



Republic of the Philippines
OFFICE OF THE SECRETARY
Elliptical Road, Diliman,
Quezon City 1100, Philippines

Memorandum Circular No. 26
Series of 2023

**SUBJECT: GUIDELINES ON THE RESEARCH FELLOWSHIP PROGRAM
UNDER THE BIOTECHNOLOGY PROGRAM OF THE DEPARTMENT OF
AGRICULTURE**

WHEREAS, Ambisyon Natin 2040 recognizes that agriculture, fisheries, forestry and countryside development contribute the greatest potential in realizing the Ambisyon Natin 2040 for a prosperous, predominantly middle class society. Furthermore, the agricultural sector is also key in providing raw materials to the manufacturing and service sectors, resulting in forward linkages in terms of higher-paying and more stable job opportunities. Hence, harnessing the agricultural sector growth potentials are needed to promote more inclusive development;

WHEREAS, the Department of Science and Technology (DOST) is tasked to provide central direction, leadership and coordination of scientific and technological efforts that the results therefrom are geared and utilized in areas of maximum economic and social benefits for the people. Furthermore, the DOST through its sectoral council, the Philippine Council for Agriculture, Aquatic and Natural Resources Research and Development (PCAARRD) has currently successfully implemented the Science and Technology (S&T) Fellows Program to increase the agency's research capability;

WHEREAS, it is the primary responsibility of the Department of Agriculture (DA) to help develop the agriculture and fisheries sectors of the country by providing appropriate support services, which will boost farm productivity, profitability, and resource sustainability;

WHEREAS, the Agriculture and Fisheries Modernization Act or AFMA of 1997 (R.A. 8435) recognizes the possible contribution of biotechnology as one of technology options to attain food security, sector competitiveness, and resilience to climate change;

WHEREAS, the OneDA Reform Agenda program aims to transform agriculture into a competitive sector based on consolidation, modernization, industrialization, professionalization, and science-based key strategies. Furthermore, DA recognizes the central role biotechnology plays as a pillar to the OneDA Reform Agenda to ensure agricultural productivity, sustainability, economic growth and nutritional security;

WHEREAS, the DA Biotech Program supports the thrust to move the agriculture and fisheries sector from resource-based to technology-based sector pursuant to Agriculture and Fisheries Modernization Act or AFMA of 1997 (R.A. 8435);

WHEREAS, the development of biotechnologies demands a critical mass of competitive experts in the use of agricultural biotechnology tools, and in order to

achieve this, it is necessary to provide opportunities to pursue and build a career in agricultural biotechnology for domestic imminent scientists;

WHEREAS, the DA Biotech Program intends to emulate the success of the S&T Fellows Program of DOST-PCAARRD with focus on agriculture, livestock, and fisheries.

NOW, THEREFORE, I, DOMINGO F. PANGANIBAN, Senior Undersecretary of the Department of Agriculture, by the powers vested in me by law, do hereby issue this Circular prescribing guidelines on the DA Biotechnology Research Fellowship Program to guide its efficient implementation, effective monitoring and evaluation, and relevant impact.

ARTICLE I

THE DA BIOTECH RESEARCH FELLOWSHIP PROGRAM

Section 1. Research Fellowship Program Description

The DA Biotech Research Fellowship Program provides support to research and development (R&D) projects on biotechnology applications by:

- a.1. granting funds for short-term R&D projects identified as urgent and important to help address a sectoral concern; and,
- a.2. augmenting the R&D capacity of institutions by supporting experts and researchers to work full time on research and development projects in host institutions and expedite delivery of outputs.
- b. The fellowship program aims to contribute in addressing urgent concerns affecting the agriculture and fishery sectors, and to the overall objective of modernizing Philippine agriculture through development of improved products and protocols anchored on OneDA Reform Agenda.
- c. The DA-BPO Research Fellowship grant is anchored on its unique role to promote the use of safe and sustainable biotechnology using advanced technologies through its Fellowship offering, in an effort to lift the country's agricultural productivity to a higher growth trajectory. The Fellowship are as follows:
 - c.1. Scientific Fellowship (SF)
 - i. Research Associate
 - ii. Senior Research Associate
 - c.2. Senior Scientific Fellowship (SSF)
 - i. Visiting Research Fellow
 - ii. Visiting Distinguished Scientist
- d. The proposed two-tier system is designed to maximize the local talent that will ensure DA be able to discharge its mandate, and to further enhance the existing pool of expertise in DA's agency by engaging with international collaborators through Scientific Fellowship (SF) and Senior Scientific Fellowship (SSF), respectively.

