



THE  
**PRESIDENT'S**  
REPORT

# THE PRESIDENT'S REPORT: THE PUP COMMUNITY'S COLLECTIVE ACCOMPLISHMENTS AND ACHIEVEMENTS



New organizational structure, unprecedented promotions among faculty members and administrative employees, rehabilitation of physical facilities, resolution of labor dispute regarding janitorial services highlighted the first year in office of the 12<sup>th</sup> President of the Polytechnic University of the Philippines (PUP), Dr. Emanuel Castro De Guzman.

President De Guzman assumed office on March 15, 2012 by virtue of Resolution No. 872, series of 2012 the resolution was submitted on March 14, 2012 to the Commission on Higher Education (CHED) by the PUP Board of Regents. He was appointed by the CHED in accordance with the provisions of Republic Act 8292 otherwise known

as the Higher Education Modernization Act of 1997.

Guided by his vision for the largest state university in the country *"Clearing the Paths While Laying New Foundations to Transform the Polytechnic University of the Philippines Into an Epistemic Community,"* the second youngest president to be appointed after the well-loved Dr. Nemesio Prudente, Dr. De Guzman started working on the first day of his appointment as President.

## **Vow for Reforms and Pursuit of Academic Excellence**

President De Guzman has vowed that meaningful reforms and pursuit of academic excellence will characterize his term of office.

In his paper *"My Vision, Mission, and Development Goals for the Polytechnic University of the Philippines"*, he wrote *"I have seen what PUP has become in the last twenty five years as a student, a member of the faculty, and as an administrator."*

The president was confident that *"as insider, a witness, I can surely turn things around."*

He also added, *"Somebody organic to PUP must take the lead in this rebuilding process. Somebody who has been with PUP long enough to know what it has become but young enough to have the idealism to change this institution and have the courage to take charge."*

# Implementation of the 8-Point Agenda

To elucidate and set the framework of his vision for PUP, President De Guzman has formulated his 8-Point Agenda.

His Agenda 1 pertains to the University's pursuit of academic excellence through disciplinary integrity.

Under this agenda, President de Guzman led the establishment of new colleges and merged some of them based on interrelated disciplines. This reorganization produced 14 colleges namely: College of Accountancy and Finance, College of Political Science and Public Administration, College of Science, College of Architecture and Fine Arts, College of Arts and Letters, College of Business Administration, College of Communication, College of Computer and Information Sciences, College of Education, College of Engineering, College of Human Kinetics, College of Social Science and Development, College of Tourism, Hospitality and Transportation Management and College of Law and one institute called Institute of Technology.

Meanwhile, the University continued to register impressive performance in the different professional examinations.

## *The outstanding results are the following:*

- a. Nutritionist-Dietician Licensure Examination - Top 3 Performing School in the Philippines (National Passing Rate: 67.08%; PUP Passing Rate: 85.37%)
- b. 2012 Registered Master Electrician Board Exam Result - Top 10 Individual
- c. 2012 Mechanical Engineering Board Examination - Top 10 Individual and Top 2 Performing School (PUP Passing Rate: 91%);
- d. 2012 CPA Licensure Examination (National Passing Rate: 47.78%; PUP Sta. Mesa Passing Rate: 67.13%)
- e. ECE - Topnotcher in the October 2012 Electronics Engineer Board Exams (Renan John S. Cañas bested 2,507 new Electronics Engineers by garnering a 97.6% rating)
- f. Licensure Examination for Professional Teachers (LET); National Passing Percentage: 43.50%, PUP Passing Rate: 72.69%
- g. Librarian – National Passing Rate: 46.67%, PUP Passing Rate: 67.07%
- h. Interior Design – National Passing Rate: 55.31, PUP Passing Rate: 78.57%







The University's continuing campaign to improve quality education to students received further boost as the College of Communication underwent a CHED visit and evaluation regarding the application of its academic programs in the Bachelor in Journalism and Bachelor in Broadcast Communication as Centers of Development (COD).

