



VICTORIA "VICKI" CANAPE BELEGAL

*Nominee for the 7th Staff Regent
University of the Philippines*

EDUCATION

Master of Public Management Major in Public Management

Victoria University of Wellington
New Zealand
Graduated December 2013

Master of Science Major in Entomology

University of the Philippines - Los Baños
Units Earned

Bachelor of Science in Agriculture Major in Entomology (Systematics)

University of the Philippines - Los Baños
Graduated December 1991

HONORS AND AWARDS

Gawad Chancellor Awardee for Outstanding Administrative Staff (2nd Level)

UP Open University | 2017

Service / Loyalty Awardee

UP Open University | 2002, 2007, 2012, 2017

Publication: The Prospect of Predator Enhancement as a Strategy in Insect Pest Management on Tomato and Okra

Philippine Journal of Crop Science Vol. 20 (3) | 1995

Best Paper Awardee for a collaborative research

Society for the Advancement of Vegetable Industry | 1995

PROFESSIONAL EXPERIENCES

Administrative Officer V / Section Head

Student Records and Appraisal Section
Office of the University Registrar - UP Open University
March 1996 to present

Head / PDA

Bids and Awards Committee Secretariat
Office of the Chancellor - UP Open University
February 2019 to December 2020

University Research Associate

Institute of Plant Breeding - UP Los Baños
March 1992 to March 1994

ORGANIZATIONS / COMMITTEES

- President, All UP Workers Union - UP Open University Chapter | 2003 to present
- Member, UPOU Sub-Committee on Faculty-and-Staff-in-Distress
- Chair, UPOU Annual Commencement Exercises Program Committee
- Secretary, UP Employees Cooperative | January 2017 to March 2019
- Elected 2nd Level Representative, University Human Resource Merit Promotion and Selection Board | - to December 2019
- Chair, UPOU Inventory Committee | 2016 to 2018
- Elected 2nd Level Representative, Unit Human Resource Merit Promotion and Selection Board
- 2nd Level Representative, University Performance Management Team
- Member, UPOU Grievance Committee
- Member, UPOU Health and Wellness Committee
- Sectoral Representative, UPOU Gender and Development Executive Committee
- Member, UPOU Website Quality Assurance Team
- Sectoral Representative, UPOU eHOPE Committee
- Sectoral Representative, UPOU Special Monetization Committee
- Union Observer, Bids and Awards Committee | - to December 2017
- Member, CU Ad Hoc Committee on Staff Regent Elections (1st to 5th)
- Member, UPOU Cultural Committee
- Member, UPOU Chorale
- Leader, UPOU VForce Dance Group
- Creative Director & Choreographer, UPOU Hand Mime Group
- Member, UPOU General Assembly Ad Hoc Committee
- Co-Char, Program Committee of the UPOU Anniversary Celebration Ad Hoc Committee

SELECT PROFESSIONAL DEVELOPMENT PROGRAMS

Therapeutic Communication Techniques

Training-Workshop

Participant, UP Open University | 28 June 2021

Principles of Psychosocial Support and Psychological First Aide (PFA) Seminar-Workshop

Participant, UP Open University | 13 & 15 April 2021

Advanced Training on Zoom

Participant, UP Open University | 29 March 2021

UIS Public Service Online Module

Orientation and Training

Participant, UP Padayon Public Service Office & UP ITDC | 12 March 2021

5th Asian Association of Women's Studies Congress

Paper Presenter, Women Leaders in a Public Sector Union Organization at the University of the Philippines System
Seoul, South Korea | 6-8 December 2019

Data Privacy Certification Course

Completer and Passer, Digital Freedom Network
Quezon City, Philippines | 30-31 January & 7-8 February 2019

3rd International Conference on Open and Distance e-Learning

Paper Presenter, Records Management in an ODeL Institution - Experiences, Practices and Lessons Learned: The UP Open University Case
Kaohsiung, Taiwan | 26-28 November 2018

5th National Conference on Open and Distance e-Learning

Paper Presenter, Towards Understanding, Conceptualizing and Measuring Openness in Education
Manila, Philippines | 22-23 November 2017

4th Asian Association of Women's Studies Congress

Attendee
Hanoi, Vietnam | 1-3 December 2016

Pinaigting na Pagsusulong ng mga Benepisyo, Karapatan, at Kagalingan ng mga Kawani ng Unibersidad

7th Staff Regent Candidate
Victoria Canape Belegal (VICKI)

Pahayag

Ang lakas ng mga kawani, **REPS at ADMIN**, ay natupad sa pagkilala ng Administrasyon ng Unibersidad ng Pilipinas na magkaroon ng representante ang mga ito sa Lupon ng mga Rehente. Sa mga nakaraang Representasyon ng Rehente ay ipinamalas ang lakas ng mga kawani sa isang kolektibo at sama-samang pagkilos upang patuloy na maipanawagan at maipaglaban ang mga benepisyo, karapatan, at kagaligangan ng mga ito.

