



Challenges Faced by Faculty Members at Apayao State College in Meeting Key Research Indicators: A Comprehensive Analysis

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Abstract

This study explores the challenges faced by faculty members at Apayao State College (ASC) in meeting key research indicators, as well as potential strategies to enhance research productivity. Using a qualitative approach, data were gathered through interviews and focus group discussions to gain deeper insights into the experiences and perspectives of faculty members. The findings revealed significant barriers, including the difficulty of balancing research with teaching and administrative duties, slow procurement processes, limited access to resources, and insufficient training in advanced research methodologies. Additionally, faculty members faced challenges in presenting at conferences, securing industry collaboration, and navigating the publication and intellectual property registration processes. Based on these findings, the study recommends implementing targeted interventions such as advanced training programs, mentorship initiatives for junior faculty, streamlined procurement systems, and dedicated research time. Furthermore, fostering industry partnerships, providing technical assistance for publication, and simplifying funding processes are essential to addressing these challenges. The study underscores the need for institutional support to create an enabling environment that empowers faculty members to achieve research excellence and contribute meaningfully to the academic and professional community.

Keywords: Research performance, quantitative analysis, research indicators



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Introduction

Research in higher education institutions helps in understanding societal issues, adapting to technological advancements, and finding solutions to population health problems. International recognition through research and quality assurance in higher education institutions is essential for improving competitiveness, building reputation, and contributing to national development (Marco, 2023).

Higher Education Institutions (HEIs) in the Philippines are mandated by the Commission on Higher Education (CHED) to engage in research activities alongside their fundamental roles in teaching and outreach services as stipulated in the Commission on Higher Education Memorandum Order 32 s. 2013. The directive from CHED compelled HEIs to facilitate high-quality research endeavors, particularly for individuals aspiring to attain full professorship. To implement this directive, the Commission on Higher Education (CHED) utilized research performance as a crucial factor for evaluating Higher Education Institutions (HEIs), providing financial assistance, granting accreditation, and determining rankings. Consequently, several HEIs introduced diverse initiatives and rewards to motivate their teaching staff to actively partake in research endeavors (Wong, 2019).

The most crucial factors in research included institutional support, reward system, research funding, mentoring, and electronic information resources. Addressing these factors can motivate other driving factors, ultimately leading to higher research productivity within the institution. The study of Landon 2022 provided several

recommendations for university decision-makers. These include the efficient allocation of research funds, the design and implementation of mentoring programs, the offering of research incentive schemes, the provision of support for promising research proposals, and the fostering of collaborations with external organizations to secure additional funding. Also, a recent study highlights the importance of academic institutes in fostering a conducive environment for research. Providing the necessary support and resources to universities like provision of research facilities and funds, allocation of time for research activities, career advancement linked to research output, and qualifications of faculty members can enable faculty members to engage in research activities more effectively. This, in turn, can have a positive impact on the institution's reputation, funding opportunities, and student enrollment, underscoring the symbiotic relationship between institutional support and research productivity (Helali, 2024).

Given the significant roles that faculty members play in research functions, the quantity and quality of their research output, including the number of completed research projects, presentations made, publications produced, and citations received, are directly impacted by their research competencies, which are defined as their knowledge, skills, and capabilities in conducting research. Thus, research productivity among faculty members, with these indicators, contribute to the advancement of knowledge but also enhances an institution's reputation, secures external funding, and provides valuable learning opportunities for students (Bland, 2005). However, achieving these benchmarks



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is often fraught with challenges, including limited resources, heavy teaching and administrative workloads, insufficient training, and difficulties in navigating the publication and intellectual property registration processes.

This study focuses on Apayao State College (ASC), a higher education institution in the Philippines, to comprehensively analyze the challenges faculty members face in meeting the key research indicators outlined under Major Final Output 2 (MFO 2). By identifying these challenges, the study aims to provide actionable insights and recommendations to enhance research productivity, support faculty development, and strengthen ASC's research culture. This research seeks to contribute to the broader discourse on improving research performance in HEIs, ensuring faculty members are equipped to fulfill their dual roles as educators and researchers in an increasingly competitive academic landscape.

