



Republic of the Philippines  
OFFICE OF THE PRESIDENT  
**COMMISSION ON HIGHER EDUCATION**



**MEMORANDUM FROM THE CHAIRPERSON**

TO: ALL HIGHER EDUCATION INSTITUTIONS  
ALL CHED REGIONAL DIRECTORS

SUBJECT: **GUIDELINES ON GRADUATE EDUCATION SCHOLARSHIPS FOR  
FACULTY AND STAFF IN THE K to 12 TRANSITION PERIOD**

DATE: 12 JANUARY 2016

As we move toward the full implementation of the K to 12 Enhanced Basic Education Program, the Commission, through the K to 12 Transition Program, has likewise been preparing for the impact of the transition on the higher education sector. The Program's goals are twofold: to mitigate impact on labor, and to upgrade qualifications of faculty, effectively leveraging the transition to invest in the future of higher education. As part of the Program, the Commission will offer scholarships for faculty and staff from higher education institutions (HEIs) to earn graduate degrees during the Transition Period.

The Commission is now calling for nominations for faculty and staff for the K to 12 Transition Period (SY 2016-17 to 2020-21). HEIs intending to submit nominations may refer to the Faculty and Staff Development Planning Workshops conducted nationwide last November 2015 as the basis for their submissions, and which the Commission has used to inform the number of slots allocated for scholarships. Further, HEIs may nominate faculty or staff even though they have not yet been admitted to recognized delivering HEIs, as the application processes for these programs may still be ongoing and may thus be undertaken simultaneously. Stipends and other privileges of the scholarship grant, however, shall only be disbursed to the scholar upon admission to a CHED Delivering HEI. Nominations may be made following the timeline set by the Commission:

|            |                                                                                                                   |
|------------|-------------------------------------------------------------------------------------------------------------------|
| January 13 | Release of CHED Memorandum Order on Scholarships and Call for Nominations for the K to 12 Transition Scholarships |
| April 1    | Deadline for SHEI nominations                                                                                     |

Accomplished SHEI Nomination Forms (Appendix 2) **should be sent through email to [ched.scholarships@gmail.com](mailto:ched.scholarships@gmail.com)**, and the following requirements (if applicable) through courier: Curriculum Vitae of nominees, Transcript of Records of each nominee, One-page Thesis/Dissertation Proposal (for nominees with ongoing graduate studies), Proof of citizenship, Medical certificate, and Re-entry Plan and Return Service Contract.

CHED Regional Directors are hereby requested to ensure wide dissemination of this policy to all qualified higher education institutions in their respective regions.

**Patricia B. Licuanan, PhD**  
Chairperson





Republic of the Philippines  
OFFICE OF THE PRESIDENT  
**COMMISSION ON HIGHER EDUCATION**



**CHED MEMORANDUM ORDER**

No. 03  
Series of 2016

**SUBJECT: GUIDELINES ON GRADUATE EDUCATION SCHOLARSHIPS FOR  
FACULTY AND STAFF DEVELOPMENT IN THE K to 12  
TRANSITION PERIOD**

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Pursuant to Republic Act (RA) No. 7722, which states that it is the responsibility of the State to (1) *protect, foster and promote the right of all citizens to affordable quality education at all levels*, and (2) *take appropriate steps to ensure that education shall be accessible to all*; and which mandates the Commission to (1) *formulate and recommend development plans, policies, priorities and programs on higher education and research*, and (2) *identify, support and develop potential centers of excellence in program areas needed for the development of world-class scholarship, nation building and national development*, the **Guidelines on Graduate Education Scholarships for Faculty and Staff Development in the K to 12 Transition Period** are hereby adopted and promulgated by the Commission, for the guidance of all higher education institutions (HEIs).

**Article I**  
**Statements of Principles and Policies**

1. The Commission recognizes the critical role that faculty development plays in laying the foundation for a strong, quality education system, which will in turn translate to greater national growth and development. Research has shown that the qualifications of faculty and the quality of programs positively affect the performance of its graduates in measurable outcomes such as passing rates in licensure examinations.<sup>1</sup>
2. Faculty development largely consists in upgrading faculty qualifications, stipulated in the Higher Education Reform Agenda (HERA). In 1998, only 33 percent of HEI faculty were holders of graduate degrees. Faculty development programs have since raised the number to 50 percent in 2015, but it falls short of the minimum faculty requirements as indicated in the existing Policies, Standards and Guidelines (PSGs) for the offering of academic programs. Further, the Philippines remains behind ASEAN neighbors Vietnam with 60 percent and Malaysia with 69 percent.
3. The Commission has continually maintained similar programs geared toward this end, including the CHED Faculty Development Program Phase II and other scholarships and grants, the efforts of which will be catalyzed through the implementing guidelines herein set forth.

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<sup>1</sup> Manasan, R. (2012). *Rationalizing National Government Subsidies for State Universities and Colleges*. Philippine Institute for Development Studies.



4. The transition to the K to 12 system will result in low enrollment in HEIs for a period of five years, from SY 2016-2017 to SY 2020-2021, reducing the teaching loads of HEI faculty—and effectively eliminating the usual constraints to the completion of further studies, namely, heavy teaching loads, being recalled by their sending institutions, and low stipend rates—and prompting the State to leverage this opportunity to make an even greater investment in faculty development.
5. In view of strengthening higher education, the Commission hereby establishes the **Guidelines for Graduate Education Scholarships for Faculty and Staff Development in the K to 12 Transition Period**. The implementing guidelines herein set forth shall define the procedures, priorities, and regulation of scholarships to faculty and staff nominated by their respective HEIs beginning in the K to 12 Transition Period.

## Article II Support for Faculty Development

Sending HEIs (SHEIs) may nominate their faculty, or qualified non-teaching personnel with strong potential to contribute to the quality of education in the SHEI, for any of the following types of scholarships from the Commission. Nominees may undertake graduate degrees under the scholarship if they do not already hold master's or doctoral degrees, if the degree they hold is not aligned with their teaching discipline, or if they seek to pursue a second degree in an emerging discipline that can contribute to regional and national development.

1. **Full Scholarship for Doctoral Degree.** Faculty may either begin taking a doctoral degree or complete ongoing doctoral studies in the Philippines, provided that the doctoral degree is connected and/or relevant to the subjects he/she is teaching.
2. **Full Scholarship for Master's Degree.** Faculty may either begin taking a master's degree or complete ongoing master's studies in the Philippines, provided that the master's degree is connected and/or relevant to the subjects he/she is teaching. The master's program must require a thesis.
3. **Thesis or Dissertation Grant.** Faculty with completed master's or doctoral coursework and thus do not require full scholarship may nonetheless receive a grant to undertake research in order to complete his/her master's thesis or doctoral dissertation, as applicable (See Article V). The grant may be awarded to faculty or staff who will be completing his/her thesis or dissertation in an HEI not authorized by CHED, if it is the institution in which the coursework has been completed.
4. **Scholarship for Foreign Master's or Doctoral Degree.** Faculty who intend to pursue master's or doctoral degrees in areas of specialization deemed important to national and local development, and whose expertise is limited or not readily available in the country, may avail of scholarships to pursue further studies in select graduate education institutions abroad. The Commission shall endeavor to support and help facilitate the application of faculty to foreign HEIs through: (1) scholarships, (2) workshops, (3) mentorship, and (4) guidance. *Separate guidelines shall be issued by the Commission to govern this portion of the grants.*
5. **Other Grants.** Faculty who already hold master's and doctoral degrees shall also have access to similar opportunities to further their specialization through the following grants, for which the Commission shall issue separate guidelines:
  - a. **Professional Advancement (Short-Term Programs).** Faculty may undertake short-term programs from third-party providers duly accredited by





the Commission to earn certificates or diplomas in related fields that will serve to further their expertise in their field of teaching.

- b. **Post-Doctoral Fellowships.** Faculty may receive grants to begin post-doctoral studies, or to continue ongoing post-doctoral studies, locally or abroad, to generate new knowledge in their field of teaching.