The College of Languages and Linguistics (CLL) also applied for COD for its two program offerings AB Filipino/hiya and AB English, awaiting CHED visit.

On the other hand, President De Guzman made good of his promise of reforms when he immediately worked for the professional development of faculty members and administrative employees.

As of October last year, the University sent more than 1,500 faculty members and employees to regional, national and international conferences, seminars and trainings to enhance and update their skills.

PUP also completed pilot testing the online faculty classroom performance evaluation. The full implementation of the online system is scheduled this second semester of Academic Year 2012-2013.

Meanwhile, under the leadership of President De Guzman, several scholarship funds for the students were continued amounting to P5.72 Million from sixty-six (66) donors.

The Administration has also entered into the Dual Tech Program tie-up with the Technical Education and Skills Development Authority (TESDA) to strengthen the technical education of PUP.

Moreover, the University's Open University has expanded its service by opening its international center based in Abu Dhabi, United Arab Emirates.

On the field of student innovation, PUP registered another milestone for being a leader in information and communications technology education when it launched the first school mobile portal in the country. PUP Mobile Portal is an Android platform that provides users and guests free access to the PUP website through users' Android-operated gadgets.

On the other hand, notable achievement on his Agenda 2 which aims to embed a culture of research in PUP was the revision of the Research Manual and the Intellectual Property and Copyright Policies which are scheduled for presentation and implementation.

Marching orders were also sent out by President De Guzman to map out strategies and courses of action in laying the foundation for the University's vision of becoming an epistemic community. Included in these endeavours was the formulation of a sound research capability program.

Again in his paper, President De Guzman asserted that "a university is only good as its faculty. Even the potentials of intelligent and talented students could be wasted by a mediocre teaching force.



We have to assemble a pool of expert faculty that can do research, teach, and inspire their colleagues as well as their students."

To achieve this goal, the University has established a strong collaboration with Philippine Association of State Universities and Colleges (PASUC) National Capital Region in its various research endeavours.

PUP also developed strong partnerships with other universities and institutions like the University of Santo Tomas, Pi Lambda Theta, National Youth Commission, PSUCCESS, ASAIHL and others.

As a result, there are a total of 71 research outputs published and refereed in international, national and institutional journals.

Meanwhile, a total of 133 research outputs were disseminated in various international, national and Philippine regional fora and conferences. A total of 200 copyrights were also registered. As of this writing 12 externally-funded research projects are in progress.

In addition, the Open University System conducted and participated in at least thirty (30) National and International Conferences on various topics such as Corporate Communication and Consultancy, Post Graduate Education in the UK and the Philippines, Understanding the Prosecution Service: Inquest and Preliminary Investigation Procedures, Strengthening Psychology: Serving the Nation, Shaping the Future of Education: Learning and Teaching in a Global Perspective, How Learning Technologies Work, Performance Management Seminar, Enhancing Research Capabilities in Teacher Education, Board Governance and Institutional Leadership.

Moreover, strong collaboration with universities and institutions also resulted to a revived proposal of the establishment of a Natural Gas Institute with initial capital of Php 100 million. A Php 100,000 grant from CHED for the Annual Research Awards and a Memorandum of Agreement (MOA) forged between the PUP and Department of Science and Technology (DOST) National Capital Region for Energy Audit Consultancy Services were signed.

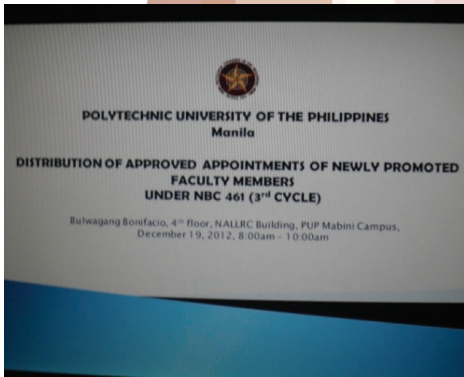
Opening all paths for promotion was President De Guzman's first salvo to concretize his Agenda 3 which is to assure transparency and participatoriness in giving rewards and sanctions. Opening all paths for promotion means that all faculty members can apply for promotion through merit, PASUC and Presidential prerogative.

