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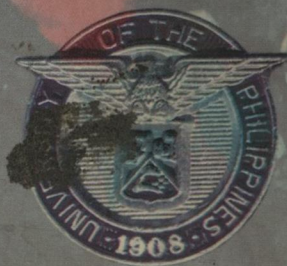
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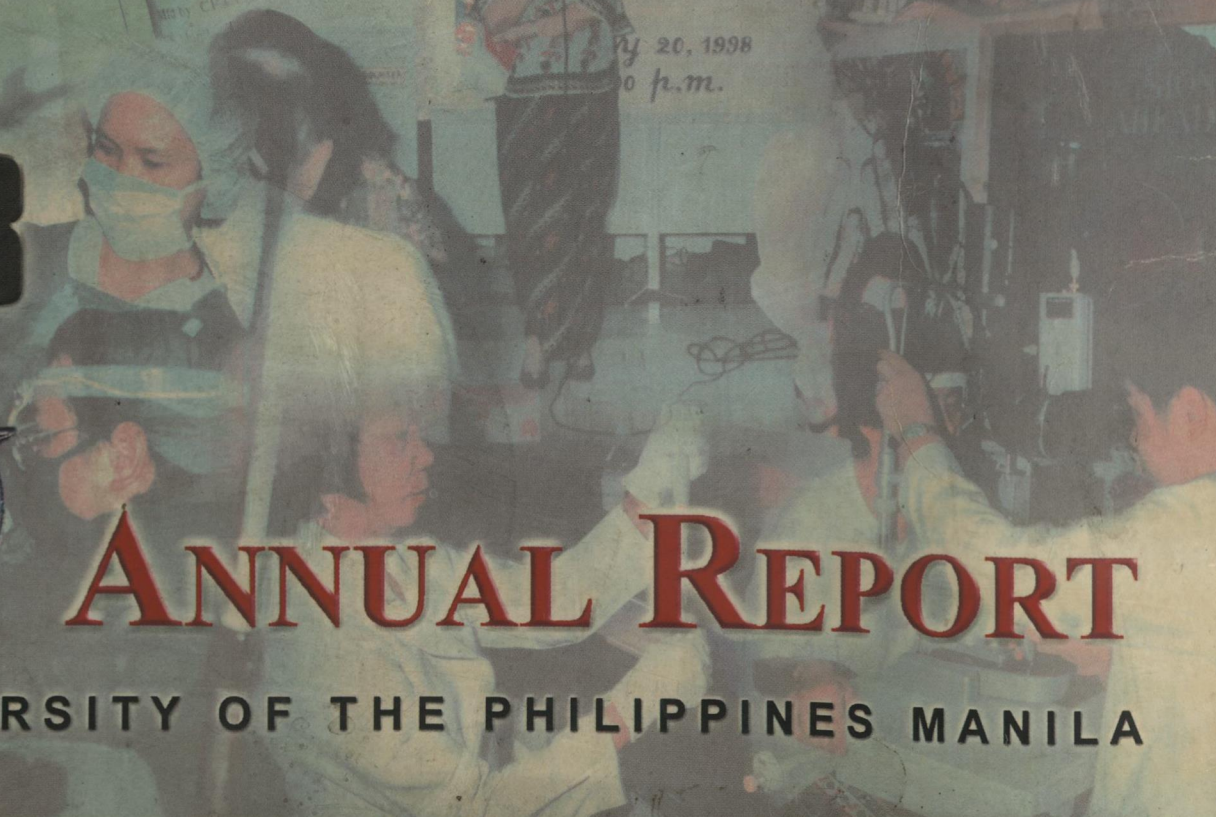
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UP Manila in the service of the Filipino people

Perla D. Santos Ocampo, MD

The University of the Philippines Manila, for the welfare and good name of our beloved country, aims to achieve and sustain the eminent stature of a world-class university, the Alma Mater of competent and relevant professionals and achievers committed to the universal advancement and application of knowledge and skills for the well being of the Filipino people and of mankind.

WE BELIEVE

- ⌘ In rendering service to the Filipino, bearing in mind his needs, dreams, and aspirations and in this way contributing to the development and progress of our country amid an environment of global competition.
- ⌘ In preparing ourselves for the crucial challenges of the 21st Century.
- ⌘ In our students as the intelligent and selfless leaders for the immediate tomorrow, nurturing them and creating for them a truly academic atmosphere that encourages them to obtain the best professional training and skills for coping with the demands of our country and the world.
- ⌘ In our staff, faculty, REPS and administrative personnel as our primary resource deserving of opportunities for personal development and career advancement that enable them to realize their full potential.
- ⌘ In seeking national and international cooperation and collaboration that would help UP Manila realize its mission.
- ⌘ In a democratic governance of UP Manila as a true academic community with fair representation from all sectors, putting in place a participative type of management and translating collegiality and transparency into practice.
- ⌘ In democratizing access to UP education through continual and timely reforms in admission policies and affirmative action programs.
- ⌘ In enhancing curricular relevance through constant review and revision and the progressive implementation of the Filipinization policy including the promotion of Filipino culture and language.
- ⌘ In stimulating and advancing the search for new knowledge and truth and its utilization for the good of Philippine society and of humanity at large.
- ⌘ In the need for solidarity and harmonious teamwork to attain our common objectives.
- ⌘ In Divine Providence from whom emanates our courage and faith, our dedication and very existence.

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Highlights of accomplishments

This was an eventful year for UP Manila (UPM) whose 90th year foundation celebration in June coincided with the observance of the nation's 100 years of independence.

Hence, it was only fitting and auspicious that while the nation marked the centennial celebration of its freedom with year-long activities, the University also did its share in commemorating this significant event through a series of activities which started with the launching rites last January 28 at UP Manila which was the University's original site.

President Fidel V. Ramos, guest of honor and keynote speaker during the launching, highlighted the important role of UP in nation building and affirmed the government's continued support for the University. Three other events during the launching were the proclamation of the UP Decade 1998-2008, the launching of the One Billion Alumni Centennial Fund Campaign, and the groundbreaking rites for the Apolinario Mabini Carillon of UP Manila.

The past five years have been both productive and challenging for us in UP Manila because in the midst of economic crisis and dwindling resources, we struggled and succeeded in developing and implementing new programs and projects that would enhance UP Manila's preeminent position as the country's premier learning and training institution in the health sciences with relevance and excellence as guiding principles.

Under academic programs, we were able to develop and institute new courses both at the undergraduate and graduate levels that respond to current health needs and developments in the nation and in the region. We also established the Graduate School which we are proposing to be transformed to a National Graduate School for the Health Sciences to create better coordination and foster development of benchmark programs consistent with the current thrust of the University to lead in graduate education and research.

We computerized registration procedures and implemented learning assistance programs for students through the Learning Resource Center.

The signing of Republic Act 8503 by President Fidel V. Ramos in February 1998 seeking to establish the National Institutes of Health (NIH) was a big step towards enhancing UP Manila's stature as a center for health research and development. The signing of the NIH was followed by the upgrading of three programs into Institutes: the Institute of Clinical Epidemiology, the Institute of Pharmaceutical Sciences, and the Institute of Human Genetics. A special feature of each Institute is included in this report.



Chancellor Perla D. Santos Ocampo

To further enhance its research capability, UP Manila provided a more conducive and stimulating research environment through the full operationalization of the University Research Council, provision of more opportunities for research manpower development and strengthening of research support services such as facilities upgrading and streamlining of organizational structures.

The University also responded resolutely to the call for intensifying and institutionalizing our extension programs through the Ugnayan ng Pahinungod of which the UP Manila campus attracted the biggest number of volunteers, and through the review and strengthening of existing community-based programs and initiating new ones, such as the Field School Program in Tagkawayan, Quezon. A generic and multidisciplinary Community Health Development Program was also developed and pilot tested with favorable results.

The past five years saw a massive growth in physical plant and facilities and equipment upgrading in the University. We provided many colleges and units with their own buildings, renovated existing ones, and installed the necessary structures to link them with the Central Administration and with each other to facilitate resource sharing and coordination.



President Ramos and First Lady Amelita Ramos during the groundbreaking rites for the UP Manila Carillon

We also endeavored to review and strengthen other existing programs in teaching, research and extension to determine their continuing relevance to current needs and priorities in health.

With the support and approval of the Board of Regents, we put into motion new directions and reforms in university governance. Wide consultations marked our six years in office.

Various university issues and problems were resolved with the substantial involvement of faculty members, students, and administrative personnel.

Similarly, we initiated comprehensive programs for faculty, staff, and student welfare and addressed their needs. We provided them with adequate opportunities for physical, social, cultural, economic, and mental upliftment and conducted teambuilding activities to enhance working and interpersonal relations.

Our growing linkages with the academic and research community here and abroad give us a solid footing in the global environment and provide us with a wider and deeper perspective of the realities of program implementation.

Universitywide and college level celebrations of significant events such as foundation days, Christmas festivities, observance of health-related and nationwide causes such as Women's Month, Human Rights Week, Breastfeeding Week, etc. afforded us the venues for the enhancement of personal and professional relations and exhibited our high level of capabilities for teamwork, unity, cooperation, and camaraderie-building.

This kind of working environment was again evident during the June 1998 celebration of UP Manila's 90th founding anniversary which was marked by varied activities that reaffirmed UPM's dedication to nationhood and undying commitment to help uplift the health conditions of the Filipinos.

The activities were marked by a spirit of service, generosity, appreciation, and fun. Free health services such as blood typing, dementia screening, cholesterol screening, blood pressure monitoring, fasting blood sugar monitoring, and public education activities on varied diseases and on rehabilitation medicine were rendered to the public. Research-related activities like the poster contest, research forum, and the Inventors-Innovators Fair showcased the constituents' ingenuity and assiduousness in coming up with studies and devices that will redound to the improvement of health services and practices.



Capping the centennial celebrations was UP Manila's hosting of the UP Systemwide lantern parade which was held at the Quirino Grandstand, Rizal Park. The parade brought together the autonomous campuses and the first eight colleges of the University in floats, lanterns, and street theaters which depicted festivals and certain periods in the nation's history.

In a span of five years, we believe that we have achieved much but we admit that these are not enough. There are still many programs that need to be fully accomplished and initiated for their benefits to be truly reaped and appreciated.

In the following pages of this report, you will read our accomplishments from 1993-1998 but with emphasis on what we achieved in 1998.

Perla D. Santos Ocampo
 PERLA D. SANTOS OCAMPO
 Chancellor

Leading the way towards relevant and excellent health education

UP Manila's most important contribution to national development is the education and training of health professionals who eventually become the country's health mentors, administrators, policy makers, researchers, and deliverers of health care services.

UP Manila fulfills this national role by constantly ensuring the relevance and excellence of its academic programs, by generating significant knowledge and technologies through its researches, and by providing varied forms of extension services to needy communities and the public.

Through these three functions, the University provides competent leadership in social transformation in the area of health.

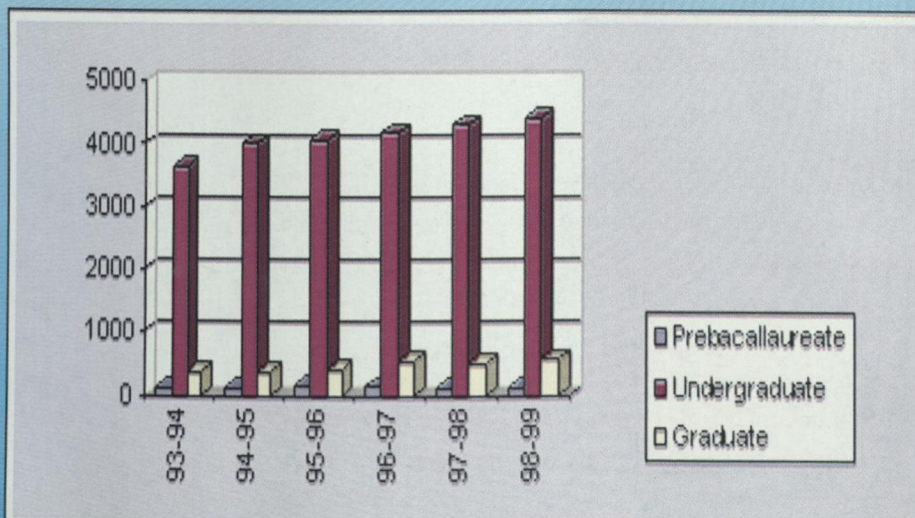
During the past five years, efforts to intensify the performance of these roles were focused on reviewing existing programs for greater relevance to current needs and realities, development and institution of new courses deemed significant to scientific and professional knowledge and responsive to both the regional and national initiatives for progress in health, providing a more conducive research environment through infrastructure build-up and facilities upgrading, participating more actively in health policy planning and formulation and greater advocacy on health issues and concerns, and institutionalizing and strengthening its extension services.

Enrollment Trends

The past six years (1993-1998) saw UP Manila with one of the biggest enrollment and graduation figures among the health science schools in the Philippines both at the undergraduate and graduate levels.

From 1993-1998, UP Manila's total enrollment was 28,234 of which 833 was for prebaccalaureate enrollment, 24,579 for baccalaureate enrollment, and 2,822 for graduate enrollment.

Fig. 1. UP Manila's enrollment trends from 1993-1998



As of the first semester of AY 1998-1999, total enrollment was 5,115, of which 144 were for prebaccalaureate enrollees, 4,404 for baccalaureate enrollees, and 567 for graduate enrollees.

Comparing the enrollment during the past six years, the figures have remained fairly constant in all the courses. Majority of the courses registered a significant increase in the 1998-1999 enrollment both at the undergraduate and graduate levels. It is significant to note that two new courses, the BS Biochemistry and the BS Computer Science, attracted a considerable number of enrollees in 1998, 112 for the former and 91 for the latter.

The 1998 graduate enrollment was the biggest in a period of six years. Of the 29 graduate degree programs being offered by UP Manila, the Master of Public Health, the Master of Arts in Nursing, the Master of Hospital Administration, the Master of Occupational Health, and the Master of Health Professions Education were the most heavily subscribed programs.

Majority of the professional graduate programs on health sciences in the country were initiated at UPM, such as the MS Public Health (the BS Public Health is offered only at UPM), the MS Orthodontics, the Master in Health Professions Education, and the Master in Rehabilitation Science, its newest offering in 1998.

Likewise, many of the graduate programs in medicine, public health, nursing, and pharmacy that have expanded into various tracks at both the masters and doctoral levels are being implemented only at UP Manila.

This thrust towards the institution of multidisciplinary programs has given rise to the latest approved graduate offering, the MA in Health Policy Studies, a joint project of the College of Public Health and the College of Arts and Sciences which will be offered in June 1999.

Through its Graduate School (GS) which was established in 1995, UP Manila enriches its existing graduate programs and develops new programs attuned to meet the health manpower needs of the country and of Southeast Asian countries.

In line with its vision to become the center for graduate education in the health sciences, the GS is being proposed for upgrading into the National Graduate School for the Health Sciences (*p/s. see separate report*)



Summa cum laude graduate Marian Manankil being congratulated by UP President Emil Q. Javier

Graduation trends

From 1993-1998, UP Manila graduated a total of 4,429 excluding the prospective graduates for the second semester of 1998-1999.

This means that during these years, UP Manila contributed an average of 728 new manpower to the country's health human resource, many of whom now occupy top positions of leadership and influence in determining health policies and programs.

Undoubtedly, among the health science schools in the Philippines, UP Manila has been the lead institution in responding to the core manpower development of DOH, the Department of Labor and other health and research and development institutions not only in terms of quantity but more so in terms of relevant and quality education and training of health professionals.

For the year in review, 951 graduates were conferred their respective degrees in rites held at the Philippine International Convention Center last April 24 with UP President Emil Q. Javier as guest speaker. This batch had 131 prebaccalaureate graduates, 939 undergraduates, and 114 postbaccalaureate graduates including the certificate courses.

Of these graduates, 67 were accorded honors led by Marian F. Manankil, a BS Biology *summa cum laude*. Eight were *magna cum laude* graduates and 58 were *cum laude* graduates.

The graduation ceremony was highlighted by the conferment of honorary award (Doctor of Science) upon Dr. Luz Oliveros Belardo of the Philippine Women's University and Dr. Hugh Greenwood (in absentia) of the Children's Medical Research Center, Liverpool, England. They were cited for their respective contributions in improving the quality of life of the people in their respective countries and work bases.

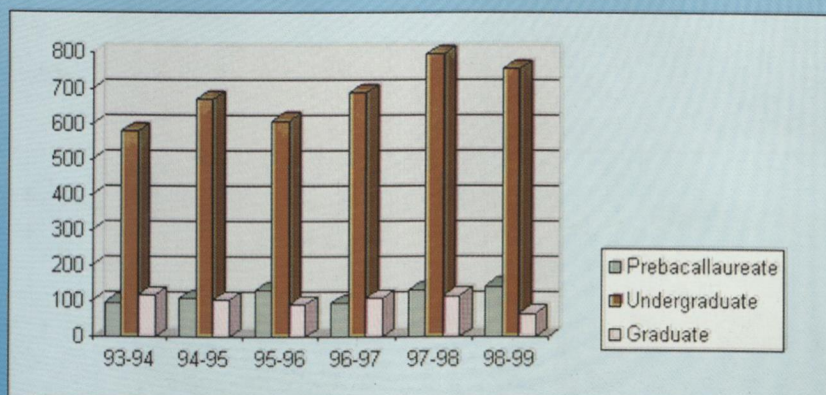


Fig. 2. UP Manila's graduation trends from 1993-1998

Performance in board examinations

No other health professions school comes close to UP Manila in terms of consistency in achieving excellent performance in board examinations and having the highest national passing rate, with a 100% passing mark in nearly all licensure exams. This unprecedented and trailblazing feat has been a mark of UP Manila since it produced its first graduates.

It was also this distinct brand of excellence that merited many of its health colleges to be recognized by the former Department of Education, Culture, and Sports and the Professional Regulations Commission (PRC) for their outstanding performance in the board examinations during the past years, including the years in review.

For 1998, these same colleges continued to be acknowledged by the PRC and by the Commission on Higher Education for their excellent records in licensure examinations. Graduates of the College of Medicine, the College of Dentistry, the College of Pharmacy, and the College of Nursing continued to dominate the top 10 places and to register 100% passing rate in nearly all exams for 1998.

In addition, the College of Medicine, College of Nursing, and the College of Dentistry were cited as "Centers of Excellence" by the PRC. Table 1 presents the 1993-1998 performance of UP Manila graduates in licensure examinations.

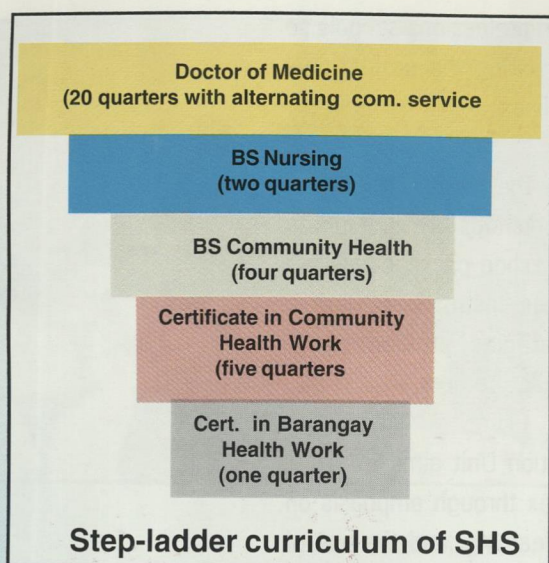
Table 1. Performance of UP Manila Graduates in Licensure Examinations

<i>Board Exam</i>	<i>Date of Exam</i>	<i>Percentage Passing</i>	<i>Top 10/20 Placers</i>
Dentistry	May 1998	100%	8 examinees
Pharmacy	July 1998	97.7%	10 examinees
Medicine	August 1998	92.22%	6 examinees
Occupational Therapy	August 1998	80%	
Physical Therapy	August 1998	73%	
Community Health Work (Midwifery)	November 1998	97.72%	4 examinees

Benchmark for health professions education

Curricular programs

Many of UP Manila's curricular programs serve as models for the health education community because of the pioneering nature of these programs, their community-based component and their being competency-based which make them more relevant to the critical needs of the country.



It is no wonder that during the past years, UP Manila has assisted other health schools in revising their own medical or nursing programs and in developing innovative course offerings in the area of health. To cite a few, we have the unique step-ladder curriculum of the Leyte-based School of Health Sciences (SHS) for its health education programs, the "Integrated Arts and Medicine Curriculum" (INTARMED) or the seven-year medical program which allows high school graduates to enroll directly at the College of Medicine, and the competency-based BS Nursing program.

SHS' step-ladder health curriculum aims to produce a broad range of health manpower in response to the needs of underserved and rural communities. The program has served as a national and international model for reorienting the country's existing health and medical schools towards community-based education.

