

Philippine Christian University

1648 Taft Avenue cor. Pedro Gil St., Malate, Manila

July 29, 2025

Junifen F. Gauuan, PhD
University President
Philippine Christian University

Dear **Dr. Gauuan**,

Warm Christian greetings!

I would like to respectfully recommend the continuation of the **Grants, Research Increase, and Teaching Forums (GRIT) Program** for 2025. Following its successful implementation in the last two years, the program has proven to be an effective initiative in enhancing faculty research productivity, capacity building, and fostering a stronger research culture within the university.

The **GRIT Program 2025** has been revised and expanded to include not only faculty members but also **academic and administrative staff**, recognizing their vital role in advancing research and institutional development. This inclusive approach aims to build research capacity across all sectors of the university and foster a more collaborative and empowered academic community.

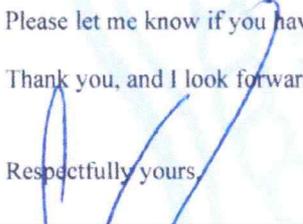
The program comprises research grants, incentives, department-level recognition, and capacity-building seminars—including those aligned with our partnership with the DOST-NRCP RDLead Program, as stipulated in the Memorandum of Agreement.

Attached is the revised program document for your review and approval. With your continued support, GRIT 2025 can once again serve as a transformative platform for institutional growth and academic excellence.

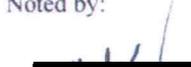
Please let me know if you have any questions or suggestions.

Thank you, and I look forward to your favorable response.

Respectfully yours,


Junifen F. Gauuan, MBA, MEd, PhD ©
Director
Institute for Research, Innovation, and Sustainability

Noted by:


Margie Dela Cruz, PhD
Vice President, Globalization and Extension Program


OB
1880


CAS
MARIE FAYE S. FUERTES, LPT
PRC License No. 1499968
10/26/25
1/20/25

Philippine Christian University

1648 Taft Avenue cor. Pedro Gil St., Malate, Manila

Grants, Research Increase, and Teaching Forums (GRIT) 2025

I. Scope:

This policy applies to all full-time and part-time faculty members of Philippine Christian University (PCU), as well as qualified academic and administrative staff who are engaged in or contribute to the university's research and innovation initiatives.

II. Rationale:

This academic year, the **Research and Publication Office** will launch a new research grant programme called **GRIT, or Grants, Research Increase, and Teaching Forums**, as part of its ongoing commitment to academic excellence and the advancement of research. The programme includes four (4) projects, which are enumerated below.

III. Definition of Terms:

Colloquium – an academic meeting or conference where faculty members can present their research.

Conference – a convention of people of a particular field, usually a large group of professional individuals.

Subsidy – refers to funding to defray the cost of attending a conference.

IV. Policy Statement:

1. Paper Presentation Subsidy

1.1. Full-time and part-time faculty members, as well as qualified staff members engaged in research, may apply for a paper presentation subsidy if they are accepted to present their research at a local or international conference.

1.2. The subsidy for full-time faculty presenting at a local conference is up to Php 10,000.00 and up to Php 20,000.00 for an international conference. In contrast, part-time faculty are eligible for a subsidy of up to Php 5,000.00 for a local conference and up to Php 10,000.00 for an international conference. This includes airfare, hotel accommodations, pre-departure expenses, allowances, and conference registrations.

1.2.1. **Regular administrative and academic staff** may also apply for a **maximum subsidy of Php 10,000.00** for either a local or international conference, **provided their research paper is accepted for presentation, aligned with the institutional research agenda, and they are officially endorsed by their office/department head and the Institute for Research, Innovation, and Sustainability (IRIS).**

1.3. Full-time faculty may be granted a total of two (2), while part-time faculty may avail themselves of one (1) per academic year. The total incentive will only be given to the presenter.

1.3.1. **Regular academic and administrative staff** may also avail of **one (1) approved subsidy per academic year.** The total subsidy will be granted only to the presenter.

1.4. Poster presentations are not considered for any subsidy.

1.5. International conferences to be held in the Philippines will be treated as local conferences.

1.6. The primary affiliation of the presenter must be the Philippine Christian University.

1.7. Additionally, the grantee must conform to the post-conference requirements written in the application form PCU RPO 001. Failure to comply with these requirements may make the grantee ineligible for future funding.

