

# BRIDGES

The background image of the cover is a photograph taken from a balcony. In the foreground, there is a decorative wrought-iron railing with a repeating scroll pattern. Beyond the railing, a flagpole with the Philippine flag is visible, set against a backdrop of lush green trees. The sky is bright blue with scattered white clouds. The balcony floor is made of light-colored tiles with a geometric pattern.

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**Envisioning UP Diliman through spaces vis-à-vis pride of place  
and boldness of vision**









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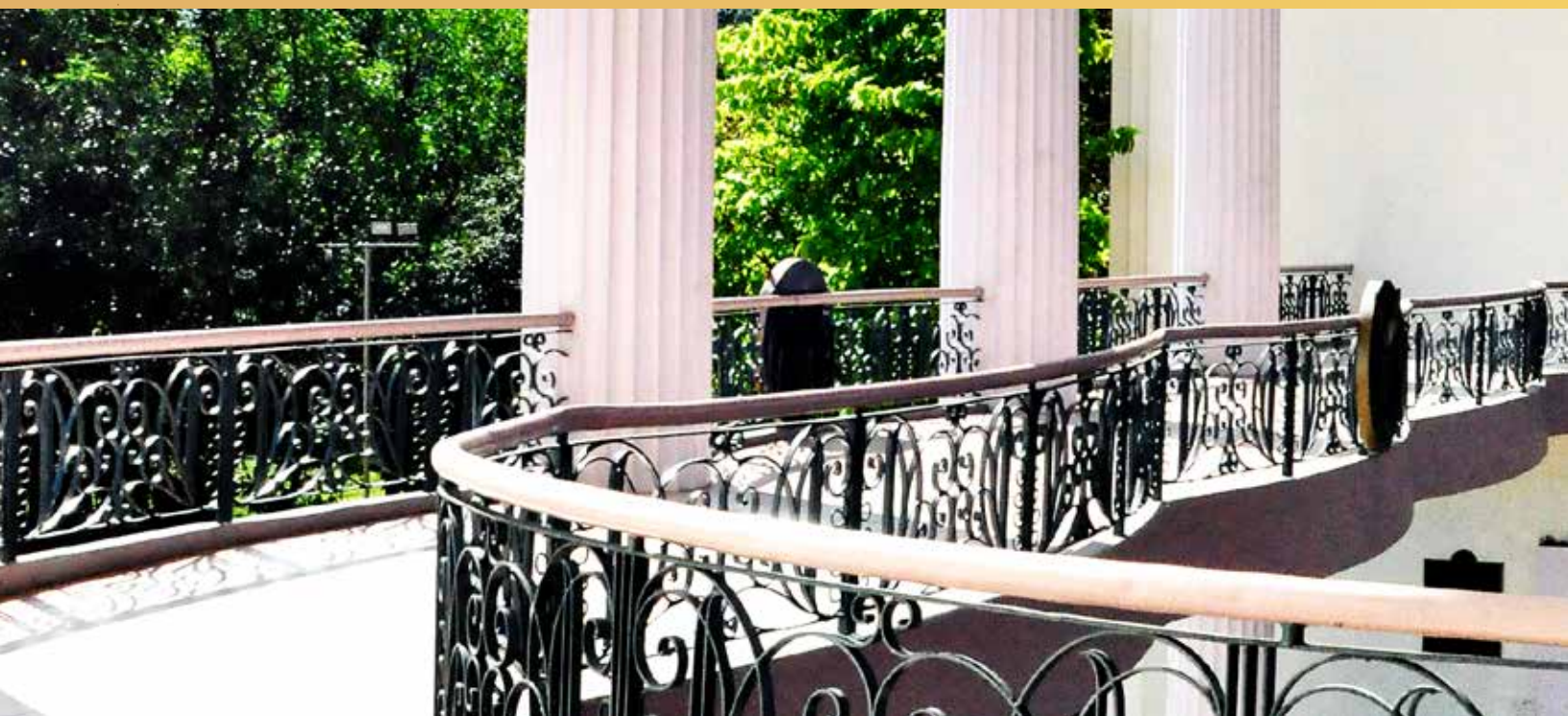
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# INTRODUCTION

**I**n Dr. Michael Lim Tan's speech on the occasion of his investiture as Chancellor of the University of the Philippines Diliman (UPD), he laid down the "bridge" as the overarching concept underlying the programs and projects that his administration would endeavor to accomplish for the next three years.

He likened UPD to an archipelago—composed of islands big and small, separated geographically and socially. Although efforts to cross the sea of unfamiliarity have been in existence since the establishment of UPD in the vast parcel of land in Quezon City, bridges are all the more needed to provide constant interconnectivity among the islands—the institutions and stakeholders that make up the UPD community.

In this special edition of the UPDate Magazine, let us take a glimpse of the undertakings of the UPD administration for the benefit of the University. We shall see how each vice chancellor office has helped contribute in laying the

foundation of the bridges through which Tan's vision for a progressive and aggressive UPD could trickle down to even the nooks and crannies of the UPD archipelago.

Tan's "Revisiting pride of place and boldness of vision" narrates the vision that he had when he started his term as chancellor of UPD. He enumerates the challenges that his administration would be facing as they embarked on the journey as caretakers of the University. In the article, "Maintenance upgrades," we can see how the Office of the Vice Chancellor for Administration had been a key to providing efficient and effective services essential to the operations of the University.

"Refining Student Services" highlights the importance of the studentry as the "lifeblood of a university," which is why the UPD administration, particularly the Office of the Vice Chancellor for Student Affairs, should always prioritize their welfare as major stakeholders of the University. Through "Building a community," the Office of the Vice Chancellor for Community Affairs emphasizes that UPD is not just an academic environ for the faculty and the students; it is also a thriving community every part of which needs constant and utmost care.

The Office of the Vice Chancellor for Academic Affairs brings how restructuring is important in maintaining quality responses to the ever-changing needs of University operations, mainly concerning academic affairs.

"Putting premium on research and extension program" reaffirms the importance of the Office of the Vice Chancellor for Research and Development in achieving significant scholarly pursuit. Two other articles, "Building arts, linking cultures" and "A mind-body balance" underscore the vital roles the arts and culture as well as sports programs play in forming the holistic growth of UPD students through the various programs and activities made possible and available for the members of the community.

You may have heard of one or two of the various programs and development plans of the UPD administration for the benefit of the University. It's time you explored all of them. Let us then cross all of them to usher in new worlds of possibilities and opportunities for an interconnected and more sustainable UPD. ♦

Jem R. Javier  
Sir Anril P. Tiatco  
*Editors*



# Revisiting pride of place and boldness of vision

MICHAEL L. TAN\*

During my nomination as Chancellor, I stated in my mission-vision presentation that many times I have been walking around the campus, often to recharge, renew and declare “this is why I stay.



his is the UP I love.” I started my presentation by talking about what UP Diliman (UPD) should and could be in terms of spaces. This is because I was a firm believer that it would be difficult to talk about projects without a vision of environment in which significant programs could be planned and implemented. For this midterm reflection, I go back to how I started envisioning a UPD through spaces. And later, I will enumerate some challenges vis-à-vis this vision of “pride of place and boldness of vision” and how I, together with my team, responded to these challenges. Finally, I reimagine this pride of place and boldness of vision into a broader and more concrete context as I, together with my team, move towards the last 18 months of our appointments as stewards of UPD.

My vision started with pride of places and grounding of ourselves in the past. The relations between space and time is one of effective historical consciousness because I believe we are able to work on a bolder and a more outward-looking vision, setting our horizons beyond our own colleges towards a Diliman perspective, toward a One UP system, to the nation and into the world. More specifically, UPD framed within this pride-of-place may be summarized into five figures.

First, I had envisioned a UPD—safe, nurturing, shared, connected and sustainable. Second, I proposed for a UPD where we can grow, learn and



thrive—a shared culture of academic citizenship built on collegiality, a sense of justice and fairness, and ethics. Third, our spaces must be shared. I have imagined a UPD community where turfing and territoriality are dismantled. Fourth, we must have connected space—to continue expanding our connectivity by all possible means. Information technology, was also envisioned to continue such connectivity, with a goal of an informed UPD about what our fellow UP campuses and about the world outside. In relation, it was also envisioned that we’re porous—community members are able to work across disciplines. Finally, UPD must be conceived as a space composed of servant leadership, working side by side as *kasama, kaibigan, kapanalig*.

