

Annual Report



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UNIVERSITY OF THE PHILIPPINES MANILA
The Health Sciences Center



UP MANILA ANNUAL REPORT 2003

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A Socially Responsible UP Manila

From November 2002 to February 2003, Chancellor Marita Reyes, and her staff presented to the different academic unit assemblies (faculty, administrative staff and students) and PGH constituents, including the personnel of the Office of the Chancellor, the thrusts of UP Manila as a socially responsible institution. This meant adhering to and advancing the values of excellence, relevance, cost-effectiveness and justice in all programs and services. For every administrator and employee, the operative question should be: What should UP Manila offer the Filipino in terms of academic programs, service programs and research programs?

Each presentation by the chancellor included a list of strategies in the areas of academic affairs, research and administration which were largely in tune with the UP System thrusts as promulgated by President Francisco Nemenzo. It specified what needed to be accomplished in the next three years in terms of academic processes, curricular and extension programs, student services, faculty and staff development, research, physical facilities and fiscal management. It also explained which strategies would be continued from the previous administrations and which ones would be done differently. The strategic thrusts included:

1. Strengthening UP Manila as a community
2. Nurturing civic virtues
3. Pursuing academic excellence
4. Encouraging scholarship
5. Revitalizing the General Education program
6. Influencing health policies and programs
7. Building technological capability
8. Broadening access to UPM
9. Promoting student welfare

10. Promoting faculty and staff welfare
11. Enhancing administrative efficiency and fiscal management
12. Generating resources
13. Modernizing the university
14. Improving infrastructure an environment

This strategic thinking was appropriately embodied in the address given by Vice Chancellor Roland G. Simbulan during the Annual Planning Workshop of the College of Allied Medical Professions held on April 29, 2003 (Annex A).

This report is divided into three parts: Part I describes the continuing efforts of UP Manila in promoting excellence in academic and training programs, accessibility of student support services, *pagpapalawak ng paggamit ng Wikang Pambansa*, gender awareness in the campus, culture and arts, relevance in research, timeliness and professionalism in publications, excellence in service and continuing education programs, linkages, and modernization of the University.

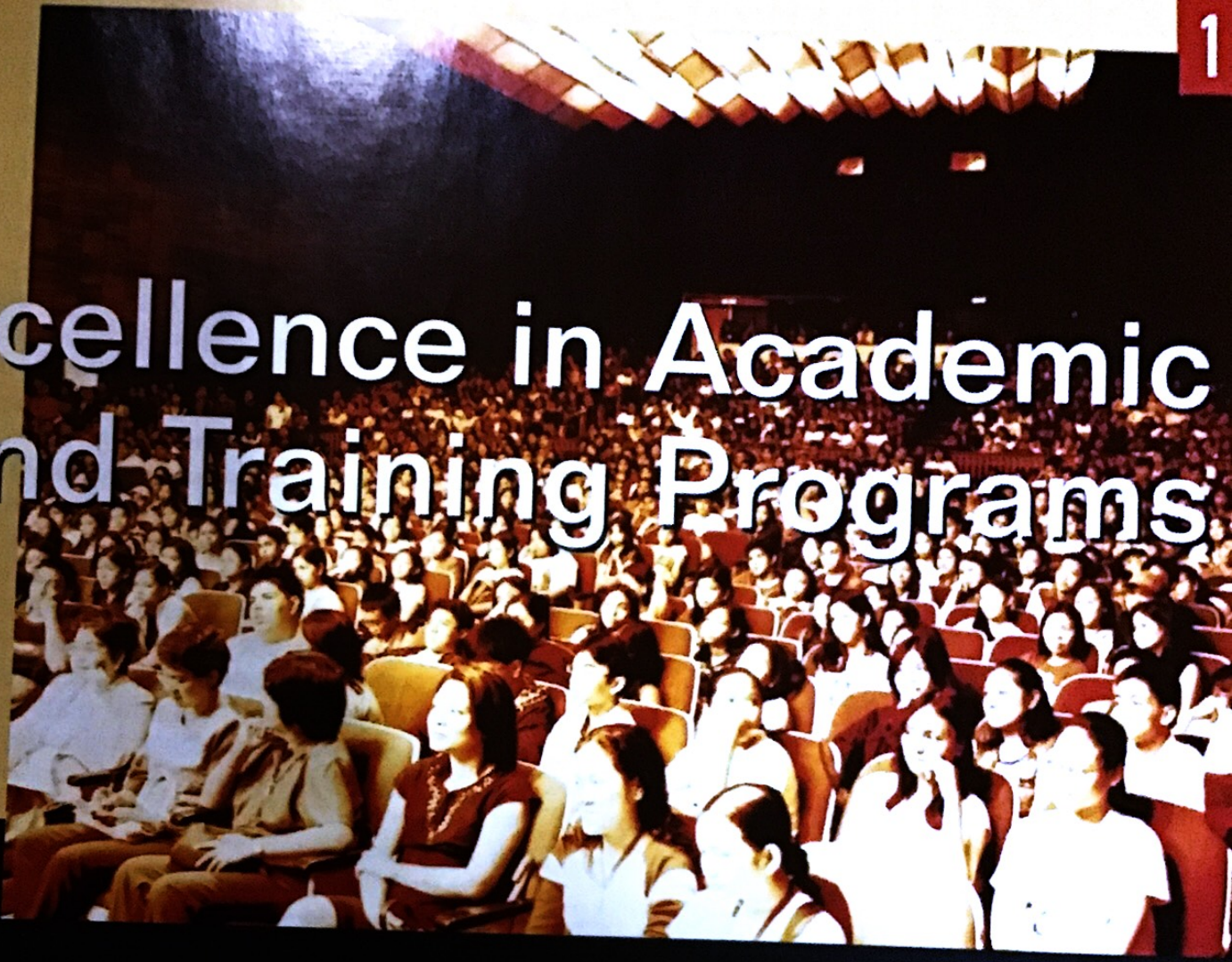
Part II presents some of the new initiatives: strengthening UP Manila as a community, harmonizing labor-management aspirations, and empowerment in fiscal management.

Part III is an acknowledgment of difficulties the resolution of which requires more persistence and greater creativity from everyone in UP Manila

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Continuing Thrusts and Responsibilities

Excellence in Academic and Training Programs



1 Sustaining Excellence in Academic Programs

Academic Assessment

Excellence in academic and training programs is the university's main reason for existence. UP Manila, therefore, is committed to a continuing assessment of its programs to ensure that desirable outcomes according to international standards and national needs are sustained. The academic assessment instrument that was developed by the System was most welcome. Among the units, the School of Health Sciences in Palo, Leyte, was the first to submit a self-assessment that

showed weaknesses in research and faculty publication. On the other hand, the College of Medicine proposed some revisions in the assessment instrument to make it more reflective of the unique nature of its academic activities and the extent of faculty and physical resources. The rest of the units are expected to submit their respective assessments by 2004.

Academic Program Review and Revision

Undergraduate Programs

The College of Allied Medical Professions continued the review and upgrading of undergraduate courses for which revisions were proposed. The review focused on the course objectives and description to highlight the current trends in the profession. Additional laboratory units were included in the curriculum to provide students with more opportunities to develop and hone their skills.

The BS Biology and BA Development Studies curricula of the College of Arts and

Sciences were revised to further strengthen the core courses and to give students a choice of optional courses that are more properly aligned with the program's objectives.

To make its undergraduate program supportive of its mission-vision and to relate the teaching methodologies to terminal competencies, the College of Dentistry, through its Curriculum Committee, worked on changes in the undergraduate curriculum, e.g. the sequencing of subjects in a logical manner, changing course titles, modifying course descriptions and prerequisite subjects,

deleting obsolete courses and instituting new ones that are more relevant to the current trends of dental practice.

The College of Medicine (CM), after a series of workshops and consultations, presented to the University Council the **Organ System Integration (OSI)** approach to medical education in the Integrated Arts and Medicine Curriculum. This is a major shift from the traditional subject-based learning to an innovative curriculum, that is systems integrated, competency-based, community-oriented, and student-centered. Different Learning Unit Committees were organized to plan and develop courses at each level.

CM continued to enrich the medical curriculum through early community orientation in the rural and urban settings. The health needs of the community were emphasized in the review and the development of course objectives and instructional design, which are competency-based, community-oriented and value-based.

The undergraduate curriculum of the **College of Nursing** was reviewed with emphasis on the expected competencies in terms of skills, knowledge and attitudes. As a result, the core values of integrity, nationalism, caring, universalism and excellence, healthy lifestyle were integrated in the curriculum.

Through its academic departments, the **College of Pharmacy** reviewed its undergraduate courses to identify those that should be modified, deleted, merged or replaced by new subjects that are more relevant to the current trends and practices in pharmaceutical sciences. Relative to this, the College held a series of seminars on the **Development of Competency-based Pharmacy Curriculum**.

In line with its goal to provide community-based health education to a wide range of health manpower that will serve rural and depressed communities, the **School of Health Sciences (SHS)** continued to improve teaching-learning guides in the classroom and in the field. SHS provides an alternative manual of **Related Learning Experiences** containing policies that guide the conduct of students' learning experiences. The manual, which also documented the individual learning experiences of students, was seen as an effective tool in determining the learning gaps that need to be addressed.

Seminars on new trends and concepts on **Smoking Prevention and Control**, **Integrated Management of Childhood Illnesses** and **Bioethics** were introduced to enrich the curriculum. These topics, however, have yet to find their place in specific courses in the existing curricula, which hopefully could be addressed during the curriculum review.

Graduate Programs

The **College of Allied Medical Professions** offered two new courses, **RS 252 (Environmental Modification)** and **RS 253 (Studies of Independent Living)** under its **MRS** and **MRS-SP** programs. A course team updates the contents of existing courses every semester.

The College Council of the **College of Arts and Sciences** approved the proposal for the institution of **MS Health Informatics**, which will be a joint offering with the **College of Medicine**. The program has two tracks: **Medical Informatics**, to be offered by the **College of Medicine**; and **Bio-Informatics**, to be offered by the **College of Arts and Sciences**. The **Chancellor's Advisory Council** has already approved the proposal.

The Board of Regents approved in its February 19, 2003 meeting, the implementation of MS Clinical Medicine (Preventive Ophthalmology), another graduate program of the College of Medicine.

The College of Pharmacy completed the review of its graduate programs. The findings of the review served as the guide in improving and strengthening the graduate curricula. Towards this direction, the College worked on the proposed revisions, which will be submitted to the UP Manila Curriculum Committee early next year.

The National Graduate Office for Health Sciences and the Office of the Vice Chancellor for Academic Affairs coordinated the conduct of an assessment of UP Manila graduate program offerings to identify strengths and areas that need improvement. The respondents were graduate students enrolled in the graduate programs of seven colleges. The results showed that the graduate programs are responsive to current needs, demands and expectations. The learning objectives were described as clearly stated, relevant, measurable and achievable. Other strengths cited were the faculty's mastery of content, professionalism and positive impact on the students in honing their professional and academic values and critical thinking.

Academic Program Offerings

UP Manila offers 25 undergraduate and 32 graduate programs, the newest of which is the MS Clinical Medicine

Strategies and methods of delivery, particularly in teaching methods, logical organization of topics and related learning activities, were however deemed to be inadequate. Comments and suggestions that need to be addressed included the need for adequate laboratory equipment, bigger library spaces, longer library hours, flexibility in schedule, specifically the holding of Saturday and evening classes to allow more working students to study beyond the regular hours.

The study recommended the following: (1) that the Program of Study/Plan of Course Work be devised and discussed with the program adviser every registration period; 2) that the program adviser provide feedback on students' performance/academic standing, and that he/she give proper guidance on students' options and possible alternatives for academic improvement, if necessary; 3) that the graduate faculty improve on their availability by allotting realistic consultation hours outside the class and committing themselves to the scheduled consultation hours; 4) that they improve their teaching behavior by demonstrating a nurturing attitude towards students; 5) that sufficient and continuous support be given to graduate students to enable them to progress within their fields of study; and 6) that necessary resources for encouraging student and faculty interaction be provided.

(Preventive Ophthalmology) of the College of Medicine. Table 1-1 lists these academic programs.

Table 1-1. Undergraduate and Graduate Programs

Degree-Granting Unit	Undergraduate	Graduate
College of Allied Medical Professions (CAMP)	BS Occupational Therapy BS Physical Therapy BS Speech Therapy	Master in Rehabilitation Science Master in Rehabilitation Science (Speech Pathology) Master in Clinical Audiology (a joint offering with the College of Medicine) MA in Health Policy Studies Master of Management
College of Arts and Sciences (CAS)	BA Behavioral Sciences BA Development Studies BA Organizational Communication BA Philippine Arts BA Political Science BA Social Sciences BS Biochemistry BS Biology BS Computer Science	
College of Dentistry (CD) College of Medicine (CM)	Doctor of Dental Medicine BS Basic Medical Sciences Doctor of Medicine	MS Orthodontics Master in Orthopedics Master in Clinical Audiology (joint offering with CAMP) Master in Clinical Medicine (Medical Oncology) MS Biochemistry MS Basic Medical Sciences MS Epidemiology (Clinical Epidemiology) MS Clinical Medicine (Child Health) (Family and Community Health) (Medical Oncology) (Obstetrics and Gynecology) (Surgery) (Preventive Ophthalmology) MS Pharmacology MS Physiology PhD in Biochemistry MA in Nursing PhD in Nursing MS Industrial Pharmacy MS Pharmacy PhD Pharmacy Master in Hospital Administration Master of Occupational Health Master of Public Health MA in Health Policy Studies (HS) MS Epidemiology (Public Health) Diploma in Health Professions Education Master of Health Professions Education
College of Nursing (CN)	BS Nursing	
College of Pharmacy (CP)	BS Industrial Pharmacy BS Pharmacy	
College of Public Health (CPH)	BS Public Health	
National Teachers Training Center for Health Professions (NTTC-HP)		
School of Health Sciences (SHS)	Certificate in Barangay Health Work Certificate in Community Health Work Certificate in Community Health Nursing BS Community Health BS Nursing (Supplemental) Doctor of Medicine	

Revitalized General Education Program (RGEP)

In line with the thrust of the administration on a revitalized GE program, the General Education Committee and the UP Manila Curriculum Committee, in coordination with the Office of the Vice Chancellor for Academic Affairs, spearheaded, organized and facilitated the review and assessment of existing courses and proposed necessary revisions for increased relevance and responsiveness to the needs of a health science campus like UP Manila. After a series of round table discussions, workshops and consultative meetings, the University Council, upon the endorsement of the Curriculum Committee, approved the institutionalization of the following new courses, which was subsequently approved by the UP President:

1. Natural Science and Mathematics Cluster

- a. *Nat. Sci 3 Fundamentals of Environmental Sciences (Environmental Chemistry) (3 units)*

- b. *Nat Sci 5 Biodiversity and Sustainable Development (3 units)*

2. Social Sciences Cluster

- a. *History 3 Mga Relihiyon sa Asya (3 units)*

- b. *History 4 Kababaihan sa Kasaysayan (3 units)*

- c. *History 5 Kasaysayang Pangkalusugan ng Pilipinas (3 units)*

The following RGEP courses were already deliberated upon by the Curriculum Committee and for endorsement to the Systemwide RGEP Council:

- a. *Nat Sci 4 Planet Earth: Our Habitat (3 units)*

- b. *Nat Sci 6 Chemistry of Consumer Products (3 units)*

- c. *Nat Sci 7 Everyday Chemistry (3 units)*

- d. *Nat Sci 8 Ethnobotany (3 units)*

Changes in the Admission Policies

To further improve the quality of students, the College of Medicine implemented the revised admission qualifying criteria starting Academic Year 2003-2004: a) National Medical Admission Test cut-off of 90 percentile; and b)

implementation of a 2.500 cut-off General Weighted Average Grade (GWAG) in all categories. Final evaluation is based on the GWAG, 60%; National Medical Admission Test, 30%; and Interview, 10%.

National Service Training Program (NSTP)

The National Service Training Program (NSTP) continued to enhance the civic consciousness, defense preparedness, and social responsibility of freshmen through the three components and their respective Program Coordinators:

- Literacy Training Service (LTS) - c/o Pahinungod and CAS Dept. of Behavioral Sciences
- The Civic Welfare Training Service (CWTS) c/o Philippine General Hospital
- The Reserve Officers Training Corps (ROTC) c/o AFP and DMST Diliman

The number of enrollees in each component is as follows: LTS - 480, CWTS - 775 and ROTC - 6. Due to the low number of ROTC enrollees, the UP Manila ROTC office was phased out and those taking the ROTC component cross-enrolled in UP Diliman.

The activities of the NSTP Coordinator and Program Coordinator of each NSTP component during the year were focused on the formulation of guidelines and policies, coordinating activities with the Office of the University Registrar, Information Management Services, Office of Student Affairs, College Secretaries and such other offices for an effective implementation of the program. Dialogues were also held with the students to thresh out common

problems encountered on the first year of implementation. Likewise, inputs from the students were also gathered to continuously enrich the program with values of patriotism, social responsibility and service to the community.

Capacity-building activities were also held during the year in review. These include attendance of the NSTP Coordinator at the NSTP Seminar Workshop entitled "Implementing the National Service Training Program Literacy and Community Service Components." NSTP General Information, handouts and instructional modules were made available to students. An NSTP web page was also developed.

Centers of Excellence and Development

UP Manila maintained the recognition given by the Commission on Higher Education (CHED) for the Colleges of Medicine and Nursing as Centers of Excellence and Development in Medical Education and Nursing Education, respectively. Under the CHED guidelines, a Center of Excellence is expected to become a showcase of Philippine higher education system and prepare it for joining the international higher education arm as a globally competitive partner; act as role model and engage in extension service in the national, regional, and local community. Such

a role could be in the form of technology transfer, industry linkages or connection with other higher educational institutions. It could also positively influence the higher education institution in the region for the specific discipline where they were identified.

The College of Medicine was granted a level II accreditation by the Philippine Accrediting Association of Schools, Colleges and Universities (PAASCU) Commission of Medical Education, an external agency recognized by CHED.

Data and Trends in Admission, Enrollment, Student Progress and Graduation

Admission

Out of 67,436 high school seniors who took the UP College Admission Test in

August 2002, a total of 8,112 signified UP Manila as their first choice of campus. Of the 900 slots available in the various

undergraduate degree programs, only 810 or 90% of the available slots were eventually filled up.

Tables 1-2 and 1-3, respectively, show the distribution of freshmen students by college and by region.

Table 1-2. Freshmen Admission by Course

Degree Program	Male		Female		Total	
	No.	%	No.	%	No.	%
1. College of Allied Medical Professions	21	18.9	90	81.08	111	13.70
1.1 BS Occupational Therapy	8	27.6	21	72.41	29	
1.2 BS Physical Therapy	7	14.9	40	85.11	47	
1.3 BS Speech Pathology	6	17.1	29	82.66	35	
2. College of Arts & Sciences	122	29.8	287	70.17	409	50.49
2.1 BA Developmental Studies	11	25.6	32	74.42	43	
2.2 BA Organizational Communication	11	10.0	47	81.03	58	
2.3 BA Philippine Arts	7	33.3	14	66.67	21	
2.4 BA Political Science	22	39.3	34	60.71	56	
2.5 BA Social Science	4	15.4	22	84.62	26	
2.6 BA Behavioral Science	9	22.5	31	77.50	40	
2.7 BS Biology	26	31.0	58	69.05	84	
2.8 BS Biochemistry	12	30.0	28	70.00	40	
2.9 BS Computer Science	20	48.8	21	51.22	41	
3. College of Dentistry	11	17.5	52	82.54	63	7.78
3.1 Doctor of Dental Medicine	11	17.5	52	82.54	63	
4. College of Medicine	20	50.0	20	50.0	40	4.94
4.1 Doctor of Medicine	20	50.0	20	50.0	40	
5. College of Nursing	10	14.3	60	85.71	70	8.64
5.1 BS Nursing	10	14.3	60	85.71	70	
6. College of Pharmacy	16	21.9	57	78.08	73	9.01
6.1 BS Industrial Pharmacy	8	22.9	27	77.14	35	
6.2 BS Pharmacy	8	21.9	30	78.95	38	
7. College of Public Health	10	22.7	34	77.27	44	5.43
7.1 BS Public Health	10	22.7	34	77.27	44	
Total	210	25.9	600	74.07	810	100

As in the previous years, almost half of the freshmen came from NCR (47.78%) while one-fourth came from Region IV (25.31%). There is a disparity in the

regional distribution when the combined number of freshmen from NCR and Region IV is compared to the combined number from the other regions.

