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PHILIPPINE ASSOCIATION OF
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PACU

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President's Report

Dr. Caroline Marian Santos-Enriquez

In retrospect, the challenges in the Philippine Educational System remain the same, but now they come clothed with a veneer of sophistication.

In the Spanish era, education in the Philippines was mostly delivered by the sectarian missionary schools which technically could be considered as private schools. In the *encomienda* time, there was a semblance of government support to the sectarian schools directly or indirectly through a share in either the tributes collected by the encomenderos or awarded properties during this time.

In the course of the American era, the sectarian schools that previously enjoyed some form of government assistance were denied this privilege; under the principle of separation between Church and State, which stipulates that subsidy in any form to private education under sectarian ownership was constitutionally prohibited. It was also a period of flux, where many of the enacted legislative measures had beneficial effects in that it helped organized and established structures but at the same time, too prescriptive.

In the late '50s, R.A. #74 which imposed a one percent tax on all tuition fees of private schools for the support of the additional personnel of the Bureau of Private Schools

was repealed. And one of the arguments used to repeal stated that "Private education is not merely an adjunct of public education but its counterpart, on an equal plane, in the mission to educate the youth."

Fast forward to 2018, we have evolved our educational systems, tweaked and re-organized government educational agencies, created new divisions within the system, created more rules and policies and have established more private schools and public schools. Amidst a more complex educational landscape, where government-funded state universities and local colleges and private educational institutions co-exist in the same geographical location; we face the same challenges as those during the post-war American period.

We ask the same questions, seek solutions for the same issues and continue the work for complementarity between the private and public educational institutions as well as concrete and sustainable government support.

We, at PACU have consistently pushed for these advocacies that will redound to promoting delivery of quality education, assist in crafting policies that will provide for equitable government support to private sector through UNIFAST as represented by Dr. Vincent Fabella and since August 2018, the PACU board and other school presidents have dialogued with around 14 congressmen, speakers and government officials. We have consistently explained to them the nuances on how much the private education sector has contributed to the development of our nation and the minimal government support that has

been granted to us.

PACU has also been continually collaborating with CHED and DepEd in the implementation of the K-12 Law and the Universal Access to Quality Tertiary Education Law, RA 10931. And more so PACU, through its member schools have been consistent partners of the government in the implementation of its various programs.

Part of the work that we have accomplished in these past five months included the holding of two academic management seminars for our member schools, the first one was held last October 23-24 in Philippine Women's University entitled "Making K-12 Work" with over 101 attendees. The second seminar "The Art and Practice of Deanship" was held last November 26-27 at Our Lady of Fatima University-Pampanga had over 226 participants. For the first time in PACU history, both seminars featured live-streaming to our participants in Cebu hosted by Cebu Institute of Technology- University.

Position papers that we filed for and in behalf of private education included among others:

1.) **House bill # 8083 (Trabaho Bill)** where we re-iterated the following:

- The 1987 Constitution is unequivocal about the complementary roles of public and private education, and about the application of taxation to the educational system.

- That private education - recognized as critical to the development of the Philippines is a heavily regulated industry with at least three gov-

ernment bodies overseeing quality: the DepEd, CHED and TESDA. We also emphasized that in the matters of regulation particularly on establishment, recognition and operation of HEI's, the brunt of compliance falls heavily on the private educational institutions compared to the public educational institutions.

- Government policies over the past decades have reduced the Constitutional mandate of complementarity. Section 7B of HB 8083 will likely continue the trend and thus should be rethought.

2.) House bill # 181 (An act instituting Free Higher Education for Indigent students) through CO-COPEA, is strongly opposed because it would require private higher institutions to admit indigent students, free

of tuition fees. The number of beneficiaries shall be at least ten percent (10%) of the total paying freshmen students.

3.) Senate Bill # 1826. (An Act Strengthening Workers' right to security of tenure) We signified the necessity of retaining the 3 year probationary period for faculty in order to fully determine whether the faculty has acquired competency and mastery of the subjects he/she teaches.

4) We also filed a position paper with the NCR regional Tripartite wages and productivity board opposing the Php 334.00 across the board wage increase for all workers in the NCR. We proposed the payment of allowances (COLA) and exempting these from income taxation and to

consider raising the income tax brackets for tax exemptions not only for the minimum wage workers but also for the rank and file employees.

Indeed, through time, the call for greater government recognition and support for the private education sector that has contributed so much to the development of our nation is a common thread that is interwoven in our history. It is a constant challenge that besets private education and requires innovation and collaboration on the part of our school leaders in order to maintain our edge and viability.

On a lighter note allow me, on behalf of the PACU board, to extend our well-wishes to all of you for a Blessed Christmas and a Grace-filled year ahead.

PRRD appoints De Vera CHED Chairman

President Rodrigo Roa Duterte has appointed Commissioner Dr. J. Prospero "Popoy" E. De Vera III as Chairman of the Commission on Higher Education (CHED) to serve until 21 July 2022. De Vera has served as CHED Commissioner since September 13, 2016 and was designated CHED Officer in Charge by Executive Secretary Salvador C. Medialdea last January 24, 2018 when former Chairperson Patricia Licuanan resigned. He is also currently the official spokesperson of the Commission.

Before joining the Duterte administration, De Vera was UP Vice President for Public Affairs from 2011-2016. He was also an internationally recognized political analyst and opinion maker who hosted two programs on ABS-CBN: No Filter with now Department of Foreign Affairs Secretary Teodoro "Teddyboy" Locsin, Jr. and Turo Turo with Jing Castaneda. De Vera obtained his BA History and Doctor of Public Administration degrees from the University of the Philippines

and has served as Professor of Public Administration since 1993. He specialized in Higher Education Administration at the Rossier School of Education of the University of Southern California (USC), as a Fulbright Hays Visiting Scholar from 1990-1992. He was a Senior Fulbright Visiting Professor/Fellow at the Johns Hopkins University in Baltimore, Maryland in 2000 to 2001. De Vera was the first-ever CHED Commissioner who openly supported the Free Tuition bill pending in Congress in 2016 because it was an election promise of President Duterte. CHED's biggest mandate is the implementation of Republic Act 10931, President Duterte's most important social justice program – Free Higher Education.

"I am humbled and challenged by the trust and confidence given to me by President Duterte. I promise to diligently and conscientiously do whatever is necessary to ensure the successful implementation of RA 10931 and all reforms necessary in



higher education." De Vera said. De Vera is a known strong advocate for increasing state subsidy for higher education and has shepherded the formulation of the IRR of RA 10931 and the fast tracking of its implementation. With his extensive experience and long-term commitment and dedication to public service, the agency's thrust, the Universal Access to Quality Tertiary Education, will be successfully implemented.

TO RANK OR NOT TO RANK, THAT IS THE QUESTION

Ma. Cristina D. Padolina
Centro Escolar University



Centro Escolar University hosted the second part of the International Deans Course Southeast Asia 2018/19 organized by The German Academic Exchange Service (DAAD), the German Rectors' Conference (HRK), the Centre for Higher Education (CHE) and the University of Applied Sciences Osnabrück. One topic taken up in the course is the ranking of higher education institutions and included in the program was a panel discussion where I was invited to participate.

Given that CEU is not included in any of top three global ranking systems — Academic Ranking of World Universities (ARWU), also known as Shanghai Ranking, the Times Higher Education (THE) World University Rankings and the Quacquarelli Symonds (QS) World University Rankings — I thought that I could participate best in the panel by asking questions on thinking about becoming part of these rankings. The following are the questioned I posed.