OBJECTIVES

1. To comprehensively analyze the challenges faced by faculty members at Apayao State College (ASC) in meeting the following research indicators outlined under Major Final Output 2 (MFO 2):

- 1.1 Research completed
- 1.2 Research presented at conferences
- 1.3 Research outputs utilized or adopted by industries or other beneficiaries
- 1.4 Published research
- 1.5 Citations
- 1.6 Research awards

- 1.7 Externally funded research
- 1.8 Intellectual property registrations (copyright, utility models, patents)

2. To propose actionable recommendations for enhancing research productivity and institutional support.

METHODOLOGY

Research Design

This study employs a qualitative exploratory design to thoroughly investigate the challenges faced by faculty members at Apayao State College (ASC) in achieving key research indicators under Major Final Output 2 (MFO 2). Data collection involves in-depth, semi-structured interviews and focus group discussions (FGDs) with faculty members to capture rich, detailed insights into their experiences, challenges, and perspectives on research productivity. These methods allow for a nuanced exploration of issues such as balancing teaching and research responsibilities, limited access to resources, insufficient training, difficulties in publishing, and navigating intellectual property registration processes (Sabzwar, et.al., 2009). To contextualize these findings, document analysis of institutional policies, reports, and guidelines will be conducted. Thematic analysis will be applied to identify recurring patterns and themes, offering a comprehensive understanding of the barriers to research productivity. This qualitative approach ensures a deep, context-specific analysis, paving the way for actionable recommendations to strengthen research support and productivity at ASC.

During the qualitative phase, challenges experienced by faculty members which



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directly influence their research productivity outcomes were meticulously explored through interviews and FGDs. The qualitative findings not only elucidate the underlying factors affecting research performance but also complement and explain the quantitative results, providing a holistic understanding of the current state of research productivity among faculty members (Melcah, et.al., 2022). Together, these insights contribute to a robust framework for addressing institutional and individual barriers, fostering a more supportive environment for research excellence at ASC.

Locale of the Study

The study was conducted in both campuses of Apayao State College, namely in Conner and Luna Campuses.

Participants of the Study

The participants in this study were selected faculty members of ASC with high and low productivity profiles in research activities. Purposive sampling technique was used to ensure participants who were found most relevant to the aims of the study.

Research Instrument

A semi-structured interview guide was used to collect qualitative data from the faculty on challenges faced by the faculty in terms of the different indicators of the research productivity and recommendations to enhance the research productivity of the faculty members of ASC. The interview guide contained a list of open-ended questions and prompts that guided the interviewer during the interview process.

Data Gathering/ Ethical Considerations

A letter of permission to conduct the study at Apayao State College was submitted to the College President Apayao State College. After the request was approved, the researcher conducted in-depth interviews and FGD to collect qualitative insights on research challenges and productivity at the institution.

Statistical Analysis

Thematic analysis on the challenges faced by the faculty in terms of the different indicators of the research productivity and recommendations to enhance the research productivity of the faculty members of ASC was employed in the study.

RESULTS AND DISCUSSION

1. The challenges faced in their research activities and their recommendations to enhance the research productivity of the faculty members of ASC were thematically analyzed.

1.1 Completed Research

The challenges of faculty in completing their researches included heavy workload, long procurement process and insufficient trainings.

Balancing Research with Academic and Administrative Workload

Many respondents highlighted the difficulty in balancing research with other academic and administrative duties, leading to inadequate time for research activities. Heavy workload and additional tasks often leave little time for research. Specific roles, such as being a program chair/office director, add to the time constraints. Other commitments and



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preoccupations further limit the time available for research.

