

**UNIVERSITY
OF THE PHILIPPINES
MANILA**

**annual report
CY 1986-87**

- COLLEGE OF ARTS AND SCIENCES
- COLLEGE OF DENTISTRY
- COLLEGE OF MEDICINE
- COLLEGE OF NURSING
- COLLEGE OF PHARMACY
- COLLEGE OF PUBLIC HEALTH
- INSTITUTE OF HEALTH SCIENCES
- NATIONAL TEACHER TRAINING CENTER FOR THE
HEALTH PROFESSIONS
- SCHOOL OF ALLIED MEDICAL PROFESSIONS
- ANESTHESIOLOGY CENTER WESTERN PACIFIC
- COMPREHENSIVE COMMUNITY HEALTH PROGRAM
- INSTITUTE OF OPHTHALMOLOGY
- PHILIPPINE GENERAL HOSPITAL

UNIVERSITY OF THE PHILIPPINES MANILA
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Introduction

I. EXECUTIVE SUMMARY

During AY 1986-1987, U.P. Manila offered 16 undergraduate and 17 graduate programs. Two (2) degree programs were modified/revised; two (2) undergraduate programs were abolished; and five (5) new programs (2 undergraduate and 3 master's degree) were proposed. (APPENDIX 1)

Enrollment Trends and Performance

Total average enrollment in U.P. Manila for AY 1986-1987 was 2,976 students. This was the highest enrollment level posted by the university since 1980. Compared to AY 1985-1986, U.P. Manila in AY 1986-1987 posted an over-all positive enrollment growth rate of 7.09%. (FIGURE 1)

At the undergraduate level, total average enrollment was 2,718 students. Enrollment for the 1st semester of AY 1986-1987 was 8.5% higher than that of the 1st semester of AY 1985-1986. Compared to the previous year, the undergraduate programs had a positive growth rate of 9.24%. Of the 16 undergraduate programs, ten (10) programs registered positive growth rate; five (5) programs had negative growth rate; and one (1) program (B.A. History) recorded no growth. (TABLE 2&3)

At the graduate level, total enrollment for AY 1986-1987 was 258 students. Enrollment for the 1st semester AY 1986-1987 was 10.83% less than that of the 1st semester of AY 1985-1986. Compared to the AY 1985-1986, graduate programs registered an overall negative growth rate of 11.51%. Of the 17 graduate programs offered by U.P. Manila, six (6) programs re-

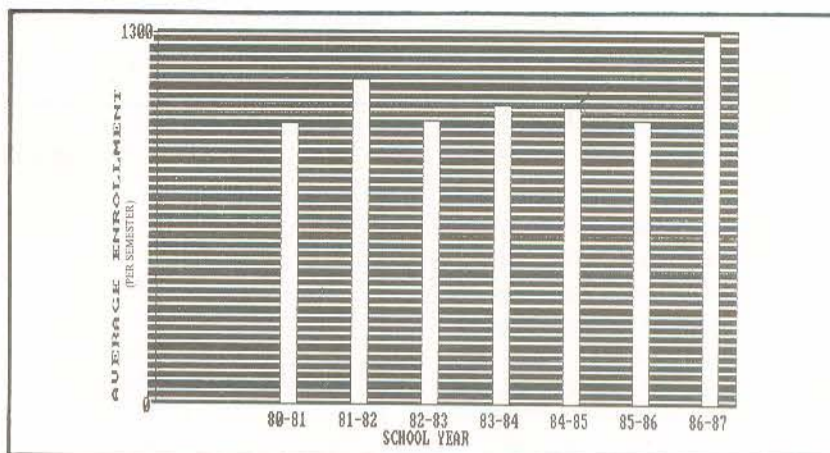


FIGURE 1. AVERAGE ENROLLMENT PER SEMESTER, U.P. MANILA

Source: U.P. STATISTICAL BULLETIN 1984-1985 & UPM Registrar's Office

TABLE 2. UNDERGRADUATE PROGRAMS WITH POSITIVE GROWTH, AY 1986-87 U.P. MANILA

UNDERGRADUATE PROGRAM	GROWTH RATE
1. B.A. Organizational Communications	+ 541.18%
2. B.A. Development Studies	+ 106.50%
3. B.S. Speech Pathology	+ 71.25%
4. B.S. Occupational Therapy	+ 48.73%
5. A.B. Political Sciences	+ 41.55%
6. B.S. Nursing	+ 39.53%
7. B.S. Physical Therapy	+ 38.44%
8. B.S. Pharmacy	+ 23.90%
9. Doctor of Dental Medicine	+ 4.07%
10. Doctor of Medicine	+ 2.74%

Source: 1986 Annual Report, Office of the University Registrar.

TABLE 3. UNDERGRADUATE PROGRAMS WITH NEGATIVE GROWTH AY 1986-87 U.P. MANILA

UNDERGRADUATE PROGRAM	GROWTH RATE
1. B.A. Economics	(63.93%)
2. B. A. Social Sciences	(18.79%)
3. B.S. Biology	(12.40%)
4. B.S. Public Health	(7.03%)
5. B.S. Industrial Pharmacy	(4.71%)

Source: 1986 Annual Report, Office of the University Registrar.

gistered positive growth; ten (10) programs had negative growth and one program (Ph.D. Pharmacy) recorded no growth. (TABLE 4 and TABLE 5).

U.P. Manila registered a total of 287 foreign students. The bulk of these students were American citizens of Filipino blood, Chinese, Indians and students from the ASEAN countries. Altogether, foreign students comprise 2.5% of the student population. (TABLE 6)

The distribution of U.P. Manila student population by region of origin was 71.0% from the National Capital Region (NCR) with the remaining 29.0% distributed among the 12 regions of the country. (TABLE 7)

On a per college basis, at the undergraduate level, the College of Medicine processed the highest number of applicants (1,621 applicants), followed by the College of Nursing (316 applicants), College of Dentistry (231 applicants) and the College of Public Health (127 applicants). The graduate divisions of the different colleges with graduate programs accepted as many as the number of applicants (FIGURE 2).

Graduation Trends and Graduation Rates

For 1986 U.P. Manila graduated 1,170 students; of which, 952 were undergraduate students and 218 were graduate students. U.P. Manila graduated 10 honor students. Graduation rate during the academic year under review was lower than that of the previous year (23.0% in AY 1985-86; 20.0% in AY 1986-87).

2

TABLE 4. GRADUATE PROGRAMS WITH POSITIVE GROWTH, AY 1986-87 U.P. MANILA

GRADUATE PROGRAMS	GROWTH RATE
1. Ph.D. Nursing	+ 166.67%
2. Ph.D. Biochemistry	+ 50.00%
3. Master of Health Professions Education	+ 48.48%
4. B.S. Pharmacy	+ 48.28%
5. Master of Arts in Nursing	+ 40.63%
6. Master in Nursing	+ 13.33%

Source: 1986 Annual Report, Office of the University Registrar.

TABLE 5. GRADUATE PROGRAMS WITH NEGATIVE GROWTH, AY 1986-87 U.P. MANILA

GRADUATE PROGRAM	GROWTH RATE
1. Master in Public Health (Vet.)	(72.73%)
2. Certificate in Biochemistry	(50.00%)
3. Master of Hospital Administration	(43.53%)
4. M.S. Pharmacology	(40.91%)
5. M.S. Biochemistry	(40.91%)
6. Diploma Dental Public Health	(38.46%)
7. Doctor of Public Health	(33.33%)
8. Master in Occupational Health	(21.43%)
9. Master of Public Health	(16.44%)
10. M.S. Public Health	(14.29%)

Source: 1986 Annual Report, Office of the University Registrar.

Student Performance Indicators

In 1986 U.P. Manila graduated 10 honor students. The University recorded 92 LOA cases, 75 students on AWOL, 54 Dismissed Students, and 93 students transferred to other universities and colleges. The breakdown of each group of students is shown in Figure 4 and Table 8.

Student Welfare Services & Other Student Activities

In 1986 a total of 780 deserving graduate and undergraduate students availed of U.P. Grants/Assistance, Private Scholarships and Government or non-U.P. Scholarships. Of these students, 514 or 66.0% availed of financial grants on assistance granted by the Univer-

sity; 67 or 8.0% availed of government or non-UP scholarships. (TABLE 9)

There are four (4) existing dormitories in U.P. Manila which catered only to the housing needs of PGH trainees, interns and nurses. These dormitory facilities are in need of repair and rehabilitation. Quite a large number of students availed of the services of the University's Guidance and Counseling Office. The Guidance and Counseling Office is still in its developing phases. It looks forward to a fuller utilization of its resources for better services to the students. The University has several existing academic and socio-cultural organizations as well as sororities and fraternities that continue to attract a sizeable number of students. These student organizations, sororities, and fraternities serve as avenues for creative/artistic endeavors and, at the same time render service to their fellow students.

The University has yet to establish adequate housing facilities, food services and student centers for its studentry. Sports facilities are not available and students had to compete with the public for the available sports facilities around U.P. Manila.

Linkages

U.P. Manila continued to forge linkages with both government and private sectors. In 1986, there were at least 20 linkages with local and foreign institutions; the majority of which were with government institutions. Nature of the linkages ranged from academic teaching to fellowships, research and consultancy. The Colleges of Public Health,

TABLE 6. REGISTERED FOREIGN STUDENTS, CY 1986

COUNTRY OF ORIGIN	ENROLLMENT
Bangladesh	4
Bhutan	2
Canada	2
China	20
Ethiopia	8
Greece	1
Hongkong	11
India	17
Indonesia	58
Iran	5
Jordan	3
Korea	2
Macao	2
Malaysia	20
Nigeria	6
Nepal	7
Pakistan	1
Sri Lanka	2
Thailand	49
Taiwan	1
Vietnam	3
U.S.A.	63
TOTAL	287

TABLE 7. REGISTERED STUDENTS BY REGION, CY 1986

REGION	ENROLLMENT				%
	SY 1985-86		SY 1986-87	AVE.	
	Ist sem.	2nd sem.	Ist sem.		
I	26	58	50	47	1.6
II	25	32	32	23	.8
III	51	110	125	95	3.5
IV	102	147	164	138	4.9
V	4	42	45	30	1.1
VI	8	22	26	19	.7
VII	8	15	17	13	.4
VIII	1114	10	14	9	.3
IX	10	9	10	10	.4
X	0	6	5	7	.2
XI	5	21	23	16	.6
XII	0	11	16	9	.3
NCR	1944	1853	2165	1987	70.5
Region Not indicated	682	265	311	419	14.8
TOTAL	2849	2601	3003	2819	100.00

Nursing and Medicine led the other units in forging linkages with outside institutions while the College of Arts and Sciences and the NTTC-HP held their own share. These linkages had terms which lasted for several years and involved faculty members and, in some cases, the whole college or unit. (APPENDIX-PR Form 6)

Research and Creative Activities

The year in review show that U.P. Manila had significant number of research output in the fields of health, basic sciences and health-related issues. Of all the units of U.P. Manila, the College of Medicine undertook the most number of researches. The College of Arts and Sciences had plans to focus researches on "issues of social relevance" in Metro Manila, example of which were prostitution, urban poor, transportation, criminality, housing, pollution, etc. Researches of the College of Public Health were focused on priority health problems such as parasitic and communicable diseases in terms of epidemiology and socio-cultural aspects, preventive and control measures, as well as in the delivery of services.

Major research breakthroughs were made by the College of Public Health in their research on immunology of *Schistosomiasis japonica* with the long-term objective of developing a vaccine. These two significant achievements were: (a) *Isolation of s.j. 26,000* - a target molecule of immune experimental animals which when injected confers statistically significant degree of protection against infection; and, (b) *Identification of anti-embryonation immunity* which provides a rational basis for developing a vaccine to prevent the development of serious

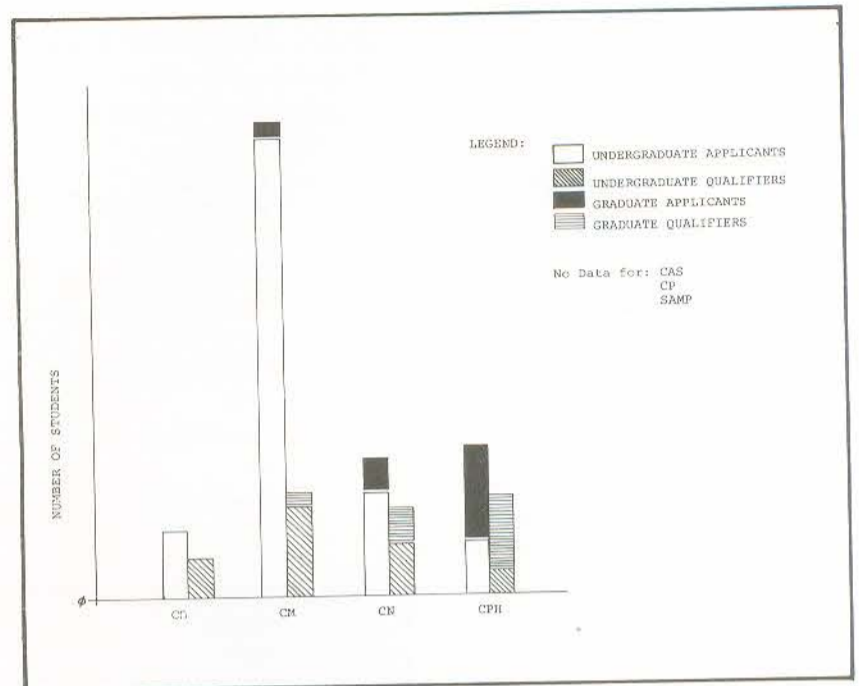


FIGURE 2. ENROLLMENT TRENDS, U.P. MANILA, CY 1986

TABLE 8. STUDENT PERFORMANCE INDICATORS BY COLLEGE/UNIT CY 1986, U.P. MANILA

UNIT	W/HONORS	LOA	AWOL	DISMISSED	TRANSFERRED
CAS	4	44	67	43	50
CD		5	6	1	15
CM					
Undergrad.	2	6	1	0	0
Graduate	0	0	0	3	0
CN	1	0	0	0	6
CP	0	8	1	0	15
CPH					
Undergrad.	3	3	0	1	0
Graduate	—	8	0	6	0
IHS	—	—	—	—	—
NTCC-HP	—	—	—	—	—
SAMP	0	18	0	0	7
TOTAL	10	92	75	54	93
	vVV	vVVV	vVVV	vVVV	vVVV

hepatosplenic disease and minimize transmission.

Another notable research output was the research project undertaken by the Microbiology Laboratory, Department of Laboratories, College of Medicine and Philippine General Hospital on the "Production of Antibiotic Sensitivity Discs". The project aims to manufacture low-cost antibiotics sensitivity discs using locally available materials. The long-term objectives of the project are (1) to assure the hospital of an adequate supply of discs to test the susceptibility of bacterial isolates to both inexpensive antibiotics and to the new and expensive antibiotics; and, (2) to rationalize the treatment of hospital patients and the procurement of antibiotics by eliminating the "trial and error" approach to the treatment of diseases and by giving the physicians an alternative choice of drug to prescribe.

Funds to finance research projects were mainly from research grants granted by private and government donors. Total research grants solicited by the different colleges in 1986 amounted to P11.2 M. (TABLE 12 and APPENDIX 7)

Publications and Creative Works

Publications and creative works were in the form of newsletters, journals, catalogues, monographs and books. Some colleges and units had publications such as journals, newsletters and bulletins that are published on a regular basis. (APPENDIX 8). In addition, U.P. Manila through the Information and Publication Office published on a monthly basis the U.P. Manila Newsletter, the official publication of the campus. There is a plan to put up a university-wide student paper.

TABLE 9. FINANCIAL ASSISTANCE, CY 1986, U.P. MANILA

DEGREE LEVEL	# OF STUDENTS WHO AVAILED OF FINANCIAL ASSISTANCE
UNDERGRADUATE	
1. UP Grant/Assistance	483 (mostly from CM)
2. Private Scholarship	66 (mostly from CM)
3. Government or Non-UP School	
3. Government or Non-UP Scholarship	76
SUB-TOTAL	625
GRADUATE	
1. UP Grant/Assistance	31
2. Private Scholarship	1
3. Government or Non-UP Scholarship	123 (All from CPH)
SUB-TOTAL	155
GRAND TOTAL	780

TABLE 12. RESOURCE GENERATION OF U.P. MANILA COLLEGES, CY 1986

I. DONATIONS: (38.0%)		₱ 7,037,798.70
A. Cash Donations Received	₱ 2,306,046.50	
B. Reported Cash Value of Donations in Kind	4,731,752.20	
II. RESEARCH GRANTS: (59.0%)		₱ 11,194,594.28
A. College of Fenistry	₱ 178,089.78	
B. College of Medicine	2,973,704.50	
C. College of Nursing	522,000.00	
D. College of Public Health	7,520,800.00	
III. LINKAGES (2.0%)		₱ 330,000.00
A. College of Nursing		
IV. INCOME-GENERATING PROJECTS (1.0%)		₱ 248,190.64
A. Community Services Projects	₱ 110,281.00	
B. Technical Assistance to Clients	50,800.00	
C. Training Courses, Seminars,	87,109.64	
TOTAL DONATIONS		₱ 18,810,583.62
Source: 1986 Annual Reports of Units.		wwwvvvvvvvv

Extension Services

There were in 1986 twenty (20) technical assistance, advisory and consultancy services extended by the faculty members who are authorities in their respective fields. Beneficiaries were students, U.P. Manila colleges/units, government agencies, and private institutions and companies.

Community services were financed either by the University or by local and foreign institutions. Recipients of such services included community residents, socio-civic organizations, and even political detainees.

At least 55 training courses, seminars and conferences were held in 1986. These training courses, seminars and conferences undertaken by the different UPM units involved minimal financial requirements from the University or were fully financed by the recipient or sponsoring institution. Among the subject matters discussed in 1986 were the G.E. education program guidelines of the University, Communication Policy and Planning by the College of Arts and Sciences, Research Workshops and Data Processing Analysis, Occupational Health and Safety by the College of Public Health. Other topics discussed dealt on the specialized fields of the different colleges and units of U.P. Manila. (APPENDIX 9)

Organization and Personnel

In 1986, there were changes in the administrative and functional structure of U.P. Manila that had both favorable and adverse effects on the University in general, and in the implementation of plans and

programs, in particular. These were: (1) the implementation of Administrative Order No. 86-11 which centralized specific administrative service functions to the Central Administration Offices of U.P. Manila; (2) establishment of the U.P. Manila Legal Office; (3) new appointments in key positions in some Central Administration Offices. Staff development, particularly of the administrative personnel, was hampered by the absence of an active Human Resource Development Office. Lack of coordination among the different administrative offices resulted from the absence of a clear-cut delineation and definition of the nature and extent of authority of the different unit heads and of a systematic flow of communications within the University structure.

Personnel

As of CY 1986, U.P. Manila had a total of 3,364 personnel; of which, 740 or 22% are faculty; 2,507 or 75% are Administrative Personnel; and 117 or 3% are Research, Extension, and Professional Staff or REPS. Of the total U.P. Manila personnel, 2,965 or 88% are funded from the U.P. Manila Regular Budget and 399 or 12% from the Lump Sum.

In terms of appointment, 318 or 43% of the 740 faculty are full-time faculty members while 210 or 28% are part-time faculty members; 207 or 28% are lecturers; and 5 or 1% fall under "other category of appointments". In addition, the College of Medicine had 195 clinical faculty who serve without compensation.

The biggest component of U.P. Manila personnel is the Adminis-

trative Staff which comprise 75% of total personnel. Of 2,507 administrative staff, 2,323 have regular appointments while 117 are daily-emergency employees and 7 are contractual. A problem which poses a challenge to the University management is the low morale of the personnel especially the administrative staff. While the faculty have abundant opportunities for improvement, the administrative staff had practically none.

Staff Development and Human Resources Management

As of November 1986, a total of 40 professorial chairs were granted to deserving faculty members of the Colleges of Medicine, Dentistry, Nursing, Pharmacy, Public Health, and CCHP. Thirty-three or 82.5% of the 40 professorial chairs were granted to the faculty of the College of Medicine. The remaining seven professorial chairs were granted to the faculty of the five other colleges mentioned above. The majority of the professorial chairs (27 or 67%) were funded from endowment funds donated by private donors while 13 chairs or 33% were funded from the U.P. Faculty Development Fund (Diamond Jubilee).

Several training programs were availed of by the staff of the Administrative Department. These included seminars on procurement service, job evaluation and wage/salary administration and software application. There is, however, a need for a more systematic plan for staff development, especially for the administrative staff.

With the aim of improving human resource management, the following

plans and proposals have been formulated:

1. Campus-wide Personnel Audit Program.

This program seeks to determine the extent to which human resources are utilized and to establish a suitable manning level for each unit.

2. Human Resource Information System

A computer-based program which could provide management with essential data on personnel matters and issues.

3. Publication of a Policies and Procedures Manual for Personnel Recruitment and Selection.

This would rationalize the recruitment and selection of personnel as well as make these policies and procedures responsive to the needs of the University.

4. Upgrading of Staff Development Programs for Clerical Staff, First-Line Supervisors and Middle Managers.

This would increase the capability of these personnel in carrying out their duties and responsibilities and will enable them to execute their functions more efficiently and effectively.