At present, five health schools use a step-ladder curriculum similar to the SHS after DOH required health science schools to adopt this kind of program.

Graduates of the SHS' step-ladder programs have shown excellent performance in the board exams and have registered high percentage passing rates during the past six years, notably the midwifery and the medicine graduates.

In 1998, one of its existing programs, the Certificate in Community Health Nursing was transformed into a regular BS Nursing program which will enable its graduates to take the board examination.

At the graduate level, the pioneering graduate programs include the Master of Public Health with new tracks in Nutrition and Epidemiology, the Master in Health Professions Education (MHPed), MS Dentistry (Orthodontics), the Master in Rehabilitation Science, and the recently approved MA in Health Policy Studies. The MD-Ph D program is now being screened by academic bodies in UP Manila and soon in the UP System.

Enhancing teachers' competence

The focus on curricular content is complemented by efforts to constantly enhance the teaching competence of health professionals through the offering of MHPed and the conduct of regular seminars and workshops on teacher training.

The MHPed program aims to enhance the teaching skills not only of UP Manila

health professionals but also of graduates of other health professions schools so they can assist their students more effectively in acquiring the professional competence needed to practice their respective disciplines.

Through the National Teacher Training Center for the Health Professions which offers the MHPEd program, inter-university workshops are conducted biannually and at the request of other institutions. Workshop packages include the following: Overview of the Teaching-Learning Process, Instructional Design, Classroom Teaching Strategies, Clinical Teaching Strategies, problem-based learning, program evaluation, instructional media, and many others.

At the College of Medicine, the Medical Education Unit aims to assist teachers improve their instructional skills and strategies through emphasis on problem-based learning, community-based or oriented learning, and the use of information technologies to facilitate learning.

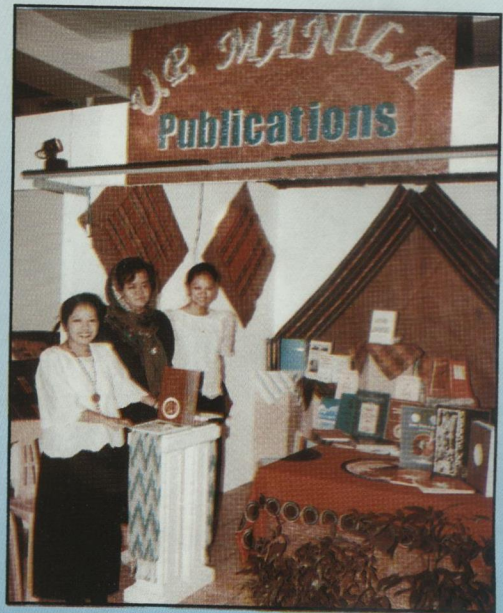
Instructional materials

The production of instructional materials such as modules, laboratory manuals, monographs, books, journals, as well as computer-generated teaching aids supplement the teaching of courses.

UP Manila intensified its publication program during the past six years through the Publication Program of the Information, Publication, and Public Affairs Office (IPPAO), and through the efforts of the different colleges/units.

IPPAO launched its maiden publication in 1994, a book entitled *From Victims to Survivors: Psychosocial Intervention in the Management of Disasters* by Drs. Lourdes L. Ignacio and Antonio Perlas. A winner in the National Academy of Science and Technology outstanding publication contest, the book chronicles the intervention measures undertaken by the authors and other caregivers in helping victims of 1990 disasters.

This was followed by the production of the *UP Manila Journal* in 1995 and by numerous books, laboratory manuals, and modules on varied health topics. In 1998, the office published the *Philippine*





Textbook on Medical Parasitology the first local textbook which offers practical diagnosis and treatment of parasitic diseases; *Manual of Orthopedic Emergencies*; *Pathology 101: A Laboratory Manual*; *A Century of Public Health in the Philippines*; and *A Laboratory Manual for Prosthodontics 31-B*.

Four books by UP Manila faculty members were published by the Sentro ng Wikang Filipino. These were *Ang Anatomiya at Morpolohiya ng Ngipin* by Dr. Leonor Lago, *Manwal para sa Pagsasanay ng CBR Volunteers*

by Prof. Lucia Magallona, *Pag-aaruga sa mga Taong May Edad Na* by Prof. Letty Kuan, and *Entomolohiya Medikal* by Dr. Lilian de las Llagas.

It is envisioned that the classroom overhead and slide projectors will be complemented with a liquid crystal display (LCD) projector; that computer-assisted learning centers will be developed using available or indigenously produced interactive learning modules, that classrooms will be linked to an instructional material database, and that learning will truly be interactive with the professor serving only as a facilitator.

Leadership in professional organizations and educational institutions

Many of UP Manila's graduates have lent their expertise and technical knowledge and competence in organizing, mobilizing, and leading professional health organizations, local and international, government and private, and in providing services and consultancies to educational institutions in health.

A big percentage of its faculty members are also seconded to other health and learning institutions, whether local or international, where they exercise a great deal of influence and advocacy in determining thrusts and policies on health education and health program planning and implementation. These faculty members are encouraged to lead and represent their professional associations and to participate in conferences, congresses, seminars, and workshops.

In 1998, among the institutions that greatly benefitted from UP Manila experts were the World Health Organization, SEAMEO-TROPMED, CHASPPAR, International Society of Tropical Pediatrics, the International Pediatric Association, World Federation Society of Anesthesiologists, World Confederation of Physical Therapy, Department of Health, Research Institute for Tropical Medicine, Department of Science and Technology, the Philippine Pediatric Society, Philippine Nurses Association, the Philippine Medical Association, the Philippine College of Surgeons, and other health professional organizations..

Direct services to the nation

UP Manila provides the greatest variety of direct health and health-related services that seek to contribute to the upliftment of the people's way of life. This is because the University possesses the pool of professional experts capable of rendering the needed depth and breadth of community services that would exert an impact on the health status of the people.

Health care delivery to the public is provided mainly through the Philippine General Hospital, the various programs of the Ugnayan ng Pahinungod (please see separate reports), the community-based programs of each college, and the seminars, workshops, and continuing education activities conducted both at the University and college levels. These programs will be discussed in detail at the section on Extension Programs.

Community-based programs

To enable our graduates to have the capabilities as well as the values needed for working in depressed communities, the various colleges implement community based programs which are an integral part of their respective curricula. These programs are constantly reviewed and strengthened to make them more responsive to the needs and conditions of the communities where these are implemented.

Examples of such programs which continue to exert a direct impact in the lives and health status of the communities are the Community-based Rehabilitation (CBR) program of the College of Allied Medical Professions in Montalban, Rizal and the Community Health Development Project (CHDP) of the College of Public Health in Cavite and in Pandacan, Manila.

A Health and Management Information System (HAMIS) bronze awardee, the CBR program stands as one of the landmark community-based programs of UP Manila in bringing health services to the Filipino with disabilities and in the prevention and rehabilitation of disabilities. The CBR program actively involves the family members and the community workers in rehabilitating people with disabilities.



Training a disabled mother to transfer from a wheelchair to a bench under the CBR program



A similar improvement in the health status of the residents of six towns of Cavite and in Pandacan, Manila brought about by an increased awareness of basic health practices and public health concepts was generated by the CHDP which has been going on for many years now.

The College of Medicine, implements the Community-based Health Program (CBHP) in Laurel, Batangas where Year level 7 students are fielded in the community to help make the

people self-reliant in their health needs. In 1998, the program was expanded to include the town of Sto. Tomas for the medical students' immersion activities. In the same year, the Committee on Community-oriented Medical Education (COME) started implementing COME hours in which Year level 3 students conduct exposure trips to various health delivery institutions. In addition, almost all academic departments implement community-oriented courses in relation to the subjects being taught at their departments.

The National Poison Control and Information Service continued its services - management of poisoning cases at the PGH, answering referrals from other hospitals and training fellows from the regional hospitals.

Aside from the existing community-based programs of each college, the field school program of the College of Arts and Sciences was sustained with the deployment of the third batch of students from October 18 to November 5 to eight barangays of Tagkawayan, Quezon. The students conducted ecological assessment studies on river systems, corals, mangroves, and also undertook studies on commonly used herbal medicine, the social implications of environmental laws, and devolution of health care services.

CAS also launched its gender sensitivity program called BAI (Filipino term for the concept of man-woman integration) to foster socially responsible and gender sensitive curricular programs; encourage studies on the health, status, and quality of life of women; assess the impact of scientific and technological development on gender issues; and disseminate these ideas, information, knowledge, and experience especially among workers, educators, scholars, and policymakers.

The Modified Residency Training Program (M RTP) continued bringing ophthalmologists to the barrios to train physicians on the different aspects of eye care. A total of 32 M RTP residents have been trained from 1993-1998 and two more will graduate in the year 2000. The Institute of Ophthalmology implements the M RTP and is the principal advocate and primary supporter of the Blindness Prevention Program. Some 1,394 health personnel and 302 physicians have been trained by the Institute under this program.

The Department of Psychiatry and Behavioral Medicine of PGH opened a community-based Family Care program in Calumpit, Bulacan which was replicated in two other towns where rural health care givers trained in identifying and managing psychosocial problems to assist the families of mentally ill patients.

The College of Dentistry implemented a new dental community program at the Asilo de San Vicente de Paul, an orphanage for children and youth aged 6-16 years.

The AKBAY-KALUSUGAN radio program of the College of Nursing aired over DZLB at UP Los Baños has attracted 600 enrollees for the community health workers training program. A total of 32 teleconferencing activities were also continued by the college in four satellite centers: Tuguegarao, Legaspi, Zamboanga City, and Davao.

To make its community-based programs more comprehensive and interdisciplinary, UP Manila developed a generic core module on Community Health Development which was pilot tested in Pila, Laguna.

The program provides students with opportunities to apply scientific concepts, principles, theories, and practice skills relevant to their particular disciplines in a community setting and enhance their sensitivity, awareness, values, and attitudes through linkages with and relationships in the community.

The program was pilot-tested in 1996 at UP Manila and in Pila, Laguna which showed its feasibility and achievability of learning outcomes.

Under this program, several modules have been finalized which will be printed for distribution to target users such as the Ugnayan ng Pahinungod and possibly UNICEF.



The M RTP brings eye doctors to the barrios to provide eye care service

Legislative and policy formulation involvement

During the past six years, UP Manila sought to institutionalize and strengthen its legislative and policy advocacy involvement especially in the area of health.

The results of the researches it has conducted have served as inputs in the planning and implementation of national health programs.

To cite a few, the National Integrated Research Program on Medicinal Plants, the series of blindness surveys which served as basis for the National Blindness Prevention Program of DOH, the Liver Studies which provided the basis for the DOH to develop a policy on Hepatitis B immunization, the series of schistosomiasis researches which led to the designation of the College of Public Health as WHO Collaborating Center for Research on Schistosomiasis, the studies on Diarrheal Diseases, and the disaster management researches which greatly helped DOH in managing the impact of a series of disasters which hit the country the past six years.



Roundtable discussions on health policy issues facilitate consensual decision-making towards identification of clear policy directions

For the past two years, the Health Policy and Strategic Planning Program (HPSP) of UP Manila has undertaken activities in pursuit of the proposed Institute's vision. It has embarked on the conduct of regular roundtable discussions (RTDs) to facilitate policy discussion in order to identify researchable policy issues; inform key stakeholders, legislators, and health professionals about current health policy and management issues, and facilitate consensual decision-making towards the identification of clear policy directions which should be pursued for the common good.

Ten RTDs on current health policy "hot" topics have been conducted. These include privatization of health services, measles immunization, patakaran para sa tubig at kalusugan (PATAK), health and environment policy impact in the Philippines, the role of the National Health Insurance Law in stimulating health care reforms, towards relevant drug use in the community; bioethical, environmental and technical concerns in animal experimentation; effects of devolution on health; the role of formal health care providers in stimulating health care reforms; and health human resource development with focus on the nursing dilemma.

The RTDs have facilitated the conduct of research reviews on a variety of health policy topics that were presented as briefing papers during the discussions and which served as state-of-the art documentation of selected policy issues in the Philippines. These research reviews are publishable contributions which can inform current public policy discourse.

While the impact of these RTDs cannot be determined this early, their usefulness in defining clear health policy directions have been demonstrated. For instance, the discussion on measles paved the way for strongly recommending to DOH to reconsider its immunization policies in the light of its failure to prevent annual outbreaks.

It was due to this recommendation, according to UNICEF, which led to a serious review of immunization policies in 1997, and consequently to some changes in current immunization practices. As a result, there was no major measles outbreak in the later months of 1997 and early 1998.

The RTD on PATAK sought to revise certain sections of the proposed Water Resources Act of the Philippines to incorporate the need to include health aspects of water provision and thus, ensure public health. Drafts of these provisions were drawn up and submitted to the Department of Environmental and Natural Resources.

In terms of health policy development capability building in UP Manila, the RTDs enhanced the strategic networking and collaboration that has bonded together within the NIH, the component units of UPM and key external health policy stakeholders.

UP Manila, through the NIH and the HPSPP, has emerged as a major player in the health policy development arena as evidenced by the increase in commissioned policy analysis and RTD organization work by partner institutions such as DOH, SHINE-GTZ, PhilHealth, National Academy of Science and Technology, and UNICEF.

Being undertaken are current studies on health human resource development in various fields of health which started with nursing human resource.

If HPSP becomes an Institute, it is hoped to undertake innovative and cutting edge health policy formulation/development and the various managerial systems with vital and timely information.

Providing health education models and benchmark

UP Manila continued to provide the highest quality of advanced education and professional training in the fields of health, the natural sciences, the social sciences, and the humanities. It also exerted vigorous efforts to make its undergraduate courses serve as models of the nation's educational system and to develop and institute new courses that would respond to the challenges and demands in health care both at the national and regional levels.

The thrust on curricular relevance was also seen in the continuing in-depth reviews of existing courses including the strategies for teaching and learning.

Curricular Development

UP Manila continuously develops courses which are attuned to our needs and responsive to our conditions and problems in health. Each course is designed with a community-based component and infused with values and ethics required for a particular discipline, and takes into account the need for gender sensitivity.



Many of the country's pioneering courses such as public health, health professions education, rehabilitation science, epidemiology, and others are only offered by UP Manila even at present.

Course offerings

Since 1993, it has instituted three new baccalaureate programs and six

new graduate programs. At present, it offers three baccalaureate certificates, 16 baccalaureate degrees, the newest being in computer science, biochemistry, and nursing at the School of Health Sciences; 17 master's degrees and 4 Ph D programs the newest being the Doctor of Public Health (Nutrition track). These programs are offered through its nine colleges, including the School of Health Sciences in Tacloban, Leyte. The course offerings are presented in Table 2.

Curricular review and updating

In its desire for greater relevance and responsiveness to the health needs and problems of the Filipinos, UP Manila continued to review existing curricular programs and proposed new ones both at the undergraduate and graduate levels

Among those reviewed were the BS Nursing and Master of Nursing, BS Speech Pathology (BSSP) program of the College of Allied Medical Professions,

Table 2. Degree programs offered by UP Manila

PROGRAMS	COLLEGE	PROGRAMS	COLLEGE
Prebaccalaureate		Masters	
Cert. in Barangay Health Work	SHS	Master in Rehabilitation Science	CAMP
Cert. in Community Health Work	SHS	MS Dentistry (Orthodontics)	CD
Cert. in Community Health Nursing	SHS	MS in Biochemistry	CM
		MS Clinical Epidemiology	CM
		MS Clinical Medicine (Surgery)	CM
Baccalaureate		MA Health Policy*	CPH-CAS
BS Occupational Therapy	CAMP	MS Pharmacology	CM
BS Physical Therapy	CAMP	MS Physiology	CM
BS Speech Pathology	CAMP	MA Nursing	CN
BA Developmental Studies	CAS	M Nursing	CN
BA Organizational Communication	CAS	MS Industrial Pharmacy	CP
BA Philippine Arts	CAS	MS Pharmaceutical Chemistry	CP
BA Political Science	CAS	MS Pharmacy	CP
BA Social Sciences	CAS	Master of Hospital Administration	CPH
BS Biology	CAS	Master of Occupational Health	CPH
BS Biochemistry	CAS	Master of Public Health	CPH
BSComputer Science	CAS	MS Epidemiology	CPH
BS Nursing	CAS	MS Public Health with tracks in:	CPH
BS Industrial Pharmacy	CN	<i>Biostatistics</i>	
BS Pharmacy	CP	<i>Nutrition</i>	
BS Public Health	CP	<i>Medical Microbiology</i>	
BS Community Health	CPH	<i>Medical Parasitology</i>	
Doctor of Dental Medicine	CD	<i>Environmental Health</i>	
Doctor of Medicine	CM	Master in Health Professions Education	NTTC-HP
		Doctoral	
Postbaccalaureate (Nondegree)		Ph D Biochemistry	CM
Cert. in Biochemistry	CM	Ph D in Nursing	CN
Cert. in Physiology (Not in the report)	CM	Ph D Pharmacy	CP
Diploma in Dental Public Health	CPH	Doctor of Public Health	CPH
Cert. in Health Prof. Education	NTTC		
Certificate in Orthodontics	CD		
Certificate in Hospital Administration	CPH		

* To be offered in June 1999

the BA Political Science and BS Computer Science programs of the College of Arts and Sciences, the Certificate in Community Health Nursing program of the School of Health Sciences, and the Doctor of Public Health program of the College of Public Health.

The revisions being made on the BSSP program are in line with the development of a competency-based curriculum.



Gender sensitivity training at the College of Arts and Sciences

For its part, the CAS reexamined its various degree programs including the GE courses during faculty conferences of each department and at plenary sessions in response to the need for multidisciplinary discussions. The need for enrichment courses in some subjects and for data-based decisions and standardization of certain procedures within and across departments is being addressed. With the establishment of the BAI (gender studies program) at the

CAS, gender issues will be mainstreamed in the different courses while a concept paper on a full-blown gender program is being prepared.

A modular approach for the MS Epidemiology (Public Health) was implemented during the first semester through a consortium by SEAMEO-TROPMED, GTZ, Mahidol University and Khon Kaen University of Thailand, and Free University of Berlin. In addition, modular courses in statistical methods and study design in Epidemiology were offered.

The DrPH (Epidemiology) program was strengthened by increasing the minimum number of units from 36 to 45 and by revising the content of several courses to include recent developments in the field of epidemiology.

The Department of Public Health Administration of CPH was renamed Department of Health Policy and Administration to reflect the evolving focus of the academic, research, and extension activities of the department and to facilitate opportunities to collaborate and network with other groups in health policy and management.

New course offerings

The inclusion of the Nutrition track under the Doctor of Public Health program was approved by the Board of Regents in August 1998 and was offered starting the second semester.

Before the year ended, the Board of Regents approved the institution of the following courses at the College of Medicine: Diploma in Clinical Medicine (Family and Community Medicine), Diploma in Clinical Epidemiology, Certificate in Physiology, Master in Orthopedics, MS Clinical Medicine (Obstetrics and Gynecology), MS Clinical Medicine (Child Health), MS Clinical Medicine (Family and Community Medicine). The Master of Rehabilitation Science (generic) was likewise approved by the BOR for the College of Allied Medical Professions.

Proposed courses

The year 1998 also witnessed the development of a number of curricular proposals. The following are being prepared for presentation to the University Council: MA Health Policy Studies (a joint offering of the College of Arts and Sciences and the College of Public Health), the MD-Ph D program, the Master of Clinical Audiology, MS Clinical Medicine (Internal Medicine), MS Clinical Medicine (Tropical Medicine), MS Anatomy, MS Basic Medical Sciences, and the BS Paramedical Sciences, with tracks in Emergency Medical Services, Respiratory Therapy, Prosthetics and Orthotics, and Radiologic Technology.

Under CPH, proposed degree courses were the Master of Public Health/ Master of Science in Public Health (Tropical Medicine track) and the Doctor of Public Health (with a new track - Nutrition). Being proposed as joint offerings include the Master of Arts in Health Policy Studies by CAS and CPH, the Master in Community Dentistry by CD and CPH, the Master of Clinical Audiology by CM and CAMP, and the two-track residency/fellowship program by the College of Medicine and the Philippine General Hospital. The Master of Clinical Audiology will be offered first semester of AY 2000-2001 in coordination with McQuarie University of Australia.

Centers of Excellence

The College of Nursing and CM continued to be Centers of Excellence as designated by the Commission on Higher Education; the College of Public Health as WHO Collaborating Center for Schistosomiasis and for Health Promotion and Education, and as a SEAMEO-TROPMED Center. The College of Arts and Sciences was designated by CHED as Center for Development of Biology.

As CHED Centers of Excellence, the colleges are given funds for the upgrading of equipment and facilities and for scholarship and research grants. CN, for one, was granted P2.150 million for the review of the nursing curriculum, production of nursing skills manual, conduct of short-term training,

Strengthening graduate education

In 1995, UP Manila established the Graduate School to coordinate the offering of graduate programs in UP Manila. It was envisioned to lead in the upgrading of graduate programs by developing multidisciplinary degree programs and formulate appropriate learning approaches for graduate students.