### **Article III Criteria for Nomination**

#### **A. Eligibility of Nominees**

SHEIs may nominate their faculty or qualified non-teaching staff for the scholarship, provided that the nominee:

1. Is a Filipino citizen not more than 52 years old for the master's degree program, or not more than 50 years old for the doctoral degree program; or not more than 60 years old for Dissertation Grants, Professional Advancement Grants, and Post-Doctoral Fellowships;
2. Will pursue graduate studies in a CHED-recognized DHEI, in a discipline aligned with his/her teaching specialization;
3. Is in good health and of good moral character;
4. Demonstrates strong academic record;
5. Has no pending criminal charges, and must not have been convicted for violation of any Philippine Law; and
6. Will fulfill all the Terms and Conditions of the scholarship, including a reentry plan and return service obligation as agreed with his/her respective SHEI, consistent with the guidelines set by the Commission (See Article VI).

#### **B. Justification for Nomination**

Consistent with the principle of academic freedom, the SHEI may nominate faculty in disciplines they deem important **(Refer to Appendix 1: Identified Priority Areas)**, and may justify such nominations individually and according to one or more of the following:

1. **Importance and value to SHEI**, or how the nominee, if he/she were to earn a higher degree, would enhance the capability of the SHEI to achieve its mission, vision and goals, to serve its particular publics and cohort catchments, or to enrich its offerings;
2. **Importance and value to regional and national development**, or how the nominee, if he/she were to earn a higher degree, would enhance the capability of the SHEI's host region and/or the country to achieve stated regional and/or national development goals, particularly in building national competence, and/or national rootedness in history, culture and the arts, especially indigenous Filipino traditions, and/or national morals and ethical values; and
3. **Importance and value to the discipline or profession**, or how the nominee, if he/she were to earn a higher degree, would enhance the discipline or profession by filling gaps in national competencies.





#### Article IV Qualifying and Selection Process

1. An SHEI may nominate its faculty and qualified non-teaching staff for scholarships by submitting an application (**Refer to Appendix 2: SHEI Nomination Form**), along with all documentary requirements, to the CHED Central Office. Nominations may be made prior to the faculty or non-teaching staff's admission to a CHED-authorized DHEI. As such, faculty and non-teaching staff are encouraged to apply in parallel to this process. **Refer to Appendix 3: Checklist of Application Requirements.**
2. Applications shall be evaluated by the Technical Working Group for Graduate Scholarships sitting as the National Screening Committee. Vetting and selection of nominees shall be based on the strength of the nomination of the SHEI, how these justifications compare to those of other SHEI nominations, and how these tie in with the academic, professional and development priorities and needs of the relevant region and of the country. **Refer to Appendix 4: Evaluation Criteria.**
3. The Commission En Banc (CEB) shall approve SHEI nominations based on recommendations of the National Screening Committee. The Commission shall send a written notice to the SHEI that its approved nominees are eligible to avail of the scholarship in CHED-recognized DHEIs. Note that awarding of the scholarship is contingent upon the scholar's admission to a CHED-recognized DHEI, and subject to the criteria, processes, and policies of the said DHEI.
4. Following the respective admissions process, the DHEI shall submit a Work and Financial Plan (WFP) to the Commission, in line with the number of approved scholars admitted to the DHEI, in order to facilitate the disbursement of funds. The DHEI shall act as liaison between SHEI, scholar, and the Commission, for disbursement of funds and the processing of other documentary issuances (i.e., formal notice of award) and requirements (i.e., Scholarship Contract to be executed by SHEI and scholar). **Refer to Appendix 5: Procedure Flowchart.**

#### Article V Scholarship Privileges and Incentives

Faculty scholars shall receive a scholarship package consisting of tuition and fees, monthly stipend, book allowance, transportation allowance, thesis/dissertation allowance, and group insurance. The Commission shall set the scholarship amount annually, benchmarking with other scholarship-granting bodies and adjusting for inflation. **Refer to Appendix 6: Scholarship Privileges and Incentives.**

In addition to the above-mentioned privileges, CHED shall provide scholars with access to online journals after online registration through the CHED Online Portal, when available. Further, scholars shall also be entitled to other incentives and grants from the Commission, including but not limited to the following:

1. **Early Completion Incentive.** Scholars who obtain their respective degrees at least one regular term (semester, trimester or quarter) ahead of the approved plan of study shall be entitled to a cash incentive equivalent to the total remaining stipend for the scholarship period.
2. **Dissemination Grant.** Scholars may apply for a grant to participate in paper presentations or conferences in the Philippines or abroad, subject to the evaluation





and approval of the Commission, and available funds. The grant amount will be set on a yearly basis and benchmarked with other grants of the same nature.

3. **Research Grant.** Scholars may apply for a grant to fund a research project provided they submit a project proposal and budget breakdown endorsed by the adviser, subject to the evaluation and approval of the Commission, and available funds. The grant amount will be set on a yearly basis and benchmarked with other grants of the same nature.

| Component                                    | 1 <sup>st</sup> Tranche (50%)                                         | 2 <sup>nd</sup> Tranche (40%)                                                                                                     | 3 <sup>rd</sup> Tranche (10%)                                                                                    |
|----------------------------------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|
| 1. Master's thesis and doctoral dissertation | Upon approval of the thesis or dissertation proposal.                 | Upon submission of the draft thesis/ dissertation duly certified by the grantee's adviser and ready for presentation and defense. | Upon submission of one (1) hard bound copy of the approved thesis/ dissertation and two sets of electronic files |
| 2. Special Project                           | Based on the schedule of releases indicated in the approved proposal. |                                                                                                                                   |                                                                                                                  |

## Article VI Terms and Conditions

### A. General Terms and Conditions

1. Scholars officially enrolled and with executed scholarship contracts shall be entitled to receive financial benefits and privileges as herein stipulated, to be disbursed by the DHEI.
2. Scholars for local master's or doctoral degrees shall enroll based on the approved plan of study or at least nine (9) units study load per term except during the last term.
3. Scholars must enroll in the program of study and field of specialization and may not change the program of study or specialization without first securing the written permission from both the SHEI and the Commission.
4. Scholars must finish the degree within two (2) years for master's and three (3) years for doctoral degree. The time limit for the doctoral degree may be extended to four (4) years provided that the extension will be to undertake further research for the doctoral dissertation. The time limit shall be adjusted accordingly for scholars who avail of the grant for ongoing master's or doctoral degrees according to the units of coursework and/or amount of research still to be undertaken.
5. Scholars may avail of the tuition privilege of a particular subject only once. The Commission will not shoulder any subjects being retaken or re-enrolled.
6. Scholars must seek written clearance from the Commission two (2) weeks before leaving the country while the scholarship contract is in force.
7. Monitoring and evaluation reports on the scholarship implementation shall be submitted by the DHEI to the Commission at the end of each term.
8. Liquidation reports of all scholarship disbursements and expenses shall be submitted by the DHEI to the Commission at the end of each academic year.
9. The SHEI, DHEI and scholar shall maintain up-to-date profiles and supply all other information required on the CHED Online Portal, when available.





## B. Counterpart and Bridge Funding

1. While the Commission deems that all scholars are on Leave of Absence (LOA) without pay from the SHEI for the duration of the scholarship, SHEIs are encouraged to provide counterpart funding or other forms of support to their respective scholars, especially in cases in which the regular salary of said scholar is higher than the stipend amount provided by the Commission.

SHEIs and scholars may work out an internal arrangement in line with the Collective Bargaining Agreement, when applicable, and/or in which the faculty is not on LOA, for as long as he/she is able to entirely comply with the Terms and Conditions of the scholarship.

2. While the Commission endeavors to ensure timely disbursement of stipends and grants, in the event of a delay in disbursement for scholars, SHEIs shall be requested to provide bridge funding, that shall be reimbursed by the Commission upon presentation of relevant documents.