With my appointment as the 10<sup>th</sup> Chancellor of UPD, I realized that the scale of its space is much larger than my team had imagined: more than 500 hectares of land (including Clark, Subic, Bolinao, Puerto Galera, Kalayaan Island), 27,000 students (UPIS included), 2,200 regular faculty, 1,400 staff and at least 70,000 residents. The campus also had many stakeholders including alumni, politicians and alumni-politicians. There was also a total internal operating budget (IOB) allotment of P3 billion, of which P2.1 billion is for personal services (salaries and benefits), P437 million was for maintenance and other operating expenses and P317 million is for capital outlay. Then, there were many large research projects, some were still in need of major funding allocation. Many problems were inherited, resulting from years of neglect and **TURN TO PAGE 32 ►**

*\*Tan assumed as UP Diliman Chancellor in March 2014. He is an Academician of the National Academy of Science and Technology.*



# MAINTENANCE UPGRADES

MARIAMME D. JADLOC

In 19 months, the Office of the Vice Chancellor for Administration (OVCA) in UP Diliman (UPD) managed to improve its “housekeeping” duties, at the same time give its personnel a much-needed morale boosting via benefit packages.



*The Office of the Vice Chancellor for Administration.*



**F**or every OVCA spread across the UP System, “making the campus run smoothly everyday” seems its close description. Although it never really is easy, the campus’ OVCA was able to deliver 14 improvements in the administrative processes and significantly reduced the turn-around time.

Prof. Virginia C. Yap, vice chancellor for administration, said in her report that, “For the first half of Chancellor Michael Tan’s term, the OVCA and its units have been steadfast in their drive for operational efficiency by incessantly finding new ways of doing things and/or improving existing systems and processes.”

Her office administers policies on human resources, procurement, resource-generating assets and utility-usage.

**Signing authority.** From March 2014 to September 2015, the signing authority of unit heads, officers-in-charge, the director of the Supply and Property Management Office (SPMO) and the Vice Chancellor for Administration (VCA) were increased. Unit heads are now able to sign disbursements charged against unit MOOEs (Maintenance and Other Operating Expenses)

up to P50,000. In the past, they were only allowed to sign disbursements up to P20,000. The same goes for officers-in-charge, unless otherwise specified in the delegation of authority by the unit head.

Meanwhile, the SPMO director now has authority to sign for purchase orders (PO) of up to P500,000 and the VCA, of up to P1 million. The VCA is also now authorized to approve the application for installation of Direct Inward Dialing telephone lines in UPD.

Deans, directors and unit heads can now sign the contracts of non-UP contractual personnel as units now have been fully delegated to process their service contracts.

**New methods.** OVCA was able to introduce innovations in the administrative processes. In matters of procurement, the “Pakyaw” system has been increased from P200,000 to P500,000, which is relatively commensurate to the cost of construction materials and labor. Currently, the Office of the Campus Architect (OCA) handles the review and evaluation of variation orders (VO) and the subsequent recommendation for approval of the Chancellor or its appropriate authority. OCA’s work used to be delegated to [TURN TO PAGE 28](#) ▶

*Photos courtesy of OVCA*

# REFINING STUDENT SERVICES

HAIDEE C. PINEDA

"Students are the lifeblood of a university," according to the Division of Student Affairs of Wright State University in Dayton in Ohio, USA.



**I**n UP Diliman (UPD), the Office of the Vice Chancellor for Student Affairs (OVCSA) works almost around the clock to promote the welfare of and maintain the discipline among students.

Under Vice Chancellor for Student Affairs Neil Martial P. Santillan, OVCSA implemented reforms, conducted staff development programs, introduced new interventions and modification on existing student policies, and facilitated changes and improvements to further optimize support services for students. The office also had consultations with the students to involve them in decision-making.

**Mechanisms in effecting reforms.** OVCSA implemented several reforms to further provide effective services to the students.

Some committees, for instance, were reconstituted like the Dormitory Oversight and Admissions Committee and the OVCSA Records Management Committee while existing committees like the Diliman Committee on Scholarships and Financial Assistance were revitalized.

Five committees were also established: the Vinzons Pride Committee, University Food Service (UFS) Oversight Committee, UP Disaster Risk Reduction and Management (DRRM) Subcommittee on Disaster Preparedness, Ad Hoc Committee on Mapping Counseling and Psychosocial Interventions for Students, and Student Guide Review Committee.



*Frat week at UPD.*

The Vinzons Pride Committee handles all the Vinzons Pride Month events. Its main objective was to encourage University officials and UP alumni to invest in the renovation of the Vinzons Hall as UPD's center of student services.

For its Staff Development Program, OVCSA conducted skills training and wellness activities: Information and Communication Technology (ICT) Skills Training Workshop, Sexual Orientation, Gender Identity and Gender Expression (SOGIE) Workshop and Records Management Training for Staff.

Meanwhile, OVCSA provided support to its stakeholders comprising of students, University Student Council (USC), student organizations and the alumni, through partnerships and dialogues.

Some of these partnerships were Diliman-wide activities such as the "UP Campus Journalism Workshop," a flagship activity of the UP Journalism Club; "The Great LEAN Run," a fun run in partnership with the Sandigan para sa Mag-aaral at Sambayanan (SAMASA); "College Collision," a Battle of the Bands event organized by DZUP; and "UP Youth Cultural Forum," a forum organized by USC that seeks to discuss issues on Philippine culture and the arts in the context of ASEAN integration.

**Benchmarking.** OVCSA conducted a benchmarking visit to the top universities in Hong Kong from December 7 to 12, 2015 to learn its best practices and help OVCSA take the challenge "to continuously improve and innovate and meet the demands of changing local and global landscape **TURN TO PAGE 26** ►

*Photos courtesy of OVCSA*

# Building a community

ANNA E. REGIDOR

There were several events in UP Diliman (UPD) in 2014.



**T**hat year, Nestor T. Castro bravely took on the challenge of heading the Office of the Vice Chancellor for Community Affairs (OVCCA).

He is responsible for the physical maintenance and upkeep of 493 hectares of land, two malls and a national university composed of over 20,000 students, staff and faculty.

**Improving services.** Two separate fires consumed the College of Arts and Sciences Alumni Association (CASAA) Food Center and the Alumni Center

*Photos courtesy of OVCCA*



(home to the Alumni Canteen) in June and July 2015, respectively, and the Beach House canteen, a long-running and popular food business, was removed from their location beside the UP Main Library in July 2016.

The loss of these places led the Office of the Vice Chancellor for Community Affairs to allow several food trucks to set up shop at the parking lot facing Palma Hall to fill in the need for affordable, accessible food.

At the same time, the OVCCA also changed the way the University deals with the various food service vendors and concessionaires, previously all under the jurisdiction of the Business Concessions Office (BCO).

Permitting authority over the businesses on campus is now divided between the OVCCA and the BCO.

The OVCCA takes over regulation and management of small-scale food businesses along places like Laurel Street while the BCO would retain administration over the rest of the concessionaires inside UPD land.

Castro is particularly proud of the 6-principle community model he created for the small-scale food businesses to adhere to.

It states that UPD recognizes these businesses as part of the UPD community; the business owners must be consulted before any change in policy; they will be given equal opportunities; they are expected to provide various affordable options to students; prioritize compliance with food safety and nutrition standards according to RA 10611 (Food and Safety Act of 2013) and PD 856 (Sanitation Code of the Philippines); and they also must not violate University, Quezon City and national policies.

Transportation services also went through a change, with the application and processing time in acquiring a UP car sticker streamlined, switching from manual submissions of car sticker applications to an online form available at the OVCCA website.

"Ngayon they can apply online. Pag nagbabayad na lang at ikakabit na lang [ang sticker] ang pagpunta. Naka connect lang sa aming OVCCA website," Castro said.

In June 2015, there were electric tricycles loaned to UPD as part of an agreement between UPD and BEMAC Electric Transportation Philippines Incorporated (BEMAC), dubbed E-kot. The vehicles were deployed to various UPD offices.

**UPD and the local government.** The OVCCA's relationships with the local government units, specifically Quezon City (QC) and Barangay UP Campus have been especially fruitful, Castro said.

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# COMMUNITY MODEL

Castro's 6-principles to guide the vendors and business owners under the OVCCA.

by Anna Regidor

1

Kinikilala ng Unibersidad ng Pilipinas na bahagi ng komunidad ng Diliman ang mga maliliit na manininda.

Nanirahan sa mga komunidad sa loob o sa palibot ng kampus ang mga manininda ng ito. Tinatangkilik sila ng manani sa ating mga mag-aaral, guro, at kawani.



2

Gagabayin ng mutwal na respeto at kooperasyon ang relasyon sa pagitan ng Unibersidad at ng mga maliliit na manininda.

Bago ipatupad ang anumang patakaran na makakaapekto sa mga maliliit na manininda, kinakailangang makonsulta mismo ang mga manininda pati na rin ang mga potensyal nilang mamimili, i.e. ang mga mag-aaral, guro, at kawani.



3

Magkakaroon ng patas na oportunidad ang ibat-ibat na maliliit na manininda sa loob ng kampus. Hindi kikiling ang Unibersidad sa isang partikular na grupo o indibidwal.