The GS is being proposed for upgrading into the National Graduate School for the Health Sciences to create better coordination and foster development of benchmark programs consistent with the current thrust of the University to lead in graduate education and research. The national status could allow better opportunities for local, regional, and international collaboration and networking in terms of faculty and student exchange, facilities development, and possible funding sources.

The proposed National Graduate School for the Health Sciences will create better coordination and foster development of benchmark programs consistent with the current thrust of the University to lead in graduate education and research.

As the principal center of graduate education in the Philippines, UP Manila has the graduate faculty capabilities: 1,051 full and part time faculty with 836 with masters degree and 92 with doctoral degrees; 26 and 44 faculty members are currently pursuing masters and doctorate degrees, respectively. By the year 2008, there will be 200 graduate faculty with doctoral degrees.

UP Manila has the biggest pool of scholars and researchers both in the academic and professional fields of science and technology, who have completed researches with policy implications and applications.

Of the 63 health science programs being offered nationwide, 29 (46%) are administered by UP Manila, with majority of the researches and professional graduate programs on health sciences and health policy being offered only at UP Manila. Examples of these programs are the MS Dentistry (Orthodontics) and the MA in Health Policy Studies which was developed in response to the need for multidisciplinary programs.

With the NGSHS, the graduate faculty will have greater ability to have ground works for new programs in social health sciences and policy driven programs relevant to the societal needs of Filipinos in various regions and that of our ASEAN neighbors.

At present, UP Manila has the biggest enrollment among health science schools in the Philippines. In 1998-1999, with 28 graduate degree programs, it had a graduate enrollment of 501 students, 25% more than the enrollment in 1995. Total graduate enrollment for the last four years was 1,998.

With the number of competent health professionals it produces each year, UP Manila has been responding adequately to the core manpower development program of DOH, DOL, and most of the industrial institutions.

Objectives of the NGSHS:

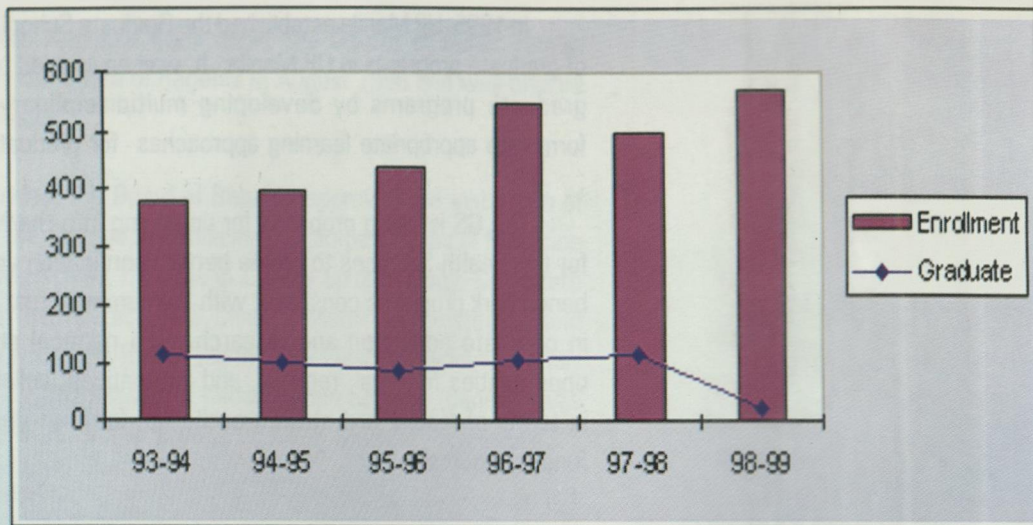


Fig. 3. UP Manila's graduate enrollment and graduation trends from 1993-1998

- ⌘ Enrich existing degree programs while enhancing the development and implementation of innovative, globally competitive multidisciplinary graduate programs responsive to the current thrusts of the University and demands of health professionals and educators at the local and international levels.
- ⌘ Optimize convergence of graduate faculty and resources between and among the different degree-granting units, for globally competitive graduate aspirations and excellence in maintaining quality standards of teaching locally responsive graduate programs, advanced quality research and extension works, in support of the UPM goals and commitment to help improve quality of life.
- ⌘ Generate resources and manage grants, aids, donations, or any kind of fellowships and other graduate education support for the welfare of the UPM faculty and the public who seek equity in scholarly opportunities
- ⌘ Create local, regional, and international linkages and networks of complementary centers of excellence in health sciences for resource sharing and to avail of the latest developments in education, research, and health service delivery
- ⌘ Establish postdoctoral and postmasters fellowship for updates in teaching, research, extension, and production, and provide efficient and effective planning and management of graduate programs through periodic assessment or evaluation.
- ⌘ Provide efficient and effective planning and management of graduate programs through periodic assessment or evaluation.

Faculty development

UP Manila continued to provide its faculty with opportunities for personal development and career advancement by embarking on a comprehensive faculty welfare program that includes tenure, promotion, evaluation, provision of more scholarships and fellowship, generation of more research grants and professorial lectures, and provision of more support for nominees.

The programs are being implemented in cooperation with the Committee on Faculty Development which was created in 1994.

To enhance their personal and professional skills, regular seminar workshops are being conducted on computer literacy training, production of instructional materials and on multimedia strategies, improving teaching competence, enhancing research skills, module and textbook writing, and gender sensitivity.

An annual orientation program started in 1997 is being held for new faculty members to acquaint them with the vision and programs of UP Manila, faculty privileges, benefits, guidelines, and to help them improve their teaching effectiveness. There is also a continuing effort to develop a faculty evaluation scheme that is acceptable to all.

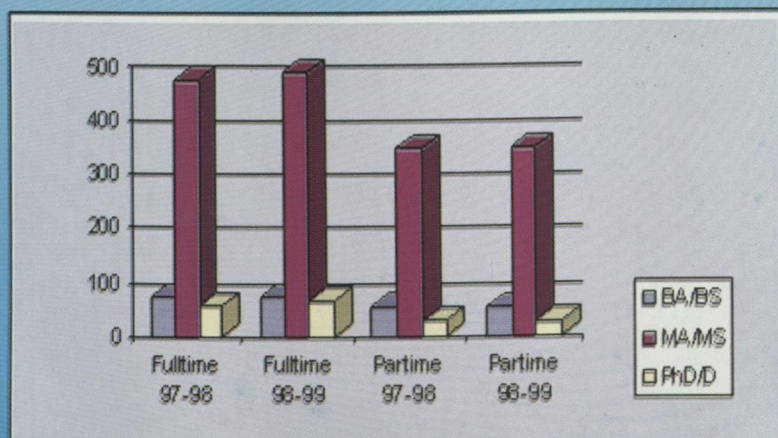
Faculty Profile

At present, UP Manila is one of the few institutions with the biggest pool of faculty members with graduate degrees.

Of UP Manila's 624 full time faculty, 553 (88%) have graduate degrees, 65 of whom are Ph D/D holders and 488 masters degree holders. The bulk of the faculty are medical doctors.

Many of the 427 part time faculty members have graduate degrees. Three hundred forty eight had masters degrees while 27 have Ph D/D degrees.

Fig. 4. UP Manila's faculty profile as of December 1998



In addition, 26 and 44 faculty members are currently pursuing masters and doctoral degrees, respectively. By the year 2008, there will be 200 graduate faculty with doctoral degrees. Most of these faculty members have done a lot of researches in various fields of health with policy implications and applications.

MS/Ph D program

From 1993-1998, a total of 121 faculty members were given scholarship/fellowship grants for graduate studies in different universities in the country and abroad. Of this number, 42 were for masters degrees, 37 were for Ph D, and the rest were for postdoctoral studies and special details.

For SY 1998-1999, the PCASTRD-DOST Manpower Development Program made available to UP Manila faculty local and overseas MS and Ph D scholarships in many areas. For local scholarships, the areas include biology, mathematics, statistics, physics, chemistry, computer science, biotechnology, pharmacology, earth science, and material science.

For the overseas MS and Ph D programs, the areas are biotechnology, computer science, chemistry, physics, geology, and material science.

The past six years also saw many new professorial chair grants which were donated to the different colleges of UP Manila and which were granted to many faculty members. One significant donation of this nature was the Jose Dualan Distinguished Professorial Chair in Pediatrics amounting to P1,000,000.

In 1998, some of the notable new professorial chair grants were those for pharmacy, medicine, and recently, nursing.

Teachers' teaching competency

As mentioned earlier, the teaching competence of teachers are honed through the country's one and only MHPEd which UP Manila started offering in 1975.

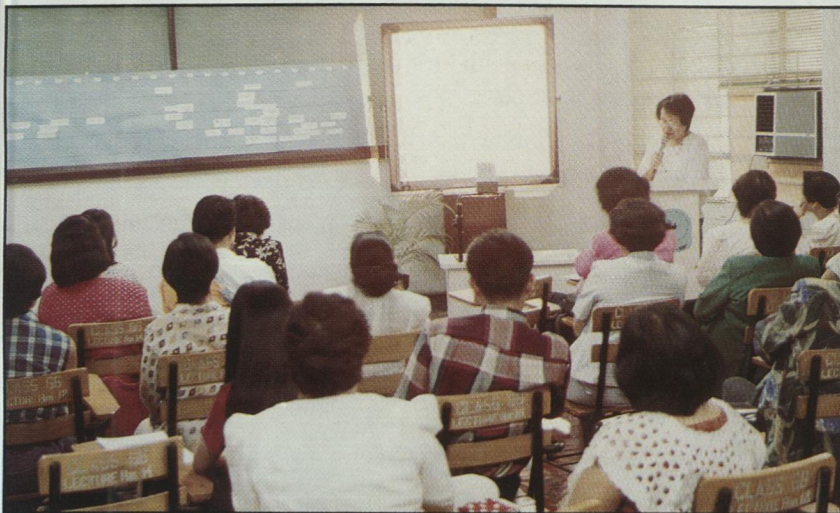
Through this program, graduates acquire the knowledge and skills in participating actively in the development, implementation, and evaluation of educational programs; utilize instructional processes and principles in designing and conducting a course or unit of instruction; undertake appropriate procedures assessing student performance; participating in multidisciplinary studies and their applications to the improvement of teaching and learning in the health professions, and applying organizational and management principles in various capacities as a member or administrator of a educational institution.

From 1993-1998, NTTC-HP has graduated a total of 27 health professionals including those from outside schools. The graduates came from the different fields of health professions.

Aside from the MHPEd, NTTC-HP conducts seminars and workshops on different aspects of teachers training for requesting institutions. For the past six years, it has conducted a total of 126 such seminars.

Educational orientation and methodology

UP Manila subscribes to the philosophy of a holistic and integrated learning. It applies principles of confluent education in which objectives in the cognitive, affective, and psychomotor are developed and enhanced through approaches such as Problem-based Learning (PBL), Competency-based Curriculum (CBC), Community-based Education (CBE), and Interdisciplinary Approach (IDA).



Dean Cristina Mencias of NTTC-HP lectures on the history of health professions education in the Philippines

UP Manila subscribes to the philosophy of a holistic and integrated learning through approaches such as problem-based learning, competency-based curriculum, community-based education, and interdisciplinary approach.

PBL is a strategy for which students discuss a problem from a given situation and use the problem as focus to identify and pursue learning objectives. Its merits include opportunities for acquiring knowledge in a context and applying relevant information and for promoting interactive and self-directed learning. The main strategies for PBL are small group discussions with a tutor and independent study.

Under IDA, students learn to work and study together as members of a team. Learning is enhanced through the contributions of teachers and students from different disciplines or professions. This approach promotes a holistic and integrated understanding and solution to problems or situations.

CBC is a program of learning in which the intended outcomes and abilities to be learned by the students are clearly defined and become the focus for the methods of teaching and assessment. It recognizes prior learning upon which subsequent learning is developed until the terminal competencies are achieved.

CBE is a program which is carried out in part or in whole in a community setting. The community, as an environment and the members of the community as partners, provide the experiences for relevant learning of issues and problems in their social, cultural, health, economic, ecological milieu.

Facilities development

Many colleges/units benefited from the new construction projects as well as the renovation of existing facilities to meet the increasing demands posed by new or strengthened programs.

During the past six years, UP Manila provided each college and most of its units with its own building/office. These colleges/units were the College of Pharmacy, the College of Nursing, the College of Dentistry, the National Institutes of Health, the College of Arts and Sciences Annex, the School of Health Sciences in Leyte, the University Library, the Sports and Wellness Center, the Central Administration, the Ugnayan ng Pahinungod, the Creche and Child Center, the Learning Resource Center, and the UP Manila Development Foundation, Inc.

Scheduled for construction are the College of Allied Medical Professions building for which Rep. Rolando Andaya donated P5 million, the NIH Smart building, the NTTC-HP building, the student dorms and the UP Manila Carillon, and the offices of the following units: Learning Resource Center, Sentro ng Wikang Filipino, and Distance Education.

Other completed construction projects included the Multidisciplinary Laboratories inside the Dona Paz Mendoza Medical Memorial Building, the renovation of pharmacy and nursing auditoria and of laboratory rooms at the College of Medicine and the College of Arts and Sciences.

It also renovated the College of Medicine and some academic and administrative support offices such as the Office of the University Registrar, the Cash Division, and the Property and Supply Office.

In 1998, the College of Public Health Distance Education building was constructed through the donation of the German Agency for Technical Cooperation and inaugurated in October.

An outstanding focus of its facilities upgrading is the installation of the fiber optic backbone to link the colleges and units of UP Manila through the Local and Wide Area net-



The College of Public Health distance education building



Groundbreaking rites for the fiber optic backbone



Upgrading of equipment is a constant concern of physical plant expansion

works (WAN) and for Internet connectivity (*please see separate report on Information Technology Development on p. 59*).

The blueprint for the setting up of an Information Technology Complex at the second floor of PGH was completed. To be hooked to the Internet, the

complex will house all existing IT offices such as the Information Management Service, the National Institutes of Health, the Medical Informatics Unit, the Electronic Data Processing of PGH, and the National Telehealth Center.

Part of the physical plant expansion is the upgrading of equipment to help each college/unit perform more effectively and efficiently its teaching function.

The past six years saw a sizable portion of donations to the University in terms of laboratory and classroom equipment. In addition, all colleges/units have acquired a considerable number of computers which help them produce clear and good quality instructional materials to supplement their teaching. Most faculty members have their own e-mail accounts and are allowed access to the Internet. The full operationalization of the WAN and LAN will greatly facilitate coordination and networking among the colleges/units.

The Electronic Medical Research and Library Database System (EMER-ALDS) and the University Library's being a member of the Department of Science and Technology-ESEP networking project are good sources of relevant data and information so crucial to the health and medical professions (*please see separate report on University Library Development on p. 59*)

A holistic program for the studentry

Promotion of student welfare through a more informed, involved and enlightened studentry and through the provision of adequate opportunities for their intellectual growth and personality development continued to be UP Manila's vision for the students.

This vision is reflected in the programs and projects the University has initiated the past six years which consist of reviewing admission policies, increased representation in University bodies, construction of new buildings for some colleges, upgrading of library facilities and laboratories, construction of more student lounges, a sports and wellness program, and generating funds for the construction of a Student Center.

These provide a true ambience of an academic atmosphere conducive to scholarly pursuits.

Complementing the academic opportunities are provisions for personal growth and social and cultural upliftment which were made available to students.

Admission requirements and selection

Democratization of access to education to give more students from the regions and those from underrepresented areas increased chances of getting into UP has been a serious concern systemwide.

As part of this goal, the Excellence-Equity Admission project was implemented in 1997. From an 80-20% ratio as basis for admission, UP Manila has adopted a 75-25% ratio, with 75% of admissions based on excellence and 25% on equity considerations for applicants coming from underrepresented regions and disadvantaged schools.

Recent initiatives aimed at democratizing access to a UP education include the affirmative action program of the Ugnayan ng Pahinungod (see separate report) and the summer bridge program of the Learning Resource Center.



Promotion of student welfare through a more informed, involved and enlightened studentry and through the provision of adequate opportunities for their intellectual growth and personality development is UP Manila's vision for the students.

Learning Resource Center

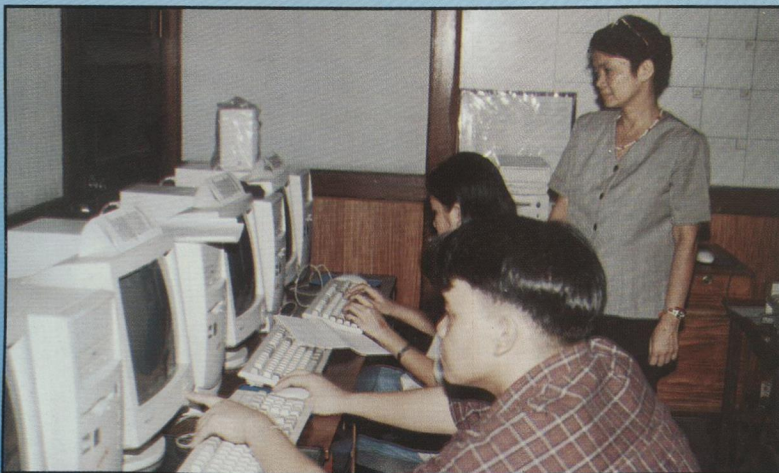
The Center supplements, complements and coordinates existing learning assistance programs in the University.

In UP Manila, the Learning Resource Center started operations in October 1997 in the mezzanine room at the College of Arts and Sciences and was transferred to a bigger location in 1998 with the full implementation of its programs and to accommodate more students. These include the Instructional and Enrichment Assistance Program, the Psychosocial Development Program, and the Monitoring and Evaluation Program

One of the earliest programs implemented was the Summer Bridge Program (SBP) which was also termed Modified Bridge Program (MBP), a three-week intensive tutorial sessions which were complemented by psychosocial development sessions conducted by the Office of Student Affairs. The program aims to help bridge the gap between the students' exit skills at the secondary level and the requisite entrance skills for their first year in the University with focus on developing their critical thinking skills in Communication, Mathematics, and Chemistry.

The Center also surveyed the Knowledge, Attitudes and Practices of Freshmen and Sophomore Students on Learning Assistance Programs which showed a high level of knowledge and positive attitude but low utilization of existing services due to conflict in schedules.

During the first semester of SY 1998-1999, the first batch of the MBP participants were monitored and evaluated with the results submitted to the UP System. The self-instructional and tutorial program of LRC (regular semestral tutorials) was established and integrated in the maintenance phase of the MBP. It was also at this time that the LRC transferred to a bigger and more comfortable office at the Bulwagang Joaquin Gonzales along Padre Faura Street.



The Learning Resource Center at the second floor of the Bulwagang Joaquin Gonzales along Padre Faura St.

To enhance delivery of learning assistance services, the Center drafted rules and regulations, expanded its library collection to include multimedia tools, and made available to students audiovisual facilities.

The Center also established a student database with LRC System requirements, developed a series of workshops on computer literacy, public speaking, and pro-

duction of learning tools. It also actively participated in major University events such as the launching of the UP centennial celebration and the holding of the UP lantern parade at the Luneta, and in freshmen orientations.

From July 2, 1998 to January 20, 1999, 1,100 out of 4,374 students availed of the services offered by the LRC such as free tutorials, use of multimedia library, and use of AV facilities.

Registration and student records

Efforts to streamline registration procedures started as early as 1988 with the computerized enlistment of 4,810 students. With the increase in the number of students also came problems such as lack of slots, bottlenecks in the manual aspect of registration, and conflicts in schedule.

Hence, a complete computerization program from enlistment to assessment was drawn up and finalized during the past few years. The first phase of the program was implemented at the College of Arts and Sciences during the second semester of 1997-1998 and the summer of 1998.

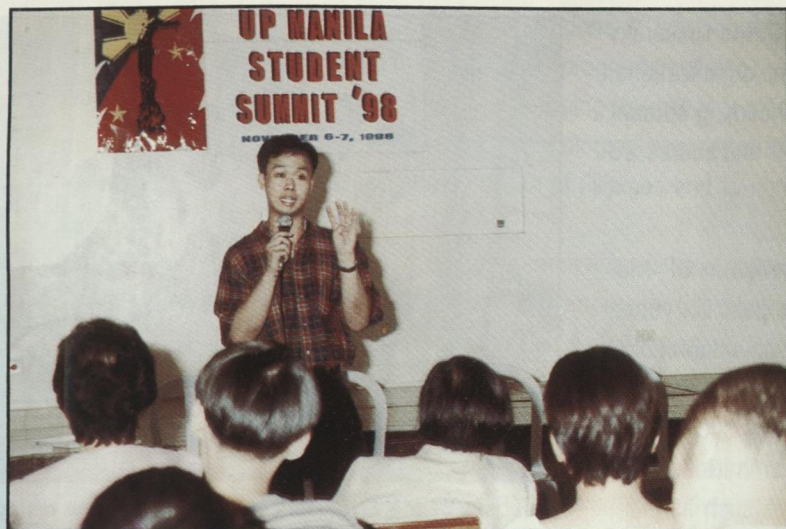
The entire computerization program is now being implemented in all the colleges of UP Manila. Critical to the program's full implementation are the operationalization of the Wide Area Network and Local Area Network linking the offices of the College Secretaries, the University Registrar, the Assistant for Academic Affairs, and the Information Management Support.



