts.

The transformation of UPV's Professional Education Program into the School of Professional Education is aimed at supporting the region and the country's need for a center for graduate programs for teachers that will support pedagogical research, innovations and policy development in basic education.

We shall continue to work for our programs to maintain, regain or be declared as CHED's center/s of excellence or center/s of development. The international accreditation of these in due time must follow shortly after.

We should start developing inter-CU or UPV-SUC programs now that Antique Extension Campus is being developed and Roxas City Extension Campus is being organized and formalized with the help of UP alumni as an offshoot of graduate extension program in Capiz that began in the 1980s and revived in the past administration.

In line with the expansion of our operations with the establishment of the extension campuses, we must consider pursuing the development certificate programs (Associate in Arts Degree/s) for intelligent and academically qualified students from far-flung rural and indigenous people's communities in Northern, Central and Eastern Panay areas who had no opportunity to take UPCAT.

The COVID 19 pandemic has altered pedagogy. Hence, we must continue to introduce flexible learning and flexible delivery of education tapping into the potential of digital technology and yet circumventing the limitations posed of technological divide.

Great universities have continuing education programs. This can also be an expanded niche for UPV. We need to reinstate our continuing education programs/short training courses to serve professionals, businessmen, entrepreneurs, or people who just want to learn subjects like Art, History, Culture.

5. Expanding UPV's reach and influence through synergy and collaborations

There are other potentially game-changing initiatives that can put UPV in the national and global map screens through collaborations, and the following examples are all open fields for UPV units to demonstrate mentor leadership without sacrificing the pursuit for academic excellence. Past initiatives will still be pursued or strengthened, including the following:

- a) collaboration with other SUCs/HEIs to speed up the process of addressing serious manpower gaps in the food industry of Region 6 and the country;
- b) harmonious integration of disciplines dealing with food science, culinary arts, management and marketing, sociology, and communications to collectively provide fisheries management interventions that will arrest or reduce the declining state of our resources;
- c) introduction of livelihood generation programs based on citizen science that will fulfill the requirements of DOLE, DSWD, TESDA, and LGUs; and,

- d) introduction of solutions through technology-enabled interventions if possible, to support the regulatory functions of DA-BFAR and the LGUs.

Pahinungod is back. We can put to good use the said office for our collaborative projects and activities.

The continued development and intensification of the operations of the Regional Research Center shall be used to enhance our linkages with and support for SUCs and other academic institutions. The center will also be harnessed to connect UPV to private sector partners who will be needing its various laboratory testing and research services.

We also need to encourage and support more scientific research that result in patentable products for commercialization that contribute to sustainable national development. We have the Technology Transfer and Business Development Office and Technology Business Incubation as our arm ready to assist the researchers and inventors among us.

6. General welfare, health and wellness programs for all UPV Personnel

The pursuit of excellence in serving UPV's mandates should not compromise the general welfare of constituents – students, faculty, and non-teaching personnel. Health and wellness programs shall also be creatively integrated as part of the university's initiatives to arrest emerging and prevalent cases of lifestyle diseases. Initiatives addressing mental health concerns of our faculty, REPS and staff and the rest of our constituents and the community outside of UPV must be developed by our experts in Psychology. All our aspirations to become a great university will never be realized without us having sound minds in sound bodies.

We have and must continue to endeavor to establish UPV-generated funds (e.g., Chancellor Rola Fund) to assist attendance in short term skills/professional training and development of our personnel. UPV personnel who need skills upgrading and training need not rely on the limited funds of the university for these and be able to send more if we have private sources.

7. Student Welfare must be Prioritized

Initiatives for mental health wellness that commenced about a year ago should continue to be prioritized by revitalizing the support systems and services provided to our students primarily by the Office of Student Affairs.

Now that tuition is free, we need to increase and establish fund sources to assist and support financially disadvantaged undergraduate students. We can perhaps convert existing scholarship grants that pay for tuition fees into bursaries for travel or stipend or allowance and, possibly, support for computers needed for remote learning.

The world is made closer by the internet. Encouragement of digital information exchange for our students and their peers in the international sphere for vital and novel ideas that can give open access to new knowledge should be prompted by faculty mentors to facilitate research undertakings and motivate students to share knowledge across the world.

To enrich our students' academic experience, we have to initiate and increase student exchange programs and mobility but must develop a scheme that will allow for local academic equivalent or credit in UPV for the courses or training they enrol in our international partner universities so as not to delay graduation.

8. Investment in technology for flagship and key programs and operations

UPV needs to have a master plan to invest in technology so that the training and the learning environment for our programs that lead to careers and professions in manufacturing and industries that have been transformed by smart technologies will be competitive with those in other academic institutions offering the same programs.

We are aspiring for FISHERIES/AQUATIC SCIENCE 4.0, which calls for the use of technology like robotics, sensors, drones, and development of Artificial Intelligence applications to promote, among other things, more viable fisheries operations.

Capitalization, however, need not be from government or UP coffer alone. We also need to continue reaching out to the private, business and industrial sectors by doing research that will match or advance their own good intentions for their companies and the country. We need our alumni; many of them have vast networks, are well entrenched in many corporations throughout the world, and are just waiting for UPV to involve them. A comprehensive strategy will be conducted immediately to explore where their assistance can be harnessed to effectively extend UPV's footprints in the country and the world.

We need to pursue the digitization of our operations especially the development of resource management data program. This will ease transactions and allow for easy data retrieval.

9. Resource generation through utilization of UPV available assets to support PPAs

UPV's vast land resources need to be put to good use to serve its mandates and support its programs, projects and activities. We need to develop projects or collaborate with government and the private sector to utilize UPV's land resources for fisheries and agribusiness as well as for sustainable industries. This will mean revenues for the university and development for our immediate community.

To support this, we need to update and finalize the UPV Master Plan which has not been altered since 1995.