Magiging saktaw ng patakaran ito ang ibat-ibat na maliliit na manininda sa loob ng kampus: organisado man sila o hindi, naglalako man o may puwesto, matatagpuan man sa pang-akademikong bahagi ng Unibersidad o sa mga kalye at komunidad.



4

Kinakailangang abot-kaya sa mga mag-aaral ang presyo ng mga paninda. Hindi mayaman ang lahat ng mga mag-aaral ng Unibersidad.

Kinakailangang may mapapagpilian ang mga mag-aaral sa mga tindahan o kainan na gusto nilang tangkilikin. Malaking salik sa pagpiling ito ang pagbabadhet sa gastusin ayon sa kanilang mga alawans.



5

Dapat isaalang-alang ang kaligtasan ng mga mamimili, lalong-lalo na sa pagbebenta ng pagkain. Dapat itong tumugon sa mga istandard na itinatakda ng RA 10611 (Food and Safety Act of 2013) at PD 856 (Sanitation Code of the Philippines).

Kinakailangang bigyan ng prioridad ang pagbebenta ng masustansyang pagkain.



6

Siguraduhing naayon sa mga patakaran ng Unibersidad, sa mga ordinansa ng Lungsod Quezon, at sa mga batas ng bansa ang anumang alituntuning sasaklaw sa regulasyon sa manininda sa kampus.

Habang kinikilala ng Unibersidad ang mahalagang papel ng mga maliliit na manininda, kinakailangan ding naayon sa batas ang anumang aktibidad na maaaring pahintulutan o hindi pahintulutan para sa mga manininda.



Based on the six-principle community model created by Vice Chancellor for Community Affairs Nestor T. Castro.









# OVCAA now has 8 offices

CHI A. IBAY

The Office of the Vice Chancellor for Academic Affairs (OVCAA) has been revitalized with the UP Board of Regents' approval of the unit's proposed restructuring at its 1316<sup>th</sup> Meeting on Mar. 31.

# The creation of the GEC stems from the importance of GE reform and the long-expressed need for a GE center.



**T**he restructuring involves institutionalizing three offices, namely the General Education Center (GEC), Office of Field Activities (OFA) and the Office of International Linkages (OIL) and “expanding the services of, restructuring and/or renaming the five current offices,” the proposal noted.

Prior to its restructuring, five offices comprised the OVCAA, namely the Office of the Director for Instruction (ODI) created in 1992, the Office of the University Registrar (OUR), the University Library (UL), the Diliman Interactive Learning Center (DILC, 2003) and the Office of Extension Coordination (OEC).

The OVCAA and its offices are tasked to develop and implement globally-competitive programs, systems and mechanisms for instruction, curriculum

and education technology that ensure the attainment of UP Diliman’s (UPD) goals and objectives.

**New offices.** The creation of the GEC stems from the importance of GE reform and the long-expressed need for a GE center. “It will support the administration to monitor and evaluate GE programs, but teaching is not its function,” said Dr. Benito M. Pacheco, academic affairs vice chancellor, in an interview in March. On the other hand, OIL Diliman (OIL-D) is envisioned as “a key force in UPD’s quest for academic excellence and social innovation through the promotion of academic and cultural exchanges. It shall provide an environment that allows the UPD community to actively and competently engage in global level pursuits,” notes the OVCAA Offices September 2015 Midterm Report.

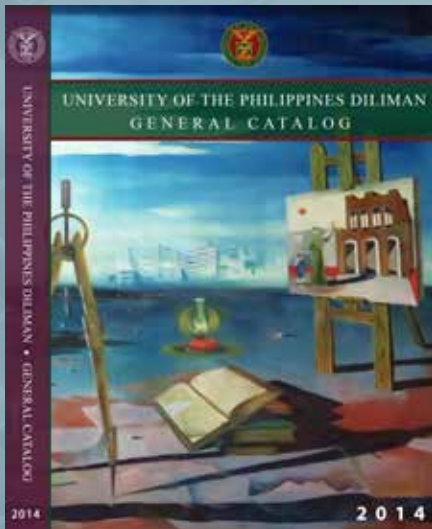
From one section at OVCAA, OIL-D will become a full-fledged office concerned with everything international, Pacheco said.

Meanwhile, the OFA will “oversee all local academic out-of-classroom activities that are part of the students’ curriculum, both in the undergraduate and graduate levels,” the Report states. It shall continuously provide expert advising, assistance and networking opportunities to academic units that will guarantee the quality of learning and exposure of students in the field. However, “if the immersion or the on-the-job training is abroad, it will fall under OIL-D,” Pacheco said.

**Restructured/redefined offices.** Two bigger offices, the OUR and UL, will not change drastically but are being reorganized for better efficiency, Pacheco said.



# The OVCAA oversees three major concerns: Teaching, Curriculum and Education Technology.



Functions of the ODI and DILC have also been redefined.

From the conduct of teaching effectiveness seminars and monitoring of the SET (Student Evaluation of Teachers, now Student Evaluation of Teaching), the ODI, which is renamed Office for the Advancement of Teaching (OAT), "will be involved in tracking the careers of the faculty, similar to functions of the Human Resources Development Office (HRDO). Unlike the HRDO, OAT will focus on the continuing education and training of faculty members, especially the younger ones. It is a major function or redefinition for ODI," Pacheco said. Rather than functioning as "a boutique developing good applications, DILC should become the main platform," Pacheco said.

According to its website, the DILC

"supports the interactive learning process through the development and production of multimedia materials. It helps develop faculty expertise in the integration of new technologies in teaching and learning."

The National Service Training Program (NSTP) will also be realigned. "Rather than looking at it as an extra-curricular activity, which was why it was with the Office of the Vice Chancellor for Student Affairs, under the OVCAA, it is now viewed as a curricular activity," Pacheco said.

On the other hand, the OEC will continue to attend to local concerns, but will be transferred to the Office of the Vice Chancellor for Research and Development "to expand its activities relating to institutional extension projects and programs parallel with institutional research and creative works," the proposal noted.

According to the proposal, OVCAA's new structure was the result of the review and evaluation process that began in 2014 participated in by the Chancellor, the VCAA, heads and key staff members of the unit. Planning workshops were

likewise held and tentative changes were gradually introduced and tested in coordination with the Office of the Chancellor, OVCRD and OVCSA. Prior to the BOR's approval, the structure was pre-tested for close to two years with Program Development Associates and contractual staff with favorable outcomes.

The OVCAA oversees three major concerns: Teaching, Curriculum and Education Technology.

The proposal defines Teaching as referring to both the practitioner and the practice of teaching. It covers all initiatives that pertain to the concerns of the academic staff in their roles as facilitators of learning and teaching and as members of their home unit and of the larger UP community. Curriculum refers to the philosophy, principles, content, structure and implementation of the degree programs and their shared courses while Education Technology refers to the resources, services and tools that facilitate and enhance learning and teaching within and outside the classroom, including their development, application and promotion. ♦



# Putting premium on research and extension programs

ALBINO C. GAMBA JR.

Research is a major thrust in UP Diliman (UPD) and the Office of the Vice Chancellor for Research and Development (OVCRD) plays a vital role in achieving this significant scholarly pursuit.

\* Required

## MAPA ng Loob

### Item 1 \*

Sa oras ng kagipitan, malinaw pa rin sa akin ang dapat kong gawin.

1 2 3 4 5

Lubos na di-sang-ayon ☐ ☐ ☐ ☐ ☐ Lubos na sang-ayon

### Item 2 \*

Mabilis akong patawanin.

1 2 3 4 5

Lubos na di-sang-ayon ☐ ☐ ☐ ☐ ☐ Lubos na sang-ayon

### Item 3 \*

Gusto ko ang kakaibang pag-iisip patungkol sa mga bagay-bagay.

1 2 3 4 5

Lubos na di-sang-ayon ☐ ☐ ☐ ☐ ☐ Lubos na sang-ayon

### Item 4 \*

Hindi importante sa akin na malaman ng iba na mas magaling ako sa kanila.

1 2 3 4 5

Lubos na di-sang-ayon ☐ ☐ ☐ ☐ ☐ Lubos na sang-ayon

### Item 5 \*

Gusto kong may marating sa buhay at handa akong pagsikapan ito.

1 2 3 4 5

Lubos na di-sang-ayon ☐ ☐ ☐ ☐ ☐ Lubos na sang-ayon

In promoting and supporting research and creative works in UPD, the UPD administration through the OVCRD, provides packages and incentives to researchers and creative workers to position them in the forefront of new knowledge discovery to ensure the University as a leading institution of higher learning.

The available research grants and support services are clearly the UPD administration's move to create an environment conducive to learning.

For the last two years, there was an increase in both internally (UPD) and externally-funded researches managed by OVCRD. According to OVCRD, they need to find solutions to bottlenecks and other problems in the procurement process in expediting purchase of materials and equipment needed to conduct researches.

