



POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
COLLEGE OF ENGINEERING  
**COMPUTER ENGINEERING DEPARTMENT**



The **LAWPHiL** Project

ARELLANO LAW FOUNDATION  
PHILIPPINE LAWS AND JURISPRUDENCE DATABASE

**MALACAÑANG**  
Manila

**PRESIDENTIAL DECREE No. 1341**

**CONVERTING THE PHILIPPINE COLLEGE OF COMMERCE INTO A POLYTECHNIC UNIVERSITY, DEFINING ITS OBJECTIVES, ORGANIZATIONAL STRUCTURE AND FUNCTIONS, AND EXPANDING ITS CURRICULAR OFFERINGS**

WHEREAS, the administration strongly addresses itself to the problems of mass poverty, unemployment and underemployment, and social justice thus necessitating the achievement of national development and its full democratization as the top priority in the national agenda;

WHEREAS, it is imperative that to carry out this task, the tremendous human resources potential of the nation be harnessed by improving the physical intellectual and material well-being of the individual;

WHEREAS, a pragmatic approach to the immediate realization of this goal requires the realignment of the educational offerings with manpower realities and goals through the adoption of a polytechnic program of education designed to provide the individual with employable skills and managerial know-how in order to make him creative, productive, and self-reliant.

WHEREAS, the occupation-oriented baccalaureate and graduate degree programs, ladder-type curriculums, "Classroom-in-the-factories" program, continuing non-formal education programs for skills in rural development, and other similar short-term programs for in-school and out-of-school youth and adults presently offered by the Philippine College of Commerce are polytechnic in content, scope and direction;

WHEREAS, the Philippine College of Commerce is a potential instrument in the effective implementation of the administration's policies on democratization of educational opportunities and on organization of a strongly-based egalitarian society as shown by the economic and social states of its present enrollment of about 23,000 students;

NOW, THEREFORE, I, FERDINAND E. MARCOS, as Commander-in-Chief of the Armed Forces of the Philippines, and pursuant to Proclamation No. 1081, dated September 21, 1972, and General Order No. 1, dated September 22, 1972, as amended, do hereby order and decree to be part of the laws of the land the following:

**Section 1.** The present Philippine College of Commerce is hereby converted into a university to be known as the "Polytechnic University of the Philippines," hereinafter referred to in this Decree as the University.



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**Section 2.** The University shall primarily provide higher occupational, technical and professional instruction and training in the applied arts and sciences. It shall also promote applied research, advance studies, and progressive leadership in the stated fields.

**Section 3.** In addition to its present offering of ladder-type higher vocational, technical and professional programs in the areas of business and distributive arts, education and the social sciences related to the fields of commerce and business administration, the University shall offer programs in other polytechnic areas. The University shall take steps to enrich the academic program in other fields of study such as agriculture, arts and trades, and fisheries by integrating such courses as are necessary to produce individuals with highly-technical and managerial skills.

**Section 4.** The head of the University shall be known as the President of the Polytechnic University of the Philippines who shall be appointed by the President of the Philippines upon recommendation of the Secretary of Education and Culture after consultation with the University Board of Regents. The powers and duties of the President of the University in addition to those enumerated in the succeeding Section shall; be those normally pertaining to the Office of the President of the University.

**Section 5.** Specifically, the President of the University shall have the following powers and duties in addition to those normally appertaining to the Office of the President of the University:

- (a) He shall be the Chief Executive Officer of the University. As such, progressive and dynamic and intellectual and administrative leadership in the University is expected of him and vested in him;
- (b) He shall be the head of the University Faculties and of any branch thereof;
- (c) He shall have general supervision over all academic as well as business and financial operations of the University;
- (d) He shall promulgate and enforce general policies affecting any unit of the University and take such actions which in his judgment are necessary for the protection of property and general interest of the University, students and personnel and for the operation of the University as a whole and shall inform the Board on all matters relating to the operation and welfare of the University;
- (e) He shall appoint qualified persons to fill all vacancies and new positions subject to the approval of the Board and make such other arrangements to meet emergencies occurring between meetings of the Board so that the work of the University shall not suffer.
- (f) He shall institute disciplinary action against any member of the University personnel, faculty or non-faculty as well as any student of the University whose actions adversely affect the general interest of the University;
- (g) He shall decide appeals in controversies between ranking officials of the University, his decisions being final and conclusive;
- (h) He shall grant or deny sabbatical leaves and leaves of absence without pay and/or extension of such leaves as well as extension of fellowships or any form of scholarship for a period not exceeding one academic year if the budget permits and for reasons he may deem satisfactory;
- (i) He shall make ad-interim appointments;



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(j) He shall grant or withhold permission to reveal confidential matters affecting the University or any unit thereof, as well as any action taken by the Board of Regents;

(k) He shall grant permission for the use of buildings and premises of the University for academic, professional and scientific conventions, for student and related activities and to fix the fee thereof;

(l) He is authorized to join the execution of all contracts, deeds, and instruments for the proper conduct of the business of the University and to assign the same in behalf of the University;

(m) He shall prepare an annual report on the work of the past year and needs of the current year including a budget with estimates of income and expenditures;

(n) He shall have such other powers as may be specifically authorized by the Board of Regents. He may delegate in writing any of his specific functions to any office.

**Section 6.** The governing body of the University shall be the Board of Regents of the Polytechnic University of the Philippines which shall be composed of the Secretary of Department of Education and Culture as Chairman, the Director General of the National Economic Development Authority, or his duly authorized representative, the Secretary of the Secretary of Department of industry, or his duly authorized representative, the Secretary Department of Labor, or his duly authorized representative, the President of the University, the President of the Alumni Association, provided he is not in the employ of the University in any capacity whatsoever, and a prominent citizen representing the private sector, as members. In the absence or inability of the Secretary of the Department of Education and Culture as Chairman of the Board of Regents, or in the event that there is no Secretary of Education and Culture, the Undersecretary of Department of Education and Culture shall sit as Chairman of the Board of Regents. In his absence or inability, the President of the University shall automatically act as Chairman of the Board of Regents. The members of the Board of Regents shall serve without compensation other than actual and necessary expenses incurred either in attendance upon meetings of the Board of Regents or upon other official business related to his position as regent as authorized by the Board.

**Section 7.** The Board of Regents shall have the following powers and duties in addition to his general powers of administration and the exercise of all the powers of a corporation as provided in Section 13 of Act Numbered fourteen hundred fifty-nine as amended, otherwise known as the Philippine Corporation Law:

(a) To receive and appropriate to the ends and as specified by the law such same as may be provided by law for the support of the University;

(b) To confer degrees in the graduate and undergraduate courses to successful candidates for graduation;

(c) To appoint, on the recommendation of the President of the University, professors, instructors, lecturers and other members of the faculty, and other officials and employees of the University; to fix their compensation, hours of service, and such other duties and conditions as it may deem proper, any other provisions of the law to the contrary notwithstanding to grant to them in his discretion, leave of absence under such regulations as it may promulgate, any other conditions of the law to the contrary notwithstanding, and to remove them for cause after an investigation and hearing shall have been had;



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(d) To fix the tuition fees required of students, matriculation fees, graduation fees, fees for laboratory courses and all special fees, and to deposit the same in such bank as may be designated by the Board of Regents, constituting a special trust fund of the University, subject to government audit;

(e) To provide fellowship for faculty members, and scholarships to students showing special evidence of merit;

(f) To prescribe rules for its own government, and to enact for the government of the University such general ordinances and regulations, not contrary to law, as are consistent with the purpose of the University; and

(g) To receive in trust legacies, gifts and donations of real and personal property of all kinds and administer the same for the benefit of the University, or of the Department thereof, or for the aid to any student or students, in accordance with the direction and instructions of the donor, and in default thereof, in such manner as the Board of Regents may in its discretion determine. All such donations shall be exempt from all taxes, and to be considered as deductible items from the income tax of the donors; To import duty-free commodities for educational purposes as an exemption to existing laws.

**Section 8.** A quorum of the Board of Regents shall consist of a majority of all members. All processes against the Board of Regents shall be observed on the President or Secretary thereof.

**Section 9.** Regular meetings of the Board of Regents shall be held every third Tuesday of the month. Special meetings of the Board may be called upon by the Chairman or on request of the four (4) members of the Board. In both cases, notice of such meetings shall be issued at least three (3) days prior to the meeting.

**Section 10.** The officers of the administration of the University shall be University President, the Vice-President, the Secretary of the University and such other academic and administrative officials whose positions and functions are deemed necessary to assist in the effective and efficient administration of the University as may be determined by the Board of Regents.

**Section 11.** It shall be the concern of the University to disperse its programs in the countryside through a system of regional branches.

**Section 12.** All parcels of land, buildings, equipment and facilities owned by the Philippine College of Commerce and such other national schools as may be integrated by virtue of this decree, including their obligations and appropriation thereof, shall stand transferred to the Polytechnic University of the Philippines provided however, said national schools shall continue to receive their corresponding shares from the special education fund of the municipal/provincial/city government concerned as are now enjoyed by them in accordance with existing laws and/or decrees.

**Section 13.** It shall be a continuing policy of the University to accept the affiliation and/or integration within its operation of any existing national schools whose programs can contribute largely and effectively to the attainment of its objectives; Provided, however, that in the case of integration, the Secretary of Education and Culture is hereby authorized to determine and approve the specific existing national schools that are to be integrated as part of the Polytechnic University of the Philippines. In this particular case, it is understood that all funds, properties, and other assets as well as obligations of the integrated school



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shall be transferred to the University pursuant to the provisions of the preceding Section of this Decree.

**Section 14.** In addition to the amount already appropriated for the Philippine College of Commerce, there is hereby appropriated the sum of THREE MILLION (P3,000,000.00) from any amount available in the Treasury of the Philippines for the purpose of carrying out the provisions of this Decree. Thereafter, such sums as may be necessary to carry out the provisions of this Decree shall be appropriated annually.

**Section 15.** This Decree shall take effect immediately.

Done in the City of Manila, this 1st day of April, in the year of Our Lord, Nineteen Hundred and Seventy-Eight.

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# CHED DEVELOPMENT PLAN ( 2012 - 2016 )



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**COMMISSION ON HIGHER EDUCATION (CHED)  
STRATEGIC PLAN FOR 2011-2016**

### 1. VISION

The Commission on Higher Education - CHED is the key leader of the Philippine higher education system effectively working in partnership with other major higher education stakeholders in building the country's human capital and innovation capacity towards the development of a Filipino nation as a responsible member of the international community.

### 2. MANDATE

Given the national government's commitment to transformational leadership that puts education as the central strategy for investing in the Filipino people, reducing poverty, and building national competitiveness and pursuant to Republic Act 7722, CHED shall:

- a. Promote relevant and quality higher education (i.e. higher education institutions and programs are at par with international standards and graduates and professionals are highly competent and recognized in the international arena);
- b. ensure that quality higher education is accessible to all who seek it particularly those who may not be able to afford it;
- c. guarantee and protect academic freedom for continuing intellectual growth, advancement of learning and research, development of responsible and effective leadership, education of high level professionals, and enrichment of historical and cultural heritages; and
- d. commit to moral ascendancy that eradicates corrupt practices, institutionalizes transparency and accountability and encourages participatory governance in the Commission and the subsector.