Question Number 1. The private universities in the Philippines that are in the QS World University Rankings, DLSU and ADMU, charge the highest fees in the Philippines. The University of the Philippines, the premier state university in the country, no longer charge fees but if one were to do a calculation of the equivalent fees, it would probably come out higher. The question then is, will we have to double, or use an even higher multiple, to our fees in CEU to cover the expenses necessary to get our University ranked?

I expect that part of the answer will be that mere increase in fees will not do it. What would be important is what we will do with the increased revenue.

Is there an alternative to rankings in order for a university to gain global recognition?

Question Number 2. Does the age of the university matter? Among the top 10 universities worldwide in the QS system are ancient universities—Oxford is so old it cannot even remember its foundation year, Cambridge is more than 800 years old and Harvard is more than 380. Among the universities in the Philippines that find themselves in the lists is the University of Santo Tomas that celebrated its quadricentennial in 2011.

I don't think CEU can use age as an excuse for not being in the list. It is older than the University of the Philippines (by a year) and De la Salle University (by four years).

The Pohang University of Science and Technology or POSTECH, established less than 35 years ago

in 1986, was 83rd overall in the QS World University Rankings 2019 and 12th best in the QS Asia University Ranking 2017-2018. POSTECH is a privately run institution established by POSCO, one of the world's leading steel companies, for the purpose of providing advanced education for budding engineers and laying the groundwork for future technological development. POSTECH has certainly shown the world academic community that with a clear vision, a determination backed by the infusion of resources, a world-leading university can be built and earn recognition in a few decades.

Another young university that has broken into the ranks of the top universities is the Hongkong University of Science and Technology. Though younger by 5 years it is ranked even higher than POS-

TECH.

Question No 3. Is a university's rank determined solely by the university's own initiative or does government policy and support figure? Does the Philippine government have a role in getting Philippine universities in the top 100 ranking?

The declarations of leaders of some nations may be telling. In the THE World University Rankings website we read: "In Russia, for example, President Vladimir Putin has made it a key policy objective to move five Russian universities into the top 100 of the Times Higher Education World University by 2020. In Japan, President Shinzo Abe has said that there should be 10 Japanese universities in the world top 100 by 2023."

By their statements, these national leaders seem to consider that the ranking of their universities is a matter of national pride if not a matter of economic advantage and competitiveness.

The effect of government intrusion is being debated in the case of POSTECH, the very young university that broke into the top ranks of university ranking within a little over two decades of its founding. In a chapter in the book *The Road To Academic Excellence*, Byung Shik Rhee wrote about POSTECH and posed the dilemma brought about by government support and intervention:

In some respects, the government's financial support can be validated as a contributor to the growth of POSTECH into a research university. However, it is impossible to disregard the negative aspects of the government's contribution, which have restricted the university's autonomy by inducing participation in the government's chosen strategic fields of study or by interfering in university management. Whether these lasting changes, as corollaries of governmental interventions, will benefit POSTECH remains unclear. If the government relies overly on a regulatory role, the changes could well hold back the university's potential growth.

Question No. 4. Can the ranking results be influenced like the election results in the US in 2016 were supposedly manipulated? Unfortunately, yes and it has been tried.

In a 2014 U.S. News ranking of global universities, the mathematics department at a university in the Middle East landed in seventh place, right behind Harvard. Only two years old, it surged ahead of several giants of mathematics, including Cambridge and MIT. Someone got suspicious and decided to investigate.

It was found that the university had contacted a host of mathematicians whose work was highly cited and had offered them \$72,000 each to serve as adjunct faculty. Part of the deal was that the mathematicians had to work three weeks a year in the university. The university would fly them there, business class and put them up at a five-star hotel. But they were required to change their affiliation on the Thomson Reuters academic citation website, a key reference for the U.S. News rankings. That meant the university could claim the publications of their new adjunct faculty as its own. And since citations were one of the algorithm's primary inputs, the university soared in the rankings.

Although a university can game the rankings, it has been shown that the ranking gained through such behavior is not sustainable. The manipulations are soon discovered and an even lower university reputation may result.

Question No 5. CEU's philosophy is *Ciencia y Virtud*, which we translate into Science and Virtue. We aim to develop in our students, competence in their profession and a research-based approach to solving problems and at the same time the character and values to live with integrity and a mission for the common good. Can we retain this philosophy while aiming to get into the list of ranked universities? Will we be able to continue to incorporate policies and practices that give students first-hand experience with issues that the larger society is grappling with through community involvement and service learning? Will we be

able to continue to foster a campus environment that emphasizes values-based curricular and co-curricular initiatives?

I would be lying if I said that I don't care if CEU is ranked or not. But we also need to be realistic and assess if getting ranked is something we can realistically attain. The Times Higher Education World University Rankings, has listed key features about what constitutes a top-200 university. It includes a student-staff ratio of almost 12 to one; about a fifth of staff are international; about the same proportion of international students; and four out of every ten research papers published have at least one international co-author. Serious, very serious money would be needed to attain these features. In 2009 the operating budget of POSTECH was USD220 M (that's PHP11B) and an endowment of USD 2 billion (PHP100 B). If CEU were to get all of its operating expenses from tuition and fees, that would mean collecting fees amounting to PHP550,000 per student per year for a student population of 20,000.

Given these aforementioned questions, my last question would be: Is there an alternative to rankings in order for a university to gain global recognition?



PACU's Changing of the Guards

Fabian B. Quitales



Cong. Salceda (extreme left) led the induction of the 2018-2020 PACU Executive Committee namely (L-R) Dr. Benitez, Engr. Villamor, Dr. Enriquez, Mr. Tamayo and Ms. Juarez

Dr. Caroline Marian S. Enriquez, President of the Our Lady of Fatima University, is the newly elected President of the Philippine Association of Colleges and Universities (PACU), having been unanimously elected during its Organizational Meeting on July 27, 2018 at the Old Swiss Inn, Olympia Function Room, Somerset Olympia Building in Makati City.

For four straight school years now, from SY2012-2014 up to SY2018-2020, the women presidents of PACU's member higher education institutions will have handled the reins of PACU at its longest for the first time in its 85 years history. It started with Dr. Patricia Bustos-Lagunda of Baliuag University (SY2012-2014), Dr. Karen Belina De Leon of Misamis University (SY2014-2016), Dr. Dhanna Bautista-Rodas of the University of Baguio (SY2016-2018) and now, Dr. Caroline Marian S. Enriquez of the Our Lady of Fatima University (SY 2018-2020.)

PACU, is the oldest private education association in the country having been established in 1932 and with some of the biggest colleges and universities that now number 191 in

its roster of institutional membership from all over the country with a total aggregate enrolment of approximately 683,000 as of last school year.

Pres. Enriquez, will be saddled left and right with the ongoing challenging issues and concerns that cut across the sea of private education's reason for being in its relationship with the government education agencies (CHED, DepEd, PRC, among others) and the Legislative Chambers of the House of Representatives and the Senate.