**Diversity of research endeavors.** OVCRD recognizes the variety of research cultures and practices across the disciplines and sees this diversity as a source of new ideas and new solutions to problems.

Notable and interesting recent research projects are Gitara ni Juan: Development of prototype design and standardization of the guitar-making process for quality classical guitars using select Philippine woods; Ready-to-Eat [TURN TO PAGE 38](#)



Left photo: Mapa ng Loob. Top photo: the team behind Mapa ng Loob.





PARADA NG PANDA

PARADA  
AT GANAPATI

Mayor's International Reception  
2015



# Building arts, linking Cultures

BENITO V. SANVICTORES JR.



To promote  
interconnectivity  
among the  
university  
constituents and  
the world, and a  
campus “where  
spaces are ...  
nurturing, shared  
and connected”  
as envisioned  
by UP Diliman  
(UPD) Chancellor  
Michael L. Tan,  
the Office for  
Initiatives in  
Culture and the  
Arts (OICA) uses  
arts and culture.

For the first-half of Tan’s administration, more than 30 concerts and performances were held. From institutional events like the UP Foundation 2014, Christmas Season 2014 and Diliman Month 2015, to theater plays like Dulaang UP’s 39th (Regaining Dignity) and 40th (20/20 Vision) theater seasons and UP Repertory Company’s 43rd season (Bangsa: Mga Dayalogo sa Moro), choral concerts by the UP Concert Chorus (UPBeat:Remix) and UP Singing Ambassadors (Entrelacés: Amis Pour Toujours), musical concerts like College of Music’s Master Class series featuring foreign musicians, and dance concerts of UP Dance Company (Class Menu: Revisited), UP Streetdance Club (Street Fuzion 15) and UP Varsity Pep Squad (Elevison), these brought people together to appreciate the beauty of literature, music and dance.

Other groups like UP Orchestra, UP Cherubim and Seraphim, Kontemporaryong Gamelan Pilipino (Kontra-Gapi), UP Dawani Women’s Choir, UP BUKLOD-ISIP (Bukluran sa Sikolohiyang Pilipino) and Kabataang Makabayan also had their own concerts. The UP Theater Complex sponsored the Christmas concert “Kumukuti-kutitap sa Ka-Diliman” in 2014.

*The UP Singing Ambassadors at the UP Theater.*





**Conferences and summits.** OICA co-sponsored nine conferences and summit. Several academic units conducted conferences linking arts and culture to other disciplines like College of Mass Communication's (CMC) "Intellectuals, the Public Arena and the Nation" and Student Media Summit 2015; Ugnayan Summit 2015 of the National College of Public Administration and Governance; 6<sup>th</sup> Asian Translation Traditions Conference of the Department of English and Comparative Literature; and, Department of History's International Conference on the Pacific War in the Philippines entitled Occupation and Liberation.

Some student organizations also led national events like UP LIKAS's (Lipunang Pangkasaysayan) 23<sup>rd</sup> National Conference entitled Social History of the Philippine-American War and Commonwealth Avenue's Relation to Freedom and Independence; UP ACES's (Association of Civil Engineering Students) National Engineering Summits 2014 and 2015; and Architectural Students' Association of the Philippines's (ASAPHIL) Arch360: Sulawing Filipino – Becoming a Designer for the Philippines.

**Seminars and workshops.** There were workshops on photography (UP Optics [Photography Society] and UP Aggregates), 3D printing for the design/creative disciplines (OICA), filmmaking (UP Cinema Arts Society), astronomy (UP AstroSoc [Astronomical Society]) and dance (Asian Center). These were offered to both UP constituents and the public. One important event was the 7<sup>th</sup> Southeast Asian Directors of Music (SEADOM) Congress where 67 heads of tertiary level music schools and music institutions from 15 countries convened at the UP College of Music in March 2015.

**Exhibitions.** During UP Diliman Month 2015, several artworks were displayed in five exhibitions: public art installations of four artworks; A Shared Heritage: Quezon City and UP Diliman, an exhibit of the proposal to make Quezon City the capital of the Philippines and UPD's



*The UP Dance Company at the Oblation Plaza.*

role in this undertaking; Bagwis 2, an exhibit of photographs of birds found in UPD campus; exhibit of artworks made by College of Fine Arts (CFA) Prof. Maria VA Parial; and, Project Bakawan, a multimedia arts exhibit.

The public was also treated to at least nine national and international exhibits: UP Sidlangan (Saha: Waray Arts Rising), UP EURO's (Euro-Filipino Understanding and Relations Organization) Open Field Film Showing; College of Architecture (CA) Student Council's National Architecture Week 2014 and Haraya 2015: Rediscovery (exhibit of architectural designs); UP Broadcasters Guild pre-Valentine film showing; Astronomy Week of AstroSoc (exhibit); UP Student Catholic Action's (UPSCA) Bike to Basics: Layag (bamboo bike exhibit); German Club's exhibit of Volkswagen cars; and, UP AME's (Anime Manga Enthusiasts) AME Night.

**Competitions and awarding.** UPD witnessed more than 20 contests: dance competitions were sponsored by UP Varsity Pep Squad (Elevate

14, cheerdance and group stunt competition), UP Dancesport Society (4<sup>th</sup> UPD Dancesport Cup and Isko You Think You Can Dance (IYTYCD) ballroom dance competitions) and UP ACES (Indakan 2015, dance contest among UPD engineering students). Singing contests were held by the University Student Council (USC) in Karolfest 2014, College of Science (CS) Student Council (CS Carolfest 2014) and DZUP Radio Circle (College Collision 8: Conquer).

Quiz bees were also a regular thing: Architecture Forum (Arkwiz 2015), AstroSoc (Astro Quiz) and UP 49ers (Cliptomania: A Game of Hearts). Film making and photography competitions and awarding ceremonies also united the arts and sciences: UP CREST's (Circle of Engineering Students) Overexposed 2015, UP Film Institute's Piling Obrang Vidyo (POV) 11, UP Aggregates's Enggterpretations Film Festival 2015 and Young Critics Circle (YCC) 2013 Annual Citations Ceremony.

Other competitions **TURN TO PAGE 37** ►



Continuing initiatives of his predecessor, Castro along with Chancellor Tan in 2014 attended a management committee meeting of the Quezon City local government where they spoke with Mayor Herbert Bautista about alternative housing options for UP faculty, employees and even the informal settlers on campus.

Bautista offered 17 Bistekville sites in nearby Bulacan and Rizal provinces, which could be reserved for people from UPD.

"Top priority [ang] Village C behind the Hardin ng Doña Aurora tagos hanggang [settlers living along] C.P. Garcia. May itatayo na tayo doong faculty and staff housing. Red flag na tayo sa QC may ganito na kaming project. Hindi aalisin ang offer ng Bulacan kasi ngayon very accessible na ang Bulacan," Castro said.

The MRT-7 project currently being built along Commonwealth Avenue will have 14 stations, stretching from North Avenue near SM North EDSA and Trinoma all the way to San Jose del Monte in Bulacan. It is expected to be finished by 2020.

Other projects being discussed are the construction of an elementary school and daycare center in Pook Palaris and Barangay Culiati, where UPD will lease the land that Barangay UP Campus will build upon, renewable every three years.

"Ang stand ni Chancellor [Tan], kesa naman ang mga bata ay pakalat-kalat, nagiging street children, [at total] ang UP naman ay isang educational institution so dapat tinutulungan ang local government unit sa kanyang education needs," Castro said.

The improved relationship with Barangay UP Campus also gave the administration access to income activities that it would otherwise have not benefitted from.

"... yung mga movie shootings within



The OVCCA set up UP car sticker application booths during important events.

the campus, sila [barangay] lang ang nagbibigay ng permit, walang ganansya ang UP, ngayon kahit sila sinasabi nila sa mga lumalapit, magbayad sa UP, 50-50 [ang hatian]. It courses through both offices. Pag dumaan [naman] sa atin, sa atin lang," Castro said.

**Building spaces.** Community building includes creating an environment where members feel safe and welcome.

Part of creating these spaces include

providing opportunities for exercise. In October 2015, the OVCCA entered into a memorandum of agreement with Hotel Sogo for the installation of workout equipment at selected locations on campus: the Science Complex, the Department of Military Science and Tactics compound, the College of Human Kinetics gym and the Philippine Association of University Women (PAUW)-UP Child Study Center playground.

The carless Oval scheme where the

2.2-kilometer Academic Oval is closed off to traffic to make way for pedestrians and joggers has been expanded to the University Avenue and extended from only Sundays to official holidays.

Moves were also made to make the campus more pet-friendly. In March 2015, the OVCCA held a month-long campus anti-rabies campaign in partnership with the Bureau of Animal Industry, UP Veterinary Medicine and Office of Community Relations (OCR).