Resource Generation and Allocation

The prudent utilization and management of the University's limited resources is a primary concern of U.P. Manila. Other major concerns include the promotions of income-generating activities/projects; the institution of cost-saving measures; the rational, efficient and

productive use of facilities; and, the streamlining of operations to maximize efficiency and productivity.

In 1986, the University generated a total of P32.5M from revenue-generating activities and projects. These extra-budgetary funds were utilized to finance various activities/projects as well as to augment financial resources for the operations of the different U.P. Manila units. Income-generating activities included the following.

- (1) improving performances of revenue-generating units;
- (2) solicitation of donations and research grants;
- (3) holding of postgraduate course, seminars and work-shops;

(4) grants thru linkages with foreign institutions; and,

(5) community services, laboratory testings, surveys and technical assistance to clients. Of the P32.5M generated, the Philippine General Hospital contributed P13.8M or 42.5%. The amount generated by PGH were derived from the following sources: (1) Income and Fees Collected by the hospital's Ancillary Services Units; (2) Income from the PGH Pharmacy Project; and, (3) Income from the hospital's operations. The contribution of the other units of U.P. Manila amounted to P18.7M or 57.5% of total revenue generated. The P32.5M generated in 1986 is broken down as follows:

I. OTHER UNITS			
A.	Research Grants	P	11.2M
B.	Donations (Cash & Kind)		7.0M
C.	Grants thru Linkages		0.3M
D.	Training Courses, Workshops, Community Services, etc.	0.2M	P 18.7M (57.5%)
II. PGH:			
A.	Income from Operations	P	7.7M
B.	Income & Collections, PGH Ancillary Services Units		4.5M
C.	PGH Pharmacy Project	1.6M	13.8M (42.5%)
TOTAL REVENUES GENERATED			32.5M

Other projects in the pipeline are: (1) the manufacture of Antibiotic Sensitivity Discs by the Microbiology Laboratory, Department of Laboratories, PGH; (2) the upgrading and expansion of the services of the PGH Blood Bank; and, (3) Completion of the PGH Central Block which will house the hospital's private wards.

Physical Facilities and Other Resources

The inadequacy of available physical facilities to cope with the demands of the faculty and studentry and the antiquated and run-down condition of equipment was, and still is, one of the crucial problems of U.P. Manila. The renovation of the ground floor of the Nurses Home for use as additional classrooms and lecture rooms and the systematic scheduling of the utilization of available classrooms, lecture rooms and laboratories have temporarily alleviated the problem. The practically nil allocation in the budget for the procurement and proper repair of laboratory equipment and other facilities was a major constraint towards the upgrading of these support facilities. On the other hand, a total of 15 computers were procured in 1986. These computers were distributed to key administrative offices and to some units and colleges of UP, Manila. There is a pressing need to upgrade and improve the physical plant and update the bibliography of the different libraries of U.P. Manila. On going plans to improve the physical resources and facilities of U.P. Manila include:

- (1) The acquisition of the vacated Department of Foreign Affairs Building in Padre Faura;

- (2) Re-possession of other buildings formerly owned by the University of the Philippines but are now occupied by various government agencies;
- (3) Negotiations with the national government for funds amounting to approximately P409M for the completion of the PGH Renovation Project and for the procurement of hospital equipment; and
- (4) Negotiations with the Japanese government for the JICA grant of US \$10M for the construction and equipment for the new Outpatient Department of the hospital.

Fiscal Resources

The U.P. Manila budget for CY 1986 amounted to P183M; of which, 98% was spent on Current Operating Expenditure (COE). The remaining 2% was utilized for Capital Outlay. Of the total COE, 64% was used for Personal Services and 34% was spent for Maintenance and Operating Expenses (MOE). The University's fiscal resources were distributed as follows: 63% for Medical/Health Services, 35% for Advance/Higher Education, Research and Extension Services, and a mere 2% for Administrative and Support Services.

Recommendations and Future Plans

In the coming year, U.P. Manila shall continue to pursue its goal of strengthening the capabilities of all its constituent units. Priority programs on the drawing board are:

1. Strengthening of graduate programs through the establishment of a U.P. Manila Graduate School.
2. Strengthening the U.P. Manila Office of Research Coordination and the U.P. Manila Research

Council.

3. Implementation of a campus-wide personnel audit and job evaluation program.
4. Implementation of a human resource development program.
5. Formulation of a comprehensive resource generation program for the Philippine General Hospital.
6. Regular and in-depth program and evaluation review with the end in view to strengthening all the units of the University.
7. The institutionalization of processes in running both the administrative and academic units of the University such as appointments, staff development, promotions, secondment, tenure, linkages, and others.
8. Continued efforts in the repossession of buildings formerly owned by the University of the Philippines and implementation of a rational system for space allocation and land utilization in view of the limited space and land area of U.P. Manila.
9. Completion of the PGH Central Block and the PGH Outpatient Complex.

To summarize, 1986 was a year of successes, disappointments, and controversies for U.P. Manila. Enrollment was a record high registering an over-all positive growth rate of 7.09% over that of AY 1985-86. In research, two major breakthroughs were accomplished. The discontinuance of the construction work on the PGH Renovation Project was a major setback in the development of the hospital. The success, however, of negotiations with the national government and the Japanese government preclude a bright future for the PGH, the university and the Filipino people. Financial constraints, insufficient resources,

fast turnover and low morale of personnel and inadequate student support facilities and services continue to challenge management. Consistent with the newly found "democratic space" pervading the country, U.P. Manila had its share of controversies. Issues of controversy were Administrative Order No. 11 and

the appointment of a new PGH Director. The rallying cry of those who belonged to the opposing sector of the campus were academic freedom, participative decision-making and democratic consultation.

U.P. Manila shall address itself

to the resolution of pressing problems within the capabilities of the University's limited resources. It shall continue to pursue its development goals and the implementation of priority programs. While some progress have been achieved, there is still a lot to be done!

II. BRIEF HISTORY AND PROGRAM GOALS

The University of the Philippines Manila evolved from the creation of a Health Sciences Center in UP in 1967 through the issuance of R.A. 5163 dated June 17, 1967. The establishment of the Health Sciences Center as an autonomous member of the UP System was approved by the UP Board of Regents at its 894th meeting on October 28, 1977 and was formalized through Presidential Executive Order 519 dated January 24, 1979. On March 23, 1983, Executive Order No. 4 was issued by the UP President re-naming the Health Sciences Center as UP Manila. Finally, UP Presidential Executive Order No. 11 issued on December 21, 1983 formally reorganized the administration of UP Manila. The University of the Philippines Manila is composed of nine degree-granting and four non-degree granting units. The nine degree-granting units are the: College of Arts & Sciences, College of Dentistry, College of Medicine, College of Nursing, College of Pharmacy, College of Public Health, Institute of Health Sciences (Palo, Leyte),^{NTTC} and School of Allied Medical Professions. The four non-degree granting units are: Anesthesiology Center Western Pacific, Comprehensive Community Health Program (Bay, Laguna), Institute of Ophthalmology, and Philippine General Hospital. As the health-oriented autonomous campus of the UP System, UP Manila aims to provide "responsive leadership and excellence in education, training, research, liberal arts and basic sciences geared to the highest quality of health care" as well as to produce well-trained and competent health professionals.

The main thrust of UP Manila is to promote and increase productivity, development and growth by strengthening the capabilities of all

its constituent units. The development programs and projects of UP Manila are classified into four main categories, namely: Academic and Teaching Programs, Research, Extension Services and Institutional Development (facilities and organizational capability). The priority projects under Academic and Teaching Programs are: (1) staff development through upgrading of monetary rewards of faculty and non-faculty personnel and, professional development through fellowships and continuing education, both foreign and local; (2) expansion, strengthening and creation of graduate programs which include the establishment of the UP Manila Graduate School; (3) acceleration and promotion of institutional linkages; and, (4) curriculum development, such as strengthening of curriculum at all levels, improvement of teaching methods, aids and materials, and acceleration of textbook writing activities. In Research, UP Manila aims to strengthen the capabilities of the UP Manila Office of Research Coordination for increased research funding, better or improved coordination of research activities, and increased research output. In Extension Services, UP Manila will concentrate on the development and improvement of the various services rendered by the Philippine General Hospital and, at the same time, work towards the expansion of the Circuit Course of the College of Medicine into a Health Circuit Course

to include all other health services. The Institutional Development Program aims for the development and strengthening of the organizational capability of UP Manila through: (1) full operationalization of the offices under the Office of the Chancellor; (2) evaluation and realignment of operations to strengthen the capabilities of UPM units; (3) PGH Development through upgrading and expansion of facilities; (4) improvement of library services; (5) improvement of student services; and, (6) promotion and acceleration of revenue-generation activities and programs of all UPM units. In pursuing these goals, UP Manila shall continue to advocate and promote a management style that encourages flexibility, resourcefulness, innovativeness and independence on the part of each Dean or Director and all other Heads of offices/units without sacrificing the hierarchy of governance and the reglamentary policies of the University.

Programs and Other Activities

III. TARGETS AND ACCOMPLISHMENTS

A. Enrollment Trends and Performance

A.1. DEGREE PROGRAMS

During the calendar year, UP Manila offered 16 undergraduate and 17 graduate programs. The 16 undergraduate offerings were all degree programs which included the Doctor of Dental Medicine, Doctor of Medicine, among others. The 17 graduate programs, on the other hand, included one (1) diploma course, one (1) certificate, four (4) doctoral and the rest were all at the masteral level (APPENDIX 2). Moreover, two (2) degree programs were modified/revised (7-year Medical Curriculum and M.P.H. in Biostatistics), two (2) undergraduate programs were abolished, while five (5) (2 undergraduate and 3 graduate) new degree programs were proposed. It is worth noting that of these five (5) proposed programs is an A.B. in Philippine Arts and a B.S. in Chemistry, both are non-health-related degrees programs in which UP Manila is better known for (APPENDIX 1).

A.2. ENROLLMENT TRENDS

In 1986, UP Manila recorded a total average enrollment of 2,976 students. This was the highest enrollment mark posted by the University since 1980. At the undergraduate level, total average enrollment was 2,718.5 students. Enrollment at the undergraduate level for the 1st semester AY 1986-87 was 8.53% higher than that of the

1st semester AY 1985-86. The top five undergraduate programs in terms of average enrollment were: Doctor of Medicine (614 students), Doctor of Dental Medicine (289 stu-

dents), A.B. Social Sciences (258 students), B.S. Nursing (232 students), and B.S. Physical Therapy and B.S. Biology (178 students, respectively), (Table 1). Compared to

TABLE 1. ENROLLMENT BY DEGREE PROGRAM, UP MANILA, CY 1986

DEGREE PROGRAM	AVE. ENROLLMENT/SEMESTER
A. UNDERGRADUATE	
1. A.B. Development Studies	40
2. A.B. Economics	45
3. A.B. History	2
4. A.B. Political Science	40
5. A.B. Org. Communication	21
6. A.B. Social Sciences	258
7. B.S. Biology	178
8. Doctor of Dental Medicine	289
9. Doctor of Medicine	614
10. B.S. Nursing	232
11. B.S. Pharmacy	142
12. B.S. Industrial Pharmacy	81
13. B.S. Public Health	171
14. B.S. Physical Therapy	178
15. B.S. Occupational Therapy	85
16. B.S. Speech Pathology	46
B. GRADUATE	
1. Master in Health Prof. Education	17
2. Master in Nursing	25
3. Master of Arts in Nursing	17
4. Ph. D. Nursing	4
5. MS Pharmacy	14
6. Ph.D. Pharmacy	3
7. Master of Hospital Administration	36
8. Master of Public Health	77
9. Master of Public Health (Vet)	4
10. Master in Occupational Health	6
11. Diploma in Dental Public Health	5
12. M.S. Public Health	22
13. Doctor Public Health	17
14. M.S. Biochemistry	17
15. M.S. Pharmacology	10
16. Ph.D. Biochemistry	1
17. Cert. in Biochemistry	2

AY 1985-86, the enrollment growth rate of the undergraduate level was 9.24%. Of the 16 undergraduate programs, ten (10) programs registered positive growth; five (5) programs had negative growth; and, one (1) program (B.A. History) recorded no growth, (Table 2 and Table 3).

At the graduate level, total average enrollment was posted at 257.5 students. Enrollment at the graduate level for the 1st semester AY 1986-87 was 10.83% less than that of the 1st semester of AY 1985-86. The top four graduate programs in terms of average enrollment were: Master of Public Health (77 students), Master of Hospital Administration (36 students), Master in Nursing (25 students), and M.S. Public Health (22 students), (Table 1). The lowest enrollment was registered by Ph.D. in Biochemistry (1 student). Compared to AY 1985-86, the graduate programs registered an over-all negative growth rate of 11.51%. Of the graduate programs, six (6) programs registered positive growth; ten (10) programs had negative growth; and, one program (Ph. D. Pharmacy) recorded no growth, (Table 4 and Table 5).

Overall, UP Manila posted in AY 1986-87 a positive enrollment growth rate of 7.09% compared to AY 1985-86.

In 1986, UP Manila registered a total of 287 foreign students, mostly American citizens of Filipino blood, Indonesians, and Thais. Other

nationalities of significantly large number were Malaysians, Chinese and Indians. Altogether, foreign students comprise about 3% of UP Manila student population, (Table 6).

The distribution of UP Manila student population by region of origin was 71% from the National Capital Region (NCR) and the remaining 29% was sparsely distributed among the 12 regions of the country, (Table 7).

On a per college basis, at the undergraduate level, the College of Medicine (1,621) processed the highest number of applicants, followed by the College of Nursing (316), College of Dentistry (231), and

the College of Public Health (127). The graduate divisions of the different colleges of the university accepted as many as the number of applicants, (FIGURE 2).

A.3 GRADUATION TRENDS AND GRADUATION RATES

In 1986, UP Manila graduated 1,170 students; of which, 952 were graduates of the undergraduate programs and 218 were graduates of the graduate programs. Graduation rate in UP Manila during the year under review was lower than that of the previous academic year (23% in AY 1985-86; 20% in AY 1986-87). (PR FORM 3, FIGURE 3).

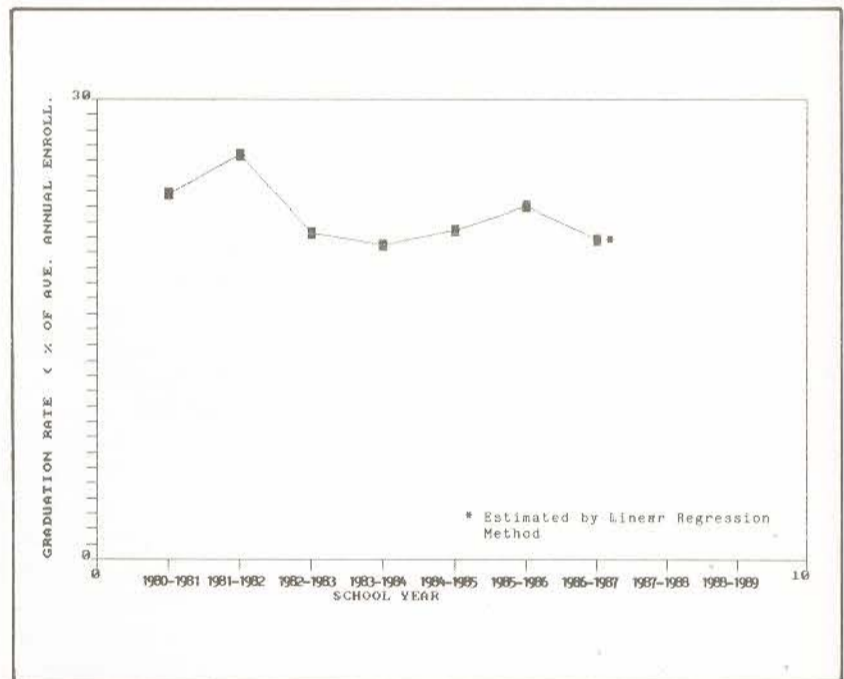


FIGURE 3. COMPARATIVE GRADUATION RATE, U.P. MANILA, SY 1980-1987

Source: UP Statistical Bulletin 1984-1985 & UPM Registrar's Office

A.4 STUDENT PERFORMANCE INDICATORS

In 1986, UP Manila graduated 10 honor students. It had also its own share of delinquents of which were 92 LOA cases, 75 on AWOL, 54 Dismissed, and 93 transferred to other universities and colleges, (PR FORM 5, Table 8). The breakdown of each group of students is shown in FIGURE 4.

A.5 STUDENT WELFARE AND STUDENT ACTIVITIES

In 1986 a total of 780 deserving students availed of UP Grants/Assistance, Private Scholarships, and Government or non-UP Scholarships. Of these, 514 students or 66% availed of financial grants or assistance granted by the University; 67 students or 8% availed of Private Scholarships; and, 199 students or 26% availed of Government or non-UP scholarships. UP Grants/Assistance constituted 66% of total financial assistance availed of by the students, both at the undergraduate and graduate levels, (FIGURE 5).

At the undergraduate level, 625 students availed of financial grants and assistance. Of these, 483 students or 77% availed of UP Grants/Assistance; 66 students or 11% availed of Private Scholarship; and, 76 students or 12% availed of Government or non-UP Scholarships. The bulk (70%) of the UP financial assistance/grants and scholarships from private sponsors were enjoyed by the under-

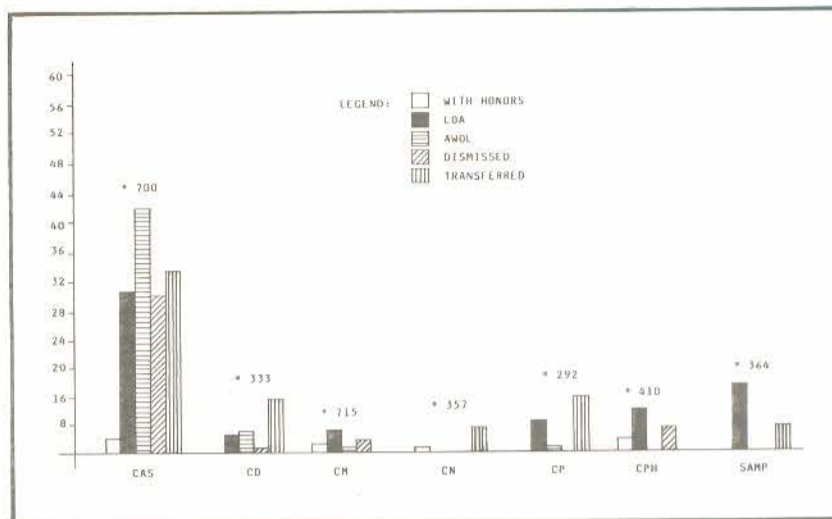


FIGURE 4. STUDENT PERFORMANCE INDICATORS BY COLLEGE/UNIT
* AVERAGE ENROLLMENT PER SEMESTER

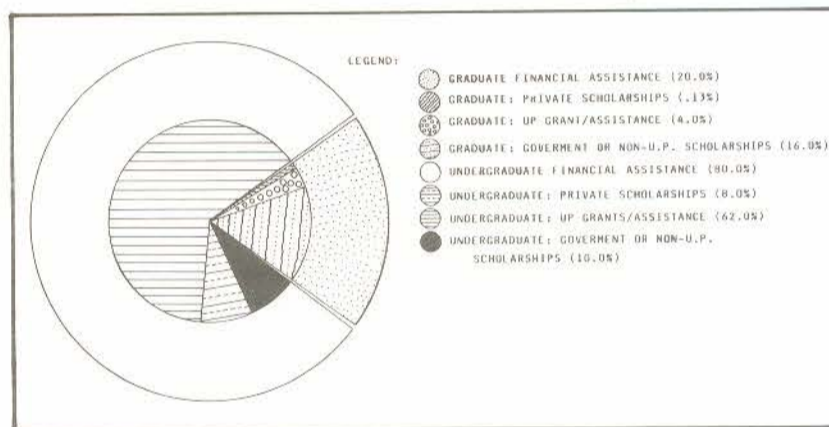


FIGURE 5. FINANCIAL ASSISTANCE, U.P. MANILA, CY 1986

graduate students of the College of Medicine.

At the graduate level, a total of 155 students availed of financial grants/assistance and scholarships. Of these, 31 students or 20% availed of UP Grants/Assistance; 1 student had private scholarship; and, 123 students or 80% availed of government or non-UP Scholarship. Scholarships and financial assistance at the

graduate level were availed of mostly by graduate students at the College of Public Health. Taken altogether, 86% of financial assistance and scholarships were enjoyed by students of two of the nine degree-granting units of UP Manila leaving a minimal share for the other colleges/units, (Table 9).

There were four (4) existing dormitories in UP Manila,

which catered only to the housing needs of PGH trainees and interns. However, these dormitory facilities were not fully utilized due to their almost uninhabitable states.

The University has yet to establish food service and student centers. Sports facilities were not available too. Students taking up physical education classes had to compete with the public for the available sports facilities around UP Manila. Plans had been framed up to build needed facilities but lack of space, not to mention tight financial resources, was another constraint.

There was an existing guidance and counselling office for the University but still in its developing phases. Quite a large number of students have reportedly made use of its services. It looked towards a fuller utilization and availment of its services in the near term.

Several academic and socio-cultural as well as sororities and fraternities abound the University and they remained inviting to a sizeable number of students. These student organizations, sororities, and fraternities served well as avenues of creativity and service to their fellow students and to the whole academic community.