### 3. OBJECTIVES

The overall societal goal is the attainment of inclusive growth and sustainable development while the higher education sub-sector goals are: the formation of high-level human resource, and generation, adaptation, and transfer of knowledge and technology for national development and global competitiveness.

Specifically, CHED aims to achieve the following objectives in the next five years:



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# NEDA DEVELOPMENT PLAN ( 2015 - 2018 )





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**2018 National Priority Plan**

The National Priority Plan (NPP) is a list of the government's priority programs, projects and activities in the areas of education, health, youth and sports development, human settlements, science and culture, and economic development. The National Economic and Development Authority (NEDA) issues this list annually.

Program/Project/Activity (PPAs)	Brief Description	For more information, please visit:	Implementing Agency
Malnutrition Reduction Program (MRP)	The MRP is being implemented as an expansion of the DOST PINOY (Package for the Improvement of Nutrition of Young Children) strategy in all regions of the country to address undernutrition among Filipino young children. The DOST package of intervention which uses the local technology of rice-mungo based complementary foods rich in protein and energy along with nutrition education of mothers/caregivers.	<a href="http://www.dost.gov.ph">www.dost.gov.ph</a>	Department of Science and Technology (DOST) - Food and Nutrition Research Institute (FNRI)
Corn Technology Demonstration	The corn technology demonstration showcases a matured technology generated by research and development institutions that includes those developed by scientist in cooperation with farmers.	<a href="http://www.da.gov.ph">www.da.gov.ph</a>	Department of Agriculture (DA)
Hybrid Technology Demonstration/Model Farm	The hybrid technology demonstration or model farm aims to showcase the benefits of using hybrid seeds and its production management. Target areas shall focus on fully irrigated areas. However, selected rain-fed areas with adequate water can also be included. Program areas shall be composed of contiguous farms or farm-clusters that can have a minimum area of 10 hectares. The recipients will be provided with hybrid seeds, fertilizers and zinc/ or soil ameliorants.	<a href="http://www.da.gov.ph">www.da.gov.ph</a>	Department of Agriculture (DA)
STEM Digital Literacy Lab	A digital literacy classroom newly designed with built-in interactive whiteboard (IWB) and thirty units (30) of software licenses and tablets for Magic IWB. This is a time saving device that can store information and readily available for visual presentations.	<a href="http://www.pshs.edu.ph">www.pshs.edu.ph</a>	DOST- Philippine Science High School System (DOST-PSHSS)



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Program/Project/Activity (PPAs)	Brief Description	For more information, please visit:	Implementing Agency
Supply, Delivery, Installation, Testing, Supervision, Training and Commissioning of Solid State C-Band Dual Polarization Doppler Weather Radar in Brgy. Cagaasan, Lioang, Northern Samar	A Doppler radar in the Northern Samar shall be installed to serve as redundant to Guian Radar Station. Redundancy is an important consideration in weather monitoring and forecasting the destructive effects of strong typhoons. Redundancy would ensure the availability of radar data are inputted to the agency's forecasting models.	<a href="http://www1.pagasa.dost.gov.ph">www1.pagasa.dost.gov.ph</a>	Department of Science and Technology – Philippine Atmospheric Geophysical and Astronomical Services Administration (DOST-PAGASA)
Access to Resources and Innovations in Science Education (ARISE): 21st Century Model Classroom	The project is a 21st century education support system. It serves as a learning environment that creates learning practices, human support and physical environments that facilitates the development of the 21 <sup>st</sup> century skills of both teachers and learners in the four common cores: Communication, Collaboration, Critical Thinking and Creativity	<a href="http://www.sei.dost.gov.ph">www.sei.dost.gov.ph</a>	DOST-Science Education Institute (SEI)

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## 2016 NATIONAL PRIORITY PLAN

The National Priority Plan (NPP) is a list of the government's priority programs, projects and activities in the areas of education, health, youth and sports development, human settlements, science and culture, and economic development. The National Economic and Development Authority (NEDA) issues this list annually.

### Priority programs, projects and activities

Program/Project/Activity	Brief Description	For more information, please visit:	Implementing Agency
Special Science Secondary Education Program (SSSEP)	The SSSEP aims to develop young Filipinos with high aptitude in Science and Mathematics to become the country's future critical mass of professionals in science and technology through the provision of quality resources to PSHS Scholars. It employs the following strategies for service delivery: (i) use of learning and teaching technologies; (ii) organizational development; and (iii) conduct of quality management system ensuring quality content for the special science secondary education and efficient complementary resource sets (i.e., human structure).	<a href="http://www.pshs.edu.ph">http://www.pshs.edu.ph</a>	DOST-Philippine Science High School System



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Program/Project/Activity	Brief Description	For more information, please visit:	Implementing Agency
Malnutrition Reduction Program (MRP) <ul style="list-style-type: none"> <li>• Project 1: Technology Transfer and Commercialization of Complementary Blends and Snack Foods</li> <li>• Project 2: Monitoring and Process Evaluation of DOST PINOY</li> </ul>	The MRP is an expansion of the DOST PINOY which seeks to address the undernutrition problem among young children. The program uses a package of interventions which uses the local technology of rice-mungo based complementary food rich in protein and energy along with nutrition education of mothers/caregivers. The DOST PINOY strategy under the MRP is one of DOST's High Impact Technology Solutions (HITS) programs anchored on the battle cry that "local technology works".	<a href="http://www.fnri.dost.gov.ph">http://www.fnri.dost.gov.ph</a>	DOST - Food and Nutrition Research Institute
Adopt-A-School Program (ASP)	The ASP, which was established under Republic Act 8525 or Adapt-A-School Act of 1998, is a vital program of the government to improve access to quality basic education in the country. Contributions under the ASP consist of essential education inputs including: a) infrastructure, physical facilities, furniture, and real estate; b) learning and instructional materials; c) health and nutrition; d) reading programs; e) technology support; f) direct assistance to pupils and students such as provision of school supplies; g) training and development of teachers; h) learning devices for children with special needs; and i) <i>Strigado Eskwela</i> .	<a href="http://www.deped.gov.ph">http://www.deped.gov.ph</a>	Department of Education



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Program/Project/Activity	Brief Description	For more information, please visit:	Implementing Agency
Child Health Development Program (CHDP)	The CHDP aims to improve the health and nutrition status of under-five children; improve the newborn program, infant, and under-five child survival of Filipino children; reduce newborn, infant and under-five mortality rates and reduce malnutrition prevalence among under-five children.	<a href="http://www.doh.gov.ph">http://www.doh.gov.ph</a>	Department of Health
Health Facilities Enhancement Program (HFEP) and its component program/activities	The HFEP aims to improve the delivery of basic, essential as well as specialized health services. The program is consistent with one of the main thrusts of <i>Kalusugan Pangkalahatan</i> or Universal Health Care, which ensures access to, and availability of, quality health care. HFEP involves the upgrading of health facilities and equipment at all levels to make them more responsive to the demands of their catchment areas as well as to strengthen the health facility referral system.	<a href="http://www.doh.gov.ph">http://www.doh.gov.ph</a>	Department of Health

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Program/Project/Activity	Brief Description	For more information, please visit:	Implementing Agency
Responsible Parenthood and Family Planning Program (RP-FP)	The RP-FP aims to assist couples/parents exercise shared responsible parenting to achieve the desired number, timing and spacing of children, and to contribute in improving maternal, neonatal and child health and nutrition status of Filipinos.	<a href="http://www.doh.gov.ph">http://www.doh.gov.ph</a>	Department of Health
Expanded Program on Immunization (EPI)	The EPI was established in 1976 to ensure that infants/children and mothers have access to routinely recommended infant/childhood vaccines. Its overall goal is to reduce the morbidity and mortality among children against the most common vaccine-preventable diseases. Specifically, it aims to: a) sustain the polio-free status of the Philippines; b) eliminate measles infection; c) eliminate maternal and neonatal tetanus; d) control diphtheria, pertussis, hepatitis B, and German measles; and e) prevent extra pulmonary tuberculosis among children.	<a href="http://www.doh.gov.ph">http://www.doh.gov.ph</a>	Department of Health



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Program/Project/Activity	Brief Description	For more information, please visit:	Implementing Agency
Community Mortgage Program (CMP) and the High-Density Housing Program (HDHP)	<p>The CMP is a mortgage financing program that assists legally organized associations of residents of blighted or depressed areas to own the lots they occupy, providing them security of tenure and eventually improving their neighborhood and homes to the extent of their affordability.</p> <p>The HDH provides financing assistance to organized communities in danger areas for the implementation of multi-storey projects in NCR. The program adopts CMP's community-driven approach wherein informal settler families develop people's plans and organize themselves to mobilize resources to build/develop their communities.</p>	<a href="http://www.shfcph.com/">http://www.shfcph.com/</a>	Social Housing Finance Corporation/ Housing and Urban Development Coordinating Council

To help finance expenditures in these areas and thus free up public resources for other developmental activities, the government encourages private sector donations for these priority programs and projects. Under Sec. 34 (H)(2)(a) of the National Internal Revenue Code of 1997, any project/program/activity included in the NPP entitles its individual or corporate donors to full deduction of said donation from the donor's taxable income for the year when the donations were made. Tax deductions from the NPP can be claimed during the succeeding year at the time of the filing of the income tax returns. NEDA issues certification of inclusion in the NPP upon request.



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**2015 NATIONAL PRIORITY PLAN**

The National Priority Plan (NPP) is a list of the government's priority programs, projects and activities in the areas of education, health, youth and sports development, human settlements, science and culture, and economic development. The National Economic and Development Authority (NEDA) issues this list annually.