The 2015 Lantern Parade officially welcomed 4-legged participants for the first time, and the OVCCA continues to cooperate with animal-rights groups and the UP-Veterinary Teaching Hospital to solve animal care and control issues in UPD.

**Safety, security.** Perhaps two of the most challenging aspects of the OVCCA's responsibilities are safety and security. During Castro's term, the OVCCA acquired the Office of the Campus Architect and the Office of the Chief Administrative Officer (Security).

After several fires that consumed key academic and community structures inside UPD, the OVCCA has taken concrete steps in strengthening existing disaster risk and reduction management (DRRM) in UPD.

In 2015, fire consumed two iconic buildings on campus, the CASAA Food Center in June and the Alumni Center in July. Last April 1, a fire consumed several floors of the Faculty Center, destroying millions in historical artifacts and research.

In May 2016, the Office of the Chancellor and the various vice chancellor offices organized the "Diliman DRRM Summit 2016" at Hive Hotel in Quezon City, the first of a series of orientation workshops among the members of the UPD DRRM Committee and Sub-Committees and of the Unit DRRM Committees.

This is aimed at developing an overall plan of action and protocols for

coordination and communication among the members of the UPD Disaster Risk Reduction Management Committee and Sub-Committees, Unit DRRM Committees and the general community.

Major presenters included notable DRRM experts in UPD and an official from the Quezon City Fire Station. Among the topics discussed in the summit is the possibility of creating a fire station inside the campus.

#### **From taga-saway to tagapag-ugnay.**

The journey was not without its setbacks. According to Castro, he spent his first year of office undoing and unlearning practices and attitudes detrimental to forwarding his agenda.

"Ang nangyari sa first year ko as VCCA at OVCCA and its offices naging thrust ay taga-saway. Kasi may mga nakita kaming systems na hindi in place so inaayos namin yun. For example, dapat kumuha kayo ng permit bago kayo mag-repair, ganyan. Tingin ko nagawa na namin yun at nas-set up na namin yung systems for it, mga forms, ganyan," Castro said.

"Pero we need to move on. Ang call ko nga ngayon na sinisimulan ng aking offices, mag-graduate kami from taga-saway to tagapag-ugnay," he said.

A reorganization of OCR will be important in this endeavor, which will serve as facilitating body rather than monitoring one.

While his extensive experience as a community organizer helped him in understanding and navigating the various UPD communities, Castro realizes he still has much to learn.

"Bagama't dito ako nag-undergrad, andami-dami ko pa rin palang hindi alam [tungkol] sa UP. Although nakalipas na ang isang taon [since his appointment as VCCA], hindi ko pa nalilibot ang lahat ng lugar [sa UPD] sa lawak niya at hindi ko pa rin alam ang lahat ng problema at definitely I can't do it on my own. Kailangan ko ng isang good team," he concludes. ♦

Bottom left: The Parada ng Parangal begins. Bottom photo: Exercise machines were installed on campus.







*Vinzons Open House (left) and students at Palma Hall (bottom).*

while still in keeping with the vision and mission of UP.”

OVCSA visited the University of Hong Kong (ranked 30<sup>th</sup> in the recent QS World University Rankings), Hong Kong University of Science and Technology (ranked 28<sup>th</sup>) and City University of Hong Kong (ranked 57<sup>th</sup>).

OVCSA selected these as benchmarks for “they are Asian universities which have been consistent top performers in world school rankings. These universities have comprehensive programs for student development.”





OVCSA likewise became host to benchmarking visits from local universities such as the Silliman University and Batangas State University.

The Office consolidated the respective experiences of its support offices with the insights learned from the top universities in Hong Kong and the shared knowledge from Silliman University and Batangas State University.

The consolidated information were discussed and considered in OVCSA's strategic planning workshop held last January 7 to 8 at the Acacia Residence Hall Conference Room.

**Optimizing support services for students.** OVCSA reported that there was an increase in stipend allocation from less than P3 million to more than P15 million. There were 256 recipients for Academic Year (AY) 2013-2014 under the Socialized Tuition and Financial Assistance Program (STFAP) and 829 recipients under the Socialized Tuition System (ST System) for AY 2015-2016.

In addition, there was a decrease in student loan applications from P40.4 million in the first semester of AY 2013-2014 to P25.9 million in the first semester of AY 2015-2016.

Student and graduate assistantship rates were also increased, with P60 per hour for student assistants and P100 per hour for graduate assistants.

UPD allocated P30 million for repainting, renovation, security and additional amenities of student dormitories. To date, on-going renovations and repainting of the exterior of Ipil Residence Hall are already in place while the re-roofing at Molave Residence Hall is nearing completion.

Ad Hoc Disciplinary Hearing Committees were created for the speedy resolution of Student Disciplinary Council (SDC) cases, and most of the remaining Student Disciplinary Tribunal (SDT) cases were finally resolved with their respective decisions released. Three SDC cases have

been resolved and two decisions have been released.

Office of Student Housing Officer-in-Charge Dr. Shirley V. Guevarra said "all 245 athletes are now housed in various dorms with 104 in Acacia."

The yearly activities Freshie Orientation Program (FOP)/Parents Orientation Program (POP), Parangal sa Mag-aaral and USC Elections (halalanUPD) were also repackaged.

Diliman Learning Resource Center (DLRC) Director Marie Grace A. Gomez said due to the good reception of the FOP and POP, there are more reviewees coming to the DLRC this year. A significant number of volunteer tutors were also recruited because of the success of these events.

**New interventions.** There are also new events, like the University Freshie Month and UP Pride Week, introduced. The UP Pride Week was a traditional initiative of the student organization UP Babaylan which became UP Diliman-wide starting 2015.

OVCSA also introduced the UPD Open House for UP College Admission Test (UPCAT) qualifiers, initially a College of Social Sciences and Philosophy event. The event aims to provide a series of college orientations for UPCAT passers.

Last year, the University through the OVCSA launched the Project balikUPDorm, a celebration of dormitory life in UP Diliman and a fund-raising campaign. The year-long festivity invited dorm alumni and friends to visit their former dormitories and also to support the Balik Dorm Project.

Other OVCSA initiatives maximizing support to students were: conducting student services orientation for various stakeholders; rebranding of UFS; organizing the "Talastasan sa Diliman" as OVCSA forum brand; mainstreaming ASEAN-related activities such as the ASEAN Student Leaders Forum (ASLF) 2014, ASEAN Youth Cultural



*"Tara Tena: balikUPDorm Grand Launch and Fellowship" on Apr. 25, 2015.*

Forum (AYCF) 2015 and Philippine Student Leaders Forum (PSLF) 2015; facilitating cultural programs such as "Himigisan sa Carillon (Concert of 2014 Karolfest Winners), College Collision (band competition) and Live AIDS for Freshies; Haranafest; Student/Graduate Assistants Summit; Org Summit; and Frat Week.

Moreover, OVCSA facilitated the approval of UP Diliman Code of Student Conduct and its administrative guidelines.

**Codify existing student policies and guidelines.** In a previous interview of UPDate, Santillan said one of his plans was to revive the student guide created during the term of Prof. Barbara Wong-Fernandez from 1996 to 1999 and to codify the existing student policies and guidelines.

Presently, OVCSA drafted an updated Student Guide where Philippine laws pertinent to the rights and welfare of the students were included aside from the existing University student policies. ♦



A UPD personnel is honored at his/her retirement at Gawad para sa mga Retirado.

the Infrastructure Bids and Awards Committee (IBAC).

The OVCA also: formulated internal guidelines for the 2014 administrative personnel and Research, Extension and Professional Staff (REPS) merit promotion; issued provisional appointment to visiting professors to facilitate work permit/visa application with the Bureau of Immigration; advised units regarding the better utilization of their Trust Accounts; systematized the budget preparation process for the annual budget UPD submits to the Department of Budget and Management; and instituted the appointment of alternate members in IBAC to increase quorum and avoid the postponements of procurements, among others.

The OVCA, through the Cash Office, also made use of the POS system (Point-of-Sales) during registration period to better service the students and instituted a notification system to units when checks are available for claiming.

**Morale booster.** Yap said her office is well aware of the effect of improving the people's morale to their performance at work. OVCA therefore enhanced its welfare package and incentives for UPD personnel.

As a bonus to its employees in continuous active service for 40 years, the administration increased its Gawad Paglilingkod package to P40,000 from P20,000. Meanwhile, those who retired with at least 40 years of service were given P60,000. Previously, these retirees only received P20,000. Honoraria were also now granted to members of various University Council and Cluster committees; improved the compensation package of personnel hired under contract of service; and worked on various proposals and guidelines (Off-campus housing Soft Loan Facility, inclusion of faculty administrators in the Service Recognition Pay/SRP pro-rated to their administrative load credit/ALC, compensation package of personnel who were hired under contract of service, etc.) to enhance the

OVCA  
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personnel.

benefits of both the academic and non-academic personnel of UPD.