Faculty 01 stated:

"I genuinely enjoy conducting research because it allows me to enhance my skills and expand my knowledge. However, I frequently face competing demands from my teaching responsibilities, which leave me with little time for research. Without considering of giving units to research in the workload or if it is just minimal, conducting researches would be the last option for the faculty member to undertake."

Long Procurement Processes

Others also highlighted the complexity and inefficiency of procurement process and the limited access to resources (necessary laboratories and equipment). The procurement process is often slow, causing delays in receiving necessary materials for experiments.

Faculty 02 said:

"As a researcher, I often encountered difficulties due to limited access to information sources, facilities, and equipment necessary for conducting research especially experimental research. Minsan napakabagal ng procurement process at dahil dito kinakailangan pa naming maglabas ng aming sariling pera para mabili ang mga kakailanganing kagamitan at materyales."

Insufficient Training

Some expressed that they have insufficient training in research methodologies and statistical treatment. They have challenges in conceptualizing research projects due to lack of training and experience.

Faculty 03 said:

"I feel unprepared due to insufficient training in research methodologies and the skills necessary for conducting effective research. Furthermore, maintaining personal motivation can be challenging due to the overwhelming nature of balancing my work responsibilities with my family commitments."

1.2 Research Presentations:

Researchers encounter numerous obstacles when participating in research presentations namely: time constraints, lack of confidence in research presentation, and administrative and organizational barriers

Managing Significant Time Constraints

One of the primary challenges is managing significant time constraints. Researchers often have hectic schedules filled with academic responsibilities, such as teaching, grading, and administrative duties, which leave them with limited time to prepare for and attend presentations. This balancing act can be overwhelming and detracts from their ability to focus on their research work.

Lack of Confidence in Research Presentation

Another major hurdle is the lack of confidence and necessary skills. Many researchers feel uncertain about their proficiency in statistical treatment, which is crucial for analyzing and presenting research data accurately. Additionally, public speaking can be a daunting task for some, leading to anxiety and nervousness during presentations. This lack of confidence can affect their ability to effectively communicate their research findings to an audience.



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Faculty 04 said:

"The only obstacle I experienced during the presentation was the Q&A session. Although I was prepared and have good communication skills, I still felt anxious about my ability to answer questions.

Administrative and Organizational Barriers

Administrative and organizational barriers also pose significant challenges. For instance, obtaining approval from higher authorities to attend and participate in research conferences can be a cumbersome process. This bureaucratic hurdle can delay or even prevent researchers from presenting their work, thereby limiting their opportunities for academic growth and collaboration.

Faculty 05 said:

"Presenting abroad, just last year, my paper was approved for presentation but unluckily some processes involve in the preparation of documents for travel pop out, hence the presentation was personally declined.

1.3 Research Outputs Utilized/Adopted by Industry or Other Beneficiaries

Researchers encounter a multitude of challenges in their collaborations and the utilization of their research outputs namely: lack of collaborations, capacity to adopt technology produced through research, and low turn-out of research focused on technology and product development.

Lack of Collaborations

One significant issue they reported is the lack of collaborations and limited opportunities for partnerships, even when funding is available.

This can be attributed to various factors, such as insufficient networking, institutional barriers, or a lack of awareness about potential collaborative opportunities.

Faculty 06 said:

"I think the collaboration I have been engaged was the extension activity spearheaded by Dr. Rema Ocampo with regard to research results dissemination seminar conducted to the Dep Ed Teachers. These partnerships can motivate me more to conduct researches which are aligned to address gaps and issues encountered by Dep Ed Teachers in their teaching. With these varied concepts of researches, I am confident that they can be of great help in their instruction as well as in their administrative work.

Faculty 07 said:

"Collaborating with DENR-PENRO Apayao and CENRO Calanasan, as well as with LGUs and local cooperatives like the Saranay Cooperative in Santa Marcela, Apayao, has significantly broadened my knowledge and understanding across various fields. These partnerships have also enhanced my research capabilities and skills. The valuable insights gained from these collaborative activities have laid a strong foundation for my future research endeavors, providing practical knowledge and perspectives that I can apply in pursuing impactful research projects.