Priority programs, projects and activities

Program/Project/Activity	Brief Description	For more information, please visit:	Implementing Agency
DOST-FNRI Malnutrition Reduction Program (MRP) <ul style="list-style-type: none"> <li>• Project 1: Technology Transfer and Commercialization of Complementary Blends and Snack Foods</li> <li>• Project 2: Monitoring and Process Evaluation of DOST PINOY</li> </ul>	The MRP is an expansion of the DOST PINOY which seeks to address the undernutrition problem among young children. The program uses a package of intervention which uses the local technology of rice-mungo based complementary food rich in protein and energy along with nutrition education of mothers/caregivers. The DOST PINOY strategy under the MRP is one of DOST's High Impact Technology Solutions (HITS) programs anchored on the battle cry that "local technology works". With this program, the DOST is bringing to the countryside, one of the solutions to the problem of malnutrition among our Filipino young children.	<a href="http://www.fno.dost.gov.ph">http://www.fno.dost.gov.ph</a>	DOST - Food and Nutrition Research Institute
Child Health Development Program (CHDP)	The CHDP aims to improve health and nutrition status of under-five children; improve newborn program, infant, and under-five child survival of Filipino children, reduce newborn, infant and under-five mortality rates and reduce malnutrition prevalence among under five children.		Department of Health





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Adopt-A-School Program	The Adopt-A-School (ASP), which was established under Republic Act 8525 or Adopt-A-School Act of 1998, is a vital program of the government to improve access to quality basic education in the country. Contributions under the ASP consist of essential education inputs including: a) infrastructure, physical facilities, furniture, and real estate; b) learning and instructional materials; c) health and nutrition; d) reading programs; e) technology support; f) direct assistance to pupils and students such as provision of school supplies; g) training and development of teachers; h) learning devices for children with special needs; and, i) Brigada Eskwela.	<a href="http://www.deped.gov.ph/index.php/programs-projects/adopt-a-school">http://www.deped.gov.ph/index.php/programs-projects/adopt-a-school</a>	Department of Education
Health Facilities Program and its component program/activities (HFP)	The Health Facilities Program (HFP) aims to improve the delivery of basic, essential as well as specialized health services. The program is consistent with one of the main thrusts of Kalusugan Pangkalahatan or Universal Health Care, which ensures access to, and availability of, quality health care. HFEP involves the upgrading of health facilities and equipment at all levels to make them more responsive to the demands of their catchment areas as well as to strengthen the health facility referral system.	<a href="http://www.doh.gov.ph/hfso.htm">http://www.doh.gov.ph/hfso.htm</a>	Department of Health
Responsible Parenthood and Family Planning Program (RP-PP)	The program aims to assist couples/parents exercise shared responsible parenting to achieve the desired number, timing and spacing of children and to contribute in improving maternal, neonatal and child health and nutrition status of Filipinos.	<a href="http://www.popscom6.ph/respar.asp.html">http://www.popscom6.ph/respar.asp.html</a>	Department of Health
Expanded Program on Immunization for Infants in NHFS-PR Families (EPI)	The Expanded Program on Immunization (EPI) was established in 1976 to ensure that infants/children and mothers have access to routinely recommended infant/childhood vaccines. Its overall goal is to reduce the morbidity and mortality among children against the most common vaccine-preventable diseases. Specifically, it aims to: a) sustain the polio-free status of the Philippines; b) eliminate measles infection; c) eliminate maternal and	<a href="http://www.doh.gov.ph/index/1067.html">http://www.doh.gov.ph/index/1067.html</a>	Department of Health

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**WRITTEN PROCEDURES ATTAINING PUP – VISION, MISSIONS,  
GOALS AND OBJECTIVES**

**1. Formulate a clear and emphatic General University Vision**

**Vision**

- A Reputable, Academic, Intellectual, and Professional Epistemic Community

**2. Conceptualize Mission based on the clear and emphatic general University vision**

- To democratize access to educational opportunities and pursue academic excellence in comprehensive education in order to produce world-class quality citizens, professionals and leaders for national development.

**3. Vision-Mission Statement**

- A PROFESSIONAL EPISTEMIC COMMUNITY TO PURSUE ACADEMIC EXCELLENCE IN DEMOCRATIZING COMPREHENSIVE EDUCATION

**4. Present a clear cut Working Definition of Epistemic in PUP Context**

- An epistemic community is a network of professionals with recognized expertise and competence in a particular domain and an authorize claim to policy-relevant knowledge within that domain or issue area,

**5. Clear paths and lay the foundation by identifying the two basic considerations building a professional Epistemic Community**

**A. Enumerate DISCIPLINES OF LEARNING ORGANIZATIONS**

1. Shared Vision,
2. Mental Models,
3. Personal Mastery,
4. Team Learning and
5. Systems Thinking

**B. Enumerate 4 KEY INDICATORS OF COMMUNITY**

1. Sense of belonging & identity
2. Feeling of influence/empowerment
3. Climate of mutual trust, respect & support
4. Shared history, beliefs & culture

**6. Strategize PUP VGMO into Four Perspectives Based on the Strategic Objectives of the President's 8-Point Agenda**

**A. Financial Perspective**

1. Assure Transparent-Participatory Governance
2. Exercise Fiscal Responsibility

**B. Customer Perspective**

1. Pursue Academic Excellence thru Disciplinary Integrity
2. Institutionalized Civic society, LGU and Private sector Engagement/Linkages

**C. Process Perspective**

1. Modernized Learning Environment /Facilities
2. Establish a Critical-Rational University Organization

**D. People Perspective**

1. Cultivate Research Culture
2. Promote an Academic freedom which is both responsive and responsible

**7. Strategize Programs and Initiatives based on the Four Perspective attaining the PUP-VGMO**

**A. Financial Perspective**

1. Assure Transparent-Participatory Governance
  - a. Placing the right people in right positions
  - b. Institutionalizing change status and promotion processes (rational but just)
  - c. Continuous upgrading of capabilities of faculty and staff for right career paths
  - d. Providing equal opportunities for faculty academic exchange



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**COMPUTER ENGINEERING DEPARTMENT**

2. Exercise Fiscal Responsibility
  - a. Involving the publics of PUP in funds management and appropriation.
  - b. Conscientious observance of fiduciary rules.
  - c. Prudent allocations of funds – academic and research concerns must be prioritized
  - d. Transparency in all fiscal transactions.
- B. Customer Perspective
  1. Pursue Academic Excellence thru Disciplinary Integrity
    - a. Research development thru disciplined integrity.
    - b. Coupling of Research with Instruction
    - c. Faculty & Student Dev thru fellowships, exchanges & research involvement/foundations
  2. Institutionalized Civic society, LGU and Private sector Engagement/Linkages
    - a. Engaging social issues in both discourse and practice.
    - b. Embedding a good social conscience in the sectors of PUP
    - c. Expanding extension and community development
    - d. Expanding academic and institutional linkages
    - e. Redefining our involvement in LGUs and their communities
- C. Process Perspective
  1. Modernized Learning Environment/Facilities
    - a. Starting-up an open-shelves library system to complement an upgraded e-Library
    - b. Upgrading of facilities and laboratory
    - c. Build and refurbish classrooms and new facilities for students, faculty and staff
    - d. State-of-the-art information Communication Technology
    - e. Clean environment/Proper waste disposal management system
  2. Establish a Critical-Rational University Organization
    - a. Review of current organizational structures, personnel positions and qualifications, status of the faculty (academic qualifications, research involvements and specification) and academic programs
    - b. Review of polices on faculty and personnel recruitment and new student entrants
- D. People Perspective
  1. Cultivate Research Culture
    - a. Doing away with the "turf mentality" in the academic & research sectors;
    - b. Developing and implementing sound research capability program in each of the colleges thru collaboration of the academic & research sectors
    - c. Encouraging & supporting talented faculty members to embark on research-based graduate programs in reputable universities
  2. Promote an Academic freedom which is both responsive and responsible
    - a. Institutionalize student and faculty government and publication
    - b. Review of student and faculty development programs
    - c. Allowing students to participate in knowledge production
    - d. Creation of venues for sectoral involvement in decision-making.
8. Formulate an evaluation tool "Balance ScoreCard" to measure and assess the achievements of the VGMO
  - A. Strategic management system
  - B. A measurement system and,
  - C. Communication tool
  - D. Increased requirements for accountability
  - E. Keep our eye on what's most important
  - F. Focus especially on major outcomes expected by:
    1. Stockholders/Owners
    2. Customers
    3. Internal Processes
    4. Employees



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## CERTIFICATION

This is to certify that during the Special Board of Regents (BOR) Meeting held on 05 April 2013 at CHED Conference Room, 4th Floor, HEDC Building, C.P. Garcia Avenue, UP Campus, Diliman, Quezon City, the Board gave an initial approval of the PUP Institutional Plan from 2012 - 2016 subject to revisions to find the core/niches which PUP can explore that will make it more relevant and responsive to the changing time as per Board Resolution No. 944, Series of 2013.

WITNESS MY HAND and dry seal this 13<sup>th</sup> day of October 2018 at the City of Manila, Philippines.

  
ROLANDO M. COVERO JR., MPA  
University/Board Secretary

OFFICE OF THE UNIVERSITY/ BOARD SECRETARY

2<sup>nd</sup> Floor South Wing PUP A, Alabua Campus Anonas Street, Sta. Mesa, Manila Phone: (Direct Line) 716-6148  
(Trunk Line) 711-28-32 (Local) 265; website: www.pup.edu.ph; e-mail: boardsec@pup.edu.ph



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**COMPUTER ENGINEERING DEPARTMENT**



Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
OFFICE OF THE PRESIDENT

**OFFICE MEMORANDUM**  
No. 008, Series of 2017

**TO :** ASSISTANTS TO THE VICE PRESIDENTS

**FROM:** (Sgd.) EMANUEL C. DE GUZMAN, PhD  
*President*

**RE :** SUBMISSION OF REVISED 2012-2017 ASSESSMENT AND  
2018-2020 PLAN

**DATE:** November 24, 2017

To give time for the consolidation of the results and outputs of our recently held three-day Executive Committee planning, you are hereby requested to submit to the Executive Planning Chair, Dr. Joseph Mercado, **hard and soft copies of the following on or before November 28, 2017:**

- (1) Revised 2012-2017 Assessment
- (2) 2018-2020 Plan

The PowerPoint presentations of such requested files are likewise expected to be submitted on or before the cited date.

Please use the standard template and incorporate all the suggestions made during the planning.

Thank you very much.

*cc:*  
Executive Vice President  
Head Executive Assistant  
Vice President for Academic Affairs  
Vice President for Student Affairs and Services  
Vice President for Administration  
Vice President for Finance  
Vice President for Research, Extension, and Development  
Vice President for Branches and Campuses

2<sup>nd</sup> Floor South Wing PUP A, Main Campus Anonas Street, Sta. Mesa, Manila. Phone: (Direct Line) 7162666, Telefax: 726-1345  
(Toll-free) 801-777787 local 261/262/656/639 ; website: [www.pup.edu.ph](http://www.pup.edu.ph) ; e-mail: [president@pup.edu.ph](mailto:president@pup.edu.ph)

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Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
**EXECUTIVE COMMITTEE**

**NOTICE OF MEETING**

TO : **Dr. ANNA RUBY P. GAPASIN** *nil 01/04/2018*  
*Head Executive Assistant*

**Prof. LUALHATI A. DELA CRUZ** *Janic 1/4/18*  
*Assistant to the Executive Vice President*

**Prof. EDELYN M. MARIANO** *maria 1/4/18*  
*Assistant to the Vice President for Academic Affairs*


*1-4-18* **Prof. ROSITA E. CANLAS**  
*Assistant to the Vice President for Administration*

**Dr. EDGARDO A. LATOZA** *fred 1/4/18*  
*Assistant to the Vice President for Student Affairs and Services*

**Dr. RACIDON P. BERNARTE** *Racido 1/4/18*  
*Assistant to the Vice President for Research, Extension and Development*

**Prof. SHARON JOY F. PELAYO** *sharon 1/4/18*  
*Assistant to the Vice President for Finance*

**Dr. NORBERTO V. CATURAY** *Norberto 1/4/18*  
*Assistant to the Vice President for Branches and Campuses*

FROM :   
**Dr. JOSEPH MERCADO**  
*Chair, PUP Institutional Development Plan Committee*  
*Vice President for Research, Extension, and Development*

SUBJECT : **PUP 2018-2020 INSTITUTIONAL DEVELOPMENT PLAN**

DATE : January 4, 2018

Please be informed that there will be a meeting on Friday, January 5, 2018 at 1:30 P.M. at the Dr. Pablo T. Mateo II Conference Room, 2<sup>nd</sup> floor South Wing, PUP Main Academic Building.