Section 2. Definition of Terms

- a. *Agricultural Biotechnology* refers to “A collection of scientific techniques used to improve plants, animals and microorganisms. Based on an understanding of DNA, scientists have developed solutions to increase agricultural productivity.” (USAID, ABSP II, PBS, 2004);
- b. *Host institution* refers to the agency or institution where the research and development project is conducted;
- c. *Host scientist* refers to the expert or researcher who occupies a permanent position in the host institution and takes an active role in the research project of the grantee;
- d. *Research Associate fellow* refers to the recipient of the Research Associate Fellowship Program grant after meeting the qualification requirements provided in Article V (Section 12);
- e. *Senior Research Associate fellow* refers to the recipient of the Senior Research Associate Fellowship Program grant after meeting the qualification requirements provided in Article V (Section 13);
- f. *Visiting Research fellow* refers to the recipient of the Visiting Research Fellow Program grant after meeting the qualification requirements provided in Article V (Section 14); and
- g. *Visiting Distinguished Scientists fellow* refers to the recipient of the Visiting Distinguished Scientist Fellowship Program grant after meeting the qualification requirements provided in Article V (Section 15).

ARTICLE II TYPES OF GRANTEE

Section 3. Research Associate Fellow

The Research Associate program shall be intended for Bachelor degree graduates who obtained their degree not more than 3 years from the date of graduation. Its main goal shall be to encourage graduates to enter government service and start their career early with DA. This fellowship shall also provide an avenue among graduates of the agriculture and related field, to apply their knowledge to address urgent concerns related to the agricultural sector, and will ensure stable acquisition of precious technical talent for DA to discharge its mandate.

Section 4. Senior Research Associate Fellow

The Senior Research Associate Fellow program shall be intended for applicants with a Master of Science (MS) degree with at least 2 years of research experience, including thesis. This fellowship aims to entice upcoming and talented researchers to execute research programs under the supervision of more experienced scientists. Its main goal is to conduct urgent priority research areas that shall complement the implementation of the DA Biotech Program research programs. Furthermore, it also aims to produce a critical number of qualified researchers to conduct and execute state-of-the-art agricultural research programs.

Section 5. Visiting Research Fellow

The Visiting Research Fellow program shall be intended for new PhD graduates who obtained their degree not more than 5 years from the date of graduation and with at least 2 years of research experience, including dissertation. The Program shall be open to international or local PhD graduates who have prior overseas training for at least 2 years. It aims to entice promising PhD-graduate researchers to infuse innovation and novel ideas in the local agricultural sector through technology transfer, as well as to jump-start their research career in the Philippines.

Section 6. Visiting Distinguished Scientists Fellow

The Visiting Distinguished Scientist program shall be intended for Filipino scientists outside the Philippines and those who have retired in the country with strong track and industry related records, and are conducting or have conducted research and technology transfer to industry are aligned with the DA-Biotechnology Program priority areas that intends to attain food security, enhance sector competitiveness, and strengthen climate change resiliency using biotechnology as a tool. The program aims to entice Filipino overseas experts to conduct research and transfer technologies along with local agricultural scientists thereby encouraging dynamic collaboration among international and local scientists. The ultimate goal is to hasten the transfer of crucial technologies and skill-set on latest agricultural biotechnology techniques thus enhancing local expertise to conduct agricultural research using state-of-the-art biotechnology and expand and strengthen the agricultural biotechnology industry in the country.

This fellowship shall complement and augment existing international cooperation agreements on agriculture, which cover technological innovations and scientific and technical cooperation.

ARTICLE III COMPENSATION AND BENEFITS

Section 7. Research Associate Fellow

The grant under this fellowship shall covers the following:

- a. For six (6) months, the grantee shall receive a monthly stipend equivalent to the latest prescribed rate for the Salary Grade 13 as duly mandated by the government institutions. The grant shall only be renewed for a maximum of five (5) consecutive times or for a total of three (3) years.
- b. The grantee shall also enjoy the following benefits throughout the duration of the Fellowship:
 - b.1. Housing allowance worth PhP 7,700 monthly;
 - b.2. Meal allowance worth PhP 7,700.00 monthly;
 - b.3. Dental worth PhP 4,400.00 bi-annually, HMO Medical worth PhP 5,500.00 annually, and Insurance worth PhP 1,100.00 annually;

b.4. Seed Research Grant worth PhP 500,000.00. Additional funds may be requested subject to DA-BPO and Host Institution approval;

b.5. Annual round-trip ticket (*Economy class*) worth PhP 11,000.00 annually.