Capacity to Adopt Technology

Another critical challenge is the capacity to adopt technology produced through research. Researchers often struggle with the practical application and integration of new technologies into existing systems or industries. This can be due to a lack of



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technical expertise, inadequate infrastructure, or resistance to change within the industry.

Low Turn-out of Research Focused on Technology and Product Development

Additionally, there is a low turn-out of research focused on technology and product development. This may stem from a preference for theoretical research over applied research, limited resources and support for product development, or a lack of incentives for researchers to pursue technology-driven projects. Consequently, the potential impact of research on industry and society is not fully realized, and innovative solutions that could address real-world problems remain underdeveloped.

1.4 Research Publication

Researchers reported these challenges they encountered in the publication process of their research: need for technical assistance, insufficient training on writing and editing, lack of support from R&D unit.

Need for Technical Assistance

One significant hurdle is the need for technical assistance to enhance the quality of their papers. This includes access to advanced statistical tools, professional editing services, and peer review support. Without these resources, researchers may struggle to meet the high standards required by reputable journals, which can delay or even prevent the publication of their work.

Insufficient Writing and Editing Skills

Another critical challenge is the need for sufficient time and training to develop their writing and editing skills. Researchers often juggle multiple responsibilities, including

teaching, administrative duties, and ongoing research projects. This heavy workload can leave little time for the meticulous process of writing and refining research papers. Training programs and capability seminars can help researchers improve their skills, but these opportunities are not always readily available or accessible.

Lack of Support from R&D Unit

Furthermore, researchers require guidance from the Research and Development (R&D) Unit to navigate the complex publication process. This includes support in selecting the right journals that align with their research focus and understanding the specific submission requirements of these journals. The R&D Unit can also assist in addressing reviewer feedback and making necessary revisions to improve the chances of acceptance.

1.5 Citations

Many researchers find that their published articles are not yet cited, primarily due to these challenges: difficulty in publishing at reputable and high-impact journals and low knowledge on current trends and emerging topics, low turn-out of research projects that address current community problems.

Difficulty in Publishing at Reputable and High-Impact Journals

Publishing in reputable and high-impact journals presents significant challenges for researchers. These challenges include stringent submission requirements, rigorous peer review processes, and the need for high-quality, innovative research that meets the standards of these prestigious publications. Additionally, researchers often face



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competition from a global pool of scholars, making it essential to produce work that is not only original but also highly relevant and impactful.

Faculty 08 said:

“Research should have impact in order for it to be cited. We have numerous researches but does it address the current problems of the community? The timeliness and relevance of the research meaning it aligns with current trends or emerging topics within the field play a significant role. Another, we must see to it that our researches aligned with our fields of specialization specially for us in the academe.

Low Knowledge on Current Trends and Emerging Topics

The limited understanding of current trends and emerging topics significantly hinder researchers' ability to produce relevant and impactful work. Staying updated with the latest developments in their field is crucial for identifying new research opportunities, aligning their studies with contemporary issues, and contributing meaningfully to academic and professional discourse. Enhancing knowledge in these areas requires continuous learning, active engagement with recent literature, and participation in professional networks and conferences.

1.6 Research Awards

The following challenges encountered by researchers in gaining research awards:

lack of financial support, and intense competition.

Financial/Institutional Support

Many researchers emphasize the motivational benefits of awards. They believe that awards can significantly boost morale, inspire greater engagement in research activities, and encourage the pursuit of high-quality studies. Awards are viewed as a form of recognition that validates their hard work and dedication, which can lead to increased productivity and a higher standard of research output. For some, awards are seen as having little impact unless they provide funding for further studies, particularly those focused on commercialization. This perspective underscores the practical need for financial support to advance research projects.