College faculty representatives work together to formulate an integrated student tracking system

Office of Student Affairs

OSA is continuously engaged in regular activities to promote student welfare and make their stay in the campus more worthwhile and meaningful. These services include provision of guidance and counselling services, administration of scholarships and financial assistance programs including the Socialized Tuition and Financial Assistance Program, formulation of new guidelines and revision of existing policies on student activities, facilitation of study permits of foreign students, provision of auxiliary services including job placement assistance for prospective graduates, resolution of cases through the Student Disciplinary Tribunal.



USC Chair Rainier Escalada discussing student concerns during a summit

To improve the delivery of these basic services to students, the Office also embarked on a staff development program, launched an information campaign on OSA's services, streamlined the office set up and strengthened linkages with the Officers for Student Relations of the various colleges, the University Student Council, and the college councils and heads of University and college-based organizations.

New initiatives in 1998 include the early detection program, the Integrated Student Tracking System, the finalization of guidelines for the Comprehensive Assistance and Resource Loan program, and formulation of new guidelines for student activities and facilities.

A major project started this year was the development of an integrated student tracking system to monitor the academic performance of students and to detect early problems of students. The project is linked with the computerization of student records and registration.

Past successful activities were maintained such as the holding of the job bonanza, freshmen orientations and the opening exercises for new freshmen with Senator Franklin Drilon as guest speaker, the scholars' convocation with Mayor Eddie Dorotan of Irosin, Sorsogon as guest speaker, supervision of the University Student Council election, assistance in the selection of Manila Collegian staffers, holding of the parents orientation, and staff development programs and team building activities.

The CARE program aims to provide financial assistance to students particularly those in brackets 1-4; generate more funds for financial assistance from outside sources, and forge linkages with outside entities for scholarships and other grants.

The University continued implementing the Expanded ROTC program focusing on the Civic Welfare Service component. In addition, the *Kuya Eskuwela* or *K'wela* was implemented to give literacy courses to out-of-school youth and school drop-outs and provide livelihood skills training and values education to parents and children.

Through regular dialogues with the University Student Council and heads of student organizations, UP Manila ensures that problems concerning student welfare are discussed with the students and addressed accordingly.

Increased student representation in UP Manila bodies was also seen during the past six years, such as in committees during foundation celebrations, graduation exercises, Christmas festivities, sexual harassment task force, cultural organizations such as the UP Manila Garden Club, and ad hoc committees. and in University and college level activities such as planning workshops and conferences.

Non-academic programs

The past six years saw a cultural renaissance of sorts at UP Manila with the birth of various socio-cultural groups which were opened to students. These groups, which became venues for the showcase and honing of the students' artistic and creative talents and leadership skills, include the award-winning UP Manila Chorale, the UP Manila Debate Circle, the UP Manila Anak Tibawan, the UPM Indayog, the UPM Gandingan, and others.

A wide range of activities consisting of sports tournaments, exhibits, quiz shows, concerts, stage plays, dance performances, and even community exposure trips are constantly availed of by the students through these groups and through more than 30 student organizations existing in the campus.

Volunteer activities through the Ugnayan ng Pahinungod or student organizations heighten the students' awareness of and commitment to help needy sectors of the population. *(please see report on the Ugnayan ng Pahinungod).*

Basic needs

To fulfill its goal of delivering more and improved basic services to the students, UP Manila continued to generate funds for the construction of a Student Center, improved library services and facilities *(please see separate report)*, and continued to find ways to improve canteen services.

Construction of more student lounges (tambayans) was realized during the past few years while more comfortable locations and offices were given to the Sports and Wellness Center where students hold PE classes and wellness activities, the University Student Council, the Manila Collegian, and the Department of Military Science and Tactics. The OSA continued to coordinate with the PGH on ways to improve the provision of health services to students especially during enrollment.



Members of the SHS student council during a dialogue with Chancellor Santos Ocampo, Student Affairs Dean Lea Igaya, Student Regent Dennis Longid and UPM USC Chair Rainier Escalada

Enhancing research capability and support services

Great institutions of learning are distinguished not only by the excellence of its academic programs but also by the quality of its research outputs. UP Manila has been pursuing its research mandate by generating and disseminating knowledge and technologies that can effectively contribute to the improvement of the quality of life of Filipinos and to national development.

These research outputs have greatly influenced the thrusts and directions of national health care programs particularly the delivery of health care services to the public through the University's direct advocacy of certain health issues and concerns and by serving as basis for policy planning and formulation.

In a continuing bid to enhance its research capability, UP Manila addressed the most critical needs that hasten the conduct of research, such as providing a more conducive and stimulating research environment, provision of more opportunities for research manpower development, and strengthening of research support services.

Development of research environment

The National Institutes of Health

The signing of Republic Act No. 8503, or the "Health Research and Development Act of 1998" which mandated the establishment of the National Institutes of Health in UP Manila, manifested the University's growing commitment to be the country's leading center for bio-medical, clinical, and health services research.

The objectives of the NIH are:

- ⌘ To promote science and technology research and development in the field of health;
- ⌘ To promote the development of study groups and research programs;
- ⌘ To establish mechanisms for the dissemination and utilization of research outputs;
- ⌘ To complement graduate programs and faculty research human resource training in UP Manila;
- ⌘ To ensure that the results of health research and development activities are utilized to improve the health of the people.



President Ramos signs the NIH bill in the presence of UP System and UP Manila officials

Being the institutional home of research and extension units focused on health, the NIH is composed of mission-oriented institutes/programs and problem-directed study groups. Through these components, the NIH aims to promote the conduct of and undertakes health researches including the basic, applied, policy, product and operations type, and lead in the application and utilization of its research findings and conclusions.

The component institutes include the Institute of Ophthalmology, the Institute of Biotechnology and Molecular Biology for the Health Sciences, the Institute for Socio-Biomedical Research, the Institute for Clinical Epidemiology (ICE), the Institute of Pharmaceutical Sciences, and the Institute of Human Genetics.

Five research program clusters, Health Products; Health Promotion, Disease Prevention and Control; Gerontology and Disabilities; Social and Humanistic; and Health Care Systems determine the specific mission of the research groupings.

The 41 study groups, which are transdisciplinary in nature and national in scope, are recognized and supported by the DOH and DOST. Their outputs serve as vital guideposts in developing policies and programs that redound to the best interest of the Filipino people. This year's report will focus on three new institutes.

The Institute of Clinical Epidemiology (ICE)

Rapid advances in medicines have made available a wide array of options in promoting health and diagnosing, treating, and rehabilitating patients. These options vary in their effectiveness, safety, acceptability, and costs.

Evaluation of the options available is needed to guide every health practitioner treating an individual patient or every policymaker deciding to allocate resources to a health program.

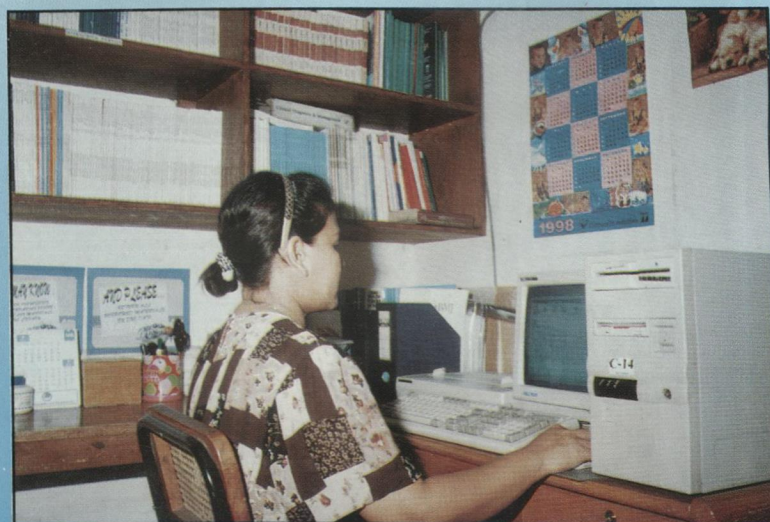
The Clinical Epidemiology Unit, since its establishment in 1984, has been addressing these concerns to the extent afforded by its resources. However, recent developments like the devolution of health services in 1991 and the implementation of the Philippine Health Insurance Act in 1996 changed the

NIH Component Institutes

- Institute of Biotechnology and Molecular Biology
- Institute of Clinical Epidemiology
- Institute of Human Genetics
- Institute of Ophthalmology
- Institute of Pharmaceutical Sciences
- Institute of Socio-Biomedical Research

NIH Program Areas

- Health Products
- Health Promotion, Disease Prevention and Control
- Gerontology and Prevention of Disabilities
- Health Social Studies
- Health Care System



ICE is committed to promote expertise in the design and conduct of essential research in health care, formulation, and adoption of policy flowing from this research and implementation of programs in clinical epidemiology.

environment of health care provision and made clinical epidemiology more important and urgent.

The establishment of the Institute of Clinical Epidemiology (ICE) was approved by the BOR in 1997.

The mission of the Institute is to promote expertise and nurture leadership in the design and conduct of essential research in health care, formulation, and adoption of policy flowing from this research and implementation of programs in clinical epidemiology.

Its objectives are:

- ⌘ to generate research results that will be used in promoting health and in diagnosing, treating, and rehabilitating patients;
- ⌘ to optimize the use of research results in decision-making at the individual patient and program levels; and
- ⌘ to produce health service providers who are well-versed in quantitative and qualitative assessment principles drawn from clinical epidemiology, clinical economics, biostatistics, and health social sciences.

The IPS aims to support the growth of the Filipino pharmaceutical industry through scientific investigation and technology development with the end goal of enabling the industry to produce globally competitive pharmaceutical products.

The ICE shall perform the following functions: undertake relevant research for the improvement of health care; undertake policy evaluation and other integrative studies on critical issues facing clinicians and other health providers; provide training and materials on clinical epidemiology and policy development; perform technical services in research and policy development as needed; perform technical services in research and policy development as needed; and disseminate results of researches or studies undertaken in the Institute.

The Institute of Pharmaceutical Sciences (IPS)

The creation of the Institute for Pharmaceutical Sciences was approved by the Board of Regents during its 1125th meeting last October 29, 1998. The Institute aims to support the growth of the Filipino pharmaceutical industry through scientific investigation and technology development with the end goal of enabling the industry to produce globally competitive pharmaceutical products. The Institute also supports the National Drug Policy on self-sufficiency in essential drugs. Currently, the Philippines is totally dependent on imported active ingredients, as well as, excipients.

In addition, the Institute will serve as the research center for the scientific utilization of indigenous medicinal plants, animals, soil, and marine sources as raw materials for pharmaceuticals. To date, only five medicinal plant products have been fully studied and approved by the Bureau of Food and Drugs, namely, lagundi for cough and asthma; Yerba Buena for pain; Sambong for mild hypertension, Tsaang-Gubat for colic and Akapulko for tinea infections.

The IPS shall be a component of NIH and will be housed in a four-story building to be erected behind the College of Pharmacy building.

Current activities include pursuing approval of the Congressional Bill entitled "An Act Creating the Institute of Pharmaceutical Sciences and Appropriating Funds Therefor" to secure the necessary funding to the tune of P75,000,000 for the initial operating expenses of the Institute.

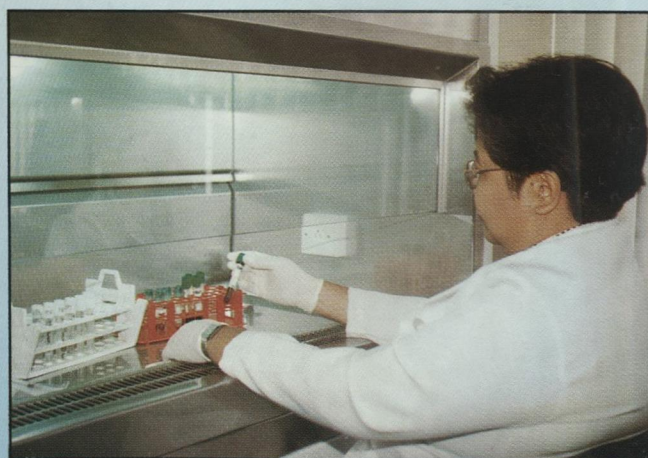
The Institute of Human Genetics (IHG)

Congenital anomalies and developmental disabilities have remained a low priority because communicable diseases and malnutrition are still considered the more pressing problems of the country.

There are no local statistics yet on genetic disorders despite the fact that congenital anomalies rank as the number three cause of infant mortality. The 1990 population census states that 3% of the population has some form of disability. If the WHO% benchmark is taken into consideration, it is estimated that there are approximately 6 million disabled persons in the Philippines today.

Realizing that at present, only UP Manila has the expertise to offer comprehensive genetic services in the country, the University has committed to assist in the development of a nationwide program which will cater to training, service, and research needs of the country.

In 1986, the UPM College of Medicine sent young faculty members for training in clinical genetics, molecular genetics, biochemical genetics, and cytogenetics. In 1990, the Medical Genetics Unit (MGU) was established and a year later, the Cytogenetics Laboratory was established. This was followed in 1996 by the establishment of the first Newborn Screening Laboratory under the MGU. In the same year, the program on Genetics and Congenital Anomalies was created as a component of the National Institutes of Health.



Vision-Mission

The Institute of Human Genetics will be a center committed towards the control of genetically-related deaths and disabilities. Its mission is to promote health by understanding the genetic basis of common diseases in the Filipino population through basic and clinical research, to provide services that will allow definitive diagnosis and early detection of potentially treatable genetic conditions and to implement educational programs to increase awareness of physicians and the general public with regard common genetic conditions and their prevention.

Functions

- ⌘ To undertake relevant basic and clinical researches related to the understanding of the genetic basis of diseases common to the Filipinos
- ⌘ To provide the expertise necessary towards the diagnosis and management of genetic disorders
- ⌘ To provide training and materials on the clinical applications of genetics and promote health through better understanding of the genetic basis of diseases and their prevention
- ⌘ To perform technical services relevant to the diagnosis of genetic disorders for the purpose of diagnosis, newborn screening, carrier detection, and prenatal testing

Objectives

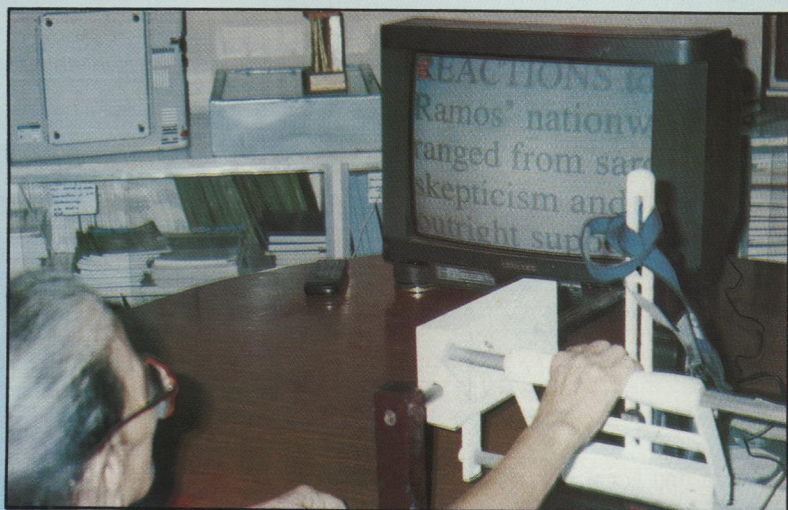
- ⌘ To promote early detection of genetic diseases and developmental disabilities
- ⌘ To develop a birth defect and genetic diseases registries
- ⌘ To participate in the worldwide collaborative effort to map and sequence the human genome, particularly in disorders unique to the Filipinos
- ⌘ To determine the genetic basis of common polygenic diseases such as heart diseases, diabetes, psychiatric disorders among Filipinos
- ⌘ To develop informatics, to permit efficient storage, retrieval, and analysis of data accumulated in the Filipino population
- ⌘ To develop innovative techniques using indigenous materials to bring the practice of clinical genetics into the community

- ⌘ To provide genetic services through a multidisciplinary approach from individuals with expertise in the diagnosis and management of genetic conditions
- ⌘ To provide management and consultative services on specific genetic or developmental disorders, where genetic and teratogenic factors may be involved
- ⌘ To promote awareness of genetic diseases and developmental disabilities through development of training modules, public education and to provide satellite services to pediatric centers nationwide
- ⌘ To study the ethical, legal, and social issues raised by the scientific knowledge gained through the Human Genome Project as it relates to the cultural, religious, and social values of the Filipinos

Research human resource manpower development

Concrete measures were undertaken to enhance the research capacity of its faculty, to recognize research productivity in evaluating the performance of faculty members.

These include the holding of regular research skills seminars, generation of more scholarships, fellowships, research grants, and professorial chairs; provision of more opportunities for attendance to seminars and workshops on research; increased recognition for research work through the continued holding of the annual Inventors-Innovators Fair and research fora, nominations to research contests and bodies, and conferment of outstanding research achievements both for individuals and for groups.



Low cost viewing device, first place winner in the 1998 Inventors-Innovators Fair

In 1998, UP Manila was able to generate various professorial chairs and research grants. These are in the fields of nursing, medicine, and pharmacy, and the arts and sciences. Seminar workshops were held on ethics in research, research methodologies, research proposal preparation, and others.

Research support services and development

Research facility upgrading

Part of the quest for research excellence was the ceaseless upgrading of research facilities and equipment during the past six years. The thrust of research facilities upgrading is to optimize the use of common research facilities for the different research entities.

This is being implemented through the NIH, particularly through the Institute for SocioBiomedical Research (ISBMR). The setting up of the NIH in 1997 and its legislation in 1998 concretizes UP Manila's commitment to provide the building, facilities, and environment conducive for research. The Institute now occupies a 2,000 sq. m. It is envisioned that a multistory building be put up to provide enough space for various research laboratories and other needs of researchers.

In 1998, ISBMR completed the setting up of the following laboratories: PCR Laboratory, Tissue Culture Laboratory, Reproductive Immunology Laboratory, Gene Bank, Animal Laboratory for Schistosomiasis Study, Animal House for small animals, Insectarium, Cybernook, Sterilizing Room, and the Genetics and Newborn Screening Laboratory.



The animal laboratory at the Institute for Socio-Biomedical Research

A big chunk of donations was generated by UP Manila the past six years were in the form of research equipment donation. The Colleges of Pharmacy, Medicine, and Public Health and the Philippine General Hospital have been the major recipients of research facility and equipment donation.

One of these worthwhile gifts is the Electronic Medical Research and Library Database (EMERALDS) which was donated by Senator Franklin Drilon and UPCM Class 1971 and the DOST-ESEP Networking Project. EMERALDS is the first electronic facility in the country's educational system that allows users to access global sources of digital information on medical and other related fields in abstract form or in full text with graphics.

The internet connection and the Wide and Local Area Network projects and the provision of e-mail accounts to all faculty members which were aimed at facilitating greatly the conduct of research activities (see separate report on University Library and Information Technology Development).

Research breakthroughs

During the year in review, some of the significant research breakthroughs were generated in biotechnology, eye care, public health, pediatric research, herbal medicine, pharmacy, and child protection.

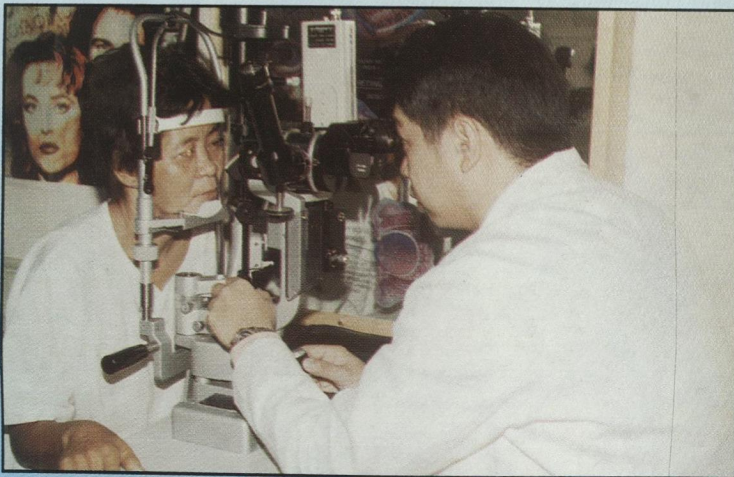
Biotechnology research has been strengthened with two of the five initial projects extended for another year while four ongoing projects are in the second year of implementation.