Section 8. Senior Research Associate Fellow

The grant under this fellowship shall covers the following:

a. For six (6) months, the grantee shall receive a monthly stipend equivalent to the latest prescribed rate for the Salary Grade 19 as duly mandated by the government institutions. The grant shall only be renewed for a maximum of five (5) consecutive times or for a total of three (3) years.

b. The grantee shall also enjoy the following benefits throughout the duration of the Fellowship:

b.1. Housing allowance worth PhP 7,700 monthly;

b.2. Meal allowance worth PhP 7,700.00 monthly;

b.3. Dental worth PhP 4,400.00 bi-annually, HMO Medical worth PhP 5,500.00 annually, and Insurance worth PhP 1,100.00 annually;

b.4. Seed Research Grant worth PhP 1,000,000.00. Additional funds may be requested subject to DA-BPO and Host Institution approval;

b.5. Annual round-trip ticket (*Economy class*) worth PhP 11,000.00 annually.

Section 9. Visiting Research Fellow

The grant under this fellowship shall covers the following:

a. For six (6) months, the grantee shall receive a monthly stipend equivalent to the latest prescribed rate for the Salary Grade 23 as the minimum to Salary Grade 24 as the maximum, as duly mandated by the government institutions, as evaluated by the Selection Committee based on the merits of applicant's eligibility. The grant shall only be renewed for a maximum of five (5) consecutive times or for a total of three (3) years.

b. The grantee shall also enjoy the following benefits throughout the duration of the Fellowship:

b.1. Housing allowance worth PhP 7,700 monthly;

b.2. Meal allowance worth PhP 7,700 monthly;

b.3. Dental worth PhP 4,400.00 bi-annually, HMO Medical worth PhP 5,500.00 annually, and Insurance worth PhP 1,100.00 annually;

b.4. Travel allowance worth PhP 55,000.00 annually;

b.5. Seed Research Grant worth PhP 1,500,000.00. Additional funds may be requested subject to DA-BPO and Host Institution approval;

b.6. Annual round-trip ticket (*International - Economy class*) worth PhP 110,000.00 annually.

Section 10. Visiting Distinguished Scientist

The grant under this fellowship shall covers the following throughout the duration of the Fellowship:

a. For six (6) months, the grantee shall receive a monthly stipend equivalent to the latest prescribed rate for the Salary Grade 25 as the minimum to Salary Grade 27

as the maximum, as mandated by the government institutions, as evaluated by the Selection Committee based on the merits of applicant's eligibility. The grant shall only be renewed for a maximum of five (5) consecutive times or for a total of three (3) years.

- b. The grantee shall also enjoy the following benefits:
 - b.1. Housing allowance (PhP 7,700 monthly);
 - b.2. Meal allowance (PhP 7,700 monthly);
 - b.3. Dental (PhP 4,400.00 bi-annually), HMO Medical (PhP 5,500.00 annually), and Insurance (PhP 1,100.00 annually);
 - b.4. Travel allowance (PhP 55,000.00 annually);
 - b.5. Seed Research Grant worth PhP 2,000,000.00. Additional funds may be requested subject to DA-BPO and Host Institution approval;
 - b.6. Annual round-trip ticket (*International - Economy class*) worth PhP 110,000.00 annually.

ARTICLE IV

SELECTION COMMITTEE

Section 11. Composition of the Selection Committee

The Selection Committee shall be responsible to screen qualified applicants to the Fellowship program and evaluate the merits of applicants. The composition of the Selection Committee shall be composed of the following and shall be uneven in number:

1. The Director-Coordinator of DA-Biotechnology Program Office as Chair of the Selection Committee;
2. Center Chiefs of the following:
 - a. Crop Biotechnology Center (CBC)
 - b. Livestock Biotechnology Center (LBC)
 - c. Fisheries Biotechnology Center (FBC)
3. The Implementing Partner or Host Agency.

The Selection Committee shall be assisted by DA-Biotechnology Program Office staff who shall be directly involved on the Institutional Capability Enhancement (ICE) of the Program.