The OVCA, through the Business Concessions Office (BCO), was also able to keep up with UPD's increasing financial requirements by capably managing its sources of funds and revenues. OVCA was also able to draw indicative rates for different business models.

**Financial sustainability.** To sustain its internal finances, UPD, through the BCO, took over the Citimall and El Paseo at Philcoa that resulted in a significant rise in the rental revenue stream for UPD from the said areas. The University also brought in new big establishment lessees at El Paseo, filling up the spaces in the building. Not only El Paseo, but the commercial spaces of the Centennial Dorm 1 as well. The said spaces at the dorm until recently, remained unoccupied for seven years. Yap also said BCO "Undertook rental rate rebasing to update rental rate in UPD's commercial lands in the Philcoa and Commonwealth areas relative to contract renewal of existing lessees."



**Housekeeping etc.** From procurement to funding and appointment, these and more are OVCA concerns. Yap, in her report said, "The OVCA and its offices had been providing assistance to academic and non-academic units." The vice chancellor added, "The more notable are the assistance through the Fiscal Policy and Operation Committee (FPOC) to units/projects with problems relative to procurement, disbursement, appointment and funding; and the assistance to the National Engineering Center in the preparation of its implementing rules and regulations."

**In the pipeline.** Up ahead is OVCA's proposal of the creation of an Office of the Vice Chancellor for Planning and Development (OVCPD). OVCA said this is to further improve the existing administrative operations. The proposed OVCPD will be in-charge of preparing and implementing UPD's development plans and projects; review the existing Land Use Plan for appropriate recommendations; study physical and organizational requirements and space utilizations of UPD; oversee the campus' resource-generating assets and develop

and implement its programs; and expand UPD's financial endowments.

To further improve OVCA operations, the office is also continuously conducting a review of its offices' organizational structure and corresponding staffing.

The Tan administration through OVCA has accomplished much in less than two years, but Yap said, "Much remained to be done in the remaining period in the area of organizational restructuring and the corresponding staffing pattern

and personnel requirement as these necessitate budgetary allocation for the additional personnel request for new position items from the Department of Budget and Management." ♦

## Up ahead is OVCA's proposal of the creation of an Office of the Vice Chancellor for Planning and Development (OVCPD).

*Clockwise: The Accounting Office, a UPD forum with personnel and a seminar for UPD staff.*



# A MIND- BODY BALANCE

KEVIN BRANDON E. SAURE

Sports in UP Diliman (UPD) is more than just a curricular requirement in the form of Physical Education classes.





**T**o many students, it is a worthwhile leisure activity and an exercise of the body, not to mention, a diversion from everyday mental calisthenics in the classroom. To the varsity players, on the other hand, it is both a passionate career and a service to the University. Chancellor Michael L. Tan recognized the importance of sports as a component of the overall character of UPD. Despite considering himself as the “most un-athletic person,” he figured greatly in rallying the different sectors of UPD in supporting sports as an activity and as a community endeavor.

As UPD strives to maintain its lead in the domains of humanities, sciences, social sciences, law, business administration and social work, among many others, Tan also underscored the significance of upping the quality of athletics in the University to achieve what is considered in an individual level a “mind-body balance.”

Taking the helm in the art and science of nurturing, improving and strengthening the body for general well-being is the College of Human Kinetics (CHK). Aside from supervising the continuous development of the disciplines physical education, sports science and human movement science, the CHK also manages the athletics of the University through the Varsity Office. The office recruits, trains and fields to various competitions the athletes of UPD who are more popularly called the Fighting Maroons.

The Fighting Maroons are the varsity players of different sports events, each one subdivided into the men’s and women’s categories: athletics (track and field), badminton, basketball, baseball, chess, fencing, football, judo, poomsae, swimming, table tennis, taekwondo and volleyball. The co-ed events are streetdance and cheerdance.

The Fighting Maroons compete in various local and international competitions. Customarily, they represent UP in the University Athletic Association of the Philippines (UAAP).

**UAAP Season 77.** In 2014, UPD officially shifted its calendar from a June to an August opening. However, this did not deter the Fighting Maroons’ participation in the 77<sup>th</sup> season of the University Athletic Association of the Philippines (UAAP). The combined points of all the Fighting Maroons teams ultimately landed UP in the third place of the overall ranking. Five teams bagged gold in their respective events—UP Women’s Badminton Team, UP Women’s Table Tennis Team, UP Women’s Taekwondo Team, UP Poomsae Team, and UP Streetdance Club.

**The New Fighting Maroons logo.** In 2015, just in time for UPD’s hosting of the UAAP Season 78, a new Fighting Maroons logo sprang from the creative minds of alumni Dan Matutina, Kay Aranzanso, AJ Dimarucot and Ralph Guibani. Replacing the UPD seal, the new logo with a clenched fist is a symbol of the community’s solidarity, also a homage to the long tradition of militant activism in the University. The emblem stood to represent the Fighting Maroons in various athletic competitions.

**UAAP Season 78.** As the host of the UAAP Season 78, one of UPD’s tasks was to take charge of the opening ceremonies. Artists from five colleges (Arts and Letters, Fine Arts, Human Kinetics, Music, and Social Sciences and Philosophy) teamed up to mount “Arkipelago,” a story about the origins of the Philippine archipelago which share parallels with the coming-to-be of the UAAP. In order, the performance demonstrated the folkloric narration of the formation of the Philippine islands, the emergence of flora and fauna from the sea to the land, the peopling of the archipelago, the shared boat culture and the festivities of different ethnic groups in the country. The opening ceremonies were staged on Sept. 5 at the Smart Araneta Coliseum.

The hour-long spectacle showcased UPD’s reputable and prolific performers, thespians, designers, craftspeople and musicians via avante-garde dances, zestful lights and beats, august

costumes and larger-than-life props. The performers were UP Cherubim and Seraphim members Jose Gabriel C. Alcazar, Jose Rafael C. Alcazar and Sabien Ongtengco; Bituin Escalante, Natasha Cabrera, UP Concert Chorus, UP Dance Company, UP Dancesport Society, UP Filipiniana Dance Group, UP ROTC Symphonic Band, UP Streetdance Club, UP Tugtugang Musika Asyatika and the UP Varsity Pep Squad. The artistic team was composed of Dexter Santos (direction), Sir Anril Tiatco, Jem Javier and Kevin Brandon Saure (concept), Krina Cayabyab (musical direction), Peter Alcedo Jr. (overall choreography), John Ilao Batalla (lighting design), Darwin Desoacido and Bonsai Cielo (costumes design) and Winter David (video design). For the first semester games (Sept. 5 to Dec. 31), the Fighting Maroons garnered two championships, two second place and two third place finishes.

The Fighting Maroons Lady Shuttlers proved their mettle as the league’s most formidable smashers for the second year. Team captain Bear Bernardo was named the Most Valuable Player while Eleanor Christine Inlayo is the Rookie of the Year. UP Streetdance Club was named champion at the Streetdance Competition.

Meanwhile, UP Women’s Swimming Team and the UP Poomsae Team both copped the second place while the UP Varsity Pep Squad (UP Pep) and UP Men’s Swimming Team both got third place.

**Local and international sports events.** 2015 was a great year for UPD. Outside UAAP, Fighting Maroons also excelled in local sports competitions, with gold and silver medals in athletics, fencing and judo and championship titles in softball and men’s football.

In the international stage, two members of the UP Poomsae Team received recognitions: Janna Dominguez Oliva helped bag the gold medal for the Philippines in the Team Demonstration Competition (Senior 1 Category) of the 2015 World Taekwondo **TURN TO PAGE 36** ▶



*Recipients of Gawad Tsanselor 2015. Front row, from left: Dr. Neil Martial R. Santillan, Dr. Benito M. Pacheco, Prof. Virginia C. Yap, Pablo C. Navarro, Miguel Paolo P. Reyes, Sharon Maria S. Esposo-Betan, Chancellor Michael L. Tan, Imelda Fe, Tiffany Grace C. Uy, Jheset Thrina O. Enano and John Paul M. Sawali. Back row, from left: Dr. Nestor T. Castro, Dr. Fidel R. Nemenzo, Dr. Rizalinda L. de Leon, Dr. Apolonio B. Chua, Dr. Henry N. Adorna, Dr. Jose Ernie C. Lope, the representative for Dr. Frederick C. Delfin, Prof. Alan Navida, Dr. Amelia Punzalan's representative and Raphael Aaron A. Letaba.*

others from political maneuvering. In short, the concept of space vis-à-vis this mission and vision for UPD was really daunting.

A few months after my appointment, my team and I have identified some challenges: bureaucratic bottlenecks, inequities of funds allocation, the need for strategic communications, lack of clear policies, limited forms of engagements and silo mentality.

