



JULIE "DULI" E. TUGUINAY, RGC, PBET

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

EDUCATION

Masters in Education, Major in Guidance and Counseling (Thesis stage)

University of the Philippines - Diliman
(1st Semester AY 1999 - 2nd Semester AY 2001-2002)
on scholarship grant

Bachelor of Science in Secondary Education

Baguio Central University October 1984
as a self-supporting student

AWARDS

Gawad Chancellor Award

UP Baguio | December 2018

Pinakamaagap Award

December 2010

UNIONISM

PRESIDENT, All UP Academic Employees Union

UP Baguio Chapter
April 2020 to present

PRESIDENT, All UP Academic Employees Union

UP Baguio Chapter
March 2015 to March 2018

VP for REPS, All UP Academic Employees Union

UP Baguio Chapter
April 2018 to February 2020

APPOINTMENTS TO UNIVERSITY AND ADHOC COMMITTEES

- REPS Personnel and Fellowship Committee (May 2019 - 31 July 2021)
- Academic Personnel and Fellowship Committee, APFC (1 June 2018 - 30 May 2019 as REPS Representative)
- Search for the Dean of the three Colleges (February - March 2017)
- Kasarian Committee
- Health and Wellness Committee
- CU Adhoc Committee in the Selection of the 4th Staff Regent (May 2015)

EMPLOYMENT PROFILE

4 January 2010 to present

Guidance Services Specialist I
University of the Philippines - Baguio

April 2003 to October 2009

Faculty at the College of Education
Designate Guidance Counselor (2006 - 2009)
Mountain Province State Polytechnic College
Bontoc, Mountain Province

1 June 2002 to 30 March 2003

Teacher and Designate Guidance Counselor
Sagada National High School (Contractual)

1 March 1992 to
31 December 1999

Program Assistant

Gender and Development Program
(national in scope)
Episcopal Church in the Philippines
National Office, 275 E Rodriguez Ave., Quezon City

1 June 1990 to
28 February 1992

Trainer and Cooperative Development Consultant

Northern Luzon Federation of Cooperatives
(CAR, Regions 1 and 2 in scope)
Bokawkan, Rd, Baguio City

7 January 1985 to
31 May 1990

Secondary School Teacher and Community Organizer

Kalinga Christian Learning Center (now Saint Toni's College)
Bulanao Tabuk, Kalinga

OTHER ASSIGNMENTS

Aug. 2015 to Mar. 2016;
Sept 2016 - Jul. 2021

Manager

UP Baguio Day Care Center
Proposed to the administration the Institutionalization of the UP Baguio Day Care Center and the Establishment of a Trust Fund and Utilization thereof, approved during the 1347th Board of Regents meeting.

PUBLIC INVOLVEMENT / ADVOCACIES

- Participation in fora, statements, rallies, public consultations related to human rights violations, national issues and gender related issues
- Conducting volunteer psychosocial support services to communities
- Engaged in volunteer consultancies and policy maker in some Registered Cooperatives (grassroots and regional) as a socio-economic alternative to alleviate the economic status of the masses and have control over the coop governance and shared economic resources
- Convenor, Justice and Peace Network, a platform for women advocates for human rights, justice and peace concerns in Metro-Baguio and the Cordillera.
- Organic farming at home province as an alternative to healthy life style and mother earth protection

VISION PAPER

Julie “Duli” Tuguinay

“*There is no other recourse but to fight.*” These words of Kalinga chief Macli-ing Dulag resonate until now as the University of the Philippines and the country are confronted with historic corruption, abuses of power and disparities in opportunities, benefits and resources, and discrimination in many forms.

My commitment, if chosen as the 7th Staff Regent, is a collective, transformative, democratic and transparent brand of leadership grounded in **GAWIS**, a Cordillera term which means “for the common good”. “*Ipeyas nan gawis?*” is a reminder to always share what is good and work for the wellbeing of everyone. As an indigenous concept that shall guide me in performing my role as a Staff Regent, **GAWIS** compels me to ensure, work, and fight for the rights, welfare and wellbeing of our constituents in a nurturing University at this time of the pandemic and beyond.