Table 1-3. Freshman Enrollment by Region

Region	Province	Male	Female	Total	%
I	Ilocos	4	14	18	2.22
II	Cagayan Valley	5	17	22	2.72
III	Central Luzon	24	50	74	9.14
IV	Southern Luzon	47	158	205	25.31
V	Bicol	9	17	26	3.21
VI	Western Visayas	0	12	12	1.48
VII	Central Visayas	1	0	1	0.12
VIII	Eastern Visayas	1	8	9	1.11
IX	Western Mindanao	1	4	5	0.62
X	Northern Mindanao	1	4	5	0.62
XI	Southern Mindanao	5	13	18	2.22
XII	Southwestern Mindanao	1	1	2	0.25
XIII	CARAGA	2	6	8	0.99
XIV	CAR	3	9	12	1.48
XV	ARMM	1	3	4	0.49
XVI	NCR	104	283	387	47.78
	Foreign Students	1	1	2	0.25
	Total	210	600	810	100.00

Enrollment

The total university enrollment for the First Semester 2003-2004 was 5,120, of which 87.64% or 4,487 were undergraduate students and 12.36% or 663 were graduate students. For the Second Semester's enrollment of 4,914, a total of 88.54% or 4,351 were undergraduate students while 11.46% or 563 were graduate students.

Of the total undergraduate enrollment during the First Semester, a total of 1,327 (29.57%) were male and 3,160 (70.43%) female. For the Second Semester, 29.46% or 1,448 were male and 70.54% or 3,466 female.

Compared to the previous year's figures, there is a slight decrease of 3.95% in enrollment in undergraduate programs for the

First Semester and 3.25% for the Second Semester of the academic year being reviewed.

The decreasing enrollment in UP Manila in the last three academic years has been a recent cause for concern. As gathered from the data on enrollment, the College of Public Health registered the highest average percentage decrease at 12.62%, followed by Pharmacy, Dentistry and Allied Medical Professions, in that order. Factors which may have contributed to the decline in enrollment in the undergraduate programs include the university management's decision to decrease admission quota in several degree programs, although this was somewhat negated by a concurrent decision to increase enrollment in others. For example, there has been a reduction in the quotas for BS Pharmacy from 60 to 40 and for BS Public Health from 70 to 50 but there was an increase in the quota

for BS Computer Science from 30 to 40. Taken all together, there was a net decrease of 30 admission slots. There was also a decrease in regular qualifiers; a significant number of shifters/transferees in colleges where slots were left unoccupied because of a college

policy not to accept lateral entrants; leaves of absence, of which the highest rate has been observed in the College of Pharmacy; and academic delinquencies ranging from 1.3% to 3.8% of total enrollment every semester.

Table 1-4. Enrollment in Undergraduate Programs

Degree Program	1 st Semester 2003-2004			2 nd Semester 2003-2004		
	Male	Female	Total	Male	Female	Total
1. College of Allied Medical Professions	88	321	409	89	312	401
1.1 BS Occupational Therapy	27	79	106	28	76	104
1.2 BS Physical Therapy	41	147	188	40	142	182
1.3 BS Speech Pathology	20	95	115	21	115	115
2. College of Arts & Sciences	507	1,225	1732	484	1,176	1,660
2.1 BA Developmental Studies	50	160	210	48	149	197
2.2 BA Organizational Communication	57	189	246	51	181	232
2.3 BA Philippine Arts	24	84	108	24	82	106
2.4 BA Political Science	77	160	237	78	155	233
2.5 BA Social Science	29	91	120	26	88	114
2.6 BA Behavioral Science	33	114	147	31	112	143
2.7 BS Biology	93	224	317	88	219	307
2.8 BS Biochemistry	58	107	165	57	103	160
2.9 BS Computer Science	84	80	164	78	70	148
X-Registrants/Non-Degree	2	16	18	3	17	20
3. College of Dentistry	59	286	345	53	272	325
3.1 Doctor of Dental Medicine	59	286	345	53	272	325
4. College of Medicine	438	442	880	426	442	868
4.1 Doctor of Medicine	438	442	880	426	442	868
5. College of Nursing	57	248	305	56	246	302
5.1 BS Nursing	57	248	305	56	246	302
6. College of Pharmacy	92	349	441	87	334	421
6.1 BS Industrial Pharmacy	40	146	186	37	139	176
6.2 BS Pharmacy	52	203	255	50	195	245
7. College of Public Health	43	169	212	41	162	203
7.1 BS Public Health	43	169	212	41	162	203
8. School of Health Sciences	43	120	163	47	124	171
8.1 Barangay Health Work	15	41	56	14	37	51
8.2 Community Health Work	13	35	48	12	38	50
8.3 Community Health Nursing	0	0	0	0	0	0
8.4 Doctor of Medicine	9	17	26	15	21	36
8.5 BS Nursing	6	27	33	6	28	34
8.6 BS Community Health	0	0	0	0	0	0
Total Undergraduate Enrollment	1,327 (29.57%)	3,160 (70.43%)	4,487 (100%)	1,283 (29.49%)	3,068 (70.51%)	4,351 (100%)

For the First Semester AY 2003-2004, a total of 633 students were enrolled in various graduate programs while 563 were enrolled during the Second Semester.

Majority of the graduate students (average of 70.8%) were female while male students comprised 29% in both semesters.

Table 1-5. Enrollment in Graduate Programs

Degree Program	1 st Semester 2003-2004			2 nd Semester 2003-2004		
	Male	Female	Total	Male	Female	Total
1. College of Allied Medical Professions	5	12	17	5	12	17
1.1 Master in Rehabilitation Science	5	7	12	5	8	13
1.2 Master in Rehabilitation Science (SP)	0	5	5	0	4	4
2. College of Arts & Sciences	51	117	168	40	91	131
2.1 MA in Health Policy Studies (HSS)	3	4	7	2	2	4
2.2 Master in Management	48	113	161	38	89	127
3. College of Dentistry	4	16	20	6	16	22
3.1 MS Orthodontics	4	16	20	6	16	22
4. College of Medicine	39	82	121	32	76	108
4.1 Certificate in Biochemistry	0	1	1	-	-	-
4.2 Diploma in Physiology	0	2	2	1	3	4
4.3 MS Biochemistry	5	11	16	4	8	12
4.4 MS Clinical Epidemiology	13	36	49	10	36	46
4.5 MS Clinical Medicine (Surgery)	1	1	2	1	1	2
4.6 MS Pharmacology	4	4	8	4	3	7
4.7 MS Physiology	0	2	2	0	0	0
4.8 Master in Orthopaedics	11	0	11	7	1	8
4.9 MS Clinical Medicine (Family & Com. Health)	3	12	15	3	12	15
4.10 MS Clinical Medicine (Obstetrics)	1	4	5	1	4	5
4.11 MS Clinical Medicine (Medical Oncology)	1	9	10	1	8	9
4.12 Master in Clinical Audiology (CM CAMP)*	0	0	0	0	0	0
5. College of Nursing	5	27	32	4	31	35
5.1 MA Nursing	5	25	30	4	28	32
5.2 PhD Nursing	0	2	2	0	3	3
6. College of Pharmacy	5	18	23	3	16	19
6.1 MS Industrial Pharmacy	3	6	9	2	6	8
6.2 MS Pharmacy	2	12	14			
6.3 PhD Pharmacy				1	10	11
7. College of Public Health	59	137	196	56	114	170
7.1 Certificate in Hospital Administration	0	1	1	0	0	0
7.2 Master in Hospital Administration	11	18	29	12	18	30
7.3 Master in Occupational Health	10	10	20	8	4	12
7.4 Master in Public Health	12	30	42	11	27	38
7.5 MS Epidemiology	8	21	29	8	17	25
7.6 MS Public Health	11	29	40	9	27	38
7.7 MA in Health Policy Studies (HS)	1	2	3	1	2	3
7.8 Doctor of Public Health X-Registrants/Non-Degree	6	19	25	6	12	18
8. NTTC-HP	16	40	56	19	42	61
8.1 M Health Professions Education	16	40	56	19	42	61
Total Graduate Enrollment	184	449	633	165	398	563
	(29%)	(71%)	(100%)	(29.3%)	(70.7%)	(100%)
Total University Enrollment	1,511	3,609	5,120	1,448	3,466	4,914
	(29.5%)	(70.5%)	(100%)	(29.5%)	(70.5%)	(100%)

*A joint offering of CM and CAMP

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The decreasing trend was also seen in graduate enrollment. There was a slight decrease (2.91%) in enrollment for the First Semester, 2003-2004, compared to the same period of the preceding academic year 2002-2003 in the graduate programs.

The same trend was noted in the Second Semester, compared to the same period of Academic Year 2002-2003 where there was a decrease in the graduate level by 4.25%. Graduate enrollment in the College of Allied Medical Professions had the highest average rate of reduction at 20.14% for two years, followed by those in Public Health (12.03%), NTTCHP (8.95%) and Nursing (8.5%). It was noted that no new students were admitted in M Rehabilitation Medicine, M Clinical Audiology, MS Clinical Medicine (Surgery), PhD in Nursing and MS Health Policy Studies.

One of the factors that may have contributed to the decline in enrollment in graduate programs was the lack of or decrease in the absorptive capacity of the professional employment sector in the light of the development of more lucrative alternative markets that do not require graduate studies. Other institutions offer more "hospitable" programs that come with a built-in placement program and demand fewer academic requirements.

Another reason was the inflexibility of class schedules that could not be accommodated by employed professionals who might have wanted to enroll. As a result, such students resorted to the distance-learning mode and decided to forego with residential courses. This was foreseen by the College of Public Health at the time when the "ownership" of the Masters in

Public Health distance education program was assigned to the Open University by system decree despite the fact that the learning modules were prepared and taught by the CPH faculty.

The UP Manila administration is developing interventional strategies to prevent a further decline in enrollment, especially in the graduate programs.

Student Progress: Scholarships and Academic Delinquencies

There were 1,288 academic scholars during the Academic Year 2003-2004. Of this number, 207 were University Scholars and 583 College Scholars for the First Semester. For the Second Semester, there were 127 University Scholars and 371 College Scholars.

As shown in Table 1-6, the College of Arts and Sciences had the biggest number of academic scholars. In relation to total enrollment, CAS registered the biggest percentage of University Scholars during the First Semester, both for the undergraduate and graduate levels while the College of Public Health had the highest percentage of College Scholars both for the undergraduate and graduate levels. During the Second Semester, CAS again had the highest percentage of University Scholars for both levels. In that period, the College of Public Health had the highest number of College Scholars in the undergraduate level while the College of Arts and Sciences had the largest share in the graduate level.

Table 1-6. Data on Academic Scholars

DEGREE PROGRAM	1st Semester, 2003-2004				2nd Semester, 2003-2004				Total for the Year
	University Scholars		College Scholars		University Scholars		College Scholars		
	No.	%	No.	%	No.	%	No.	%	
1. College of Allied Medical Professions									
Undergraduate	4	0.93	42	9.77	2	0.49	24	5.87	72
2. College of Arts & Sciences									
Undergraduate	139	7.98	302	17.34	83	4.79	242	0.14	761
Graduate	7	5.34	14	10.69	12	7.14	12	7.14	45
3. College of Dentistry									
Undergraduate	2	.60	9	2.69	3	0.87	17	4.93	31
4. College of Medicine									
Undergraduate	16	1.82	80	9.10	22	2.50	28	3.18	146
5. College of Nursing									
Undergraduate	8	2.86	38	13.57	0	0.00	19	6.23	65
Graduate							2	6.25	2
6. College of Pharmacy									
Undergraduate	9	2.01	28	6.25	1	0.23	10	2.27	48
7. College of Public Health									
Undergraduate	13	5.53	46	19.57	3	1.53	19	9.69	81
Graduate	9	4.50	24	12.00	1	0.51	3	1.53	37
8. NTTC-HP									
Graduate	3		1				3		7
Total	207	4.6	583	12.96	127	2.82	371	8.25	1,288

*Percent of the total population in respective colleges/levels

Academic delinquencies are classified into: warning, probation, dismissal or disqualification. During the First Semester, 2003-2004, there were 244 students or 5.43% of the total number of enrollees who were considered academic delinquents: 128 (2.85%) were given "warning" notices, 54 (1.20%) placed on probation, 14 (0.24%) were dismissed and 51 (1.13%) were disqualified.

For the Second Semester, 2003-2004, there were 423 delinquent students or 9.43% of the total university enrollment for

the semester. Of these, 234 (5.22%) were given "warning" notices, 116 (2.59%) placed on probation, 30 (0.67) were dismissed and 43 (0.96%) were disqualified. The College of Pharmacy had the biggest percentage of academic delinquents with 20.18% of its student population. The percentage of student delinquencies in other colleges is as follows: College of Arts and Sciences 12.7%, College of Dentistry 11.88%, College of Allied Medical Professions 8.8%, College of Nursing 7.87%, College of Public Health 6.13% and College of Medicine 0.11%.

Graduation

The 25th Commencement Exercises of UP Manila was held on April 21, 2003, at the Philippine International Convention Center, Manila with 812 graduates as of the Second Semester 2002-2003. As shown in Tables 1-7 and 1-8, UP Manila also graduated 197 in Summer 2003; and 151 for First Semester, 2003-2004.

Table 1-9 shows that of the total number of graduates, five graduated with *magna cum laude honors* and 100 with *cum laude honors*. During the year in review, a total of 136 students completed their respective graduate degrees.

UP Manila, through its National Graduate Office for Health Sciences (NGOHS), has closely monitored the academic progress of students through the strict implementation of the maximum residency rule (MRR) which provides that all requirements for master's degree shall be completed within five years and for doctoral degree, seven years, including leaves of absences. Students who have reached their MRR, especially those who have completed their formal courses and are now working on their thesis, were given two additional semesters to finish their thesis work.

Performance in Licensure Examinations

UP Manila sustained its excellent performance in licensure examinations in 2003 by posting the highest passing rate in almost all licensure examinations for health professionals. Its graduates consistently garnered the top ten positions as shown in Table 1-10.

The College of Medicine was again awarded first place by the Professional Regulations Commission (PRC) for excellent performance in the Medical Licensure Examinations conducted in August 2003. The College of Nursing was declared the top school during the oath taking ceremonies of new registered nurses garnering 100% passing rate in the May 2003 Nursing Board

Examination. The College of Pharmacy retained its top position with a 100% passing rate, both for January and June 2003 Pharmacy Board Examinations getting almost all positions in the top 10. CAMP also maintained its 2nd and 3rd school ranking in the Occupational Therapy and Physical Therapy Board Examinations, respectively. The College of Dentistry maintained a 100% passing rate in the May and December 2003 board exams ranking first among other dental schools. Its graduates garnered almost all the top places. Likewise, the School of Health Sciences (SHS) was again recognized by the PRC Board of Midwifery as the number 1 midwifery school in the country.

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Table 1-7. Graduation Data in Undergraduate Programs

Degree Program	2 nd Semester 2002-2003			Summer 2003			1 st Semester 2003-2004		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
1. College of Allied Medical Professions	21	89	110	3	2	5	2	1	3
1.1 BS Occupational Therapy	9	34	43	0	0	0	0	0	0
1.2 BS Physical Therapy	10	34	44	3	2	5	1	1	2
1.3 BS Speech Pathology	2	21	23	0	0	0	1	0	1
2. College of Arts & Sciences	72	221	293	5	13	18	14	16	30
2.1 BA Developmental Studies	7	28	35	2	2	4	3	6	9
2.2 BA Organizational Communication	3	31	34	0	2	2	3	2	5
2.3 BA Philippine Arts	4	14	18	0	1	1	1	2	3
2.4 BA Political Science	11	42	53	1	4	5	4	3	7
2.5 BA Social Science	1	15	16	1	4	5	3	4	7
2.6 BA Behavioral Science	3	19	22	0	1	1	0	0	0
2.7 BS Biology	22	44	66	0	1	1	0	0	0
2.8 BS Biochemistry	8	18	26	0	1	1	0	0	0
2.9 BS Computer Science	13	10	23	0	0	0	1	1	2
3. College of Dentistry	3	19	22	0	0	0	3	8	11
3.1 Doctor of Dental Medicine	3	19	22	0	0	0	3	8	11
4. College of Medicine	75	90	165	12	23	35	0	0	0
4.1 Doctor of Medicine	75	90	165	0	0	0	0	0	0
4.2 BS Basic Medical Sciences	0	0	0	12	23	35	0	0	0
5. College of Nursing	5	33	38	0	0	0	0	0	0
5.1 BS Nursing	5	33	38	0	0	0	0	0	0
6. College of Pharmacy	7	67	74	1	0	1	2	6	8
6.1 BS Industrial Pharmacy	2	13	15	0	0	0	0	2	2
6.2 BS Pharmacy	5	54	59	1	0	1	2	4	6
7. College of Public Health	17	35	52	3	5	8	0	3	3
7.1 BS Public Health	17	35	52	3	5	8	0	3	3
8. School of Health Sciences	8	15	21	10	45	55	19	53	72
8.1 Certificate Barangay Health Work	0	0	0	0	0	0	15	47	62
8.2 Certificate Community Health Work	0	0	0	5	28	33	0	0	0
8.3 Certificate Community Health Nursing	0	0	0	0	0	0	0	0	0
8.4 Doctor of Medicine	0	1	1	0	0	0	0	0	0
8.5 BS Nursing	1	5	6	5	17	22	4	6	10
8.6 BS Community Health	5	9	14	0	0	0	0	0	0
Total Undergraduate Graduation	206	569	775	34	88	122	40	87	127

Table 1-8. Graduation Data in Graduate Programs

Degree Programs	2 nd Semester 2002-2003			Summer 2003			1 st Semester 2003-2004		
	Male	Female	Total	Male	Femal e	Total	Male	Femal e	Total
1. College of Allied Medical Professions	1	1	2	3	3	6	0	0	0
1.1 Master in Rehabilitation Science				0	0	0	0	0	0
1.2 Master in Rehabilitation Science (SP)	1	1	2	0	0	0	0	0	0
1.3 Master in Clinical Audiology*	0	0	0	3	3	6	0	0	0
2. College of Arts & Sciences	7	5	12	0	0	0	3	10	13
2.2 Master in Management	7	5	12	0	0	0	3	10	13
3. College of Dentistry	1	3	4	0	1	1	0	2	2
3.1 Certificate of Proficiency in Orthodontics	0	3	3	0	1	1	0	1	1
3.1 MS Orthodontics	1	0	1	0	0	0	0	1	1
4. College of Medicine	0	2	2	0	5	5	1	1	2
4.1 Diploma in Clinical Epidemiology	0	1	1	0	0	0	0	0	0
4.2 Diploma in Physiology	0	0	0	0	0	0	0	1	1
4.3 MS Biochemistry	0	1	1	0	0	0	0	0	0
4.4 MS Clinical Epidemiology	0	0	0	0	5	5	1	0	1
5. College of Nursing	0	0	0	0	2	2	0	2	2
5.1 MA Nursing	0	0	0	0	2	2	0	2	2
6. College of Pharmacy	0	0	0	0	0	0	0	0	0
7. College of Public Health	6	6	12	16	44	60	2	1	3
7.3 Master in Hospital Administration	0	0	0	5	8	13	0	0	0
7.4 Master of Occupational Health	2	5	7	1	5	6	2	1	3
7.5 Master of Public Health	0	0	0	5	14	19	0	0	0
7.6 MS Epidemiology	2	1	3	0	1	1	0	0	0
7.7 MS Public Health	0	0	0	5	14	19	0	0	0
7.9 Doctor of Public Health	2	0	2	0	2	2	0	0	0
8. NTTC-HP	1	4	5	0	1	1	1	1	2
8.1 M Health Professions Education	1	4	5	0	1	1	1	1	2
Total Graduate Graduation	16	21	37	19	56	75	7	17	24
Total University Graduation	222	590	812	53	144	197	47	104	151

*Joint offering of CAMP and CM

Table 1-9. Number of Honor Graduates

Degree Program	2/2002-2003		3/2002-2003		1/2003-2004		TOTAL	
	MCL	CL	MCL	CL	MCL	CL	MCL	CL
1. College of Allied Medical Professions								
1.1 BS Occupational Therapy								
1.2 BS Physical Therapy		3						3
1.3 BS Speech Pathology								
2. College of Arts And Sciences								
2.1 BA Behavioral Sciences		13						13
2.2 BA Developmental Studies		11				1		12
2.3 BA Organizational Communication		5						5
2.4 BA Philippine Arts		5				1		6
2.5 BA Political Science	3	15				1	3	16
2.6 BA Social Science		3						3
2.7 BS Biochemistry		2						2
2.8 BS Biology	2	15					2	15
2.9 BS Computer Science		4					4	4
3. College of Dentistry								
3.1 Doctor of Dental Medicine								
4. College of Medicine								
4.1 BS Basic Medical Sciences				5				5
4.2 Doctor of Medicine		9						9
5. College of Nursing								
5.1 BS Nursing		2						2
6. College of Pharmacy								
6.1 BS Industrial Pharmacy		1						1
6.2 BS Pharmacy		3						3
7. College of Public Health								
7.1 BS Public Health		1						1
Total	5	92	0	5	0	3	5	100

Table 1-10. UP Manila's Performance in the 2003 Licensure Examinations

Licensure Examination	Date of Examination	No. of Examinees (UP)	% of Passing (UP)	Rank (UP)		Topnotchers (UP)	
				1 st	2 nd	2 nd	3 rd
Chemistry (CAS)	September 2003	19	95%	1 st	2 nd		
Dentistry (CD)	May 2003	27	100%	1 st		2 nd , 3 rd , 4 th , 5 th , 7 th , 9 th , 10 th	
	December 2003		100%			2 nd , 3 rd , 4 th , 5 th , 6 th , 8 th , 9 th , 10 th	
Medicine (CM)	February 2003	10	90%	1 st		2 nd , 3 rd , 5 th , 9 th and 10 th	
	August 2003	149	95.97%				
Medicine (SHS)	February 2003	7	85.71	*			
	August 2003	4	0	*			
Nursing (CN)	May 2003	38	100%	1 st		3 rd	
Nursing (SHS)	June 2003	3	100	*			
	December 2003	23	82.6				
Pharmacy (CP)	January 2003	32	100	1 st		1 st , 3 rd , 4 th , 5 th , 6 th , 7 th , 8 th , 9 th , 10 th	
	July 2003	35	100	1 st		1 st , 2 nd , 3 rd , 4 th , 7 th , 2-8 th ,	
Physical Therapy (CAMP)	February 2003	12	66.67	*		4 th , 7 th	
	August 2003	34	82.35	3 rd		1 st , 3 rd	
Occupational Therapy (CAMP)	February 2003	7	85.71	*		1 st , 10 th	
	August 2003	40	80	2 nd		1 st , 4 th	
Midwifery (SHS)	November 2003	38	95	1 st		1 st , 3 rd , 8 th	

*Schools with less than 10 examinees are not included in the ranking.