A.6 LINKAGES WITH OTHER INSTITUTIONS

There were at least 20 linkages established with the pri-

vate sector which included both local and foreign institutions. Majority of the linkages came from the government. Nature of the linkages ranged from academic teaching, to fellowships, research and consultancy. The Colleges of Public Health, Nursing, and Medicine led in forging linkages with outside institutions while the College of Arts and Sciences, and the NTTC-HP held their own share. These linkages usually lasted for years and they involved faculty members and in some cases, even the whole college, (PR FORM 6). These were viewed to be a good alternative avenue of their fermented and perfected expertise gained through years of dedicated teaching, research, and other scholarly activities. Moreover, linkages were established in recognition of UP Manila's excellence and leadership in the health sciences, as well as in the arts and basic sciences by the national government and the international community.

B. Research and Publication Programs

B.1 RESEARCH AND CREATIVE ACTIVITIES

In quest for new knowledge during what many of us call as information age, UP Manila also attempted to lead in research. The year in review saw the University loaded with hundreds of researches in the fields of health and health-related issues and also in the arts and in the basic sciences.

At the College of Arts and Sciences, there were plans to focus researches on "issues of social relevance" in Metro Manila, example of which were prostitution, urban poor, transportation, criminality, housing, pollution, etc.

The College of Public Health researches were focused on priority health problems such as parasitic and communicable diseases in terms of epidemiological and socio-cultural aspects, preventive and control measures, as well as in the delivery of services.

For the College of Public Health, 1986 was a year of major breakthroughs in research. The research on immunology of *Schistosomiasis japonica* with the long term objective of developing a vaccine has scored two (2) significant achievements, namely:

- a. Isolation of s.j. 26,000, a target molecule of immune experimental animals which, when injected confers statistically significant degree of protection against establishment of infection. The gene for this molecule has been cloned by recombinant DNA technic and the molecule is now produced as a fusion protein.
- b. Identification of "anti-embryonation immunity" for the first time in *Schistosomiasis* and which provides a rational basis for developing a vaccine to prevent the development of serious hepatosplenic disease and minimize transmission.

Meanwhile, the College of Medicine undertook the bulk of researches throughout the University, numbering to 216 the past year, (APPENDIX 7). A notable research output by the College was the research done by the Microbiology laboratory, Department of Laboratories, UP College of Medicine and Philippine General Hospital on the "Production of Antibiotic Sensitivity Disc". The objective of the research project is to manufacture low-cost antibiotic sensitivity discs using locally available materials. The antibiotic sensitivity disc is used by the hospital to test the susceptibility of bacterial isolates to different antibiotics in order to determine what antibiotic is appropriate for a particular type of germ. The manufacture of these sensitivity discs would ensure the hospital of an adequate supply of discs to test the susceptibility of bacterial isolates to both inexpensive antibiotics and to the new expensive antibiotics. The capability by the hospital to test both the inexpensive and expensive drugs would rationalize treatment of hospital patients; will eliminate the "trial and error" approach to the treatment of the diseases; and, will give the physician an alternative choice of drug to prescribe. The project will also realize savings for the hospital. Locally available discs cost P1.00 to P1.20/ disc while the cost to locally produce the sensitivity discs will amount to approximately P0.83/disc. This project also has income-generating potentials through the sale of locally produced sensi-

tivity discs to other medical institutions and hospitals.

In the past years, including CY 1986, researches in the University had been undertaken without any organized body to monitor, regulate, and develop research funds and thrusts. Even at the college or unit level, research activities were either done individually by faculty-researchers independent of each other thus leaving researches uncoordinated in terms of financing and solicitation of funds, resource tapping and sharing; and without direction or thrust.

With such a vast potential and importance of research in the University, a need to create a well-organized and systematized University research center is imperative and urgent. There was an existing Office of Research Coordination in the University, but it had yet to make its presence felt by the University researchers.

Sources of funds for researches in the University either came from the University budget itself or from local and foreign institutions.

B.2 PUBLICATIONS AND CREATIVE WORKS

To make the University activities and outputs fully disseminated, each unit/college published regular and special creative works which may be in the form of newsletters, journals, bulletin, catalogues, monographs, and books. Some were in the form of technical

reports which were published as sections of books, here and abroad, (APPENDIX B). In addition to these academic papers the University, through the Information and Publication Office, published on a monthly basis the UP Manila Newsletter the official publication of the University of the Philippines Manila. A plan was underway to put up a university-wide student paper.

C. Extension Services

C.1 TRAINING COURSES, SEMINARS, AND CONFERENCES

During the year in review, at least 55 training courses, seminars and conferences were held. Subject matters tackled included the G.E. education program guidelines of the University, Communication Policy and Planning for Development by the College of Arts and Sciences, Research Workshops and Data Processing Analysis, Occupational Health and Safety by the College of Public Health. Other topics and specialized fields, in which UP Manila units and colleges have been traditionally excellent, were usual activities of the University. These training courses, seminars, and conferences undertaken by the different units involved minimal financial requirements or they were fully financed by the recipient or sponsoring institutions, both local and foreign. Income was also generated in these activities, (APPENDIX 9).

C.2 **TECHNICAL ASSISTANCE, ADVISORY AND CONSULTANCY SERVICES**

As one of its major functions, the University has been expected to perform extension services. In 1986, there were 20 technical assistance, advisory and consultancy services extended. This data excludes that of the Philippine General Hospital and CCHP. Project leaders of these services were faculty members who were authorities in their respective fields. Beneficiaries included students, UP Manila colleges/units, government agencies and private drug companies, (APPENDIX 10). Most of these extension services were income-generating.

C.3 **INFORMATION SERVICES**

(Please refer to APPENDIX 11)

C.4 **COMMUNITY SERVICES**

Of all the activities being undertaken by the University, the extension services, particularly the community services, have the most direct impact on the people. Again, these services were either financed by the University or local and foreign institutions. Recipients of such services included community folks socio-civic organizations, referred

patients from PGH and other hospitals, government and private agencies and individuals, the industries, and even political detainees, (APPENDIX 12). Aside from their service orientation, these community services also generated income for the University.

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Resources

IV. ORGANIZATION AND PERSONNEL

A. Organization and Management

In 1986, there were developments and changes in the administrative and functional structure of UP Manila that had both favorable and adverse effects on the University and in the implementation of plans and programs. These were: (1) the implementation of Administrative Order No. 86-11; (2) establishment of the UP Manila Legal Office; (3) new appointments in key UP Manila administrative positions; and, (4) unfilled key positions in some Central Administration offices.

1. *Implementation of Administrative Order No. 86-11*

Prior to the implementation of Administrative Order No. 86-11, some of the essential support services for the entire UP Manila were performed by offices under the supervision of the Office of the PGH Director. While this arrangement was deemed prudent at that time particularly in light of the "Freeze Hire" Policy of the UP System and the fact that 80% of the work performed by these offices were to cater to the needs of the PGH, there was difficulty in the monitoring, coordination, and supervision by the Chancellor's Office of the delivery of these essential services to the other constituent units of UP Manila. Heeding the request of the other units in UP Manila to have these support services under the Office of the Chancellor, series of consultations and negotiations were made with the PGH Director on the mechanics of centralizing these services to ensure that the needs of the PGH for these services are not jeopardized nor prejudiced in favor of the other units in UP Manila.

Administrative Order No. 86-11 on the Centralization of Specific Administrative Service Functions to the Central Administration Offices of UP Manila was issued by the Chancellor on April 16, 1986 for immediate implementation. Centralization of these support services was to be achieved through "transfer and/or detail of the corresponding items from PGH to the Central Offices under the Office of the Chancellor." (Please refer to the UP Manila Organizational Charts)

Based on the directives of the Administrative Order, the following services for all units of UP Manila shall be centralized under the Office of the Chancellor:

A. *Finance Group*

- Accounting – under the Chief, Finance Services
- Budget – directly under the Chancellor
- Cash – under the Chief, Finance Services
- Purchasing – under the Chief, Finance Services
- Internal Audit – directly under the Chancellor

B. *Administrative Group*

- Legal – directly under the Chancellor
- Personnel – under the Chief, Administrative Services;
- Engineering and Maintenance – under the Chief, Administrative Services
- General Services – under the Chief, Administrative Services, to include:

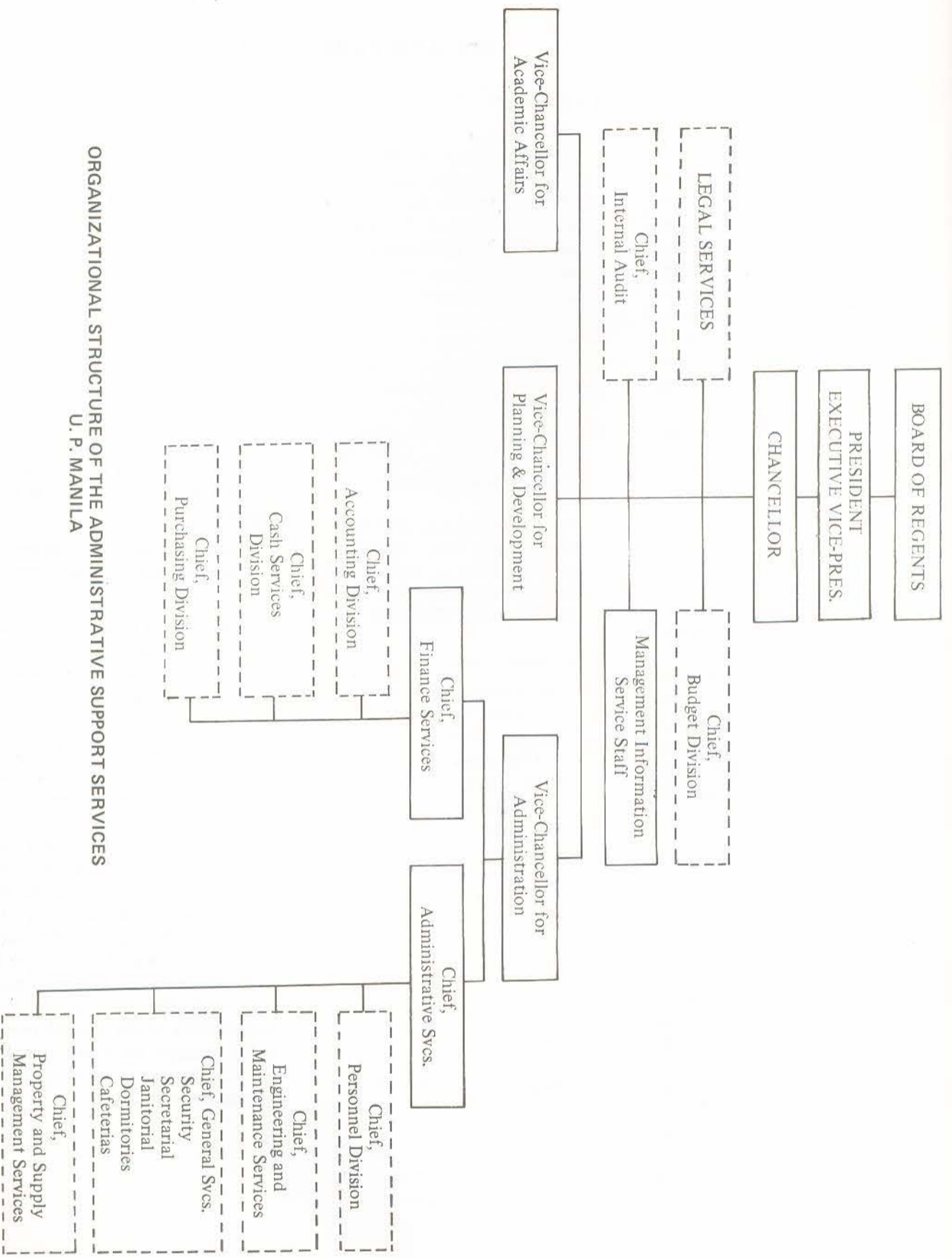
Security)	For
Cafeterias)	Central
Dormitories)	Administration
Secretarial)	Offices
Messengerial)	Only
Custodial/Janitorial)	

While functional supervision and coordination shall come from Central Administration, the actual responsibility and/or custody for the following services shall remain decentralized and shall rest on deans/directors of the various units in UP Manila:

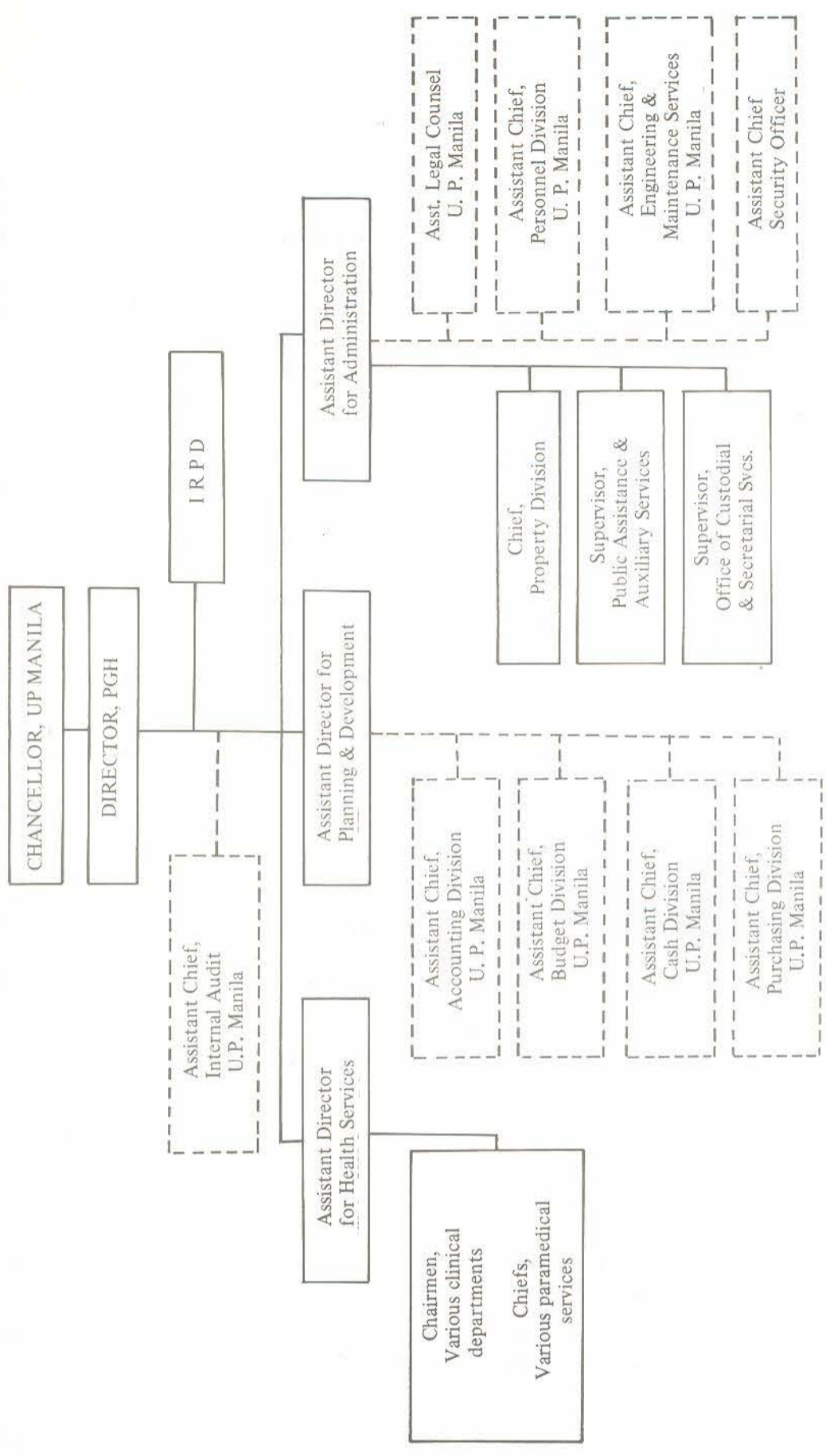
- a. Property and Supply Management
- b. Custodial/Janitorial Authorities

Please refer to Appendix 18 for a more detailed information on the specifics of the centralization of administrative support services.

The implementation of Administrative Order No. 86-11 was a welcomed administrative change by the various units of UP Manila except for some sectors of the PGH and the College of Medicine. These sectors viewed the Administrative Order as a curtailment of the autonomy of PGH. They also maintain that centralization of essential services served more to hinder or impede rather than to facilitate the delivery of these services to the hospital citing as an example the added bureaucracy in the purchasing of hospital and medical supplies.



ORGANIZATIONAL STRUCTURE OF THE ADMINISTRATIVE SUPPORT SERVICES
U. P. MANILA



ORGANIZATIONAL STRUCTURE OF THE ADMINISTRATIVE SUPPORT SERVICES
PHILIPPINE GENERAL HOSPITAL
U. P. MANILA

2. Establishment of the UP Manila Legal Office

The appointment of a UP Manila Legal Officer on May 1986 and her staff made the UP Manila Legal Office operational. The activation of the UP Manila Legal Office facilitated the preparation, processing and evaluation of legal documents as well as eased the burden of decision-making on legal matters and issues.

3. Resignations and New Appointments in Key UP Manila Administrative Positions

For the first quarter of 1986, the position of Vice-Chancellor, for Academic Affairs was vacant. Although a new Vice-Chancellor was appointed on May 1986, implementation of programs and the organization of the offices/units under his supervision were delayed. The resignation of the Director, Office of Research Coordination on August 1986 rendered the UP Manila Office of Research Coordination inactive.

The Vice-Chancellor for Administration resigned his position upon his appointment as Director of the Philippine General Hospital. The appointment of a new University Registrar and a Dean for Student Affairs brought about a more aggressive, efficient and effective management of their respective offices. Under the new management of these offices, progressive, relevant and responsive programs have been formulated and are being prudently implemented. The appointment of an Executive Assistant in the Office of the Chancellor in 1986 has resulted in a more orderly and systematic flow of communica-

tions/correspondence to and from the Chancellor's Office and in an effective monitoring of the implementation of plans and programs.

At the unit level, the tenure of the following Deans and Directors expired: Dean, College of Dentistry, Director, Comprehensive Community Health Program (CCHP), and Dean, College of Public Health. A new Dean was duly appointed for the College of Dentistry; an Officer-in-Charge was designated for CCHP; and, the term of the Dean, College of Public Health was extended. The PGH Director, the Director, Institute of Health Sciences (IHS) and the Director, National Teacher Training Center for the Health Professions (NTTC-HP) resigned their positions for various reasons and their replacements have been duly appointed.

4. Comments and Recommendations

Changes in the different administrative levels had both favorable and adverse effects on UP Manila. Most noteworthy was the effect caused by the implementation of Administrative Order No. 86-11 and the resignation of the PGH Director. These two separate events resulted in a series of protest demonstrations, by certain sectors of the PGH and the College of Medicine. Placed under question were the legality of Executive Order No. 86-11. As a means of resolving the controversy, the UP President created a Management Task Force composed of non-UP Manila personalities and representatives of the dissenting sectors to study the effects of both Orders on the

operations of PGH and UP Manila and to make recommendations to the UP President. Thus, the implementation of the UP Manila organization plan was held in abeyance pending the report of the Management Task Force.

While there have been improvements in the management and operations of UP Manila, there are still essential changes and immediate actions that have to be done.

These are:

1. The filling up of vacant key positions in Central Administration Offices/Units which have hampered the productivity and efficiency of these offices/units as well as hindered the implementation of institutional plans and programs;
2. The activation of the UP Manila Human Resource Development Office (HRDO) under the Office of the Vice-Chancellor for Administration;
3. The activation of the Management Information Services Staff;
4. The decentralization of the various functions being performed by the incumbent Chief, Administrative Services. These additional functions (Personnel Officer and Head, HRDO) are important functions that demand qualified personnel and should not be performed on a concurrent basis; and,
5. The streamlining of bureau-

cratic processes and operation systems as well as the rationalization of the Grants of Authority of the different unit heads.

B. Personnel

B.1 Faculty and Staff Strength

UP Manila personnel are grouped into three major classifications, namely: the faculty, the administrative personnel, and the Research, Extension and Professional Staff or REPS.

As of CY 1986, UP Manila had a total of 3,364 personnel; of which, 2,965 or 88% were funded from the regular UP Budget and 399 or 12% from the Lump Sum. The total personnel of 3,364 is broken down into: 740 (22%) faculty, 2,507 (75%) administrative personnel, and 117 (3%) REPS, (FIGURE 6).

The Faculty

Of the 740 faculty, 318 (43%) are full-time; 210 (28%) are part-time; 207 (28%) are lecturers; and, 5 (1%) others, (FIGURE 7). As shown in Figure 9, B.S./A.B. graduates (64%) comprised the majority of UP Manila faculty while 26% and 10% were composed of M.S./M.A. and Ph.D., degree holders, respectively. In addition to the 740 faculty complement of UP Manila, the College of Medicine has a total of 195 Clinical Faculty who serve without compensation.