ARTICLE V

APPLICATION ELIGIBILITIES

Section 12. Research Associate Fellow

The Research Associate Fellow Grant shall be open for application to all BS degree-holders, with the following qualifications:

- a. A graduate of Bachelor of Science degree who obtained their degree not more than 3 years from the date of graduation, in the field of Agriculture, Biotechnology, Molecular Biology, Biological Sciences, or related fields with

- thesis in molecular biology and biotechnology as applied to agriculture or as determined by the Selection Committee;
- b. With or without research experience;
- c. Shall be of high intellectual capacity as demonstrated by academic achievement with a Grade Point Average of at least 2.25 (with 1.0 as the highest) or 80% or equivalent, with good standing;
- d. Shall pass screening of the selection committee which shall be composed of an interview and psychological exam;
- e. Shall be willing to be assigned into DA-BPO's Centers or any DA's attached agencies; and
- f. Shall be willing to attend short overseas training, conferences, consortiums, or other trainings as required by the Host Scientist;

Additional qualifications may be added or modified as determined by the Selection Committee.

Section 13. Senior Research Associate Fellow

The Senior Research Associate Fellow grant shall be open for application to all MS degree-holders, with the following qualifications:

- a. A graduate of Master of Science degree in Agriculture, Biotechnology, Molecular Biology, Biological Sciences, or related fields whose date of graduation is within three years from the date of application, with thesis in molecular biology and biotechnology as applied to agriculture or as determined by the Selection Committee;
- b. With at least two (2) year of research experience including thesis;
- c. Shall be of high intellectual capacity as demonstrated by academic achievement during BS and MS;
- d. Shall pass the screening process consisting of interviews and psychological exam given by the Selection Committee;
- e. Shall be willing to be assigned in DA-BPO's Centers or any DA's attached agencies;
- f. Shall be willing to attend short overseas training, conferences, consortiums, or other trainings as required by Host Scientist;

Additional qualifications may be added or modified as determined by the Selection Committee.

Section 14. Visiting Research Fellow

The Visiting Research Fellow grant shall be open for application to all PhD degree-holders, with the following qualifications:

- a. Shall be a PhD graduate in the field of Agriculture, Biotechnology, Molecular Biology, Biological Sciences or related field with dissertation in Molecular Biology and Biotechnology as applied to agriculture or as determined by the Selection Committee;
- b. Shall have obtained PhD degree not more than 5 years from the date of graduation and with at least 2 years of research experience;
- c. Shall have led at least 1 project as project leader or with substantial contribution;

- d. Shall have at least 1 publication in Clarivate Analytics-indexed journal;
- e. Shall pass interviews conducted by the Selection Committee;
- f. Shall be willing to relocate and assigned to DA-BPO's Centers or in any DA's attached agencies in the Philippines as required.

Additional qualifications may be added or modified as determined by the Selection Committee.

Section 15. Visiting Distinguished Scientists Fellow

The Visiting Distinguished Scientists Fellow grant shall be open for application to all PhD degree-holders, with the following qualifications:

- a. Must hold a PhD degree in the field of Agriculture, Biotechnology, Molecular Biology, Biological Sciences or related field with dissertation in Molecular Biology and Biotechnology as applied to agriculture or as determined by the Selection Committee;
- b. Shall have an excellent scholastic standing among peers as evident by awards received, publications in scopus-indexed journal with high impact factor, or patents filed;
- c. Shall have led at least 3 research projects as Principal Investigator (PI) or lead Scientist;
- d. Shall have an endorsement by local scientist as co-project leader or similar role;
- e. Shall pass interviews conducted by the Selection Committee;
- f. Shall be willing to relocate and be assigned to DA-BPO's Centers or in any DA's attached agencies in the Philippines as required.

Additional qualifications may be added or modified as determined by the Selection Committee.

ARTICLE VI APPLICATION PROCEDURE

Section 16. Application process

Annually, for the duration of the program, a fixed number of applicants shall be set for each fellowship to allow advance funding allocation. Furthermore, the calls for applications shall be opened throughout the year whenever deemed appropriate by the Implementing Partner or Host Agency. The guidelines for application will be as follows:

1. The submission of the application shall contain the following documents for initial screening by the Selection Committee:
 - a. Letter of Application addressed to the DA-BPO's Director-Coordinator;
 - b. Comprehensive Curriculum Vitae with at least three (3) character reference;
 - c. Transcript of Record/True Copy of Grades.