Squarely behind the newly elected PACU President, to ably assist her in steering the fate of PACU in her two school-year term, are the Executive Committee and the Members of the Board of Trustees comprised of the following university presidents, as follows:

1st Vice President

Mr. Anthony Jose M. Tamayo
University of Perpetual Help System DALTA

2nd Vice President

Dr. Jose Francisco B. Benitez
Philippine Women's University

Secretary

Engr. Bernard Nicolas E. Villamor
Cebu Institute of Technology-University

Treasurer

Ms. Laurice Faye R. Juarez
Capitol University

Trustees

NATIONAL CAPITAL REGION

Dr. Vicente K. Fabella (VP for NCR)
Jose Rizal University

Rev. Fr. Marcelo V. Manimtim, CM
Adamson University

Dr. Ma. Cristina D. Padolina
Centro Escolar University

Dr. Michael M. Alba
Far Eastern University

Dr. Reynaldo B. Veal
Mapua University

Dr. Caroline Marian S. Enriquez
Our Lady of Fatima University

Dr. Jose Francisco B. Benitez
Philippine Women's University

Dr. Elizabeth Quirino-Lahoz
Technological Institute of the Philippines

Dr. Ester A. Garcia
University of the East

LUZON

Dr. Patricia Bustos-Lagunda (VP for Luzon)
Baliuag University

Dr. Peter P. Laurel
Lyceum of the Philippines
University - Batangas

Mrs. Naila E. Leveriza
Manuel S. Enverga University Foundation, Inc.

Rev. Fr. Gilbert B. Sales, CICM
St. Louis University

Dr. Zorba Bnn R. Bautista
University of Baguio

Mr. Anthony Jose M. Tamayo
University of Perpetual Help System

VISAYAS

Atty. Augusto W. Go (VP for Visayas)
University of Cebu

Engr. Bernard Nicolas E. Villamor
Cebu Institute of Technology-University

Dr. Victoriano B. Tirol III
University of Bohol

Dr. Chito B. Salazar
University of Iloilo

MINDANAO

Dr. Guillermo P. Torres, Jr. (VP for Mindanao)
University of Mindanao

Ms. Laurice Faye R. Juarez
Capitol University

Dr. Karen Belina Feliciano-De Leon
Misamis University

Dr. Evelyn Abellera-Magno
Rizal Memorial Colleges

The newly elected Officers and Board of Trustees of the Association, were formally inducted into Office at the Bohol Function Room of the EDSA Shangri-la Hotel on August 31, 2018 with the Hon. Joey Sarte Salceda as inducting officer. Cong. Salceda was one of the principal authors of R.A. No. 10931, otherwise known as the "Universal Access to Quality Tertiary Education Act of 2018," and Vice-Chairman of the HORs Committee on Ways and Means.

In his keynote, Cong. Salceda presented a comprehensive coverage of the economic condition of the country's education sector in his talk on the TRABAHO Bill (HB No. 8083) which was very timely because the induction and turn-over ceremonies was attended by the presidents and other high-ranking officers of the other member-associations of COCOPEA, such as Dr. Pio Bacong, COCOPEA Chairman and ACSCU President; Fr. Joel Tabora SJ., CEAP President; Dr. Lourdes Sese, PAPSCU President and COCOPEA Vice-Chairwoman; Dr. Jose Paolo Campus, PAPSCU President Emeritus; and presidents of PACU member-schools.

At this juncture, the former PACU President, Dr. Dhanna Kerina

Bautista-Rodas, received her Plaque of Recognition from the incoming President, Dr. Enriquez, where she was assisted by former PACU Presidents, Dr. Patricia B. Lagunda, Dr. Karen Belina Feliciano-De Leon, and Dr. Vicente K. Fabella. After which, she thanked all the PACU Officers and Trustees and the member-schools in assisting her, technically and morally, on her daunting and very challenging term.

Another highlight of the event was the symbolic turn-over of the PACU Presidency where Dr. Rodas handed over the PACU Flag to the new PACU President.

After which, Pres. Caroline Marian S. Enriquez, delivered her acceptance speech where she highlighted her plans and programs for the next into years of her term. She likewise humbly solicited the moral and technical support of the PACU officers and trustees as well as the whole PACU community.

Dr. Vicente K. Fabella, host of the induction and oath taking ceremonies, led the wine toast as a sign of love and support to the new PACU President, the rest of the PACU Executive Committee and members of the Board of Trustees.



POINT OF INFORMATION

Dean Antonio H. Abad, Jr. and
Dean Anna Maria “Ada” D. Abad



2017 – 2018 SUPREME COURT CASES AFFECTING EDUCATIONAL INSTITUTIONS

CASE NO. 1: UNIVERSITY OF SANTO TOMAS v. SAMAHANG MANGGAGAWA NG UST, GR No. 184262, 24 April 2017, J. Perlas-Bernabe.

Question: Are carpenters and similar personnel who are repeatedly hired by the University, regular employees or project employees?

Facts of the case:

The instant case stemmed from a complaint for regularization and illegal dismissal filed by the Samahang Manggagawa ng UST and Pontesor, et al. against the University before the NLRC. On various periods spanning the years 1990-1999, the University repeatedly hired Pontesor and several others to perform various maintenance duties within its campus, i.e., as laborer, mason, tinsmith, painter, electrician, welder, carpenter.

Essentially, the Union insisted that in view of Pontesor's and the other personnel's performance of such maintenance tasks throughout the years, they should be deemed regular employees of petitioner. The Union further argued that for as long as the University continues to

operate and exist as an educational institution, with rooms, buildings, and facilities to maintain, the latter could not dispense with Pontesor's services which are necessary and desirable to the business of petitioner.

On the other hand, while the University admitted that it repeatedly hired Pontesor, et al. in different capacities throughout the aforesaid years, it nevertheless maintained that they were merely hired on a per-project basis, as evidenced by numerous Contractual Employee Appointments (CEAs) signed by them. In this regard, the University pointed out that each of the CEAs that Pontesor, et al. signed defined the nature and term of the project to which they are assigned, and that each contract was renewable in the event the project remained unfinished upon the expiration of the specified term.

How the case went up to the Supreme Court:

The Labor Arbiter ruled in favor of Pontesor et. al., that they had become regular employees, and accordingly, ordered the University to reinstate them to their former jobs with full backwages and without loss of seniority rights. The LA found that Pontesor, et al. should be deemed as petitioner's regular employees, considering that: (a) they have rendered at least one (1) year of service to petitioner as its employees; (b) the activities for which they were hired for are vital or inherently indispensable to the maintenance of the buildings or classrooms where petitioner's classes were held; and (c) their CEAs were contrived to preclude them from obtaining security of tenure.

On appeal however, the National Labor Relations Commission reversed the Labor Arbiter's decision, and dismissed the complaint. The NLRC found that Pontesor, et al. cannot be considered regular employees as they knowingly and voluntarily entered into fixed term contracts of employment with petitioner. As such, they

could not have been illegally dismissed upon the expiration of their respective last valid and binding fixed term employment contracts with petitioner.

The Court of Appeals reversed the NLRC ruling and, accordingly, reinstated that of the Labor Arbiter, affirming that Pontesor et al. were regular employees. It held that Pontesor, et al. cannot be considered as merely fixed term or project employees, considering that: (a) they performed work that is necessary and desirable to petitioner's business, as evidenced by their repeated rehiring and petitioner's continuous need for their services; and (b) the specific undertaking or project for which they were employed were not clear as the project description set forth in their respective CEAs were either too general or too broad.

Issue:

Whether Pontesor et. al., as carpenters and other maintenance men, are regular employees of the University.

Supreme Court Ruling:

Yes. Pontesor et. al. are regular employees of the University.