Faculty 09 said:

“Awards can serve as powerful motivators for us researchers, providing concrete goals and standards for excellence. Additionally, receiving awards can enhance our reputation, leading to increased funding opportunities and collaborations. Even in the institutional level, awards must be given to deserving faculty members.

Faculty 10 said:

“For me, award is a bonus points. What's more important is publication”.

Faculty 11 said:

“I perceive award as having little to no influence on research productivity unless the awards provide funding specifically for further studies on commercialization”.

Intense Competition

Intense competition in the research field poses a significant challenge for researchers seeking awards and funding. With numerous talented individuals vying for limited opportunities,



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researchers must distinguish their proposals through innovative ideas, clear articulation of their project's impact, and a strong track record. This competitive environment demands excellence and persistence, pushing researchers to continuously refine their skills and strategies to stand out and succeed.

1.7 Externally Funded Projects

Researchers face a variety of obstacles when trying to secure external funding for their projects: stringent criteria and eligibility requirements, complex application process, and alignment with funding priorities.

Stringent Criteria and Eligibility Requirements

Stringent criteria and eligibility requirements present a significant hurdle for researchers seeking awards and funding. These rigorous standards often demand a high level of detail, precision, and alignment with specific priorities, making it challenging for many researchers to qualify. Meeting these requirements necessitates thorough preparation, a clear understanding of the funding agency's expectations, and often, a proven track record of success.

Complex Application Processes

The complexity of the application process itself is also a major hurdle, especially for first-time applicants. Navigating the various stages of the application, understanding the specific requirements, and ensuring all necessary documentation is in place can be overwhelming. This complexity can deter researchers from applying or lead to errors that result in rejection.

While some funding sources, like the Department of Agriculture - Bureau of Agricultural Research (DA-BAR), are perceived as more accessible due to their more straightforward application processes or alignment with common research areas, others, such as the Department of Science and Technology (DOST) and the Commission on Higher Education (CHED), present significant challenges. These agencies often have more competitive and rigorous selection processes, making it harder for researchers to secure funding.

Alignment with Funding Priorities

Researchers must ensure their proposals align with the interests and priorities of the funding agencies. This alignment requires a deep understanding of the funding agency's mission, current priorities, and strategic goals. Researchers need to demonstrate how their projects will contribute to these goals, which can involve significant adjustments to their original research plans.

Faculty 12 said:

"While there are many available funding sources, I still experienced of rejected research proposals and I do believe it is normal for researchers like us to realized that not all proposals are fitted to the agenda of funding entities.

Faculty 13 said:

"Funding agencies must find the research proposals compelling and aligned with their interests; however, they often dictate the specific projects they are willing to fund. Additionally, the requirements for securing such funding are often stringent and challenging to meet.



1.8 Intellectual Property Registration

Researchers encounter numerous challenges in the process of intellectual property registration, including a general lack of familiarity with the process and limited practical experience.

Lack of Familiarity with the Process

Many researchers have only a basic or theoretical understanding of intellectual property rights, and there is a significant need for additional training and seminars to improve their knowledge. Even those who are somewhat familiar with the process often lack detailed knowledge of specific steps, such as patent and utility model application processes.

Limited Practical Experience

Many researchers are not actively involved in the processing of intellectual property (IP), which significantly limits their familiarity and experience with this critical aspect of research. This lack of engagement can stem from various factors, including insufficient knowledge about IP processes, the complexity of legal and administrative requirements, and a lack of institutional support. As a result, researchers may miss opportunities to protect and commercialize their innovations, potentially losing out on financial benefits and broader impact.

Faculty 14 said:

"I am familiar with the processes involved in intellectual property registration, but my knowledge is limited. I've learned that a patent protects new inventions or processes for a specific period. A trademark protects symbols, names, and slogans used to identify goods or

services. However, I am not well-versed in the exact process for registering these intellectual property rights.

Faculty 15 said:

"While there are few trainings attended in the past for IPR, experienced may define our familiarity in the process and for my case, only preliminary process has been done."