Awards and Recognition

The professional and academic excellence of UP Manila's faculty, staff and students has been continuously recognized not only in the University but also by various local

and international institutions and award-giving bodies. These awards and recognition are listed in Annex B.

Trends in PGH Training Programs

Residency/Fellowship Training

PGH has continued to support and reinforce its training component with the evolution of programs for more efficient health care delivery. New residency training programs were designed and existing ones improved.

In 2003, 542 residents and 154 fellows underwent training in the various clinical departments. The Department of Pediatrics had the most number of resident trainees and fellows.

Table 1-11. Distribution of Residents and Fellows by Department

Department	Number	Residents		Fellows Filled
		Graduated	Dropped	
Anesthesiology	58	30	2	17
Emergency Med	12			
Family & Community Med	37	11	3	5
Laboratories	16	2	2	
Medicine	61	25	3	11
Dermatology	16			
Neurosciences	15	4	1	1
Obstetrics-Gynecology	59	13	2	47
Ophthalmology	26	10		7
Orthopedics	21	6		
Otorhinolaryngology	26	7		1
Pediatrics	84	37	4	51
Psychiatry	11	6		7
Radiology	25	7		7
Rehabilitation Med	13	2	1	
Surgery	62	10	7	
Total	542	170	25	154

1

The Department of Medicine implemented two new fellowship programs: the 2-track Master of Science in Clinical Medicine (Medical Oncology) and the Interventional Cardiology Fellowship Program.

The National Poison Control and Information Service developed a three-month course for health personnel who handle phone inquiries/referrals on the management of poisoning cases.

As the training hospital of the University of the Philippines-Manila, the Philippine General Hospital trained 1,353

medical students and 1,087 allied health students in 2003 as shown in Table 1-12.

The Department of Nursing upgraded its Nursing Skills Laboratory Training Program to further improve much-needed competencies in the profession. Likewise, to develop the hospital as the premier training center for clinical pharmacy in the country, the Pharmacy Department provided the "Introductory Course on Clinical Pharmacy" to hospital pharmacists as well as the academic personnel of the Philippine Association of Colleges of Pharmacy.

Table 1-12. Number of Trainees in 2003

Type of Students / Trainees	Number
Medical	1353
Clerks	156
Interns	258
Residents	542
Fellows	154
Observers	243
Allied Health Science Students/Trainees	1,087
Nursing Students and OJT	442
Nursing Trainees (non-UP)	163
Nutrition Students (UP and non-UP)	86
Dietetic Residency Program (non-UP)	2
Pharmacy Students / Interns (UP and non-UP)	116
Pharmacy Trainees Observers	2
Dental Interns / Externs (UP and non-UP)	20
Postgraduate Medical Technology Externs: Non-UP	57
Social Work Students: UP and non-UP	9
Physical Therapy Interns	87
Occupational Therapy Interns	29
Speech Language Therapy Interns	16
Psychology Students	10
ECG/EKG Observers	12
Radiology Technology Interns	36
Grand Total	2,440



Accessibility of University and Student Services

Accessibility of the university and student support services

2

Rationalization of Admission

Table 2-1 shows that more than half of the students who enrolled for both the first and second semesters came from the National Capital Region while one-fifth came from Southern Luzon. Students came from all regions of the country. Twenty-eight foreign students enrolled in the first semester and 33 in the second semester. They came from Indonesia, China, Nepal, Nigeria, Canada,

USA, Myanmar, Vietnam, Iran, Malaysia and Pakistan, many of whom were enrolled at the master's and doctoral programs.

The College of Medicine continued to implement its regionalization program to identify deserving students in various regions who could be accepted into the College and commit to practice in their respective home regions.

Scholarships and Financial Assistance Programs

Student Loan Board (SLB)

For the first semester of academic year 2003-2004, a total of 51 students availed themselves of the Student Loan Board while 49 did so during the second semester. The loans granted during the year amounted to P201,767.25. Payments of loans received as of December 2003 amounted to P 121,060.75 or 60% of the total amount released. Full payment of the loans is expected before the final examinations in March 2004.

Socialized Tuition and Financial Assistance Program (STFAP)

A total of 276 students applied for assistance in the current academic year: 253

for the first semester and 23 for the second semester. Distribution of STFAP grantees by bracket and by college is shown in the succeeding tables.

It could be noted that the biggest number of STFAP grantees, all of them belonging to Bracket 1, came from SHS. These students pay no tuition, miscellaneous or laboratory fees and receive book allowances and monthly stipends.

UP Manila paid a total of P 174,190.00 for stipends and refunded P174,385.25 to student grantees who initially paid their school fees upon enrollment.

Table 2-1. Distribution of Students According to Region

Region	1 st Semester 2003-2004			2 nd Semester 2003-2004		
	Under-graduate	Graduate	Total/%	Under-graduate	Graduate	Total/%
Ilocos (I)	122	7	129 / 2.5	108	6	114 / 2.3
Cagayan Valley (II)	121	8	129 / 2.5	121	6	127 / 2.5
Central Luzon (III)	420	38	458 / 8.9	410	34	444 / 9.0
Southern Luzon (IV)	885	117	1002 / 19.5	873	89	962 / 19.5
Bicol (V)	133	13	150 / 2.9	134	9	143 / 2.9
Western Visayas (VI)	70	15	85 / 1.6	70	8	78 / 1.5
Central Visayas (VII)	47	3	51 / 0.9	48	4	52 / 1.0
Eastern Visayas (VIII)	93	3	94 / 1.8	97	2	99 / 2.0
Western Mindanao (IX)	27	2	37 / 0.7	29	1	30 / 0.6
Northern Mindanao (X)	20	2	45 / 0.8	32	2	34 / 0.6
Southern Mindanao (XI)	80	7	87 / 1.6	77	5	82 / 1.6
Southwestern Mindanao (XII)	41	1	42 / 0.8	37	1	38 / 0.7
Caraga (XIII)	20	2	22 / 0.4	30	2	32 / 0.6
National Capital Region (NCR)	2,306	391	2697 / 52.6	2192	371	2563 / 52.1
Cordillera Administrative Region (CAR)	50	6	56 / 1.0	59	4	63 / 1.2
Autonomous Region of Muslim Mindanao (ARMM)	8		8 / 0.1	20		20 / 0.4
Overseas	10	18	28 / 0.5	14	19	33 / 0.6
TOTAL	4,487	633	5,120 / 100.0	4,351	563	4,914 / 100.0

Table 2-2. Distribution of STFAP Grantees by Bracket

Bracket	1st Semester 2003-2004	2nd Semester 2003-2004
1	152	153
2	3	3
3	5	5
4	28	28
5	18	20
6	43	46
7	23	26
8	11	12
9	117	130
Total	400	423

Table 2-3. Distribution of STFAP Grantees by College

Academic Unit	1 st Semester 2003-2004	2 nd Semester 2003-2004
CAMP	35	36
CAS	113	126
CD	23	23
CM	4	6
CN	32	35
CP	36	39
CPH	7	8
SHS	149	149
Not enrolled	1	1
TOTAL	400	423

Private and Government Scholarships

There were 16 government scholarships and 13 private scholarships supervised by the Office of Student

Affairs. A total of 247 students were benefited in the first semester while 220 students received scholarship assistance for the second semester.

Table 2-4. Number of Recipients of Scholarship Grants

Title of Scholarship	Number of Recipients	
	1 st Semester	2 nd Semester
<i>A. Government</i>	29	28
1. UP Government	35	33
2. UP Oblation	30	30
3. UP Presidential - Undergraduate - Master's	4	3
4. UP Presidential Leadership	9	9
5. Philippine Association of State Universities and Colleges (PASUC)	1	1
6. Barangay	39	23
7. Manila Chorale	7	7
8. UP ROTC/Vanguard	8	8
9. DOST	35	36
10. DOH	10	9
11. Civil Service Commission	1	1
12. Department of Education	2	2
13. Philippine Veterans Affairs Office	4	5
14. QC-School Youth Dev't. Program	12	6
15. Gov. Maliksi/Cavite Provincial Govt.	1	2
16. Cong. Reynaldo Calalay	1	0
<i>B. Private</i>		
1. Dr. Jose R. Perez	4	4
2. Drs. Gregorio and Rizalina Lim	1	1
3. Eugenio Lopez Jr.	1	1
4. Francisco Nicolas	1	1
5. Mercury Drug	1	1
6. Bailon de la Rama	1	1
7. Antonio O. Floirendo Sr.	1	1
8. Commonwealth Foods, Inc.	0	0
9. World Health Organization	0	1
10. SEAMEO	1	1
11. Malaysian Government Scholar	1	1
12. Auxiliary of Philippine Physicians in Ohio (APPO)	2	2
13. Best Foods Educational Foundation	3	1
TOTAL	1	1
	247	220

students were
 ester while 220
 ip assistance

Various scholarship programs were
 also implemented at the college level.
 Funding for these scholarships usually
 comes from donations from alumni and

professional organizations solicited by the
 respective colleges. Table 2-5 lists down the
 scholarships administered at the college
 level.

Table 2-5. List of Scholarship/Financial Assistance Programs by College

College	Title of Scholarship/Financial Assistance	Total per College	No. of Recipients	
College of Arts & Sciences	Heirs of Leonardo Tiongco	3	1	
	CAS Alumni Association		1	
	Philippine National Dental Traders	6	1	
College of Dentistry	Colgate Palmolive		1	
	Dr. Ester Dee Rosca		2	
	Alice Dee Chuaunsu		1	
College of Medicine	Hu Freidy	70	1	
	Bailon dela Rama		1	
	Class 1948		1	
	Class 1965		1	
	Class 1970		5	
	Class 1973		1	
	Class 1976		1	
	Dr. Concordia J. Ignacio		1	
	Dr. Elizabeth C. Montemayor		10	
	Dr. Eusebio S. Garcia		1	
	Dr. Evangelina O. Santos		1	
	Drs. Gregorio & Rizalina Lim		1	
	Dr. Jose R. Perez		1	
	Drs. Nelia & Jerry Tan Liu		1	
	Drs. Pedro & Conchita Lavadia		1	
	Dr. Dante D. Morales		1	
	Dr. Lourdes B. del Rosario		1	
	Green Cross		1	
	Mr. Celso & Amelia Samaniego		1	
	Mr. Jose O. Moreno		11	
	Philippine Medical Association - DFA		1	
	UP Medical Foundation		2	
	UPAA Mr. William Valdez		1	
	UPCM Assistance		2	
	UPMASA Mr. Jose Tejero		1	
	UPMASA PEF		9	
	UPMASA- Dr. Saniel Ablaza		2	
UPMASA- Dr. Dalope		4		
UPMASA NYNJ		1		
UPMASA NYNJ Dr. Tolete Velcek		1		
UPMF Dr. Lorenzo S. Katigbak		1		
UPMF Mr. Nemesio Salazar		1		
UPMF Ms. Salud Borromeo		1		
UPMF Telengtán Brothers		1		
College of Nursing	Cesarea Tan		1	
	Fabella-Ignacio	10	1	
	BSN Class '76		2	
	Ray Gapuz		1	
	Filomena Aguilar-Dalope		1	
	Commission on Filipino Overseas		2	
	Tirona-Gutierrez Student Assistance Grant		1	
	AT Ramez Adopt-A Student Grant		1	
	TOTAL		89	1
				89

Student Assistant Program

As of the end of the year, there were 71 student assistants hired in the different

offices/units/colleges of the University. Prepared payroll of student assistants amounted to a total of P1,625,097.51.

Auxiliary Services Program and Student Activities

The Auxiliary Services Program of the Office of Student Affairs coordinated with the UP Health Service in conducting the Annual Physical and Dental Examination of Students. The Program also coordinated with the UP Manila Immunization Committee for the Annual Immunization Week.

Under its student activities program, the Office of Student Affairs coordinated the following activities: University Student Council Election, Accreditation of Student Organizations and UP Manila Collegian Editorial Examination.

Elections for the University Student Council and the Student Councils in the respective colleges were simultaneously conducted. A total of 2,561 or 54.43% of the student population turned out to vote. The University Student Council officers, led by Erwin Conrad D. Abueva of the College of Medicine as USC chair, were inducted on March 17, 2003.

During the year, the USC conducted various activities: Student Summit, UP Cha-Cha Campaign, Handog sa Freshmen, Medical Mission in Cavite. Jointly with the Mu Sigma Phi, the USC also conducted the Forum on Safety and the USC Post Series.

The Manila Collegian Editorial Examination was also coordinated by the Office of Student Affairs. From among the three candidates that took the examination,

the Selection Board declared Maneeka Sarza of the College of Arts and Sciences as the new editor in chief of the UP Manila Collegian.

To encourage students to conduct relevant activities, the UP Manila administration approved the free use of university facilities during office hours by these accredited student organizations. Among these activities were the Inter-Collegiate Debate Tournament, lectures on adjudicating and discussions of national issues spearheaded by the UP Manila Debate Circle. Most of the cause-oriented organizations actively participated in community outreach programs such as medical and dental missions.

For the year in review, the Office of Student Affairs accredited 37 university-based organizations listed in Table 2-6.

Under its International Students Program (ISP), the Office of Student Affairs provides support services to foreign students in UP Manila. ISP services include assistance in the processing of the student visa and looking for dormitories/boarding houses. Copies of the ISP flyer are made available to foreign students, providing detailed instructions and listing the requirements for admission to UP Manila. A total of 29 foreign students enrolled during the first semester and 33 in the second semester. Distribution by college and nationality are shown in Tables 2-7 and 2-8.

Table 2-6. List of Accredited Student Organizations

Name of Organization	Category
Adventist Ministry to College and University Students	Religious
Alliance of Leaders Among the Youth - UPM Chapter	Cause-oriented / Socio-civic
Alpha Phi Omega Fraternity	Fraternity
Alpha Phi Omega Sorority	Sorority
Alpha Sigma Fraternity	Fraternity
Christ's Youth in Action	Religious
Fenders with Dents	Cause-oriented / Socio-civic
Gabriela Youth	Political / Socio-civic
Kabataang Artista para sa Tunay na Kalayaan	Cultural
Lingkod ER Foundation	Cause-oriented
Mu Sigma Phi Fraternity	Fraternity
Mu Sigma Phi Sorority	Sorority
National Network of Agrarian Reform Advocates Youth	Cause-oriented / Socio-civic
Nature's Crusader's Community	Special Interest
Phi Kappa Mu Fraternity	Fraternity
Phi Lambda Delta Sorority	Sorority
Pi Sigma Delta Sorority	Sorority
Pi Sigma Fraternity	Fraternity
Pugadlawin Historical Society	Academic / Cultural / Socio-civic
Sanlakas Youth	Political / Socio-civic
Sigma Alpha Nu Sorority	Sorority
Sigma Delta Pi Sorority	Sorority
Sigma Kappa Pi Fraternity	Fraternity
State Varsity Christian Fellowship	Religious
Street Dance Corps	Sports / Recreation
Tanghalang Batingaw	Cultural
Tau Omega Mu Fraternity	Fraternity
UPM Forensic Science Society	Academic / Special Interest
UPM Lakan - Manila	Cultural / Socio-civic
UPM Chorale	Cultural
UPM Football Club	Sports / Recreation
UPM Indayog Dance Varsity	Cultural / Recreational
UPM Debate Circle	Cultural / Academic
Upsilon Sigma Phi Fraternity	Fraternity
Xientian Organization	Academic / Cause-oriented
Youth for Christ	Religious
Youth on Fire	Religious

Table 2-7. Distribution of Foreign Students by College

College	1 st Semester 2003-2004	2 nd Semester 2003-2004
Undergraduate:		
College of Allied Medical Professions	3	6
College of Arts & Sciences	2	1
College of Dentistry	4	5
College of Medicine	1	2
College of Nursing		
College of Pharmacy		
College of Public Health		
Total Undergraduate Foreign Students	10	14
Graduate:		
College of Allied Medical Professions		
College of Arts & Sciences	5	6
College of Dentistry	3	3
College of Medicine	5	4
College of Nursing		
College of Pharmacy		
College of Public Health	5	6
Total Graduate Foreign Students	18	19
Total Foreign Students	28	33

Table 2-8. Distribution of Foreign Students by Nationality

Nationality	1 st Semester 2003-2004	2 nd Semester 2003-2004
Undergraduate:		
Nigeria	1	1
U.S.A.	4	9
China	2	2
Canada	1	-
Iran	1	1
Taiwan	1	1
Sub-total	10	14
Graduate:		
Pakistan		1
Indonesia	6	6
China	4	3
Myanmar	1	1
Vietnam	1	1
Iran	1	2
Malaysia	2	2
Nepal	3	3
Sub-total	18	19
Total Foreign Students	28	33

On the other hand, the Guidance and Counseling Program provided regular services such as counseling, interviewing freshmen and coordinating various freshmen block activities.

During the year in review, 626 individuals--composed of 351 students, 87 parents, 21 faculty, 23 employees and 144 others--availed themselves of the counseling services. Most frequently cited reasons that prompted the students to seek counseling were: personal and academic adjustments, social-interpersonal difficulties, career decision-making, family concerns and emotional adjustment. Students who are seeking readmission are also required to undergo counseling. In such cases, the recommendation of the counselor is one of the considerations for the action to be taken by the academic units concerned.