Matters regarding the finalization of the PUP Institutional Development Plan for 2018-2020 shall be discussed.

Your presence will be highly appreciated.

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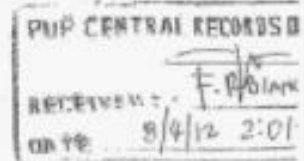




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Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
Sta. Mesa, Manila



31 July 2012

SPECIAL ORDER  
No. 1679, s. 2012

In the interest of the service, the herein-named Officials, this University, are hereby authorized to attend on official time the **2012 PUP Strategic Planning Workshop, Phase I – Stakeholder's Consultation on August 1, 2012 to be held at the Manila Room, Hasmin Hostel, M.H. Del Pilar Campus, Sta. Mesa, Manila:**

1. Pres. Emanuel C. De Guzman
2. Prof. Joseph M. Lardizabal
3. Atty. Araceli G. Linaloc
4. Ms. Ruth P. Carlos
5. Dr. Anna Ruby P. Gapasin
6. Prof. Valentin P. Espina
7. Prof. Roseller R. Luciano
8. Archt. Sherwin N. Nieva
9. Prof. Lailanie G. Teves
10. EVP Victoria C. Naval
11. Dir. Sanjay P. Claudio
12. Dr. Carmencita L. Castolo
13. Dr. Raquel G. Ramos
14. Dr. Flordeliza E. Alverdia
15. VPA Estelita Wi Dela Rosa
16. Dr. Larry M. Alfonso
17. Dir. Alberto C. Guillo
18. Prof. Joel M. Munsayac
19. Engr. Ronald D. Fernando
20. Mr. Adriano M. Salvador
21. Dr. Roland C. Viray
22. Mr. Virgilio T. Mauricio
23. Ms. Josephine N. Flores
24. Dr. Helen P. Almirante
25. VPF Marissa J. Lergaspi
26. Dir. Helen R. Alcantara
27. Dir. Florenita E. Imperial
28. Ms. Josefina G. Concepcion
29. Ms. Myma C. Cacho
30. Dr. Manuel M. Muhi
31. Prof. Mely R. Luya
32. Dr. Racidon P. Bernarte
33. Dir. Liwayway M. Cruz
34. Dr. Lorna T. Enerva
35. Prof. Apolonio A. Duque
36. Prof. Joey S. Pinalas
37. Prof. Virgilio A. Rivas
38. Dr. Angelina E. Borican
39. Dr. Divina T. Pasumbal
40. VPSS Juan C. Birion
41. Dr. Edgardo A. Latoza
42. Dr. Armando A. Torres
43. Ms. Melba D. Abaleta
44. Prof. Elena R. Abeleda
45. Prof. Barbara P. Camacho
46. Dr. Amalia C. Rosales
47. Prof. Cristalina R. Piers
48. Prof. Ria S. Fajlago
49. Prof. Segundo C. Dizon
50. VPAA Samuel M. Salvador
51. AVPAA Norberto V. Caturay
51. Dr. Danilo T. Reyes
53. Engr. Ben B. Andres
54. Prof. Bernadeth G. Nobles
55. Dr. Jennilof I. Aguilar
56. Dr. Marietta P. Demelino
57. Prof. Reynato G. Unso
58. Dean Zenaida R. Samiento
59. Prof. Myma G. Cruz
60. Prof. Evelyn M. Matchete
61. Prof. Lourdes V. Alvarez
62. Dean Esperanza S.J. Lorenzo
63. Prof. Ana Ma. L. Espiritu
64. Prof. Iris Rowena A. Bernardo
65. Atty. Gemy Lito L. Festin
66. Engr. Guillermo O. Bernabe
67. Engr. Adello O. Sulit
68. Engr. Marianito P. Gallego
69. Engr. Cesar C. Buenavides
70. Engr. Remedios G. Ado
71. Engr. Edwin C. Esperanza
72. Engr. Carmelita I. Durias
73. Dean Ted Villamor G. Inocencio
74. Archt. Vilma M. Pabello
75. Dean Rosita E. Canlas
76. Prof. Aleta C. Fabregas
77. Prof. Michael B. Dela Fuente
78. Dr. Leopoldo T. Bragas





POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
COLLEGE OF ENGINEERING  
**COMPUTER ENGINEERING DEPARTMENT**

S.O. No. 1679, s. 2012

-2-

- |                                     |                                   |
|-------------------------------------|-----------------------------------|
| 79. Prof. Francisco S. Cular        | 109. Dean Herminia E. Manimim     |
| 80. Prof. Elizabeth T. Santos       | 110. Prof. Rebecca E. Palma       |
| 81. Prof. Merla G. Villanueva       | 111. Dr. Adela Cristeta J. Ruiz   |
| 82. Prof. Dolores J. Alcantara      | 112. Dean Dante V. Gedaria        |
| 83. Dean Ma. Teresa C. Villar       | 113. Prof. Josephine M. Dela Isla |
| 84. Prof. Ma. Cristina Q. Trinidad  | 114. Prof. Arturo P. Evangelista  |
| 85. Prof. Luzviminda O. Tugade      | 115. Dr. Joseph Mercado           |
| 86. Prof. Sylvia A. Sarmiento       | 116. Prof. Jaime P. Gutierrez     |
| 87. Prof. Ligaya M. Espino          | 117. Prof. Leonila J. Generales   |
| 88. Atty. Pearlito B. Campanilla    | 118. Prof. Denise A. Abril        |
| 89. Dean Realin C. Aranza           | 119. Prof. Alicia V. Delos Santos |
| 90. Prof. Henry V. Pascua           | 120. Dr. Fe R. Baronia            |
| 91. Prof. Norie L. Maniego          | 121. Dr. Severino A. Espintu      |
| 92. Prof. Bernadette M. Panibio     | 122. Dr. Adela R. Roadilla        |
| 93. Dean Milagrina A. Gomez         | 123. Prof. Edwin G. Malabuyoc     |
| 94. Dr. Junithesmer D. Rosales      | 124. Dr. Marissa B. Ferrer        |
| 95. Dr. Rowelina B. Jacobbia        | 125. Prof. Charlto A. Montemayor  |
| 96. Principal Corazon C. Tahil      | 126. Prof. Lualhati A. Dela Cruz  |
| 97. Dean Nenila F. Buan             | 127. Prof. Edelyn M. Mariano      |
| 98. Prof. Raul Roland R. Sebastian  | 128. Prof. Arlene R. Queri        |
| 99. Prof. Nicolas T. Mallari        | 129. Prof. Fernando F. Estingor   |
| 100. Dr. Josefina U. Perentela      | 130. Prof. Angelita E. Nocon      |
| 101. Dean Evangelina S. Seril       | 131. Prof. Resa T. Suarez         |
| 102. Prof. Cherry C. Pebre          | 132. Prof. Aaron Vito M. Baygan   |
| 103. Prof. Mary Joy A. Castillo     | 133. Prof. Sharon Joy F. Pelayo   |
| 104. Dean Edna T. Bernabe           | 134. Prof. Pascualito B. Gatan    |
| 105. Prof. Remus M. Lagiagaron      | 135. Dr. Edna S. Lavadia          |
| 106. Prof. Jose Mel M. Bernarte     | 136. Mr. Samuel M. Santiago       |
| 107. Prof. Angelita O. Vibar        | 137. Ms. Helen J. Alfonzo         |
| 108. Prof. Ma. Victoria T. Caringal |                                   |

They are advised to submit their certificates of attendance and a report on the proceedings of the aforesated activity.

This amends S.O. No. 1663, s. 2012, dated 27 July 2012, insofar as the name of participants is concerned.

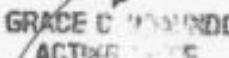
  
EMANUEL C. DE GUZMAN  
President

Copy furnished:

Office of the President  
Executive Vice-President  
Vice-President for Academic Affairs  
Vice-President for Administration  
Vice-President for Student Services  
Vice-President for Research, Extension and Development  
Vice-President for Finance  
Asst. Vice-President for Administration  
Executive Director for Campuses  
COA Auditor  
Director, Accounting Department  
Director, Fund Management Office  
Director, Budget Services  
Director, Human Resource Management Department  
Acting Chief, Records Office  
Officials concerned  
201 files

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GRACE C. MONTANO  
ACTING CHIEF  
CENTRAL RECORDS



POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
COLLEGE OF ENGINEERING  
**COMPUTER ENGINEERING DEPARTMENT**



Republic of the Philippines  
POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
Sta. Mesa, Manila

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01 September 2012

SPECIAL ORDER  
No. 1834, s. 2012

In the interest of the service, the herein-named officials, faculty members and administrative employees and student, this University, are hereby authorized to attend on official time the 2012 Strategic Planning Workshop – Phase B "Strategic Visioning and Programming" on September 10-12, 2012 to be held at the Acacia Hotel, Parañaque, Metro Manila;

EXECUTIVE COMMITTEE

- |                               |                           |
|-------------------------------|---------------------------|
| 1. Pres. EMANUEL C. DE GUZMAN | 5. VPSS JUAN C. BIRION    |
| 2. EVP VICTORIA C. NAVAL      | 6. VPF MARISSA J. LEGASPI |
| 3. VPAA SAMUEL M. SALVADOR    | 7. VPREPD MANUEL M. MUHI  |
| 4. VPA ESTELITA W. DELA ROSA  | 8. VPBC JOSEPH MERCADO    |

THE PARTICIPANTS

- |                                      |                                     |
|--------------------------------------|-------------------------------------|
| 1. Dean EDNA T. BERNABE              | 21. Regent HELEN J. ALFONSO         |
| 2. Dean ROSITA E. CANLAS             | 22. Dean GUILLERMO O. BERNABE       |
| 3. AEVP SANJAY P. CLAUDIO            | 23. Dir. JOEY S. PINALAS            |
| 4. Dir. SEGUNDO C. DIZON             | 24. Dir. ARLENE R. QUERI            |
| 5. Dir. ANNA RUBY P. GAPASIN         | 25. Mr. SAMUEL S. SANTIAGO          |
| 6. Dir. ADAM V. RAMILO               | 26. Dir. ARMANDO A. TORRES          |
| 7. Dir. AMALIA C. ROSALES            | 27. Prof. WILFREDO SAN JUAN (UGPUP) |
| 8. Dean DANTE V. GEDARIA             | 28. Dean NENITA F. BUAN             |
| 9. Dean LEOPOLDO FRANCISCO T. BRAGAS | 29. Dir. ELENA R. ABELEDA           |
| 10. Dr. HELEN P. ALMIRANTE           | 30. Dir. RACIDON P. BERNARTE        |
| 11. Dir. RONALD D. FERNANDO          | 31. Dir. FLORENITA E. IMPERIAL      |
| 12. Dean REMUS M. LAGLAGARON         | 32. ES JOSEPH M. LARDIZABAL         |
| 13. Dir. EDELYN M. MARIANO           | 33. Chief ROSELLER R. LUCIANO       |
| 14. Dean EVANGELINA S. SERIL         | 34. Dir. CHARITO A. MONTEMAYOR      |
| 15. Prof. SHEILA S. GANCHERO         | 35. Dir. SHERWIN N. NIEVA           |
| 16. Dir. FE. B. BARONIA              | 36. Dean SYLVIA A. SARMIENTO        |
| 17. Dean TED VILLAMOR G. INOCENCIO   | 37. Dean MILAGRINA A. GOMEZ         |
| 18. Dir. CARMENCITA L. CASTOLO       | 38. Dir. ALBERTO C. GUILLO          |
| 19. Regent EDNA S. LAVADIA           | 39. Dean REALIN C. ARANZA           |
| 20. Dir. HELEN R. ALCANTARA          | 40. Dir. DIVINA T. PASUMBAL         |



POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
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**COMPUTER ENGINEERING DEPARTMENT**

S.O. No. 1834, s. 2012

-2-

- |                               |                                   |
|-------------------------------|-----------------------------------|
| 41. Dir. ANGELINA E. BORICAN  | 51. Atty. ARACELI G. LINATOC      |
| 42. AVPAA NORBERTO V. CATURAY | 52. Dir. JOSEFINA G. CONCEPCION   |
| 43. Dir. RIA S. FAJILAGO      | 53. Dir. SEVERINO A. ESPIRITU     |
| 44. Dean GEMY LITO L. FESTIN  | 54. Dr. NICOLAS T. MALLARI        |
| 45. AVPREPD MELLY R. LUYA     | 55. Dir. MA. TERESA C. VILLAR     |
| 46. Dir. SHARON JOY F. PELAYO | 56. Prof. IRIS ROWENA A. BERNARDO |
| 47. Dir. VIRGILIO A. RIVAS    | 57. Prof. MARLON M. LIM           |
| 48. Dean HERMINIA E. MANIMTIM | 58. Prof. JOEL M. MUNSAYAC        |
| 49. Dir. PASCUALITO B. GATAN  | 59. Dr. RAQUEL G. RAMOS           |
| 50. Dean ZENAIDA R. SARMIENTO | 60. Prof. ELMER G. DE JOSE        |

SECRETARIAT

- |                          |                       |
|--------------------------|-----------------------|
| 1. RAFAEL MICHAEL O. PAZ | 5. EDELYN H. DAGRALAN |
| 2. ROLANDO P. QUIÑONEZ   | 6. CARLOS A. GARCIA   |
| 3. JOY ANNE C. LAGRAMA   | 7. MICHELIN P. YAMAT  |
| 4. DESSERIE T. MAYNES    |                       |

IT SUPPORT

1. Mr. SEVERINO L. MARTINEZ

They are advised to submit their certificates of participation and a report on the proceedings of the  
aforestated activity.

EMANUEL C. DE GUZMAN  
President

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Executive Vice-President  
Vice-President for Academic Affairs  
Vice-President for Administration  
Vice-President for Research, Extension and Development  
Vice-President for Finance  
Vice-President for Branches and Campuses  
COA Auditor  
Director, Accounting Department  
Director, Fund Management Office  
Director, Budget Services  
Director, Human Resources Management Department  
Director, Research Management Office  
Acting Chief, Central Records Office  
Participants concerned  
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ACTING CHIEF  
CENTRAL RECORDS OFFICE



# POLYTECHNIC UNIVERSITY OF THE PHILIPPINES COLLEGE OF ENGINEERING COMPUTER ENGINEERING DEPARTMENT

## UNIVERSITY STRATEGIC PLAN (2012-2016)

Sector: RESEARCH, EXTENSION PLANNING AND DEVELOPMENT

Strategic Objectives	Key Result Areas (defined by the sector)	Performance Indicators (defined by the sector)	STRATEGIES	PROGRAMS/PROJECTS/ACTIVITIES	RESPONSIBLE UNITS	RESOURCES (Human, HW & SW Req'ts w/ indicative budget)
I. Pursuing Academic Excellence through Interdisciplinary Integrity	Interdisciplinary and cross-disciplinary research	<p><b>Quantity:</b> At least 4 multi-disciplinary researches conducted/completed for a period of 4 years</p> <p><b>Quality:</b> At least 2 externally funded multi-disciplinary research conducted/completed</p> <p><b>Timeliness:</b> 80% of the research projects are implemented/ completed as scheduled</p>	<ul style="list-style-type: none"> <li>Revise the RSD manual and develop the BR</li> <li>Reactivation of the PUP RSD Foundation</li> <li>Conduct inventory of faculty members with research track</li> <li>Continuously call for research proposals by Institute</li> </ul>	<ul style="list-style-type: none"> <li>Create a task force that will revisit, review and recommend revisions of RSD manual for the approval of the BOR</li> <li>Printing of the BOR approved RSD Manual - Revised</li> <li>Review of the SEC requirements, Recruitment of members and Call for General assembly</li> <li>Evaluation study of the faculty research track/expertise</li> <li>Multi-disciplinary research proposal workshop Human Rights Education Poverty Peace and Violence Climate Change Gender Sensitivity Science and Technology</li> </ul>	<p>DIPROD and Research Centers</p> <p>DIPROD and REMD</p> <p>DIPROD, REMD, IQI, and IDSA</p> <p>DIPROD and Research Institutes</p>	<ul style="list-style-type: none"> <li>Manpower and P200,000 for the publication of the revised RSD Manual</li> <li>Manpower</li> <li>Manpower</li> <li>PBO OS/research project</li> </ul>

(02) 8713 5968 | dcoe\_chair@gmail.com  
RM322 CEA BLDG. NDC COMPOUND,  
ANONAS COR. PUREZA STREETS, STA. MESA, MANILA





**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
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COMPUTER ENGINEERING DEPARTMENT**

Strategic Objectives	Key Result Areas (defined by the sector)	Performance Indicators (defined by the sector)	STRATEGIES	PROGRAMS/PROJECTS/ ACTIVITIES	RESPONSIBLE UNITS	RESOURCES (Human, HW & SW Req'ts w/ indicative budget)
	Research and instruction integration	<p><b>Quantity:</b> At least 50 faculty-assisted/trained on research-based instructional materials development</p> <p><b>Quality:</b> University-wide and CHED supported training on instructional materials development</p> <p><b>Timeliness:</b> 50% of the research projects are implemented/ completed as scheduled</p>	<ul style="list-style-type: none"> <li>Strengthen the research linkages with funding agencies</li> <li>Develop new research networks and linkages</li> <li>Design training program on research-based instructional materials development</li> <li>Seek for CHED endorsement</li> <li>Encourage faculty back authors to participate in the workshop</li> <li>Encourage team writing</li> </ul>	<ul style="list-style-type: none"> <li>PIP-Industry Partnership Eng with at least 25 industry partners</li> <li>MOA signing with industry partners</li> <li>Participation in various Research consortia</li> <li>Conduct the training on research-based instructional materials development</li> </ul>	<p>DVPREP, RENO, IEL, IPCC, ITSD in partnership with Colleges</p> <p>DVPREP and Research Institutes</p> <p>DVPREP, CSSD, CCS and STRC</p>	<ul style="list-style-type: none"> <li>₱200,000</li> <li>Manpower</li> <li>₱100,000 and Manpower</li> </ul>

(02) 8713 5968 | dcoe\_chair@gmail.com  
RM322 CEA BLDG. NDC COMPOUND,  
ANONAS COR. PUREZA STREETS, STA. MESA, MANILA





**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
COLLEGE OF ENGINEERING  
COMPUTER ENGINEERING DEPARTMENT**

Strategic Objectives	Key Result Areas (defined by the sector)	Performance Indicators (defined by the sector)	STRATEGIES	PROGRAMS/PROJECTS/ ACTIVITIES	RESPONSIBLE UNITS	RESOURCES (Human, HW & SW Req'ts w/ indicative budget)
2. Embedding a Culture of Research in PUP	Research Priority Areas	<p><b>Quantity</b> At least 3 completed researches in each priority areas for a period of 4 years</p> <p><b>Quality:</b> Relevant research thrusts and priorities anchored with the priorities of the government and funding agencies</p> <p><b>Timeliness:</b> 90% of the research projects are implemented/ completed as scheduled</p>	<ul style="list-style-type: none"> <li>Regularly rev. research thrusts and priorities to keep them attuned to the national research agenda and those of local and international research funding agencies</li> <li>Collaborate with funding agencies and other research institutions on possible research projects</li> <li>Develop Research Program based on the priority areas</li> </ul>	<ul style="list-style-type: none"> <li>Conduct consultation with internal and external stakeholders</li> <li>Assessment of university research agenda/priorities</li> <li>Prepare research proposal for funding</li> <li>Forge MOA with funding and/or collaborating agencies on research projects</li> </ul>	<p>DVPREL, REHO, Research Centers and Colleges</p> <p>DVPREL, RCAD, Research Centers and Colleges</p> <p>DVPREP and Research Centers</p>	<ul style="list-style-type: none"> <li>Manpower</li> <li>Manpower</li> <li>Researchers/ Experts and P60,000/ approved research project</li> </ul>
	Research Capability/ Capacity	<p><b>Quantity</b> At least 5 research capability enhancement activities (workshop, trainings, etc) for a period of 4 years</p> <p><b>Quality:</b> University wide, CHED endorsed capability enhancement activities</p> <p><b>Timeliness:</b> 80% of the research projects are implemented/ completed as scheduled</p>	<ul style="list-style-type: none"> <li>Design capability enhancement program based on the needs of the stakeholders</li> <li>Collaborate with external national/international agencies for funding and other resources</li> <li>Seek endorsement from CHED, PASUC, OOST and other research-oriented agencies</li> </ul>	<ul style="list-style-type: none"> <li>Prepare research proposal for the research program and its activities</li> <li>Conduct series/regular research capability enhancement activities (Statistical software seminar-workshops, Research proposal research writing, Research methodologies across disciplines, Ethics in research)</li> </ul>	<p>DVNSPP and Research Centers</p> <p>DVPREL-REHO and Research Institutes/Centers/ Offices</p>	<ul style="list-style-type: none"> <li>P500,000 for the implementation of the research program</li> <li>P50,000/research capability enhancement activity</li> </ul>