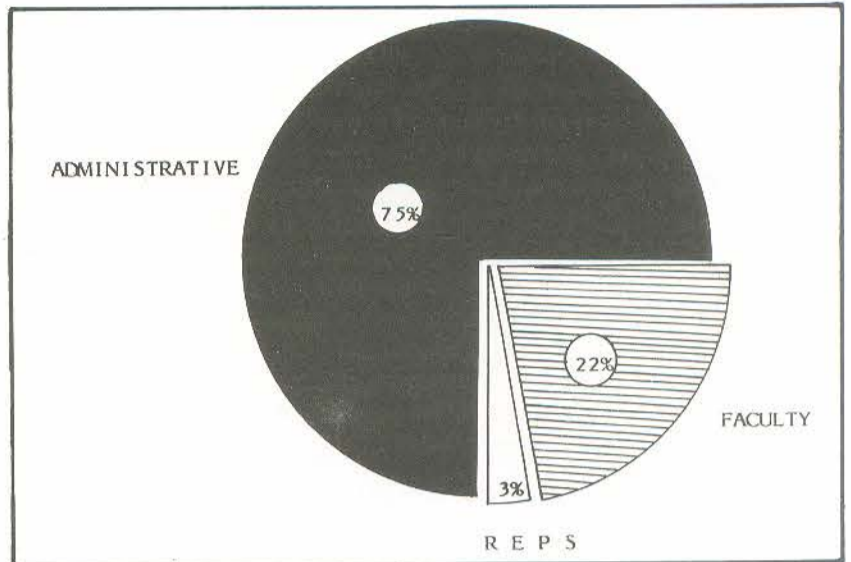


FIGURE 6. U.P. MANILA PERSONNEL CLASSIFICATION, CY 1986

Source: Personnel Office, U. P. Manila

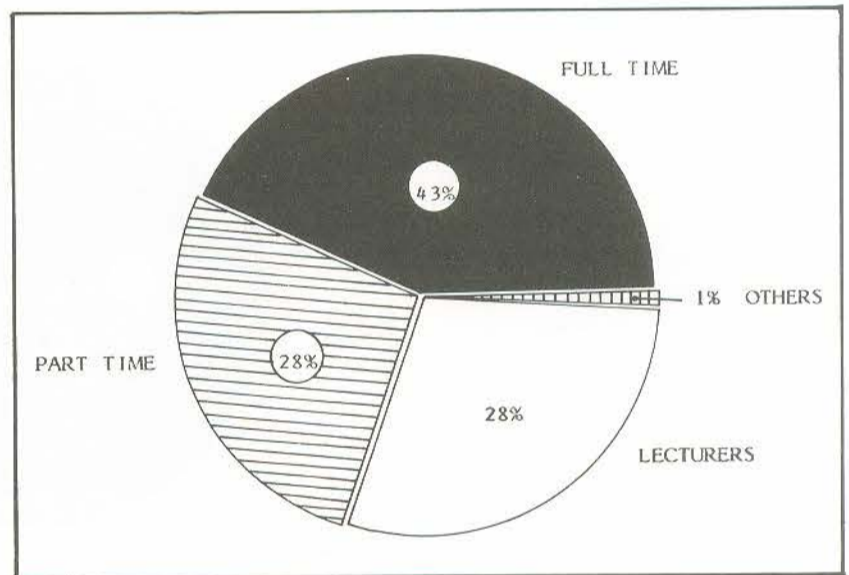


FIGURE 7. U. P. MANILA FACULTY BY APPOINTMENT STATUS, CY 1986

Source: Personnel Office, UP Manila.

The Research, Extension and Professional Staff or REPS

The REPS comprise 3% of the total UP Manila person-

nel. Of the 117 REPS, 115 or 95% are funded from the regular budget and 2 or 2% are from the Lump Sum. The REPS are composed of 43%

B.S./A.B. graduates, 22% with M.S./M.A. units, 15% M.S./M.A. graduates, and 15% are Ph.D. holders. A small percentage (5%) of the REPS did not finish college, (FIGURE 8).

The Administrative Personnel

UP Manila Administrative Personnel is the biggest component of UP Manila personnel. The Administrative staff of 2,507 comprise 75% of the total personnel of the University. Of the 2,507 administrative staff, 2,323 (92%) have regular appointments; 7 (1%) are contractual; and, 117 (7%) are daily-emergency, (FIGURE 9). The 2,323 with regular appointments are paid from the regular budget of UP Manila, while the 124 contractual and daily-emergency employees are paid from the Lump Sum. In terms of educational attainment; 26% had B.S./A.B. units to their credit; 29% are B.S./A.B. degree holders; 5% had M.S./M.A. units; and, 3% are M.S./Ph.D. graduates. A total of 37% were elementary/high school graduates, (FIGURE 10).

B.2 Human Resources Management Programs and Improvements

As of November 1986, a total of 40 Professorial Chairs were granted to selected faculty. Of the 40 Professorial Chairs, 33 or 83% were granted to the faculty of the College of Medicine and the remaining 7 Professorial Chairs

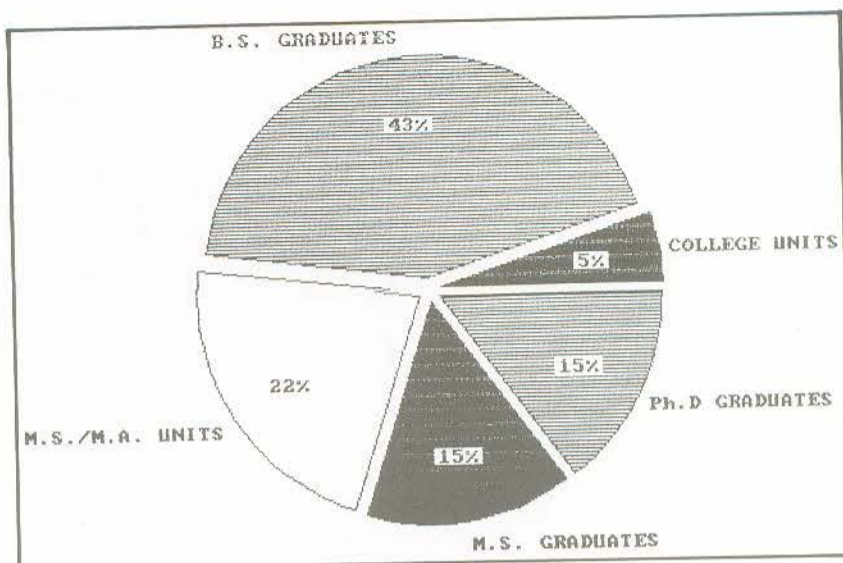


FIGURE 8. U.P. MANILA REPS BY EDUCATIONAL ATTAINMENT, CY 1986

Source: 1986 Annual Reports of U.P. Manila units

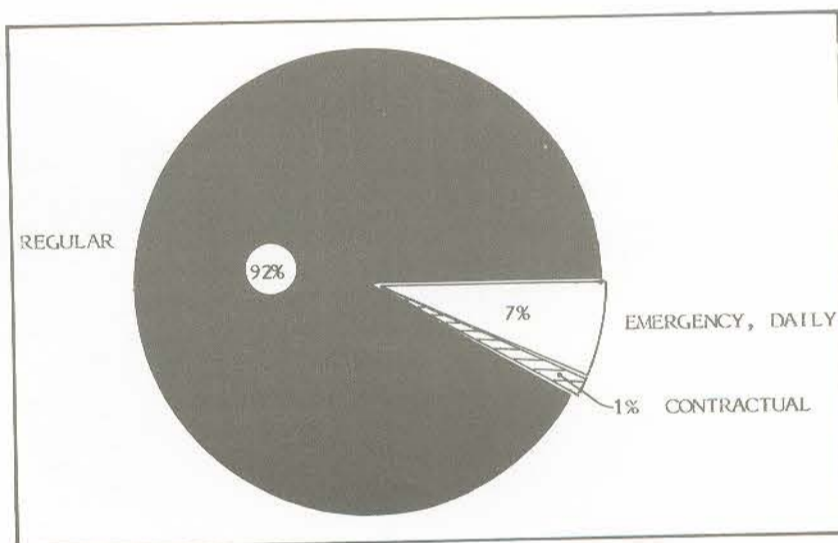


FIGURE 9. U.P. MANILA ADMINISTRATIVE PERSONNEL BY APPOINTMENT

Source: Personnel Office, U.P. Manila

or 17% were granted to the Faculty of the College of Dentistry, (2 Prof. Chairs), College of Public Health (1 Prof. Chair), College of Pharmacy (1 Prof. Chair), College of

Nursing (2 Prof. Chairs), and CCHP (1 Prof. Chair). The majority of the Professorial Chairs (27 or 67%) were funded from endowment funds donated by private donors and

13 chairs or 33% were funded from the UP Faculty Development Fund (Diamond Jubilee), (Table 10).

Several training programs were availed of by the staff of the Administrative Department. These included seminars on procurement service, job evaluation and wage/salary administration and software application.

The UP Manila Administrative Services Division which handles personnel matters has submitted a proposal for a campus-wide personnel audit program which seeks to: (1) determine the extent to which human resources are utilized; and, (2) establish a suitable manning level for each unit. The division has also laid the ground work for computer-based programs such as, a human resource information system which could help management decide on personnel issues. Other plans for implementation include: the publication of a Policies and Procedures Manual for Personnel Recruitment and Selection, and the plan to evolve or update programs for clerical staff, first-line supervisors and middle managers to increase their capability in carrying out their duties and responsibilities and the programs of UP Manila more efficiently and effectively.

There has been a problem of fast turnover of the University faculty and staff. They were lost to other schools and

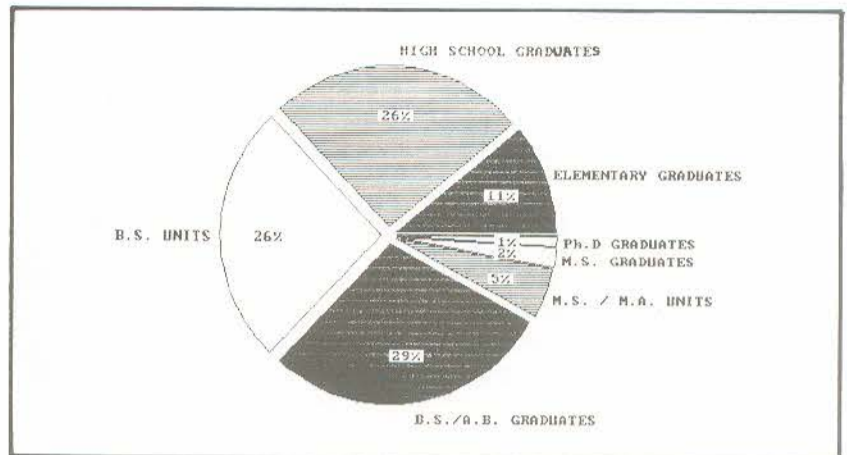


FIGURE 10. U.P. MANILA ADMINISTRATIVE PERSONNEL BY EDUCATIONAL ATTAINMENT, CY 1986

Source: 1986 Annual Reports of U.P. Manila units.

TABLE 10. PROFESSORIAL CHAIR HOLDERS AS OF 27 NOVEMBER 1987
U. P. MANILA

CHAIR	UNIT	DONOR	INCUMBENT HOLDER
Andres Soriano Chair in Medicine	CM	Andres Soriano	Dalmacio Cruz, Adelaida
Benjamin Grino Chair in Medicine	CM	Benjamin Grino	Aquino, Mario
C.P. Pardo Fund Chair in Medicine	CM	C.P. Pardo	Reyes, Jr., Baltazar
D.M. Jose DJ Chair Oral Surgery	DC	UP Faculty Dev't, Fund-DJ	Guerrero, Leticia
DJ Chair in Anatomy	CM	UP Faculty Dev't, Fund-DJ	Castro, Sesao M.
DJ Chair in Anesthesiology	CM	UP Faculty Dev't, Fund-DJ	Africa, Lourdes A.
DJ Chair in Nursing	CN	UP Faculty Dev't, Fund-DJ	Kuan, Letty
DJ Chair in Orthopedics	CM	UP Faculty Dev't, Fund-DJ	Recto, Jr., Rafael S.
DJ Chair in Otorhinolaryngology	CM	UP Faculty Dev't, Fund-DJ	Caparas, Mariano
DJ Chair in Pathology	CM	UP Faculty Dev't, Fund-DJ	Zamaco, Jaime
DJ Chair in Pediatrics	CM	UP Faculty Dev't, Fund-DJ	Santos-Ocampo, Perla
DJ Chair in Rehab. Medicine	CM	UP Faculty Dev't, Fund-DJ	Periquet, Antonio
DR. Gregorio & Rizalina Lim Chair in Medicine	CM	UP Faculty Dev't, Fund	Domingo, Ernesto
Dr. Gregorio & Rizalina Lim Chair in Medicine	CM	Dr. Gregorio & Rizalina Lim	Gutierrez, Mario
Elena P. Tan Chair in Medicine	CM	Elena P. Tan Foundation	Bentle z, Isidro
Enrique Garcia Chair in Medicine	CM	Enrique Garcia	Limson, Antonio
Eusebio Garcia Chair in Medicine	CM	Eusebio Garcia & UP Med '36	Ignacio, Jr., Patricio
Eusebio Garcia Chair in Medicine	CM	Eusebio Garcia & UP Med '36	De Ocampo, Esperanza
Eusebio Garcia Chair in Medicine	CM	Eusebio Garcia & UP Med '36	Reyes, Maria
Go-Equitable Chair in Medicine	CM	Equitable Banking Corp.	Sult, Yolanda
Hanz Menzi Chair in Medicine	CM	Hanz Menzi	Cortes-Mainambis, Nelia
I.V. Tosejo DJ Chair in Nursing	CN	UP Faculty Dev't, Fund-DJ	Dungog, Estrella
Judge G. Guevarra Chair in Medicine	CM	Judge G. Guevarra	Reyes, Angelita
M.T. Gotianum DJ Chair in Pharmacy	CP	Mercedes Tan-Gotianum	Cantoria, Magdalena
Marsman Foundation Chair in Medicine	CM	Marsman Foundation	Quijano, Romeo
Nestle Chair in Fetal Nutrition	CM	Filippo Inc.	Palo-Gracia, Fe
Nestle Chair in Infant Nutrition	CM	Nestle Filippo, Inc.	Fernandez, Amelia
Pfizer Chair	CM	Pfizer Pharma	Domingos, Carmelita
San Miguel Corp. DJ Chair in Dentistry	CD	UP Faculty Dev't, Fund-DJ	Macasac, Avelino
Saniel Ablaza Chair in Medicine	CM	Saniel Ablaza	Baylon, Bayani V.
SMC Chair in Public Health	CPH	San Miguel Corporation	Baltazar, Jane
UCPB DJ Chair in Public Health	CCHP	UP Faculty Dev't, Fund-DJ	De la Cruz, Leoncio
United Lab. Chair in Medicine	CM	United Laboratory	De la Cruz, Jr., Mariano
UP Med. Class 1940	CM	UP Med. Class 1940	Perlas, Antonio
UP Med. Foundation Class '58 Chair in Medicine	CM	UP Med. Found. Class '58	Tangco, Oscar
UP Medicine Class 1936	CM	Eusebio Garcia & UP Med '36	Valencia, Cynthia
UP Medicine Class 1936	CM	Eusebio Garcia & UP Med '36	Tigno, Valencia
UPMASA Chair in Medicine	CM	UPMASA	Cabral, Esperanza
YUTIVO	CM		Lazatin, Leopoldo
Zuellig Pharma Chair in Medicine	CM	Zuellig Pharma	Reodica, Jr., Roberto

private companies which offered better opportunities. Another challenge to the University management is the low morale of the personnel as brought about by low salary and limited opportunities, especially the administrative staff. While the Faculty had abundant opportunities for career and personal development, the Administrative Staff has practically zero.

B.3 Loading Practices

(Please refer to FIGURE 11, PR FORM 9, Table 11)

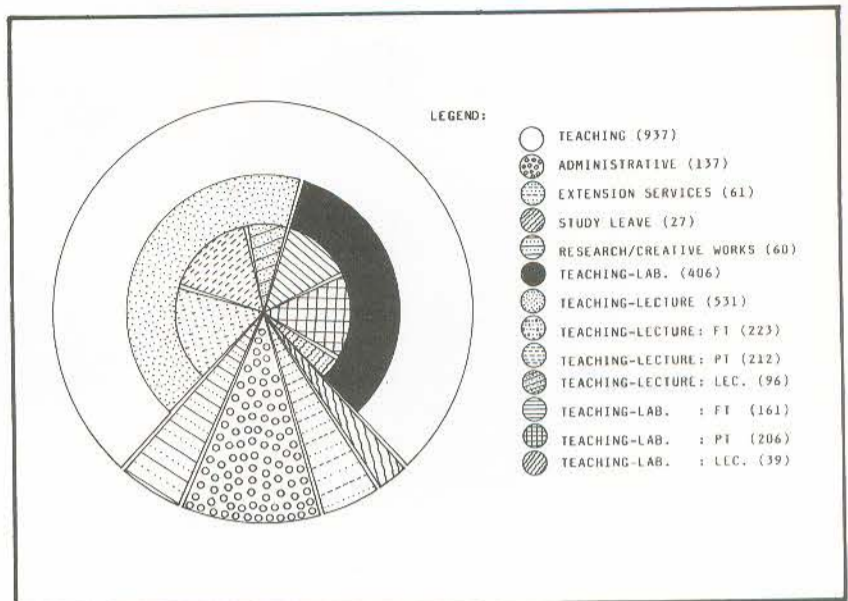


FIGURE 11. LOADING PRACTICES, U. P. MANILA, CY 1986

TABLE 11. LOADING PRACTICES, CY 1986, U.P. MANILA

	AVE. # OF FACULTY ENGAGED IN	AVE. LOAD CREDITED TO
TEACHING		
A. LECTURE		
– FULL-TIME	223 (18.2%)	28
– PART-TIME	212 (17.3%)	15
– LECTURER	96 (7.9%)	31
B. LABORATORY		
–FULL-TIME	161 (13.2%)	42
– PART-TIME	206 (16.9%)	9
– LECTURER	39 (3.2%)	17
RESEARCH/CREATIVE WORKS	60 (4.9%)	17
ADMINISTRATIVE	137 (11.2%)	25
EXTENSION SERVICES	61 (5.0%)	6
STUDY	27 (2.2%)	36
TOTAL	1222 (100.0%)	226
	vvvvvvvvvvvvvvvv	vvvv

V. RESOURCE GENERATION AND ALLOCATION

The prudent utilization and management of the university's limited resources is a primary concern of UP Manila. Other major concerns include the promotion of income-generating activities/projects, the institution of cost-saving measures, the effective and productive use of facilities, and the streamlining of operations.

Income-generating activities included solicitation of donations and research grants, postgraduate courses, seminars and workshops, community services projects, grants through linkages with foreign institutions, laboratory testings, surveys and technical assistance to clients. The income generated by the units from these activities was either retained or channeled back to the units to finance their respective activities or projects. The income generated in 1986 amounted to P18.8 M (Table 12).

Research Grants

Research grants comprised 59% of total extra-budgetary funds solicited during the year. The P11.1 M research grant solicited in 1986 included a US\$256,805 grant obtained by the College of Public Health.

Donations

Donations received in 1986 were either in cash or in kind. Donations which amounted to P7.0 M (38% of total) was the second biggest component of extra-budgetary funds. Cash donations received amounted to P2.3 M, (Table 13). This included a P2 M endowment fund for the development of the Dr. Florentino B. Herrera, Jr. Medical Library (formerly the College of Medicine Library). The endowment fund is com-

posed of local and foreign components. The local component of P1M was equally shared by the UP and the Dr. Florentino B. Herrera, Jr. Trust Fund for Medical Education

and Research. The foreign component of P1 M was to be raised from foreign donors, namely: the China Medical Board and UP Alumni abroad. The UP Manila Library De-

TABLE 13. SUMMARY OF CASH DONATIONS, UP MANILA CY 1986

1.	Dr. Florentino B. Herrera, Jr. Foundation Purpose: Endowment Fund for development of the Dr. F.H. Herrera, Jr., Med. Library	₱ 2,000,000.00
2.	Dr. Luis M. Mabilangan Purpose: For purchase of books	₱ 10,000.00
3.	Dr. Juana Aranda-Lim Purpose: For PGH Pediatric patients	₱ 1,000.00
4.	Dr. Alfonso Doloroso Purpose: For PGH indigent patients	₱ 14,326.50
5.	Minister Augusto Sanchez Purpose: For the upgrading of school training facilities of the School of Allied PMedical Professions (SAMP)	200,000.00
6.	Typoco Family Purpose: For PGH indigent patients	₱ 20,000.00
7.	Mr. Virgilio Aesquivel Purpose: Diamond Jubilee Celebration of College of Pharmacy	₱ 9,000.00
8.	Ms. Angelita Balay Purpose: Diamond Jubilee Celebration of College of Pharmacy	₱ 2,000.00
9.	Mr. Angel Arambulo Purpose: Diamond Jubilee Celebration of College of Pharmacy	₱ 2,000.00
10.	Dr. Antonio Vivencio Purpose: For PGH Indigent Patients	₱ 4,200.00
11.	Ms. Anne McDonough Purpose: Learning Resource Center of the College of Nursing	₱ 2,520.00
12.	Dr. Arturo G. Quiason Purpose: For activities of the Dep't. of Psychiatry	₱ 20,000.00
13.	SGV Makati Purpose: For PGH patients	₱ 21,000.00
	TOTAL CASH DONATIONS	₱ 2,306,046.50 vvvvvvvvvvvvvvvv

Source: Report of U.P. Manila Colleges & Units.

velopment Board was created to manage the P2 M endowment fund and all other donations contributed to the development of the F.B. Herrera, Jr. Medical Library and libraries of UP Manila.