## C. Required Submissions

Each scholar will be required to make the following submissions to the Commission for the duration of the scholarship, through the DHEI or the CHED Online Portal, when available:

| Document                                       | Submission Period                                                                     |
|------------------------------------------------|---------------------------------------------------------------------------------------|
| 1. Plan of Study approved by adviser from DHEI | Immediately after registration, not later than two weeks after the beginning of class |
| 2. Authenticated copies of registration        |                                                                                       |
| 3. Authenticated copies of grades per term     | On or before the beginning of the next term immediately following completed term      |
| 4. Copy of thesis or dissertation              | Within one (1) month after graduation                                                 |
| 5. Diploma and Transcript of Records (TOR)     |                                                                                       |

## D. Leave of Absence or Deferred Enrollment

1. A scholar will not be allowed to defer enrollment except for:
  - a. Poor health of grantee (if the grant is already ongoing), certified by a government physician;
  - b. Maternity Leave of Absence (LOA) of the grantee;
  - c. Other meritorious reason acceptable to the SHEI, the DHEI and the Commission.
2. An approved LOA must first be obtained from the DHEI, then submitted to the Commission along with a written request for deferment and an endorsement from the SHEI. If found acceptable, the Commission shall approve said request in writing.
3. Scholars who received full privileges during the term but went on approved LOA from DHEIs and scholarship deferment from the Commission during the





said term shall have the proportionate amount deducted from their entitlements in the succeeding term.

4. The scholarship will be terminated if the scholar does not re-enroll after deferment of one (1) academic year or after two (2) semesters and one (1) summer.

#### **E. Reentry Plan and Return Service Obligation**

1. The SHEI and the scholar must agree on a reentry plan for the scholar upon completion of his/her degree, according to the standards set by the Commission.
2. Each scholar shall render return service on the semester immediately following completion of his/her degree.
3. Return service shall be in the form of teaching, research or extension, based on mutually agreed-upon terms between the scholar and the SHEI, and shall be compensated according to the policies of the SHEI.
4. The scholar shall be obliged to render return service according to agreement with the SHEI, provided that it follows at least a 1:1 ratio, i.e., one year of service for every year of the scholarship. Faculty awarded scholarship for ongoing graduate studies shall render return service proportional to the length of period of his/her graduate studies covered by the scholarship. Faculty awarded thesis or dissertation grants, on the other hand, shall render one year of return service.
5. The SHEI shall be in charge of monitoring the return service and shall inform the Commission of the status of the same. Upon completion, SHEI shall send the Commission a written notice affirming the scholar's completion of the obligation, after which the Commission shall issue a Certificate of Completion to the scholar and relieve him/her of all obligations under the grant.
6. For special cases, the Commission may impose rules or regulations pertinent to return service by the scholar under the graduate scholarship, including in the case of failure to complete the required courses.

#### **F. Termination of Scholarship**

The Commission has the right to terminate the scholarship, upon recommendation of the SHEI and/or the DHEI, under any of the following circumstances:

1. The grantee fails to meet the academic standards set by DHEI;
2. The grantee fails to complete the degree within the specified time;
3. The grantee willfully fails to enroll with the required academic load;
4. The grantee fails to enroll for a term without the approval of the DHEI and the Commission;
5. The grantee resigns or transfers from his/her SHEI to another HEI without prior approval from the SHEI and the Commission;
6. The grantee fails to re-enroll one (1) academic year after an approved LOA or from date of deferment;
7. The grantee fails to obtain the approval of the Commission before changing the field of study or specialization;
8. Other justifiable grounds which prove the inability of the grantee to complete his/her degree (e.g. poor health of grantee as certified by a government physician, etc.);
9. Non-availability or exhaustion of funds;
10. Any act of immorality, drunkenness, dishonesty, and any other form of misconduct;
11. Conviction of any crime by a court or proper administrative body; and





12. Such other acts as may be considered by the Commission as inimical to the interest of the government of the Republic of the Philippines and those that adversely affect the integrity of the Graduate Scholarship Program.

#### **G. Payment of Obligations**

1. All financial support extended to the scholar shall be repaid to the Commission in case he/she is unable to finish his/her degree and/or render the required years of service to SHEI, except when the program is terminated due to lack of funds or due to death of the scholar.
2. When a scholar fails to fulfil his/her service obligation, either due to unauthorized transfer to another school/institution or resignation from his/her SHEI, he/she is required to pay back to the concerned institution/s all the privileges enjoyed and the money value of the service obligation based on salary equivalent at the time of transfer or resignation.
3. The refund of the scholar's monetary privileges, which were received while on leave from the program, may be waived due to serious health reasons, provided a medical certificate duly endorsed by the SHEI is submitted to the DHEI and the Commission.
4. The collection/deduction of a scholar's payment obligation shall be the responsibility of the SHEI and the Commission. The terms for the payment of obligation shall be evaluated and decided upon by the Commission.
5. Failure to fulfill the obligations herein stated shall result in administrative or criminal action, and shall disqualify the scholar from any other further CHED grant.

#### **H. Waiver of Accountabilities**

Upon successful completion of the program, including completion of return service and submission of all required documents, the scholar shall be relieved of all accountabilities under the scholarship contract and the program.

### **Article VII Transitory Provision**

The first intake of scholars under this Order shall be in the first semester of AY 2016-2017. As such, all applications from prospective faculty scholars before this period, i.e., the second semester of AY 2015-2016, while coursed through the K to 12 Transition Program Management Unit, shall be subject to the application and evaluation processes under the CHED-Faculty Development Program Phase II (FDP II), as set forth in CHED Memorandum Order No. 26 series of 2009. Further, only applicants that have received admission to current CHED-FDP II delivering HEIs shall be processed.

### **Article VIII Harmonization with CHED-FDP II**

The benefits received by current scholars under the CHED-FDP II, under CHED Memorandum Order No. 26, series of 2009, Section V-A, shall be harmonized and made consistent with the provisions of this Order. Such scholars shall be allowed to complete their degrees according to the terms of CHED-FDP II.





**Article IX  
Separability Clause**

If any part of provision of this Order shall be held invalid or illegal by competent authority, other provisions thereof, which are not affected thereby, shall continue to be in full force and effect.

**Article X  
Effectivity**

This Order shall take effect starting June 2016 and remain in force until otherwise revoked.

Issued this 13 th day of January, 2016 in Quezon City, Philippines.



**Patricia B. Licuanan, Ph.D.**  
Chairperson

**References:**

- CHED Memorandum Order No. 26, series of 2009

**Appendices:**

1. Identified Priority Areas
2. SHEI Nomination Form
3. Checklist of Application Requirements
4. Evaluation Criteria
5. Procedure Flowchart
6. Scholarship Privileges and Incentives





### Appendix 1: Identified Priority Areas

The priority areas have been identified through extensive consultations with Technical Panels representative of all disciplines in Philippine higher education, along with the National Economic Development Authority (NEDA), to determine priorities on the national and regional levels. Note that the list below is neither exhaustive nor restrictive, and is instead meant to be indicative and suggestive.

1. **National Priorities** are areas that are generally needed for Philippine development. In particular, these may be disciplines in which there are few quality programs and/or experts on a national scale, and, if properly developed, would allow the country to be a leader in the said field.
2. **Regional Priorities** are areas identified with the particular needs of the region in mind, taking into account the region's resources, cultural heritage, and industries. **These refer to areas NOT yet identified in the national priorities, and is a unique need of the region concerned.**

The priority areas have been further classified into three broad categories that represent different dimensions of Philippine development. Note that priority areas are herein classified according to primary categories, but may reasonably fall under the other categories as well, as these are not meant to be mutually exclusive.

1. **Competence** refers to those disciplines which primarily enhance development in the province or region, and/or help the country achieve stated regional and/or national development goals.
2. **Consciousness** refers to those disciplines which primarily contribute to building strong national rootedness in history, culture and the arts, particularly indigenous Filipino traditions.
3. **Conscience** refers to those disciplines especially needed in building and deepening ethical moorings, ensuring the integrity of Philippine HEIs and their graduates.

