

Proposed Scientist-in-Residence Program

Background and Rationale

Current University rules on hiring of faculty members may prevent engagement of otherwise highly qualified researchers. A scientist-in-residence program is thus proposed to enable seasoned researchers to be engaged with the University, for the purpose of managing large, externally-funded research projects and mentoring junior researchers. The basic features of the scientist-in-residence program are:

- Each appointment is based on a two-year contract, renewable subject to performance-based measures.
- Performance measures are in turn based on case-specific terms of reference, which will generally cover research tasks, such as project management, co-supervision of junior researchers, co-authoring publications, etc.
- A scientist-in-residence will be affiliated with research centers, and will have the same legal status as consultants.
- The compensation package for a scientist-in-residence will consist only of a baseline professional fee of **P40,000/month** (although this amount may be increased based on the availability of project funds). As there is no employer-employee relationship, the scientist-in-residence will not be eligible for employee benefits, such as 13th month pay, etc.
- The scientist-in-residence is entitled to work-related support for travel, dissemination, etc., at a scale commensurate to support available to full-time faculty members.
- The scientist-in-residence is entitled to receiving his/her share of financial incentives resulting from any publications arising from the contractual appointment, even if the publication occurs after the period of engagement.

Criteria

In general, the scientist-in-residence post requires extensive track record in managing large grants, as well as a body of published work that signifies leadership in the candidate's discipline. The benchmarks to be used will be based on disciplinary norms, and will thus be judged via a review process.

Procedure for Entry

1. Any faculty and administrator of the College may nominate possible qualified candidate/s to the Research Center Director by submitting an endorsement letter justifying the nomination and the candidate's CV.
2. The College Research Center Director collates all the nominations and submits them to the VCRI.
3. The VCRI convenes and chairs a Screening/Review Committee, composed of the College: (1) Dean; (2) Research Center Director; (3) RASD; and (4) another Research Director knowledgeably familiar with the nominee/s, to deliberate on the merits of the nomination/s.
4. If the said Committee arrives at a consensus to engage the scientist-in-residence, the VCRI will submit a formal recommendation for approval by the Chancellor.