2. Recommendations to enhance the research productivity and institutional support.

To enhance the research productivity of the faculty members at Apayao State College (ASC), several targeted recommendations have been proposed for every research productivity indicator identified:

2.1 Research Completed

Balancing Research with Academic and Administrative Workload

The faculty recommended structured time management workshops and administrative support to balance teaching loads. This approach ensures faculty have adequate time for both teaching and research. Allocating specific time slots for research activities and including research units in the workload would further support and recognize the importance of research within their responsibilities.

Balancing research with academic and administrative workloads is essential for faculty members in State Universities and Colleges (SUCs), especially in the context of the Revised Organizational Structure and Staffing Standards (ROSS). The third phase of ROSS



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introduces a framework that delineates the roles of various offices, including the Office of the SUC President, the Office of the SUC Vice-Presidents, the Office of Research and External Linkages, and the OSS for auxiliary services divisions dedicated to administrative and financial management. This structure aims to provide clarity and support for faculty as they navigate their responsibilities in academic instruction, student services, and research activities. The phased implementation of ROSS, which involved consultations with the Department of Budget and Management (DBM), the Commission on Higher Education (CHED), and other stakeholders, ensures that SUCs can adapt effectively to contemporary challenges in higher education.

Long Procurement Process

To address long procurement processes, researchers recommended the following: simplify and standardize procurement procedures with clear guidelines and templates to speed up the process, use procurement software to automate and track activities (improving accuracy and providing real-time updates) and set specific deadlines for each stage to prevent delays.

Insufficient Training

Researchers recommended offering regular training sessions on research methodologies, statistical analysis, and project conceptualization, particularly for Assistant Professors and Instructors. These faculty members often show lower publication rates and may benefit significantly from enhanced training to build their skills and confidence in conducting and completing research.

2.2 Research Presentations

Managing Significant Time Constraints

Researchers recommended several strategies to support their productivity. Offering flexible scheduling allows researchers to work during their most productive hours. Providing administrative assistance can alleviate the burden of non-research tasks, while establishing dedicated research periods ensures uninterrupted focus. Additionally, workshops on time management and productivity tools can significantly optimize workflows, helping researchers manage their responsibilities more efficiently. These measures collectively create an environment that fosters effective time management and enhances research output.

Lack of Confidence in Research Presentation

Researchers recommended conducting workshops focused on improving public speaking, statistical treatment, and presentation skills. Additionally, establishing mentorship programs where experienced researchers can guide and support less experienced colleagues in preparing and delivering presentations will foster a collaborative and supportive research environment.

Administrative and Organizational Barriers

Researchers recommended that the institution should streamline the approval process for conference attendance by establishing clear guidelines, reducing paperwork, and delegating authority to expedite decisions. Simplifying the approval process for attending conferences through administrative support is also essential. These



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initiatives aim to equip ASC faculty members with the necessary skills and resources to effectively present their research findings.

2.3 Research Outputs Utilized/Adopted by Industry or other beneficiaries

Lack of Collaborations

To ensure their research outputs are utilized or adopted by industry and other beneficiaries, researchers recommended organizing regular events, such as conferences, workshops, and seminars, where researchers can meet potential collaborators. Creating online platforms or forums for researchers to connect and share their work can also enhance networking opportunities. ASC is already conducting networking events with various stakeholders through its Extension Unit and holding stakeholders' meetings, which are crucial steps in building these connections.

Capacity to Adopt Technology

Although ASC has an existing Technology Transfer Office, it is still in the early stages of operation, and many faculty members are not yet aware of its services. Promoting this office and its role in supporting the commercialization and practical application of research outputs is essential to ensure innovations reach the market. Thus, researchers recommended providing specialized training for staff, increasing funding for technology transfer activities and fostering partnerships with industry and other research institutions to promote and strengthen the capabilities of the college's technology transfer office to effectively adopt and manage new technologies. Additionally, implementing best practices in IP

management and commercialization can further enhance the office's effectiveness

Low Turn-out of Research Focused on Technology and Product Development

Researchers recommend increasing incentives and funding specifically for projects focused on technology and product development. This targeted support can motivate researchers to pursue applied research with practical applications. Additionally, establishing well-equipped laboratories and facilities dedicated to applied and experimental research is crucial. These resources will provide the necessary infrastructure for researchers to develop and test new technologies and products.