These are "Development of Thyroid Stimulating Hormone (TSH) Assay for Screening Congenital Hypothyroidism," "Development of DOT-ELISA utilizing the 30Kda antigen of Mycobacterium tuberculosis as a diagnostic kit," Laboratory and Field Studies on the Biological Control Potential of Culinomyces clavisporus, Bacillus thuringensis and Bacillus sphaericus." Another project "Development of

Monoclonal Antibodies Against Serum Transferin for Use in the Immunoassay Detection of Human Serum Transferin" was extended until December 1998.

Four new projects started this year, namely, "Field Evaluation of Formulated Avocado Extract Against Mosquito Larvae in the Philippines," "Availability of *Bacillus subtilis* Spores for Use in Population Screening for Phenylketonuria," "Development of Serotyping Reagents for the Detection of Cholera Species," and "The Immunomodulating Effect of the Crude Extracts from *Momordica charantia* and *Tinospora crispa*." The second research has already produced sufficient spores now being used for newborn screening for phenylketonuria and the last two projects have the potential to generate products which are expected to be more relevant and applicable to our setting.

Eye researches continued to generate new findings on different aspects of the causes of ocular morbidities and blindness in the Philippines. In addition, the National Eye Injury Registry, the Uveitis National Survey, and the IO Tumor Registry were started to gather and compile data. A number of operation researches and studies on certain aspects of eye health care system is also being undertaken.



A study on eye injuries among workers of select high-risk establishments in the Philippines is one of the major researches being conducted by the College of Public Health. Other ongoing studies are on persistent health problems such as HIV/AIDS, leprosy, malaria, tuberculosis, hepatitis, dengue, and paragonimiasis. Several evaluation studies of the government's existing programs are being done on devolution, maternal and child health project, Cullion Leprosy Control and Rehabilitation Pro-

gram, HIV/AIDS Control Program, and nutrition program. An evaluation of the college's off-campus Master of Public Health program, which was offered in 1996 is being done. More researches on health manpower and health policy were started.

Contracts for two researches on the parameters of normal voice production and acoustic characteristics of perceptually acceptable speech in a cleft speaker to be conducted by CAMP under the NIH, were finalized.

The Complementary and Traditional Medicine Program started the documentation of the health and healing practices of the Bugkalot people in Quirino and Nueva Vizcaya provinces. Financial assistance was also received from the

UPMASA (Delaware Chapter through Dr. Jose Pamintuan) for the inventory of Philippine medicinal plants. Almost completed are the documentation of the Batak, Tagbanua, and Palawan peoples of Palawan with financial support from the Department of Health Traditional Medicine Unit.

The Rational Drug Use Study Group was invited to present two proposals in Yogyakarta, Indonesia. Prof. Cristina Torres, Dr. Noel Juban, Mr. Aldrin Santiago, and Mr. Rainier Galang developed two research proposals exploring the role of municipal mayors and drug store clerks in the rational use of medicines. The RDU Study Group also held several seminars for community health workers and midwives on the rational use of medicines.

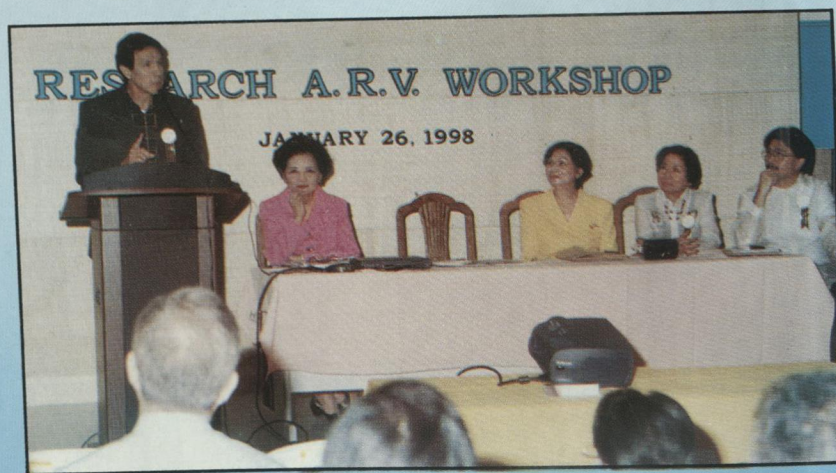
The Manila Studies Program started a major research project on the history and struggles of marginalized sectors in Manila (1898-1998) as part of its interdisciplinary program. Priority areas for research were also identified as follows: delivery of basic services to the marginalized sectors; poverty and unemployment; human rights and injustice; crime and violence; ecological and environment decay; graffiti art and social protest in Manila; inequity and social mobility; housing and utilities; low-income levels; and crime and law enforcement.

A seminar-workshop on Research Management and Methodologies was also held and two publications were launched, namely, "Maralitang Tagalungsod ng Kalakhang Maynila" and "Manila Studies Bibliography: A Research Guide."

Showcase for research breakthroughs

The University continued to provide venues for the dissemination and utilization of its research agenda and breakthroughs such as the holding of research fora and workshops, the annual Inventors-Innovators Fair, the regular research fora conducted in some colleges and PGH, the publication of the UP Manila Journal, the UP Manila Bagumbayan, and the research journals in some colleges, and the holding of professorial lectures.

Two early research events included the Research Assessment, Affirmation, and Visioning Workshop which was held in January as part of the NIH's second anniversary celebration and the Research Forum which was one of the University's



Senator Freddie Webb at a research workshop

foundation day activities in June. Both activities gave prominence to the research accomplishments of each college and firmed up priority research concerns for the coming years.

At the Inventors-Innovators Fair, this year's winners consisted of a modified cost-effective viewing device for low vision patients, a cost-effective, fast screening test for anti-hepatitis C virus antibodies, a modified cervical immobilization device for suspected cervical spine injuries in the prehospital setting, and a study on avocado leaves as larvicide.

Several completed researches, including those of students, won awards in various contests sponsored by different organizations (*please see Awards and Distinctions on p. 69*).

Research funding

Aside from research funds being allocated by the national government, constant sources of funds for UP Manila's research programs and projects include local and international funding institutions, other government agencies, private organizations, and nongovernmental organizations.

At present, UP Manila gets funds from 81 local and 34 international research funding institutions. The College of Public Health, College of Medicine, and the Institute of Ophthalmology are the recipients of the most number of outside research grants.

From 1993-1998, UP Manila completed some 1,691 researches or an average of 281. In 1998, it has 451 ongoing and 168 completed researches.

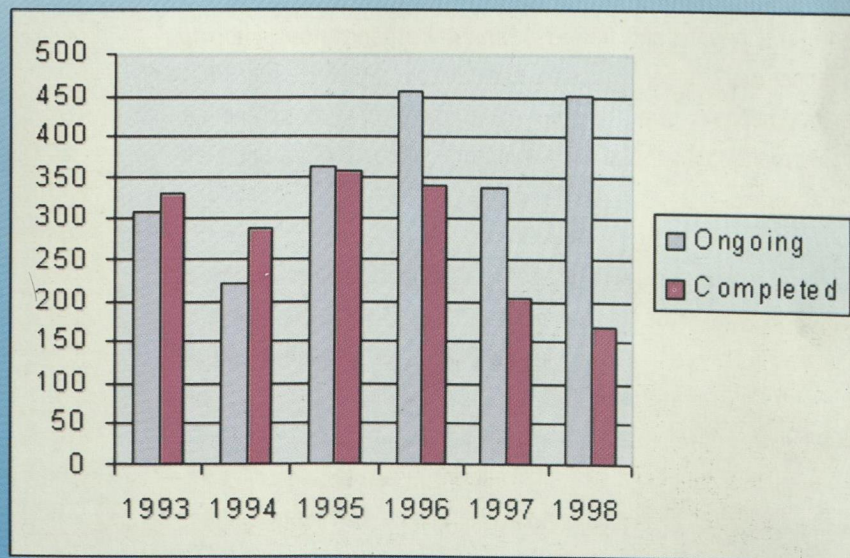


Fig. 5. UP Manila's researches from 1993-1998

Intensifying extension services

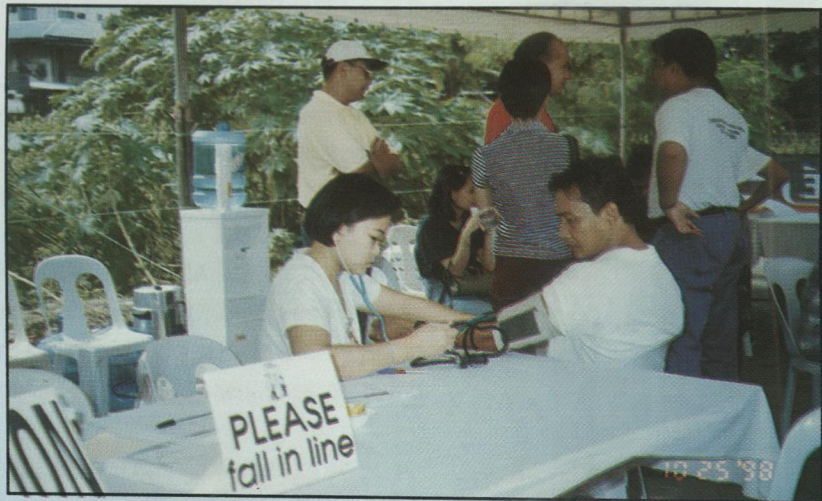
Through its extension services, UP Manila exemplifies its goal of service to the nation. The University is certainly one of the learning institutions which provides the greatest variety of community service programs that address the needs of underprivileged and poor sectors of the population. Through these services, UP Manila exerts a direct impact on the health and living conditions of the people especially those in far-flung areas.

In reaching out to the larger community, UP Manila mobilizes its constituents to share their time, efforts, and resources in working for and with people in these communities to find out their problems, look for appropriate solutions, and identify areas where the University can help.

These extension programs include the direct health care services provided through the Philippine General Hospital, the different missions and activities of the Ugnayan ng Pahinungod being carried out by volunteers composed of faculty members, non-teaching staff and students; and the provision of non-PGH based services.

Extension services are also rendered in the form of the community-oriented programs of the colleges/units; the continuing education and technical assistance and consultancy services which are being carried out in cooperation with other government, private and nongovernmental organizations such as seminar-workshops, symposia and related activities, and information services given to other government institutions and private organizations in the form of lectures, research fora and similar activities.

During the years in review, UP Manila devoted much of its efforts and resources in modernizing PGH and improving its diagnostic services, institutionalizing volunteer service programs through the Ugnayan ng Pahinungod, reviewing and strengthening existing community-based programs, implementing new ones such as the Field School Program at Tagkawayan, Quezon, and developing a generic Community Health Development Program for all UP Manila students.



The University provides the greatest variety of community service programs that address the needs of underprivileged and poor sectors of the population

PGH: Modernizing health care delivery

The Philippine General Hospital is considered a national resource for health care. It is the government's biggest and most modern tertiary hospital which provides the widest range of direct care services to the biggest number of patients nationwide. It provides excellent training to medical, nursing, allied medical, and paramedical students and professionals including those from other health schools. It also conducts relevant researches on biomedical and health care systems.

The services are provided through its five functionally integrated but independent units: the Outpatient Department, the Department of Emergency Medical Services, the Department of Pay Patient Services, the Cancer Institute, and the Charity Services.

From 1993-1998, PGH focused its efforts on improving diagnostic services through more and improved facilities, expediting outpatient services, strengthening emergency medical services, addressing the health care needs of specialized sectors such as child victims of abuse, women and those with mental illnesses; and formulation of a more efficient and environment-friendly waste management mechanism.

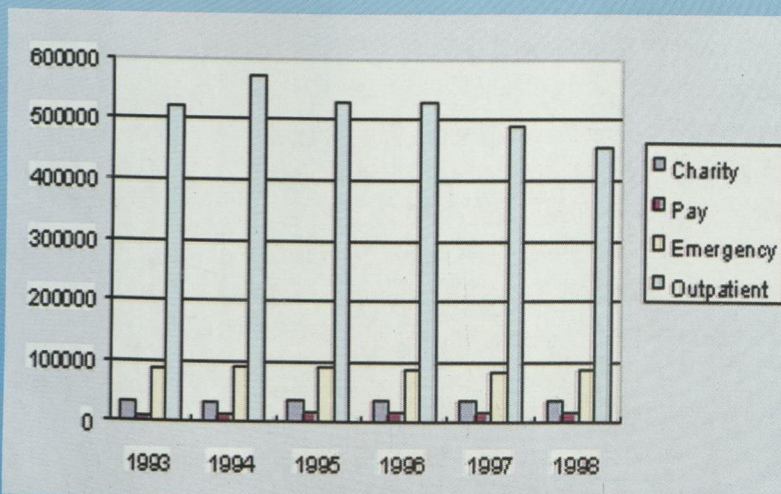
Services delivered

The past six years, PGH served a total of 3,921,820 patients or an average of 653,637 patients a year. Of this number, 78.8% were outpatients, 13.5% were emergency patients, and 7.7% were charity and pay patients. The biggest number of patients was recorded in 1994, totalling 710,411.

For 1998, PGH served a total of 443,600 patients. Of this number, a great

bulk, (395,670) were outpatients while the rest (47,930) were emergency patients. Of the number of outpatients treated, 254,619 were old patients who sought follow-up treatment while 141,051 were new patients. In both emergency and outpatient cases, the Department of Medicine had the biggest number of patients.

Fig. 6. Number of PGH patients from 1993-1998

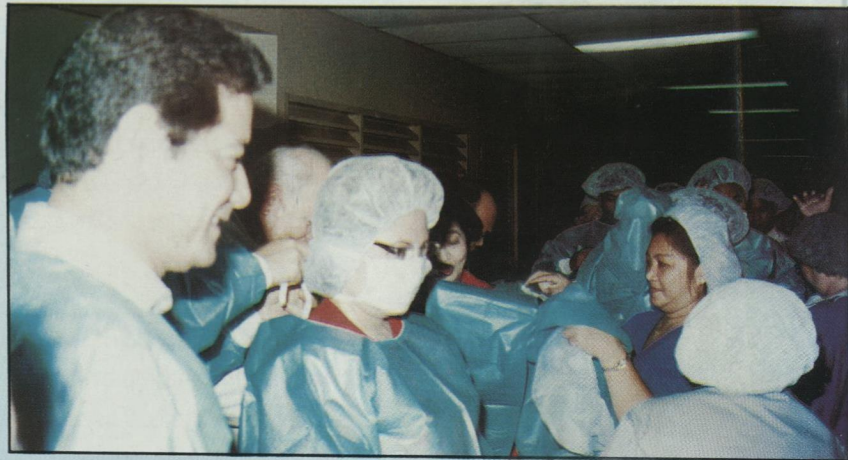


est training and extension unit, PGH trained a total of 15,812 medical and allied health science students or an average of 2,635 per year. Almost half of this trainees were resident physicians; nurses were the biggest trainees among the allied health services group.

From January to October 1998, PGH trained a total of 2,473 medical and allied health science students half of whom were resident physicians with nurses dominating the allied medical trainees.

New services

For the past six years saw a number of new projects implemented to improve health care delivery. Some of the new initiatives were the Cataract Backlog Project where 56 patients were operated on, the Comprehensive Ambulatory Respiratory Rehabilitation (CARE) Program, the Asthma Comprehensive Care Unit, the Infectious Disease Clinic, the Pediatric Clinic and ER Trauma Service, the Emergency Medical Services System, the Organ Transplant and Open Heart Surgery,



First Lady Luisa Ejercito Estrada during a visit to the PGH Operating Room for the "Libreng Operasyon" project

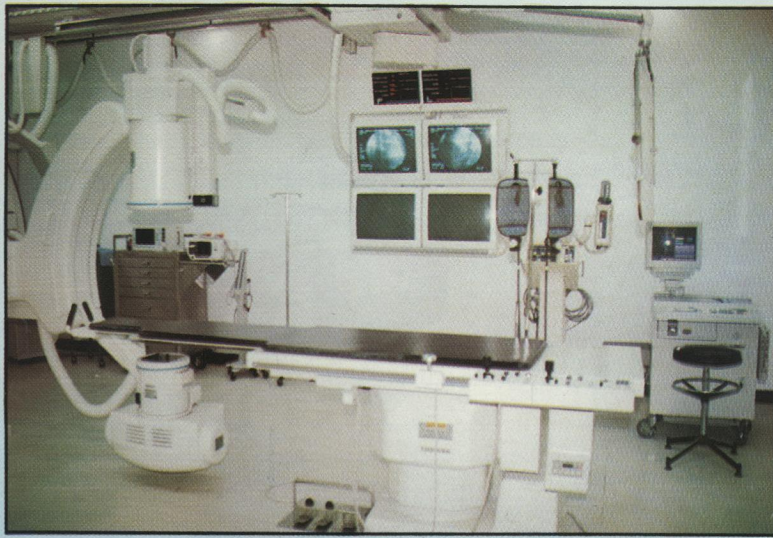
For 1998, among the new facilities opened were the Cardiac Catheterization Laboratory which was inaugurated during the hospital's 88th foundation celebration last September 1 and the Spine Center, the construction of which was completed this year. The Cath Lab aims to deliver better cardiovascular care especially to charity patients. Also inaugurated during the foundation day celebration were the Dr. Constantino P. Manahan Memorial Library with its up-to-date materials on obstetrics and gynecology, the Rosalyn Coyuito Memorial Chemotherapeutic Unit, the Communication-Information Center, and the Munting Paraiso, a playroom cum library of the Cancer Institute for child cancer patients.

Inaugurated by First Lady Luisa "Loi" Ejercito Estrada were three special programs which address the health care needs of special sectors: the Child Protection Unit (CPU) which offers comprehensive and multi-disciplinary care for child victims of abuse, the PGH Women's Desk which renders holistic care to female victims of violence, and the Special Psychiatry Unit, a six-bed unit with separate rooms and recreational areas to encourage socialization and reality orientation among patients.

CPU has already served around 1,000 children, 77% of whom were sexually abused and 23% physically abused. The PGH Women's Desk, established through the support of former Senator and Defense Secretary Orlando Mercado and Dr. Susie

Pineda, has helped 70 women victims since it opened in March 1998.

PGH also served as referral hospital for the First Lady's "Libreng Operasyon" project which was undertaken last November 12-17 through the support of a medical team from the Norwegian American Hospital where 131 poor patients were given free operations and surgical procedures at the hospital. The team handled 42 cases of eye operations mostly cataract extractions, 25 hysterectomies and other gynecologic surgeries and a combination of 64 general, plastic, and urologic operations.



The new Catheterization Laboratory at the seventh floor of PGH

The new equipment acquired included a state of the art KOBE heart-lung machine worth \$90,000 which is used to support post-heart attack patients while preparing them for emergencies; a computerized tomography spiral x-ray model Shimadzu SCT-7000TX, used for whole body scanning, a Color Doppler Ultrasound Angio machine called the Versa Puse Holmium Laser which has the capacity to blast stones from the urinary tracts.

A new Fitness Center with basic equipment for physical fitness activities and aerobics exercises was put up for free use of employees and other health buffs.

The Blood Bank Section of the Department of Laboratories complied with the provision of the National Blood Services Act of 1994 that PGH serve as the lead hospital in training other government and private hospitals on donor screening, blood collection, and component separation. Likewise, donors from hospitals without blood bank facilities are being referred to PGH for assistance. The program has a P2.5 M subsidy from the Department of Health.

To optimize health care delivery, various departments implemented new programs and services. These included the pilot integration of the Respiratory Therapy Unit by the Department of Medicine, the reopening of the Radiologic Technologist Internship Training Program, and the completion of the Comprehensive Pediatric Renal Facility, and rededication of other pediatric units -- the Audio-visual Room, the Subspecialty Complex, and the pediatric research offices.

Staffing profile

Performing key roles in the delivery of health care services are the medical, nursing, paramedical, and administrative staff who contribute in the attainment of PGH's goals. Average staff complement from 1993-1998 was 3,521 with the nursing staff being the biggest in number.

As of December 1998, PGH had a total personnel force of 3,408 distributed as follows: medical - 630 (17%), nursing - 1,487 (40%); paramedical - 392 (10%), and administrative/REPS - 1,212 (33%).

To promote the welfare of and enhance the staff's personal and professional growth, regular skills development and team building workshops and activities are being conducted. These include participation in the Values Orientation Workshop, conferment of the monthly Employee of the Month award, monthly ballroom dancing sessions, sports and physical fitness services, membership in a multi-purpose cooperative, and provision of dorm, health services, hospital discounts, and educational privileges.