Isang mabigat at mapaghamong tungkulin ang isang *Staff Regent*, lalo na at napakalaki ng bahagdan ng mga kawani ng Unibersidad ang nirerepresenta nito – ang mga **REPS at ADMIN**. Kaya kagyat ang panawagan ng pagkakaisa, sama-sama at kolegial na ugnayan ng mga sektor na ito upang matiyak na makabuluhan ang mga polisiyang mababalangkas ng Opisina ng *Staff Regent*.

Mga Polisiya/Programa na Isusulong Bilang Representante sa Board of Regents

Administratibo

1. Pagtitiyak na **maipagpatuloy ang laban** sa naiwang programa ng nakaraang Rehente:
 - Representasyon ng *REPS staff* sa BOR.
 - Long Service Benefit Leave/Sabbatical Leave.
2. Isang **bukas** na Opisina ng *Staff Regent* para sa **patuloy na konsultasyon** sa mga kawani upang makapagbalangkas ng mga makabuluhang polisiya na mag-aangat sa kagalingan ng mga *REPS, Administrative Staff* at iba pang sektor sa Unibersidad.
3. Pagtitiyak ng isang **“healthy and nurturing working environment”** lalo’t higit ngayong pandemya at lagpas pa (*beyond*).
 - Pagpapaigting at pagpapalawak ng mga **programang pangkalusugang psychosocial at pisikal**.
 - Pagsusulong ng isang **Mid-year University Holiday/Break** bilang pagkilala sa masigasig na pagbibigay ng serbisyo ng mga kawani at iba pang sektor sa Unibersidad.

Benepisyo, Karapatan, at Kagalingan

4. Pagtitiyak na **maipagkakaloob at maaring mapahusay pa ang lahat ng mga napagkasunduan** sa ilalim ng *Collective Negotiation Agreement*.
5. **Pagsusulong** ng patuloy na panawagan para sa **regularisasyon** o *conversion* ng mga *UP Contractuals*.
6. Pakikipag-ugnayan sa mga organisasyon sa isang patuloy na **pag-aaral at pag-rebisa sa eHope**.
 - Maipagkaloob ang isang **Wellness Benefit Package** para sa mga kawaning hindi nagkakasakit (*healthy and fit*) at maipagkaloob ang **allowance/subsidy** para sa mga may *maintenance medicine*.
 - Maipagkaloob ang **dagdag na 2 taon sa edad** ng mga *dependent children* ng mga kawani upang mapakinabangan ang *hospitalization benefits* sa mga *University Health Service* (mula sa dating 21, magiging 23 taong gulang).
7. Pagsusulong at siguraduhin na **pantay at makatarungan ang pagkilala** sa mga benepisyo ng mga *Contract of Service (COS)/Job Order (JO)*.

Career/Professional Development at Mentoring

8. Pagtitiyak ang demokratikong **partisipasyon ng lahat ng sektor** ng Unibersidad, at walang diskriminasyon sa **paglahok** sa *seminar, training, workshop, conferences* (lokal at internasyonal), **promotion, study leave privileges** lalo’t higit para sa mga kawaning *UP Contractuals*.
9. Pagsusulong ng pagkaloob ng **100% tuition fee exemption sa mga COS/JO na nais mag-aral** (batsilyer at *post-grad*) sa UP.
10. Pagsusulong ng **mas mataas na salary grade entry level** ng mga kawani ng Unibersidad.
11. Pakikipag-ugnayan sa dalawang (2) *recognized unions at HRDO* upang paigtingin ang paglulunsad ng mga **continuing education programs** (*seminar, workshops, training, non-formal courses*) para sa *professional development* ng mga kawani; kasama na ang paghahanda sa mga magreretirong kawani – halimbawa, *entrepreneurship course at financial literacy program*.