Donations in kind were in the form of medical supplies, drugs and medicines, medical and laboratory equipment. The cash value of the donations in kind as assessed by the donor and/or the recipient amounted to P4.7 M, (Table 14). There were also donations of textbooks, journals and other publications. These donations were not quantified.

Linkages and Income-Generating Projects

The College of Nursing reported a linkage agreement with the WHO Western Pacific Region for a residency and consultancy program. This program has a budget of P330,000 funded by the WHO.

Income-generating activities and projects produced a total income of P248,190.64 for the proponent of the activity or project. The Dental Clinic in Diliman managed by the College of Dentistry as a community service project realized an income of P98,432.00 for the College. Income-generation represented 1% of the total extra-budgetary funds earned by the different colleges of UP Manila.

Resource Generation at the Philippine General Hospital

Without doubt, the U.P. Manila unit with the highest potential for resource generation is the Philippine General Hospital. While the "profit

areas" of the hospital have been identified, a comprehensive resource generation plan for the hospital cannot be finalized until the PGH Renovation Project is completed. A pilot project, the PGH Pharmacy Project, was however implemented in 1984 with very encouraging results.

In CY 1986, the Ancillary Services Units of the hospital, namely: Dietary, Medical Records, Central

EKG Section, Pharmacy, Floor 15 and Radioisotope reported income and collection of P4.5M from fees for services rendered to patients and other clients, (Table 16). The PGH Pharmacy Project which involves the resale of drugs and medicines to hospital patients earned P3.0M for the Pharmacy Department from gross sales of P13.0M.

Other projects on the pipeline

TABLE 14. LIST OF MEDICAL SUPPLIES, DRUG AND MEDICINES AND EQUIPMENT DONATED, U.P. MANILA, CY 1986

DONOR	RECIPIENT	DONATION	WORTH
1. Dr. Getimio Cruz	PGH	Fiberoptic Sigmoidoscope Machine	not stated
2. Dr. Bert Puno	PGH	Endotracheal Tubes	not stated
3. Phil. Cancer Society	Dept. of OB-GYNE, PGH	Colposcope Machine	not stated
4. William J. Shaw Foundation	Dept. of Radiology, / CI, PGH	Mammography Machine	not stated
5. Dr. Luz Macapanan	College of Dentistry	Panorex X-ray Machine	P 160,000.00
6. JM Philippines	Dept. of Ophthalmology, PGH	Introcular Lens	P 17,000.00
7. Mrs. Lou Ellen B. Padilla	Dept. of OB-GYNE, PGH	One Suction Machine	not stated
8. Mr. & Mrs. Benito Keh	PGH	One unit Computer (Taiwan made)	not stated
9. Direct Relief International Santa Barbara, Calif.	PGH	Various Medical Supplies (\$ 66,288.82)	P 1,325,766.00
10. Dr. Fredeswinda Constanji	College of Pharmacy	Floor Polisher Sanitorious Balances (2 pos.)	P 8,666.00
11. Mrs. Alfa Agueda Frias	Col. of Pharmacy	pH Meter (\$1,000.00)	P 60,000.00
12. Professional Regulation	PGH	Ambulance Bedford, Model 1972	P 20,000.00
13. Mr. Esteban Garcia	Col. of Pharmacy	Spectrophotometer	not stated
14. United Laboratories	Dept. of Pharmacy PGH	Office Furniture and Fixtures	P 60,000.00
15. Class 1958, Col. of Pharmacy	Col. of Pharmacy	Laboratory Equipment	P 25,000.00
16. UP Pharmacy Alumni Scholarship & Research Foundation	Ind. Pharmacy Dept., CP	Carrier Air-conditioner	not stated
17. Phil. Amusement & Gaming Corporation (PAGCOR)	PGH	Drugs, Supplies, and Equipment	P 120,662.31
18. Embassy of the Order of Malta	PGH	Drugs & Medicines (US\$66,288.32)	P 1,325,766.00
19. Astra Pharmaceuticals	PGH	Drugs/Medicine	P 1,500,000.00
20. Farnitalia Carlo Erba	Dept. of Med., PGH	Cancer Medicines	not stated
21. Department of Social Services & Development	PGH	Drugs and Medicines	P 66,291.99
22. Dr. George G. Enfermo	OR, PGH	Surgical Supplies	P 20,000.00
23. Department of Family Medicine	PGH	Carrier Air-Conditioner	P 11,300.00
24. Ms. Sally Colangui	Dept. of Otorhinolaryngology, PGH	Equipment	not stated
25. Dr. Angeles T. Alora	Dept. of Pharmacy, PGH	Drugs and Medicines	not stated
26. Dr. Guernsindo Garcia, Jr.	Dept. of Surgery, PGH	Surgical instruments	not stated
27. ISH c/o Ms. Lulu Lopez	Col. of Pharmacy	Repair of Hansom Dissolution Testing Machine	not stated
28. Dr. Romeo Lim UPCM Class '52	Dept. of Otorhinolaryngology, PGH	Various Medical Instruments	not stated
29. U.P. Medical Alumni Association, Houston, Texas	PGH	Medical Equipment & Supplies	not stated
		TOTAL VALUE	P 4,731,752.30

are:
 1. The Production of Antibiotic Sensitivity Discs by the Microbiology Laboratory of the PGH

Department of Laboratories
 2. Upgrading and expansion of the PGH Blood Bank.

3. Completion of the PGH Central Tower which will house the hospital's private wards, laboratories, pharmacy and concession areas.

TABLE 16. INCOME AND COLLECTIONS OF PGH ANCILLARY SERVICE UNITS, CY 1986

DEPT./UNIT	SOURCE/PARTICULARS	AMOUNT	
Dietary	1. Training Fees	₱ 39,200.00	
	2. Sale of:		
	a. Guest trays	1,038.00	
	b. Oosterized Feeding	3,266.55	
	c. Table Refuse	14,332.25	
	3. PGH Canteen	307,219.30	
	4. Penalties imposed on defaulting foodstuff dealers	37,307.28	
	5. Payments for replacement of lost meal tickets	665.00	
	SUB-TOTAL	403,028.38	
Central Sterile Supply	NO INCOME/COLLECTIONS GENERATED		
Medical Records	1. Certificate (Medical, Medico-legal, SSS-Medical, GSIS and others	₱ 80,730.00	
	2. Fees for replacemnt of Lost Patient Cards	20,098.00	
	3. Fees for Certified Xerox copies	4,207.50	
	4. Fines for Lost Charts	2,650.00	
	SUB-TOTAL	₱ 107,685.50	
Central EKG Station	1. In-patient – Private	₱ 64,020.00	
	Charity	76,235.00	
	2. Out-patient – Private	₱ 8,250.00	
	Charity	278,980.00	
	3. Observer's Fee	3,750.00	
	4. Fines/dues/lost tracings	7,930.00	
	SUB-TOTAL	₱ 448,165.00	
Floor 15	1. Private eye operations and Beta-tray exposure (P1,800.00)	76,003.20	
	2. Private ENT operations	103,304.63	
	SUB-TOTAL	₱ 180,297.83	
Medical Social Services	NO INCOME/COLLECTIONS GENERATED		
Pharmacy	1. Sale of Medicine in the RF	₱ 1,889,855.93	
	2. RF Charges to Paywards	₱ 158,101.01	
	3. RF Charges to PCOS/Interns fund/Refugee, etc.	15,139.01	
	4. Sale of Medicine in the GF	₱ 5,619.97	
	5. GF Charges to Paywards	12,888.25	
	6. Patient Collection		
	a. Surgery	285,196.28	
	b. Medicine	168,287.17	
	c. Others	1,959.48	
		SUB-TOTAL	₱ 2,537,047.10
		1. Radioisotope examinations	₱ 795,891.70
		2. Philippine Charity Sweepstakes	21,000.00
		3. Accounts Receivable from Philippine Refugee Processing Center	30,096.00
	SUB-TOTAL	₱ 846,987.70	
	GRAND TOTAL	₱ 4,523,311.50 vvvvvvvvvvvvvvvv	

VI. PHYSICAL FACILITIES AND OTHER RESOURCES

The inadequacy of the available physical facilities to sufficiently cope with the demands of the studentry and faculty as well as the antiquated and run-down condition of equipment, was still one of the critical problems of U.P. Manila. Through the continuing efforts of the administration, the College of Arts & Sciences has attained normalcy in its operations in so far as classroom and teaching facilities were concerned. The renovation and conversion of the ground floor of the Nurses Home have provided additional classrooms and lecture rooms. Systematic scheduling on the use of available facilities was practiced and adhered to, and this has greatly eased out the acute scarcity of classrooms. The nature of the

health science courses demands special laboratory equipment as a result of extensive laboratory works. Laboratory equipment were antiquated and mostly were in run-down situation. The nil allocation in the budget for the procurement and proper repair of laboratory equipment was a major constraint towards upgrading of these facilities. On the other hand, a total of 15 computers were purchased on 1986. These computers were distributed to the key administrative offices, such as budget, accounting, personnel, registrar's office, as well as to some units and colleges of U.P. Manila.

With regards to student services, U.P. Manila did not have dormitory facilities for the students. While

there were five dormitories in the P.G.H. compound with a total occupancy of 520 beds, these were used to house hospital interns, residents, and nurses exclusively. The food catering services were inadequate and library facilities were not centralized. The Colleges of Pharmacy and Nursing shared one library which was too cramped to accommodate the students comfortably, not to mention the collection of books and periodicals. A bright spot in the horizon is the possibility that the U.P. Manila will acquire the Ministry of Foreign Affairs building. The acquisition of this building, and the completion of the PGH Central Block will greatly alleviate the shortage of physical facilities in U.P. Manila.

VII. FISCAL RESOURCES

U.P. Manila budget for CY 1986 was spent mostly on Current Operating Expenses or COE (98%). The other 2% was utilized for Capital Outlay which was wholly used on Equipment, (Figure 12). Of the 98% COE, 64% was used for Personal Services while 34% was coursed to Maintenance and Operating Expenses, MOE, (Figure 13).

By object of expenditures, the university's fiscal resources was distributed as follows: 63% for Medical/Health Services while only 35% was used for the 3 major functions of the university, namely: Advance/Higher Education, Research and Extension. A measly 2% for Administrative and Support Services, (Figure 14).

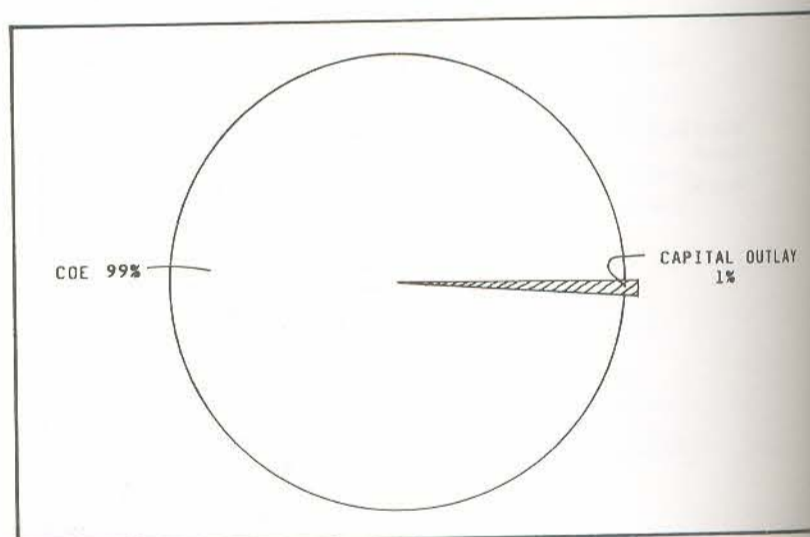


FIGURE 12. U.P. MANILA FISCAL RESOURCES-ACTUAL EXPENDITURES, CY 1986

Source: 1986 Annual Reports of U.P. Manila units.

FIGURE 13. U.P. Manila
Source: 1986 Annual Reports

FIGURE 14. U.P. Manila
Source: 1986 Annual Reports

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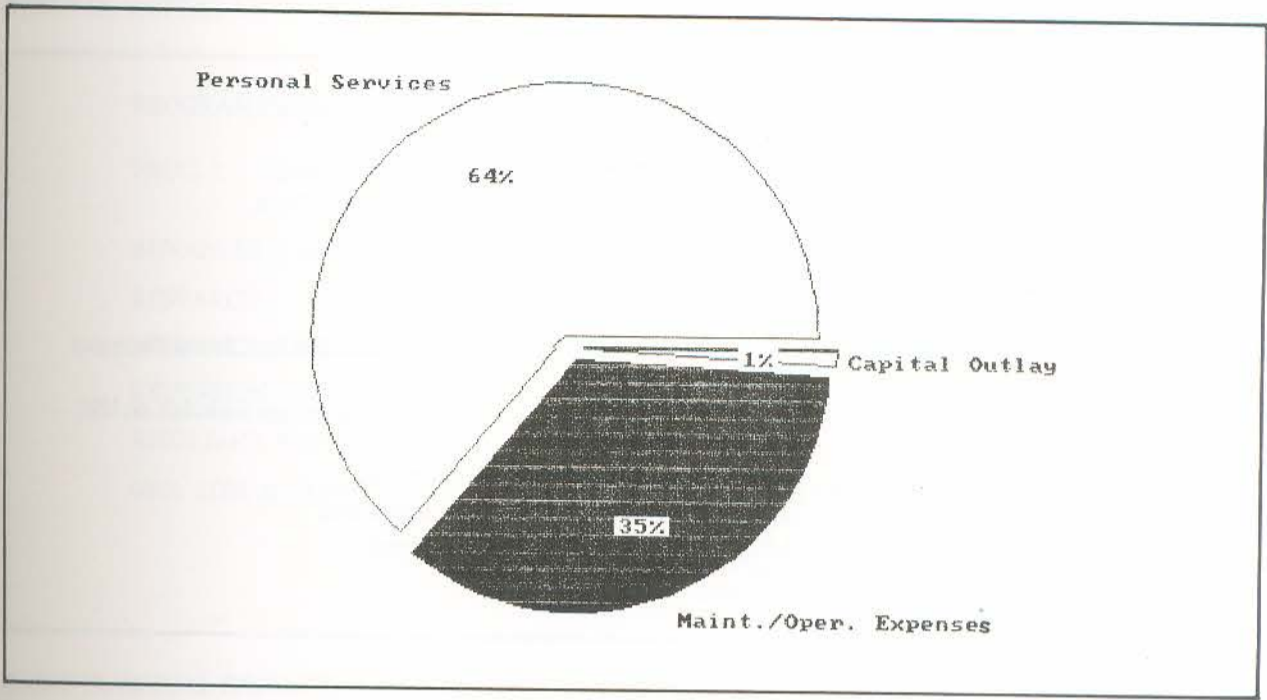


FIGURE 13. U.P. MANILA FISCAL RESOURCES-ACTUAL EXPENDITURES, CY 1986
Source: 1986 Annual Report of U.P. Manila Budget Office.

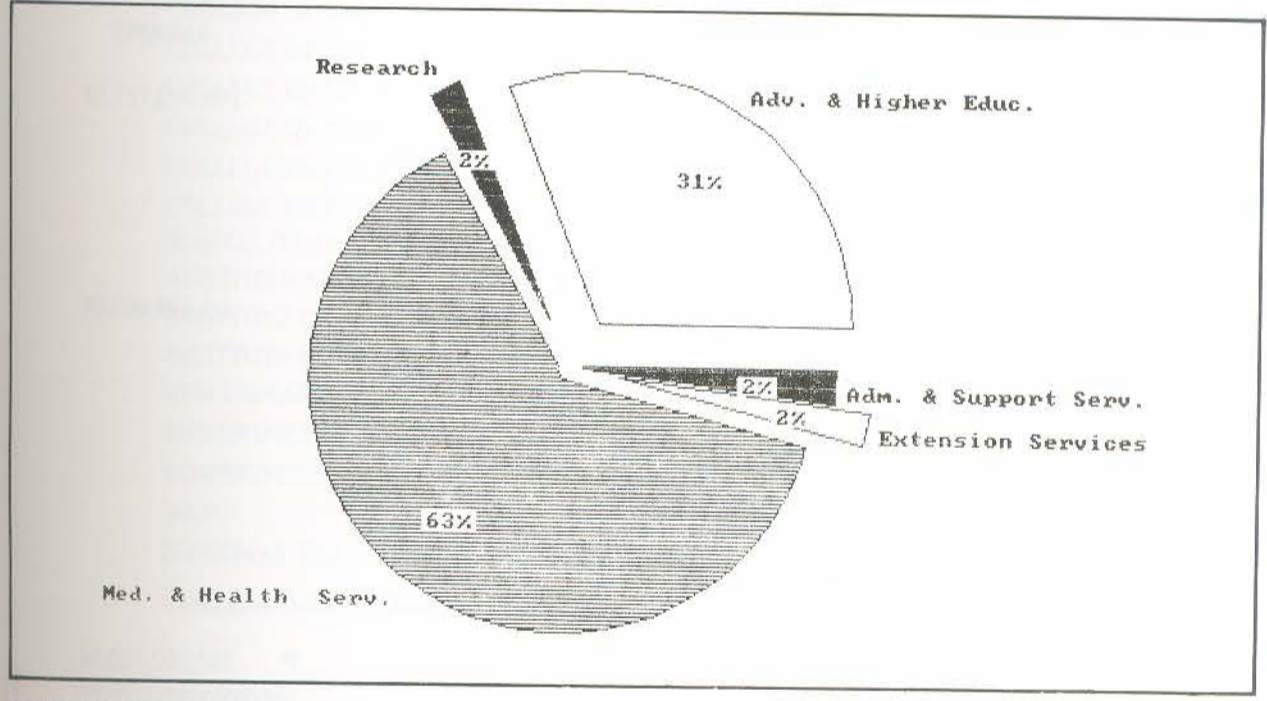


FIGURE 14. U.P. MANILA FISCAL RESOURCES (EXPENDITURES) BY OBJECT OF EXPENDITURE, CY 1986
Source: 1986 Annual Report Of U.P. Manila Budget Office.

OUTLAY

EXPENDITURES,

TABLE 15. LIST OF DONATIONS OF TEXTBOOKS, JOURNALS, & TEACHING MATERIALS, U.P. MANILA CY 1986

	DONOR	RECIPIENT	WORTH
1.	Felisa Seneris-Gil	College of Pharmacy	2 textbooks
2.	Aldrich Chemicals Co., Inc., Milwaukee Wisconsin	College of Pharmacy	2 catalogues
3.	Dr. Philip P. Gerbino	College of Pharmacy	Reading materials on Clinical Pharmacy
4.	Ms. Zorayda Pasetas-Allen	College of Pharmacy	handouts and lecture materials on USC Curriculum
5.	Emmeline P. Quiason, M.D.	Dept. of Psychiatry PGH	3 textbooks
6.	Dr. Constantino P. Manahan	Dept. of OB-GYNE, College of Medicine, PGH	165 title books 10 journals

TABLE 17. U.P. MANILA FISCAL RESOURCES-SUMMARY CY 1986

CATEGORY	AMOUNT
CURRENT OPERATING EXPENDITURES	₱ 180,302,717.51
PERSONAL SERVICES	₱ 116,923,466.00
MAINTENANCE & OTHER OPERATING EXPENDITURES	63,379,251.51
CAPITAL OUTLAY	2,899,403.05
LAND & LAND IMPROVEMENTS	0.00
BUILDING & STRUCTURES OUTLAY	0.00
EQUIPMENT OUTLAY	2,899,403.05
INVESTMENT OUTLAY	0.00
TOTAL	₱ 183,202,120.56 vvvvvvvvvvvvvvvvvvvv

TABLE 18. ACTUAL EXPENDITURES BY PS-MOE & BY OBJECT OF EXPENDITURES

PROGRAM/PROJECT/EXPENSE CLASS	PS	MOE
PROG. I. FORMAL INSTRUCTION & OTHER SERVICES		
ADVANCES & HIGHER EDUCATION	₱ 46,574,058.00	₱ 9,666,959.51
RESEARCH	1,791,518.00	1,227,000.00
MEDICAL & HEALTH SERVICES	62,727,000.00	50,245,883.00
EXTENSION SERVICES	2,684,867.00	795,250.00
AUXILIARY SERVICES	0.00	0.00
GEN. ADM. & SUPPORT SERVICES	3,146,024.00	1,444,159.00
TOTAL	₱ 116,923,466.00 vvvvvvvvvvvvvvvv	₱ 63,379,252.51 vvvvvvvvvvvvvvvv

TABLE 19. ACTUAL EXPENDITURES BY UNIT, CY 1986

UNIT	ACTUAL EXPENDITURES
COLLEGE OF ARTS & SCIENCES	₱ 7,131,647.33
COLLEGE OF DENTISTRY	3,501,891.23
COLLEGE OF MEDICINE	17,319,741.22
COLLEGE OF NURSING	2,629,097.31
COLLEGE OF PHARMACY	2,024,608.48
COLLEGE OF PUBLIC HEALTH	6,784,483.74
SCHOOL OF ALLIED MEDICAL PROFESSIONS	1,565,513.59
ANESTHESIA CENTER WESTERN PACIFIC	% 962,352.46
INSTITUTE OF HEALTH SCIENCES	3,191,471.34
INSTITUTE OF OPHTHALMOLOGY	1,261,909.10
UPM LIBRARY	1,552,224.72
PHILIPPINE GENERAL HOSPITAL	122,797,543.00
COMPREHENSIVE COMMUNITY HEALTH PROG.	3,050,712.67
NATO	
NATIONAL TEACHERS TRAINING CENTER	946,375.26
CENTRAL ADMINISTRATION	5,354,162.06
TOTAL	₱ 180,073,733.51*

* Excluding Retirement Gratuity amounting to P228,984.00.