2. G.R.I.T. Summit Award: Most Outstanding Department in Research Productivity

2.1. This community-wide award is intended to commend the department with the highest research productivity. The award is based on a comprehensive evaluation of the department's research output, including research colloquia, published handbooks or books (relevant to the program), conference presentations, and publications.

2.2. The incentive for this award takes the form of a bonus cache.

Philippine Christian University

1648 Taft Avenue cor. Pedro Gil St., Malate, Manila

- 2.2.1. Up to Php 50,000.00 for 1st place, Php 30,000.00 for 2nd place, and Php 10,000.00 for 3rd place may be spent on Christmas parties, team buildings, renovations, etc., at the department head's discretion but with complete transparency.
 - 2.3. The Summit Award is selected through a weighted index of research endeavours as follows and divided by the number of faculty members (full-time and part-time faculty) reported at the beginning of the academic year:
 - 2.3.1. Research Colloquia - 1pt each
 - 2.3.2. Published handbooks, books (with ISSN, ISBN; should be aligned with the program) - 2 pts each
 - 2.3.3. Commissioned Research Projects - 2 pts each
 - 2.3.4. Conference Presentations - 2 pts each
 - 2.3.5. Publication (including conference proceedings, Non-ISI/Scopus Journal, CHED JIP Journal, ISI/Scopus Journal) - 3 pts each
 - 2.4. Instructions and submission guidelines will be provided to all departments eligible for the award. The department that accumulates the highest research productivity based on the weighted matrix will be recognized as the most productive research department.
 - 2.5. Upon endorsement of the department head and school dean, the department's designated research coordinator must submit complete documentation of points earned at the end of every academic year.
 - 2.6. The awarding of the G.R.I.T. Summit Award: Most Outstanding Department in Research Productivity is conducted at the start of the following academic year.
 - 2.7. In case of a tie, departments may split the cache evenly.
 - 2.8. Additionally, the department must appoint a research coordinator who will accomplish and submit PCU RPO 002 upon approval of the department head.
3. **Research Incentives**
- 3.1. Publications in peer-reviewed, scholarly journals are the pinnacle of achievement from a single research project. These forms of dissemination are documented and achieved in written and electronic media after a rigorous process. This is conferred upon publication:
 - 3.1.1. Up to Php 1,000.00 per publication is distributed among the authors.
 - 3.1.2. Up to Php 5,000.00 per publication under CHED JIP (Journal Incentive Program) journals, Non-ISI/Scopus journals, CHED JIP journals, and ISI/Scopus journals distributed among authors.
 - 3.2. The incentive amount is computed against the number of PCU authors reported.
 - 3.3. The publication of a faculty member in a journal where they are either an officer or a member of the Editorial Board, Board of Directors, or any committee within the scope of the said journal is not covered by this policy. Additionally, such publication cannot be used as an output for promotion or any application that would merit an economic benefit from the concerned faculty.
 - 3.4. Incentives are only applicable if the publication of the journal was not subsidized by the Philippine Christian University. If PCU subsidized the journal, the research incentives do not apply.
4. **Capacity-Building Seminars in Partnership with PCU Research Ethics Committee (REC) and DOST-NRCP RDLead Program**
- 4.1. **Overview:**

As part of GRIT 2025, a series of capacity-building seminars and workshops will be conducted in partnership with the Philippine Christian University Research Ethics Committee (PCU-REC) and the Department of Science and Technology – National Research Council of the Philippines (DOST-NRCP) RDLead Program.
 - 4.2. **Objectives:**

Philippine Christian University

1648 Taft Avenue cor. Pedro Gil St., Malate, Manila

These seminars are designed to strengthen institutional research capacity by providing comprehensive training to faculty and staff on topics such as responsible research practices, ethics review processes, proposal writing, project implementation, and publication strategies.

4.3. **Participation:**

The seminars will be open to all full-time and part-time faculty, as well as regular academic and administrative staff, subject to endorsement by their respective department heads or unit supervisors.

4.4. **Implementation:**

The seminar topics, schedule, and expected outputs are enumerated in the **Memorandum of Agreement (MOA)** executed between PCU and DOST-NRCP. The IRIS Office shall coordinate the roll-out and documentation of these activities in collaboration with the RDLead Expert and PCU-REC.

4.5. **Expected Outcomes:**

- 4.5.1. Improved research competencies among faculty and staff
- 4.5.2. Greater compliance with ethical standards in research
- 4.5.3. Increased participation in externally funded research initiatives
- 4.5.4. Strengthened institutional research governance and infrastructure