#### NATIONAL PRIORITIES:

|                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Competence</b> | General Agriculture, Agricultural Economics (Markets and Trade), Agricultural Engineering, Agrometeorology, Agronomy, Post-Harvest Processing, Plantation Development, Aquaculture, Fishery Science and Technology, Capture Fisheries, Food Science and Processing, Forestry, Forestry and Natural Resources, Forest Products Engineering, Forest Restoration, Soil and Water Science, Watershed Management, Biodiversity Conservation, Forest and Climate Change Studies, Precision Agriculture, Resource Management<br><br>Aeronautical Engineering (Avionics), Chemical Engineering, Civil Engineering, Construction Engineering and Management, Electronics/Electrical/Computer Engineering, Energy Engineering, Environmental and Sanitary Engineering, Geomatics Engineering, Geotechnical and Geo-Environmental Engineering, Industrial Engineering, Mechanical Engineering, Materials |
|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|



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|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <p>Science &amp; Engineering, Manufacturing Engineering, Transportation Engineering, Waste Engineering, Water Resources Engineering</p> <p>Clinical Services, Dentistry, Epidemiology (Social Epidemiology, Nutrition Epidemiology, Environmental Epidemiology), Health Innovation and Translational Medicine, Health Communications, Health Financing, Health Management, Health/Medical Informatics, Health Policy, Health Regulatory Sciences (Pharmacy and Medical Device Law, Regulatory Compliance), Health Technology Assessment, Health Sciences, Health and Pharmaceutical Sciences, Leadership and Governance in Nursing, Medical Education Basic Services, Medical Anthropology, Medical Technology, Medicine (Clinical Sciences), Mental Health, Midwifery, Occupational Health, Optometry, Pharmacy, Physical Therapy, Public Health (general), Public Health Nutrition, Research and Evidence-Based Nursing, Respiratory Therapy, Speech Pathology, Veterinary Medicine, Water, Sanitation and Hygiene (WASH)</p> <p>Computer Engineering, Computer Science, English for IT and Multimedia, Information Infrastructure Development, Information Management, Information Systems, Information Technology, Library and Information Science, Multimedia Arts, Professional Applications, Software Design and Engineering</p> <p>Alternative Learning System/Distance Education, Curriculum Studies, Discipline-based Studies (Environmental Education, Health and Wellness Education, Media and Information Literacy, Philosophy, Science and Technology), Early Childhood Education, Educational Neuroscience, Education Policy, Education Research and Evaluation, Education Technology, Higher Education, Lifelong Learning, Special Education, Teaching Foreign Language, Teacher Training for Teaching Practical or Vocational Subjects, Testing and Evaluation</p> <p>Biological Sciences (Molecular Biology, Biotechnology), Computational Biology and Quantitative Genetics, Chemical Sciences / Chemistry, Earth, Atmospheric and Space Sciences, Environmental Sciences, Geology (Energy Resources), Marine Science, Materials Science and Nanotechnology, Meteorology, Pure and Applied Mathematics, Pure and Applied Physics</p> <p>Environmental Planning, Land Use Planning, Landscape Ecology, Public Works Planning and Development, Town Planning, Urban and Regional Planning,</p> <p>Accountancy, Entrepreneurship, International Trade, Marketing, Real Estate Services Administration, Tourism/HRM/Hospitality/Travel, Venture Capital</p> <p>Criminology, Forensic Science (Medico-legal, Forensic Chemistry, Forensic Microbiology), Penology, Restorative Justice</p> <p>Marine Engineering, Marine Transportation, Maritime Evaluation &amp; Assessment, Naval Architecture, Ship Design &amp; Construction, Ship Superintendence</p> |
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|----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                      | Disaster Risk Reduction, Economics, Geography, Health Economics, Humanitarian Studies, Social Work, Statistics (Data Science)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Consciousness</b> | <p>Architecture (Ecological Landscape Architecture, Landscape Architecture, Tropical/Cultural Landscape Architecture, Urban and Countryside Landscape), Industrial Design, Interior Design</p> <p>Creative Writing, Fine Arts, Filipino, Islamic Studies, Literary and Cultural Studies, Philippine Languages Studies</p> <p>Communication Arts: Communication/Media Research, Communication and Resiliency, Convergence Media, Cross-Cultural Communication, Development Communication, Health Communication, Media and Information Literacy, Media History, Utilization, and Impact, Peace Communication, Political Communication, Risk, Disaster and Humanitarian Communication, Science Communication</p> <p>Anthropology, History, Political Science, Paleontology, Psychology, Sociology,</p> |
| <b>Conscience</b>    | Ethics and Human Rights, Guidance Counseling, Counseling Supervision, Philosophy, Theology                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

#### REGIONAL PRIORITIES

| Region | Competence                                                                                                                                                                                                                                                          | Consciousness | Conscience |
|--------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|------------|
| 1      | <p>Animation, Entertainment and Media Computing</p> <p>Petroleum Engineering, Biochemical and Biomedical Engineering</p> <p>Agribusiness</p> <p>Technology Education (Electro-Mechanical, Electronics, Electrical, Garments and Trades, Mechanical, Automotive)</p> |               |            |
| 2      | <p>Fish Processing Technology, Agricultural Technology, Food Sciences and Technology (Food Processing), Horticulture, Plant Pathology, Plant Genetic Resources Conservation and Management</p>                                                                      |               |            |



|   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                        |  |
|---|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|--|
|   | <p>Elementary Education, Secondary Education with no specialization, Teacher Training with Specialization in a Non-Vocational Subject (English Education, Economics Education, Communication Arts (Filipino, English), Education Science in Support of Teaching (Curriculum and Instruction, Educational Guidance and Family Education), Industrial Education</p> <p>Structural Engineering, Electronics and Communications Engineering, Forestry Engineering (Forest Products Engineering), Geodetic Engineering, Metallurgical Engineering, Mining Engineering</p> <p>Computer Applications, Computer Data Processing Management, Computer Technology, Information and Computer Science</p> |                                                                                        |  |
| 3 | <p>Crop Protection, Crop Science, Food Sciences and Technology (Food Processing, Food Technology), Agricultural Technology, Other Agriculture (Farming System, Agricultural Development), Horticulture, Horticulture Management</p> <p>Teacher Training with Specialization in a Non-Vocational Subject (Home Economics Education), Industrial Education, Practical Arts Education, General Home Economics (Home Economics, Family Resource Management, Home Technology, Home Extension), Other Education Science and Teacher Training (Business Education)</p>                                                                                                                               | English Literature, Comparative Literature, Philippine Literature, Development Studies |  |



|    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                    |  |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|--|
|    | <p>Aerospace Engineering, Avionics Engineering / Technology / Civil Aviation, Aircraft Maintenance Technology, Structural Engineering</p> <p>Entrepreneurial Management, Commerce, Business Administration w/ Specialization in Marketing, Institutional Administration/ Management (Food Service Administration), Secretarial (Office Administration/ Management), Electronic Data Processing (Business Data Processing)</p> <p>Nutrition (Foods and Nutrition, Applied Nutrition, Nutrition and Food Planning, Community Nutrition)</p>                                                                                                                                                                                            |                                    |  |
| 4A | <p>Animal Husbandry (Animal Science, Animal Technology), Food Sciences and Technology (Food Technology), Agricultural Technology, Agricultural Technology Management, Soil Conservation and Management, Fisheries, Fisheries Biology, Fishing Technology, Horticulture</p> <p>Electronics and Communications Engineering, Remote Sensing, Chemical Engineering Technology, Metallurgical Engineering, Structural Engineering, Construction Technology</p> <p>Marine Science (Marine Biology), Industrial Chemistry, Chemical Technology, Chemical Research, Oceanography, Applied Science, Metallurgy</p> <p>Institutional Administration / Management (Customs Administration), Business Administration / Office Administration</p> | Architectural Science / Technology |  |



|      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                          |  |
|------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--|
|      | <p>Teacher Training with Specialization in a Non-Vocational Subject (Technician Teacher Education, Environmental Education), Teacher Training for Adult Education (Adult Education), General Teacher Training (Elementary Education), Other Education Science and Teacher Training (Agricultural Development Education, Agricultural Extension Education, Fisheries Education, Agricultural Technology Education), Industrial Education, Technician Teacher Education</p> <p>Forestry Engineering (Forest Products Engineering), Geodetic Engineering (Geodetic Engineering, Mineral Land Surveying), Industrial Development and Technology, Metallurgical Engineering, Mining Engineering, Engineering Technology</p> <p>Eco-Tourism</p> <p>Estate Planning Development</p> <p>Hygiene (Sanitary Science, Community Health, Health and Social Science, Community Health Development and Management), Health Science Education, Nutrition and Dietetics</p> <p>Data Analytics, Knowledge Management</p> | English Language Studies |  |
| ARMM | See national Priorities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                          |  |