In the case at bar, a review of Pontesor, et al.'s respective CEAs reveal that petitioner repeatedly rehired them for various positions in the nature of maintenance workers, such as laborer, mason, painter, tinsmith, electrician, carpenter, and welder, for various periods spanning the years 1990-1999. While it can be argued that Pontesor, et al.'s nature of work are not necessary and desirable to petitioner's usual business as an educational institution, it is clear that their respective cumulative periods of employment as per their respective CEAs each exceed one (1) year. Thus, Pontesor, et al. fall under the second category of regular employees under Article 295 of the Labor Code. Accordingly, they should be deemed as regular employees but only with respect to the

activities for which they were hired and for as long as such activities exist.

In this relation, the Court clarifies that Pontesor, et al. were not project employees of University, who were validly terminated upon the completion of their respective projects/undertakings.

According to jurisprudence, the principal test for determining whether particular employees are properly characterized as "project[-based] employees" as distinguished from "regular employees," is whether or not the employees were assigned to carry out a "specific project or undertaking," the duration (and scope) of which were specified at the time they were engaged for that project. The project could either be (1) a particular job or undertaking that is within the regular or usual business of the employer company, but which is distinct and separate, and identifiable as such, from the other undertakings of the company; or (2) a particular job or undertaking that is not within the regular business of the corporation.

In order to safeguard the rights of workers against the arbitrary use of the word "project" to prevent employees from attaining a regular status, employers claiming that their workers are project[-based] employees should not only prove that the duration and scope of the employment was specified at the time they were engaged, but also, that there was indeed a project.

As aptly held by the Court of Appeals, Pontesor, et al. could not be considered as project employees because the specific undertakings or projects for which they were employed were not clearly delineated. This is evidenced by the vagueness of the project descriptions set forth in their respective CEAs, which states that they were tasked "to assist" in various carpentry, electrical, and masonry work.

In fact, when the aforesaid CEAs are pieced together, it appears that during the years 1990 to 1999, Pontesor, et al. were each engaged to perform all-around maintenance services throughout the various facilities/installations in petitioner's campus. Thus, it seems that petitioner,

through the CEAs, merely attempted to compartmentalize Pontesor, et al.'s various tasks into purported "projects" so as to make it appear that they were hired on a per-project basis.

Verily, the Court cannot countenance this practice as to do so would effectively permit the University to avoid hiring permanent or regular employees by simply hiring them on a temporary or casual basis, thereby violating the employees' security of tenure relative to their jobs.

CASE NO. 2: LOURDES SCHOOL QUEZON CITY VS. GARCIA, G.R. No. 213128, 07 February 2018, J. Peralta.

Question: In terminating an employee for loss of trust and confidence, must the breach of trust be willfully done?

Facts:

Petitioner Lourdes School Quezon City, Inc. (LSQC) is a non-stock, non-profit educational institution offering elementary and high school education. Prior to the termination of her service, respondent Luz V. Garcia (Garcia) was its Chief Accountant and Head of the Accounting Office.

In 2010, Fr. Acuin, Rector of LSQC, issued a Memorandum creating two committees to investigate on the possible irregularities in the purchase of notebooks and the sale of textbooks in the school. The first committee looked into the oversupply of notebooks, while the second committee was to examine the missing proceeds of the book sale. Garcia, as one of the employees subject of the investigations, was requested to submit a written report/statement on the matter.

In a letter dated 01 October 2010, Fr. Antonio Ala (Ala), Treasurer of LSQC, instructed Garcia to turn-over all the money and other financial resources of the school. Garcia immediately complied by giving back the passbooks, certificates and receipts of placements and post-dated checks issued by parents for payment of tuition fees as well as the passbook of Lourdes Church's placement in a bank.

After the physical inventory of notebooks in the stockroom; request of pertinent documents, records and data; invitation of resource persons (a lawyer and two certified public accountants); and interviews of school officials and personnel, as well as concerned individuals, Garcia was later on found liable by the two committees in the oversupply of the notebooks, and recommended the dismissal of Garcia.

The LSQC through Fr. Acuin, thus charged her for loss of trust and confidence, gross incompetence, and serious misconduct, and required Garcia to give a written explanation why she should not be dismissed.

In her written explanation, Garcia denied her culpability, alleging that she was in fact the one who discovered the excessive supply of notebooks and had its delivery and payment stopped and under-remittance in book sale.

Notwithstanding her explanation, Lourdes School – QC dismissed her. The School alleged that Garcia exactly knew how much the inventory of notebooks at any given time and yet they repeatedly gave false information to Fr. Ala in order to manipulate its purchase in favor of a supplier. As to the irregularities in the book sale, the School asserted that Garcia obviously knew about the modus operandi of De Leon and Costales.

Thus, Garcia filed this case for illegal termination.

How the case went up to the Supreme Court:

Labor Arbiter dismissed the complaint for lack of merit, and ruled that on the basis of the testimonies of the School officials, Garcia as the head of the Accounting office was truly negligent in the performance of her functions. The National Labor Relations Commission sustained the ruling of the LA.

However, the Court of Appeals reversed the decision, finding that there was grave abuse of discretion on the part

of the NLRC as its findings of fact upon which its conclusion was based were not supported by substantial evidence.

On the oversupply of notebooks, it does not appear from the records that Garcia recommended the purchase of 44,000 thin and thick notebooks which resulted in its oversupply. While she told Fr. Ala that it was time to order notebooks as the enrollment was nearing, she did not suggest the number of notebooks to be ordered for the next school year – such was the responsibility of another person Salas. The specific school policy, rules or regulations or manual stating that it was her duty to advise Fr. Ala as to the correct number of books to be ordered was neither furnished nor presented.

As regards the alleged laxity of Garcia in accountability control and monitoring, which made way to the pilferage of unused ORs and caused the irregularities in the book sale, the CA found no definitive proof that the receipts used by De Leon and Costales were the unused ORs printed by LSQC but which had not been turned over. The transfer of custody of the unused ORs printed by the school from Garcia to Salas and from Salas to the perpetrators, as well as Garcia's willful participation or knowledge of the scheme of theft or that she benefited from it, were not established. Her acts of bringing the matter to the attention of Fr. Ala and asking De Leon to explain the discrepancy in the book sale and to find the missing funds hardly indicate gross negligence. While there may be some lapses in judgment on the way she handled the status report on the book sale, it does not amount to habitual neglect in the absence of other similar shortcomings. The lapse or inaction could only be regarded as a single or isolated act of negligence that cannot be categorized as habitual.

Lastly, while it is true that Garcia's position involved a high degree of responsibility requiring trust and confidence, there was failure to establish with certainty the facts upon which the loss of trust and confidence could be based. While the school lost some funds, Garcia's responsi-

bility therefor was not supported by substantial evidence. She did not commit any act that was dishonest, deceitful or morally perverse. She did not use her authority to misappropriate the proceeds of the sale of notebooks and derive benefits therefrom. She did not alter or tamper financial data. Her financial analyses and evaluations were based on those supplied by her subordinates. Moreover, it made no sense for her to engage in anomalous transactions after spending 25 years in service wherein she had not been charged by the school with any infraction or complaint as regards the

Issue:

Whether Garcia was validly dismissed

Supreme Court Ruling:

NO, Garcia was illegally terminated. The School failed to discharge the burden of proof in showing that the dismissal of the Garcia was for just cause. There must, therefore, be an actual breach of duty committed by the employee which must be established by substantial evidence.