2. The Selection Committee shall be convened within five (5) working days from the last day call for application to distribute the documents as stated in Article VI, Section 16, No. 1, to members of the Selection Committee;
3. The deliberation of the applicants shall commence after five (5) working days from the date convening of Selection Committee has lapse;
4. The deliberation shall occur for three (3) working days or less but could not exceed five (5) working and may occur through face-to-face or virtually;
5. The selection scoring system shall be developed by the Selection Committee and shall be approved by DA-BPO, with one vote each from the following:
 - a. 1 vote from the DA-BPO;
 - b. 1 vote from CBC;
 - c. 1 vote from LBC;
 - d. 1 vote from FBC;
 - e. 1 vote from the Implementing Partner or Host Agency.
6. An applicant shall obtain majority votes at quorum to be qualified for the Fellowship being applied for;

Section 17. Application Results

1. Result of the deliberation shall be transmitted to the Institutional Capacity Enhancement (ICE) of the DA-BPO within two (2) working days by the Chair of the Selection Committee upon the conclusion of the deliberation;
2. The transmitted result shall be made known to the Staff directly involved in the Institutional Capacity Enhancement (ICE) of DA-BPO which shall transmit the same with written notice to the successful and unsuccessful applicants within two (2) working days from the day the transmitted result received;

ARTICLE VII
REQUIREMENTS UPON ACCEPTANCE

Upon successfully passing the initial screening, the following shall be submitted to the DA-BPO prior to the commencement of the Grants:

- a. Fully accomplished application Form (Annex 1: RFP Application Form);
- b. Certified True Copy of Transcript of Record or Certificate of Completion;
- c. Scanned copy of Diploma;
- d. Scanned copy of certificate on training attended within the last 5 years;
- e. NBI Clearance;
- f. Physical/Medical Examination Report; and
- g. PhilHealth ID Number and/or Life Insurance receipt/certificate.

ARTICLE VIII HOST INSTITUTION

Section 18. Host Institution

Host Institution is an institution with an existence Memorandum of Agreement with DA-BPO to host Fellows under a research project. The research project under this program shall be conducted in the following host institutions:

- a. Philippine Rice Research Institute (PhilRice) in Muñoz, Nueva Ecija;
- b. Philippine Carabao Center (PCC) in Muñoz, Nueva Ecija;
- c. Bureau of Fisheries and Aquatic Resources-National Fisheries Research and Development Institute (BFAR-NFRDI) in Quezon City, Manila;
- d. Southeast Asian Fisheries Development Center (SEAFDEC) in Tigbauan, Iloilo;
- e. Public or private institutions provided it should not be where the Fellow is employed; or
- f. any institution willing to enter into a prearranged agreement by the applicant and approved by the DA BPO.

Section 19. Responsibilities of the Host Institution

The Host Institution shall:

- a. allow use of existing facilities and utilities;
- b. when necessary, assign support staff for the smooth conduct of the research and training activities;
- c. receive and issue an acknowledgement receipt of all capital outlay donated after the conduct of the study;
- d. monitor and evaluate activities of the grantee;
- e. publish the list of DA Biotech Program-supported research and development projects with information regarding implementing institutions, project leaders, project duration, and contact information;
- f. release the grants to the Fellow every end of the month for the duration of the fellowship upon receipt of the accomplishment report duly noted by the host scientist;
- g. evaluate the Fellow's performance together with the host scientist and recommended to the DA Biotech Program Office extension or non-extension of the fellowship grant;
- h. facilitate processing of requests made by the host institution/scientist relevant to the Research Fellowship Program;
- i. undertake necessary activities supportive of the professional growth and development of Fellows under the Scientific Fellowship; and
- j. submit recommendations to the DA Biotech Program Office as warranted.

ARTICLE IX HOST SCIENTISTS

Section 20. Responsibilities of the Host Scientist

The Host Scientists shall:

- a. take an active role in the research project;
- b. be part owner of any ensuing intellectual property from the research such as being a co-author in the publications and designated as co-inventor in the patent application;
- c. not accommodate more than three (3) research fellows;
- d. be available for consultation at least twice a week.

Section 21. Eligibility of Host Scientist (HS) for Research Associate Fellow

The Host Scientist for Research Associate Fellow shall:

- a. be a MS degree holder;
- b. have at least 1 publication as lead author or co-author in Clarivate Analytics-indexed journal;
- c. occupy permanent position in any institution listed in Section 18 of Article VIII of Host Institution;
- d. currently lead or co-lead at least 1 research project in the field of specialization;
- e. without any pending administrative and criminal cases.