|        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                        |  |
|--------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|--|
|        | Multimedia Computing, Entertainment and Multimedia Computing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                        |  |
| 12     | <p>Fisheries, Food Sciences and Technology (Food Technology), Agro-Forestry</p> <p>Education Science in Support of Teaching (Guidance and Counseling), Teacher Training with Specialization in a Non-Vocational Subject (Mathematics Education, Physics Teaching, Chemistry Education, General Science Education, Reading Education, English Education, Physical Education, Music Education, Art Education, Health Education, MAPEH</p> <p>Bio-Medical Engineering, Bio-Chemical Engineering, Structural Engineering, Geodetic Engineering, Metallurgical Engineering, Mining Engineering, Other Engineering (Meteorological Engineering, Petroleum Engineering)</p> <p>Marine Biology</p> <p>Electronic Data Processing (Business Data Processing), Business Administration/ Management with Other Specialization (Agribusiness Management, Agricultural Entrepreneurship, Construction Management), Business Data Outsourcing</p> <p>Information Technology and Computing Studies Animation</p> <p>Nutrition and Dietetics, Rehabilitation Medicine (Human Kinetics), Medical X-Ray Techniques (Radiologic Technology)</p> | <p>Journalism (Business Journalism), Radio and Television Broadcasting (Broadcast)</p> <p>English Language Studies</p> |  |
| CARAGA | Fisheries, Agroforestry                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Community Architecture                                                                                                 |  |



|    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                     |  |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
|    | Social Welfare (Social Services), Community Development (Rural Development, Multicultural Community Development),                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                     |  |
| 10 | See national priorities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                     |  |
| 11 | <p>Crop Science, Animal Husbandry (Animal Technology), Forest Technology, Agricultural Technology, Agricultural Development, Agro-Industrial Technology Management</p> <p>Physical Education</p> <p>Applied Statistics, Experimental Statistics, Operations Research</p> <p>Business Administration / Management with Other Specialization (Agri-Business, Agri-Business Management/Administration, Business Technology/Engineering, Technology Communications Management), Public Administration (Local Government &amp; Regional Development, Public Policy and Program Administration, Public Enterprise Management, Public and Business Administration), Institutional Administration/Management (Media Management), Office Administration</p> <p>Applied Economics, Development Economics, Economic Research), Geography (Economic Geography)</p> <p>Geodetic Engineering, Mining Engineering</p> <p>Nutrition and Dietetics, Radiologic Technology</p> | <p>Applied Sociology, Rural Sociology, Political Economy, Demography (Population Communication, Demography, Population Studies)</p> <p>English Language Studies</p> |  |



|   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                          |  |
|---|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|--|
|   | <p>Engineering, Other Engineering (Food Engineering)</p> <p>Geological Science (Marine Geology), Oceanography (Marine Science, Marine Physical Science), Industrial Chemistry</p> <p>Business Administration / Mgt. with Other Specialization (Agri-Business, Fishery Business Management, Construction Management, International Trade Management, Export Management, Agro-Forestry Entrepreneurship, Business Technology / Engineering), Institutional Administration / Management (Customs Administration, Food Service Administration, Institutional Food Administration), Other Administration / Management and Related (Supply Administration / Management)</p> <p>Nutrition and Dietetics</p> |                                                          |  |
| 8 | See national priorities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                          |  |
| 9 | <p>Fisheries Technology, Fish Processing Technology, Agro-Forestry, Forest Resource Management, Agricultural Technology, Agricultural Science, Soils/ Water Development</p> <p>Environmental Studies (Environmental Planning / Management)</p> <p>Transportation Planning, Estate Planning Development</p> <p>Nutrition and Dietetics, Hygiene(Community Health Development and Management, Community Health, Health and Social Science), Rural Medicine</p>                                                                                                                                                                                                                                         | <p>Women Development</p> <p>English Language Studies</p> |  |



|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                          |  |
|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--|
|     | <p>Nutrition and Food Planning), Clinical Audiology, Hygiene, Medical Microbiology, Radiologic Technology</p> <p>Social Welfare, Community Development (Social Services, Social Development, Community Development, Livelihood Management, Community Organizing, Extension Service Management, Rural Development, Multicultural Community Development, Women Development, Participatory Development)</p>                                                                                                                   |                          |  |
| NCR | See national priorities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                          |  |
| 6   | <p>Animal Husbandry, Food Science and Technology, Agricultural Technology, Agricultural Science, Horticulture</p> <p>Building Technology, Structural Engineering, Other Engineering (Food Engineering)</p> <p>Electronic Data Processing (Business Data Processing, Data Processing), Business Administration / Mgt with Specialization in Finance and Investment (Agri-Business, Fishery Business Management), Institutional Administration / Management (Food Service Administration)</p> <p>Nutrition and Dietetics</p> | English Language Studies |  |
| 7   | <p>Fisheries Technology, Fish Processing Technology, Fishery Farming Extension, Agro-Forestry, Forest Technology, Other Agriculture (Agrometeorology), Soil Science, Soil Conservation and Management</p> <p>Meteorological Engineering, Construction Technology, Flood Control, Structural</p>                                                                                                                                                                                                                            | English Language Studies |  |



|  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |  |  |
|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|
|  | <p>Public and Business Administration), Institutional Administration/ Management (Food Service Administration, Hospital Administration, Industrial Cafeteria Management, Small Industry Management), Other Administration/ Management and Related (Cooperative Management, Recreation and Parks Administration, Supply Administration/ Management, Resource Management, Development Management/ Administration, Administration and Supervision, Organizational Development and Planning, Developmental Administration/ Management, Livelihood Management), Business Administration/ Management with Other Specialization (Business Technology/Engineering, Economics and Cooperatives, Fishery Business Management, Industrial Management, International Trade Management, Transportation Management, Labor Policy and Administration, Industrial Relations, Construction Management, Technology Communications Management, Agroforestry Entrepreneurship, Communication Management), Human Resource Development (Human Resource Development and Planning, Personnel and Human Resources Management)</p> <p>Business Economics, Development Economics, Management Economics, Economic Research</p> <p>Medicine (Anesthesiology, Internal Medicine, Clinical Medicine (Epidemiology, Surgery)), Rehabilitation Medicine (Occupational Therapy/Health, Human Kinetics, Rehabilitation Science), Dental Medicine (Dental Public Work, Orthodontics), Industrial Pharmacy, Pharmaceutical Chemistry, Hospital Pharmacy, Nutrition and Dietetics (Foods and Nutrition, Community Nutrition, Nutrition, Applied Nutrition,</p> |  |  |
|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|



|  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                         |  |
|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|--|
|  | <p>Instrumentation and Control Technology, Remote Sensing, Industrial Design, Management Engineering, Industrial Development and Technology, Mining Engineering (Metallurgical Engineering, Mineral Processing Technology, Mining Technology), Mechanical Technology, Geothermal Engineering, Public Health Engineering, Other Engineering (Plumbing Engineering, Food Engineering, Transport Engineering, Meteorological Engineering, Chemical Engineering Technology, Biochemical Engineering</p> <p>Biological Science (Entomology, Human Biology , Marine Biology, Microbiology, Pharmacology, Physiology, Zoology, Applied Biology), Applied Zoology, Geography, Economic Geography, Physical Geography, Volcanology Geological Techniques, Ecology, Environmental Planning/Management, Human Ecology, Physics-Mathematics, Metallurgy, Chemical Technology, Chemical Research, Applied Statistics, Experimental Statistics, Actuarial Mathematics, Operations Research</p> <p>General Business Administration (Business Administration, Commercial Science/ Arts, Business Management, Commerce), Business Administration (Marketing, Advertising, Banking and Finance, Computational Finance, Distributive Arts, Agri-Business, Agri-Business Management/Administration, Labor-Management Relations), Public Administration (Public Administration/Management, Fiscal Administration/Studies, Local Government &amp; Regional Development, Public Policy and Program Administration, Organization Analysis and Management, Public Enterprise Management,</p> | General Humanities, Development Studies |  |
|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|--|