The president also constituted the Administrative Employees Selection Promotion Board and the Faculty Merit Promotion Board with official representation from the employees' union and faculty association.

Change of status and promotions for faculty members and administrative employees greeted the university in the first five months of the new presidency.







After President De Guzman recommended the implementation of the NBC Third Cycle results and was approved by the Board of Regents (BOR), one hundred eighty-seven (187) faculty members were promoted.

After many years of waiting, one hundred thirty-nine (139) qualified part-time faculty members were granted temporary status. In addition, forty-two (42) faculty members with temporary status got their permanency. To date, this was the biggest batch of promotions recorded in the university's history.

On the other hand, after the Administration had published the open plantilla positions, fifty-seven (57) administrative employees were promoted to First Level positions and thirty-two (32) employees for Second Level positions.



Proving that the Administration is serious in placing the right people in the right positions, President De Guzman designated deserving faculty members and administrative employees to 137 administrative positions which were later approved by the Board of Regents (BOR). As of this writing, another 71 appointments of the president will be subjected to BOR's study and approval.

The University also conducted a series of orientation-seminar to faculty members in all campuses titled "Empowering Research Mentors in Cascading the PUP Thrusts and Priorities."



A series of memorandum, instilling discipline and proper decorum among administrative employees and faculty members, was released by the Office of the President and Office of the Vice President for Administration. The memoranda reiterated the University's policies against drinking liquor and gambling during office hours, observance of official time, prohibition of stray dogs and cats within the campuses and others.

The full implementation of the Citizen's Charter has already taken place to ensure professional, swift and orderly service of the University's administrative employees and other personnel to the students and other stakeholders.

Meanwhile, the Administration provided massive communication and information dissemination through the Communication Management Office (CMO), the Publications Office, and the Information and Communications Technology Center (ICTC) by utilizing the website, PUP Observer (the official newsletter), electronic billboard, and tri-media.



President De Guzman, on the other hand, recognizing the tall order of his duties and responsibilities has prioritized to implement his agenda before his investiture.

However, his investiture as the 12<sup>th</sup> President of PUP last October 26 somehow became a venue to intensify his administration's open-minded approach to criticism and transparency.

On the other hand, the second semester of the current academic year ushered the start of the implementation of President de Guzman's

Agenda 4 which is to modernize and upgrade the physical facilities, equipment, library and other campus development. Though the president admitted that the implementation was a bit late due to bureaucratic red tape, the rehabilitation was welcomed by the students and other members of the academic community.

The much needed repairs and rehabilitation of classrooms, faculty rooms, comfort rooms and small libraries in the main building at the Mabini campus amounting to 7.5 million was approved by the PUP Board of Regents.

Furthermore, the rehabilitation of the Andres Bonifacio Hall, Alex Marteja Hall, conversion of non-functional rooms to Canteen near the Sampaguita Canteen and Charlie Del Rosario Building are expected to be completed at the end of March. In addition, the rehabilitation and repair of the track oval, swimming pool, tennis court and fountain are expected to be finished before the academic year ends. Meanwhile, the repair and rehabilitation of the PUP Lopez Quezon branch Gymnasium was completed at the end of February

On the other hand, the rehabilitation of the Academic Building in the PUP-Taguig campus was completed while its Building B and drainage are still undergoing repairs. Two buildings in Maragondon campus are now being constructed. In San Pedro, Laguna campus, the construction of the Audio-Visual Room (AVR), renovations of classrooms, library, academic office, computer laboratory and the development of an Eco Park and Butterfly Sanctuary are currently underway. A new building in the Unisan campus is also in the construction phase.