Moreover, the loss of trust and confidence must be based not on ordinary breach by the employee of the trust reposed in him by the employer, but, in the language of Article 282 (c) of the Labor Code, on willful breach. A breach is willful if it is done intentionally, knowingly and purposely, without justifiable excuse, as distinguished from an act done carelessly, thoughtlessly, heedlessly or inadvertently.

In this case, both testimonial and documentary evidence submitted, the Supreme Court did not believe that Garcia had malice aforethought at the time the alleged oversupply of notebooks and theft in the textbook sale were being committed.

The Court agreed with petitioner that Garcia was somehow remiss in her duties as Chief Accountant of LSQC. Admittedly, she should have been more circumspect in closely supervising Salas, particularly in monitoring and counter-checking his job with respect to the inventory-taking of notebooks and the safekeeping of unused school-issued OR booklets. Nevertheless, for lack of malicious intent or fraud, her negligence or carelessness is not a justifiable ground to impose the ultimate penalty of dismissal from employment. Loss of trust and confidence stems from a breach of trust founded on a dishonest, deceitful or fraudulent act (Lima Land, Inc., et al. v. Cuevas, 635 Phil. 36, 47-50 [2010]).

In the absence of substantial evidence to prove otherwise, the Court was constrained to find that Garcia did not commit the accusations against her. Neither did she knowingly use her authority to misappropriate school fund or property nor did she abuse the trust reposed in her by petitioner with respect to her responsibility to implement school policies on accounting matters. The most that can be attributed to Garcia is that she was simply remiss in the performance of her duties. As this does not automatically demonstrate moral perverseness, it does not constitute dishonest or deceitful conduct that would justify loss of trust and confidence.

* The authors would like to acknowledge its legal researcher Mr. Rupert Alfafara III of the Abad Abad and Associates Law Offices, for the researches on this article.



The University Premiere

Sybil L. Agreda



San Beda creates history by being the first Benedictine Catholic University in Asia. From its modest roots as a college, San Beda remains the institution that continuously realizes its genuinely Benedictine educational vision as its way of glorifying the Lord and serving its people.

Comenzando

The founding name of the institution is Colegio de San Beda, as decided by the fourteen (14) Spanish Benedictine monks who came to the Philippines in 1895 and were led by Fr. Jose Deas, O.S.B., the Abbot of Monsterrat. The school opened on June 17, 1901 with barely 212 students enrolled in primaria enseñanza (grade school) and secundaria enseñanza (high school with first two years of college). Its commitment is to form a community as a way of serving the Church, the society, and the world. From then on, the institution practiced its Christian Benedictine charism in honing young minds, in shaping a peaceful and stable community, and in helping build a better nation—all for the glory of God! Its beginning was simple. It started

with a two-storey building on Arlegui Street, in Quiapo, Manila and the year 1926, it has planted its roots on Mendiola Street, San Miguel, Manila with a three-storey neo-Gothic building, standing tall on a six-hectare campus.

Los Logros

But after a century, San Beda has gone far and is ever ready to endure and soar higher. Indeed, it has raised the bar of excellence in education, service, and leadership. This 'gran exito' is conceived because of the inspiration that Reverend Father Aloysius Ma. A. Maranan, O.S.B. gave. Fr. Aloy, who was elected as San Beda's 22nd Rector-President in 2010—and apparently also the last college Rector-President—is blessed to start an end with his election as the first San Beda University Rector-President. Needless to say, Fr. Aloy's leadership does not only create a legacy that the future Bedans shall enjoy and reap but it has also brought San Beda more glory and gold. Such outstanding leadership was recognized by the City of Manila through the 2013 Outstanding Manilan (Academic Leadership Award) conferred to Fr. Aloy "for revitalizing San Beda's Liberal Arts program; delivering fine service to students; creating linkages and international collaboration with its Asian and European counterparts, thereby broadening opportunities for the faculty and preparing students for global competitiveness; adopting more relevant community service programs in partnership with NGOs in Metro Manila and neighboring provinces; and establishing the Institutional Community Involvement Center as a showcase of how an institution can help address the need for livelihood, scholarship, and paralegal services." However, for Fr. Aloy, he attributes whatever success the institution has

today to the concerted effort of the Bedan community—the Benedictine fathers, Board of Trustees, school administrators, faculty, office personnel, students, and alumni.

Truly, one of the greatest accomplishments San Beda has ever achieved is getting its full-fledged University cap last February 6, 2018 after the Commission of Higher Education (CHED) granted its university status. San Beda's universityhood, as Fr. Aloy puts it, is the product of everyone's hard work and diligence as it aims to "develop and shape ideals that will make a positive and lasting impact on our university and the world."

En el Estreno de la Universidad

Among others, these are the pride of San Beda as it premieres as a University:

1. **Surpassing Challenges.** San Beda has transcended the challenges of the K+12 program. Considering the seamless continuum of basic education and higher education, administrators, faculty members, and students were provided with enough opportunities to enhance their expertise further, attend local and international seminars and conferences, and present research outputs as a way of strengthening their engagement and participation especially in the global arena. Last 2016, San Beda Manila and Rizal campuses welcomed the Senior High School students as their newest members of the community.

2. **Keeping at par with others.** It stood at par with peer colleges and universities as evidenced by the receipt of the Level 3 Accreditation of the Philippine Accreditation Association of Schools, Colleges, and Univer-

sities (PAASCU), the likely reason for the marked increase of the enrollment in 2014. Moreover, it has opened new competitive programs—the AB Political Science, AB English, AB Literature, BS in Physical Education, major in Wellness Management, BS Environmental Science, BS Management Accounting, BS Internal Auditing, and BS Accounting Information System. All of these are done to reinforce the school's reputation as a leading school for law, accountancy, entrepreneurship and liturgy.

3. Introducing reforms. It started several academic reforms which include the creation of the Academic Council, the highest policy making body on matters of quality assurance, thematic research agenda, faculty rank, tenure, and promotion. The portfolio of professional chairs has been extended. Research grants and scholarships and the growth of international and national conferences have been made available as well. There was a vigorous execution of community and outreach programs to and with our partner communities, agencies, and institutions which al-

most have reached 300 partnerships since 2010. This includes the 4-year Social Enterprise and Economic Development (SEED) Program in the Philippines, initiated by the Office of Linkages and International Affairs which engages students, faculty members, and community leaders in building sustainable businesses or projects for the community. In addition, new offices were created to better the school's operation and service to its stakeholders. The last is the institution's aggressive drive towards internationalization and digitization and the making of smart classrooms for students. With the school's desire to keep up with the demands in the tertiary education and to provide opportunities for both the students and faculty members to participate in the conversation in the global setting, it has worked its way and has fortunately received the International Standards Organization (ISO) Certification that signifies the institution's quality management standards in 2017.

4. Sustaining its position. San Beda has maintained and sustained its standing as an academic institu-

tion. The awards and recognitions received by its members in the field of academics, sports, entertainment, and community service are manifestations of the institution's and of every Bedan's commitment to excellence. As a confirmation of this, last July 11, 2018, the City of Manila turned over the City Resolution recognizing the institution's role as one of the pillars of education in the city since its establishment in 1901.

Viene el Circulo Completo

All these are true manifestations of the dreams of the hundreds and thousands of Bedans which are now fully realized. These, however, are 'challenging blessings' that should inspire all the more the members of the Bedan community to fuel their steadfast and vibrant spirit in the pursuit for knowledge and peace and keep their firm commitment to serve others as we reach out to a more diverse global community. This new and exciting journey of the University has begun, and it's inviting you to hop in!