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Strategic Objectives	Key Result Areas (defined by the sector)	Performance Indicators (defined by the sector)	STRATEGIES	PROGRAMS/PROJECTS/ ACTIVITIES	RESPONSIBLE UNITS	RESOURCES (Human, HW & SW Req'ts w/ indicative budget)
	Research Presentation	<p><b>Quantity</b> At least 4 research colloquia/ fora/ symposia and conferences</p> <p><b>Quality:</b> At least 1 international, 1 national and 2 regional research conferences, colloquia fora for a period of 4 years</p> <p><b>Timeliness:</b> 90% of the research projects are implemented/ completed as scheduled</p>	<ul style="list-style-type: none"> <li>• Create venues for faculty paper presentations</li> <li>• Encourage faculty members to present their research outputs in the university-sponsored colloquia, fora, symposia</li> <li>• Maximize electronic means of disseminating research outputs in the university</li> <li>• Provide incentives for faculty presentations/ publication in sci and tech conferences / journals</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct regional, national and international research conferences, colloquia and fora</li> <li>• Creation of committees for the preparation of international conference as early as first quarter of 200</li> </ul>	<p>DIVPES-RRMO and Research Centers</p>	<ul style="list-style-type: none"> <li>• P200,000 per colloquia/ forum/ symposium and conference</li> </ul>
	Research Production/ Referred Publication	<p><b>Quantity</b> At least 5 research journals and/or other research publication per year</p> <p><b>Quality:</b> At least 1 refereed journal per related disciplines and 4 copy righted publications</p> <p><b>Timeliness:</b> 90% of the research projects are implemented/ completed as scheduled</p>	<ul style="list-style-type: none"> <li>• Institutionalize research collaboration/co-authorship between faculty and students/graduates to improve publishability of theses/ dissertations and increase the number of publications by faculty</li> <li>• Intensify the University's journal subscriptions (both hardcopy and electronic-based)</li> <li>• Established editorial staff and editorial</li> </ul>	<ul style="list-style-type: none"> <li>• Develop policy and mechanisms for faculty and student co-authorship, including determination/agreement on lead authorship</li> <li>• Publication of the journals and other research publications</li> </ul>	<p>DIVPES-RRMO and Research Centers in partnership with Colleges/in cooperation with the DTPAA</p>	<ul style="list-style-type: none"> <li>• Manpower</li> <li>• P100,000/ journal and other research publication</li> <li>• Manpower with Special</li> </ul>

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	Research Utilization	<p><b>Quantity:</b> At least 2 research projects conducted/completed annually are potential for commercialization</p> <p><b>Quality:</b> At least 1 research patented/commercialized</p> <p><b>Timeliness:</b> 90% of the research projects are implemented/ completed as scheduled</p>	<p>board per journal with official appointment. The remunerations/ honoraria / incentives are clearly delineated in the C.O.</p> <ul style="list-style-type: none"> <li>Formulate criteria for evaluation</li> <li>Continuously publish research journal</li> <li>Encourage faculty members to submit their research outputs in the university journals</li> <li>Apply for CHED Journal accreditation</li> <li>Identify researches that are potential for patent / commercialization especially in the research-rich colleges</li> <li>Conduct/participate in the trade fair</li> </ul>	<ul style="list-style-type: none"> <li>CS Research Journal</li> <li>Humanities Review</li> <li>Social Science Review</li> <li>History Review</li> <li>SBT Research Journal</li> <li>Education Review</li> <li>Compendium of research Abstract (Faculty and Students)</li> <li>Innovation Contest/Business Plan Contest</li> <li>Research-Trade Fair and Exhibitions</li> </ul>	<p>DVPREP, REMD, CSSR, CCS and SYRC</p> <p>OVPREP, REMD, CSSR, CCS and SYRC</p> <p>DVPRED-REMD-ICB in partnership with Colleges</p> <p>DVPRED-REMD-ICB in partnership with Colleges</p>	<p>Order</p> <ul style="list-style-type: none"> <li>University Endorsement</li> <li>₱50,000</li> <li>₱100,000</li> <li>₱200,000</li> </ul>

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Strategic Objectives	Key Result Areas (defined by the sector)	Performance Indicators (defined by the sector)	STRATEGIES	PROGRAMS/PROJECTS/ACTIVITIES	RESPONSIBLE UNITS	RESOURCES (Human, HW & SW Req'ts w/ Indicative budget)
	Research Integrity	<p><b>Quantity</b> Conducted at least 1 seminar per year on intellectual property issues</p> <p><b>Quality</b> Strict observance of the anti-plagiarism requirements of all research projects</p> <p><b>Timeliness</b> Completion of the research ethics guidelines/policy by 2016</p>	<ul style="list-style-type: none"> <li>Continuing and intensified efforts for promoting ethics in research in the academic community</li> <li>Creating a committee who will study and establish the guidelines/policy that will serve as guidelines for everyone involved in addressing/handling issues pertaining to conflict of interest, responsible authorship, data management and sharing, use of human and animal subjects. These guidelines form one chapter of the revised R &amp; D Manual</li> </ul>	<ul style="list-style-type: none"> <li>P awareness and promotion seminars</li> <li>Copyrighting of all research outputs and research-based products</li> <li>Acquiring an anti-plagiarism software and requiring all articles for publication and all other written works (e.g. reference materials, modules, textbooks, etc.) submitted for approval by the University to pass through the anti-plagiarism examination</li> </ul>	<p>DVPREPO, RRDH-IPCO, other DVPREPO Institutes/Centers</p>	<ul style="list-style-type: none"> <li>Manpower</li> <li>₱50,500/semester</li> </ul>
3. Institutionalizing Civil Society Engagement and Involvement Extension Service Program	CHED-Recognized RSD Centers	<p><b>Quantity</b> 5 RSD Center Application for CHED Accreditation</p> <p><b>Quality</b> At least 2 centers are recognized by 2016</p> <p><b>Timeliness</b> 50% of the research projects are implemented/ completed as scheduled</p>	<ul style="list-style-type: none"> <li>Develop RSD programs that meet the requirements/ criteria of CHED</li> <li>Implement the research program and activities based on the RSD Center's mandates</li> </ul>	<ul style="list-style-type: none"> <li>Apply for accreditation for the CHED RSD centers: CHROS and CPPAS</li> </ul>	<p>DVPREPO, RRDH, other DVPREPO Institutes/Centers</p>	<p>₱200,000</p>

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	Extension programs	<p><b>Quantity</b> At least 2 extension projects for a period of 4 years</p> <p><b>Quality:</b> At least 1 extension project/program is recognized by CHED</p> <p><b>Timeliness:</b> 90% of the research projects are implemented/ completed as scheduled</p>	<ul style="list-style-type: none"> <li>Develop research-based interdisciplinary extension program</li> </ul>	<ul style="list-style-type: none"> <li>Conduct needs assessment of stakeholders particularly the LGUs</li> <li>Forge MOA with LGUs and other partners in extension/community development projects</li> <li>Conduct, monitor and evaluate extension activities</li> <li>Recommend inputs for policy implementation</li> </ul>	OVPREP CSSD, CCS and STPC, in cooperation with the OVPSEC, Colleges and CREED	P100,000 Manpower

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# POLYTECHNIC UNIVERSITY OF THE PHILIPPINES COLLEGE OF ENGINEERING COMPUTER ENGINEERING DEPARTMENT

THE OBSERVER

VOLUME 1, ISSUE 1

## MESSAGE FROM THE PRESIDENT



Warmest greetings to all!  
First of all, I would like to welcome you in PUP, our Spring Festival. Congratulations for how you are all looking bright!

I myself was once a student of this beloved university and I know what you are feeling right now. The excitement, respect, and sense of pride are just natural feelings which will soon be transformed, hopefully, to a passion to be avid workers of truth and students of the profession who work for the vision of an systemic community.

I would like to reiterate that a liberal atmosphere exists in the university, wherein ideological, political, cultural and religious beliefs are upheld and respected. I also encourage everybody to join any student organization that you like but such undertakings must neither interfere with our line of mission to neglect your studies and other academic pursuits.

Again, congratulations and welcome to PUP!

God bless us all!

DR. EMANUEL C. DE GUZMAN  
PUP President

## THE PRESIDENT'S 8-POINT AGENDA

1. Pursuing Academic Excellence through Disciplinary Integrity
2. Extending a Culture of Research in PUP
3. Assuring Transparency and Participativeness in giving rewards and sanctions
4. Modernization and Upgrading of Physical Facilities, Equipment, Library and Campus Development
5. Reconceptualization of Academic Freedom
6. Institutionalizing Civil Society Engagement and Involved Extension Service Program
7. Fiscal Responsibility
8. Assessment of institutional processes and Critical Rational review of the entire organization



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## PRES. DE GUZMAN: CAMPUS DEVELOPMENT A PRIORITY

*Campus development is an indispensable prerequisite in transforming the Polytechnic University of the Philippines into a leading institution in both instruction and research.*

This formed part of PUP President Dr. Emmanuel de Guzman's message to over 130 University officials who attended the opening orientation camp general meeting held June 8 at the Manila Room, Heaven Hotel, M. H. del Pilar Campus, Sta. Mesa, Manila.

The President informed Executive Vice President Dr. Vicente C. Naval, Vice President for Academic Affairs Dr. Samuel W. Salvador, Vice President for Administration Ady Edgilio W. Dela Rosa, Vice President for Student Services Dr. Juan C. Brien, Vice President for Finance Ms. Maecasa J. Lagrada, Vice President for Research and Development Dr. Pastor E. Malabanan and other officials that PUP expects a higher delivery from the national government in 2013.

"PUP has a Php124,753,000.00 budget for the current year. We will receive an additional P10 million from the Department of Budget and Management for the university's maintenance and other operating expenses next year," Dr. de Guzman told his fellow officials.

"The DBM also allows us to present projects which can be funded outside of the PUP budget. We are going to prioritize the repair and rehabilitation of our classrooms," Dr. de Guzman said.

The President announced that Sen. Francis "G. Escudero will fund the construction of a two-story building at



The main campus which will house the new printing press designed by Speaker Feliciano R. Belmonte Jr.

Dr. Salvador, Atty. Dela Rosa and Dr. Brien shared updates on academic affairs, administration and student services, respectively after Dr. de Guzman presented his plan of transforming PUP into an systemic community which he described as an institution capable of producing and managing knowledge for the nation and the world.

### Administrative Affairs

Atty. Dela Rosa said several physical development projects were implemented in preparation for the entry and return of thousands of new and old students to PUP on June 18.

Atty. Dela Rosa reported that the following projects have been completed: repair of 500 rooms, reworking of the College of Communication building, reworking of the College of Engineering building, and reconstruction of the walkway at the main campus.

The Graduate School Library and portions of research fields are also undergoing repairs while the

gymnasium, swimming pool and wall at the main campus are also up for renovation.

She promised to act on requests for additional facilities and address some concerns on security and sanitation.

### Academic Issues

Dr. de Guzman, responding to some queries, stated that an institutionalized system of hearing and penalty must be implemented in addressing complaints against allegedly incompetent and sickly instructors whose teaching load can be limited but whose regular salaries cannot be withheld as dictated by law.

The President reminded the officials that faculty members are provided from selling books and other instructional materials that have not been reviewed and approved by the University Textbook and Instructional Materials Evaluation Committee (UTMEC).

Dr. Salvador reported that hearing assignments have been prepared and sessions have been formed in anticipation of the opening of classes. His only concern, he said, is the

June 11, 2013

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# POLYTECHNIC UNIVERSITY OF THE PHILIPPINES COLLEGE OF ENGINEERING COMPUTER ENGINEERING DEPARTMENT



**THE VISION**

**RES. DE GUZMAN CAMPAIGN** - From p. 11

recruitment of faculty members as the process must have been done by the end of this month.

Concerns regarding the conduct of year-end graduation, admission of foreign students, and status of retired faculty members were also raised during the renovation.