#### **Challenge 1: Bureaucratic bottlenecks.**

From Mar. 1, 2014 to Feb. 28, 2015, I had to sign 2,701 appointment or basic papers, 1,648 travel authorities, 438 memorandum of understandings, and 92 requests for financial assistance. These are just routine documents. Not included in these numbers are the non-routine documents such as personal emails (an average of 70 a day), SMS and other letters for sumbungan and the likes. In trying to respond to this challenge, it is imperative for me and my team to monitor movement of

papers. At the same time, I thought it was also significant to review current forms, routing system and most importantly, processes that we are used to. My initial impression: UPD needs to establish more Infrastructure Bids and Awards Committees (IBACs). UPD still needs much room for change in the bureaucratic system while being careful not to take short-cuts especially where students' and faculty members' welfares might be compromised.

#### **Challenge 2. Inequities in the allocation of resources.**

I cannot deny that due to the limited budget allotted to UPD, inequities in allocation of resources, from infrastructure funds to travel grants to faculty and staff representation in committees are still problematic. Then, there is also issue on gender inequities. As a response, my team had to institute new policies and guidelines, albeit transitory. It has also been a trademark in my team to work consciously about inclusiveness and representation in committees, particularly for gender. Some of the

results include some corrective measures such as our problems in the Varsity Athletic Admission System (VAAS) program. However, other inequities are more difficult to correct because they are linked to power relations.

#### **Challenge 3. Need for strategic communications.**

Perceptions are everything. UPD needs strategic communications, whether quick or long-term responses, especially to contain very active, deliberate rumor-mongering situations.

As earlier mentioned, we have so many stakeholders, including alumni. We have a huge public. Filipino people are constantly peeping through our walls—waiting for good news about UPD but most importantly waiting for some not-so-good information for the benefit of sensationalism. We have to strategically communicate the good image of UPD to all our publics.

Our responses, we have improved our





newsletter and introduced a magazine (UPDate Magazine), our platform for topical issues concerning our community. We have also improved our website and introduced the text blasts. The results are generally good. However, there is a deeper endemic malaise of low trust levels, especially with System initiatives, a tendency for knee-jerk rejection.

**Challenge 4. Lack of clear policies.** We have heard several complaints: land use and development, public engagement, stray animals and even street children. We also received several reactions against a structure, which unfortunately we have been living with: a colorum organizational structure. Our responses: codification and implementation of new policies and proactive consultations for policy formulation. As a result, we have formulated public engagement policies (business and community models), open data policies. But, we are aware that we still need more. Policy making cannot be done through consultations alone. We need policies in governance and administration

which must also be developed in the field and at the same time in practice.

**Challenge 5. Limited forms of engagements.** Despite several consultations for the development of new policies, my team still feels UPD has a limited form of engagements. UPD relies heavily on University Council meetings, confrontational rallies and meetings, plus palakasan and bulungan. Our initial responses, which must be extended until the last few months of my administration, include the introduction of civility and consensus building. We have also initiated more regular dialogues, especially with students and unions.

The results are generally positive, moving from tagasaway to tagapag-ugnay, but still strong element of bad faith and political theater marring the processes. Main frustration has been almost powerlessness dealing with some forms of misconduct involving disrespect; students toward faculty; faculty toward students; faculty toward faculty; staff toward staff. We have a number of cases waiting to be resolved.

**Challenge 6. Silo mentality.** By simple definition, silo mentality is an attitude that occurs when several units or institutes do not want to share information or knowledge with other individuals in the same institution. This kind of working environment reduces efficiency and can be a contributing factor to underdevelopment and worst, a reason for failure. Our campus is not just separated by buildings but even by departments. In the department, there are factions within an office. I realized I had been in a silo too, visiting many buildings I didn't even know existed. Responses: forming more transdisciplinary teams, committees and projects; greater visibility of arts, sports working with Science, Technology, Engineering and Mathematics (STEM) and social scientists. The results were also generally positive, but need to stimulate more interest to cross disciplines, sometimes even within domains or clusters.

With these challenges, we need to do a cross-cutting measure. We all know we all love UPD. This is our pride because this is our home. Yet, we need to look for bolder vision for our UP Naming Mahal. We need to have an over-arching vision: not just to mobilize everyone but also galvanizing everyone. Some bolder visions that my team wish to explore on the last 18 months of my administration:

- New ways of thinking, including the search for solutions. Restorative justice rather than punitive discipline through the new Student Code. Have to overcome fears of change, yet being discerning and not becoming faddish.

- New ways of doing things, from interpersonal relations (substance, rather than form) all the way up to the pedagogies and curricula. Emphasis on face-face contact. Looking for good practices (e.g. manual from Center for Ethnomusicology's summer teachers' training).

- Expanding tool kits, including more qualitative methods (which we have been using) but not forgetting importance of critical data analytics. The need for a social observatory.

- Converting spaces into places. Emphasizing commons areas.

- Reorganization to maximize our most important resource: people, while responding to new needs. Some proposed new offices: Vice Chancellor for Asset Management; Vice Chancellor for Public Relations; Office for Student-Athlete Development; Office for International Linkages; Office for Field Placement; Office of Alumni Relations; Office for Research Support; and IPTTO (Intellectual Property and Technology Transfer Office).

- Being careful not to create new bureaucracies.

**How to end?** Not passive implementation but bringing in new initiatives, sharing Good Practices, fiscalizing, creating new cultures of thinking and doing. ♦



*Arkipelago—the UAAP Season 78 Opening Ceremonies, Smart Araneta Coliseum, Sept. 5, 2015.*





## ◀ FROM PAGE 31 SPORTS . . .

Hanmadang Poomsae Championship held in South Korea while Dustin Jacob Mella was part of the titleholder team (Senior 1 Category) in the 2015 Southeast Asian Games held in Singapore.

In the dance arena, the UP Filipiniana Dance Group took part upon invitation to Pyesta Kolon Datal 2015 (PKD) held in Koronadal, South Cotabato, Aug. 9 to 18. PKD is an international folklore festival organized by the government of Koronadal and the International Council of Organizations of Folklore Festivals and Folk Arts or CIOFF. Meanwhile, the UP Pep won silver in the Group Stunts Mixed Division and bronze in the Partner Stunts Category of the 9<sup>th</sup> Cheerleading Asia International Open Championships held in Tokyo, May 9-10. The team did not stop there and proceeded to take home a silver medal in the All-Female Team Cheer category and bronze medals in the Cheerleading Doubles and Small Groups Mixed categories during the 8<sup>th</sup> Cheerleading World Championships in Berlin, Nov. 22-23.

**Partnerships and improvements.** The first half of Tan's term saw the upgrading and addition of several facilities and services to better suit up the Fighting Maroons. These upgrades came in the form of various equipment and sports paraphernalia purchases, concreting of the Track and Field Jumping Area and replacement of the roofing skylight and refurbishing of the entire wood flooring of the old CHK Gym. The CHK New Gym also came into full function during the period. These were made possible through the UAAP Development Fund, increased and reprogrammed funds, private-public partnerships and donations.

The De Los Santos Medical Center also entered into a memorandum

of agreement with UPD for the refurbishment of the Physical Therapy Room at CHK and the donation of airconditioning unit, tables, chairs, cabinets and wheelchairs.

Renewed interest in athlete support was evident in the increased funding and donations from the alumni groups University of the Philippines Alumni Association or UPAA and nowheretogobutUP. Private company Robinsons Retail Holdings, Inc. also returned to give the Fighting Maroons cagers a much-needed shot in the arm. ♦



Philippine Daily Inquirer



(Clockwise, top from left) Mella (extreme left) in the 2015 SEA Games; UP Varsity Pep Squad; UP Women's Badminton Team's Bernardo.



## ◀ FROM PAGE 23 *arts . . .*

were Game of the Generals Tournament of Tau Omega Mu Fraternity and Its Ladies' Circle; UP POLITICA's (People-Oriented Leadership in the Interest of Community Awareness) POLITIKultura multi-media contest; United Architects of the Philippines-Student Auxiliary – UP Diliman's (UAPSA-UPD) Alterchitecture 2014, an ideas competition; UP SPECA's (Speech Communication Association) Speech Cup 2015; College of Engineering (COE) Student Council's Timeless: Miss Engineering 2015, a cross-dressing beauty pageant among male members of COE-based student organizations; Association of Business Administration Majors' 6<sup>th</sup> Pinakamahabang Todo Patintero, a Filipino games competition; and, UP Debate Society's Philippine Intercollegiate Debating Championship.

Awards were also given in recognition of accomplishments made by distinguished professionals like CMC's Gawad Plaridel 2015 where award-winning screenwriter Ricky Lee was given recognition.