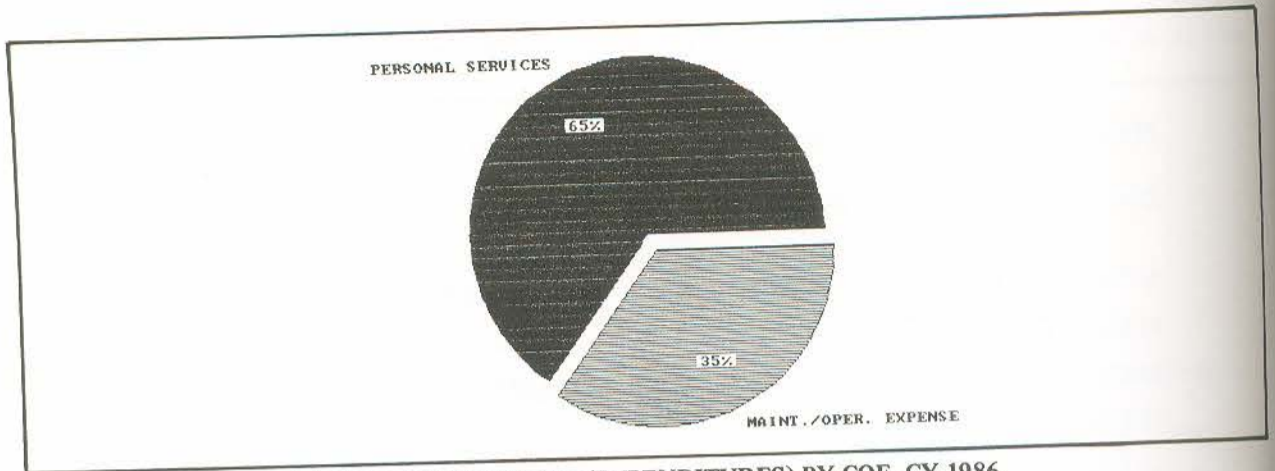


FIGURE 15. U.P. MANILA FISCAL RESOURCES (EXPENDITURES) BY COE, CY 1986
 Source: 1986 Annual Report of U.P. Manila Budget Office.

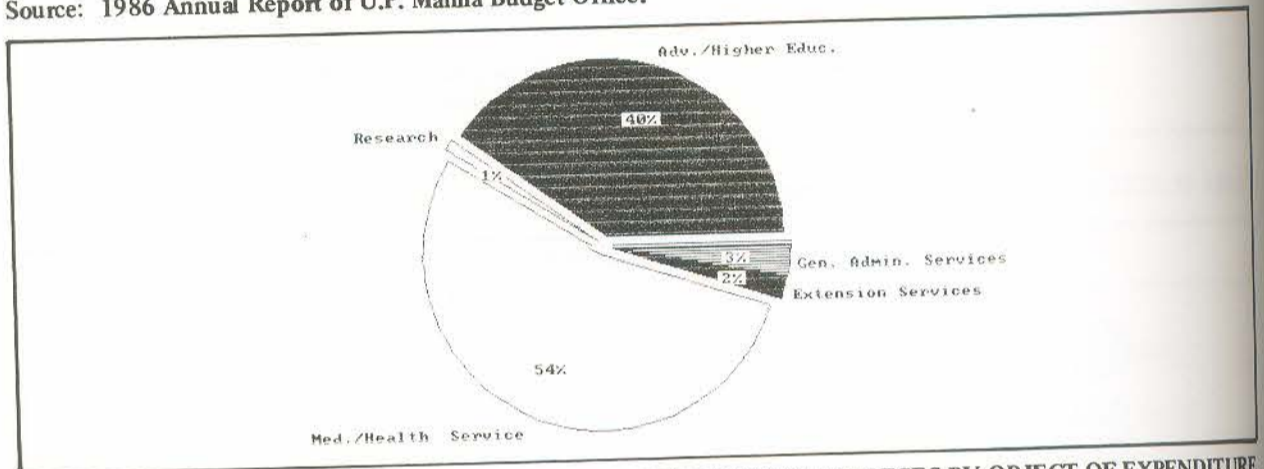


FIGURE 16. U.P. MANILA ACTUAL EXPENDITURES ON PERSONAL SERVICES BY OBJECT OF EXPENDITURE, CY 1986
 Source: 1986 Annual Report of U.P. Manila Budget Office.

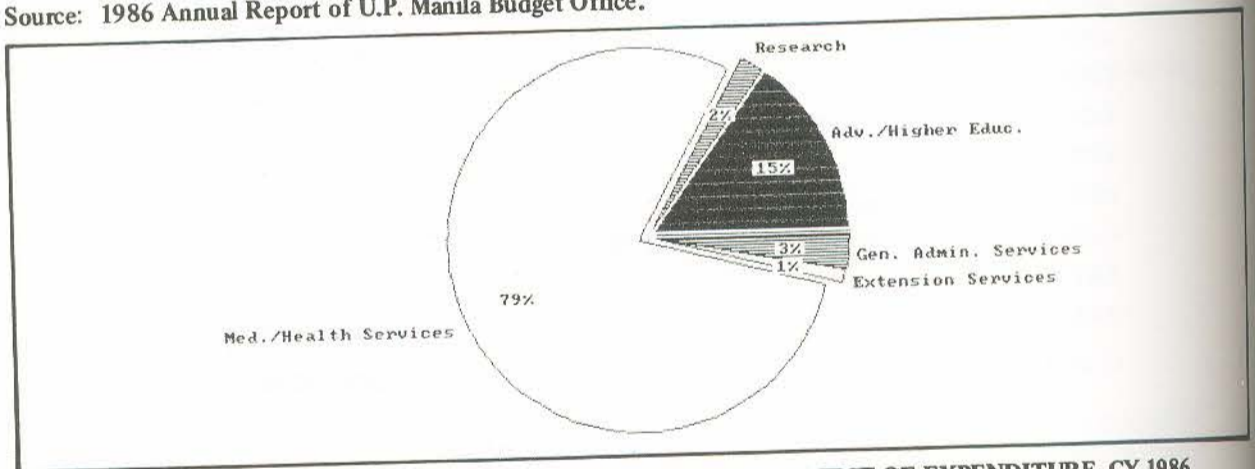


FIGURE 17. U.P. MANILA ACTUAL EXPENDITURES ON MOE BY OBJECT OF EXPENDITURE, CY 1986
 Source: 1986 Annual Report of U.P. Manila Budget Office.

Conclusions

VIII. RECOMMENDATIONS AND FUTURE PLANS

In 1986, certain basic problems continued to plague the University. These were financial constraints, inadequate facilities and equipment, fast turnover and low morale of personnel, inadequate student facilities and support services, and the overall inadequacy of available resources to cope with the demands of an increasing student population. The overall negative enrollment growth rate of the graduate programs calls for immediate attention and study by the U.P. Manila leadership. The stoppage of the construction of the PGH Central Block further delayed the development plans of the hospital and decreased the income projections of the hospital. While research activity continued at a fast pace, this activity lacked coordination and direction in the absence of an organized body to monitor, regulate, develop and implement research thrusts and policies. The solicitation of funds were individual endeavors of the faculty-researcher. With the vast potential and importance of research in the University, there is an urgent need to create a well-organized and systematized coordinating research/agency/unit. Consistent with the newly found "democratic space" pervading the country, U.P. Manila had its share of protest demonstrations and walk-outs by certain sectors of the campus. Issues of controversy were Administrative Order No. 11, which centralized certain administrative functions; certain provisions of Executive Order No. 11; and, the appointment of the new Director of PGH. A recurring controversy is the issue of academic freedom, democratic consultation, and participative decision-making.

In the coming years, U.P. Manila shall continue to pursue its goals

of strengthening the capabilities of all its constituent units. Priority programs on the drawing boards are:

1. Strengthening of graduate programs thru the establishment of a U.P. Manila Graduate School. The time frame for this project is three years and financial requirements have been projected to amount to P500,000.00 approximately.

2. Realizing the need for a coordinating unit for research, U.P. Manila plans to expand the Office of Research Coordination and to strengthen the U.P. Manila Research Council. With the appointment of a new ORC Director, the implementation of the organization of the ORC and the review of its goals and objectives are now realizable.

3. U.P. Manila plans to exert all efforts to follow-up the release of funds for the completion of the PGH Central Block and to resume negotiations with the Japanese government for the JICA grant for the OPD and Emergency Room Complex.

Recommendations for the coming years are:

1. The implementation of a human resource development program and staff development program

especially for administrative personnel;

2. A campus-wide audit and job evaluation of existing personnel to determine the rationality of personnel distribution and utilization among the different units and colleges of U.P. Manila. This is an urgent need because personnel comprises 65% of the U.P. Manila budget allocation for Current Operating Expenditures (COE). Personal Services is, likewise, the biggest expense item in the U.P. Manila budget; and,
3. Resource generation does not only mean income generation but also savings for the university from the prudent utilization and management of available resources. In this line, plans should be made to evaluate the existing programs, systems, policies and procedures with the aim of streamlining operations thus making the utilization of resources more productive and responsive to the needs of the students and of the University.

EXPENDITURE,

1986

Appendices

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B. GRAD
1. Master
2. Master
3. Master
4. Ph.D. P
5. M.S. Ph
6. Ph.D. P
7. Master c
8. Master o
9. Master o
10. Master
11. Diplom
12. M.S. Pu
13. Doctor c
14. M.S. Bio
15. M.S. Pha
16. Ph.D. Bio
17. Cert. Bio

GRAD

DEGREE PROGRAMS

Name of Unit

STATUS OF DEGREE PROGRAM	TITLE OF DEGREE PROGRAM (Specify field of Specialization)	DEGREE LEVEL ³	DATE OF EFFECTIVITY	REMARKS
NEW ¹	NONE			
MODIFIED/ ² REVISED	1. 7-Year Medical Curriculum 2. M.P.H. Biostatistics	Baccalaureate Masteral	1987-1988	1. For approval of the University Council. 2. Approved by UP President on February 15, 1987
ABOLISHED	1. A.B. Economics 2. A.B. History	Baccalaureate Baccalaureate	1982 1982	
PROPOSED	1. M.S. Occupational Health 2. A.B. Phil. Arts 3. B.S. Chemistry 4. M.S. Med-Surgical Specialties 5. M.S. Nursing	Masteral Baccalaureate Baccalaureate Masteral Masteral	1987 1987 1987	1. Still in the planning stage. 2. Still in the planning stage. 3. Still in the planning stage. 4. For approval of the University Council.

1. Approved or started during the year under review.
2. Modified/revised during the year under review. This shall be the same term of reference for abolished or proposed degree programs.
3. Specify if Doctoral, Master's, Post-baccalaureate, Baccalaureate or Pre-baccalaureate.

Name of Unit

ENROLLMENT TRENDS

DEGREE PROGRAM	APPLICANTS						QUALIFIERS						REGISTERED STUDENTS								
	AY 1985-86				AY 86-87		AY 1985-86				AY 86-87		AY 1985-86				AY 86-87				
	1st Sem.		2nd Sem.		1st Sem.		1st Sem.		2nd Sem.		1st Sem.		1st Sem.		2nd Sem.		Summer		1st Sem.		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
A. UNDERGRADUATE																					
1. A.B. Devt. Studies	0	0	0	0	0	0	0	0	0	0	0	0	0	19	14	15	13	6	9	29	37
2. A.B. Economics	0	0	0	0	0	0	0	0	0	0	0	0	0	29	38	26	29	5	8	15	8
3. A.B. History	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	1	1	1	1	1	1
4. A.B. Political Sci.	0	0	0	0	0	0	0	0	0	0	0	0	0	17	21	15	24	6	5	26	26
5. A.B. Org. Comm.	0	0	0	0	0	0	0	0	0	0	0	0	0	1	6	2	8	0	3	21	30
6. A.B. Soc. Science	0	0	0	0	0	0	0	0	0	0	0	0	0	146	167	113	154	58	50	105	138
7. B.S. Biology	0	0	0	0	0	0	0	0	0	0	0	0	0	94	119	70	104	31	56	69	107
8. Doctor of Dental Med.	19	84	0	0	20	108	15	51	0	0	8	64	75	251	66	223	12	42	60	269	
9. Doctor of Medicine	787		0	0	834		80	80	0	0	87	78	329	348	327	345	0	0	328	368	
10. B.S. Nursing	17	64	8	12	31	184	9	54	5	9	16	97	24	158	24	166	12	101	37	238	
11. B.S. Pharmacy	0	0	0	0	0	0	0	0	0	0	0	0	0	24	104	23	121	12	67	32	142
12. B.S. Ind. Pharmacy	0	0	0	0	0	0	0	0	0	0	0	0	0	26	62	27	55	15	23	32	54
13. B.S. Public Health	27	40	0	0	27	33	17	28	0	0	15	23	68	119	68	115	31	43	68	108	
14. B.S. Physical Therapy	0	0	0	0	0	0	0	0	0	0	0	0	0	53	116	47	117	23	56	80	154
15. B.S. Occ. Therapy	0	0	0	0	0	0	0	0	0	0	0	0	0	21	64	17	56	3	12	24	96
16. B.S. Speech Path.	0	0	0	0	0	0	0	0	0	0	0	0	0	8	33	7	32	1	2	15	56
B. GRADUATE																					
1. Master in Health Prof. Educ.	11	5	13	4	17	8	11	5	13	4	17	8	11	5	13	4	0	0	17	8	
2. Master in Nursing	0	20	0	13	1	25	1	17	0	9	1	18	2	24	1	20	0	6	2	30	
3. Master of Arts in Nrsng.	0	0	0	0	0	0	0	0	0	0	0	0	1	14	0	17	0	0	0	25	
4. Ph.D. Nursing	0	0	0	1	0	1	0	0	0	1	0	3	0	3	0	3	0	0	1	6	
5. M.S. Pharmacy	0	0	0	0	0	0	0	0	0	0	0	0	0	12	0	17	0	0	1	18	
6. Ph.D. Pharmacy	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	3	0	0	0	3	
7. Master of Hosp. Ad.	26	17	0	0	25	17	20	12	0	0	11	9	31	22	20	12	19	10	12	12	
8. Master of Public Health	35	67	0	0	28	49	32	58	0	0	30	37	22	52	22	50	19	52	31	35	
9. Master of Public Health (Vet.)	1	2	0	0	2	1	1	2	0	0	1	1	2	4	2	4	0	0	2	1	
10. Master in Occ. Health	3	3	0	0	5	0	4	2	0	0	4	0	4	4	3	3	0	5	5	0	
11. Diploma Dent. Public Health	5	4	0	0	1	3	4	4	0	0	1	3	3	4	2	4	0	0	1	3	
12. M.S. Public Health	5	7	0	0	5	10	4	5	0	0	4	5	8	19	7	15	3	2	10	14	
13. Doctor of Public Health	6	1	0	0	3	2	3	1	0	0	1	1	9	11	8	11	1	0	6	10	
14. M.S. Biochemistry	20		0	0	7		3	11	0	0	1	6	8	21	4	11	0	0	3	11	
15. M.S. Pharmacology	11		0	0	1		3	7	0	0	0	3	8	3	8	0	0	0	3	7	
16. Ph.D. Biochemistry	1		0	0	1		0	0	0	0	0	1	0	1	0	1	0	0	0	2	
17. Cert. Biochemistry	4		0	0	1		0	2	0	0	0	1	0	2	1	1	0	0	0	1	
GRAND TOTAL			21	30			207	340	18	23	197	355	1039	1830	934	1747	258	548	1036	2018	

U. P. Manila
Name of Unit

GRADUATION TRENDS

	NUMBER OF GRADUATES				GRADUATION RATE/			
	AY 1984 - 85		AY 1985 - 86		AY 1984 - 85		AY 1985 - 86	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A. UNDERGRADUATE								
Bachelor of Arts	49	83	51	54	18.60	22.55	26.42	22.74
Bachelor of Science	15	23	15	23	15.46	16.85	18.29	20.63
B.S. Occupational Therapy	0	7	7	0	0.00	18.92	36.84	0.00
B.S. Physical Therapy	10	19	14	24	27.40	25.68	28.00	20.60
B.S. Speech Pathology	0	2	0	0	0.00	6.45	0.00	15.38
Doctor of Dental Medicine	14	39	25	43	21.21	18.27	35.46	18.14
Doctor of Medicine	69	76	61	70	0.31	3.18	18.60	20.20
B.S. Nursing	1	11	1	20	38.46	9.48	4.17	12.35
B.S. Industrial Pharmacy	5	11	2	10	19.05	18.90	7.55	17.09
B.S. Pharmacy	6	12	1	11	40.00	10.21	4.26	9.78
B.S. Public Health	10	12	13	28	36.36	24.24	19.12	23.93
SUB-TOTAL	179	295	190	288	20.11	19.00	21.30	18.10
B. GRADUATE								
Master Health Prof. Educ.	0	0	0	2	0.00	0.00	0.00	44.44
Master of Arts in Nursing	0	1	0	5	0.00	4.44	0.00	32.26
Master in Nursing	0	2	0	6	0.00	6.90	0.00	27.27
Ph.D. Nursing	0	1	0	0	0.00	18.18	0.00	0.00
M.S. Pharmacy	1	0	0	1	0.00	0.00	0.00	6.89
Ph.D. Pharmacy	0	0	0	0	0.00	0.00	0.00	0.00
Master Hospital Administration	0	0	29	16	0.00	0.00	113.70	94.12
Master Public Health	19	27	20	48	67.86	90.00	90.90	94.12
Master Public Health (Vet.)	1	0	0	0	50.00	0.00	0.00	0.00
Master Occupational Health	2	1	2	4	57.14	50.00	57.10	114.00
Diploma Dental Public Health	2	6	2	4	80.00	85.70	80.00	100.00
M.S. Public Health	1	3	1	2	13.30	12.20	13.33	11.80
Doctor Public Health	0	0	0	1	0.00	0.00	0.00	9.09
M.S. Biochemistry	1	3	0	2	14.29	20.69	0.00	12.50
M.S. Pharmacology	0	0	0	0	0.00	0.00	0.00	0.00
Ph.D. Biochemistry	0	0	0	0	0.00	0.00	0.00	0.00
Certificate Biochemistry	1	1	0	0	100.00	66.67	0.00	0.00
SUB-TOTAL	28	45	54	91	35.00	23.38	57.14	46.39
TOTAL	207	340	244	379	21.34	19.48	24.73	21.19

1. Refer to GUIDELINES, section III A.3.2, for appropriate formula.

FOREIGN S

COUNTRY

Bangladesh
Bhutan
Canada
China
Ethiopian
Greece
Hong Kong
India
Indonesia
Iran
Jordan
Korea
Macao
Malaysia
Nigeria
Nepal
Pakistan
Sri Lanka
Taiwan
USA
Vietnam

TOTAL

STUDENT PERFO

PERFORMANC

A. Number of gradu

1. Cum laude
2. Magna cum laude
3. Summa cum laude

B. Number of leavers

1. L.O.A (leave of absence)
2. A.W.O.L (absent without leave)
3. Dismissed
4. Transfer to other unit

C. Number of student assistance

1. U.P grant or assistance
2. Private scholars
3. Government (non-U.P.)

U. P. Manila
Name of Unit

FOREIGN STUDENTS

COUNTRY OF ORIGIN	REGISTERED STUDENTS						NUMBER OF GRADUATES FOR AY 1986-87	
	AY 1985-86		AY 86-87	AY 1985-86		AY 86-87	UNDERGRAD	GRADUATE
	1st Sem	2nd Sem	1st Sem	1st Sem	2nd Sem	1st Sem		
Bangladesh	0	0	0	1	1	2	0	0
Bhutan	0	0	0	1	1	0	0	0
Canada	2	2	0	0	0	0	0	0
China	2	5	6	3	3	3	0	0
Ethiopian	0	0	0	3	2	0	0	0
Greece	0	0	1	0	0	0	0	0
Hong Kong	4	3	1	0	0	0	0	0
India	3	3	4	2	2	4	0	0
Indonesia	1	1	1	22	19	16	0	0
Iran	1	0	0	3	1	0	0	0
Jordan	1	1	1	0	0	0	0	0
Korea	0	0	0	1	0	0	0	0
Macao	1	1	0	0	0	0	0	0
Malaysia	0	0	0	7	7	6	0	0
Nigeria	0	0	0	1	2	3	0	0
Nepal	2	1	1	0	0	0	0	0
Pakistan	0	0	0	1	1	0	0	0
Sri Lanka	0	0	1	0	0	0	0	0
Taiwan	18	19	23	1	1	1	9	9
USA	1	1	2	1	0	0	1	0
Vietnam								
TOTAL	36	37	41	48	42	39	10	9