**Student Services**

Dr. de Guzman encouraged faculty members to support his open-shelves library program by submitting a list of books deemed needed by their departments and colleges.

Dr. Biron implemented the President's program on student services by filing at the digitization of records and decentralization of the registrar's office.

Student development remains a top priority of the new PUP administration although the country's largest state university has been charging P1412.00 per unit in tuition fees since 1981.

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### University Executive Officials

 <b>DR. EMMANUEL C. DE GUZMAN</b> University President	 <b>DR. ROSALINDA S. BIRON</b> Vice President for Academic Affairs	 <b>DR. JOSEPH M. BANTOL</b> Vice President for Administration	 <b>DR. MARIA THERESA L. LEGASPI</b> Vice President for Student Services	 <b>DR. CESAR B. BANTOL</b> Vice President for Research, Extension and Development
 <b>DR. ROSALINDA S. BIRON</b> Vice President for Academic Affairs	 <b>DR. JOSEPH M. BANTOL</b> Vice President for Administration	 <b>DR. MARIA THERESA L. LEGASPI</b> Vice President for Student Services	 <b>DR. CESAR B. BANTOL</b> Vice President for Research, Extension and Development	 <b>DR. ROSALINDA S. BIRON</b> Vice President for Academic Affairs

## Building an Epistemic Community

### PRESIDENT DE GUZMAN SHARES VISION FOR PUP

The new chief executive is "leaving the past" and "laying new foundations" for the future transformation of the country's largest state university.

President Emmanuel C. de Guzman invited the plan to transform the 100-year-old Polytechnic University of the Philippines into an epistemic community in a general meeting of university administrative officials held at the Manila Room of Hudson Hall on June 1.

"We should know what we are, where we are and where we are going," Dr. de Guzman told Executive Vice President Rosalinda S. Biron, Vice President for Academic Affairs Cesar M. Bantol, Vice President for Administration Joseph M. Bantol, Vice President for Student Services Juan C. Biron, Vice President for Finance Maritesa J. Legaspi, Vice President for Research, Extension and Development Cesar B. Bantol and some 100 other officials from the 22 campuses comprising the University.



How President de Guzman has shared his vision for the university during the school board meeting on June 1, 2016.

"We cannot detach our personal life on the global context; but we look our spot in the academic community. The PUP must be an epistemic community - an institution that produces and manages knowledge - for it to become relevant in the world," the President reiterated.

"The mission PUP as a holistic academic, intellectual and professional epistemic community which is strongly aware of itself and its social environment in and through which it is engaged, situated and constructed," he added.

**Foundational Changes**

System-wide changes must be introduced, according to Dr. de Guzman, to pave the way for institutional transformation.

"I am the facing an entity, we have a big university. We have to deconstruct the culture of paragon and degenerative institutional

change. We have to lay new foundations for progressive change towards the epistemic quest," he said.

**Principles of Governance**

Dr. de Guzman said foundational changes can be achieved through a type of administration that is guided by some paradoxical pairs of values.

"We will have a democratic, participative, transparent, participatory, critical-rational, humane, environmental, fair and way of governance," the President explained.

**Eight-Point Agenda**

The new president based an eight-point agenda that will guide his administration in dealing with the current situation, needs and demands of the university.

"We must pursue academic excellence through doctoral, master's, second a culture of research, secure transparency and participatory in giving rewards and sanctions, and excellence and upgrade physical facilities," he said.

"We must also re-evaluate academic freedom, institutionalize our '2000

engagement, assume fiscal responsibility and assess institutional processes in order to have a critical-rational review of the entire organizational structure, academic programs and policies on faculty and personnel recruitment and new student entrants," he added.

Dr. de Guzman said he formulated this plan of action based on what he had observed as former Sunning student and faculty member of PUP.

"PUP has done a lot in the area of research, innovation and research go together and the best teachers are those who are also researchers."

"We must cluster disciplines that are related to one another," he added, "and we must institutionalize student government and jurisdiction. We must be able to be responsible to the people by being student in allocating funds and we ought to have a social conscience."

Dr. de Guzman called on his fellow university officials to work with him for the realization of his goal to transform the PUP into an epistemic community.

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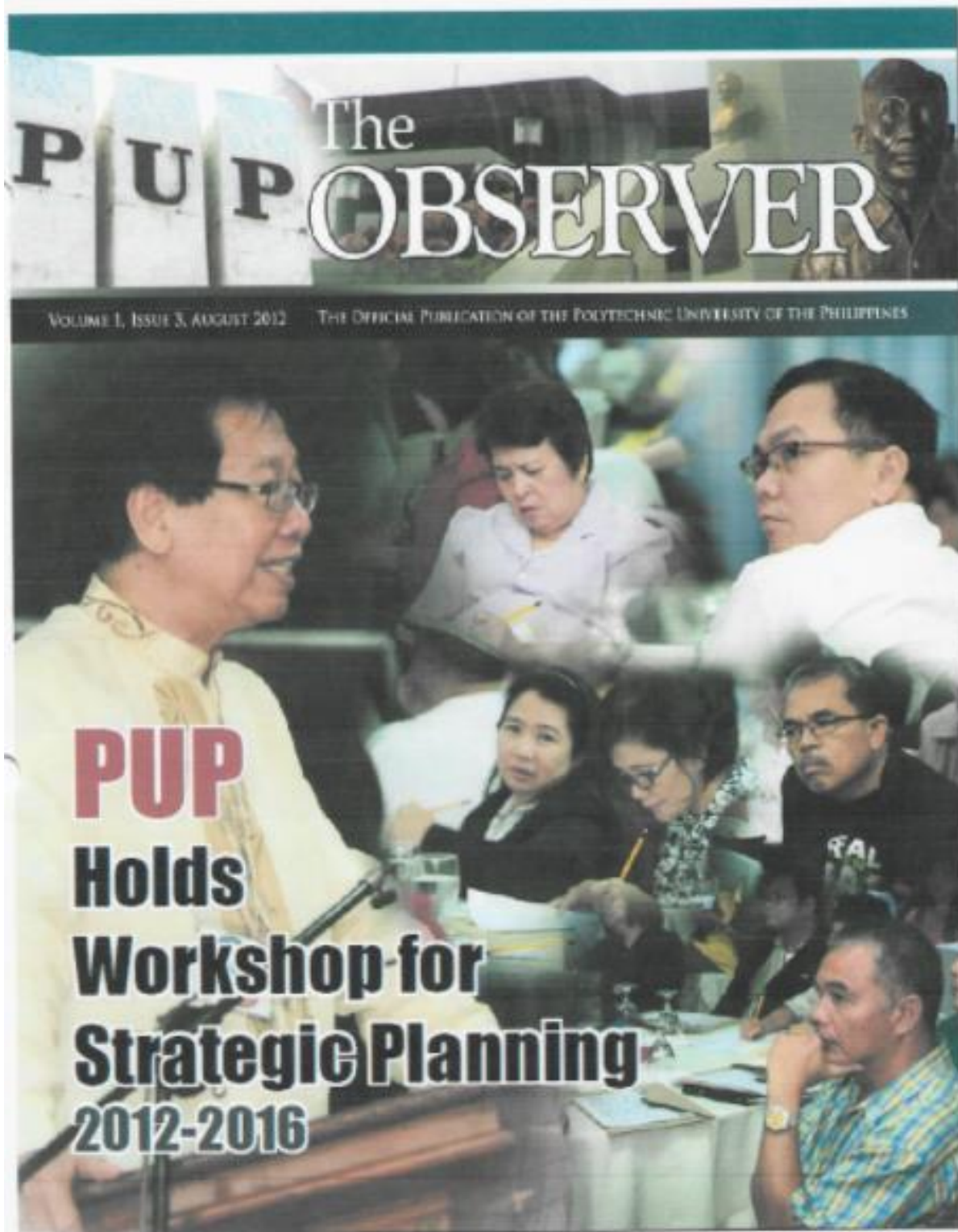
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## POLYTECHNIC UNIVERSITY OF THE PHILIPPINES COLLEGE OF ENGINEERING COMPUTER ENGINEERING DEPARTMENT

### PUP Holds University Strategic Planning

University officials and heads of offices and colleges from the different sectors of the University attended the 2016 Strategic Planning of the University. The three-day event was managed by the Confluent Management Inc., headed by Mr. Edgar S. Teoviso.

Looking forward to create a 10-year strategic plan of the University, PUP President Dr. Emanuel C. De Guzman began with a recollection of the University's biggest achievements since 2012. The milestones of the University during the past four years served as stepping stones to identify new goals.

The participants of the event concentrated on the accomplishments of each sector and evaluated the accomplishments as well as the challenges encountered. Representatives from each sector presented their outputs afterwards.

The second day was focused on "futurescoping" or envisioning of the future direction of the University. Each sector group engaged in an interactive discussion to create future plans for their respective sectors, which were then presented for discussion.

The third day of the planning was called "handcrafting" as members of sector groups concentrated on drafting goals deemed fit to the needs of each sector and the institution as a whole.

The activity ended with a symbolic placing of commitments written on leaves by each participant to a big tree that represented the University, and a parting message from Dr. De Guzman. (Sony Veraza)



### Balk Scientist Pays Courtesy visit to PUP

Balk Scientist Dr. Myrna O. Nisperos paid a courtesy visit to Polytechnic University of the Philippines (PUP) for being the host institution of Balk Scientist Program (BSP) on May 19, 2016 at Dr. Clonan Conference Room.

Dr. Nisperos delivered a short presentation to the PUP research team vis-a-vis her expertise in developing edible films and coatings to improve the quality of foods by extending shelf-life of fresh fruits and vegetables in particular.

Being a specialist in chemistry, food science and edible coating, she will assist PUP thru the Center of Life Sciences Research, Institute for Science and Technology Research under the directorship of Prof. Armin S. Coronado to complete her proposed research work by developing an edible coating technology using commercially available materials to delay the post harvest ripening of fruits.

Her short stint in this university will pave way for more opportunities as she explained that PUP has the huge potential to set third party accredited laboratory for biodegradability testing, owing to the fact that such program entails concerted effort for it to be only realized, that is evidently manifested among the faculty and colleges of PUP according to her.

Dr. Nisperos is one of the seven 2016 BSP Awardees of Department of Science and Technology - Philippine Council for Industry, Energy and Emerging Technology Research and Technology (DOST-PCIEERT) who earned doctorate in Food Chemistry at Louisiana State University (LSU), USA and is presently connected with San Miguel Corporation and Zambal Mining Corporation as Project Leader and Consultant, respectively.