**Festivals.** Sharing culture from their respective regions and provinces, as well as from the countries they come from or represent, student organizations held 12 festivals: Pride Week 2014 and UP Fair 2015 of USC; UP Theater Council's Curtain Call 2014, a Juan-act play festival; Maskipaps: The Crossover (music festival) by UP Beta Epsilon; Prestige: the Isabela

Culture in Focus by UP KAISA (Kalipunan ng mga Anak ng Isabela); Folkways 2014, rock festival by UP Beta Sigma Fraternity (Beta Sigma); Eat Wave: Biggest Food Quest by UP Aguman (students from Pampanga); International Center (IC) Association's IC Festival Month 2015; Kalayaan Residence Hall's PasaFest (Pasalubong Festival) 2015; UP Chinese Student Association Cultural Week 2015 in celebration of the Spring Festival; UP ARKAIRA's (performing arts group of CA) Carovana: an Arts and Food Festival; and UP Tomo-Kai's (Philippines-Japan Friendship Club) Shiosaki: Panibagong Alon, a cultural festival.

Continuing the UPD tradition, the Pag-iilaw and Lantern Parade 2014 were successfully held. An important innovation was the first-ever Parada ng Parangal 2014, which is a Santacruzanthemed parade, where awardees of Gawad Tsanselor 2014 and the replica or representation of the accomplishments of the academic units for 2013 was paraded along the Academic Oval.

**Academic unit celebrations.** OICA also assisted in the celebration of milestone events of the academic units: College of Arts and Letters (CAL) Student Council's Linggo ng Departamento ng Filipino at Panitikan ng Pilipinas in celebration of the 48th founding Anniversary of the Department; College of Human Kinetic

(CHK) Student Council's CHK Week 2014 (Power Forward, CHK@25), Fitness Week 2015 and Diliman Fitness Fiesta 2015; Department of Art Studies and CAL's Arts Month 2015: A Celebration of Islamic Arts in the Philippines; UP Physics Association's Physics Month 2015; CFA Student Council's CFA Week 2015, Falengke: Samu't saring Sining at Kultura; Asian Institute of Tourism (AIT) Student Council's AIT Month 2015; and, UP Circulo Hispanico's (CH) Spanish Week 2015: CH@50.

**Radio broadcasts.** Aiming to reach wider audience through a different medium, radio was also tapped to promote arts and culture. Through UP Nating Mahal, a radio program aired over DZUP 1602, topics about UP and UPD were discussed over a span of four weeks.

**Other events.** Launching of: Tinta 2014 and 2015, official literary folio of the Union of Journalists of the Philippines-UP; Journeys 2015, official literary folio of UP Journalism Club; and Korapsiyonaryo: Walang Kukurap sa Sining Lunsad, a dictionary compiled by Aliguyon-UP Folklorists. OICA also assisted in the University Freshie Month 2014 – Freshie Night and Closing Ceremonies of USC; Geminid meteor shower public observation by AstroSoc; and, On-the-Spot Nude Painting by UP Beta Sigma. ♦



UP Filipiniana Dance Group in Tanglaw 2015

## ◀ FROM PAGE 19 Putting ...

Food: technology for a Social Cause (deployed to the affected areas of the Typhoon Yolanda); Diwata microsatellite; Pagbuo ng "UP Monolinggwal na Diskyunaryong Filipino" na Nakabatay sa Digital Text Corpus ng Kontemporaryong Gamit ng Wikang Filipino; and Spatio-Temporal Connections and Correlations Between Natural Hazard Vulnerabilities and the Performance of Philippine Public Schools—an example of research aimed at shaping policy.

With the surge of research endeavors in UPD, OVCRD embarked on a project creating

a research management information system (MIS).

The MIS project addresses the lack of an online submission and processing of research proposals for OVCRD grants. The system, started and tested in 2013, is now geared for full implementation. The project is funded by the Sources of Solutions Grant (SOS) and is headed by Dr. Henry Ramos.

**Diliman Journals.** In helping disseminate the results of research and creative work of UPD personnel, OVCRD publishes three journals bi-annually.



*The new UP Fighting Maroons logo (right) and the KaSaMa Teachers portal (below).*







*Geography Field School (3D mapping) in Barangay San Felipe, Basud, Camarines Norte.*

The three official journals, Humanities Diliman, Science Diliman and Social Science Diliman, are all Commission on Higher Education (CHED) accredited. All three received Category A rating which is credited as an international level publication and receives P200,000 per year during the effectivity of accreditation and an endorsement for library subscription. Furthermore, the Humanities Diliman is Scopus-indexed journal, while Science Diliman is (Emerging Sources Citation Index) ESCI-indexed journal, beginning 2016.

There is also an ongoing campaign against predatory journals and conferences which threaten UPD academic integrity and standards.

**Protection and deployment of research and creative outputs.** UPD has an ongoing campaign, which began in July 2014, to promote awareness of intellectual property, copyrights and

trademarks among faculty members, Research, Extension and Professional Staff (REPS) and students, while recognizing the need to balance between intellectual property protection and the promotion of the commons, between public service (UP's mandate as a public service university) and commercialization.

Beginning 2014, UPD, through the OVCRD, has had seven Intellectual Property Rights (IPRs) deployed and commercialized.

Noteworthy among these are the new UP Fighting Maroons logo, Handa. . . Awit... Lindol!, and the Masaklaw na Panukat ng Loob or "Mapa ng Loob."

The new UP Fighting Maroons logo was unveiled just before the start of the University Athletic Association of the Philippines (UAAP) Season 78. Designed by a team composed of UP alumni, the new logo features

the now-iconic maroon clenched fist with an "M" cut at the bottom. It is the newest trademark of UP. OVCRD is managing all licenses for the new logo and proceeds from the licensing are donated to the UP Varsity Sports Program.

Meanwhile, Handa... Awit... Lindol! is a collection of songs for the preparedness and awareness of earthquakes and related calamities. It was a collaborative effort by musicians from the group Guro Sa Sining Ng Bayan (Teacher of the Nation's Arts) under the leadership of Prof. Glec Atienza. The development of the album was funded by UPD and was supported by the Philippine Institute of Volcanology and Seismology.

Since its launch in July 2015, Handa... Awit... Lindol! songs have been played over 17,000 times on SoundCloud, reposted 11 times, liked by 229 listeners,

and had 1,300 downloads. The songs can be heard or listened to at <https://soundcloud.com/up-diliman-ovcrd/sets/handa-awit-lindol>.

The Masaklaw na Panukat ng Loob or “Mapa ng Loob” is a personality inventory developed by the Personality Research Laboratory of the UP Department of Psychology under the leadership of Prof. Gregorio E. H. del Pilar. It operationalizes the well-known Five-Factor Model of personality traits, considered by many as a breakthrough model in the area of personality psychology, while utilizing 22 Filipino personality traits. It is currently available for purchase in pen and paper and for license (online). Currently, it is being used by a company from the restaurant industry and by educational institutions. It is being managed by the OVCRD.

UPD also had networking with intellectual property offices in Asia. UPD participated for two consecutive years, 2014 and 2015, in the TechInnovation, a premier technology-industry brokerage event organized by Intellectual Property Intermediary Singapore.

The event brings together international and Singapore technology providers and seekers to explore technology and business collaboration opportunities through open innovation. UPD’s participation in the event led to key

partnerships with companies and government agencies in Asia.

In 2015, OVCRD also participated in the ASEAN UStart of the ASEAN Start-Up Conference as one of key resource speakers. The conference, organized by the Malaysian Ministry of Finance, aims to establish a university spinoff network within ASEAN. It seeks to increase the impact of commercialization activities from ASEAN research institutions and universities.

**Public service.** Complementing the research function of the University is the extension work or public service.

The Office of Extension Coordination (OEC), not officially part of OVCRD organizational structure but has been functioning as such, has worked on the recognition and promotion of extension work in UPD, and coordinate extension projects and networking with other institutions.

For greater recognition of extension works and public service in the UPD, the University Council Committee on Extension Services and the OEC, put in place procedures and mechanisms that aim to institutionalize extension work as a core function of the University.

A concrete fruit of these efforts is the

institutionalization of the ELC (extension load credit). In November 2015, the UPD Executive Committee approved the application procedure for ELC. Faculty members doing extension works can now earn ELC, similar to research load credit.

As part of the coordination of extension projects, OEC is working on an extension database documenting the wide range of extension practices, of faculty and staff, across UPD units from 2011-2014.

UPD also had networking on extension projects with other institutions. In coordination with the UPD Office of the Chancellor, UP Asian Center and UP Alumni Association Sulu Chapter, the office conducted a teacher training for high school teachers on July 2015 at the MSU-Jolo Campus. It was participated in by almost a hundred teachers.

OEC was also part of the organizing committee for the First Colleges and Universities Public Service Conference (CUPSCON) held November 2015 at UP Open University in Los Baños, Laguna. Other higher education institutions also requested for assistance for their extension programs.

The new knowledge generated from these researches and extension works all redounds to teaching, which remains to be the primary mission of the University. ♦