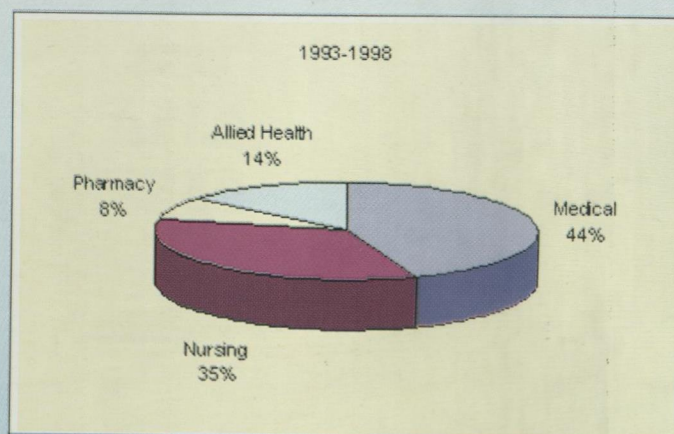


Fig. 7. Number of PGH trainees from 1993-1998

Financial resources

The average financial resources of PGH per year from 1993-1998 was P918,026,568 most of which came from the national government. Average expenditures amounted to P882,004,434.

PGH's reputation as a premier health institution continued to gain the recognition of both local and international donor agencies as seen from the influx of donations from the Japanese International Cooperation Agency, the World Medical Relief Organization, and private individuals and groups. PGH also benefitted from funds facilitated by senators and congressmen in support of various programs and projects. The donations were in the form of food, medical supplies and equipment, and financial assistance for facilities improvement.

Management/administration innovations

The hospital's information system was strengthened by the computerization of medical records and the implementation of a cabling system at the OPD. In line with the computerization program, a Medical Informatics Service was formed and a web page was constructed.

Various departments continued to strengthen the hospital's health education programs by developing innovative audiovisual and print materials on

treatment procedures and services offered to patients. Task Force OPD was created to formulate better strategies for reducing outpatients' waiting time with minimum or no additional cost at all to the hospital.

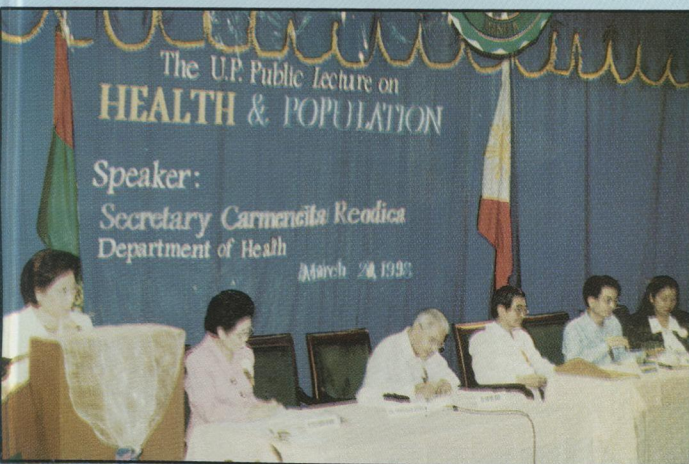
Ongoing projects were the construction of the Computer Building, the renovation of the Nurses' Home, Dorms 1 and 5, the Department of Emergency Medical Services, and the Department of Outpatient Services.

Non-PGH based services

Aside from the direct health services being provided by PGH and the community-based programs of the colleges/units, UP Manila offers health services which are not based in PGH.

One such service is being provided by the Clinic for Therapy Services at the College of Allied Medical Professions which has been expanded to include not only physical therapy services but also speech pathology and occupational therapy for patients in Metro Manila and nearby provinces.

Another is the laboratory testing services being provided by the College of Pharmacy on the efficacy of drugs and that of the College of Public Health on safety of water, food, biological monitoring of blood, dust sampling and analysis, heat stress monitoring, illumination and noise survey, acid mist monitoring, and others.



Continuing professional education (CPE)

CPE activities consisted of training courses, seminars, workshops, lectures, and similar activities conducted by the University and participated in by its faculty members or with invited guests and resource persons. These activities serve as venues for the sharing and exchange of experiences and updates in the various fields of health, and provides excellent opportunities for the dissemination of the University's research outputs and products of other scholarly works.

In 1998, UP Manila hosted the following events which tackled various aspects of health and medicine:

- ⌘ The First International Nursing Research Congress which aimed to promote nursing research and provide a venue for the exchange of information and forging of research linkages within the region and worldwide;
- ⌘ The 1st SEAGTEG Scientific Forum which was participated in by four collaborating universities namely, the UP Manila College of Public Health, the

Free University of Berlin through its Institute of Social Medicine, Khon Kaen University of Thailand, and Mahidol University of Thailand. SEAGTEG stands for Southeast Asian Ministers of Education Organization Regional Tropical Medicine and Public Health Network-German Agency for Technical Cooperation (GTZ) Consortium in Epidemiology which aims to increase the number of competent epidemiologists in the region through the conduct of graduate degree programs and short courses.

- ⌘ Lecture of The Right Honourable Alfred Lord Morris, a former government minister and member of the British Parliament, on recent developments in British Social Policy with special emphasis on Financial Services and Help for Disabled Children;
- ⌘ Lecture of Ramon Magsaysay Awardee Dr. Syed Abidul Hazan Rizvi on "Providing Quality Medical Care to the Poor" where he recounted efforts to provide Pakistanis with free dialysis and kidney transplants
- ⌘ Public lectures on the performance of the health and foreign affairs programs of the government as part of the UP Public Lectures on the Ramos Administration where former Health Secretary Carmencita Reodica and Foreign Affairs Secretary Domingo Siazon, respectively, assessed the accomplishments, identified constraints in program implementation, and mapped out future plans and strategies for better program implementation
- ⌘ The centennial lectures on the history of the health professions (medicine, dentistry, public health, health professions education, pharmacy, nursing, ophthalmology, and allied medical professions)
- ⌘ Commemorative activities for the International Women's Day which included a symposium on violence against women, protest march and musical variety show; a lay forum on "Kababaihan, Kalusugan at Kaunlaran" with lectures on common health problems of women, free clinics, breast examinations and pap smears, and putting up of health education booths.
- ⌘ The 5th Grand Scientific Symposium of the College of Medicine entitled "Total Health Care for the Filipino: Current and Future Perspectives" with topics discussed such as substance abuse, computers in medicine, antibiotic resistance, vaccine blood banking, and mass casualty management.

The NIH, through the Rational Drug Use Study Group, likewise hosted the consultative conference among 36 representatives from the government, academe, drug industry, nongovernmental organizations to draw up short-term and strategic plans on how to harness people's participation in the implementation of the National Drug Policy.

As in the past years, UP Manila took an active part in the celebration of worldwide and national events such as World AIDS Day, National Cancer Consciousness Week, National Disability and Prevention Week, Sight Saving Week, Breastfeeding Month, International Women's Month, Human Rights Day, Dental Week, Social Sciences Week, Biology Week, etc. The commemorative activities heightened interest and awareness in these causes.

Publications

Notwithstanding its inadequate financial and manpower resources, UP Manila turned out a considerable number of publications during the past year.

Some of the publications were launched during the University's 90th foundation celebration in June such as *"A Century of Public Health in the Philippines"* by Dr. Teodora Tiglao, *"Pathology 201: A Laboratory Guide"* by Dr. Elizabeth Arcellana-Nuqui and Rommel Domalaon (editors), *"A Laboratory Manual for Prosthodontics 31B"* by Dr. Danilo Magtanong, *"Manual of Orthopaedic Emergencies"* by Dr. Liberato Antonio C. Leagogo, Jr. and Dr. Norberto Agcaoli; *"Workbook on Pharmacognosy"* by Prof. Magdalena Cantoria, and *Philippine Index Medicus Abstracts, 1991-1995* by Rosvida Rosal (editor).

Sentro ng Wikang Filipino publications such as *"Manwal ng mga Community-based Rehabilitation Worker"* by Prof. Lucia Magallona; *"Entomolohiya Medikal"* by Dr. Lilian de las Llagas, *"Anatomiya at Morpolohiya ng Ngipin"* by Dr. Leonor Lago, and *"Pag-aaruga sa mga Taong May Edad Na"* by Dr. Letty Kuan were also launched.

The publications of the Manila Studies Program which were also released were *"Towards a Nationalist Pro-Poor Agenda for the Manila Studies Program"* by Prof. Roland Simbulan; *"Social Research for the Development of People: An Alternative Paradigm"* by Lorna Segovia; and *"The Impact of Devaluation and Oil Price Increases on Manila's Residents and Wage Workers"* by Carol Almeda; *"Environmental Crisis in Manila and its Environs"* by Prof. Raul Segovia; *"Human Rights Situation in the City of Manila: Retrospect and Prospect"* by Prof. Nymia P. Simbulan; and *"Ang Rebolusyong 1896 sa Maynila"* by Celestina Boncan and Isagani Medina.

Other publications completed were *"Resiliency"* by Dr. Conrado Banaag, *"Diksyunaryo ng Terminong Pang-Agham Pangkalusugan"* by the Sentro ng Wikang Filipino, *Philippine Textbook of Medical Parasitology* by Dr. Vicente Belizario and Dr. Juan Antonio Solon (editors); *"Nursing Practice in the Community"* by Prof. Araceli Maglaya; and *"Lecture Notes in Integrative Physiology."*

Reaching out to more needy sectors through Pahinungod

Thousands of needy and deprived sectors in poor and remote communities were served by the various programs of the Ugnayan ng Pahinungod.

Since it was implemented in 1994, the Ugnayan ng Pahinungod Manila has helped 90,000 Filipinos nationwide through its 13 volunteer programs.

Created in 1994 to provide surgical, medical, and dental services to people and communities that do not have access to health care, the Health Missions Program held 73 health missions in 46 communities. These missions were composed of 33 medical missions, 24 dental missions, and 18 surgical missions five of which were tasked for major surgeries. The program conducted the first thyroid surgical mission in San Jose, Nueva Ecija and the first ENT department-initiated

chieloplasty (hairlip repair) and palatoplasty (palate repair) surgical mission in Cabuyao, Laguna.



Aimed at disseminating information and techniques on health, sanitation, and nutrition as well as on modern medical skills and current medical technology to underserved communities, the Health Training Program conducted seminars on nutrition and child rearing in Marilao, Bulacan, participated in by 50 mothers; on boils, cough, and fever at the Quezon City Jail, benefiting 20 inmates; and on urinary tract infection, dengue, cholera, and tuberculosis, and education strategies in Talim Island, Rizal, with 15 barangay health workers.

The Disaster Management Program previously provided assistance to lahar-displaced families in Pampanga. In 1998, it responded to a more frequent kind of disaster, fire, which resulted in the establishment of the Fire and Rescue Volunteers Brigade (FRVB). The FRVB held four fire and rescue seminars where 279 UP Manila employees were trained; drafted a fire plan which included the posting of floor maps indicating location of fire exits and fire extinguishers in each building, and formed the Core Group of FRVB composed of Chief Fire Marshall Dr. Norberto Meriales of the Department of Orthopedics, deputy fire marshalls from the different UPM and PGH units, and the Department of Emergency Medical Services.

Likewise, the **Disaster Management Program** responded to the victims of super typhoon Gading in Pangasinan where relief goods were distributed and a medical mission conducted.

To help the University promote environmental awareness through information dissemination and implementation of varied environmental projects, the **Earth Camp Program** held a symposium titled "Philippine Environment in Crisis" in which topics such as forest denudation, industrial pollution, Philippine biodiversity, and solid waste management were discussed; held meetings with student organizations to encourage the studentry to participate in the program; and conducted a baseline study in Tagkawayan, Quezon in cooperation with the College of Arts and Sciences Field School.

The **Summer Immersion Service Program**, which provides volunteers the opportunity to experience life in the remote areas and to render community service to the residents, deployed 17 volunteers to six barangays in the Summer of 1998. The volunteers rendered medical missions, health trainings, and other services.

The summer immersion service volunteers conducted health training in Bontoc, Cagayan Valley, Pangasinan, Talim Island, and Sorsogon.

Under the **Tutorial Service Program**, 100 UPM student-tutors helped students of Justo Lukban Elementary School and Padre Burgos Elementary School cope with difficulties in understanding aspects of their current subjects.

The Affirmative Action Program, which helps third year high school students of underrepresented communities improve their Math, English, Science, and History subjects and attracts them to study in UP, deployed 32 volunteers to five high schools in Mindanao benefiting 220 students.

Helping public school teachers of underrepresented provinces improve their teaching competencies, the **Teachers' Training Program** held a training in Jolo, Sulu where nine UPM faculty members trained 123 teachers in Economics, History, English, Mathematics, Chemistry, Physics, and Biology.

Under the **ER program** which trains students, alumni, and staffmembers to serve



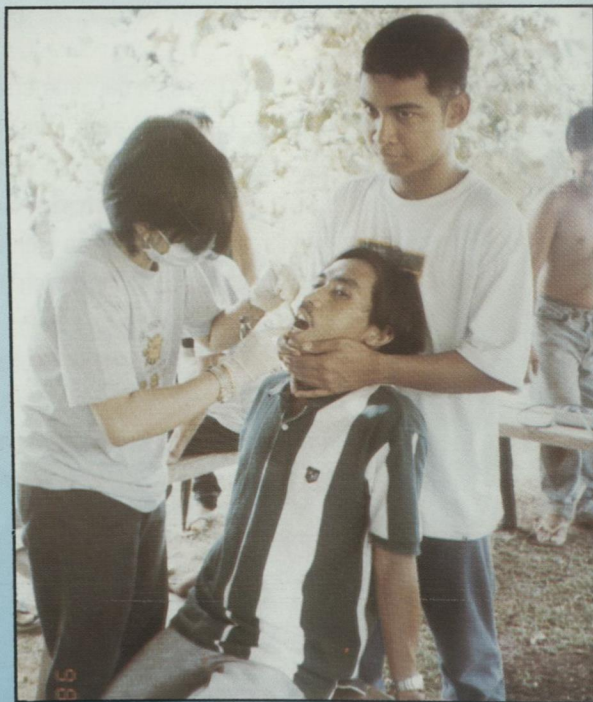
Employees undergo a fire drill

emergency room patients as ER Relations Officers, First Aid Workers, Trauma Care Providers, and Ambulance Team Volunteers, 116 volunteers were deployed and regular ER orientations, basic life support, and first aid training seminars were held.

Through the Local History Program, the book titled "Homecoming" was launched. The manuscript is a compilation of local histories written by UP Manila students and was produced in coordination with Prof. Bernard Karganilla and the Information, Publication and Public Affairs Office with funding from the National Historical Institute.

The Service Learning Option, a program which aims to incorporate volunteer activities in the different curricula, held activities such as a forum for deans, directors, and faculty members; a faculty orientation on SLO, and the creation of an 8-member committee to draft the SLO guidelines. As a result of these activities, four faculty members incorporated SLO into their classes.

Moreover, Pahinungod Manila produced *Voluntarism in Action II: A Pahinungod Journey* which is a collection of stories, poems, and essays on voluntarism experiences written by volunteers; a 10-minute audiovisual presentation on Pahinungod; six issues of *Ang Pahinungod*, the Pahinungod Manila webpage; and held a roving exhibit of its various programs at the different colleges.



Promoting personnel welfare

UP Manila won the Gawad Kalinga Award as "Most Employee Friendly" government agency under the category "State Universities and Colleges." The award was given by the Civil Service Commission and the Convenors Group of the Public Sector Employee Associations.

UP Manila was chosen for its strong commitment to promote employee welfare and well-being through its institutionalized programs on career, moral and values development; continuing provision of wholesome physical and psychological environment; democratic leadership; and most of all, its uncompromising concern for social responsibility.



Receiving the Gawad Kalinga award from Executive Secretary Ronaldo Zamora

Proof of this concern and commitment are several ongoing programs aimed at promoting the employees' professional and personal growth and development.

The programs include the provision of free consultancy services and discounts for hospital fees through PGH, 100% discount on tuition

fees for employees and their dependents who study at UP, meal and subsistence allowance and hazard pay for PGH employees, provision of a half-day study leave with pay for those studying outside UP in fields related to their work, and provision of additional retirement benefits and loans through the UP Provident Fund which also administers the University Health Plan. . The conceptualization of this health insurance scheme for UP System employees was spearheaded by UP Manila.

UP Manila started the conduct of the Values Orientation Workshop in 1994 and is now being followed by other UP campuses and by other government institutions. To date, it has benefitted some 3,549 employees including those of PGH. Other continuing programs include the conferment of the Employee of the Month Award and the annual conferment of the Most Outstanding Awards as part of the University's foundation celebration.

The UP Manila Creche and Child Center was renovated to provide bigger and better preschool facilities for children of its employees. The Center has a breastfeeding room where employees can leave their babies and children while they are in the office.

Rounding up these programs are the sports and wellness courses, the regular seminars and training courses on staff development, skills enhancement and team building, provision of opportunities for cultural and artistic growth by supporting the establishment and sustenance of various cultural groups including the UP Manila Garden Club, conduct of regular sectoral dialogues, and providing recognition and support for employee organizations.

The UP Manila REPSA marked its first anniversary last October with activities such as photo exhibits, a short program, and a raffle. They also attended the first systemwide REPSA Conference held at UP Los Banos.

Faculty members and nonteaching staff were also exposed to the reality of gender prejudices through an orientation seminar on Gender Sensitivity conducted by the University Center for Women Development.

An orientation program for new faculty members was also held to acquaint them on the vision

and goals, benefits and privileges, their duties and responsibilities, and rules and guidelines on the conduct of teaching, research and extension services in the University. New and old teachers have attended this program.

As of December 1998, UP Manila had a manpower complement of 4,396. Of this workforce, 3,408 (77%) are employed at the PGH and the remaining 988 (33%) with the other colleges/units of UP Manila. Of the UP Manila personnel, 567 are faculty, 350 administrative staff, and 71 are Research, Extension, and Professional Staff (REPS)



Gender sensitivity training for employees

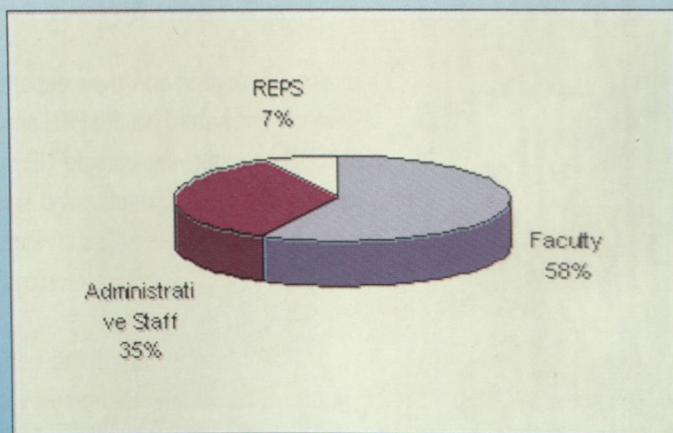


Fig. 8. Manpower complement of UP Manila

Improving library services and information technology

The University Library's initiatives in Information Technology now provide easier access to a more extensive sharing of information and knowledge needed to support education, research, and extension programs of the University.

Total library collection increased by seven percent, from 177,757 volumes in 1997 to 190,000 volumes in 1998. Efforts to meet international standards paid off

with an increase in the collection from 40 percent in 1997 to 44 percent in 1998.

The library used its network system extensively to access information in the world. A total of 1,102,057 usage of library resources was recorded, or a decrease of 79,964 due to the disconnection of the telephone lines in three libraries for six months. The use of electronic resources increased to 184,908 so with other document delivery services

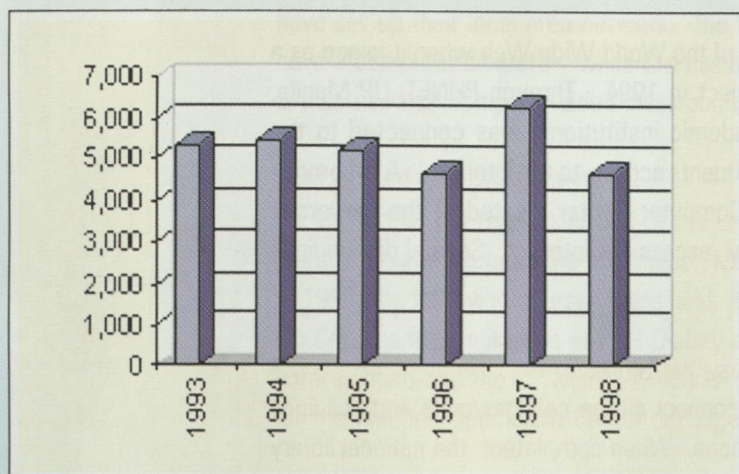


Fig. 9. Library collections from 1993-1998

from 114,161 in 1997 to 139,172 in 1998.