Balk Scientist Program was established to encourage the highly-trained overseas Filipino scientists and technologists, experts, and professionals to return to the Philippines in order to share their expertise for the acceleration of the scientific, agro-industrial and economic development of the Philippines. (May 19, 2016)

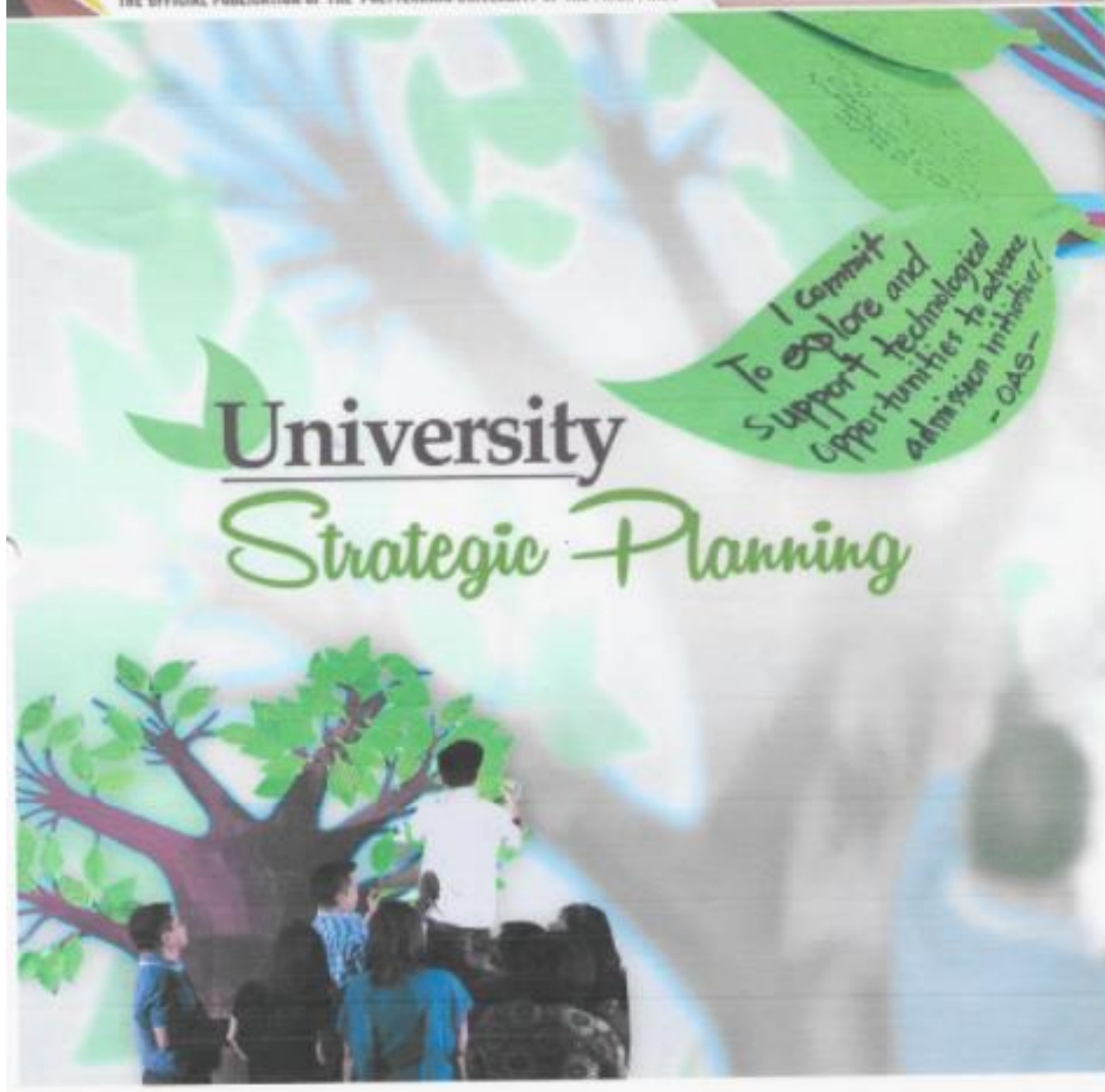
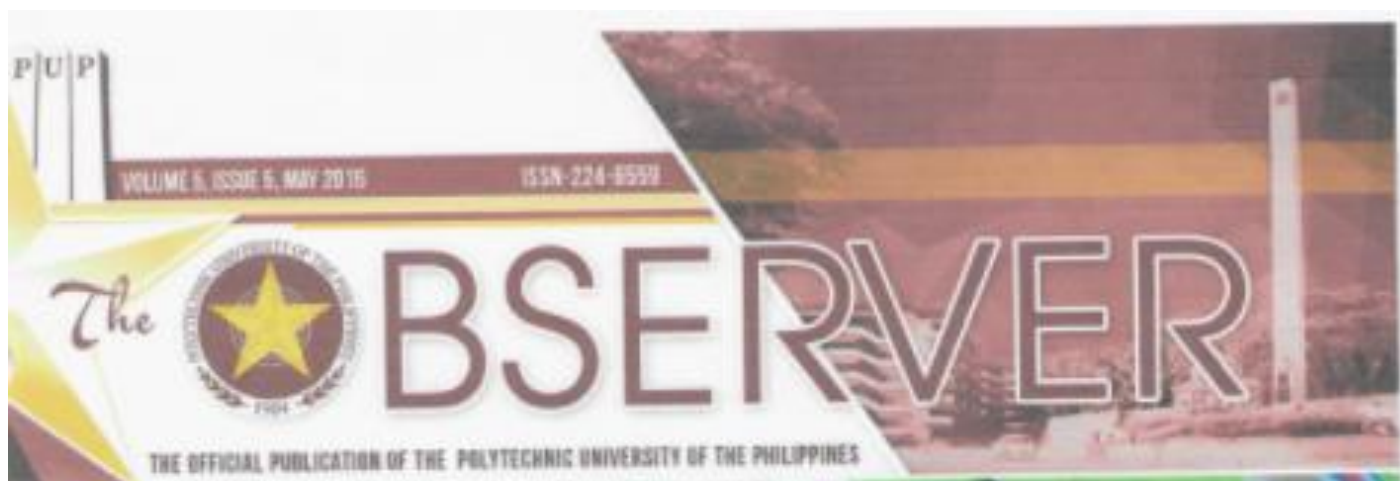


SCIENCE CENTER 101 : 3





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## BOR Approves New Organizational Structure

**C**onsistent with the University President's vision of turning PUP into an epistemic community, the proposed changes in the organizational structure was approved by the Board of Regents during a Special Meeting held on August 17 at the CHED Conference Room.

The University-wide reorganization presented by President De Guzman before the Board features significant changes which include realigning of units and programs, renaming of offices and colleges to fit into new, merged functions, and creating additional departments or centers. These changes are being made in support of the new administration's directions to strengthen research and knowledge production in the University.

Under the approved structure, there are now six (6) vice presidents, with the post of the executive director for branches and campuses being elevated to vice president level. The Office of the Executive Vice President retained supervision over a leaner Open University System. On the other hand, the Office of the Vice President for Administration now supervises the Security Office, now called Security and Safety Services which used to be directly under the Office of the President. The Office of the Vice President for Finance, like the other VP offices, has an Assistant to the Vice President for Finance.

The academic sector, considered the "heart" of the University, has likewise undergone major changes as similar and related curricular programs were placed together under a single renamed college. For instance, the College of Arts and Letters is a merger of two separate units before – the College of Arts and the College of Languages and Linguistics. A new college named College of Social Science and Development was formed to include the programs of the then College of Cooperatives, as well as the Departments of Economics, History, Sociology and Psychology. Among the colleges that were renamed are: College of Accountancy and Finance (formerly College of Accountancy), College of Business Administration (formerly College of Business), College of Computer and Information Services (formerly College of Computer Management and Information Technology). The Library and Learning Resources Center which used to be under the Office of the Vice President for Student Services is now managed under the Academic Affairs Office.

There are three major departments under the Office of the Vice President for Student Services namely, the Office of the Student Services, Office of the University Registrar and the University Center for Culture and the Arts. On the other hand, the Office of the Vice President for Research,

Extension, Planning and Development was renamed to reflect the planning function of one of the units or centers under this office. Three major centers were retained under the OVPREPD namely: Center for Cultural Studies, Center for Social Sciences and Development, and Science and Technology Research Center.

According to the President, he hopes to effect the changes by the second semester of the current school year. *"I call on the Executive Committee as well as the entire community to support the administration as it implements the changes brought about by the approved structure,"* President De Guzman added.

(ANGELINA L. BORCANI)





## **PUP** Holds Workshop for Strategic Planning 2012-2016

By: Rafael Michael O. Paz

**T**he Polytechnic University of the Philippines, through the leadership and guidance of its President, Dr. Emanuel C. de Guzman, held on August 1, 2012 its workshop on the University Strategic Planning, Phase 1: Stakeholders' Consultation at the Manila Room of the Hasmin Hostel, M.H. Del Pilar Campus, Sta. Mesa, Manila. Amidst the torrential rain and wind, almost all of the key University officials, directors, deans and chairpersons from the different campuses attended the event directed to layout the initial draft of PUP's proposed strategic vision, mission, goals, values and structure. The aim of the workshop is "to strengthen the University's capabilities to sustain and improve its performance for the current year and the succeeding five years."

The workshop was facilitated by the Roldan's HRD Philippines, a 25-year old business designed to "build effective, efficient, ethical and enjoyable teams, companies and communities." The company is led by its Managing Director, Dr. Antonio C. Roldan, Jr., an internationally recognized organization development consultant and Chairman of the Advisory Council of the Transparency International Philippines. Dr. Roldan has been rendering strategic planning, teambuilding, and cultural reengineering services to the country's top business, church, military, government and non-government organizations such as the Office of the President of the Philippines since 1987, National Steel Corporation (KAIBIGAN Seminars), PLDT's Touching Lives Seminars for Project ACE (Achieving a Culture of Excellence) and many more. Dr. Roldan holds a Ph.D. in Organization Development and Planning from the

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*"This workshop is intended to plan for what we are, where we are, and where we are going to."* -  
Pres. Emanuel C. de Guzman

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Southeast Asia Interdisciplinary Development Institute.

Meanwhile, PUP President Dr. Emanuel C. de Guzman delivered a message encouraging all the participants of the workshop to maintain an open mind to hear suggestions and share what they know for the University's benefit.

The workshop succeeded with Dr. Roldan's dry run and explanation of the strategic visioning process. Seven teams were formed and each of the participants were assigned to a team to form the first draft of PUP's proposed strategic vision, mission, goals, and values. Dr. Roldan mentioned that the aim of the workshop is to build a road map for the University — that is, how to put into action the University's agenda. "In doing this, a review of the University's past performance [is crucial to the undertaking]," said Dr. Roldan.

The seven teams with their respective leaders from the different offices in PUP were as follows: Systems Analysis led by Dr. Manetta P. Demelino; Historical Review of the Vision, Mission, Goals and Objectives led by Dr. Amalia C. Rosales; Stakeholders' Needs Analysis led by Dr. Fe B. Baronia; Environmental Scan and Strengths, Weaknesses, Opportunities, and Threat (SWOT) Analysis led by Dr. Danilo T. Reyes; Future Vision, Mission, Goals and Strategies led by Dr. Milagrina A. Gomez; Shared Values led by Dr. Herminia A. Manimtim; and Organizational Structure led by the PUP President Dr. De Guzman.

The teams presented their output and "cheers" for the Roldan's HRD Philippines representatives. The results of the evaluation will be revealed in the second phase of the strategic planning workshop. Because of the Phase I success, Dr. Victoria C. Naval, Executive Vice President, commended the participants for a job well done. The second phase is slated tentatively in September.