In addition, a two-storey building is also being constructed in Cabiao, Nueva Ecija campus. The Quezon City campus, on the other hand, has two new buildings, interfaith chapel, and is pushing the completion of its road development. The Mulanay campus, meanwhile, built a computer laboratory for students and faculty members.

In like manner, the Administration has formulated the University Solid Waste Management Policies and approved the creation of an Environment Management Task Force.

As a former student leader and a progressive professor and administrator, President De Guzman espoused the reconceptualization of academic freedom as his Agenda 5.

After he assumed office, the president visited all PUP branches and campuses for ocular inspection and dialogues with faculty members and employees.

He adopted transparent and participatory involvement by holding dialogues with faculty members of the different colleges before the opening of first semester, school year 2012-2013. President De Guzman also presented his vision and 8-Point Agenda to the University's Top and Middle-level administrators.

The president also conducted several dialogues with local student leaders and discussed issues pertaining to reorganization, new structure, student council elections, janitorial dispute, problems



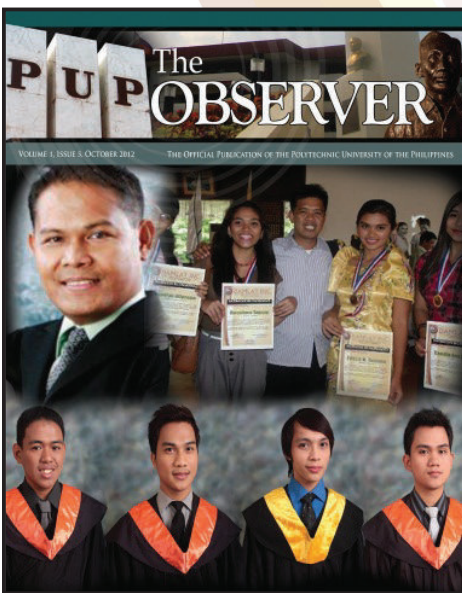




in The Catalyst, miscellaneous fees, additional budget from the national government and other pressing concerns.

On the other hand, initial steps were undertaken by the Administration to implement Agenda 6 which is to institutionalize civil society engagement and involved extension service program of the University.

President De Guzman strengthened the communication arm of the University and established the Communication Management Office (CMO). The CMO together with the Publications Office, and the Community Relations and Extension for Development Office (CREDO), intensified internal relations by closely working with the stakeholders and engaging the community into participatory and communicative actions. These offices also focused on promoting the University's image to the public and promote more the academic and research excellence of the faculty and students, achievements of the alumni as well as the administrative employees' good working attitude and client relations.



The CMO has assembled a pool of communication officers from different colleges, units, campuses and branches, faculty members, administrative officials and students comprise this pool. Their task is to collate, write and publish university activities, accomplishments and other recognitions. A series of trainings on news and features writing, and web management, was provided by the CMO to the communication officers.

The PUP Observer, the official newsletter of the University, published nine (9) regular issues and five (5) special issues.

On the other hand, relief and rehabilitation drive called "Oplan Damayan" was spearheaded by Community Relations, Extension and Development Office (CREDO) for the victims of massive flood that hit NCR and the nearby provinces. Three hundred (300) families from Barangay Guinayang, San Mateo Rizal and 500 children from Sitio Olandes, Barangay Industrial Valley, Marikina City have benefitted from these relief operations. More so, 202 families from Barangay Tatalon, Quezon City were given relief packs and 600 children were accorded feeding services by the office.



As a Valentine gift, school supplies, toys and food were distributed to 250 children in Vitas, Tondo.

To strengthen their community services, the CREDO also consolidated the extension projects of the different colleges of the University.

The University also renegotiated with the local government of PUP Parañaque regarding schedule of fees which resulted to the 67 percent reduction of the local government's share in the total tuition and other fees collected from students.