Three Milestones Achieved in the Conduct of PACU Seminars

Fabian B. Quitales

On October 22-23, 2018, The Philippine Association of Colleges and Universities (PACU), the oldest private education association in the country with 191-member colleges and universities to date, introduced the first-ever live-streaming coverage of its "Seminar on Making K-12 Work" at the Philippine Women's University (PWU), beamed live at the Cebu Institute of Technology-University (CIT-U) in Cebu City. It was attended by more than a hundred participants combined from both venues. The live-streaming broadcast was the brainchild of Engr. Bernard E. Villamor, President of CIT-U, who is likewise

a member of the PACU Board and its Corporate Secretary and Programs Committee Co-Chairperson.

Ms. Ma. Theresa Nelia L. Aringo, CIT-U's University Relations Officer, team leader of the Live-Streaming Technical Team, partnered with Ms. Pia Angela A. Labrador, Deputy Director of PWU Media Affairs, in the first-ever live coverage of a PACU Seminar.

On November 26-27, 2018, a seminar, on "The Art and Practice of Deanship," was conducted at the Our Lady of Fatima University-San

Fernando (OLFU-San Fernando). It was the first seminar endorsed by CHED Central Office, the CHED Region III Office and the region's private education association, such as the Association of Local Colleges and Universities (ALCU), the Council of Deans for the Colleges and Education (CDCE), Central Luzon Association of Private School Administrators (CLAPSA), Central Luzon Association of Higher Education Institutions (CLASSHEI), and the Philippine Association of State Universities and Colleges (PASUC).

Dr. Caroline Marian S. Enriquez, President of OLFU-San Fernando and PACU, thought of asking the endorsements of educational associations of the "The Art and Practice of Deanship," for its widest dissemin-

nation to all private higher education institutions in Region 3 to enable the participation of as many colleges and universities, as possible. The innovation will expand the reach in sharing new ideas and learnings in higher education that PACU continue to emulate and advocate.

The seminar was likewise beamed live at CIT-U where its participants were able to actively partici-

pate in the open forum and engaged the resource speakers to the question and answer portion of the seminar. It was attended by a record 226 participants (also, a first in the history of PACU seminars) from all over the country including region 3 State Universities and Colleges (SUCs), Local Universities and Colleges (LUCs), and non-PACU private higher education institutions.

These firsts in the history PACU, 1) the live streaming coverage of seminars, 2) the endorsements of CHED and the local higher education associations and 3) the record breaking number of attendees reached in one seminar, will forever be etched in the history of PACU.

University of Mindanao Wins Philippine Quality Award for Commitment to Quality Management

The University of Mindanao (UM) in the Davao Region has joined an elite of academic institutions in the country that have received the prestigious Philippine Quality Award (PQA). The awarding ceremonies was held last October 24, 2018 at the Heroes Hall, Malacanang Palace. UM President and Chairman of the Board Dr. Guillermo Torres received the award from President Rodrigo Duterte. Dr. Torres was accompanied by the university officials and the board of trustees during the awarding ceremony.

UM is the only organization to receive the 2017 PQA recognition for commitment to quality management, and the first academic institution in Mindanao to receive such award. This category of award is bestowed upon an organization that has demonstrat-

ed its serious commitment to improvement in order to achieve quality and excellence. It means that the organization has proven to have put in place systems and mechanisms for quality and productivity and is working towards reaping long-term benefits of the efforts.

UM is one of the country's largest comprehensive academic institution with more than 42,000 student body from its two campuses in Davao City and six branches located in the different areas in the region. Also in 2018, UM was accorded an Employer of the Year award for Mindanao by the Peoples Management Association of the Philippines (PMAP). For seven years, it has maintained its ISO 9001 certification from SGS Philippines.

The PQA is the top honor a

Philippine organization or entity can achieve for performance excellence, and is by law presented by the President of the Republic of the Philippines. The award is akin to the Malcolm Baldrige Award in the US and the EFQM Excellence Model in Europe by recognizing role model companies for business achievements and successful performance strategies.

The other academic institutions that were given PQA recognitions under another categories for years 2015-2016 during the ceremony are Lyceum of the Philippine University-Batangas, Colegio de San Juan Letran-Calamba, University of the Philippines- National Engineering Center and Holy Angel University.



BGEN. ANTONIO L. TAMAYO Ph.D RECEIVES GUSI PEACE PRIZE INTERNATIONAL AWARD

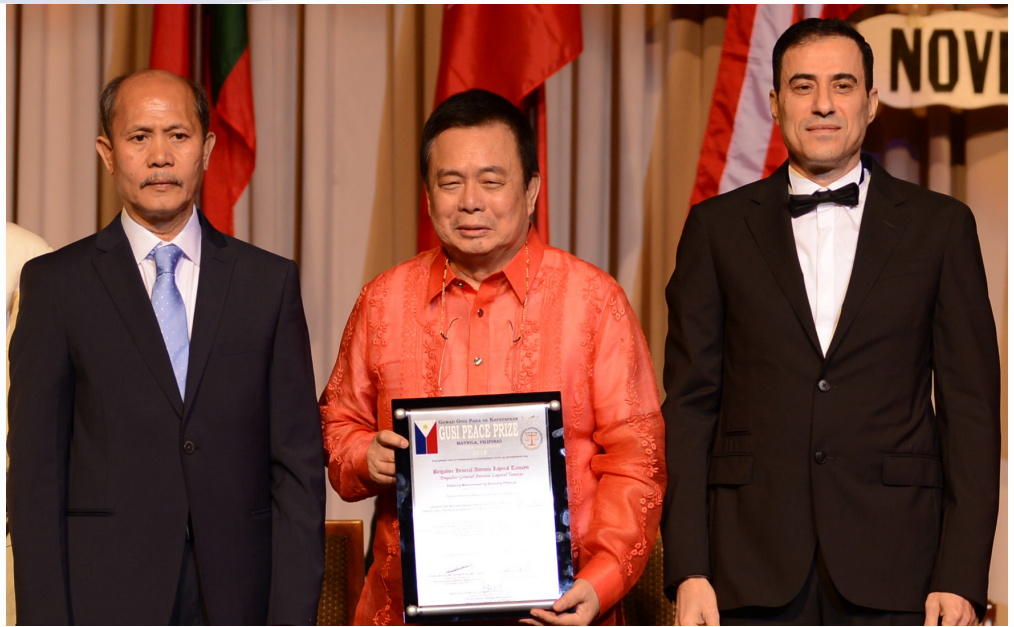
BGEN. Antonio Laperal Tamayo, Ph.D, Chairman of the Board and CEO of the University of Perpetual Help System received the prestigious Gusi Peace Prize International Award last November 28, 2018 at the Philippine International Convention Center (PICC). He was one of the two Filipinos who accepted the award this year, along with Chief Justice Lucas Bersamin.

BGEN. Tamayo was recognized for his achievements in the field of education. At the age of 29, he established the Perpetual Help School of Rizal in Las Pinas in 1975 together with his wife Dr. Daisy Moran Tamayo and friend Ernesto Crisostomo as co-founders. The school was housed in a four-story building and catered about 700 Bachelor of Science in Nursing students. After two decades, he established two other campuses in Molino, Cavite and Calamba, Laguna. He anchored the school on the motto "Character Building is Nation Building".

With the passing of his father Dr. Jose Tamayo in 2002, BGEN Tamayo assumed the role of being the Grand Patriarch and Chairman of the Board and CEO of the University of Perpetual Help System. Aside from running the Las Pinas, Molino Cavite and Calamba Laguna campuses, he also led the Manila, Malasiqui, Pangasinan; Binan, Laguna; GMA, Cavite; and Cauayan, Isabela campuses together with his siblings.