Recognizing the role of parents in the well-being and total development of the students, the Association of Parent-Counselors of UP Manila was organized by the Office of Student Affairs with the aim of establishing a better working relationship and

Learning Resource Center

The Learning Resource Center (LRC) has the mandate to provide and carry out learning assistance programs for students to enhance and enrich their quality of life on campus. It is towards this direction that LRC established and improved its services and facilities.

Summer Bridge Program

The Summer Bridge Program for Mathematics was conducted from April 21 to May 23, 2003. The class met two hours per

fostering collaboration with parents of UPM students in mutually beneficial activities. The APC-UPM Induction of Officers was held on September 11, 2003, at the Manila Pavilion.

The Freshman Block Activities are designed to help new students adjust to and cope with the demands of the new environment and the many new situations and experiences that come their way. Personal and academic skills are learned from the series of sessions conducted for the freshmen. The topics include self-awareness and awareness of others, team building, study skills training, stress management, and time management.

Under its Career Information and Placement Service (CIPS), the Office of Student Affairs coordinated the holding of 18 career symposia for freshmen throughout the year and the Annual Job Bonanza where 25 companies participated. Company representatives held orientations and on-campus interviews with students for possible employment. Unfortunately, no follow-up study was made to determine how many students were actually hired by these companies after graduation.

day. The students also had six sessions of Psychosocial Development, with 1½ hours per session.

Twenty-three incoming freshmen were advised to attend the SBP in Mathematics but only 20 students actually attended it. Of this number, 15 or 75% came from UP Manila, two or 10% from UP Los Baños, one from UP Baguio and two (10%) were sit-ins.

Thirteen out of 20 students, or 65%, passed the program. The seven, or 35%, who

2

failed the removal exam were encouraged to attend the regular tutorial session at the UPM Learning Resource Center (LRC) while taking the Mathematics courses required in their curriculum.

The Bridging Course in English was conducted from July 9 to October 1, 2003. The class met for three hours a week. The students had two sessions of Psychosocial Development, at 1½ hours per session. Five students attended the Bridging Course in English.

Simulated Departmental Exams

Introduced during the First Semester of School Year of 2001 2002, the LRC received favorable response from a total of 1,627 students who availed themselves of this service since its inception. The simulated examinations prepare the students for their departmental exams in Mathematics, and Chemistry--subjects where most of students encounter difficulties.

Faculty Consultation Hours

The Learning Resource Center served as a link between the faculty and students by providing the latter with quick access to their General Education teachers and a venue for consultation. Five faculty members made themselves available for consultations in Chemistry, four in Mathematics, two in Physics and one in the Humanities.

Tutorials

For Academic Year 2002-2003, a total of 869 students benefited from the tutorial program. This number is higher than that of 2001-2002, over which a 47% increase was achieved. During the First Semester of School Year 2003-2004, the LRC served an average of 640 students in the tutorial program, or an increase of 33% from the FS 2001 data.

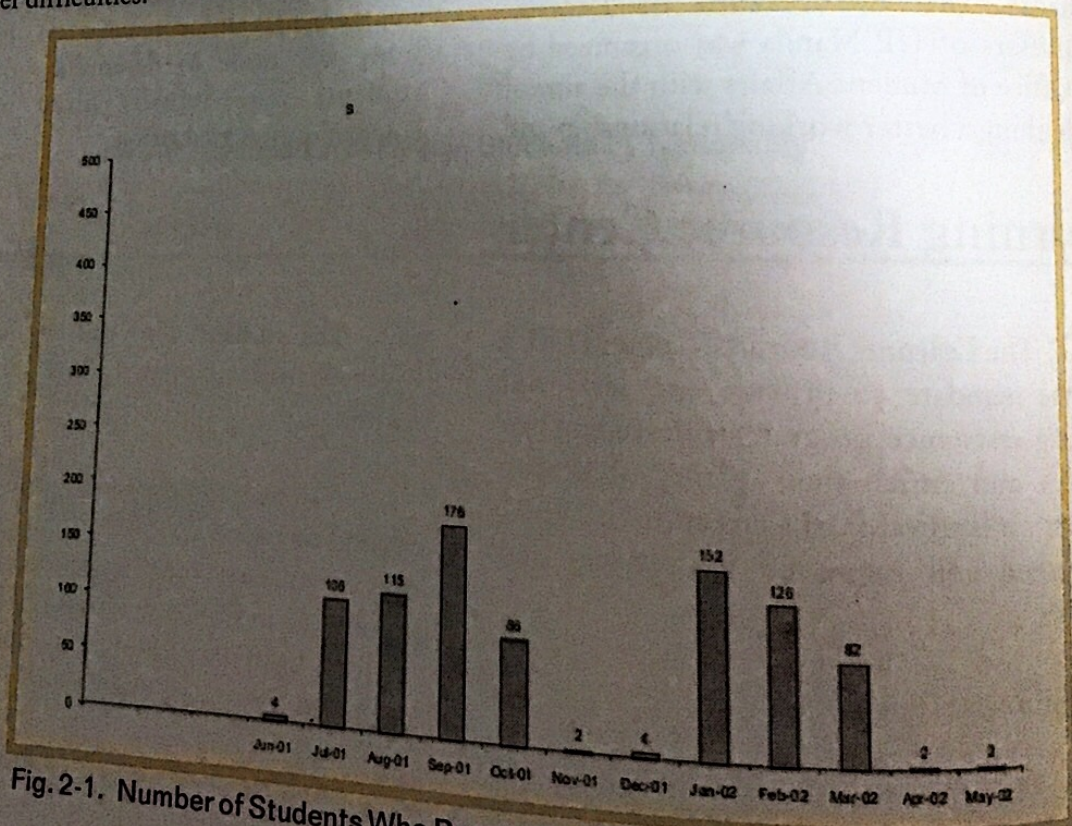


Fig. 2-1. Number of Students Who Received Tutorial Services, AY 2002-2003

Library Services

This year's accomplishments in library services by the University Library and its nine component college libraries are highlighted by meaningful developments in terms of collection, linkages, resource sharing, and application of information technology in library services.

Collection Development

The UP Manila library acquired a total of 1,213 volumes of books, 587 of which were purchased from the regular book fund and 626 received as gifts/donations.

Table 2-9. Library Acquisitions in 2003

Unit	Book Acquisitions			Periodical Subscription
	Purchase	Gift/Donation	Total	
CAMP	2	18	20	18
CAS	369	13	382	100
CD	4	-	4	11
CM	12	365	377	239
NTTC-HP	2	8	10	3
CN	113	14	127	42
CP	14	4	18	11
CPH	-	178	178	67
SHS	17	86	103	-
UL	71	26	97	13
TOTAL	587	626	1,213	504

Table 2-10. Library Collections as of the end of 2003

Unit	Books	Periodicals	Special	AV Materials	Serial Titles	Total 2003	Total 2002	Rate (%) Increase/ -Decrease
CAMP	2,689	873	1,726	36	106	5,324	5,266	1.1
CAS	25,242	2,055	4,822	132	382	32,251	29,490	9.3
CD	3,109	2,846	2,141	297	140	8,393	8,293	1.2
CM	16,294	24,355	15,055	7,294	937	62,998	60,789	3.6
CN	14,344	2,988	3,047	27	99	20,406	20,222	0.9
CP	4,574	4,610	1,214	6,070	116	16,468	16,261	1.2
CP	13,443	6,268	15,531	2,251	1,019	37,493	37,119	1.0
NTTC-HP	-	-	-	-	-	-	1,183	
SHS	-	-	-	-	-	-	4,984	
UL	3,075	192	1,782	1,149	58	6,198	6,091	1.7
TOTAL	82,770	44,187	45,318	17,256	2,857	189,531	189,218	0.1

Library Services

One strategy of the library in responding to the increasing demand for effective and efficient service is the use of information technology as a productive tool. The library uses extensive networking systems to access information from all over the world.

The table below shows the clients/readers admitted to the various unit/college libraries of UP Manila. The College of Arts and Sciences library served the largest number of clients with a total of

108,583 while the College of Medicine library ranked second with 99,881 library users which included UP-PGH fellows, interns, students and teaching staff. These two libraries extended library hours in response to requests by students, faculty and researchers for longer library service hours. Table 2-11 shows the statistics on the use of library resources by type of materials

The College of Medicine library registered the highest use of resources followed by the Pharmacy library and the College of Public Health library.

Table 2-11. Data of Library Clients/Users in 2003

Unit	Students	Faculty / PGH	Reps	Staff	Non-UP	Total 2003	Total 2002	Rate (%)
CAMP	26,492	1,553	1,078	1,416	2,334	32,873	24,218	35.7
CAS	107,985	348	101	98	51	108,583	115,598	6.0
CD	21,933	403	16	25	752	23,129	26,236	11.8
CM	57,123	14,791	5,689	16,004	6,274	99,881	216,667	53.9
CN	11,680	248	2	229	339	12,498	13,738	9.0
CP	45,229	255	41	270	303	46,098	46,329	0.4
CPH	23,814	2,517	2,267	1,031	1,430	31,059	22,981	35.1
NTTC-HP	-	-	-	-	-	-	123	-
SHS	-	-	-	-	-	-	37,824	-
UL	28,137	408	1,521	1,461	3,025	34,552	25,960	33.0
TOTAL	322,393	20,523	10,715	20,534	14,508	388,673	529,674	26.6

The College of Arts and Sciences library served the largest number of clients with a total of 108,583 while the College of Medicine library ranked second with 99,881 library users which included UP-PGH fellows, interns, students and teaching staff. These two libraries extended library hours in

response to requests by students, faculty and researchers for longer library service hours.

The College of Medicine library registered the highest use of resources followed by the libraries of Pharmacy and the College of Public Health.

Table 2-12. Data on the Use of Library Resources According to Type of Materials

Unit	Circulation	Filipiniana	Reserve	Periodical	Reference	Electronic	Special	Total
CAMP	13,227	13	2,162	8,453	5,326	393	4,853	34,427
CAS	19,853	8,133	14,899	2,153	14,002	229	2,569	61,838
CD	2,833	50	744	2,592	233	793	459	7,704
CM	26,653	10,411	62,526	67,963	12,511	13,485	8,185	201,734
CN	7,899	293	4,753	3,336	121	975	1,037	18,414
CP	26,442	1,334	15,689	13,937	22,759	1,405	1,024	82,590
CPH	13,110	3,109	13,339	18,479	5,021	-	25,374	78,432
NTTC-HP	-	-	-	-	-	-	-	-
SHS	32,181	-	-	23,488	5,320	931	-	61,920
UL	2,324	2,246	2,071	3,688	2,021	470	663	13,483
TOTAL	112,341	25,589	116,183	120,601	61,994	17,750	44,164	498,622

Information Technology Development in the Library

In line with the University's computerization project, the modernization of the library was extensively pursued and fasttracked during the last two years. Bar coding of books was completed in all college libraries. Likewise, circulation modules had been installed at the CAMP, CM, CN, CP and CPH libraries. Application of software such as the library management system, library solution, made cataloging easier and faster.

The Medical Library/EMERALDS '71 is now using GNU/Linux x-terminals; with the assistance of the Medical Informatics Unit-converted Compaq Deskpro workstations (Pentium 133 MHz with 16 MB of RAM to Debian GNU/Linux x-terminals. The x-terminals connect to a Pentium IV 2.0 GHz Debian GNU/Linux server with 256 MB of RAM to run the Mozilla Web browser and open office productivity suite with Pentium IV performance on a remote x-terminal display. This effectively gives state-of-the-art workstation to users of EMERALDS, thereby making hardware replacement unnecessary.

Staff Development

To help the library staff cope with the development of information technology in library science, members were sent to training workshops, conferences on library solutions, cataloging and circulation modules.

One-week training on library solution was held January 20-24, 2003, at the University Library in UP Manila to acquaint library personnel in the functionality of cataloging and circulation modules. Providing hands-on training, the program featured a trainer from TLC (The Library Corporation), Singapore. University librarians and their IT staff in the different campus units attended the training.

The University Library conducted a Planning Workshop on April 10-11, 2003, at the Continuing Education Center, UP Los Baños. Attended by 10 participants composed of the members of ULAC (University Library Advisory Committee) and the Library Modernization Core Group, the workshop sought to formulate a library modernization plan and submit a 3-year strategic plan for the library.

The University librarian and IT personnel attended the UP Conference on Library Modernization Plan at UP Visayas on May 12-13, 2003. It was aimed at identifying the needs and improving the measures designed to respond to these needs through a 3-year plan for the modernization of UP Library. It was also aimed at recommending policy and other changes in support of the modernization process. Four workshops were conducted simultaneously on the following components: technology, personnel, organization and policy.

In September 2003, we conducted an in-house training on Cataloging Modules and in October 2003 on Circulation Module in

preparation for the implementation of the Circulation Module in November 2003.

Linkages and Networking

The College of Dentistry library is now connected to the Local Area Network (LAN) and can therefore be accessed through OPAC and Internet.

The Medical Library continues to participate, coordinate and contribute to Medical and Health Library networking, i.e. indexing, document delivery activities, inter-library loans and other resource sharing activities. The F.B. Herrera Jr. Medical Library is the national center for SEAMIC EDDS, an electronic document delivery system and continues as the SEAMIC Coordinating Library.

The Medical Library participated in the joint projects of MAHLAP and PCHRD, as well as participated in and contributed to NUTRINET activities and publications.

The Nursing Library is part of the network of the Medical and Health Librarians Association of the Philippines (MAHLAP) and the Philippine Council for Health Research and Development (PCHRD). It is also linked with the University Library of UP Diliman where access to Proquest and Online catalogs is free.

The Public Health Library as a member of NUTRINET contributed to the following: NUTRINET Newsletter, NUTRINET Acquisition List and NUTRINET Union List of Periodicals.



Sustainable Faculty
and Staff Development
Programs

Sustaining a faculty and staff development program

3

The strength of the University depends mainly on its faculty and staff whose expertise, values and dedicated service are crucial to carrying out its mission of excellence and leadership in health sciences education, research and services.

As of the end of 2003, UP Manila had a staff complement of 1,649 in the academic units and Central Administration and 3,710 in the Philippine General Hospital.

The Central Administration and academic units personnel is composed of 1,081 faculty members, 93 REPS and 475

administrative personnel. Of these, 967 (58.6%) have regular items: 768 are on permanent status and 199 with temporary appointments. The rest, or 682 (41.4%), are non-regular faculty members composed of substitutes, lecturers, clinical faculty (without compensation), professors emeritus, visiting lecturers, casuels and contractuels.

PERSONNEL COMPLEMENT
UP Manila Academics
as of the end of December 2003

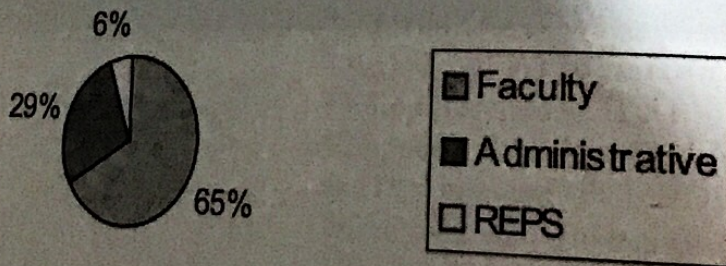


Fig. 3-1. Distribution of UP Manila Academic Personnel by Classification

For the Philippine General Hospital, distribution is as follows: Administrative - 1,205; Medical - 558; Nursing - 1,458; Paramedical - 388; and REPS - 101. Of these,

2,600 are permanent employees; 654, temporary; 437, contractual; 4, casual; and 15 on job order.

PERSONNEL COMPLEMENT
Philippine General Hospital
 as of the end of December 2003

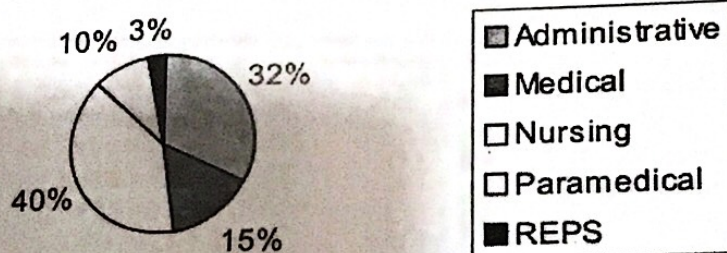


Fig. 3-2. Distribution of PGH Personnel by Classification

Faculty Profile

Tables 3-1 and 3-2 show the distribution of 1,081 faculty members by academic unit, status, and nature of appointment, rank and gender.

The College of Medicine has the largest number of faculty members, more than half of whom are non-regular. The latter consists of

lecturers and clinical faculty without compensation.

The College of Arts and Sciences has the second largest faculty contingent with an almost equal number of regular and non-regular members. The same proportion also characterizes the faculty of the Colleges of Dentistry and Allied Medical Professions.

Table 3-1. Distribution of Faculty by Academic Unit

Academic Unit	Regular	%	Non-regular	%	Total	%
CAMP	20	3.52	27	5.26	47	4.35
CAS	100	17.61	89	17.35	189	17.48
CD	27	4.75	26	5.07	53	4.90
CM	273	48.06	306	59.65	579	53.56
CN	24	4.23	8	1.56	32	2.96
CP	23	4.05	13	2.53	36	3.33
CPH	49	8.63	12	2.34	61	5.64
NIH	30	5.28	0	0.00	30	2.78
NTTC	4	0.70	3	0.58	7	0.65
SHS	18	3.17	29	5.65	47	4.35
TOTAL	568	100.00	513	100.00	1081	100.00

Table 3-2. Faculty Distribution by Status of Appointment, Rank and Gender

Ranks	Number	%	Gender	
			Male	Female
Regular	568	52.54		
Instructors	45	4.16	20	25
Assistant Professors	141	13.04	36	105
Associate Professors	250	23.13	114	136
Professors	132	12.21	56	76
Non-Regular	513	47.46		
Lecturers	157	14.52	61	96
Clinical (WOC)	265	24.51	151	114
Substitute Instructors	32	2.96	8	24
Substitute Assistant Professors	8	0.74	2	6
Substitute Associate Professors	9	0.83	2	7
Professors Emeritus	33	3.05	20	13
Teaching Associates	2	0.19		2
Visiting	5	0.46		2
With authority to teach	2	0.19		1
Grand Total	1,081	100	474 (43.85%)	607 (56.15%)

Faculty Development

UP Manila continues to support various programs that enhance professional skills and teaching capabilities. All academic units held their respective annual faculty conferences and strategic planning workshops. As shown in Table 3-4, many faculty members went on special detail to attend local and international symposia, conventions, conferences, and workshops/seminars in various capacities. In many instances, UP Manila faculty members were invited to these gatherings as speakers, resource persons, facilitators or presenters of scientific papers.

Several faculty members of the College of Public Health accepted outside assignments, went on scientific exchange visits, attended national, regional and international conferences in the following areas of specialization: research and training in tropical diseases, health information informatics,

ergonomics and occupational medicine, hospital management programmed, hospital management program, basic air quality control, air pollution and public health, prevention of disability associated with lymphatic filariasis, emerging infectious diseases, dengue control and food and water-borne parasitic zoonoses.

All faculty members of the National Teachers Training Center for the Health Professions participated in a faculty development workshop held in April 2003 that dealt with the application of "Illuminatus," a computer author software for textbook writing. NTTCHP was awarded the UP System Textbook Writing Grant for the writing of a textbook entitled, "Health Professions Education: Theory and Applications."

To encourage faculty members to pursue graduate studies, UP Manila stressed the need for continuous academic advancement and has been implementing the University's "up or out" policy, particularly for those at the Instructor level. Likewise, the policy on automatic promotion for those who have acquired their PhDs has been consistently observed.

To support this policy, UP Manila maintains linkages with various local and international institutions for faculty training, scholarships, and fellowship grants. In 2003, twelve (12) faculty members earned masters degrees while four completed their doctoral studies.

The profile of UP Manila faculty in terms of educational attainment saw a very slight improvement. While there was a decrease in the absolute number of faculty members with MA/MS and doctorate degrees compared with the 2002 figures as shown in Table 28, the decline in the total faculty population consequently increased the percentage of faculty members with master's degrees from 21.40% to 21.64% while those with doctorates increased from 7.04% to 7.12%.

Further improvement can be expected when a number of faculty members currently pursuing their graduate studies as seen in Table 3-3 complete their respective degree programs.