Section 22. Eligibility of Host Scientists (HS) for Senior Research Associate Fellow

The Host Scientist for Senior Research Associate Fellow shall:

- a. be a PhD degree holder with at least 3 years of total research experience; OR an MS degree holder with with at least 5 years of total experience;
- b. have at least 3 publication as lead author or co-author in Clarivate Analytics-indexed journal;
- c. occupy permanent position in any institutions listed in Section 18 of Article VIII of Host Institution;
- d. currently lead or co-lead at least 1 research project in the field of specialization;
- e. without any pending administrative cases.

Section 23. Eligibility of Host Scientists (HS) for Visiting Research Fellow

The Host Scientists for Visiting Research Fellow shall:

- a. hold a PhD degree with at least 5 years of total research experience;
- b. At least 5 publications of which 3 publications as author or co-author in Clarivate Analytics-indexed journal;
- c. occupy permanent position in any institutions listed in Section 18 of Article VIII of Host Institution;
- d. currently lead or co-lead at least 1 research project in the field of specialization;
- e. without any pending administrative cases.

Section 24. Eligibility of Host Scientists (HS) for Visiting Distinguished Scientist Fellow

The Host Scientists for Visiting Distinguished Scientist Fellow shall:

- a. be a PhD degree holder with at least 10 years of total research experience;

- b. have at least 10 publications of which 5 publications as author or co-author in ISI-indexed journal;
- c. occupy permanent position in any institution listed in Section 18 of Article VIII of Host Institution;
- d. currently lead or co-lead at least 1 research project in the field of specialization;
- e. be of good scholarly standing as deemed by the Selection Committee and without any pending criminal and administrative cases.

Section 25. Host Scientist Incentive

1. The Host Scientists for Scientific Fellowship and Senior Scientific Fellowship shall receive an incentive in accordance to the most recent DBM guidelines on the grant of honoraria subject to COA rules and regulations;
2. The incentive will be received upon the submission of the grantee's quarterly accomplishment report.
 - a. provide grantee with relevant venue for the conduct of lectures, workshops, hands-on training, field exposure and other mode of learning in order to efficiently disseminate knowledge and retool Host Institution technical talent;
 - b. conduct assessment of the performance of the grantee and report on this to the DA Biotech Program Office using the attached performance evaluation form in Annex 2;
 - c. make necessary arrangements for access to facilities including hardware and software as well as information needed by the grantee for the successful conduct of the research;
 - d. acknowledge the grantee in publications resulting from the collaborative research;

ARTICLE X EXPECTED OUTPUT

Section 32. Accomplishment Report

The Fellow shall submit accomplishment report the following to the DA Biotech Program Office:

- a. progress report noted and signed by the host scientist every quarter of project implementation;
- b. terminal report at the end of the project which shall be submitted 30 days after project conclusion;
- c. proof of submission of required number of publications submitted to any Clarivate Analytics-SCOPUS indexed journal;
- d. copy of application for patent/utility model a month after the project's conclusion if any;
- e. technical manual suitable for the extension services;

- f. Fellows under Senior Scientific Fellowship shall submit detailed report on lectures, workshops, training or learning platform conducted to the host institution and/or the intended beneficiaries;
- g. Fellows shall submit his or her laboratory or research notebook that detailed Fellows' activities to the Host Institution within thirty-days upon conclusion of the Fellow's grant.

ARTICLE XI BUDGETARY REQUIREMENT

All expenses incurred in the implementation of the Program including the Fellow's compensation, benefits, and Maintenance and Other Operating Expenses shall be charged against the DA Biotech Program fund through the DA Bureau of Agricultural Research subject to existing government accounting and auditing rules and regulations. The 3-year program shall recruit a maximum of **24 Research Associate Fellow, 24 Senior Research Associate Fellow, 3 Visiting Research Fellow, and 3 Visiting Distinguished Scientists Fellow.**

ARTICLE XII SEPARABILITY CLAUSE

If any section or provision of this Circular is held unconstitutional or invalid, the other sections or provisions shall remain valid and subsisting.

ARTICLE XIII REPEALING CLAUSE

All other Department issuances inconsistent with the provisions of this Circular are hereby repealed or modified accordingly.

ARTICLE XIV EFFECTIVITY

This Circular shall take effect immediately upon publication in the Official Gazette or in a newspaper of general circulation and its filing with the University of the Philippines Law Center- Office of the National Administrative Register (ONAR).

Done this 4th day of July, 2023 in Quezon City

DOMINGO F. PANGANIBAN
Senior Undersecretary



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