|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                             |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
|     | Communications Management), Electronic Data Processing (Business Data Processing), Institutional Administration / Management (Small Industry Management)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                             |
| CAR | <p>Crop Protection, Animal Husbandry, Fisheries, Forest Resource Management, Agricultural Technology, Other Agriculture (Agricultural Extension, Agro-Industrial Technology Management)</p> <p>Teaching Industrial Arts, Technician Teacher Education, Teaching Elementary Agriculture, Non-Formal Education, Teacher Training for Adult Education (Adult Education), Human Resource Administration, Vocational School Administration/Management, Educational Programs Management), Education Science in Support of Teaching (Curriculum and Instruction, Educational Guidance and Family Education, Educational Psychology, Library Science Education), Other Education Science and Teacher Training (Business Education, Commercial Education, Nursing Education, Secretarial Education, History Education, Nutrition and Dietetics Teaching , Other Education Science and Teacher Training, Health Professional Education, Development Education, Engineering Education, Occupational Education, Population Education), Home Economics (Home Extension, Home Economics with Emphasis on Household Arts, Home Technology, Home Extension, Homemaking, Family Life and Child Development, Family Life, Family Resource Management)</p> <p>Structural Engineering, Geodetic Engineering (Mineral Land Surveying), Radio and Electronics Engineering, Software Engineering/Technology,</p> | <p>General Social and Behavioural Sciences, Social Studies (Applied Social Research), Rural Sociology, Applied Sociology, Demography (Demography, Population Communication, Population Studies, Others (Industrial Psychology, Counseling Psychology, Applied Psychology, Clinical Psychology)</p> <p>Journalism (Speech Communication, Writing, Business Journalism, Journalism, Broadcast Communication, Public Relations and Media Management, Mass Communication, Film and Audio Visual Communication, Organizational Communication)</p> <p>General Art Studies (Practical Arts), Drawing and Painting, Sculpturing, Dance, Music (Music, Music in Musical Sciences, Music Liturgy, Piano/Keyboard, Strings, Voice, Winds and Percussion, Creative and Performing Arts, Choral/Orchestral Conducting,</p> <p>Ethnomusicology, Musicology, Composition), Drama (Speech and Drama, Speech and Theater Arts, Theater Arts (Performance; Malikhaing Pagsulat; Technical Theater Management, Production Design),</p> | Law and Jurisprudence (Laws, Jurisprudence, Civil Laws, Laws in Taxation, Criminal Justice) |



|    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |  |  |
|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|
|    | Estate Planning Development                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |  |  |
| 4B | <p>Food Sciences and Technology (Food Technology)</p> <p>Teacher Training with Specialization in a Non-Vocational Subject (Chemistry Education, English Education, Mathematics Education), Physics Teaching, Agricultural Development Education, Art Education, Computer Education (teaching Computer Science), General Sciences Education)</p> <p>Structural Engineering, Forest Products Engineering</p> <p>Bio-Chemistry, Marine Biology, Genetics</p> <p>General Business Administration (Commerce), Business Administration/Management with Other Specialization (Agri-Business Management, Fishery Business Management, Computer Management, Technology Communications Management), Other Administration/Management and Related (Supply Administration/Management, Resource Management, Development Management/ Administration), Institutional Administration/Management</p> |  |  |
| 5  | <p>Food Processing, Forest Entomology, Wood Science and Technology, Inland Fisheries, Fish Processing Technology</p> <p>Structural Engineering, Geodetic Engineering (Mineral Land Surveying), Electronics Technology, Mining Engineering</p> <p>Business Administration/Management with Other Specialization (Agri-Business, Technology</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |  |  |



## Appendix 2: SHEI Nomination Form



Office of the President of the Philippines  
**COMMISSION ON HIGHER EDUCATION**  
 HEDC Bldg. C.P. Garcia Avenue, UP Campus, Diliman, Quezon City  
**K to 12 Transition Program Management Unit**



## SHEI NOMINATIONS FOR THE K TO 12 TRANSITION PROGRAM SCHOLARSHIPS

## I. SHEI Information

|                                                                                                                                                                                                                                                                                                                                                                            |                                           |             |                        |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|-------------|------------------------|
| SHEI Name                                                                                                                                                                                                                                                                                                                                                                  | Enter complete name here                  | Campus      | <Select one>           |
| Address                                                                                                                                                                                                                                                                                                                                                                    | Enter complete address here               |             |                        |
| Contact Number                                                                                                                                                                                                                                                                                                                                                             | (e.g. (02) 555-4321 or +63 987 65 43 210) |             |                        |
| Email Address                                                                                                                                                                                                                                                                                                                                                              | Enter email address here                  |             |                        |
| Contact Person                                                                                                                                                                                                                                                                                                                                                             | Last Name, First Name, Middle Initial     | Designation | Enter designation here |
| Total Number of Nominations                                                                                                                                                                                                                                                                                                                                                | Enter total number of nominations here    |             |                        |
| SHEI's Strategic Direction<br>(Briefly describe your institution's strategic direction and institutional plans, considering the following criteria:<br><br>A. Relevance and appropriateness of nominations<br>B. Consistency and clarity of strategic direction<br>C. Quality of nominees<br><br>See Appendix 4 of CMO No. 3, Series of 2016 for the Evaluation Criteria.) | Enter text here                           |             |                        |



II. List of Nominees (Add rows as necessary)

| Name of Faculty<br>(Last Name, First Name, Middle Initial) | Teaching Discipline            | Scholarship being applied<br>for | Program Title          | Delivering HEI<br>(If known/prospective) | Employment<br>Status<br>(Full/Part Time) | Tenure<br>(Permanent/<br>Nonpermanent) |
|------------------------------------------------------------|--------------------------------|----------------------------------|------------------------|------------------------------------------|------------------------------------------|----------------------------------------|
| Last Name, First Name, Middle Initial                      | Enter teaching discipline here | <Select one>                     | Major (Specialization) | Enter complete name of DHEI here         | <Select one>                             | <Select one>                           |
| Last Name, First Name, Middle Initial                      | Enter teaching discipline here | <Select one>                     | Major (Specialization) | Enter complete name of DHEI here         | <Select one>                             | <Select one>                           |
| Last Name, First Name, Middle Initial                      | Enter teaching discipline here | <Select one>                     | Major (Specialization) | Enter complete name of DHEI here         | <Select one>                             | <Select one>                           |
| Last Name, First Name, Middle Initial                      | Enter teaching discipline here | <Select one>                     | Major (Specialization) | Enter complete name of DHEI here         | <Select one>                             | <Select one>                           |
| Last Name, First Name, Middle Initial                      | Enter teaching discipline here | <Select one>                     | Major (Specialization) | Enter complete name of DHEI here         | <Select one>                             | <Select one>                           |
| Last Name, First Name, Middle Initial                      | Enter teaching discipline here | <Select one>                     | Major (Specialization) | Enter complete name of DHEI here         | <Select one>                             | <Select one>                           |
| Last Name, First Name, Middle Initial                      | Enter teaching discipline here | <Select one>                     | Major (Specialization) | Enter complete name of DHEI here         | <Select one>                             | <Select one>                           |
| Last Name, First Name, Middle Initial                      | Enter teaching discipline here | <Select one>                     | Major (Specialization) | Enter complete name of DHEI here         | <Select one>                             | <Select one>                           |
| Last Name, First Name, Middle Initial                      | Enter teaching discipline here | <Select one>                     | Major (Specialization) | Enter complete name of DHEI here         | <Select one>                             | <Select one>                           |
| Last Name, First Name, Middle Initial                      | Enter teaching discipline here | <Select one>                     | Major (Specialization) | Enter complete name of DHEI here         | <Select one>                             | <Select one>                           |
| Last Name, First Name, Middle Initial                      | Enter teaching discipline here | <Select one>                     | Major (Specialization) | Enter complete name of DHEI here         | <Select one>                             | <Select one>                           |
| Last Name, First Name, Middle Initial                      | Enter teaching discipline here | <Select one>                     | Major (Specialization) | Enter complete name of DHEI here         | <Select one>                             | <Select one>                           |
| Last Name, First Name, Middle Initial                      | Enter teaching discipline here | <Select one>                     | Major (Specialization) | Enter complete name of DHEI here         | <Select one>                             | <Select one>                           |
| Last Name, First Name, Middle Initial                      | Enter teaching discipline here | <Select one>                     | Major (Specialization) | Enter complete name of DHEI here         | <Select one>                             | <Select one>                           |
| Last Name, First Name, Middle Initial                      | Enter teaching discipline here | <Select one>                     | Major (Specialization) | Enter complete name of DHEI here         | <Select one>                             | <Select one>                           |
| Last Name, First Name, Middle Initial                      | Enter teaching discipline here | <Select one>                     | Major (Specialization) | Enter complete name of DHEI here         | <Select one>                             | <Select one>                           |
| Last Name, First Name, Middle Initial                      | Enter teaching discipline here | <Select one>                     | Major (Specialization) | Enter complete name of DHEI here         | <Select one>                             | <Select one>                           |
| Last Name, First Name, Middle Initial                      | Enter teaching discipline here | <Select one>                     | Major (Specialization) | Enter complete name of DHEI here         | <Select one>                             | <Select one>                           |
| Last Name, First Name, Middle Initial                      | Enter teaching discipline here | <Select one>                     | Major (Specialization) | Enter complete name of DHEI here         | <Select one>                             | <Select one>                           |
| Last Name, First Name, Middle Initial                      | Enter teaching discipline here | <Select one>                     | Major (Specialization) | Enter complete name of DHEI here         | <Select one>                             | <Select one>                           |
| Last Name, First Name, Middle Initial                      | Enter teaching discipline here | <Select one>                     | Major (Specialization) | Enter complete name of DHEI here         | <Select one>                             | <Select one>                           |