Table 3-3. Profile of Faculty Members According to Highest Degree Obtained

Highest Degree	Regular	Non-regular	Total - 2003		Total - 2002		Variance %
			No.	%	No.	%	
BS/BA	52	100	152	14.06	163	14.65	-0.59
MD	259	316	575	53.19	591	53.14	0.05
DDM	21	16	37	3.42	38	3.41	0.01
MA/MS	178	56	234	21.64	238	21.40	0.24
LLB	0	6	6	.05	4	.035	.015
PhD/DPA	58	19	77	7.12	78	7.04	0.08
Total	568	513	1,081	100	1,112	100	

Table 3-4. Data on Faculty Members on Fellowships, Study Leave and Special Detail

Academic Unit	Fellowships	Study Leave		Special Detail
		Local	Foreign	
CAS	1	7	1	26
CAMP			3	5
CD				24
CM	16	3	2	151
CN				2
CP		1	4	2
CPH	4	1	1	75
NIH			1	70
NTTC				1
SHS			1	
TOTAL	21	12	13	356

Table 3-5. Data on Professorial Chairs and Faculty Grants

Academic Unit	Professorial Chair Holder		Faculty Grant Holder	
	Number	% *	Number	%*
CAMP	3	11.1	4	14.8
CAS	47	17.2	37	13.5
CD	4	16.6	3	12.5
CM	-	12.2	4	17.3
CN	6	-	5	10.2
CP	-	-	-	-
CPH	-	10.56	53	9.3
NTTCHP	60	-	-	-
SHS	-	-	-	-
Total	-	-	-	-

(* % of Academic Unit's Regular Faculty Members)

Faculty Incentives and Recognition

In recognition of meritorious work in teaching, research and creative endeavors, faculty members were awarded professorial chairs, considered one of the highest forms of recognition in the academe. Aside from professorial chairs, faculty grants are awarded to make the University's recruitment and retention program more effective. These grants provided incentives and support to young and promising members of the faculty who may want to become actively involved in relevant research activities and creative work. As of the end of 2003, a total of 60 faculty members were holders of professorial chairs while 53 were awarded faculty grants. The list of faculty members holding professorial chairs and faculty grants is shown in Annex C.

Aside from the annual recognition given by UP Manila to Outstanding Teachers during its Foundation Week, several academic units institutionalized the awards system for outstanding teachers by holding annual recognition ceremonies.

This year, the College of Dentistry gave the Most Promising Faculty Award to two

faculty members for excellence based on the evaluation of both students and peers.

For the past several years, the College of Medicine has recognized outstanding performances and meritorious services among its faculty members. During the commencement ceremonies, Outstanding Medical Teacher Awardees were recognized. Honored likewise, were Faculty Awardees for Innovation in Medical Education, Faculty Achievers who received international and national awards and recognition, outgoing College officers and department chairs, and faculty members who completed the IPC courses and MEU workshops.

The Academic Personnel and Fellowships Committee

Pursuant to Administrative Order No. 2003-033 dated March 31, 2003, the UP Manila Academic Personnel and Fellowship Committee was reconstituted as follows: the Vice Chancellor for Academic Affairs as chair; the Vice Chancellor for Administration as co-chair; and seven full-time senior faculty members as members. Also sitting in the committee in an ex-officio

capacity are the chiefs of the Budget Office and Office of Personnel Services.

The role of the APFC is very critical in the selection, promotion and development of the faculty members. Upon its reconstitution, the APFC formulated policies and implementing rules and regulations for the appointment of faculty administrators, the "up or out" policy for faculty at the Instructor level and automatic promotion for those who acquired doctorate degrees, utilization of vacant items, faculty evaluation and development as well as on promotion.

Various recommendations from academic units were received by the APFC during the year in review. These 253 recommendations were classified as follows:

automatic promotion (3), extension beyond 5-year tenure (1), extension beyond compulsory retirement age (2), original additional assignment (23), original appointment (58), permanency (6), promotions (19), reappointment (22), reappointment to an additional assignment (8), reappointment to another chair (1), reclassification (15), renewal beyond the 5-year tenure rule (2), renewal of additional assignment (23), renewal of appointment (54), renewal of professorial chair beyond the age of 65 (1), sabbatical (2), transfer to other units (4), and transfer to regular item (9). Out of these, 226 or 89% were recommended for approval by the Chancellor. The APFC deferred action on 27 recommendations and returned the concerned faculty members to their academic units either due to lack of requirements/documentation or for further clarification and justification.

Administrative Staff Development, Welfare and Benefits

UP Manila Organizational Development Framework

UP Manila believes that the most valued resource of an organization is its human resources. Therefore, it gives utmost support to initiatives and programs that will improve employees' welfare and development.

It is also for this reason that the thrusts of the current administration include rationalizing or maximizing personnel development program to enhance professionalism as well as expand and improve personnel benefits.

On August 27, 2003, the UP Manila Staff Development Committee (SDC) was reconstituted and mandated to: 1) identify and monitor career tracking of non-academic

personnel; 2) conduct periodic staff development needs assessment; 3) rationalize the conduct of relevant development programs that will provide administrative and managerial competence to faculty administrators, enhance and develop skills and competence of non-academic personnel; 4) to look for scholarships and other staff development opportunities that will provide professional growth and administrative efficiency and effectiveness; and 5) to screen candidates for scholarships, fellowships and training.

Initial activities of SDC included the conduct of training needs assessment and conceptualization of the UP Manila Organizational Development Framework. The committee prepared the Management Development Program for Faculty Administrators and conducted the Facilitators' Training Program.

The SDC also coordinated the UP Manila celebration of the Civil Service Commission's 103rd anniversary that included a symposium entitled, "Professionalism in the Government Service."

Magna Carta of Public Health Workers (RA 7305)

As public health workers, UP Manila employees continued to receive additional benefits provided by law, such as subsistence and laundry allowances, which were provided an allotment by the General Appropriations Act. However, unlike the Philippine General Hospital, the payment of hazard allowance depended on the availability of funds from savings. In 2003, UP Manila, because of its efficient fiscal management was able to pay the hazard allowance of UP Manila academics employees amounting to P56 million.

Creche and Child Center

Initially referred to as a day care center, the UP Manila Early Childhood Care and Development Center, or Creche, is an important component of UP Manila's personnel and welfare program. Children of UP Manila employees are given priority admission to the

Center with socialized service fees. In 2003, the Center had a student population of 154, of which 126 or 81.8% are children of UP Manila employees.

UP Manila employees get discounts ranging from 48% to 59% on service fees, depending on their salary grades.

Tuition Privileges and Study Leaves

UP Manila employees continue to enjoy tuition privileges for themselves or their dependents. Entitlements include a 100% waiver on tuition, laboratory and miscellaneous fees for full-time personnel and 50% for part-time. Non-earning dependents are also given the same privileges if enrolled in any course in the University.

Study leaves with pay are also available to encourage employees to complete their degree courses or pursue higher education like master's or doctoral studies. Employees can avail themselves of the half-day or full-time study leave. Table 31 shows the number of employees and dependents who availed themselves of these privileges in 2003.

Table 3-6. Data on Tuition and Study Leave Privileges, 2003

Unit	Tuition/Laboratory/ Miscellaneous Fees Waiver		Study Leaves
	Employee	Dependent	
CAD	3	8	-
CAMP	3	3	3
CAS	37	29	8
CD	3	3	-
CM	37	95	4
CN	3	10	-
CP	7	-	5
CPH	10	13	3
NIH	5	6	1
NTTCHP	1	0	-
SHS	-	-	1
UL	5	4	-
Total	114	171	25

Computer Loan Program

To complement the University's thrust toward maximum use of Information Technology, UP Manila continued to implement the Computer Loan Program. Through this program, employees can avail themselves of a maximum of P60,000 in loans for a laptop/notebook or P40,000 for a desktop personal computer. The amount is payable either within 12 months at 8% interest

or 24 months at 9% interest. In year 2003, eight employees benefited from the computer loan program for a total amount of P338,600.

Annual Team-Building Activities

Colleges/units continued to hold their respective Annual Team-Building Activities, mostly during summer break. These provided the staff a chance for rest and recreation as well as for renewing camaraderie and team spirit.

Paggamit ng Wikang Pambansa

4



Paggamit ng Wikang Pambansa

4

Pakikisangkot sa mga Kaganapang Panlipunan

Ang Sentro ng Wikang Filipino (SWF), UP Manila, ang pangunahing yunit na nagpapatupad ng mga programa sa pambansang wika na itinataguyod ng Unibersidad.

Sang-ayon sa probisyon 2.3.4 ng Palisi sa Wika ng Unibersidad: "Gagawin ng Unibersidad ang lahat para hikayatin ang gobyernong nasyunal na puspasang ipatupad ang isang nasyunal na palising pangwika ayon sa utos ng Konstitusyon. Makikipagtulungan at makikipagkoordinang UP sa gobyernong nasyunal, DECS, professional regulatory boards, ibang institusyong edukasyunal, atbp. sa pagpaunlad at paggamit ng Filipino."

Alinsunod sa palising ito, ang SWF ay nakipag-ugnayan sa iba't-ibang yunit ng UP Manila at iba pang panlabas na institusyon at nagbigay ng mga serbisyo tulad ng pagsasalin, pag-edit at pagtuturo sa wikang Filipino at sa iba pang lokal na mga wika.

Sa taong 2003, ilan sa mga panlabas na institusyon na naserbisyoan ng Sentro ng Wika sa nabanggit na aspeto ay ang mga sumusunod:

1. California Technological Care Philippines Foundation, Inc.
2. Water & Sanitation Program, World Bank (WB) Philippines
3. Novartis Health Care Philippines, Inc.
4. Pharmacia Philippines, Inc.
5. Allergan Company
6. Fosroc Philippines, Inc.
7. Philippine Business for Social Progress

May ilan ding kawani at opisyal na nagpatulong sa SWF sa pagsasalin at pag-edit tulad ng mga taga-Lung Center of the Philippines, Department of Interior and Local Government at World Bank. Ang SWF ay nagsalin rin ng mga lektyur, kwestyunaryo, forms na ginagamit sa pagsusuri sa kalagayan ng mga pasyente sa Philippine General Hospital at mga surbey sa resorts.

Sa paggamit ng Filipino bilang midyum ng pagtuturo sa Unibersidad, tungkulin ng Sentro ang pagpapasigla at pagsuporta sa "isang malakas na programa sa pagsalin" [2.2.8 Palisi sa Wika] para makatulong sa pagbuo ng nasyunal na wika. Ang malaking ambag ng UPM ay ang pagiging sentro sa mga agham-kalusugan na siyang nararapat konsultahin sa pagsasalin sa larangang ito.

Pagpapalaganap ng Advocacy sa Patakarang Pangwika

Ang SWF-UP Manila ay kaisa ng Konseho ng Wika - Sistemang UP sa mga gawain para palakasin, mapalaganap at maitaguyod ang mga palising pangwika na maka-Pilipino.

Isang hakbang dito ay ang pagpirma ng pamunuan ng UP Manila sa petisyon laban sa atas ng Pangulong Arroyo na gamitin ang Ingles lamang bilang midyum sa pagtuturo. Sa pagpatuloy ng advocacy laban sa monolingualismo sa Ingles, nagkaroon ng espesyal na pagpupulong sa Konseho ng Wikang Filipino, sa ilalim ng pamamahala ni Bise Presidente Diokno sa BOR upang talakayin ang iniharap na "Draft Position Paper of the University of the Philippines re: President Arroyo's English Language Policy" noong Abril 11, 2003.

Sa ika-5 Konseho ng Wikang Filipino sa ilalim ng OVPA, UP Diliman, lumahok ang koordineytor ng SWF-UPM sa proposal na pagkalooban ng multiplier hindi lamang sa GE kundi sa buong lebel na di-gradwado ang mga gurong gumagamit ng Filipino bilang pangunahing midyum sa pagtuturo. Iminungkahi ni Bise Presidente Diokno na iharap ng mga direktor/koordineytor ng SWF ang panukalang ito sa kani-kanilang chancelor.

Nagkaroon ng representasyon ang Sentro ng Wika - UP Manila sa pamamagitan ng Direktor sa talakayang "Ang Kilusang Open Source at Advocacy sa IT" na inilunsad sa tulong ni Presidente Francisco Nemenzo.

Ilan sa mga plano sa ilalim ng proyektong ito ay ang:

- a. Pagsasalin ng Linux bilang Open Source sa pakikipagtulungan ng Information Management System (IMS) sa ilalim ni Ariel Betan.
- b. Pagsasa-Filipino ng Basic IT Literacy sa tulong ng California Technological Care Foundation, Philippines, nina Dir. Dean Santiago at Eng. Rodolfo Arias.

Naging aktibo rin ang SWF-UP Manila sa paglahok sa mga proyekto ng Komisyon sa Wikang Filipino. Halimbawa, ang Direktor ay dumalo bilang punong hurado sa Pambansang Taunang Patimpalak sa Tula kaugnay sa pagdiriwang ng "Araw ni Balagtas," na ginanap sa Max's Restaurant, Quezon Blvd., Lungsod Quezon.

Nakipagtulungan din ang SWF-UP Manila sa SWF-Diliman upang sumabay sa book sale ng mga publikasyon ng SWF (mga 60 titulo ng libro) na pinamagatang, "Sulong Wika 2003." Nagkaloob ng 20-50% diskwento sa proyektong ito na nagpatuloy hanggang Oktubre 2003.

Tumulong ang SWF-UP Manila sa posting ng mga proyekto ng Amado V. Hernandez Resource Center sa pagdiriwang ng ika-100 Anibersaryong Kaarawan ng Pambansang Alagad ng Sining ng dakilang manunulat. (Panahon ng posting: Agosto Disyembre, 2003)

Magpasimula ng mga Programa para sa Kapakanan ng mga Mag-aaral

Lahat ng may kinalaman sa pagturo, reserts, at serbisyong ekstensiyon sa wika ay nasa ilalim ng pangangasiwa ng Sentro na susuportahan naman at tutulongan ng mga kolehiyo o yunit [2.3.1 Palisi sa Wika]. Sa partikular, pasisiglahin at susuportahan ng Sentro ang reserts sa mga lokal at rehyonal na kultura, wika at literatura [3.3.2], lalo na kung ang mga inisyatiba sa pagreserts ay nagmumula sa mga estudyante. Susuportahan din ng Unibersidad ang isang programa sa malikhaing pagsulat sa Filipino dahil magiging "kasinlakas lamang ang wikang nasyunal sa literaturang nasyunal nito." [2.3.3 Palisi sa Wika].

Ilan sa mga programang tungo sa direksiyong nabanggit ay ang mga sumusunod:

1. **Serye ng Lektyur.** Halimbawa: Pagdeliber ni Director Amante del Mundo ng reaksiyon sa monograp ni Prop. R. Simbulan, "Si Crisanto Evangelista at Kilusang Anakpawis" sa pakikipag-ugnay sa Manila Studies Program na pinamumunuan ni Prop.

Bernard Karganilla, na ginanap sa RH 303, na isinabay din sa pagdiriwang ng "Buwan ng Wika"

2. **Workshop sa Pagsulat.** "People's Art and Literature (Panitikang Bayan)" ng UP YND at SWF-UPM sa tulong ng premyadong manunulat ng Palanca na si G. Levi Balgos-dela Cruz. Pinondohan ng Chancellor's Committee on Culture and the Arts.
3. **Patuloy na Pagpayo, Konsultasyon at Pagtanggap ng Interbyu at Diskusyon.** Halimbawa: Kinapanayam ang Director ng Sentro ng Wikang Pambansa-Manila tungkol sa "Kulturang Popular, Komodipikasyon at Pagsusuri Nito" ng dalawang mag-aaral ng Development Studies, Mss. Miraflor Aquino at Majal de Villa, sa opisina ng SWF-UP Manila.
4. **Pagpapagamit sa mga estudyante ng munting aklatan ng SWF at pagpapahiram ng mga librong Filipino kung kailangan.**

Ipagpatuloy ang Pagkamit ng Ekselensiyang Akademiko

Bilang pagsuporta sa pagpapatupad ng Revised General Education Program (RGEP), pinag-aaralan ng SWF-UP Manila ang mga

problemang kinakaharap ng Filipino para makalahok sa programang ito.

BOOTS ANSON-ROA

UNIVERSITY OF THE PHILIPPINES MANILA

WOMEN'S MONTH
MARCH 2008

The slide contains several lines of text, including the title 'WOMEN'S MONTH MARCH 2008' and a list of names or topics. There are also small circular images of women's faces on the left side of the slide.



5

Gender Awareness Program

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Gender Awareness and Sensitivity

5

Center for Gender and Women Studies

The Center for Gender and Women Studies (CGWS) was established in 1988 to institutionalize a gender-sensitive perspective and framework in the curriculum, as well as in teaching and training programs for students, teachers and researchers in UP Manila. It also aims to develop and institutionalize gender-responsive health services in all health sector units, specifically clinical and public health education programs for health professionals, and to develop a gender-responsive health policy, research paradigms, and information systems under a systematic and strategic plan of action through health science education, research, and training.

During the year in review, the CGWS, together with the UP-PGH Women's Desk, UP-PGH Child Protection Unit, Office of Anti-Sexual Harassment and the Reproductive Health Rights and Ethics Center for Training and Research (REPROCEN) spearheaded the conduct of various activities that highlighted the role of women in the society and raised gender awareness and sensitivity. Among these activities were the celebration of the International Week for Women on March 3-8 which featured exhibits, free health services such as bone density scanning, diabetes

screening, and cholesterol testing, a round-table discussion on rape survivors, and a forum on House Bill 5516 or the Anti-Abuse of Women in Intimate Relationships Bill.

Other activities included a two-day gender-sensitivity workshop with the UP-PGH Department of Internal Medicine held in November 2003. CGWS also organized the freshmen orientation forum entitled, "Speak Out and Shout: Sexual Harassment Out," which featured discussions on gender issues in the campus and the University's anti-sexual harassment policies. These topics were also discussed a gender orientation session for the College of Public Health faculty and staff in June 2003, and during the PGH Residents' Orientation Program held in December 2003.

Because of the active involvement of the current CGWS Director, June Pagaduan-Lopez, M.D. in the Sexual Violence Research Initiative, an international group of experts on sexual violence, organized by the World Health Organization and supported by the Global Forum for Health Research, the Philippines was chosen as part of two pilot studies on Best Practice Models Inventory of Medical Services for Survivors of Sexual Violence (July 2003, World Health

Organization) and an Assessment of Medico-legal Services of Assistance to Survivors of Sexual Violence.

The Ford Foundation through the University Center for Women Studies granted

funding for a study on "State of the Art: Human Sexuality Education in the University of the Philippines Manila Philippine General Hospital."

Office of Anti-Sexual Harassment

The Office of Anti-Sexual Harassment (OASH) was reconstituted in 2003 with Vice Chancellor for Planning and Development Roland Simbulan as Chair and Dr. Betty Dy-Mancao as Coordinator, her second term.

According to the University Implementing Rules and Regulations on Anti-Sexual Harassment Act of 1995, Section 5, Article (g), *"The University will provide all possible support services to students, faculty members or employees who are victims of sexual harassment."*

Section 7, Article (b) further states that the office shall creatively design or formulate informal procedures of such nature as to elicit trust and confidence on the part of interested parties in resolving problems arising from cases or incidents of sexual harassment, including counseling and grievance management; and provide security and support measures to aggrieved parties or victims in sexual harassment cases.

As a new office, OASH is faced with the problem of lack of resources and personnel to adequately establish these support systems needed by the complainant or aggrieved party. OASH also saw the need for a counselor or adviser on paralegal matters and grievance management to provide free services to both the complainants and respondents, with or without a formal charge.

The UP Manila administration has been doing its best to address these concerns. A plan for the permanent office of CGWS and OASH is being finalized. It is also in the process of entering into a Memorandum of Agreement with the Department of Psychiatry and with Office of Legal Aid and/or College of Law to meet the need for psychological and legal counseling.

During the year in review, OASH acted on five cases involving sexual harassment.



Culture and Arts

Promoting Culture and the Arts

UP Manila, through the Chancellor's Committee on Culture and Arts, conducts activities to deepen the constituents' understanding and appreciation of the various art forms.

