



Republic of the Philippines
Mountain Province State Polytechnic College
Bontoc, Mountain Province

MPSPC *Research Manual*

ISBN: 987-044-3369

RESEARCH CAPABILITY DEVELOPMENT PROGRAM

1. Individual Research Agenda

The College believes that the solid ground of research is based on the presence of experts and academic enthusiasts in a particular field of specialization or area of research. To enhance and align researchers in their field of specialization and area of interest, each researcher of the college can freely choose their areas of research interest and establish their own individual research agenda based on the R&D priorities of the College. The individual research agenda supports the horizontal learning and the development of researchers while focusing on their field of specialization, expertise and areas of interest.

2. Trainings

The Research and Development Unit is also tasked to provide researcher's capability trainings in order to make the researchers capable in producing quality research outputs. These research capability training program has a three category; the first category are trainings to enhance the capability of the researchers to conduct research and are intended for those with academic rank of Instructor to Assistant Professor and nonteaching personnel who has a research function; second category are managerial trainings related for research, patenting and research publication. These trainings are intended for faculty with academic rank of Associate Professor and non-teaching personnel involved in research activities; and lastly, these types of trainings are intended for full pledge professors, Director for Research and Development, Vice President for Research Development and Extension and non-teaching personnel that includes trainings on policy formulation, peer review, research editing and research ethics.

Table 5. Matrix of Research Training Program of the College

Category	Expected Participants	Title of Trainings
1	Instructor Assistant professor Non-teaching personnel researchers	Quantitative Experimental Designs Qualitative Experimental Designs Literature Research review Research Tool Preparation Training on Statistical Analysis Research proposal write-shop
2	Associate Professor Non-teaching personnel researchers	Research Management Training on Intellectual Property Rights Research Publication Strategic Planning on R&D
3	Professor Director for Research VPRDE Non-Teaching personnel researchers	Peer Review Research Editing Research Ethics

3. Research Training Call from Outside the Agency

The RDU will prepare researcher's profile on trainings attended by the researcher. Prioritization of trainees will be based on the needs of the researchers and relevance of the activity.

4. Research Mentoring

Creating opportunities for group learning and information sharing is essential to developing a motivated and inspired research culture at the college. Through an engaged relationship between senior and junior academic researchers, research mentoring is a strategy that fosters academic freedom and information exchange between senior and junior researchers. Senior and junior academic researchers are encouraged to work together, share ideas, and develop knowledge in their respective fields as a group at the College.

A. Senior Academic Researcher

The depth of experience and knowledge that senior academic researchers bring to the table is valued by the college. Senior researchers are encouraged to use their own judgment when choosing research topics for both their own projects and teaching initiatives, as they are leaders in their disciplines. This flexibility seeks to foster creativity and intellectual depth while leveraging their vast knowledge base harmonizing with the College's R&D ambitions. Senior Academic Researchers are also encouraged to act as mentors in teaching research in their own chosen field, to help younger researchers in the College to navigate their own research interests, inspire and teach research, development and innovation to students, and facilitate learning exchange to academics outside the institution, adding to a vibrant, diverse academic environment.

B. Junior Academic Researchers

Junior Academic Researchers are given the freedom to independently investigate and select their research topics because it is important to develop a sense of ownership and interest in emerging academic researchers. In order to improve their research agendas and academic paths, novice academic researchers are also urged to approach Senior Academic Researchers for advice and mentorship as they usually have the knowledge and experience to share. Likewise, Junior Academic Researchers are also encouraged to act as mentors in teaching research in their own chosen field, to help inspire students in research, development and innovation and help facilitate learning exchange to academics outside the institution whenever they can.