I certify that the information provided herein, and in the enclosed documents, is true and correct.

|                                                                                                      |
|------------------------------------------------------------------------------------------------------|
| <p>_____</p> <p>First Name, Middle Initial, Last Name</p> <p>Name and Signature of HEI President</p> |
| <p>Date Submitted: MM/DD/YYYY</p>                                                                    |



III. Individual Justification (This section is to be accomplished for EACH nominated faculty. Please reproduce as necessary.)

A. Faculty Profile (Please provide complete information on the faculty.)

|                                                      |                                        |                |                 |
|------------------------------------------------------|----------------------------------------|----------------|-----------------|
| Name of Faculty                                      | First Name, Middle Initial, Last Name  | Age            | Enter age here  |
| Highest Degree Attained                              | (e.g. Master in Development Economics) | Date Graduated | MM/DD/YYYY      |
| Teaching Discipline                                  | Enter teaching discipline here         |                |                 |
| Scholarship being applied for                        | <Select one>                           |                |                 |
| Graduate degree program applied for/currently taking | (e.g. PhD in Development Economics)    |                |                 |
| DHEI where degree will be obtained/completed         | Enter complete name of DHEI here       |                |                 |
| Employment Status                                    | <Select one>                           |                |                 |
| Previous recipient of CHED FDP?                      | <Select one>                           | Completed?     | <Select one>    |
|                                                      |                                        | If no, why?    | Enter text here |

B. Justification (Concisely justify your nomination of the faculty.)

|                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Guide Questions:</p> <ol style="list-style-type: none"> <li>1. How long has the applicant been with your department?</li> <li>2. How has the applicant performed as a faculty member in your department?</li> <li>3. How will the nominee's study/career plans contribute to (1) importance and value to SHEI, (2) importance and value to regional and national development, and (3) importance and value to the discipline or profession?</li> </ol> |
| Enter text here                                                                                                                                                                                                                                                                                                                                                                                                                                           |

C. Requirements Submission (Kindly tick the box of the requirement already submitted along with this form.)

|                          |                                                                                                               |
|--------------------------|---------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> | Curriculum Vitae (accomplish attached CV template)                                                            |
| <input type="checkbox"/> | Transcript of Records (certified true copy)                                                                   |
| <input type="checkbox"/> | Thesis/Dissertation Proposal (One-pager; for those with Ongoing Graduate Studies)                             |
| <input type="checkbox"/> | Proof of Citizenship (NSO authenticated birth certificate, information page of valid passport, or voter's ID) |
| <input type="checkbox"/> | Medical Certificate (issued by a government physician within the last six months)                             |
| <input type="checkbox"/> | Re-entry Plan and Return Service Contract between SHEI and Faculty                                            |
| <input type="checkbox"/> | Completed Templates 5 and 6 of the Strategic Faculty and Staff Development Planning Workshop                  |

|                                                                                                                         |
|-------------------------------------------------------------------------------------------------------------------------|
| <p>_____<br/> First Name, Middle Initial, Last Name<br/> Name and Signature of Person who accomplished this section</p> |
| Date Submitted: MM/DD/YYYY                                                                                              |



### **Appendix 3: Checklist of Application Requirements**

Each SHEI, when nominating its faculty and qualified non-teaching staff for the scholarship, must submit its application consisting of the following documents:

- A. SHEI Nomination Form with the following components:
  - 1. Brief description of the SHEI's strategic direction
  - 2. List of nominees indicating the program and DHEI to which the nominee has been admitted/intends to apply, if not yet admitted
  - 3. Detailed justification for the nominations, in line with evaluation criteria set by the Commission, and the overall faculty development plan of the SHEI
- B. Completed Faculty and Staff Development Plan following **Templates 5 and 6** of the Strategic Faculty and Staff Development Planning Workshop for **SUCs** and **Templates 8 and 9 for Private HEIs**.
- C. Faculty Requirements:
  - 1. Curriculum vitae (CV) of each nominee using the template provided
  - 2. Transcript of Records
  - 3. One-page thesis/dissertation proposal for each nominee with ongoing master's or doctoral studies
  - 4. Reentry plan and return service arrangements contract mutually agreed by SHEI and nominees
  - 5. Proof of citizenship of each nominee (NSO authenticated birth certificate, or information page of valid passport, or voter's ID)
  - 6. Medical Certificate of each nominee issued by a government physician within the last six months, supported by medical examinations/laboratory results