The Chancellor's Committee on Culture and the Arts (CCCA) was reconstituted by Chancellor Marita VT Reyes on April 1, 2003, with Dr. Pacita C. Gavino as Chair. The committee has the following specific functions:

1. To implement within the campus the policies and programs of the President's Committee on Culture and the Arts (PCCA) and perform for or within the campus all functions which the PCCA does for the University as a whole;
2. Consistent with the plans drawn up by the PCCA at its annual meeting and the plans of the campus CCA itself, to prepare an annual calendar and propose an annual budget (on or before the end of May) for cultural and artistic activities, including fund-raising, for approval by the Chancellor;
3. To manage or supervise the use of cultural or artistic venues, instruments, or equipment which are not in the administrative control of specific colleges or offices;
4. To coordinate and cooperate with the PCCA in scheduling cultural activities; and,
5. To enable the University to provide leadership in the tone, quality and trends in programming cultural and artistic activities.

During the year in review, the CCCA Chair, in consultation with the members, endorsed to the Chancellor several requests from student organizations for funds for proposed cultural activities: a debate tournament sponsored by the Debate Circle, fund-raising variety shows by two organizations from the College of Medicine, and the annual concert of the UP Manila Chorale. Requests for honoraria for the trainer of the UP Manila Chorale and the trainer of the UP Indayog were similarly endorsed.

Although CCCA was not able to prepare a formal calendar of activities and a corresponding budget, it relied on the standard operating procedure of the previous Committee headed by Dr. Isidro Sia. The usual practice was to allow a maximum of P5,000 for a student organization that requests support for a meritorious cultural project. A standard P10,000 each is usually allotted to the UP Manila Chorale Concert, the "Tao Rin Pala" show, and the annual Culture Week of the CAS Department of Arts and Communication.

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During UP Manila's 21st Foundation Week Anniversary Celebration in October, 2003, UP Manila constituents once again displayed their inclination to a variety of performing arts. A one-hour cultural variety show was held on October 21, 2003, at the PGH Inner Quadrangle. Songs and dances were performed by students and faculty from the different colleges in the campus and also by the PGH staff. During the Recognition Ceremonies for Retirees and Service Awardees, the awardees themselves performed to the delight of the audience. Because of the success of this event, a separate full-length cultural show was held during the Christmas celebration as a fund-raising activity, the beneficiaries being the PGH patients.

The Chancellor invited the CCCA Chair to be a regular member of the Chancellor's Advisory Council starting in October 2003. The Chancellor's plan was to expand the functions of the Committee to include cultural projects by faculty and staff.

Challenges and Prospects

To encourage greater involvement in culture and arts, it would help to either increase the membership in CCCA or coordinate with cultural liaison officers from both the academic and non-academic units of UP Manila.

Instead of relying on cultural presentations from the student organizations, CCCA should lead in focusing attention on other art forms besides the usual song or dance numbers. CCCA can organize monthly cultural activities, perhaps with changing venues. It can also start an audiovisual library of videotapes and audiotapes.

The CCCA continues to do the following: identify the audiovisual equipment needed for the proposed CCCA room; update its inventory of arts venues in the campus; and

The Chancellor also proposed a "room for the arts" in the campus that CCCA could use for exhibits, film showings, chamber performances, rehearsals, and storage of arts equipment.

One issue of the Arts Quarterly (a PCCA publication) was devoted to UP Manila, with the CCCA chair collecting feature articles and photographs from various cultural organizations on campus, and writing some of these articles herself. At an informal CCCA meeting at Dr. Villaruel's residence, it was suggested that Prof. Gavino's article on "A Dose for the Arts in the Health Sciences Campus" serve as the starting point for a concept paper on the expanded functions of CCCA. The article highlighted the role of the arts in healing, and suggested an expansion of the kind of activities usually endorsed by CCCA. For example, CCCA should organize arts workshops, lecture-demonstrations and arts forums, and aggressively promote activities that encourage appreciation for Philippine arts and culture.

reactivate an old proposal for an inventory of artists, artistic groups, and cultural artifacts on campus. The CCCA administrative staffer (which may initially be a student assistant if there is no budget for a clerk) will be needed for this purpose.

CCCA should also actively link up with other cultural groups and institutions for sharing of resources and dissemination of information on cultural projects and other cultural information. More importantly, CCCA should seek ways to have the arts exert a greater impact on the lives of UP Manila constituents, so that the arts would be regarded as an integral part of learning, of attaining good health, and of achieving a fulfilling life. How that can be accomplished is the main agenda of CCCA for 2000.



Relevance in Research

Relevance in Research

One of the goals of the current administration is to direct the University of the Philippines Manila towards becoming a socially responsible Health Sciences Center. The National Institutes of Health (NIH), as a part of the UP Manila system, is focused on making the institute known worldwide as a premier institution for health research.

This section incorporates the different reported researches and activities in which the NIH-Philippines, academic units and the Philippine General Hospital had actively participated. The accomplishments and plans of NIH-Philippines and the academic units of UP Manila are based on the 3-year strategic plans of the current administration.

7 Research Thrusts

Academic Units

The research mission of the College of Allied Medical Professions (CAMP) is to serve as a catalyst for the development of research in the field of rehabilitation in the country. They aim to provide research-based information needed to develop rehabilitation services and training programs and serve as a resource center for studies related to the prevention and rehabilitation of disabilities.

The College of Arts and Sciences (CAS) is unique in being a multidisciplinary college. Its role is to provide the liberal arts and basic science foundation for students of the professional colleges. As such, it has always emphasized teaching, with research as a secondary function of its faculty.

Two years ago, the college started an umbrella project entitled, "Reconstructing the Past: In Search of the Filipino Identity in the Context of Southeast Asia." As a history-based multidisciplinary research, it has expanded to the arts and culture,

anthropology, archeology, language, geography and geology and subsequently, the life sciences. The second thrust is another umbrella project on Philippine biodiversity that is being proposed. This project will be natural science-based and will be expanded to include geography, culture and the other disciplines of the social sciences.

But while this is the College research agenda, the faculty or the Department can still have its individual researches to be supported by the College. Their researches include biotechnology as well as environmental, social and health issues.

The College of Dentistry (CD) has had no single research thrust that can be identified from the several researches undertaken from the years 2000 to 2002. However, future researches of the college will focus on the reduction of oral health disparities in the Philippines and responding to the challenges of globalization.

Research priorities of the College of

Medicine-Philippine General Hospital (UPCM-PGH), as stated in its Research Implementation and Development Office Manual (RIDO), are commensurate with the stated research agenda of the UP Manila specifically, and that of the Department of Health.

The commitment of the UPCM-PGH to encourage research that enhances delivery of high-quality health care is implied in its mission-vision statements and in the RIDO through its various projects and activities such as funding of research projects, awarding/recognizing like in various research forums.

The College of Nursing (CN) has the following research agenda: (1) the development of a Nursing Information System: Human Resource Supply and demand; (2) the demonstration of nursing clinics for health promotion; (3) a home-based care approach for the elderly and chronically ill clients; (4) the development of models in health promotion on self-care approaches; and (5) empowerment strategies for health promotion and disease prevention.

The College of Pharmacy (CP) aims to produce natural product researches (pharmaceutical chemistry, biological activity screening and isolation and identification of active constituents of medicinal plants and marine products), pharmaceuticals and drug development research (product pre-formulation and formulation, quality assurance, and studies on bio-availability, stability, and pharmacokinetics) and pharmacy practice on clinical pharmacy research (drug

use reviews, studies on adverse drug reactions and interactions, pharmaco-economic studies, pharmaco-epidemiologic studies and pharmaceutical interventions), community pharmacy practice and pharmacy education.

To attain the College of Public Health's (CPH) vision of becoming an excellent institution of learning that will provide the highest quality of public health education and services to local and international students and professionals, and generate new knowledge and technologies to advance public concerns of communities, the College will undertake basic and applied research.

The CPH continues to do research in the fields of health promotion and education, health policy and administration, epidemiology and biostatistics, nutrition, parasitology, medical microbiology and environmental and occupational health that address emerging and re-emerging health issues and problems (e.g., HIV, AIDS, TB, health sector reform, including social health insurance) through scientific investigations with other health stakeholders. Through these researches, CPH has been a key player in shaping health policies at various levels of the health sector.

The National Teacher Training Center for the Health Professions (NTTC-HP) is engaged in empirical studies exploring the processes of teaching and learning in all instructional settings like the traditional classrooms, clinics, hospitals and communities. It also conducts investigations related to evaluation, research, organization, administration and curriculum planning and

development in health professions education. Faculty and students also engage in basic and applied studies focusing on trends, innovations and formulation of new theories on and applications to health professions education.

In pursuit of the research mandate of UP Manila, the School of Health Sciences (SHS) has the following research thrusts: (1) To establish an operational and functional research unit; (2) to identify SHS priority research areas (i.e. traditional medicine, health manpower development [community needs and curriculum], herbal medicine, drug abuse, tuberculosis, rape and abuse, diabetes mellitus, health care monitoring/evaluation and malnutrition); (3) to generate opportunities for faculty and staff training to enhance research capability; (4) to forge strong collaboration with the Regional Health Research Development Council; (5) to establish the Community Health Resource Foundation Inc. that will serve as conduit for generating resources for research and other developmental undertakings; and (6) in coordination with the Medical Department, to initiate the yearly conduct of a research forum where completed researches of medical interns are formally presented to the SHS academic community and the health service sector.

National Institutes of Health

To ensure the development and continued growth of the NIH research agenda, the institute is being complemented by the UP Manila colleges and its research units, namely, the Ear Institute (EI), the Institute of Biotechnology and Molecular Biology

(IBMB), the Institute of Child and Human Development (ICHHD), the Institute of Clinical Epidemiology (ICE), the Institute of Health Policy and Development Studies (IHPDS), the Institute of Human Genetics (IHG), the Institute of Ophthalmology (IO), and the Institute of Pharmaceutical Sciences (IPS).

NIH-Philippines also harnesses the expertise of the various colleges and units of UP Manila: Allied Medical Professions (CAMP), Arts and Sciences (CAS), Dentistry (CD), Medicine-PGH (CM-PGH), Nursing (CN), Pharmacy (CP), Public Health (CPH), National Teachers Training Center for Health Professions (NTTC-HP) and the School of Health Sciences (SHS).

The NIH has been evolving as an institute. New work groups (study groups and committees) have been formed to enhance its functions as a health research center. Seven NIH committees and eight newly formed study groups for recognition cover a wide variety of research studies on Prevention and Rehabilitation of Disabilities, Filipino Indigenous Healing, Standards for Health Information, Occupation and Environmental Health, Nursing Development, Infectious Diseases, Cardiovascular, and Aging and Degenerative Diseases. The Board of Regents has approved the creation of eight offices under the Office of the Vice Chancellor for Research.

The *Ear Institute* (EI) undertakes epidemiologic investigations related to disorders of hearing, balance and their related functions. It will pursue researches dealing with the

preventive, curative, diseases or malfunctions aims to conduct based studies balance disorder

The *Molecular Biology* efforts on the treatment of be our country tuberculosis, dengue hemorrhagic schistosomiasis the development and diagnosis of such infectious products for

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The (ICE) unit improvement Also, it conduct /project project issues facing

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preventive, curative and rehabilitative aspects of diseases or disabilities that may result in malfunctions of the ear and its related organs. It aims to conduct institution- and community-based studies and services related to deafness and balance disorders.

The *Institute of Biotechnology and Molecular Biology* (IBMB) focuses its research efforts on the prevention, early diagnosis and treatment of infectious diseases that continue to be our country's major health concerns, e.g. tuberculosis, pneumonia, diarrhea, viral hepatitis, dengue hemorrhagic fever, measles, HIV, malaria, schistosomiasis, and filariasis. IBMB promotes the development of vaccines, biological agents and diagnostic reagents relevant to local strains of such infectious agents, as well as other products for medical care.

The *Institute of Child Health and Human Development* (ICHHD) envisions to ensure that every child is born healthy, survives, and develops optimally through relevant researches and appropriate technology. It is the UP Manila's commitment to promote and protect the health of children.

The *Institute of Clinical Epidemiology* (ICE) undertakes relevant researches for the improvement of clinical and public health care. Also, it conducts studies on health, program /project policy, evaluation and other critical issues facing clinicians and health providers.

The *Institute of Health Policy and Development Studies* (IHPDS) seeks to organize and develop a critical mass of experts in health

policy and related disciplines, so as to respond to policy formulation strategies and other health development needs of Filipinos. The institute is a network of health professionals and policy analysts with a mission to serve as the leading exponent of an integrative approach in health policy research analysis, development, capacity building and advocacy towards the search for the common good. Among the program thrusts of the Institute are to conduct policy researches, consultancies, policy forums and evaluation studies.

The *Institute of Human Genetics* (IHG) is committed towards leadership in genetic technology and research, excellence in training and education, and comprehensive patient care and support. It aims to be a center dedicated to making genetic services available and accessible to Filipinos all over the country.

The *Institute of Ophthalmology* (IO), formerly the Philippine Eye Research Institute, was created by RA 4593 on June 19, 1965, as an autonomous unit of the University of the Philippines within the College of Medicine. Its mandated function is to be the Center for Eye Research in the Philippines by sharing its resources and expertise. In its more than 38 years of existence, it has contributed to Philippine Ophthalmology through its researches on eye health and blinding ocular diseases among Filipinos.

The *Institute of Pharmaceutical Sciences* (IPS) pursues researches on natural products, pharmaceuticals and pharmacy practice and also provides technical services for drug analysis and formulation studies required in providing safe, efficacious and quality drugs.

Philippine General Hospital

Research continues to be a priority in the face of new health and medical problems. Because researches by the PGH have national implications, policies and guidelines for these

have been strictly implemented. Department research outputs have been a source of pride for PGH. The conduct of research fora and the publication of researches were also emphasized.

Research Outputs

The National Institutes of Health, the Philippine General Hospital and other academic units of UP Manila have been actively conducting researches, thus making the NIH the "Health Research Center." A total of 870 researches were conducted. Majority of these were from the Philippine General Hospital (343) and the College of Medicine (213). A total of 362 of these researches have already been completed.

Some of these researches have been

disseminated to different international and local journals and have also been presented in different research forums. Funding support amounting to P53,085,982.25 and \$18,079,436.00 have been acquired and granted to the different colleges and units of UP Manila. Additional sources of funds for research came from other funding agencies: 169 from the UP System; 20 from government; 105 from non-government sectors (NGOs), 54 from international organizations and 88 were personally funded.

Table 7-1. Distribution of the Number of Researches of UP Manila, 2003

Colleges/Units	Completed	Ongoing	Total
CAMP	7	10	17
CAS	12	7	19
CD	6	9	15
CM	20	193	213
CN	5	14	19
CP	4	3	7
CPH	25	21	46
NTTC-HP	10	2	12
NIH	60	115	175
PGH	209	134	343
SHS	4	0	4
Total	362	508	870

Research Funding

The following tables show the distribution and sources of research funds granted to the various UP Manila units and colleges.

Table 7-2. Distribution of Funds Granted to the Different Colleges and Units, 2003

Colleges/ Units	Amount of funds granted to completed researches		Amount of funds granted to ongoing researches		Total Amount	
	Pesos	US Dollars	Pesos	US Dollars	Pesos	US Dollars
CAMP			961,878.00		1,449,052.00	
CAS	300,000.00	13,500.00	504,000.00	102,000.00	504,300.00	115,500
CD			150,000.00		150,000.00	
CM		792,450.00	10,774,917.00	36,821.00	10,774,917.00	829,271
CN	4,826,816.00		832,524.00		5,659,340.00	
CP	559,016.00		1,445,647.00		2,004,663.00	
CPH	9,791,730.00	17,089,165.00	7,556,901.00	45,500.00	17,348,631.00	17,134,665
NTTC- HP						
NIH	1,576,901.00		12,271,121.25		13,848,022.25	
PGH	441,557.00		525,800.00		967,357.00	
SHS	80,000.00				80,000.00	
TOTAL	18,063,194.00	17,895,115	5,022,788.25	184,321.00	53,085,982.25	18,079,436

Table 7-3. Distribution of the Number of Researches Funded by Other Agencies

Colleges/Units	UP	Government	NGO / Private	Personal	International
CAMP	16	0	0	0	0
CAS	5	0	1	0	3
CD	7	0	0	2	0
CM	29	8	80	26	9
CN	13	1	1	0	4
CP	2	2	0	0	1
CPH	10	5	5	0	22
NTTC-HP	1	0	0	9	0
NIH	75	4	3	0	8
PGH	7	0	15	51	7
SHS	4	0	0	0	0
TOTAL	169	20	105	88	54

Research Dissemination

Table 7-4 shows that the NIH and other UP Manila units have had their share of researches published in local and international journals and in print media.

Some of the researches have also been presented in various research forums and conferences both locally and internationally.

Table 7-4. Data on Research Dissemination, 2003

Colleges/ Units	Publications		Fora/Conferences		Print Media
	Local	International	Local	International	
CAMP					
CAS	3	2	1		
CD			1	1	
CM			1		
CN	1		1		
CP					
CPH	1	2	5		1
NTTC-HP					
NIH	22	12	18	7	
PGH		2	59	3	
SHS			4		
TOTAL	27	18	90	11	1

Research Awards

Table 7-5 shows the list of faculty members who received national and

international awards for outstanding research in 2003.

Table 7-5. Recipients of National and International Awards for "Outstanding Research Work", 2003

Recipient/s	Award	Award-Giving Body	Month Awarded
<i>College of Medicine</i>			
Robert N. Gan, M.D.	1 st Outstanding Young Researcher Award	Bristol Myers Squibb Foundation	May 2003
Renato B. Dantes, M.D. and Jaime C. Montoya, M.D.	Outstanding Monograph Award: National Consensus on the Management of Pulmonary Tuberculosis	National Academy of Science and Technology	July 2003
Rafael S. Tomacruz, M.D.	Outstanding Young Researcher Award	Philippine Obstetrical and Gynecological Society	November 2003
Gaugin P. Gamboa, M.D. and Edward H.M. Wang, M.D.	1 st Prize - National Research Forum	Philippine Orthopedics Association	December 2003
Ricardo Jose T. Quintos II, M.D.	Ten Outstanding Young Men	Philippine Jaycees	December 2003
<i>College of Public Health</i>			
Jesus N. Sarol, Jr., Ph.D.	Outstanding Young Scientist	National Academy of Science and Technology	July 2003
<i>Institute of Ophthalmology</i>			
Evangeline Olivar-Santos, M.D., M.H.A.	Outstanding Service in the Prevention of Blindness Award	Asia Pacific Academy of Ophthalmology	December 2003

Data on other researches that were given local and international research

distinction awards are shown in Annex D.



Publications 8

Publications

UP Manila's publications are categorized into those which are published under the Publications Program of the Information, Publication, and Public Affairs Office (IPPAO), technical journals such as the UP Manila Journal, and other regular publications, such as newsletters and bulletins.

Various activities were done to cultivate and encourage a writing culture in the university, as well as to professionalize and assure the timeliness of publications. These included formulation of guidelines for screening of manuscripts, layouting, promotion and marketing; conduct of a writeshop titled "Writing Research Papers into Publishable Format" participated in by faculty members of the colleges/units which was held as part of UP Manila's foundation week celebration; conduct of research fora on writing research proposals, and the conduct of regular meetings with the Editorial Board members of the UP Manila Journal.

Writeshop

The writeshop aimed to develop the capabilities and competencies of junior researchers, faculty members and other interested constituents of the university on technical research writing for publications; generate a pool of publishable papers for possible publication in the

UP Manila Journal, and increase/generate awareness on the value of research publication.

The workshop was attended by 15 faculty members from the different colleges/units.

New Titles

Under the Publication Program, the layouting of two landmark books was done. The first was the *Philippine Guidelines for Health Examination: Effective Screening for Diseases among Apparently Healthy Filipinos* (PHEX) edited by Drs. Antonio Dans and Dante Morales. The second was the *Philippine Textbook of Medical Parasitology (second edition)* by edited by Dr. Vicente Belizario, Jr. and Prof. Winnie de Leon.

A joint effort of 58 medical and paramedical services, 43 schools, hospitals, government and NGOs, 63 researchers, 117 content experts and 126 stakeholders, PHEX is the first comprehensive evaluation and synthesis of preventive interventions and immunizations for many types of diseases. It is an essential and long-awaited publication geared toward primary

prevention and early detection of diseases.