2.4 Publication

Need for Technical Assistance

Researchers recommended the offering of access to advanced statistical tools, professional editing services, and peer review support. Organizing writing and editing workshops will help researchers improve their manuscript preparation skills, ensuring their work meets the standards of reputable journals.

Insufficient Writing and Editing Skills

Regular training programs and workshops focused on academic writing and editing can help researchers develop these essential skills. These programs should be scheduled at convenient times to accommodate researchers' busy schedules. Institutions can offer online resources and self-paced courses on writing and editing, making it easier for researchers to access training at their convenience.



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Lack of Support from R&D Unit

Researchers recommended that R&D Unit should provide personalized guidance in selecting appropriate journals that align with researchers' focus areas. This can be facilitated through journal finder tools and expert consultations. The R&D Unit should offer workshops and resources to help researchers understand specific submission requirements and streamline the publication process. Additionally, establishing a support system for addressing reviewer feedback is crucial. This can include training on crafting effective rebuttals and providing access to experienced mentors who can assist with revisions

2.5 Citations

Difficulty in Publishing at Reputable and High-Impact Journals

To improve citation rates, it was recommended that researchers should be assisted in identifying and targeting high-impact journals that align with their research focus can significantly increase the visibility and impact of their work. For those publishing their articles for the first time, starting with Google Scholar is advisable, as it is one of the most widely used search engines by researchers worldwide, ensuring broad accessibility and visibility.

Low Knowledge on Current Trends and Emerging Technologies

Providing resources and training on analyzing current trends and emerging topics will ensure that their research remains relevant

and timely. Additionally, encouraging and supporting research projects that address current community problems and have practical implications can lead to more impactful and widely cited publications.

2.6 Research Awards

Financial/Institutional Support

Regarding research awards, researchers recommended that developing award programs that include financial support for further research and commercialization should be developed. These awards should also recognize those with published research, copyrighted works, and published Utility Models and Patents, further encouraging innovation and excellence.

Intense Competition

Researchers recommended that workshops and training sessions to stay updated on best practices and improve ability to craft compelling proposals should be administered. Create platforms for collaboration and resource sharing among researchers, which can streamline processes and reduce duplication of efforts.

2.7 Externally Funded Projects:

Stringent Criteria and Eligibility Requirements

Researchers recommended implementing grant writing workshops and training sessions to help researchers develop strong proposals. Additionally, seeking mentorship and collaboration opportunities with experienced researchers can provide valuable guidance and support.

Complex Application Process



International Journal of Education, Literacies and Curriculum Studies
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Providing personalized support through dedicated staff or mentors who can address questions and review applications before submission is essential. This tailored assistance can greatly reduce errors, clarify complex requirements, and enhance the overall quality of applications. This can significantly improve researchers' chances of success and make the application process more manageable and less intimidating.

Alignment with Funding Priorities

Offering training on aligning research proposals with the priorities and goals of funding agencies was recommended. Collaborating with funding agencies to simplify the application process and reduce administrative burdens will make it easier for faculty members to apply for and secure external funding.

2.8 Intellectual Property Registration

Lack Familiarity with the Process

To address the lack of familiarity with intellectual property rights, researchers recommended that the institution should offer regular training programs and seminars focused on intellectual property rights, including detailed sessions on patent and utility model application processes. Also, provide access to online resources and e-learning modules that researchers can use at their convenience to deepen their knowledge and establish mentorship programs where experienced researchers or legal experts can guide less experienced researchers through the intellectual property process.