Through the years, the University has been offering more than 50 programs. It has full range of allied health degree programs which include Doctor of Medicine and Dental Medicine; Bachelor of Laws and the first University-based aviation school in the country. The Philippine Association of Colleges and Universities Commission on Accreditation has recently awarded the University of Perpetual Help-Las Pinas Campus, as the institution with the third highest number of accredited programs and the most number of Level 2 accredited programs in the Philippines together with UPHS-Calamba Campus. On the other hand, UPHS Binan Campus was also awarded as the institution with the fifth highest number of accredited programs and the most number of Level 3 accredited programs in the Philippines.

The Commission on Higher Education has awarded the Autonomous Sta-



(L-R) Amb. Barry Gusi, BGEN Antonio L. Tamayo, and Engr. Hazem Dawud during the annual awards night

tus to University of Perpetual Help System, a highly coveted stamp of excellence that proves the institution's commitment to the delivery of quality education. The Bureau Veritas has also certified UPHS with ISO 9001:2015.

BGEN. Tamayo has also extended his commitment to help the community by establishing a Collegiate Extension School inside the Bureau of Corrections in Muntinlupa City since 1984. The project is the first and only prison education program offering college degree program in the Philippines, and probably the first of its kind in the world. It is a comprehensive program that envisions to fully rehabilitated an offender who is intellectually, psychologically, spiritually, physically, professionally prepared to assume a useful productive life inside the prisons and in the free community.

True to his mission, BGEN. Tamayo also reached out to the Mangyans of Mindoro by providing free elementary education through the University of Perpetual Help Mindoro Mission School since 2016.

In the year 2000, BGEN. Antonio Tamayo was also commissioned as the commander of the first air reserve hospital now known as the 1st AFP Affiliated Reserve Medical Center of the Armed Forces of the Philippines Reserve Command. To date BGEN Tamayo leads the 1st AFP-ARMC with its more than 800 ready reserv-

ists in facilitating medical and dental missions, search and rescue operations, and other civil military operations, all of these activities are anchored upon the Perpetualite core value "bayanihan".

BGEN Tamayo earned his Doctor of Philosophy in Organizational Development degree from Southeast Asian Interdisciplinary Institute (SAIDI), Graduate Studies on Hospital Administration from George Washington University, USA and Special Studies on Hospital Management from the Ateneo de Manila University. He was a Thomasian from grade school to college where he earned Bachelor of Science in Commerce degree. Recently he also received an award as Distinguished Thomasian Alumni.

Sixteen other 2018 Laureates from around the globe received the Gusi Peace Prize Award which envisions to approximate the honor and respect accorded to the Nobel Peace Prize and the Pulitzer Award. The Gusi Peace Prize is a charitable foundation that aims to give proper recognition through the conferment of awards of excellence and distinction to individuals or groups worldwide who have distinguished themselves as brilliant exemplars of society or who contributed towards the attainment of peace for human life and dignity.

Ms. Rowena Morta

Dr. Vea receives QC's Gawad Parangal Award 2018

Mapúa University President and Chief Executive Officer Dr. Reynaldo B. Vea received the Manuel L. Quezon Gawad Parangal Award 2018 last October 12, 2018.

Dr. Vea, who assumed Mapúa's presidency in 2000, was among the 14 individual recipients of the award, which is given by the Quezon City Govern-

ment to recognize individuals and institutions that made significant contributions to the city and the nation.

Under Dr. Vea's term, Mapúa University was granted international accreditation of fourteen of its academic

programs, gained University status from the Commission on Higher Education, obtained a three-star overall rating from London's Quacquarelli Symonds (QS), and made it to the QS Asia University Rankings 2019.

Dr. Vea graduated as magna cum laude from the University of the Philippines with a Bachelor of Science degree in Mechanical Engineering in 1978. He then pursued further studies abroad and obtained a Master of Science degree in Naval Architecture and Marine Engineering from the Massachusetts Institute of Technology. He subsequently obtained his Ph.D. in engineering from the University of California at Berkeley as a Fulbright-Hays scholar.



UB sets investiture of its 5th President

Everything is set for the formal investiture of Dr. Victoriano Balili Tirol III, Ph.D. as the 5th President of the University of Bohol (UB) on December 11, 2018, three o'clock in the afternoon at the Bohol Cultural Center, Tagbilaran City, Bohol. The investiture will coincide with UB's 48th Charter Day Celebration that falls on the same date.

Dr. Victoriano B. Tirol III has assumed the top post in Bohol's first university last April 1, 2018 after the retirement of Atty. Nuevas T. Montes. Dr. Tirol is an alumnus of the Asian Institute of Management's (AIM) Top Management Program for Private Higher Educational Institution Presidents and Chancellors funded by the Commission on Higher Education (CHED). His leadership and management skills have been honed in one of the country's top universities, the Silliman University, where he earned his law and bachelor's degrees.

Dr. Ryan Tirol as he is popularly known in the academic community, has been nurtured with the rudiments of school management and administration having served three University Presi-

dents. Prior to his assumption as President, he was the Vice President for Administration and Chairman of the Board of Trustees. A namesake of his grandfather Atty. Victoriano D. Tirol Sr. (1st UB President) and father Dr. Victoriano B. Tirol Jr. (3rd UB President), the youthful top executive is committed in pursuing the legacies left by his predecessors to provide holistic education anchored on the trinity of virtues: Scholarship, Character, and Service. He believes in establishing core values in every institution and that the most important thing is to search for the greatest potential that every person can ever become.

In a formal announcement made by Atty. Ulysses B. Tirol, Chairman of the Board of Trustees, the assumption of Dr. Ryan Tirol is an affirmation of the University of Bohol's continuing thrust to quality education. With Dr. Tirol's assumption to Presidency, the school's stakeholders can expect innovations in the field of education in the province as he envisions to trail blaze projects and initiatives that will place the institution at par with world-class counterparts.



DR. VICTORIANO B. TIROL III
University of Bohol President

Dr. Ryan Tirol is the eldest son of the late Dr. Victoriano B. Tirol Jr. and Dr. Cristeta Balili-Tirol. He is married to Dr. Maricel Adiong-Tirol, UB Vice President for Finance and blessed with three children: Ryan Christian, Rian Marco and Victoriano Martin.

As an epitome of a good father, Dr. Tirol will lead the whole UB family in continuing to uphold its vision of transforming lives for a great future. (LeoBoncales/ElijahSales)

UE President Honored by Fil-Am Science Group, QC Government



UE's 11th President and Chief Academic Officer, Dr. Ester Albano Garcia, was recently recognized for her contributions to the academe by two distinct bodies.

On April 6, 2018, she was inducted to the Philippine-American Academy of Science and Engineering Hall of Honor at PAASE's 38th Annual Meeting and Symposium in Tucson, Arizona, USA.

Per PAASE, President Garcia was recognized for her "extraordinary contribution" to advance PAASE's primary objective of promoting the advancement of science, engineering and technology, and encouraging collaborative work among scientists and engineers of Philippine ancestry in research and development through scholarly endeavors. This "with a view to raising the economic welfare and well-being of Filipinos by applying science and technology to benefit society through education, research, outreach, administration, innovation, entrepreneurial activity and/or commercialization."