PR Form 5 APPENDIX 5

U. P. Manila
Name of Unit

STUDENT PERFORMANCE

PERFORMANCE INDICATOR	UNDERGRADUATE		GRADUATE		TOTAL	
	AY 84-85	AY 85-86	AY 84-85	AY 85-86	AY 84-85	AY 85-86
A. Number of graduates with honors	15	10	0	0	15	10
1. Cum laude	13	10	0	0	13	10
2. Magna cum laude	2	0	0	0	2	0
3. Summa cum laude	0	0	0	0	0	0
B. Number of leavers	322	297	19	18	341	315
1. L.O.A (leave of absence)	94	84	9	9	103	93
2. A W O L (absent without leave)	47	75	8	0	55	75
3. Dismissed	91	45	2	9	93	54
4. Transfer to other units	90	93	0	0	90	93
C. Number of students with financial assistance	374	422	129	166	503	588
1. U P grant or assistance	259	282	33	31	292	323
2. Private scholarship	69	62	10	7	79	69
3. Government (non-UP) scholarship	46	78	86	128	132	206

LINKAGES WITH OTHER INSTITUTIONS

NAME OF INSTITUTION	TYPE OF INSTITUTION	NATURE OF LINKAGE	NO. OF FACULTY INVOLVED	PERIOD COVERED	TOTAL BUDGET
1. College of Arts & Sciences					
a. Filipinas Foundation	Private	Module Writing	6	1985-present	-----
b. IBON Data Bank	Private	Consultancy	2	1983 to present	-----
c. Development Academy of the Phils.	Government	Consultancy	2	1984 to present	-----
d. Foreign Service Institute	Government	Consultancy	1	1986 to present	-----
e. Central Bank of the Phils.	Government	Trainor	1	1986 to present	-----
f. MLGCD	Government	Research	1	1986 to present	-----
2. College of Dentistry					
a. UP Diliman College of Education	Government	Teaching	5	1986	funded by CD
b. UP Diliman Health Services	Government	Practicum			
3. College of Pharmacy					
— Montefiore Medical Center, NY	Private	Visiting Prof.	2	Nov. 3, 1986 to March 31, 1987	
4. College of Medicine					
a. University of Utah	Private	Joint Research Project			
		Faculty Research			
b. Manila Doctors Hospital	Government	Resident Trainees			
c. Manila Sanitarium	Government	Resident Trainees			
d. Q.C. General Hospital	Government	Resident Trainees			
e. Uleval Hospital, Norway	Government	Trainee			
f. PSHS	Government	Consultant	1		
g. Ateneo University	Private	Research			
		Collaboration	1		
h. PCHRD Thru NIPMP	Private	Research			
		Collaboration	1		
5. College of Nursing					
a. WHO Western Pacific Region	Private	Res/Consultancy		on-going	P330,000
b. MECS	Government	Teaching/Res.		on-going	
c. MOH	Government	Research		on-going	
d. PCHRD	Government	Research		on-going	P 22,000
e. PRICOR	Private	Research	completed		
f. NSTA	Private	Research	completed		
g. Aga Khan University	Private	Teaching/Consultancy	completed		
h. Phil. Nurses Association	Private	Cont. Educ.		on-going	unfix
i. Pasay City Health Dept.	Government	Teaching		on-going	
j. Kidney Found. of the Phils.	Government	Consultancy		on-going	
6. College of Public Health					
a. WHO	International	Inst. devt.	CPH	Continuing	
b. SEAMEO-TROPED	Private	Academic	CPH	1968-present	
c. Federal Republic of Germany/GTZ	Government	Instl. devt.	CPH	1981-1991	
d. Asia-Pacific Academic Consortium for Public Health	Private	Academic & Res.	CPH	1982-present	None
e. Asia-Pacific Journal of Allergy & Immunology	Private	Res. & Publ.	1	Continuing	None
f. Walter & Eliza Hall Inst. for Medical Research	Private	Research	1	1979-present	
g. U.S. Academy of Sciences	Private	Research	1	Continuing	
h. MOH	Government	Academic, Research		Continuing	
i. Manila Health Department	Government	Academic	5	Continuing	
j. Provincial Govt. of Cavite	Government	Academic	CPH	1981-present	
k. MECS	Government	Trng., Research health services devt.	6	Continuing	
l. MOLE	Government	Development of Occupational health & safety services & standard/trng.	2	Continuing	
m. National Environmental-Protection Council	Government	Res. & Publ.	2	Continuing	
n. National Pollution-Central Comm.	Government	Research	3	Continuing	
o. MWSS	Government	Res. & Svcs. devt.	1	Continuing	
p. World Health Foundation	Private	Training	10	Continuing	
7. Institute of Health Services	Government	MOA re:resources		no expiry date but needs to be revised	
DOH-DLGCD					
8. Institute of Ophthalmology	NO DATA				
9. NTTC - HP					
a. MOH	Government	Trng. Center	0	1976 to present	
b. Assoc. of Phil. Med. College	Private	Collaboration Projs.		1986 to present	
c. WHO	International	Consultancy	1	1986 to present	
d. Foreign Service Institute	Government	Consultancy	1	1986 to present	
e. CBP	Government	Trainor	1	1986	
f. MLGCD	Government	Research	1	1986	
10. School of Allied Medical Profession					
a. MECS	Government	Res. Collaboration	8	June to March 1987	
11. Anesthesia Center Western Pacific					

1. Government or private

12 hospitals and Medical Centers in Metro Manila

UNIT	NO. OF RESEARCHES	FUNDING		DURATION OF RESEARCH	NO. OF PERSONNEL	CREDIT LOAD GET BY SEM.	EXPECTED OUTPUT	PERCENTAGE OF COMPLETION
		SOURCE	AMOUNT					
1. CAS	-	-	-	-	-	-	-	-
2. CD	1	-	P 178,089.78	July 85-Dec87	4	1 units	-	Phase I - 100% Phase II - ongoing
3. CM	216 -total				RES./PROFONERT:			
3.1 Biochemistry	9	CRID - 3 NSTA - 1 Surg. - 1 Pedia. - 1 POPCOM - 1 UP-MSI - 2	P 275,000.00 190,418.00 20,000.00 2,200.00 550,000.00 470,000.00	85 - 88	15	-	-	-
3.2 Pathology	4	CRID	-	1986	-	-	-	-
3.3 Physiology	4	-	-	1986	5	-	-	Ongoing
3.4 Psychiatry	4	CRID - 2 Kobe U - 1 Pharm. - 1	P 80,000.00 20,000.00 25,000.00	1985	11	-	-	Completed - 1 Ongoing - 3
3.5 Anatomy	4	CRID - 1 ? - 3	-	-	6	-	-	-
3.6 Anesthesiol.	8	-	-	1986	18	-	-	Completed - 8
3.7 Ophthal.	58	-	-	1986	28	-	-	Completed - 6 Ongoing - 40 New - 12
3.8 Rehab Med.	5	NCCDP - 1 Pharm. - 2 CRID - 1	- - 90,000.00	-	10	-	-	Completed - 1 Ongoing - 3 Prelim. Rep. - 1
3.9 Radiology & C.I.	5	CRID - 1 ? - 4	83,000.00	1985	16	-	-	Completed - 2 Ongoing - 3
3.10 Orthopedics	19	CRID - 3 PAEC - 1	P163,000.00	1985	35	-	-	Completed - 12 Ongoing - 7
3.11 Pediatrics	40	WHO - 4 Phar. F. - 4 CRID - 1 PCHRD - 2 PFS - 1 Kobe U - 1 OCLAP - 1 None - 26	90,000.00	1985	39	-	-	Completed - 9 Ongoing - 29 Proposed - 2
3.12 ENT	6	CRID - 1 ? - 5	25,000.00	-	27	-	-	Completed - 5 Ongoing - 1
3.13 Pharmacology	25	PCHRD - 3 Phar. F. - 7 POPCOM - 1 NSTA - 2 WHO - 1 ? - 7 None - 3	-	-	-	-	-	-
3.14 OB-GYN	5	CRID - 1 ? - 4	60,000.00	-	-	-	-	Completed - 1 Ongoing - 4
3.15 Medicine	13	CRID - 11 Phar. F. - 2	645,502.50	-	30	-	-	Completed - 1 Ongoing - 10 Proposed - 2
3.16 Surgery	7	CRID - 5 Phar. F. - 2	184,584	-	16	-	-	Ongoing - 6 Proposed - 1
4. CN	21	Personal - 14 PRICOR - 1 PCHRD - 1 ? - 2 Telengtan - 1	- 500,000.00 22,000.00 - -	1985	22	22 units	Dissertation, Lect Publication, Policy Decision	100% - 6 90% - 2 60% - 1 30% - 1 Ongoing - 1 Proposed - 1 Not Doe
5. CP	None							
6. CPH	25	WHO - 5 USAID - 1 AFCO-JOICEFP - 2 USNAS - 1 NSTA - 2 PCHRD - 1 Oceanic - 1 CRID - 1 NRCF - 1 PRICOR - 1 FRG-GTZ - 5 POPCOM - 1 NEPC - 1 MOH - 1 MWS - 1	\$ 42,600.00 79,205.00 5,000.00 130,000.00 P 208,746.00 30,000.00 30,000.00 75,000.00 169,893.00 155,361.00 475,200.00 148,400.00 35,000.00 57,000.00 1,000,000.00	Jan. 1979- indefinite	88	53 units	Scientific Papers, Data Bank, Trained Staff, Vaccine	Completed - 7 Started - 10 Ongoing - 18
7. IHS	2	IHS	-	-	2	-	Res. Paper, Mus- teral Thesis	100% - 1 15% - 1
8. NITC-HP	6	NITC-HP	-	1983-1990			Results to be used by Com. on Admis., UPCM; Faculty; Information to Faculty & students	100% - 1 90% - 1 50% - 1 40% - 2 10% - 1
9. SAMP	4	SAMP & MECS-PRODED	-	1st & 2nd Sem, 1986-87	13	5.5	Feasibility proj., Home learning kits, Pictorial-home prog. for pre-schoolers w/ speech probs.	100% - 2 70% - 1 Ongoing - 1
10. ACWP	4	-	-	1986	4	-	Protocols	30% - 1 20% - 1 10% - 1
11. IO	38	IO - 24 JCS/PCS - 1 NSTA/IO - 2 IO/ED - 5 IO/MOH - 2 HKI-IO - 2 IO/ERC - 2	-	1972-1987	74	-	-	Completed - 22 Ongoing - 16
OVERALL TOTAL	317							

B.3.1. Publications

U N I T	TITLE/NAME OF PUBLICATION	TYPE OF PUBLICATION	FREQUENCY
1. CAS	A. Regular 1. Pandiwa 2. Balani 3. Philippine Development Forum	Journal Bulletin Academic Publication	Annually Quarterly Bi-Annually
2. CD	None		
3. CM	A. Regular 1. ACTA MEDICA Philippina 2. Alumni Newsletter B. Special A total of 18 Technical Reports were published in Medical Journals and other scientific publications; while 14 Technical Reports were submitted for publication.	Journal Newsletter	Quarterly Quarterly
4. CN	A. Regular 1. U.P. College of Nursing Journal 2. UPCN Research Bulletin B. Special 1. Maternal Child Health: A Developmental Approach to Comprehensive Nursing Board Review 2. Maternal Child Nursing: A Developmental Approach to Comprehensive CGFNS Review	Journal Bulletin Book Book	Annually Annually
5. CP	None		
6. IPH	No regular publication but some of the Faculty members contributed chapters in books/journals. A total of 8 Technical Reports were published in JOURNALS and other scientific publications; 4 monographs; and 1 pamphlet. Two published works of the Dean of the College were chapter contribution to two foreign books.		
7. IHS	A. Regular - none B. Special 1. <i>The Institutionalization of UP-IHS - This was used as a background paper during a conference in Albuquerque, N. Mexico, U.S.A.</i>	Monograph	
8. NITC-HP	A. Regular 1. NITC-HP Newsletter B. Special 1. Catalogue of Self-Instructional Programs 2. Development of Programs for Minicourses 3. Development of Self-Instructional Programs in Various Health Disciplines 4. Development of An Attitude Scale for Med. Students 5. Analysis and Pooling of Test Items	Newsletter Catalogue Monograph " " "	Quarterly

EXTENSION SERVICES

I. TRAINING COURSES, SEMINARS, & CONFERENCES

UNIT	Title of Training courses, seminars, & Conferences	Funding Source & Amount of Funding	Duration	Project Leader	# of Participants/ Beneficiaries	Income Generated by Project
1. COLLEGE OF ARTS & SCIENCES	Guidelines of the University-wide New GE Program	-				
	Regional Workshop on Communication Policy & Planning for Devt.	-	Nov. 11-19, 1986	Prof. Gavino		
2. COLLEGE OF DENTISTRY	Refresher Course in Endodontics to Dental Practitioners	-	Sept. 28 & Oct. 5, 1986	CD Faculty		
3. COLLEGE OF PHARMACY	NO DATA					
4. COLLEGE OF PUBLIC HEALTH	Postgraduate Training in Anaerobic Bacteriology	PCHRD, ₱37,543.00	48 hours	Prof. Chan & Staff	10	₱4,610.55
	Research Workshop	National Mental Hospital	32 hours	M. Borja, O. Saniel, J. Sarol, T. Sevilla	32	None
	Seminar on Data Processing & Analysis	UNILAB	20 hours	Maridel Borja	15	None
	Postgraduate Seminar Course in Occupational Health and Safety	Registration Fees	120 hours	A. Cruz	57	₱9,266.24
	ASEAN Short Course on Occupational Health & Safety	ASEAN	200 hours	L. Somera	16	₱65,000.00
5. COLLEGE OF MEDICINE	Teaching in Allied Medical Schools				UPM students- CD, CPH, & SAMP	
	Postgraduate School Organizational Work					
	Phil. Academy of Family Physicians	personal fund	Feb. 21-22, 1986		100	
	Int'l Clinical Epidemiology Network Meeting	Rockefeller Found.	April 3-11, 1986		60	
	Postgraduate Course in Clinical Pharmacology	Dept. of Pharma.	April 21 to May 2, 1986		30	
	Recognition & Mngmt. of Pesticide Poisoning	Fertilizer & Pesticide Authority	Dec. 11, 1986	Dr. J. Cruz	118	
	3rd Postgrad. Course Clinical Pharma.	PCHRD	April 21 to May 2, 1986	Dr. J. Cruz	45	
	Update on Analgesics		3 hours, Sept.	Dr. G. de Leon	70 dentists	
	Drug Interactions		3 hours, Dec.	Dr. G. de Leon	60 physicians	
	Vitamins-Minerals		2 hours, Sept.	Dr. G. de Leon	85 med. workers	
	Hormones vs. Danazol		3 hours, Nov.	Dr. G. de Leon	80 physicians	
	Hepatitis B Virus Infection for SK & F		4 hours	Dr. H. Estrada		
	Phil. Medical Plants		Feb. 22, 1986	Dr. N. Gana		
	Pediatric Therapeutic Antiasthmatic	Dept. of Pedia.		Dr. C. How	40	
		Dept. of Pharma.	April 21 - May 2, 1986	Dr. C. How	80	
	Ethics of Clinical Research in Pedia.	Dept. of Pharma.	1986	Dr. C. Arellano		
PLEASE REFER TO COLLEGE OF MEDICINE'S ANNUAL REPORT FOR FURTHER INFORMATION						

1. TRAINING COURSES, SEMINARS, & CONFERENCES

UNIT	Title of Training courses, seminars, & Conferences	Funding Source & Amount of Funding	Duration	Project Leader	# of Participants/ Beneficiaries	Income Generated by Project
	Workshop on Goals, & Objectives of the UPCM	UPCM	May 23-25, 1986		25	
	Workshop on Health & Environment in Developing Countries	Intl. Devt. Research Center of Canada	Aug. 27-31, 1986		120	
6. COLLEGE OF NURSING	Family Nurse Prac.		3 hours	J.D. Baylon	12	P 47.65
	Surgical Intensive Care Unit Nursing		3 hours		23	-
	Balikbayan Update		4 hours	D. dela Rama	12	P 300.00
	Health Assessment of the Individual		18 hours	C. Abaquin &	9	P 107.00
	Home Care Services		2 hours	A. Yapchiongco	12	-
	Discharge Planning		2 hours	J.D. Baylon	38	-
	Drug Interaction and Skin Testing		3 hours	C. Abaquin	50	-
	Workshop on Research Methods	San Juan de Dios Hospital	14 hours	Carida Ancheta	12	-
	Occupational Health Nursing Course	Registration Fees	50 hours	E. Duque & J. Yabes	24	-
	Training on Educ. Strategies	GTZ-FRG	48 hours	E. Duque & T. Tiglao	20	-
	Educational Compo. of the National Tuberculosis Prog.	GTZ-FRG	32 hours	E. Duque	6	-
	Seminar-Workshop Integrated Farming and Aqua Culture	GTZ-FRG	16 hours	E. Duque & T. Tiglao	15	-
	Seminar-Workshop on Skills Devt. Using Dental Data on Management	GTZ-FRG	30 hours	I. Parajas & B. Barbers	15	-
	Environmental & Occupational Health & Safety	GTZ-FRG	40 hours	I. Somera & 4 Faculty	41	-
	Wholistic Nursing The Missing Dimension		8 hours	L. Cabanlig	39	P 225.90
	Teachers Training for Health for All		2 hours	A. Maglaya	25	-
	Integration of Mental Psychiatric Nursing Concepts in the Revised BSN Curr.		32 hours	B. Merritt	60	P3,450.95
	Costing of Nursing Services in Institutionalized Setting		2½ hours	E. Dungog	80	-
	Integration of Mental Psychiatric Concepts in the Revised BSN Curr. - 2nd time		32 hours	B. Merritt	60	P4,099.35
7. INSTITUTE OF HEALTH SCIENCES	Rationale Prep. and Uses of Herbal Medicines	Leyte Prov. Hosp.		Prof. Ocana Ms. Caballes	15 - 20	
8. INSTITUTE OF OPHTHALMOLOGY	Modified Eye Residency Training Program	MCH & Helen Keller International	March 1986		MCH Residents	
9. NATIONAL TEACHERS TRAINING CENTER	Designing and Use of Self-Instructional Materials		1986	NTTC Faculty	nurses, educators, & barangay health workers	
10. SCHOOL OF ALLIED MEDICAL PROFESSIONS	Evaluation & Treatment of Neurological Cases	SAMP		M.A. Pagtakhan	20	
	Trends in Educ. & Clinical Practice			N. Young Ms. Marlin & O.T. Faculty	5 - 32	
11. ANESTHESIOLOGY CENTER WESTERN PACIFIC	PSA Summer Anesthesia Symposium	PSA	April 25-26, 1986			
	PSA Monsoon Anesthesia Symposium	PSA	July 11-12, 1986			
	7th ASEAN Australasian Congress of Anesthesiologists		Sept. 13-17, 1986			
	PSA Refresher Course- Basic Science in Anesthesiology		Oct. 18, 19, 25 & 26, 1986			
	PSA Annual Convention		Dec. 10, 11, 12 & 13, 1986			

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II. TECHNICAL ASSISTANCE, ADVISORY & CONSULTANCY SERVICES

UNIT	Title of Technical Asst., Advisory & Consultancy Svcs.	Funding Source & Amount of Funding	Duration	Project Leader	# of Participants/ Beneficiaries	Income Generated by Project
1. COLLEGE OF ARTS & SCIENCES		NO DATA				
2. COLLEGE OF DENTISTRY	Dental Public Health Consultant Consultant			Dr. L. Manuel Dr. J. Ladao Dr. A. Ramos	OPH students NTTCHP NIST	
3. COLLEGE OF PHARMACY		NO DATA				
4. COLLEGE OF PUBLIC HEALTH	Consultancy Services to/for International Agencies	variable	variable	variable	variable	
PLEASE REFER TO OPH'S ANNUAL REPORT FOR FURTHER INFORMATION!!!						
5. COLLEGE OF NURSING	Consultancy Nursing Services	NSTA-PCHRD	6-8 meeting annually	Prof. A. Ocaña	variables	P100.00/m
6. COLLEGE OF MEDICINE	Pesticide Researches Adviser on Herbal Med. Medical Consultant Depressor Substance Test Bioavailability Testing Bioavailability Study of Rifampicin Among Normal Filipino Subjects Consultant for Herbal Medicine Laboratory Services		on request basis on request basis	Dr. C. Castaneda Dr. N. Gana Dr. C. How Mrs. C. Santos Mrs. C. Santos Dr. G. Dalmacion Dr. I. Sin Dept. of Biochem	users of pesticides, medical & para-medical personnel of MCH medical practitioners Drug companies Drug distributors/ 50 participants Council for Primary Health Care UP-PGH Dept. of Surgery	P 1,000.00/m P50,000.00/c
PLEASE REFER TO OM'S ANNUAL REPORT FOR FURTHER INFORMATION						
7. INSTITUTE OF HEALTH SCIENCES	Regional Health Research & Development	NSTA-PCHRD	6-8 meeting annually	Prof. A. Ocaña	variables	P 100.00/m
8. INSTITUTE OF OPHTHALMOLOGY						
9. NATIONAL TEACHERS TRAINING CENTER FOR THE HEALTH PROF.	UPCM Intarmed Curr. UPCM Entrance Test UPCM Problem-Oriented Curr. & Teaching Methodology in the Block System Evaluation of the Revised BSN Curr. Instructional Design Editing of SIM's			NTTC-HP Faculty	UPCM	
10. SCHOOL OF ALLIED MEDICAL PROFESSIONS	Program Development		on-going	Prof. C. Floro	NCCDP	
11. ANESTHESIOLOGY CENTER WESTERN PACIFIC		NO DATA				