In addition, PUP expanded access to education to the youth in the provinces by successful negotiation with government officials of Sto. Tomas, Batangas and Unisan, Quezon for the funding of the offering of the Diploma in Electronics and Communication Engineering



Management Technology (DECEMT) and Diploma in Electrical Engineering Management Technology (DEEMT) in PUP Sto. Tomas and the Bachelor of Science in Information Technology (BSIT) in PUP Unisan. The BSIT program offering was already assured of a four-year implementation with P2.6 million fund provided by Governor David C. Suarez.

Meanwhile, President de Guzman knows that his vision and plans for the University cannot hold water without embarking on Agenda 7 regarding fiscal responsibility.

The President's belief in transparency and adage "public office is a public trust", became apparent in the observance of the Procurement Law (RA 9184) by the Bids and Awards Committee (BAC) for a competitive and transparent process of procurement of goods (like IT equipment and office and laboratory supplies) and services (e.g. janitorial services) in the University.

The president also realigned scarce financial resources to projects that are attuned to the needs of the students. Projects which are most beneficial to PUP were prioritized, particularly physical facilities rehabilitation and repair.

As of October last year, the University generated a total income of Php31.3 million which is 16% higher compared to the figures of the same period in 2011. Income from IGP for the year 2012 increased by Php 6.61 million or 29.70% higher compared to the figures in 2011.

Ninety-two (92) percent of the concessionaires are updated and prompt in their monthly rentals.

Several Memorandum of Agreements (MOAs) were forged by PUP and other institutions which mostly benefited the students of the University. Notable of these MOAs were THOSE forged between PUP and the Commission on Higher Education (CHED). Through the initiatives of CHED, the national government has allotted under the Department of Public Works and Highways (DPWH) Disbursement Acceleration Program (DAP) the amount of P7 Million for the development of PUP's Industrial Laboratory.

Meanwhile, the University successfully awarded the contract to the winning bidder in sanitation services-Supply of Janitorial Services Project (SPINSER). The contract implementation ended the almost eight-month picket of the janitors of the former janitorial services agency.



Finally, assessment of the institutional processes and critical-rational review of the organization is President de Guzman's Agenda 8 for the University.

Under a new organizational structure, President De Guzman is now leading a vibrant and a stronger organization with renewed vigour and dedication to serve.

Under this agenda, the president constituted a committee to review the policies and procedures on admission and enrolment of new students – both freshmen and transferees. The Citizen's Charter now guides the University in its conduct of efficient and dedicated service to the students and other stakeholders.

President De Guzman also formed a committee to review existing procedures in the processing and releasing of students' Transcript of Records (TOR) and other academic records with particular focus on reducing the waiting time of students in receiving the requested documents from the average of five (5) months to no more than one (1) month.

The Administration also constituted the University Textbook and Other Instructional Materials Evaluation Committee and issued a memorandum regarding the selling of authored textbooks by several faculty members to the students. A series of memorandum was also released regarding guidelines on fund raising and collection activities, guidelines on income generating projects, guidelines on the conduct of educational tours and field visits and moratorium on educational tour.

Meanwhile, sectoral groupings of offices, colleges and departments and the renaming of office departments were finally completed at the end of the month of January.

## **Looking Forward to a "Greater" PUP**

Under the staunch leadership of President De Guzman, the Polytechnic University of the Philippines has started clearing the paths and laying foundations in establishing an epistemic community.

His first year in office speaks of things to come in the future. Yet, unquestionably, weaknesses and mistakes are experienced like birth pains to usher in new life.

There are many tasks to be done and plenty of challenges to be hurdled.

As President De Guzman puts it, "An epistemic community never takes anything for granted because if it does it loses its status as a knowledge generating, deploying and managing community. Knowledge, of course, to be useful and effective must be reflexive, self-aware and monitoring of itself and the knowledge environment in which it works."

We are looking forward to a "Greater" PUP. But President De Guzman firmly believes that such goal needs all the cooperation, perseverance, dedication, commitment and hard work from all members of the academic community.  
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