Governance
Academic freedom
Wellbeing
Inclusiveness
Synergy

Goal 1: *GAWIS* for GOVERNANCE. As the 7th Staff Regent, I shall adopt the principle of *collective leadership based on democratic participation*, a long-held UP Baguio principle before it became a CU. It is time to revitalize this kind of governance not only in UP Baguio but in the entire UP System. By adopting this principle, I shall be consultative, inclusive and transparent in working for the interests of the REPS, the administrative workers, and other sectors of the University, while maintaining the independence of the Office of the Staff Regent. I commit to the following:

- 1.1 Prompt feedback to UP constituents every after Board of Regents meeting;
- 1.2 Quarterly consultation with the AUPAEU/AUPWU and organizations of regular and contractual/job order employees and REPS, and concerned system offices.
- 1.3 The Office of the Staff regent shall be an inclusive channel of communications, open to discussion of issues and resolutions;
- 1.4 Actively set agenda for every BOR meeting in consultation with the AUPAEU and AUPWU and other organizations;
- 1.5 Review all systems and policies that stifle progressive action and come up with collective recommendations from the ground;
- 1.6 Timely documentation of COVID experiences from CUs as basis for policy recommendation;
- 1.7 Review and improve the SR selection guidelines; and
- 1.8 Strengthen the implementation of grievance mechanisms in all CUs.

Goal 2: *GAWIS* for Academic Freedom. I shall defend UP and respect and uphold academic freedom within the University. I shall work to protect the right to dissent and oppose efforts to vilify and red-tag University faculty, staff and students. I commit to the following:

- 2.1 Conduct discussions and consultations on academic freedom;
- 2.2 Support current efforts at the House of Representatives and the Senate to put the UP-DND Accord into law;

- 2.3 Stand with UP and all other higher education institutions in protecting academic freedom and critical discourse; and
- 2.4 Speak out against the militarization of campuses and communities across the country, against impunity and human rights violations.

Goal 3: GAWIS for Well-being. I shall push and campaign for economic and non-economic benefits for all employees, and advocate for a university that nurtures the well-being of its constituents. As a Staff Regent serving at the time of a pandemic, I shall support the proposed Health and Wellness package by the AUPAEU that encompasses the proposals of All UP Workers Union and the All UP Workers Alliance. Also, I shall support the following:

- 3.1 Finalize the REPS Manual and work for its approval at the BOR;
- 3.2 Continuation of the CNA negotiations, the affirmation of the final CNA and its immediate implementation; and
- 3.3 Sensible, comprehensible and feasible recommendations to improve the wellbeing and welfare of employees that might come up during dialogues and consultations.

Goal 4: GAWIS for INCLUSIVITY. As Staff Regent, I shall strive for inclusivity and to listen to every voice supportive of my efforts to improve the welfare and wellbeing of all employees. I commit to the following:

- 4.1 Practice in reality the hashtags #WalangIwanan, #DapatAll, and #SamaSamangPagkilos across all sectors in UP.
- 4.2 Engage REPS and administrative workers in open dialogues and consultations to arrive at resolutions beneficial to these sectors.

Goal 5: GAWIS for SYNERGY. The University of the Philippines is an institution funded by the Filipino people. It has a responsibility to work with individuals, organizations and institutions that are working for the good of the people and the country. As a Staff Regent, I shall work closely with organizations and individuals within and outside the University to synergize efforts in promoting and working for the betterment of the Filipino people. I commit to the following:

- 5.1 Pursue alliance building;
- 5.2 Participate in collective actions for the wellbeing and welfare of the Filipino people.

SISIGAW
(Sigaw sa sigwa ay gawis)
at
GAGAWA
(Gawis: sigaw sa sigwa)

Speaking out and working for the well-being and interests of REPS, Administrative workers and all other employees of the University of the Philippines in the time of the pandemic and beyond.