UNIT	Title of Info. Services	Funding Source & Amount of Funding	Duration	Project Leader	# of Participants/ Beneficiaries	Income Generated by Project
1. COLLEGE OF ARTS & SCIENCES	Dental Health	FDI		Dr. S. San Juan		
2. COLLEGE OF DENTISTRY						
3. COLLEGE OF PHARMACY						
4. COLLEGE OF PUBLIC HEALTH						
5. COLLEGE OF NURSING						
6. COLLEGE OF MEDICINE						
7. INSTITUTE OF HEALTH SCIENCES	Workshop on Critical Appraisal of Lit.	WHO	March 19, 21 & 26, 1986	Dept. of Pedia.	12 residents	
	Workshop on Research Methodology		May 7, 14, & 27, 1986	Dept. of Surgery	20 residents	
	Introduction to Patient Care I		every Monday	UPCM	INTARMED students	
	Principles in the Management of Poisoning		March 4, 1986	Dept. of Fam. Med.	20 residents	
	Bias in Research		May 7, 1986	Dept. of Surgery	20 residents	
	Toxiology of Chemical Agents		May 16, 1986		25 nurses	
8. INSTITUTE OF OPHTHALMOLOGY	Briefing of Foreign & Local Visitors about UP-IHS		whenever necessary	Prof. A. Ocaña	variable	
	Intl. Conference/ Workshop for Innovative Tracks in Medical		80 hours	Ms. Siega-Sur	variable	
9. NATIONAL TEACHERS TRAINING CENTER		NO DATA				
10. SCHOOL OF ALLIED MEDICAL PROF.		NONE				
11. ANESTHESIOLOGY CENTER WESTERN PACIFIC		NO DATA				

EXTENSION SERVICES

APPENDIX 12

IV. COMMUNITY SERVICES

UNIT	Title of Community Services	Funding Source & Amount of Funding	Duration	Project Leader	# of Participants/ Beneficiaries	Income Generated by Project
1. COLLEGE OF ARTS & SCIENCES	Dental Clinic Outreach Prog.	NO DATA		CD Faculty	comm. people	P98,432.00
2. COLLEGE OF DENTISTRY						
3. COLLEGE OF NURSING						
4. COLLEGE OF MEDICINE						
5. COLLEGE OF PHARMACY	Forensic Sciences		Dec. 1-14, 1986	CN Faculty	community people & religious organizations	
6. COLLEGE OF PUBLIC HEALTH	Observers of Salvage Victims in Cavite			UPCM Faculty	variable	
	Outreach Program			UPCM Faculty	variable	
6. COLLEGE OF PUBLIC HEALTH	Development of Monitoring of Self-Help Projects of Barangay PHC Committees Cavite Proj.	GTZ-FRG	100 hours	E. Duque and T. Tiglao	PHC Committee of project brangays	
	Phil. Action Concerning Torture	UN Fund for Torture Victims		J. Lopez	Ex-political detainees	
	Diagnostic Laboratory Services	U.P.		Prof. V. Chan & Staff	Referred Patients from PGH and other hospitals	
	Laboratory Analysis of Water & Waste Water Samples	U.P.		E. Torres	Government and Private agencies and individuals	P7,960.00
6. COLLEGE OF PUBLIC HEALTH	Industrial Hygiene Surveys/Measurements	U.P.		L. Somera	Industry, government and private agencies	P3,889.00
	PLEASE REFER TO OPH's ANNUAL REPORT FOR FURTHER INFORMATION					
7. INSTITUTE OF HEALTH SCIENCES	Acupuncture Services		4 hours/week	Mrs. C. Rabi	variable	
8. INSTITUTE OF OPHTHALMOLOGY	Direct Health Services	-	variable	students/faculty	variable	
9. NATIONAL TEACHERS TRAINING CENTER		-				
10. SCHOOL OF ALLIED MEDICAL PROF.	P.T. Services		on-going	SAMP faculty	JRMH, PPL	
11. ANESTHESIOLOGY CENTER WESTERN PACIFIC	O.T. Services		on-going			
	Speech Services		on-going	E. Silva		
		NO DATA				

PR Form 7 b

U. P. Manila

Name of Unit

PR Form 7 b

U. P. Manila
Name of Unit

FACULTY HEADCOUNT BY ACADEMIC DEGREE & APPOINTMENT STATUS

DEGREE	APPOINTMENT STATUS				Total
	Permanent	Temporary	Substitute	Lecturer/others	
Ph. D.	26	3	-	3	32
MA/MS	293	110	7	-	410
BA/BS	26	67	6	-	99
TOTAL	345	180	13	3	541

FACULTY HEADCOUNT BY RANK & SERVICE STATUS

RANK	S E R V I C E S T A T U S										TOTAL
	ACTIVE	O N - L E A V E								Sub-Total 1	
		Special Detail		Study		Research					
		W/Pay	W/O Pay	W/Pay	W/O Pay	W/Pay	W/O Pay				
PROFESSOR	73	-	-	-	-	2	-	-	-	2	75
ASSOC. PROF.	86	-	-	-	-	-	-	-	-	0	86
ASST. PROF.	229	4	-	9	-	-	-	-	-	13	242
INSTRUCTOR	118	2	-	3	-	-	-	-	-	6	124
LECT./OTHERS	207	1	-	-	2	-	-	-	-	3	210
TOTAL	713	7	-	12	2	2	-	-	-	24	737

U. P. Manila

Name of Unit

UP PERSONNEL (UNDER THE UP BUDGET)

Category	No. of Plantilla Items	Head Count	No. of Vacant Items
Faculty	547	527	20
REPS	137	115	22
Administrative	2514	2323	191
Total	3198	2965	233

PERSONNEL FUNDED BY UP AND NON-UP FUNDING SOURCES

Category	U.P. BUDGET		Other Funding Sources
	Regular	Lump Sum	
Faculty			
Full-time	318	—	—
Part-time	209	1	—
Lecturers	—	207	—
Others	—	5	—
REPS			
Regular	115	—	—
Contractual	—	2	—
Administrative			
Regular	2323	—	—
Contractual	—	7	—
Emergency, Daily	—	151	3
Emergency, Monthly	—	—	—
Graduate Assist.	—	1	—
Student Assist.	—	25	—
Total	2965	399	3

U. P. Manila

Name of Unit

REPS HEADCOUNT BY HIGHEST EDUCATIONAL ATTAINMENT

EDUCATIONAL ATTAINMENT	HEADCOUNT
Doctoral Degree	12
Doctoral Units	0
Master's Degree	8
Master's Units	23
Bachelor's Degree	67
College Units	5
Total	115

ADMINISTRATIVE STAFF HEADCOUNT BY HIGHEST EDUCATIONAL ATTAINMENT

EDUCATIONAL ATTAINMENT	HEADCOUNT
Doctoral Degree	—
Doctoral Units	—
Master's Degree	265
Master's Units	132
Bachelor's Degree	1142
College Units	468
HS Graduate	225
Elementary Graduate	91
TOTAL	2323

PERSONNEL TURNOVER

DESIGNATION		HEADCOUNT (As of start of academic year)	RESIGNED	RETIRED	NEWLY HIRED
F A C U L T Y	I N S T R U C T O R	87	4	-	36
	A S S T. P R O F E S S O R	220	6	-	19
	A S S O C. P R O F E S S O R	92	-	4	3
	P R O F E S S O R	74	1	5	-
R E P S		67	1	-	9
A D M I N I S T R A T I V E		237	5	2	35

*PGH & CCHP personnel are excluded. Both units submitted their Annual Reports late.

U. P. Manila
Name of Unit

PR Form 9^a APPENDIX 15

FACULTY LOAD

ACTIVITY		1st Semester 1985 - 86		2nd Semester 1985 - 86		1st Semester 1986 - 87	
		No. of faculty engaged in	Average load credited to	No. of faculty engaged in	Average load credited to	No. of faculty engaged in	Average load credited to
TEACHING (LECTURE)	FULL TIME	220	67.17	213	85.7	235	81.70
	PART TIME	203	16.16	216	7.5	215	21.00
	LECTURERS	93	29.67	86	31.8	107	30.57
TEACHING (LAB, FIELD WORK, etc.)	FULL TIME	165	41.37	147	37.20	170	46.18
	PART TIME	196	10.38	211	6	211	9
	LECTURERS	35	17.99	45	16.06	36	14.58
RESEARCH / CREATIVE WORK		66	17.50	55	17.90	59	14.80
ADMINISTRATIVE DUTY		137	24.13	131	25.41	143	25.44
EXTENSION SERVICES		64	4.49	55	5.9	63	5.84
STUDY		34	37.30	25	39.10	22	29.80

*PGH & CCHP personnel are excluded. Both units submitted their Annual Reports late.

U. P. Manila
Name of Unit

PR Form 9^b

FACULTY ADMINISTRATIVE LOAD

POSITION	1st Semester 85 - 86			2nd Semester 85 - 86			1st Semester 86 - 87		
	HEADCOUNT	LOAD CREDIT	TOTAL	HEADCOUNT	LOAD CREDIT	TOTAL	HEADCOUNT	LOAD CREDIT	TOTAL
Dean	9	42	378	9	42	378	13	42	546
Asst./Assoc. Dean	2	10	20	3	10	30	3	12	36
College Secretary	8	38.5	308	8	43	344	14	41	574
Asst. College Secretary	-	-	-	-	-	-	-	-	-
Program Director	10	21	210	10	19.5	195	10	22	220
Department Head	40	47.5	1900	40	53	2120	55	48	2640
Asst. Dept. Head	17	-	-	17	-	-	17	-	-
Others (specify)	41	33	1353	41	35	1435	46	56	2576

*PGH & CCHP personnel are excluded. Both units submitted their Annual Reports late.

U. P. Manila

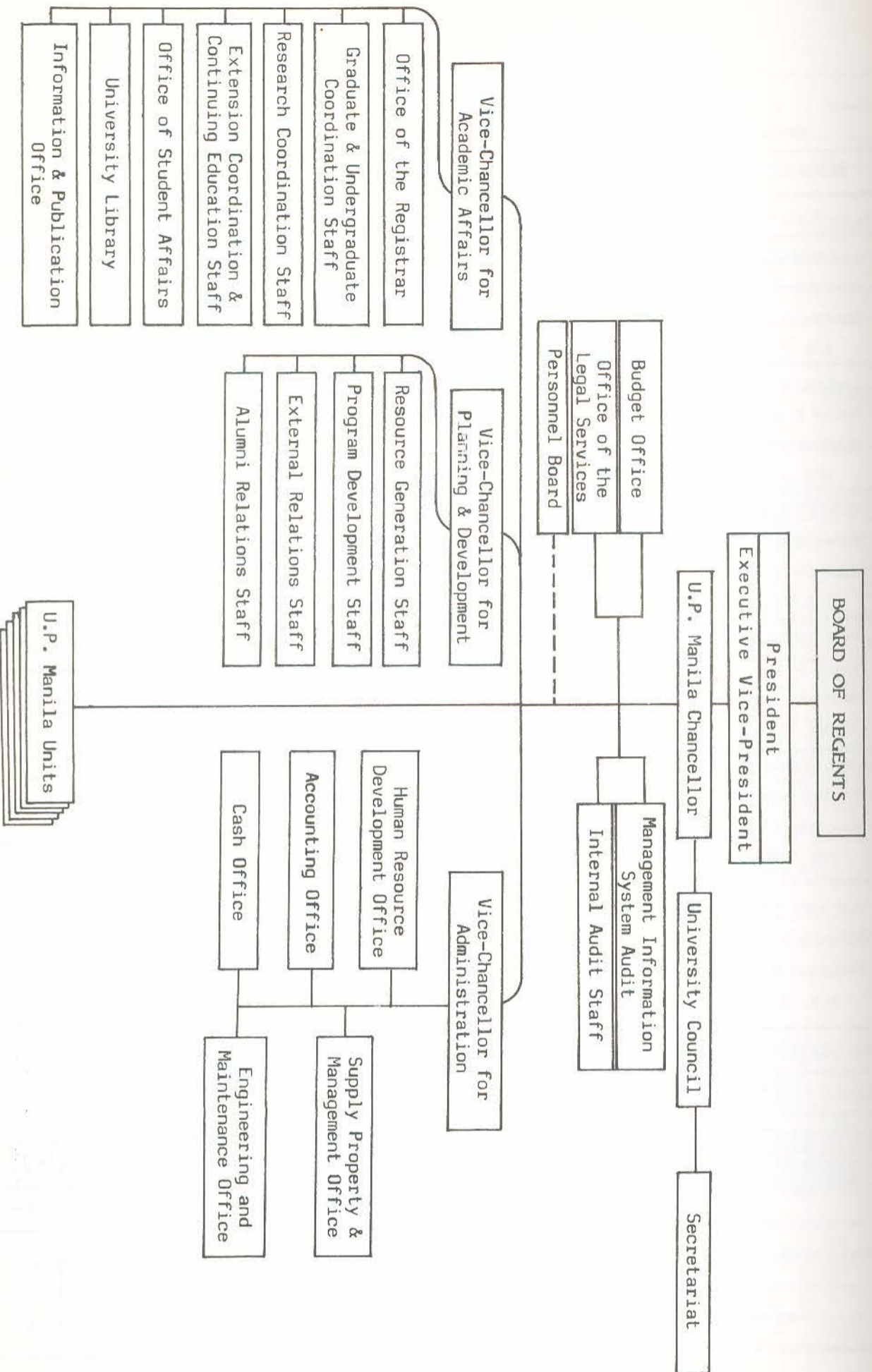
Name of Unit

FISCAL RESOURCES CY 1986

PROGRAM/PROJECT/EXPENSE CLASS	APPROPRIATION	ALLOTMENTS	EXPENDITURE
PROGRAM I – FORMAL INSTRUCTION & OTHER SERVICES			
1. ADVANCED & HIGHER EDUCATION	45,530,644.00	46,574,057.00	46,574,057.00
– Personal Services	7,084,000.00	9,666,959.51	9,666,959.51
– Maintenance & other Operating Expenses			
SUB - TOTAL	52,614,644.00	56,241,016.51	56,241,016.51
2. RESEARCH	1,750,000.00	1,791,518.00	1,791,518.00
– Personal Services	799,000.00	1,227,000.00	1,227,000.00
– Maintenance & other Operating Expenses			
SUB - TOTAL	2,549,000.00	3,018,518.00	3,018,518.00
3. MEDICAL AND HEALTH SERVICES	62,311,000.00	62,727,000.00	62,727,000.00
– Personal Services	64,127,273.00	50,245,883.00	50,245,883.00
– Maintenance & other Operating Expenses			
SUB - TOTAL	126,438,273.00	112,972,883.00	112,972,883.00
4. EXTENSION SERVICES	2,614,000.00	2,684,867.00	2,684,867.00
– Personal Services	382,000.00	795,250.00	795,250.00
– Maintenance & other Operating Expenses			
SUB - TOTAL	2,996,000.00	3,480,117.00	3,480,117.00
5. AUXILIARY SERVICES	0.00	0.00	0.00
– Personal Services	0.00	0.00	0.00
– Maintenance & other Operating Expenses			
SUB - TOTAL	0.00	0.00	0.00
6. GEN. ADM. & SUPPORT SERVICES	3,129,000.00	3,146,024.00	3,146,024.00
– Personal Services	1,184,000.00	188,910,917.00	1,444,159.00
– Maintenance & other Operating Expenses			
SUB - TOTAL	4,313,000.00	1,444,159.00	4,590,183.00
TOTAL CURRENT OPERATING EXPENDITURE	4,590,183.00	180,302,717.51	180,302,717.51
PROGRAM II – CAPITAL OUTLAYS			
1. LAND & LAND IMPROVEMENTS	0.00	0.00	0.00
2. BUILDING AND STRUCTURES OUTLAY	0.00	0.00	0.00
3. EQUIPMENT OUTLAY	533,000.00	2,899,403.05	2,899,403.05
4. INVESTMENT OUTLAY	0.00	0.00	0.00
TOTAL CAPITAL OUTLAYS	533,000.00	2,899,403.05	2,899,403.05
GRAND TOTAL	189,443,917.00	183,202,120.56	183,202,120.56

ORGANIZATIONAL STRUCTURE OF U.P. MANILA

APPENDIX 17



ADMINISTRATIVE ORDER NO. 86-11

On the Centralization of Specific Administrative Service Functions
to the Central Administration Offices of U.P. Manila

WHEREAS, some of the essential administrative support services of the entire University of the Philippines Manila, is currently performed by offices under the Office of the Director of the Philippine General Hospital;

WHEREAS, the Deans and Directors of the other units in U.P. Manila have expressed their desire to locate these support services in the Office of the Chancellor to facilitate more direct support from the Office of the Chancellor.

WHEREAS, centralization of these support services in the Office of the Chancellor facilitates coordination between the Chancellor's Office and the various units as well as among units in the campus;

WHEREAS, it is deemed more logical and in line with sound managerial principles that certain support services be centralized in the Office of the Chancellor to effect economies of scale and facilitate coordination among units in U.P. Manila;

WHEREAS, Executive Order No. 11 dated December 29, 1983, reorganizing the administration of U.P. Manila authorizes the Chancellor to transfer personnel and/or items from the corresponding offices of the Philippine General Hospital to the new office under the Office of the Chancellor.

NOW, THEREFORE, I, Conrado L. Lorenzo, Jr., Chancellor of the University of the Philippines Manila, by virtue of the powers vested in me by the University Charter and the Board of Regents, do hereby issue this Administrative order centralizing specific administrative service functions to the Office of the Chancellor, by transfer and/or detail of the corresponding offices and the corresponding items from the PGH to the Central Offices under the Office of the Chancellor.

SECTION 1. SCOPE OF CENTRALIZATION

Administrative services for all units as a rule be centralized under the Office of the Chancellor.

Centralized Support Services:

The services to be centralized are the following:

1. Finance Group

Accounting – under the Chief, Finance Services
Budget – directly under the Chancellor
Cash – under the Chief, Finance Services
Purchasing – under the Chief, Finance Services
Internal Audit – directly under the Chancellor

2. Administrative Group

Legal – directly under the Chancellor
Personnel – under the Chief, Admin. Services, to include:

Security

Secretarial) for Central Administration
Messengerial) Offices only
Custodial/)
Janitorial

Cafeterias

Dormitories

Engineering and Maintenance – under the Chief, Administrative Services

SECTION 2. *DECENTRALIZED SUPPORT SERVICES*

The following services shall remain decentralized:

1. Property and Supply Management

Property and supply management functions shall be decentralized in pursuance to the provisions of the University Code, University of the Philippines System, Article 279, where custody and responsibility for college/unit properties (equipment, supplies, etc.) rests on the respective deans or directors. Functionally, however, U.P. Manila Central Administration shall still supervise and coordinate the activities of the various unit's property office (for PGH) and/or staff (other units).

2. Custodial/Janitorial

Functional supervision and coordination shall likewise come from the central administration but the actual responsibility for their respective unit's custodial and/or janitorial activities shall rest on the deans/directors.

SECTION 3. *DETAILS OF CENTRALIZATION*

The following details of centralization shall be observed:

1. All the Chiefs of the support offices to be centralized, therefore, shall be reporting directly to the Office of the Chancellor under their respective immediate supervisors following the attached table of organization.
2. The PGH staff and items, except the Chiefs of each division of the concerned offices shall be transferred by detail to the Office of the Chancellor.
3. Under a special working arrangement with the PGH Director, an Assistant to the Chief of each of these offices shall be designated, understood to be under the Administrative supervision of his/her Chief but shall be functionally responsible to the PGH Director for PGH service needs.
4. Under no circumstances shall PGH service needs be neglected/jeopardized in this centralization of services. Work scheduling and assignments shall be so arranged that specific personnel and/or groups of personnel shall be identified to attend to the particular needs of PGH for each service that is centralized.
5. The Vice-Chancellor for Administration shall submit to the Chancellor within two weeks from implementation the work scheduling and assignments for the different offices.

SECTION 4. *AVAILMENT OF HOSPITAL SUBSISTENCE AND OTHER BENEFITS BY PGH PERSONNEL AFFECTED BY THE TRANSFER AND/OR DETAIL.*

The Chief positions and incumbents transferred to the Office of the Chancellor shall no longer be entitled to benefits that are only intended for PGH personnel, namely, subsistence, laundry and uniform allowances. The rest of the personnel, however, whose transfer and/or assignments to Central Administration is only by detail shall continue to receive these benefits.

SECTION 5. *COMMITTEE TO MONITOR AND EVALUATE THIS CENTALIZATION SCHEME.*

A committee shall be constituted to monitor and evaluate the implementation of this centralization scheme involving transfer and/or detail of PGH personnel.

The Committee shall submit its initial report 3 months after this date and every 6 months thereafter.

SECTION 6. *EFFECTIVITY*

This Administrative Order shall take effect immediately.

Done in Manila this 16th day of April in the year of our Lord Nineteen Hundred and Eighty Six.

CONRADO LI. LORENZO, JR., M.D.
Chancellor

APPROVED:

EDGARDO J. ANGARA
President