An ongoing project is the conversion of the card catalog to electronic format, the On-line Public Access Catalog (OPAC) with some 39,530 records converted. Indexing of current as well as retrospective materials for the Philippine Index Medicus (PIM) was facilitated by the use of a computer, with a total of 16,867 articles/documents indexed/classified. The PIM was launched on June 19 as the UP Manila Library's centennial publication

The OPAC in the main library and in the medical library is linked to UP Manila's web page, accessible 24 hours a day using any web browser. The computerized circulation system being installed at the Medical Library will be operationalized once the UPM fiber optic cabling is completed.

As the SEAMIC Coordinating Library in the Philippines and its Librarian as member of the Philippine-SEAMIC Coordinating Committee, the Medical Library received financial support of US\$7,000 worth of periodical subscriptions for 21 medical periodicals. The UP Manila Library played host to three SEAMIC training fellows from Korea, Malaysia, and Thailand and to 15 librarians from Mongolia who studied and observed academic library management.

Information technology development

The UP Manila Information Technology Development Plan aims to im-

prove health and contribute to national development by harnessing the benefits of information technology (IT) for excellence in education, management effectiveness and efficiency, human resource development, and health care services. It consists of several interrelated, coordinated, and collaborative projects implemented by various colleges and units. One of these is the National Telehealth Center (*more on NTC on p. 59*).

Internet connectivity

UP Manila became a member of the World Wide Web when it joined as a primary node in the DOST-ESEP project in 1994. Through PHNET, UP Manila, including 10 other participating academic institutions, was connected to the internet, which gave UP Manila constituents access to the internet. A cybernook was established at the UP Manila Computer Center located at the University Library for faculty, staff, and students' access the internet. Several dial-up lines were also made available.

Fiber Optic-based Campus Wide Area Network

This project envisions to interconnect all the colleges/units and buildings of UP Manila using a fiber optic backbone. When completed, the national library network and the internet will become accessible to all the colleges and units. The backbone will likewise be used to develop an intranet system (an internal network within UP Manila for sharing information and management activities). Through it, memoranda and information for dissemination may be placed on the intranet thereby saving on photocopying cost.

Library intranet and national networking

As part of the thrust of DOST-ESEP project to establish an electronically linked network of libraries, UP Manila has digitalized its library card catalogue system and is being used as an Online Public Access Catalogue (OPAC).

The libraries are also moving toward a mix of print materials and electronic media collection through acquiring CD-ROMs. In 1997, the Electronic Medical Research and Library Database System (EMERALDS '71) of the College of Medicine (CM) was launched. EMERALDS is the first electronic facility in the country's educational system that provides access to global sources of information on medical and other related fields in abstract, textual, graphics form.

EMERALDS '71 database includes Medline from 1966 to present and Ovid Core Biomedical Collection (I & II) from 1993 to present. Medline is recognized as the premiere source for bibliographic and abstract coverage of biomedical literature. More than 8.7 million records from more than 3,600 journals are indexed, plus selected monographs of congresses and symposia. Ovid (I & II) is a digital collection of 30 international biomedical journals in full text with graphics, tables and photographs as they appear in print.

Towards more organizational effectiveness and efficiency

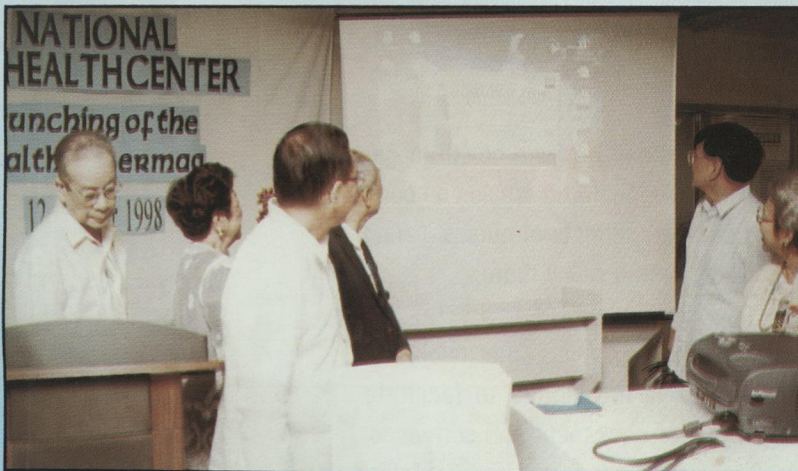
EMERALDS '71 is a P6-million dream project of CM Class 1971 realized through a P3.68-million donation of Class '71 and a P2.6-million allocation from the Country Wide Development Fund of Senator Franklin Drilon.

Local Area Network

Most of the colleges and units have acquired modems for dial-up access to the internet. The College of Public Health (CPH) and the College of Medicine (CM) have set up their local area network. The College of Arts and Sciences and CPH have a computer laboratory while CM has a computer-aided learning center which is also used as computer-aided classroom.

Computer literacy program

Part of the responsibilities of the University is the conduct of a computer literacy program through the Information Management Support office for the staff. In 1998, the following courses were held: Computer Literacy and Database Training Courses for employees of PGH Dietary and PGH Property, the UP Manila Registrar's Office and the UP Manila Graduate School; Web Design and Development for the National Telehealth Center participating units.



Ongoing activities along this line are the development of training course modules on LAN training for college LAN administrators, basic campuswide intranet/Internet access, computer literacy, database administration and development, basic computer troubleshooting and repair, and web page design and development. The last is for implementation in 1999.

National Telehealth Center/Other IT Projects

Approved on July 30, 1998 at the Board of Regents' 1122nd meeting, the National Telehealth Center (NTC) aims to make the University of the Philippines Manila as the nucleus of telemedicine in the country by making continuing health education and consultation more accessible to health professionals, health educators, health researchers, students, and even to the general public, through the use of information technology.

NTC harnesses UP Manila's pool of experts and cumulative experience in international teleconferencing, continuing education by distance mode, health chat through the internet, and module preparation for distance education.

Nationwide access, especially in remote areas, will be made available through satellite centers using IT such as the internet, telephones, or satellite communication. The satellite centers will initially consist of the Department of Health's regional medical centers or hospitals. Selected affiliate organization of the Philippine Medical Association and other health societies may then serve as satellite nodes also.

Phase 1 of the NTC will be internet-based, thus primarily text-graphic-based. Interactivity will be provided to the users by entertaining questions and comments through a "health forum" bulletin board. Scheduled interactive session can be arranged through a "health chat."

Phase 2 will combine voice with internet capability. Online audio communication will complement text-graphic internet-based materials. The source materials may come from the telehealth center (UP Manila) or the satellite nodes. Specific activities will include international conferencing, continuing education teleconferencing, interactive consultation, and special lectures.

Phase 3 will include video. Skills or psychomotor training will be possible because of the added video capability. Phase 4 will make possible the accessing of information from varied locations such as college auditoria, departments, operating rooms, etc.

Another project is the Health Cybermag, a monthly online health magazine launched last October 12, 1998. Its maiden issue featured articles on bone regeneration, odorless method of preserving cadavers, effects of nurses' caring behavior on clients' anxiety, tuberculosis, diabetes, and many more.

To establish a common facility for teleconferencing and other telehealth activities, the Information Technology Complex is envisioned to facilitate synergism among UP Manila experts and sharing of equipment and softwares. It will house the following units: Teleconferencing auditorium, Office of Information Management Support, Office of Extension and Continuing Education, Computer Research and Information Technology for Health Program, Medical Informatics Unit, and Electronic Data Processing Unit.

The Multidisciplinary Laboratories inaugurated its Computer Center from funds donated by the UP Medical Society of America-Delaware Valley Chapter. The Center is a free-of-charge cybernook for UP medical students who want to avail of computer-assisted learning materials such as virtual classrooms and laboratories on CD-ROMs, mock exams, and word processors. Other IT-related activities included a symposium on "Applications of Computers in Medical Education" sponsored by the Medical Informatics Unit, a seminar on Health Informatics, the holding of a week-long computer fair, and a symposium on IT topics.

Towards more organizational effectiveness and efficiency

Highlights of accomplishments in this area were the consolidation of the programs and projects started during the past years, laying the foundation for other projects, infrastructure and facilities build-up, planning and implementation of austerity measures, and making the campus a safer, healthier, and better place.

Search processes were conducted for the deans of the College of Allied Medical Professions, College of Public Health, College of Pharmacy, Graduate School, and director of the Institute of Ophthalmology.

The new appointees were Prof. Susan Villegas for CAMP, Dr. Benjamin Vitasa for CPH, Prof. Leticia Barbara Gutierrez for CP, Dr. Emilie Flores for the Graduate School, Dr. Rosie Reyes-Noche as IO director.



Dr. Emilie Flores takes oath of office as new dean of the Graduate School

The vigorous and aggressive promotion for the significant role of the NIH in hastening the country's health research and development efforts resulted in its final approval during the start of the year. Former President Fidel V. Ramos signed RA 8503 in Malacañang last February 13, an event attended by UP System and UP Manila officials led by UP President Emil Q. Javier and Chancellor Perla D. Santos Ocampo.

On the heels of the NIH bill signing was the impending legislation of the Institute of Pharmaceutical Sciences (IPS) after its creation was approved by the Board of Regents in October 1998. IPS will serve as a component institute of the Health Products Cluster of the NIH.

Providing a Healthier, Safer, and Culturally Sensitive Environment

Several projects were continued and initiated to ensure that constituents work under safer and healthier conditions. These include the creation of the UP Manila Garden Club, the creation of the UP Manila Disaster Plan which gave rise to a volunteer fire-and-rescue brigade, the "Operation Linis, Alis Aedes" of the Office of Student Affairs, the creation of the Office on Anti-Sexual Harassment, and the provision of opportunities for the honing of the constituents' creative and artistic talents and potentials.

University events and celebrations such as commencement rites, foundation celebrations, book launchings, and inaugurations became opportunities for the training and performance of the University's cultural and artistic groups such as the UP Manila Chorale which also held several concerts and won in several contests, the UP Manila Gandingan, Folklorica, Sayaw Bathala, Rondalla Group, Rock Band, the Sign Group, UP Manila Anak Tibawan, Indayog, UP Med Choir, Babaylan, Nursing Artists Circle, CPH Artists Group, and the recently formed Koro Kalinga, the UP Manila Faculty and Staff Choir.



UP Manila officials play the anklung during the Christmas celebration

Centennial and 90th foundation celebrations

As mentioned earlier, the link between the nation's and the University's history and the University's role in nation building were highlighted during the centennial and the 90th year commemorative activities in all UP campuses.

In UP Manila, the launching of the centennial celebration was graced by President Fidel V. Ramos and First Lady Amelita Ramos and was marked by the Declaration of



President Ramos addressing UP Manila constituents during the centennial celebration launching

the UP Decade 1998-2008, the launching of the P1 B Alumni Centennial Fund Campaign, and the groundbreaking rites and burying of the time capsule for the Apolinario Mabini Carillon in UP Manila.

Held throughout the year were other commemorative activities such as the holding of centennial lectures on the 100 years of the different health and medical professions, book launchings, cultural presentations and exhibits, stage plays, symposia, historical tours, foundation day activities, and community service projects.

These celebrations culminated in the systemwide lantern parade at the Rizal Park and Quirino grandstand which UP Manila hosted last December 18, the first time that the annual affair was held outside the UP Diliman campus. All six UP autonomous campuses, its eight original colleges, and some programs participated in the parade through their own floats or lanterns which depicted significant periods in the nation's history and the country's major festivals.

Physical plant/equipment development

Aside from those already mentioned under research facilities upgrading and information technology development, requisite facilities conducive to teaching efficiency and research productivity and considerate of the personal needs of the faculty, students, and non-teaching staff were also provided and maintained.

Laboratory and lecture rooms were continuously improved while library facilities were upgraded. Acquisition of additional teaching equipment and other state-of-the art instruments through donations from alumni and outside organizations became a top priority.

Notable accomplishments under this area include the renovation works at the College of Medicine main building and repainting of both its main and annex buildings, construction of the Class 1972 Theater at CM, renovation of the Gusaling Andres Bonifacio and laboratory rooms at the CAS, construction of the amphitheater beside the College of Public Health building, expansion of the UP Manila Creche and Child Center, reroofing works at the NIH building, and many others.

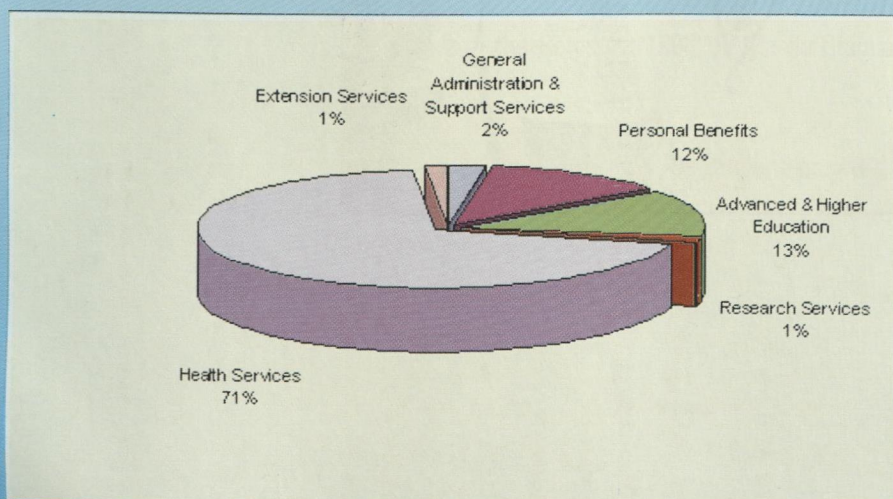
Financial resources

The University derives funds from three sources: the national government, University income, and grants and donations.

For 1998, national government allocation for UP Manila amounted to P1,322,334,114.91 divided into Personnel Services - P939,310,236.91; Maintenance, Operational Expenses - P325,093,878; and Capital Outlay - P57,930,000.

The programs/projects of expenditures were general administration and support services, personnel benefits, advance and higher education, research services, health services, and extension services.

Fig. 10. UP Manila expenditures for 1998



Sources of University income include hospital fees, tuition fees, sale of publications, rental of facilities, training fees, and others. Out of a total of P279,318,291.84 University income allotted for 1998 expenses, P264,023,269 were spent under the same programs/projects.

Resource generation

In a span of six years, UP Manila's resource generation program yielded a tremendous building up and expansion of its infrastructure and an enormous increase in and upgrading of its facilities and equipment since most of the donations received were for these specific purposes.

The University completed the construction of the College of Nursing, College of Pharmacy, College of Arts and Sciences Annex building, the National Institutes of Health building, the Chancellor's Guest Suite, and the equipping of these buildings through funds donated by legislators and other government agencies, alumni, and private individuals. Through the same sourcing, the College of Dentistry is also being constructed.

To encourage and facilitate more donations, several bodies were created in 1994 such as the Committee on Resource Generation, the UP Manila Development Foundation, Inc., (*please see separate report*) and the Chancellor's Oblation Club.

The past six years also saw an overwhelming increase in the number of professorial chair donations and scholarship and research grants for the different colleges.

From 1993-1998, UP Manila received a total of P149,587,398.37 in trust funds or an average of P24,931,233.06 each year.



UP Manila Development Foundation, Inc.

The University of the Philippines Manila Development Foundation, Inc. (UPMDFI) is duly registered with the Securities and Exchange Commission as a non-stock and non-profit corporation. The Foundation aims to contribute to the development and growth of UP Manila and the national welfare through the establishment and operation of a private institutional medium to encourage, undertake, and/or underwrite the following programs:

- ⌘ Institutional Development Programs
- ⌘ Basic and Applied Research
- ⌘ Creative work in the Health Sciences, Physical, Biology, Social Development Studies, and the Humanities

Committees of the UPMDF

Membership Committee
Investment Committee
Program Committee
Resource Generation Committee

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The Foundation as manager of UP Manila projects

The Foundation serves as manager of UP Manila Projects. In some instances, it provides initial capital requirement for the project. Collections are receipted by the Foundation then disbursed upon request of the project proponent. Interest earnings may accrue to the Foundation depending on the terms with the proponent. Below were some of the projects which were helped by the UPMFI.

1. Open University - School for Distance Education Projects with the WHO, UNDP,
2. DOH Seminars and Postgraduate courses
3. UP College of Medicine - Scientific Symposium, Seminars, Newsletters, 1997
4. UPCM Medical Ball, Student Scholarship Fund
5. UP College of Arts and Sciences Extension Projects c/o Prof. Cristina E. Torres
6. 1998 Foundation Week Celebration
7. UP Manila College of Dentistry 1998 Alumni Fund Drive and other solicited donations
8. UP Manila College of Public Health Foreign Assisted Projects/Researches of various faculty
9. Funds for yearly celebrations of UP Manila Christmas Week Activities
10. Funds for yearly celebrations of UP Manila Foundation Anniversary
11. Pahinungod Activities like "Street Children", Chronicle
12. Office of the Registrar 1998 UP Manila Graduation Souvenir Program

Trust and endowment funds

In a Trust Fund, the full amount donated is disbursed for the purpose specified in the donation. In an Endowment Fund, the donation serves as perpetual capital and only the earnings are disbursed for the purpose indicated in the donation.

Accomplishments

1. Infrastructure: Chancellor's Guest Suite
2. Equipment: Baby grand piano for UP Manila Social Hall; 3 Airconditioning units for a specific room UPM Library

Forging and nurturing linkages

Collaboration and networking with internal and external institutions, whether local or international, enable UP Manila to strengthen and expand its academic, research, and extension programs through a sharing of resources and capabilities.

These linkages provide UP Manila with a broader perspective of and new insights on program implementation. These are usually categorized as academic or research, and can be with internal units in UP Manila or with other UP autonomous campuses, or with government agencies, private institutions, nongovernmental organizations, or international agencies.

The past six years saw a significant increase in the new linkages and a strengthening of existing linkages. New programs such as the Ugnayan ng Pahninungod, School for Distance Education, Graduate School, the NIH, Child Protection Unit and many others paved the way for the establishment of linkages with various universities, health agencies, and local government units.

In 1998, new agreements were signed with the following international institutions:

- ⌘ University of Queensland for a program of academic exchange and learning
- ⌘ Department of Otorhinolaryngology, Head and Neck Surgery of Munich on educational, scientific and scholarly exchanges
Faculty of Medicine; University of Witten/Herdeku, Witten, Germany, on October 7, 1998;
- ⌘ Kobe University School of Medicine last November to promote cooperation in academic fields and research activities
- ⌘ The College of Nursing finalized arrangements on a student exchange program with VUT.

The University explored new linkages and areas of collaboration with the following institutions:

- ⌘ Monash University in Gippsland, Victoria, Australia
- ⌘ Japan and Japan Human Science Foundation, Gunma University, Japan
- ⌘ The New Children's Hospital, Westmead, Australia
- ⌘ Queensland Institute of Medical Research, Australia
- ⌘ University of Sydney
- ⌘ University of South Australia
- ⌘ McQuarie University.

Furthermore, UP Manila presented the final report of the 17-year DOST-JSPS program in the field of medical sciences which ended in March 1998.