The *Philippine Textbook of Medical Parasitology (second edition)* makes accessible to medical, public health and other paramedical students and to various health professionals and policy makers important and relevant scientific information on parasites that impact on human health in the Philippines.

This new edition contains several new chapters to give more thorough discussion of medical parasitology as it relates to current issues concerning immunocompromised hosts, emerging diseases, and changing environment. It also contains new techniques in the diagnosis of parasitic infections, more plates and tables and improved presentations of life cycles.

UP Manila Journal

There was an increase in the number of papers submitted for publication due to the heightened campaign for active solicitation among the colleges and units. This was matched by an aggressive invitation for faculty-reviewers which also resulted to an increase in the number and variety of reviewers in terms of subject matter expertise.

These developments have enabled the staffmembers to slowly catch up with the delays.

During the last quarter of 2004, fifteen (15) unpublished research papers were submitted which

were peer-reviewed by a growing pool of health science experts.

There are now 25 reviewers who either volunteered or were endorsed by their respective unit heads (12 from the PGH & NIH, 9 from the College of Medicine, 2 from CAS and 2 from CP).

Policies and guidelines, as well as procedures, for the UP Manila Journal are being reviewed and the need to reorganize its Advisory Board and Editorial Committee was determined.



Excellence in Service
and Continuing
Education Program

Excellence in Service and Continuing Education

Philippine General Hospital

In its 96 years of existence, the Philippine General Hospital has evolved to become not only just an ordinary government hospital but also the best one there is in the country. No doubt, the reputation it has built continually draws patients from all over the country in the hope of getting the quality health services PGH boasts of. Each year is a challenge in many respects. As poverty continues to bear heavily among the majority of Filipinos, so does the heavy financial burden on PGH. In 2003, PGH has managed to cope with the challenges of the times. Its service, training and research

components remain strong despite difficulties.

PGH served a total of 582,186 patients. Of this number, 467,239 were outpatients (Table 9-1), 51,027 inpatients (Figure 9-1), and 63,920 emergency patients (Figure 9-2). The significant decrease in emergency patient statistics was expected due to the ongoing renovation of the Department of Emergency Services. Likewise, the decrease in the number of outpatients is attributed to the implementation of the outpatient quota system.

Table 9-1. Number of Outpatient Consultations

Departments	2002			2003			Variance (%)
	New Patients	Old Patients	Total	New Patients	Old Patients	Total	
Anesthesiology	641	3,805	4,446	519	3,626	4,145	(6.77)
Cancer Institute	4,212	21,962	26,174	6,342	32,769	39,111	49.43
Hospital Dentistry	4,254	5,223	9,477	3,035	4,819	7,854	(17.13)
Family & Community Medicine	19,296	23,203	42,499	16,389	23,615	40,004	(5.87)
Medicine	39,244	55,493	94,737	29,946	59,451	89,397	(5.64)
Neurosciences	2,017	9,390	11,407	1,651	6,983	8,634	(24.31)
Ob-Gynecology	26,166	33,649	59,815	25,797	35,140	60,937	1.87
Ophthalmology & Visual Sciences	15,250	25,362	40,612	13,429	25,948	39,377	(3.04)
Orthopedics	7,414	24,713	32,127	5,658	24,185	29,843	(7.11)
Otorhinolaryngology	14,798	33,258	48,056	9,756	22,366	32,122	(33.16)
Pediatrics	16,151	18,932	35,083	14,414	18,408	32,822	(6.44)
Psychiatry & Behavioral Medicine	809	7,589	8,398	692	7,741	8,433	0.42
Rehabilitation Medicine	4,700	6,781	11,481	4,291	6,853	11,144	(2.94)
Surgery	43,372	72,397	115,769	23,545	39,871	63,416	(45.22)
Total	198,324	341,757	540,081	155,464	311,775	467,239	(13.49)

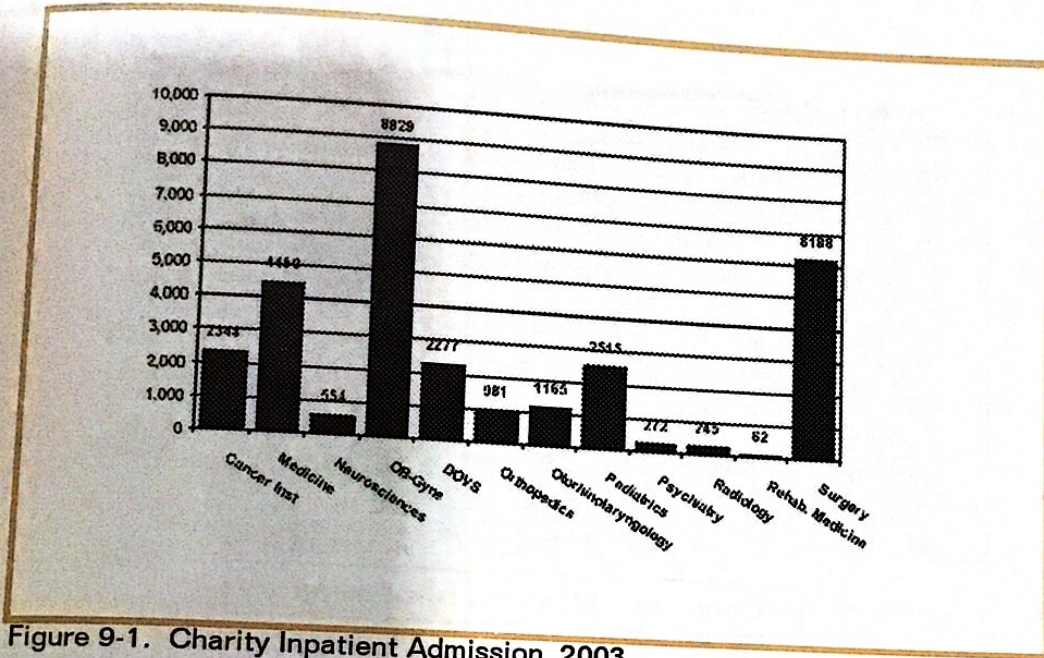


Figure 9-1. Charity Inpatient Admission, 2003

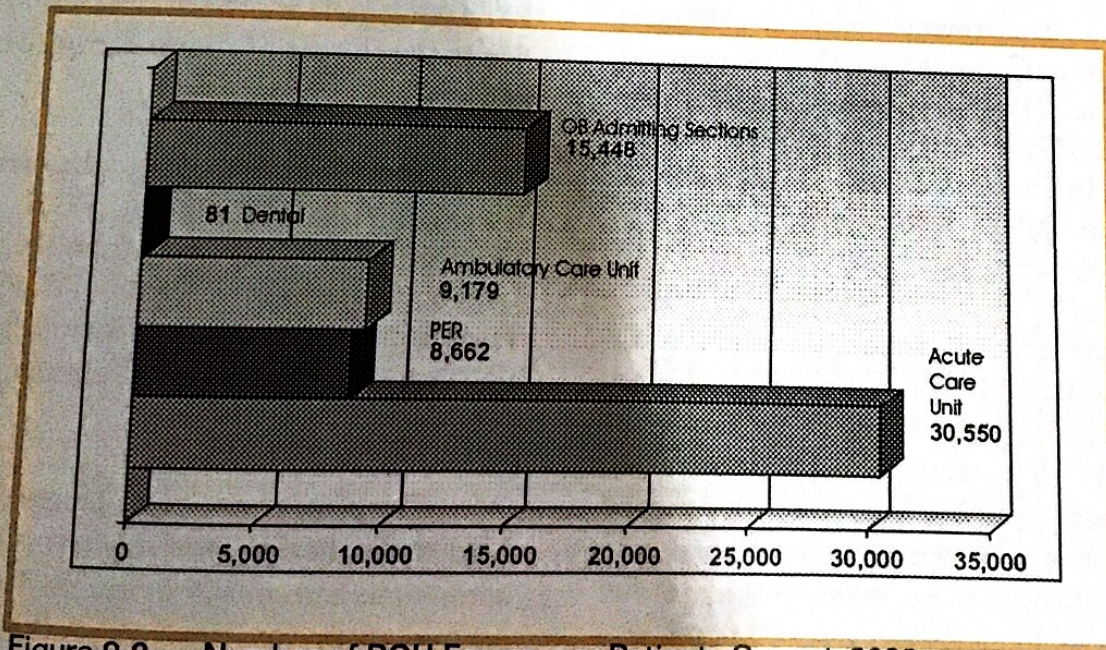


Figure 9-2. Number of PGH Emergency Patients Served, 2003

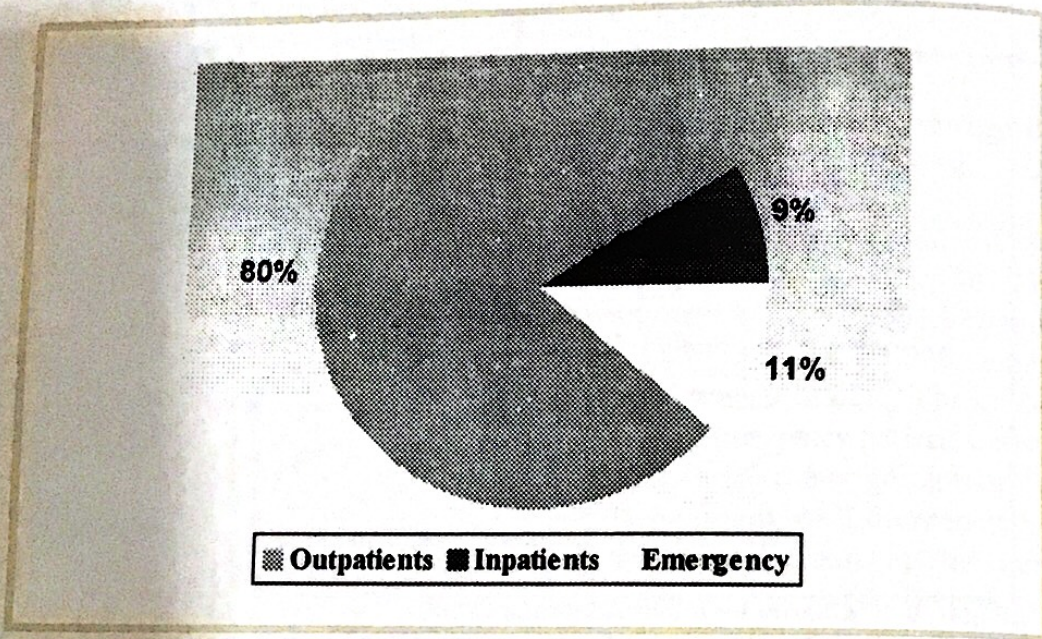


Figure 9-3. Distribution of PGH Patients

The departments with the biggest number of outpatients were the Departments of Medicine (19.13%), Surgery (13.57%) and Obstetrics-Gynecology (13.04%). The Cancer Institute marked an increase of 49.43% in OPD consultations compared to the previous year.

Authorized total bed capacity remained at 1,346. Of the 51,027 patients admitted, 35,131 (68.85%) were charity and 15,896 (31.15%) were paying patients. The Departments of Medicine (4,417), Surgery (3,542) and Pediatrics (1,796) had the largest number of paying inpatient admissions. The average length of stay was nine and seven days for charity and pay, respectively. There was also a decrease in bed occupancy rate for both charity and pay.

For paying patients, the decline was expected due to the closure of rooms damaged by wear and tear.

From Figure 9-4, the statistical geographic distribution of PGH patients showed that majority came from the island of Luzon, specifically Region IV (Southern Tagalog provinces), NCR I (Manila) and NCR VI (Parañaque, Las Piñas, Muntinlupa, Pasay City).

Corollary to the Department of Medicine's having the highest number of admissions and consultations, the Top Ten (10) leading cases for Inpatient Admissions and Outpatient Consultation were presented in Table 9-2 while the ten leading causes of mortality is shown in Table 9-3.

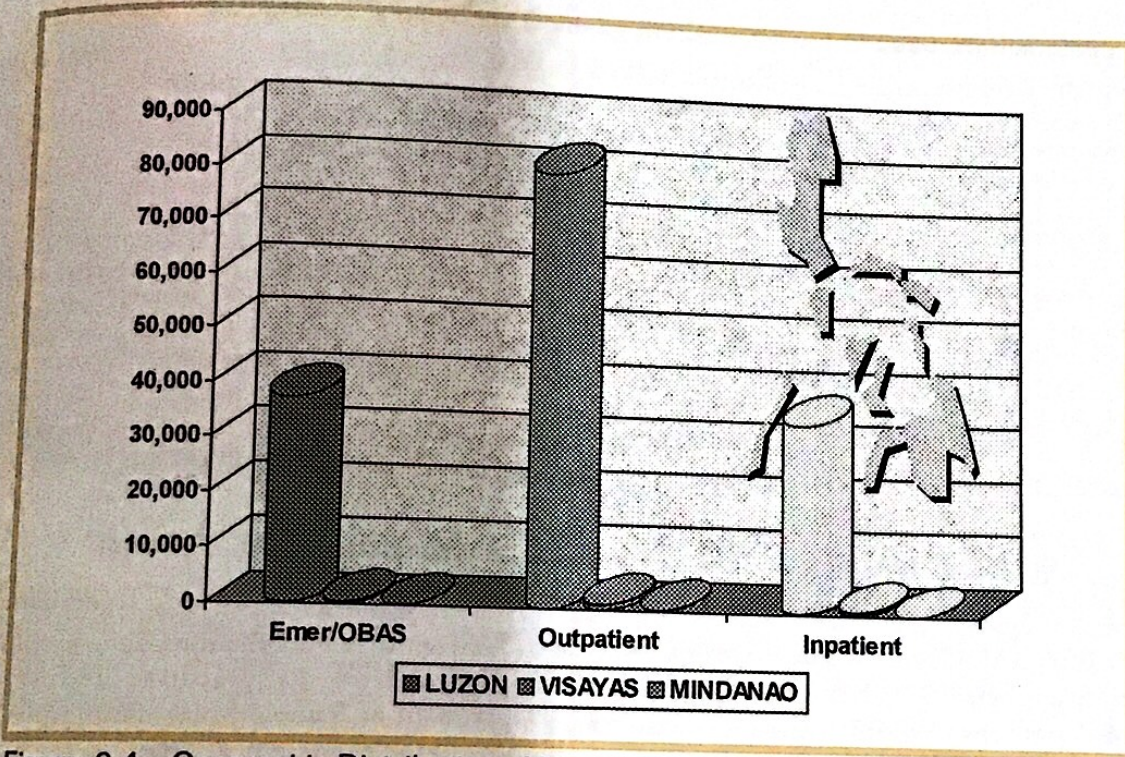


Figure 9-4. Geographic Distribution of PGH Patients, 2003

Table 9-2. Ten Leading Cases

Inpatient Admission			Outpatient Consultation	
1	Pulmonary Tuberculosis	3,148	Diabetes Mellitus	570
2	Hypertension	2,973	Pneumonia	418
3	Cataract Senile Immature	2,238	Heart Disease	286
4	Urinary Tract Infection	2,027	Hernia	259
5	Diabetes Mellitus	1,744	Breast CA	174
6	Dermatitis	1,590	Leukemia	157
7	Nodular Nontoxic Goiter	1,131	Cataract Senile	141
8	Dyspepsia(w/ alarm symptoms)	1,072	Fall	75
9	Acne Vulgaris	840	Fracture, Femur	65
10	Tinea	829	Colon CA	64

Table 9-3. Ten Leading Causes of Mortality

1	Preterm	93
2	Pneumonia	71
3	Diabetes Mellitus	46
4	Leukemia	45
5	Hypertension	25
6	Pulmonary Tuberculosis	24
7	Breast CA	19
8	Sepsis	17
9	Acute Myocardial Infarction	15
10	Congenital Heart Disease	15

Surgical operations done on PGH patients (Figure 9-5) have increased by 22.4 percent from those of the previous year.

Diagnostic examinations done by the Department of Laboratories and the Department of Radiology are shown in the following tables on the next page.

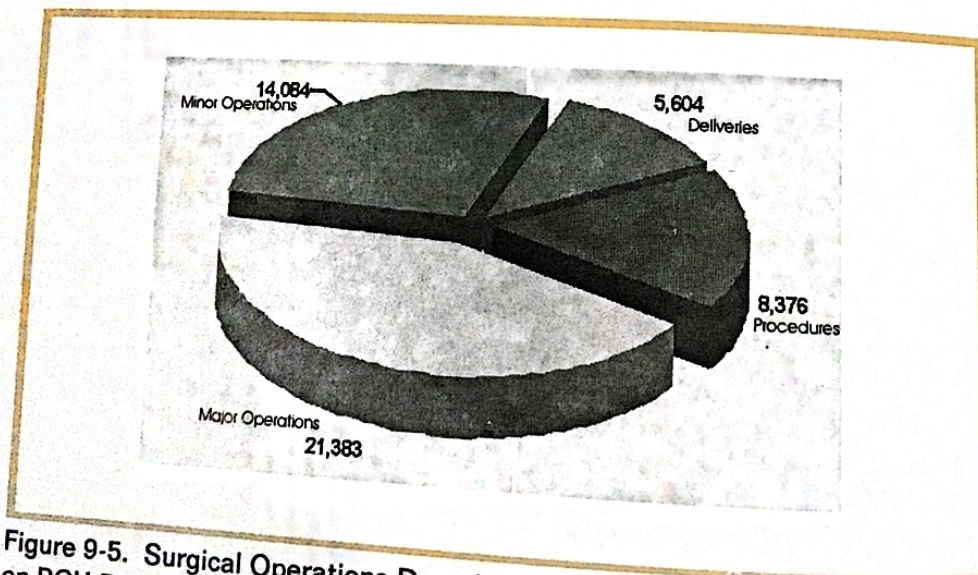


Figure 9-5. Surgical Operations Done by Type, Deliveries, Procedures Done on PGH Patients

Table 9-4. Diagnostic Examinations Done by the Department of Laboratories, 2003

Procedures	Inpatients			Outpatients			Emergency	Total
	Charity	Pay	Total	Charity	Pay	Total		
Blood bank	238,507	64,384	302,891	428,57	5,586	434,160	55,689	792,740
Clinical Chemistry	158,542	87,261	245,803	151,24	655	151,896	51,365	449,064
Clinical Microscopy	132,882	48,969	181,851	51,242	291	51,533	112,772	346,156
Hematology	61,254	27,124	88,378	85,867	463	86,330	36,810	211,518
Immuno-pathology	2,131	914	3,045	8,384	302	8,686	3,925	15,656
Microbiology	108,909	24,391	133,300	8,105	120	8,225	31,835	173,360
Surgical Pathology	13,794	4,775	18,569	7,443	373	7,816	122	26,507
Total	716,019	257,818	973,837	740,85	7,790	748,646	292,518	2,015,001

Table 9-5. Diagnostic Examinations done by the Department of Radiology

Procedures	Inpatients			Outpatients			Emergency	Total
	Charity	Pay	Total	Charity	Pay	Total		
CT Scan	1,996	1,065	3,061	2,889	307	3,196	3,184	9,441
CT Scan Guided Biopsy	80	73	153					153
Diagnostic X-ray	28,287	7,154	35,441	38,240	725	33,905	35,804	110,210
Ultrasound	2,780	1,753	4,533	1,867	127	1,994	2,072	8,599
Ultrasound Guided Biopsy	236	86	322					322
Cobalt Therapy	1,074	1,960	3,034	10,059	10,755	20,814		23,848
Brachytherapy	239	179	418					418
Total	34,692	12,270	46,962	53,055	11,914	64,919	41,060	152,991

Enhancing Care through Physical Improvement and Technology Development

Parallel with the visible improvements in the patient's environment, PGH continued to make significant steps forward in the scope and quality of clinical services. PGH continued to achieve its mission of exceptional patient care

and service to the community through the application of new technology, treatment and procedures and upgrading and modernization of facilities.

On December 15, 2003, the Department of Anesthesiology launched one of its trail blazing projects the Continuous Quality Improvement (CQI) Program. The

departmental CQI utilizes a low-cost, paperless system of data gathering and collection through web interface and short messaging system (SMS).

As part of the DEMS Modernization Project, new equipment had been acquired through the Spanish Grant in 2003. Also, from July to December 2003, the Emergency Room has undergone renovation. Soon, emergency patients will find themselves being treated in newly refurbished facilities complete with new and state-of-the-art equipment.