Limited Practical Experience

Although ASC already has an Intellectual Property Rights (IPR) Support Office, it has seen limited engagement from researchers. Encourage researchers to participate in collaborative projects with industry partners. Such collaborations can provide hands-on experience with IP processes and expose researchers to real-world applications of their work. Create incentives for researchers to engage in IP activities. This could include recognition through awards, grants, or financial bonuses for successful patent filings and commercialization efforts

CONCLUSION

The research productivity at Apayao State College identifies several challenges for faculty members. They struggle to balance research with academic and administrative duties, face slow procurement processes, and lack access to essential resources. Insufficient training in research methodologies and statistical analysis further hampers their efforts, along with difficulties in presenting at conferences and limited industry collaboration.

The publication process is challenging due to the need for technical assistance and training, and securing external funding is complex. Many faculty members are also unfamiliar with intellectual property registration, limiting their ability to protect and commercialize their work.

Despite these obstacles, faculty members are motivated by professional growth, recognition, and the desire to contribute to their fields. Addressing these challenges with targeted support and resources can significantly enhance their research productivity.



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RECOMMENDATIONS

Based on the results of this study, several recommendations can be made :

Completed Research

1. Researchers Equivalent Teaching Load should be re-evaluated to balance their teaching and research responsibilities.
2. The college should periodically conduct feedback sessions on the status of procurement processes.
3. Trainings should be aligned to the needs of the researchers. For instructors and assistant professors, prioritize advanced training in research methodologies and statistical analysis.

Research Presentation

1. The college should implement workshops on time management and productivity tools to help researchers manage their responsibilities more efficiently.
2. Workshops focused on improving public speaking, statistical treatment, and presentation skills should be provided.
3. The college should streamline the approval process for conference attendance by establishing clear guidelines, reducing paperwork, and delegating authority to expedite decisions.

Research Outputs Utilized/Adopted by Industry or other beneficiaries

1. The college should regularly organize regular events, such as conferences, workshops, and seminars, where researchers can meet potential collaborators.

2. Provide specialized training for staff and increase funding for technology transfer activities to promote and strengthen the capabilities of the college's technology transfer office.

3. Establish a well-equipped laboratories and facilities dedicated to applied and experimental research.

Publication

1. The college should provide advanced statistical tools, professional editing services, and peer review support especially among Assistant Professors and Instructors.
2. Regular training programs and workshops focused on academic writing and editing should be implemented.
3. A robust R&D support system should be established to assist with manuscript preparation, submission, and navigating the peer-review process can alleviate these challenges.

Citations

1. The college should organize workshops on effective writing and publication strategies, including tips on selecting journals, responding to reviewers, and promoting published work.
2. Awards and recognition programs for high-impact publications should be considered.

Research Awards

1. Award programs that include financial support for further research and commercialization should be developed.



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2. The college should administer workshops and training sessions focused on the latest best practices in proposal writing.

Externally Funded Projects

1. The college should facilitate workshops and training sessions aimed at helping researchers develop robust and persuasive grant proposals. These sessions should cover essential aspects such as identifying funding opportunities, understanding grant requirements, and mastering proposal writing techniques.

2. Collaborate with funding agencies to simplify the application process and reduce administrative burdens.

3. The college should offer training on aligning research proposals with the priorities and goals of funding agencies. This can include understanding the agency's mission, identifying key themes in their funding announcements, and tailoring proposals accordingly.

Intellectual Property Registration

1. The college should offer regular training programs and seminars focused on intellectual property rights, including detailed sessions on patent and utility model application processes.

2. A recognition through awards, grants, or financial bonuses for successful patent filings

and commercialization efforts should be established.

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Ethical Consideration

The study ensured respect for faculty members' rights by obtaining informed consent, maintained confidentiality of their responses, minimized any potential harm by providing a safe environment for participation, and promoted fairness in the analysis of research performance indicators at Apayao State College.

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