I. Academic linkages

A. International

Azerbaijan Medical University
 Baylor College of Dentistry
 Boston University
 Brown University, Rhode Island, USA
 Kansas University
 Kobe University
 University of Tokyo
 Gunma University, Japan
 Hanoi Medical School
 Harvard University
 Hyogo Medical College, Japan
 Nagasaki University
 Nippon Dental University
 Loma Linda University
 London School of Hygiene and Tropical Medicine
 Mahidol University
 McGill University
 McQuarie University
 Memorial University of Newfoundland
 Monash University, Australia
 University of Adelaide, Australia
 University of California, Los Angeles
 University of Hawaii
 University of South Australia
 University of Sydney
 University of Tokyo
 University of Witten/Herdeku, Witten, Germany
 Federal Republic of Germany-German Agency for
 Technical Cooperation
 China Medical Board
 Children's Research International
 Fogarty International Center
 Hellen Keller Institute
 Japan Society for the Promotion of Science
 National Institutes of Health
 Queensland Institute for Medical Research
 Rockefeller Foundation
 SEAMEO-TROPED
 Southeast Asian Medical Information Center
 The New Children's Hospital, Australia
 United Nations Development Programme
 United Nations Population Fund
 US Army Medical Corps Breast Cancer Research
 Foundation
 US-NAMRU in Jakarta, Indonesia
 Walter and Eliza Hall Institute of Medical Research

WHO Special Programme for Research and Training
 in Tropical Diseases
 World AIDS Foundation, Paris, France
 World Bank
 World Health Organization

B. National

Good Samaritan Colleges of Cabanatuan, Nueva Ecija
 St. Paul University (Tuguegarao)
 St. Scholastica Academy

II. Government agencies

Department of Agrarian
 Department of Agriculture
 Department of Environment and Natural Resources
 Department of Health
 Department of Interior and Local Government
 Department of National Defense
 Department of Science and Technology
 Department of Social Work and Development
 Commission on Higher Education
 Commission on Urban Poor
 Dangerous Drugs Board
 Philippine Council for Advanced Science and
 Technology Research and Development
 Philippine Sports Commission
 President's Commission on Culture and the Arts
 Philippine National Red Cross
 Research Institute for Tropical Medicine
 Fabella Hospital
 Zamboanga City Medical Center
 Professional Regulation Commission
 Senate Committee on Health and Committee on
 Science and Technology
 Congress Committee on Health and Committee
 on Science and Technology
 Komisyon ng Wikang Filipino
 Municipal Government of Tagkawayan, Quezon
 Cultural Center of the Philippines

III. Private local agencies

Alliance of Concerned Teachers Philippines
 Ayala Museum
 Association of Deans of Philippine Colleges of
 Nursing
 Association of Diabetes Nurses Educators

Association of Philippine Medical Colleges
 Tomas Aguirre Foundation, Inc.
 Association for Voluntary Surgical Contraception
 Bayside Conference in Obstetrics and Gynecology
 Bukluran Para sa Kalusugan ng Sambayanan
 Catholic Nurses Guild of the Philippines
 Center for Multidisciplinary Studies on Health and
 Development, Inc.
 Congress of Teachers for Nationalism
 and Democracy
 Council for Health Development
 Critical Care Nurses Association of the Philippines
 Family Cooperation of Health Service Foundation
 Good Samaritan Colleges of Cabanatuan, Nueva
 Ecija
 Health Action Information Network
 Health Alliance for Democracy
 Helen Keller Institute
 Integrated Registered Nurses of the Philippines
 Institute for Social Studies and Action, Inc.
 Manila Sanitarium
 Maternal and Child Nursing Association of the
 Philippines
 Mother-Baby Friendly Hospital Initiative
 National Asthma Movement
 National Commission for Culture and the Arts
 National Integrated Research on Medical Plants
 National Program for Mental Health
 Philippine Oncology Nurses Association
 Nuclear Free Philippines Coalition
 Occupational Health Nurses of the Philippines
 Ophthalmological Foundation of the Philippines
 Philippine Association for the Rehabilitation of the
 Disabled
 Philippine Cancer Society
 Philippine Climacteric Society
 Philippine College of Occupational Medicine
 Philippine College of Surgeons
 Philippine Dental Association

Philippine Health Social Sciences Association, Inc.
 Philippine Medical Association
 Philippine Microbiological Society
 Philippine Nurses Association
 Philippine Obstetrics and Gynecology Society
 Philippine Orthopaedics Association
 Philippine Osteoporosis Society
 Philippine Pediatric Society
 Philippine Perinatology Society
 Philippine Society for Ultrasound in Ob-Gyn
 Philippine Society of Anatomists
 Philippine Society of Otolaryngology
 Philippine Society of Reproductive Endocrinology
 and Infertility
 Polymedic General Hospital, Inc.
 San Miguel Corporation
 Society of Gynecologic Oncologists of the
 Philippines
 St. Luke Medical Center
 St. Paul University (Tuguegarao)
 St. Scholastica Academy
 Sta. Lucia Eye Bank
 Tahanang Walang Hagdan
 United Laboratories, Inc.
 UP Medical Alumni Society

International, non-academic

Asian Development Bank
 Department of Otorhinolaryngology, Head and Neck
 Surgery of Munich
 European Commission
 Family Planning International
 International Labor Organization
 International Federation of Otorhinolaryngological
 Societies
 International Society for Ultrasound in Obstetrics-
 Gynecology
 Korea Green Cross Corporation
 Levis International

Awards and distinctions

UP Manila

Gawad Kalinga Award as Most Employee Friendly Employer (State Universities and Colleges) Civil Service Commission

Dr. Perla D. Santos Ocampo

Filipina First Awardee
Philippine American Foundation

The Outstanding Filipino Awardee in Medicine
Philippine Jaycee Senate and Insular Life

First Recipient, Distinguished Professorial Chair in Medicine (Dr. Jose Dualan and Family)

Dr. Arturo Pesigan

Ten Outstanding Young Persons of the World
Junior Chamber International

Dr. Maridel P. Borja

Ruth F. Richard Outstanding Student Award
University of California in Los Angeles

Dr. Edward Wang

Dr. Mario Festin

The Outstanding Young Filipinos
Philippine Jaycees

Dr. Isidro C. Sia

Quezon Medalya ng Karangalan sa Medisina

Dr. Natividad de Castro

1998 Outstanding Pharmacy Educator
Philippine Pharmacy Association National Convention

Prof. Susan Villegas

Most Outstanding Professional of the Year in
Occupational Therapy
Philippine Federation of Professional Associations

Dr. Manuel Macapinlac

Lifetime Achievement Awardee
National Research Council of the Philippines
(NRCP)

Dr. Mildred Balbin-Oliveros

Lifetime Achievement Awardee, NRCP

Member, Executive Committee
WHO Global Network

Dr. Rafael C. Bundoc

1998 Recipient, Crisostomo B. and Cristina C. Garcia
Award for Excellence

Dr. Jaime Montoya

Dr. Mario Festin

Outstanding Young Scientists Awardee

Dr. Alendry P. Caviles

Most Distinguished Teacher
Philippine College of Physicians (PCP)

Dr. Leonora C. Fernandez

Outstanding Researcher, PCP

Mrs. Rosvida Rosal

Most Outstanding Academic Librarian
Philippine Association of Academic Research Librarians

Dr. Edward Vincent Faustino

Ten Outstanding Students of the Philippines

Dr. Rollo Villareal

Henry D. McIntosh Award

UP Manila Chorale

Second Place, Folkloric Category
3rd International Solzkammergut Choral Competition in
Bad Ischl, Australia
Cantar Villamcicos

Prof. Benjamin Mangubat

3rd Place, Centennial Literary Contest
(Screenplay Category)
National Centennial Commission (NCC)

Prof. Ronaldo B. Mactal

Honorable Mention (*Sanaysay* Category)
Centennial Literary Contest, NCC

Awardees of the Philippine Regulation Commission

College of Medicine, College of Pharmacy, College of Dentistry, College of Nursing

Excellent Performance in Licensure Exams

Prof. Leticia Barbara-Gutierrez

Outstanding Professional in the Field of Pharmacy

Dr. Letty Kuan
Outstanding Professional in the Field of Nursing

Prof. Cynthia Isaac
Outstanding Professional in the Field of Occupational Therapy

Awardees of the UP Alumni Association

Community Service Awards

Dr. Carmencita Padilla
National Level

Dr. Jaime Galvez-Tan
Dr. Eddie Dorotan
Luzon

Dr. Lorenzo B. Principe
Mindanao

Outstanding Awards

Prof. Lucia Magallona
Allied Medical Professions

Dr. Jose V. Francisco
Dentistry

Dr. Salvador Salceda
Medicine

Dr. Mayvelyn D. Gose
Nursing

Dr. William D. Torres
Pharmacy

Dr. Benjamin Rigor
Public Health

Dr. Augusto Camara
Lifetime Distinguished Award

Dr. Edward Vincent Faustino
UP Outstanding Graduate of 1997

Awardees of UP Manila during its Foundation Celebration

Dr. Teodora V. Tiglao
Natatanging Gawad Parangal

Dr. Marilou Nicolas
Outstanding Faculty

Dr. Natividad F. de Castro
Outstanding Researcher

Prof. Nymia Pimentel-Simbulan
Outstanding Extension Worker

Dr. Amelia Fernandez
Outstanding Alumna

Pediatric Gastroenterology and Nutrition Section
Department of Pediatrics, PGH-CM
Outstanding Research Group

Prof. Ricardo M. de Ungria
Outstanding Artist

Lolita L. Cavinta
Outstanding Research, Extension and Professional Staff

Betty Beatriz D. Flores
Outstanding Supervisor

Ms. Aurora S. Manlolo
Outstanding Employee

Ms. Marian F. Manankil
Dr. Romeo Angelo de Claro
Outstanding Students

Ms. Bernardita Gamallo
Outstanding Athlete

Pangkalusugang Samahan ng Mag-aaral
Outstanding Student Organization

Awardees of the UP Medical Alumni Society

Dr. Alberto Romualdez

Most Distinguished Alumnus

Dr. Juanito Bartolome

Distinguished Alumnus (Overseas)

Dr. Ricardo Alfonso

Outstanding Educator

Dr. Paul Fontelo

Outstanding Educator (Overseas)

Dr. Lourdes L. Ignacio

Outstanding Researcher

Drs. Edgardo J. C. Angtuaco

Dr. Teresita L. Angtuaco

Outstanding Researchers (Overseas)

Dr. Fe Abarcar-de los Reyes

Outstanding Community Service

Dr. Jose Pamintuan

Outstanding Service Award (Overseas)

Class 1952

Most Distinguished Class of the Year

Awardees of the Philippine Obstetrical and Gynecological Society's Annual Con- vention and 52nd Anniversary

Dr. Florante P. Gonzaga

Baldomero Roxas Awardee for Academic Excel-
lence

Dr. Felipe A. Estrella, Jr.

Ramon Lopez Awardee for Community Service

Dr. Virgilio R. Oblepias

Honoraria Acosta-Sison Awardee for Research

Dr. Ricardo M. Manalastas, Jr.

Outstanding Young Research Awardee

Research Awards

National Poison Control and Information Service Malaria Study Group

PCHRD 1998 Outstanding Health Research Award

Department of Internal Medicine-PGH

1st Prize, Fourth Philippine College of Physicians-
Parke Davis Inter-H

Hospital Quiz Contest

PCP Annual Convention

Dr. Ma. Rosanna de Guzman

2nd prize, Community Research Competition

Annual Medical Convention of the Manila Medical
Society

Preformulation Studies on the Lyophi- lized Extract of *Orthosiphon aristatus* (BL) Miq Ricardo Obusan and Teresa Espinosa

1997 PCHRD-PHAP Student Research Award

Ms. Madonna B. Tayco and Mr. Noel S. Quiming

(1st and 3rd prize)

Gruppo-Medica Award for Outstanding Research in
Herbal Medicine

Winners in the Inventors-Innovators Fair

Modified Closed Circuit TV Unit for Low-vision Patients

Dr. Richard C. Kho, Dept. of Ophthalmology, PGH
First Prize

Modified Micro Particle Agglutination for Screening Antibodies for Hepatitis C Virus

Dr. Ernesto O. Domingo, Dr. Eduardo C. Lim, Dr. Mary
Ann Lansang
Second Prize

Modified Cervical Immobilization Device

Dr. Teodoro Herbosa, Dr. Ireneo Regudo-Punzalan,
Dr. Augusto Teodoro, Jr.

Third Prize

Future thrusts and plans

On UP Manila's national role

- ⌘ Continued provision of competent and relevant health professionals through the conferment of various degrees in health, the social sciences and the humanities
- ⌘ Continued provision of research and policy inputs for the government's health policy planning and formulation
- ⌘ Continued provision of model curricula in the health science and arts and science professions
- ⌘ Continued advocacy of more relevant health policies through the generation and dissemination of research findings and technologies in health and related fields
- ⌘ Continued support for the UP Modernization Plan
- ⌘ Intensifying public education efforts
- ⌘ Institutionalization of the National Graduate School for the Health Sciences
- ⌘ Compilation and printing of the centennial lectures
- ⌘ Activation of more programs and study groups under the National Institutes of Health
- ⌘ Work for the designation of other colleges (CD, CP, CAMP) as CHED Centers of Excellence
- ⌘ Continued provision of direct health care services through the Philippine General Hospital
 - ◆ Renovation/rehabilitation of some service areas such as Blood Bank, Immunopathology Section, and the Department of Medicine to accommodate increasing number of patients
 - ◆ Establishment of the Surgical Endoscopy Unit where all diagnostic and therapeutic endoscopic procedures will be performed by the different surgical subspecialties
 - ◆ Prioritization of the acquisition of state-of-the-art equipment and the upgrading of the facilities in the various areas of the hospital to accommodate an increasing number of patients
 - ◆ Putting up of a waste machine that would process all biological waste of the hospital and those hospitals near PGH; this project is also expected to generate income

- ◆ Establishment of the fiber optic local area network at the main hospital and Central Block area and the development/acquisition of appropriate software for in-hospital management information system and pilot implementation of the first phase of the program
- ◆ Operationalization of the Spine Center and expansion of the organ transplantation program
- ⌘ Continued serving of needy and remote communities through the various programs of the Ugnayan ng Pahinungod and through the University's community-based programs
 - ◆ Improvement of existing programs
 - ◆ Implementation of volunteer welfare activities
 - ◆ Implementation of an effective monitoring system
 - ◆ Establishment of more linkages with alumni and other institutions
 - ◆ Establishment of communication networks in the country by improving its webpage
 - ◆ Institutionalization of Pahinungod through college/unit/office-initiated volunteer activities, linkages with student organizations, and Service Learning Option
 - ◆ Improvement of office operations by coming out with a manual of operations for its programs

On academic programs

- ⌘ Continuing curricular review through the Task Force on the Future of Health Science Education
- ⌘ Offering of the following new degree programs:
 - ◆ MA in Health Policy Studies
 - ◆ Master in Rehabilitation Science (generic program)
 - ◆ Master of Clinical Audiology
 - ◆ Diploma in Clinical Medicine (Family and Community Medicine)
 - ◆ Diploma in Clinical Epidemiology
 - ◆ Master in Orthopaedics
 - ◆ MS Clinical Medicine (Child Health)
 - ◆ MS Clinical Medicine (Family and Community Medicine)
 - ◆ Master in Basic Medical Sciences
 - ◆ MD-PhD
 - ◆ MS Anatomy

- ⌘ Conduct of an extensive review of health science education in the University including enrollment and graduation trends and identifying causes of decline in enrollment
- ⌘ Implementation on a pilot basis, of the Community-based Health and Development Program after identifying a common site for the program; participating colleges to include CPH, CM, CP, CAS
- ⌘ Continued strengthening of the research and teaching activities and facilities and equipment upgrading of CM, CN in line with their designation as CHED Centers of Excellence and the CAS Department of Biology as CHED Center of Development
- ⌘ Revision of the "Balik Diwang Bayan" Program of the College of Arts and Sciences
- ⌘ Encouragement of graduate program development, student-centered learning and competency-based education
- ⌘ Rationalization of faculty base level
- ⌘ Strengthening of existing linkages with other academic institutions and exploration of new linkages
- ⌘ Development of a proposal on CAMP as Regional Center for Training in Community-based Rehabilitation

On student welfare

- ⌘ Continued holding of dialogues with and among students and encouraging their increased and more active participation and involvement in University affairs
- ⌘ Expansion of student scholarships and loan facilities
- ⌘ Continued strengthening of the Learning Assistance Programs and renovation of the office of the Learning Resource Center to accommodate more students and for improved services in all programs
- ⌘ Improvement in registration procedures through the computerization of registration in all colleges
- ⌘ Development and implementation of a series of Skills Development Seminar Workshop to train students on computer literacy, multimedia production and composition, cartooning, public speaking, photography and scriptwriting which are essential in making class assignments/projects
- ⌘ Implementation of the Integrated Student Tracking System and linking it with the Student Information System

- ⌘ Enhancement of the Expanded ROTC program
- ⌘ Continued provision of more opportunities for the well-rounded development of students through cultural and social activities, sports and wellness programs, and holding of lectures and fora on University and national issues
- ⌘ Continued holding of the Student Summit and advocating for more student reforms through UP Manila's current leadership of the KASAMA sa UP
- ⌘ Review of the School of Health Science's policy of mandatory leave for pregnant students
- ⌘ Continued review and implementation of the Socialized Tuition and Financial Assistance Program and other financial assistance programs
- ⌘ Completion of the Student Center including student lounges

On research and publications

- ⌘ Strengthening of organizational structures such as support services and capability building
- ⌘ Provision of support for NIH capability and facilities development
- ⌘ Operationalization of the Nursing Research Program under the NIH which will focus on nursing interventions model for the chronically ill and the elderly
- ⌘ Pursuit of legislation for the Institute of Pharmaceutical Sciences and Ear Research Institute under the NIH
- ⌘ Construction of a bigger animal laboratory and additional areas for programs and study groups
- ⌘ Continued holding of the Inventors-Innovators Fair, the regular research fora in the colleges/units, and upgrading of research skills and competence through the conduct of regular seminar workshops on research methodologies, etc.
- ⌘ Continued publication of research findings through the UP Manila Journal and the journals of other colleges as well as UP Manila and UP System publications
- ⌘ Continued expansion and upgrading of existing laboratories
- ⌘ Enhancement of operations of existing NIH institutes and activation of NIH programs for conversion to Institutes
- ⌘ Operationalization of college-level research and technical committees

On Extension services

- ⌘ Improvement and expansion of direct health care services to the public
- ⌘ Implementation of the Comprehensive Community-based Health and Development Program in identified areas on a pilot basis
- ⌘ Integration of the Service Learning Option in the curricula of some colleges
- ⌘ Expansion of non PGH-based direct services
- ⌘ Continued implementation and strengthening of existing community-based program of each college
- ⌘ Enhance continuing education program for health professionals
- ⌘ Development of a health data base

On library development and information technology

- ⌘ Conversion of the University Library into the National Library for the Health Sciences
- ⌘ Initial establishment of the Information Technology Complex at PGH which is envisioned to house the following units: Teleconferencing Auditorium, Office of Information Management Support, Office of Extension and Continuing Education, Computer Research and Information Technology for Health Program, Medical Informatics Unit, Electronic Data Processing Unit
- ⌘ Continued implementation of the "Health Cybermag" and operationalization of other projects under the National Telehealth Center
- ⌘ Expansion of the computerization of registration in other colleges with the operationalization of the Wide Area Network
- ⌘ Full implementation of the Integrated Library Management system (TINLIB)
- ⌘ Expansion of the OPAC Local Area Network support system
- ⌘ Strengthening of computer networks and cooperative programs
- ⌘ Upgrading of library collection to at least 60% of international standards
- ⌘ Acquisition of current library materials in various formats: CD-ROM and multi-media resources
- ⌘ Publication of the supplement to the Philippine Index Medicus Abstracts, 1996-1998 and its conversion to electronic format

- ⌘ Establishment of additional cybernooks
- ⌘ Strengthening of IT in education, patient care, continuing education and administration
- ⌘ Operationalization of the PGH computerization program

On personnel welfare

- ⌘ Implementation of guidelines for the Anti-Sexual Harassment Act of 1995
- ⌘ Expansion of support for staff continuing education
- ⌘ Continued integration of values inculcation and gender sensitivity in staff development programs
- ⌘ Continued holding of the Values Orientation Workshop
- ⌘ Continued recognition of and provision of incentives and opportunities for various achievements through the conferment of the Employee of the Month award, the annual outstanding awards, the holding of the Inventors-Innovators Fair, the yearly research fora
- ⌘ Continued recognition of outstanding achievements
- ⌘ Continued recognition of achievements in various fields through the outstanding awards given as part of the University's foundation celebrations
- ⌘ Continued granting of hospital discounts and study privileges to employees
- ⌘ Continued provision of a pre-school facility and breastfeeding room for children of employees through the expanded UP Manila Creche and Child Center
- ⌘ Continued provision of sports and wellness programs such as ballroom dancing, aerobics, and putting up of the PGH Physical Fitness Center
- ⌘ Continued implementation of sports and wellness programs, cultural and artistic activities for students and constituents
- ⌘ Expansion of the membership of the PGH Bayanihan Multi-purpose Cooperative to UP Manila employees
- ⌘ Speedier resolution of administrative cases
- ⌘ Continued holding of the Orientation Program for new faculty members

- ⌘ Continued generation of funds for faculty and research grants and professorial chairs
- ⌘ Continued nomination of and provision of support for deserving faculty members in various competitions

On Governance and Administration

- ⌘ Nurturance of new programs/projects, e.g. Medical Arts Building and canteens
- ⌘ Enhancement of an aesthetic and environment-friendly surroundings for a healthier campus
- ⌘ Completion of ongoing infrastructure projects:
 - ◆ College of Dentistry building Phase II
 - ◆ UP Manila Main building
 - ◆ UP Manila Annex building
 - ◆ Information Technology Complex at PGH
 - ◆ College of Medicine Annex Phase II
 - ◆ College of Pharmacy Auditorium
 - ◆ CAMP Building Phase I
 - ◆ School of Health Sciences
 - ◆ CAS building fourth and fifth floors
- ⌘ Continued provision of support for the activities of cultural and artistic groups in the University such as the UP Manila Chorale, UP Manila Garden Club, UP Manila Indayog, UP Manila Anak-Tibawan, Koro Kalinga, etc.)
- ⌘ Strict implementation of austerity measures in the use of utilities and supplies like water, electricity, airconditioning units, etc.
- ⌘ Strengthening of existing linkages with numerous local and international institutions in the government, private and NGO sectors and exploration of new linkages
- ⌘ Continued provision of support for cultural and social groups and provision of opportunities for the holding of the activities of such groups
- ⌘ Operationalization of the National Graduate School for the Health Sciences

The UP Manila Chancellor's Advisory Council



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