In addition to her Hall of Honor induction, President Garcia was a part of the symposium's plenary session on "Equipping Philippine Universities as Full Partner in Building Science and Technology Innovation Ecosystems" also on April 6.

A chemist by profession, President Garcia earned her Bachelor of Science in Chemistry degree, Cum Laude, from UP in 1963, the same year that she topped the Philippine Board of Chemistry licensure examination. She went on to become a research aide at the International Rice Research Institute for a while before pursuing her doctorate degree at the Ohio State University. In 1969, she obtained her Ph.D. in Organic Chemistry, after which she worked for one year as a post-doctoral fellow at the ICN Nucleic Acid Research Institute in Irvine, California.

Dr. Garcia has published 20 scientific papers in peer-reviewed national and international journals, and is the author or co-author of more than 120 papers on science, education, technology, environment and gender. She was also a member of the Technical Advisory Committee of the Congressional Commission for Science, Technology and Engineering, and is a recipient of, among other awards, the Outstanding Professional of the Year 1996 in Chemistry Award of the Professional Regulation Commission, an Achievement Award in Chemistry from the National Research Council of the Philippines, and the Achievement Award in Chemical Education from the Philippine Federation of Chemical Societies.

President Garcia, a long-time Quezon City resident, has had the city as her "second home" through her alma mater, the University of the Philippines-Diliman, where she went on to become a faculty member and eventually Chair of the Department of Chemistry from 1971 to 1973, and 1977 to 1979. She later on served as Vice Dean of the UP Division of Natural Science and Mathematics in 1979, and rose to become the UP Diliman Vice Chancellor in 1990, and eventually Vice President of the entire UP System in 1991.

President Garcia continued working in Quezon City as Commissioner of the Commission on Higher Education in 1994, and eventually as CHED Chairman from 1999 to 2003. Since 2006, President Garcia has been a member of the Board of Trustees of the UE Ramon Magsaysay Memorial Medical Center Inc., located in Quezon City, and earlier in 2018, was appointed as UERMMM-CI's President and Chief Academic Officer as well.

The UE President was also one of the 14 individual recipients of the Manuel L. Quezon Gawad Parangal Award on October 12, 2018, at the Crowne Plaza Manila Galleria in Ortigas Center, Quezon City. The award is handed out by the QC government to outstanding QC residents and institutions that have made significant contributions to the city and the nation.

Also among the 14 MLQ Gawad Parangal awardees is UE alumnus and former Philippine Vice President Manuel "Noli" L. De Castro Jr.

The Private Education Assistance Committee (PEAC) celebrated the 50th year anniversary of the Fund for Assistance to Private Education (FAPE) with a gala dinner at the Edsa Shangri-La Manila, Mandaluyong City, last November 5, 2018 - the very day when the Fund was created. Established through Executive Order 156, series of 1968, FAPE is a permanent trust fund for programs of assistance to private education. The PEAC was constituted as the trustee of the Fund.

The event started with a thanksgiving mass which was celebrated by Fr. Renato de Guzman, SDB with concelebrants namely: Fr. Roberto Exequiel N. Rivera, S.J., President of Ateneo De Naga University and PEAC Regional Program Director (RPD) for Region 5; Msgr. Ely Rafael D. Fuentes, Regional Trustee of CEAP and PEAC RPD for Region 6; and Fr. John Christian U. Young, President of Father Saturnino Urios University and PEAC RPD for CARAGA.

After cocktails, the program proper began with an invocation by the UST Singers. Dr. Caroline Marian S. Enriquez, PACU President, delivered a

PEAC celebrates 50 years of FAPE



welcome message. DepEd Undersecretary for Finance Victoria M. Catibog delivered the message of Secretary Leonor M. Briones, ex-officio chair of PEAC. Usec. Catibog cited PEAC's "commitment to the advancement of complementarity between the public and private education systems thereby highlighting its imperative role in national development."

The highlight of the program was the giving of a special award to the late former Senate President Edgardo J. Angara who authored RA 6728 or the Government Assistance to Students and Teachers in Private Education (GASTPE) Act, which provides for the Education Service Contracting (ESC), Teachers' Salary Subsidy (TSS), and the Senior High School Voucher Program. In his response, Senator Sonny M. Angara who received the award on behalf of his father said that he will honor his father's legacy by continuing his work.

The program also featured performances by Arman Ferrer, Shie-la Valderrama-Martinez, and the UST Singers. The celebration ended with Dr. Pio D. Bacong, ACSCU President, leading the anniversary toast together with the rest of the members of the PEAC, namely Usec. Catibog, Dr. Enriquez, Fr. Joel E. Tabora, S.J. (CEAP), and Dir. Mary Anne ER Darauay (NEDA) as well as Executive Director Doris F. Ferrer.



PACU General Assembly & National Conference (Joy-Nostalg Hotel & Suites, Pasig City - June 30, 2018)



PACU Induction of Officers & Board of Trustees
(EDSA Shangri-la Hotel, Mandaluyong City - August 31, 2018)



PACU Regular Board Meeting (Manila Hotel, Manila - September 21, 2018)



PACU Seminar on Making K-12 Work (Philippine Women's University, Manila - October 22-23, 2018)



PACU Regular Board Meeting (Philippine Women's University, Manila - October 23, 2018)



COCOPEA Testimonial Luncheon in Honor of CHed Chairman J. Prospero E. De Vera III (Manila Polo Club, Makati City - October 29, 2018)



FAPE 50th Anniversary (EDSA Shangri-la Hotel, Mandaluyong City - November 5, 2018)



PACU Seminar on The Art and Practice of Deanship (OLFU Auditorium, Our Lady of Fatima University, San Fernando, Pampanga - November 26-27, 2018)



PACU Expanded Board Meeting (Room 301, Saint Jacinta Hall, Our Lady of Fatima University, San Fernando, Pampanga - November 27, 2018)



Meeting with Cong. Joey Salceda (House of Representatives, Quezon City - August 14, 2018)



Meeting with Cong. Prospero Pichay (House of Representatives, Quezon City - August 14, 2018)



Meeting with Sen. Ralph Recto (Senate of the Philippines, Manila - August 28, 2018)



Meeting with Sen. Bam Aquino (Senate of the Philippines, Manila - August 28, 2018)



Meeting with Asec. Tony Lambino (Department of Finance, Manila - September 13, 2018)



Meeting with Sen. Sonny Angara (Senate of the Philippines, Manila - September 25, 2018)



Meeting with Sen. Win Gatchalian (Senate of the Philippines, Manila - September 25, 2018)



Meeting with Sen. Miguel Zubiri (Senate of the Philippines, Manila - October 3, 2018)



Meeting with Sen. Richard Gordon (Senate of the Philippines, Manila - October 4, 2018)





Meeting with Sen. Cynthia Villar (Las Piñas City - October 11, 2018)



SAVE the DATE

Emerging Leadership Training

January 17-18, 2019

University of Bohol

Tagbilaran City, Bohol

Expanded Board Meeting

January 18, 2019

University of Bohol

Tagbilaran City, Bohol

Private Education Assistance Committee (PEAC)

invites you to the executive program on "Transforming Education Leaders through Effective Policy Reforms" to be delivered by the Lee Kuan Yew School of Public Policy. It will be held on May 6-10, 2019 at the Bukit Timah Campus of the National University of Singapore.

For more details, please go to
<https://peac.org.ph/lkyschoolofpublicpolicythirdrun/>

PACU Newsletter

A project of the PACU Committee on Public Relations:

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