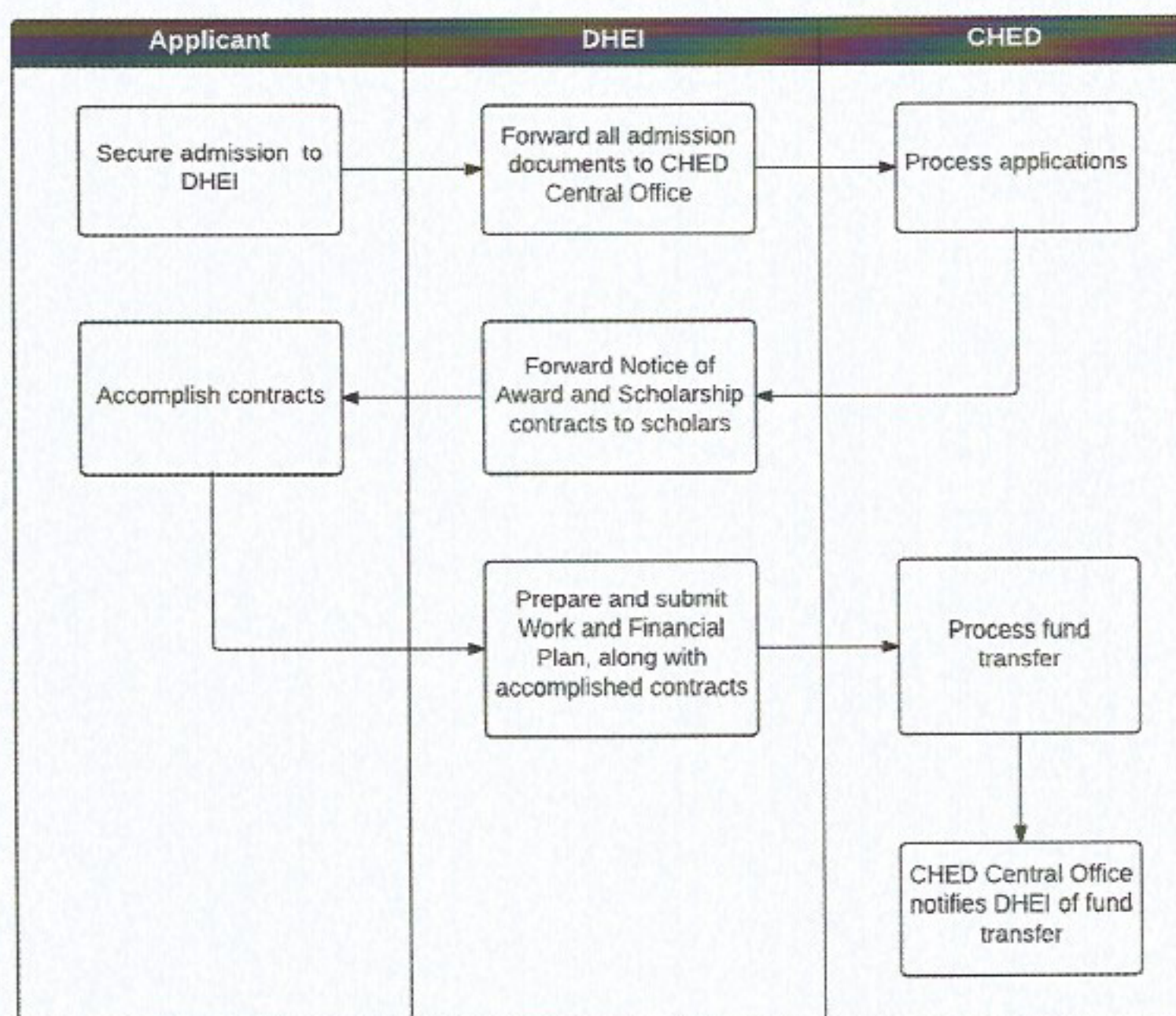
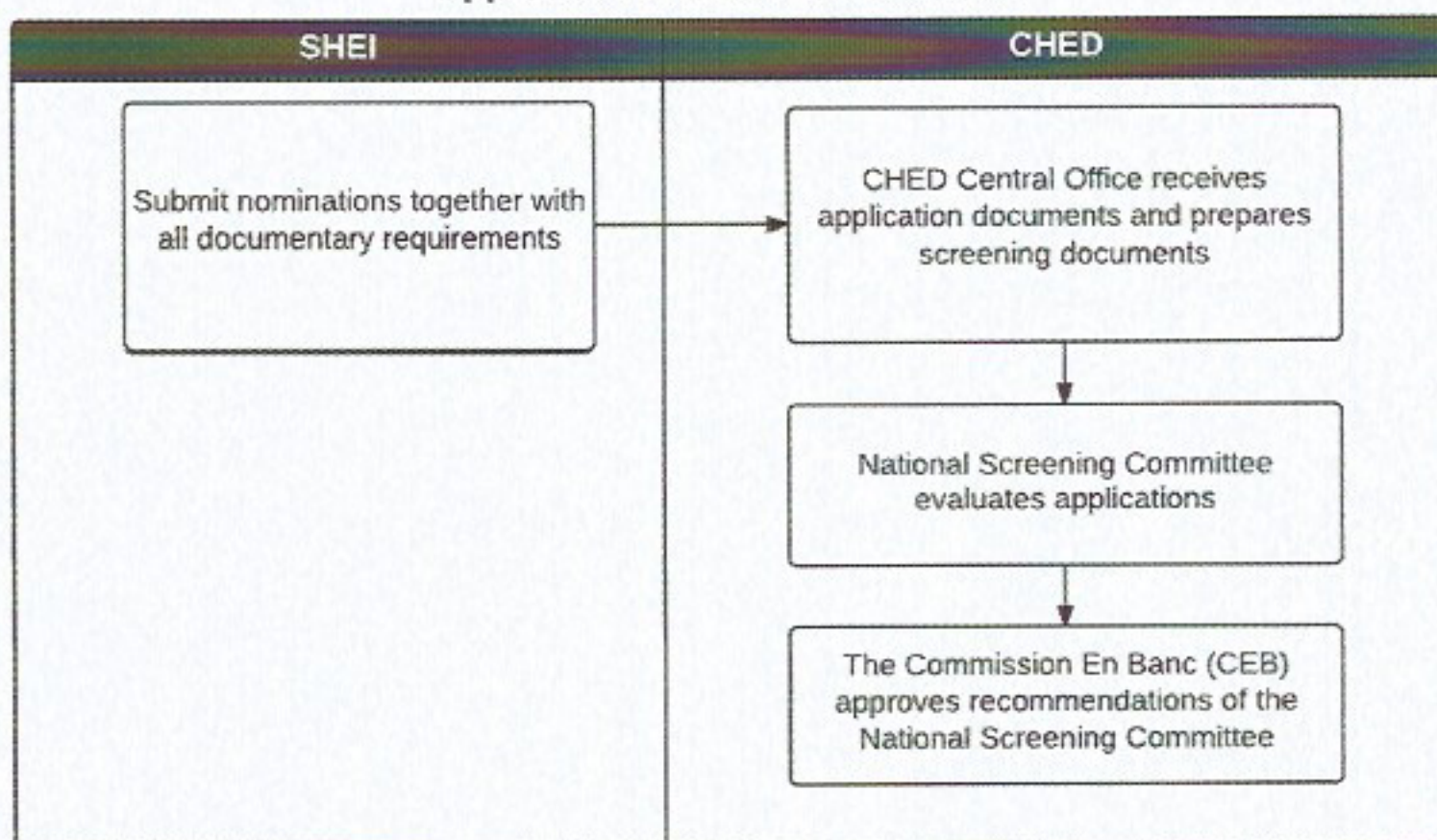
#### Appendix 4: Evaluation Criteria

The Vetting Panel shall use the following criteria to evaluate the strength the nominations submitted by SHEIs:

|                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <i>Relevance and appropriateness of nominations</i>   | <ul style="list-style-type: none"> <li>• Relevance of the roster of nominations and disciplines in which nominations are made in addressing current gaps in skills or instruction in the SHEI, fulfilling its institutional mandate, achieving its vision, mission and goals, serving its particular publics and cohort catchments, and enriching its course offerings; and</li> <li>• Relevance of the roster of nominations and disciplines in which nominations are made in increasing SHEI capacity to enhance development in the province or region in which the SHEI is located, and/or to help the country achieve stated regional and/or national development goals.</li> </ul>                                               |
| <i>Consistency and clarity of strategic direction</i> | <ul style="list-style-type: none"> <li>• The clarity, completeness and quality of the SHEI's Institutional Development Plan, and its consistency with its mandate;</li> <li>• The clarity, completeness and quality of the SHEI's Faculty Development Plan and Staff Development Plan (Templates 5 and 6 from CHED Strategic Faculty and Staff Development Plan);</li> <li>• Quality of SHEI's overall strategy for the K to 12 Transition Period (ie. support provided to faculty and staff, and strategic distribution of teaching and work loads, etc.); and</li> <li>• The quality of SHEI's complementary research and extension arrangements, when available, and potential to have societal and/or economic impact.</li> </ul> |
| <i>Quality of nominees</i>                            | <ul style="list-style-type: none"> <li>• The qualifications of each individual nominee and potential to contribute to strengthening programs in the SHEI through teaching, research and other activities; and</li> <li>• The potential of each individual nominee to become a leader and/or productive researcher in the field, in the region/country, as evidenced by academic track record and past research outputs.</li> </ul>                                                                                                                                                                                                                                                                                                    |



**Appendix 5: Procedure Flowchart**





### Appendix 6: Scholarship Privileges and Incentives

#### Full Scholarship for Master's or Doctoral Program

| Items                                                                             | Master's                                                                                     | Doctorate     |
|-----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|---------------|
| 1. Tuition and other Fees                                                         | <i>Actual tuition and other fees</i>                                                         |               |
| 2. Book Allowance                                                                 | P10,000/academic year                                                                        |               |
| 3. Stipend                                                                        | P20,000/month                                                                                | P28,000/month |
| 4. Transportation Assistance ( <i>for those studying outside their province</i> ) | P10,000/academic year                                                                        |               |
| 5. Thesis/Dissertation Allowance                                                  | P50,000                                                                                      | P100,000      |
| 6. Group Insurance                                                                | P500/year                                                                                    | P500/year     |
| 7. Administrative Support (for DHEIs)                                             | Up to 5% of total cost of tuition and other fees of all CHED-funded faculty scholars in DHEI |               |