In September 2003, the PGH-Blue Sky Comprehensive Epilepsy and Sleep Disorders Unit of the Department of Neurosciences was inaugurated. It offers state-of-the-art sleep diagnostic and therapeutic facilities. From a P2.2-million donation of the Office of the First Gentleman, Jose Miguel T. Arroyo, the Diosdado Macapagal Stroke Center was established on June 11, 2003.

A proposal for the establishment of the Philippine Neuroscience Center which is envisioned to provide excellent neurological care is now being reviewed by NEDA for possible Japan International Cooperation Agency.

Construction of the proposed national eye center, the Sentro Oftalmologico Filipinas Eye Center, commenced on June 11, 2003. This major development is expected to further enhance the specialty treatment of eye diseases and strengthen the institution's status as a Center of Excellence.

Another specialty area that underwent upgrading was the Cardiac Transplant Unit.

Phase I of the Computerization Program was completed, thereby improving PGH network systems. PGH plans to maximize its opportunities in management information technology and related systems that have long been recognized as integral components of development.

The UP-PGH MSD Communication and Information Networking Center (CONNECT) was inaugurated on November 11, 2003. The PGH-MSD CONNECT will serve the electronic communication and information access needs of doctors, students of medicine, other health professionals and support personnel. It will promote the practice of Evidence-Based Medicine (EBM). It will also serve as a hub for information access where physicians from more remote parts of the country can gain access to medical expertise and updated information via the Internet.

The Department of Surgery launched two projects in 2003, namely, the Foundation for the Advancement of Surgical Education (FASE) and the Integrated Surgical Information System (ISIS). FASE aims to be an internationally renowned organization dedicated to the science and art of surgery the Philippines, while ISIS is a computerized database of surgical patients dating as far back as the late 1980s.

Two specialty clinics were opened at the Department of Outpatient Services (DOPS).

The Adolescent Clinic and the Geriatric Comprehensive Care Unit was inaugurated on October 7, 2003.

In 2003, major service operations were launched such as the Breast Clinic. The Traditional and Integrated Medicine Clinic (Alternative Health Care) and the Comprehensive Acute Stroke Services (CASS) also began functioning. Health

education programs were reinforced in many departments. Also worth mentioning are the strengthened institutional development and continuous quality assurance programs of the Department of Nursing to cope with the growing demands in the nursing.

New equipment and facilities were added to reflect the advances in technology.

Ugnayan ng Pahinungód

Merged in May 2003 following the approval of UP Manila's reorganization by the Board of the Regents, the Office of Pahinungod and Continuing Education (OPCE) coordinates and monitors the conduct of volunteer programs and continuing education activities.

Ugnayan ng Pahinungód is the official volunteer service program of the University of the Philippines Manila. Its main aim is to institutionalize volunteerism in the University. It has reached out to hundreds of underserved communities all over the archipelago through its five major programs: Educational Assistance Program, the Community Health Program, the Community Social Welfare Program, the Advocacy Program and the Research Program.

Educational Assistance Program

The Ugnayan ng Pahinungód, through its Educational Assistance Program, coordinates the conduct of the Literacy Training Service

component of the National Service Training Program (NSTP). During the year, around 550 students were fielded to five nearby public elementary schools. The volunteer students, who underwent training under the UP College of Education and UP Integrated School, conducted one-on-one tutorials or storytelling sessions to about 1,167 pupils.

On the other hand, two students were deployed to Albay and Sorsogon and two others to Quirino province under the Gurong Pahinungod program. These students stayed in these areas for a year and served as faculty of the local schools.

Under the 'Teachers' Development program where teachers are provided with training by UP faculty on teaching techniques, 10 faculty-volunteers were deployed to Quirino province even as only eight originally underwent orientation. Ninety-five public high school teachers from 30 local schools participated in the training.

Community Health Program

Pahinungod's Community Health Program aims to assist and share knowledge to help alleviate the health concerns in communities through the Health Missions, Health Training, Emergency Room and Disaster Management programs.

During the year in review, 517 volunteers consisting of doctors, nurses, students and other health practitioners conducted 38 medical, 32 dental and 17 surgical missions to 819 communities within Manila and various provinces that benefited 19,500 people. Health education classes attended by 863 people were also conducted as part of the Health Training Program.

Meanwhile, the Emergency Room Program provides assistance to the existing manpower of the UP-PGH Emergency Room Complex. The program was implemented during the summer and semestral breaks. A total of 35 volunteers participated in the orientation while 31 volunteers underwent training. Some 1,500 patients were provided assistance.

Community Social Welfare Program

The Community Social Welfare Program strives to promote the interests and welfare of marginalized sectors of society through the Summer Immersion Service and the Program for Street Children.

Under the Summer Immersion Service Program, six volunteers who underwent a

three-day training lived with and served selected communities in Camarines Sur.

On the other hand, the Program for Street Children served as a venue for volunteers to interact significantly with street children. On September, the program organized a cultural dance competition dubbed, "Saklayawan: Umindak sa Saliw ng Kapayapaan." Forty-five volunteers who were trained on cultural dances and dealing with the street children were deployed in five institutions to prepare the children in the competition. Sixty-four children participated in the program. This activity gave the street children a chance to realize their talents and help develop their self-worth.

In December, a gift-giving and games activity was organized as part of Christmas activities on December 9 at the UP College of Dentistry auditorium. Forty-six volunteers and 44 children participated in the event.

Advocacy Program

The Advocacy Program continually promotes and campaigns for voluntarism not just among the different units of the University, but also among other sectors of society through the publication of volunteer works and networking with other organizations and individuals.

The newsletter, *Ang Pahinungod*, is published bimonthly. Through this, the volunteers and partners are updated of activities and events. Aside from the newsletter, *Voluntarism in Action*, a book that chronicles

the various experiences of the volunteers through the volunteer programs, was also published. This year, the fifth volume of *Voluntarism in Action* was launched, entitled, "*Voluntarism in Action V: Isang Dekada ng Diwang Boluntarismo.*"

The Office of Pahinungód recognizes that volunteers are the lifeblood of the organization. For this reason, it constantly strives to nurture the welfare of its volunteers. To achieve this, training is provided to ensure that the volunteers are equipped with the necessary skills for the program. Volunteers are insured whenever they are deployed.

Feedback sessions and culminating

activities are also conducted to assess the experiences of the volunteers and to gather suggestions on how the program may be further improved. Get-togethers during special occasions such as the Inception Anniversary and Christmas are held to give the volunteers an opportunity to establish friendships and have fun.

This year, the Ugnayan ng Pahinungód celebrated its tenth anniversary with the theme, "Isang Dekada ng Diwang Boluntarismo". In connection with the anniversary, a symposium entitled, "Voluntarism: Past, Present and Future" which was aimed at discussing the Pahinungód way of voluntarism, was held at the College of Medicine.

Continuing Education

Part of the role of the OPCE is to monitor the conduct of non-degree continuing education activities of the university. This is done through seminars, workshops, lectures, and other training programs. Aside from sharing its expertise with outside communities, the University was able to raise funds out of registration fees charged from the participants. The OPCE remitted P 12,667.68 to UP

Manila's revolving fund from these continuing education activities.

During the year in review, various UP Manila units conducted non-degree education activities such as refresher courses, postgraduate courses, seminar or workshops on specialty topics, technical lectures and training courses. Details of these activities can be seen in Annex E.



Continuing Linkages

Continuing Linkages

Alumni Relations

Our alumni have been serving as the University's constant and reliable partners in fulfilling its mandate. UP Manila alumni continuously demonstrate their loyalty and commitment to their Alma Mater that molded them into competent and well-rounded professionals.

The past year once again proved the generosity of UP Manila alumni through donations to their respective colleges in terms of cash, equipment, scholarships and services. In almost all instances, cash donations were used for the upgrading and modernization of facilities and acquisition of equipment where no fund allocation was provided by the national government. A number of alumni provided scholarships to students as well as professorial chairs or grants to the faculty. Alumni were also active in medical missions, free clinics and other community outreach programs.

The College of Allied Medical Professions (CAMP), through its Alumni Relations Committee, was able to establish a communication line with its alumni with the objective of strengthening alumni involvement in college activities. It continually updated its alumni database as well as touched base with the alumni through its e-group. The e-camperiodico e-groups accumulated a total of 491 messages posted by alumni based in the Philippines and in abroad. There are a total of 1,821 alumni on record. Of this number, 1,045 are Physical Therapy

graduates, 527 are Occupational Therapy graduates while 249 are Speech Pathology graduates. Of the 1,821 alumni, only 234 or 13% are in the database and only 378 or 20% are enrolled in the e-groups.

A number of alumni participated in the continuing education activities held during the year: four were involved in the extension services and 25 donated cash, teaching materials and books.

The CAMP Alumni Relations Committee nominated outstanding alumni to the UP Alumni Association as well as to the UP Manila Alumni Association. Alumni were also involved in college activities and projects such as the CAMP Foundation celebration, refresher courses, free clinics, job fairs and continuing education seminars and workshops where alumni were given a 30% discount on registration fees.

Through the efforts of the College of Arts and Sciences alumni, the CAS Cybernook was established. Funding for the purchase of computers, server, printers, computer tables and chairs came from the P1-million donation of Sen. Ramon Magsaysay Jr. The CAS Alumni Association also solicited donations of additional computers for the CAS Cybernook.

The CASAA was the host of the 2003 UP Manila Grand Alumni Homecoming with the theme, "Rebuilding Old Ties and Friendships." This was successfully held in October 2003 as

the culminating activity of the 21st UP Manila Foundation Week celebration.

The College of Dentistry Committee on Alumni Relations spearheaded the holding of the UPCD 88th Foundation Week Celebration. The activities included free clinics, scientific seminar lectures, an alumni homecoming where golden, ruby and silver jubilarians were honored, the election of UP Dental Alumni Association Officers and the induction of its new members. Another project of the committee was the UPCD Dental Museum where archival materials from alumni were displayed.

The College of Medicine continued to maintain close relations with its alumni, who are a potent source of support and resources. The UP Medicine Alumni Society (UPMAS) president has been part of the Dean's Advisory Committee (DAC) and of the Finance Committee of the Dean's International Circle.

Among the alumni activities of the College of Medicine were the Medical Alumni Society in America (UPMASA) Annual Convention in New York in July and the Medical Alumni Society homecoming parade and ball in Manila last December.

Among the projects of the UPMAS were the UPMASA Alumni Directory and the UPMASA Visiting Lecturer Program through which six US-based alumni gave 21 lectures in 2003. Another project was the creation and maintenance of an electronic College of Medicine Newsletter (<http://cm.upm.edu.ph>).

The relations between the College of Nursing and its alumni could not be any better. Most of the College activities are partly sponsored and participated by its alumni through the UP College of Nursing Alumni Association Inc. (UPNAAI). One of the projects of UPNAAI in 2003 was the Students' Tambayan which provided the students a place to congregate replacing the students' lounge which has been suffering from leaking ceilings and dilapidated floors.

During the 24th Anniversary Reunion of the UP Nursing Alumni in America held in Los Angeles, California which the Dean personally attended, alumni gave contributions for the projects of the College of Nursing. An initial donation of \$2,500.00 was given for a Faculty Learning and Travel Grant.

The first reunion of UP College of Pharmacy alumni who are based in the US was held in Las Vegas last June. Through it, the alumni had hoped to solicit support for the objectives of the UP Pharmacy Alumni Association and to establish an effective and meaningful communication among the pharmacy alumni.

The presentation of "UP College of Pharmacy Noon at Ngayon," a lively historical sketch became the centerpiece of the celebration which sought to seek alumni support for laboratory refurbishment and other critical needs of the College of Pharmacy.

The Pharmacy Alumni Association also provided cash incentives for outstanding performance by non-academic personnel as

well as support for the latter's livelihood programs.

The College of Public Health, through its two alumni groups, the Hygiene/Public Health Alumni Association and the UP College of Public Health Alumni Society, keeps its ties with the alumni.

The Hygiene/Public Health Alumni Association celebrated its 50th year in June by holding scientific symposia on "New Trends in Environmental Health" and "SARS: the Philippine Experience." Dr. Romulo F. Aquino, an alumnus and former faculty member, and Dr. Aguedo Troy Gepte of the Department of Health were speakers, respectively.

Golden Harvest awardees were also feted that day. Dr. Carmencita Salvosa-Loyola was the awardee for education, Dr. Trinidad Osteria for research, Sr. Dulce Velasco for community service, and Mr. Fausto Aquino for entrepreneurship. A new set of alumni association officers was inducted led by the new president, Dr. Ofelia P. Sanieil.

On the other hand, the UP College of Public Health Alumni Society held its 27th annual convention on June 27 with the theme, "Local Governance and Public Health." Ceremonies was highlighted by the keynote address of Lipa City Mayor Vilma Santos-Recto and an inspirational message from Health Secretary Manuel M. Dayrit. Mayor Santos was also given an honorary membership to the Society. The scientific session held during the latter part of the convention had for

its speakers a faculty member from the National College of Public Administration and Governance and a regional epidemiologist.

To raise initial funds for the college and its programs, the NTTCHP Alumni Association, which was organized only two years ago, held a raffle in August 2003. NTTCHP alumni, mostly members of the Philippine Association of Health Professions Educators Inc., were actively involved in the planning and activities for the 4th National Conference on Health Professions Education scheduled to be held in early 2004.

Seeking active collaboration with its alumni, the School of Health Sciences, started tracking down its graduates. It is noteworthy that majority of its graduates are serving in communities in diverse capacities, an indication that the SHS has been fulfilling its mandate of producing a broad range of human health resources that will serve depressed and underserved communities.

Two-thirds of the medical graduates of the SHS are licensed. Of those who are licensed, most are municipal health officers (21.22%) while the rest are serving as medical officers in government hospitals, medical specialists in various government institutions or private practitioners in their communities. Among its nursing graduates, 43% are public health nurses, 33% are staff nurses in public hospitals and the rest are rural health midwives, training officers for health-related NGOs, community development workers, school nurses or staff nurses in private clinics. Among its midwifery graduates, 65.5% are working as

rural health midwives based in rural health units while the rest are serving in health or community organizations.

UP Manila was able to bring together its alumni and continuously strengthen the relationship among college alumni associations through the University of the Philippines Manila Alumni Association (UPMAA). UPMAA led the annual alumni homecoming. In this year's UP Manila Grand Alumni

Homecoming, outstanding alumni in various disciplines were honored. The awardees included: Prof. Teresita C. Mendoza for the Allied Medical Professions; Mr. Severino E. Fortes II for the Arts and Sciences; Dr. James Young for Dentistry; Ms. Lydia M. Venzon, for Nursing; Mr. Emmanuel M. Hernandez, for Pharmacy; Dr. Ramon L. Arcadio for Health Professions Education; Dr. Mariano B. Caparas, for Medicine; and Prof. Lina C. Somera for Public Health.

Office of Alumni Affairs

The Office of Alumni Affairs assures UP Manila's continuing link to its alumni. The office is headed by a director, with the alumni affairs officers of all colleges serving as members.

The Office of Alumni Affairs develops, maintains and updates the alumni database that contains the names and other basic information about the graduates. It also serves as a reference for awards, honors and citations. In 2003, features such as job recruitment and placement as well as a donation list were added to the database. The database is uploaded through the CAS server. By 2004, the final database will be uploaded on the UP Manila server and alumni can access and update their data online.

Link-UP, the alumni newsletter, came up with three issues in 2003 and was distributed to

college alumni associations, colleges and units.

The office is also responsible for the issuance of alumni identification cards. It issued 481 alumni IDs in 2003.

Blood-UP, which was launched in 2000 to institutionalize blood donations and promote the rational use and conservation of blood, has 216 volunteers as of end-2003.

Clean-UP was launched in June 2003 to clean the campus through volunteerism. Its objectives are to assist in maintaining cleanliness through monitoring, direct involvement and logistic support. It is toward this direction that the Annual Clean-UP Contest was launched in October 2003.

Institutional Linkages

Linkages were maintained primarily for exchanges in faculty training and development and collaboration in research undertakings. UP Manila entered into memoranda of agreement with various local government units, which provide community orientation to students and as venue for medical/dental missions. Likewise, other government institutions like CHED, DOH, DOST, and PCHRD, and private organizations tapped a significant number of UP Manila faculty members as project leaders, technical consultants, speakers or lecturers for their research projects, policy studies, conferences/seminars.

The College of Allied Medical Professions had an agreement with the University of Iowa for a corroborative study entitled, "Speech Outcome of Post-Palatoplasty of International Surgical Missions," with Dr. John Canady as principal investigator.

Though CAMP has not actively identified other linkages due to lack of resources and manpower, extension services have been continuously extended to agencies that have asked for assistance such as Operation Smile Philippines, Operation Smile International, Hospital de San Jose, People's Task Force for Bases Clean-up and the Autism Society of the Philippines.

CAMP has started compiling into its database the profiles of its faculty and the extension services. It is hoped that the College would be able to actively establish linkages once the database has been completed.

The College of Dentistry forged linkages with various foreign universities such as the Nippon Dental University and Tokyo Medical Dental University for the specialty training of its faculty. It regularly conducted dental missions in coordination with Philippine Dental Association, Colgate Palmolive Philippines, Our Lady of the Abandoned Parish, and Clinic for Therapy Services-CAMP

The Post-Graduate Institute of Medicine (PGIM) of the College of Medicine conducted circuit courses with the Andres Bonifacio Medical Center in Trece Martirez, Cavite, the Laguna Provincial Hospital and the Roxas Memorial Provincial Hospital in Roxas City for the continuing medical education of these hospitals' medical staff. The conduct of these courses was supported by the Department of Health.

The College of Pharmacy (CPH) continued to share its expertise through the conduct of laboratory testing services for pharmaceutical companies such as United Laboratories, Allied Pharmaceuticals, Bayer Philippines and Gruppo Medica Inc.

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As the SEAMEO TROPMED Regional Center for Public Health, the College of Public Health hosted the 42nd SEAMEO TROPMED Governing Board Meeting in September 2003.

Under the CPH's existing collaboration with the DOH and Boston University, three Boston University scholars attended the Certificate in International Health Program offered by CPH. This gave the student-scholars the opportunity to gain experience and exposure to the realities of health and health care outside their countries and become competent and effective global public health professionals.

During this period, a Memorandum of Agreement (MOA) was signed with Capacity Building International Germany for the CPH to co-sponsor the District Health Systems Management Training Course. InWent provided the lead trainers while the College provided the co-trainers. Nineteen participants from Southeast Asia attended the event: Vietnam 1, Cambodia 3, India 4, Indonesia 5 and the Philippines 6.

Another MOA was signed with the Australian Institute of the University of

Melbourne for the CPH to plan for the International Leadership in Health Reform Program.

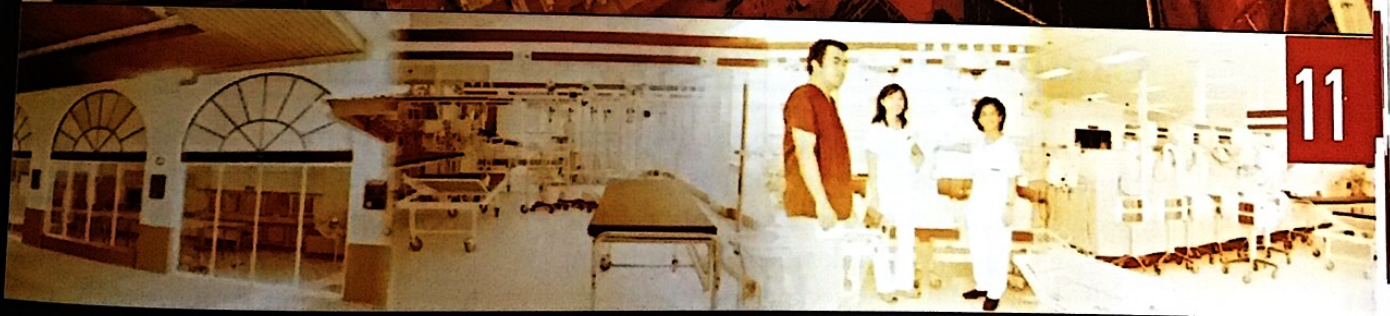
The GTZ sponsored the attendance of CPH faculty to a training program for hospital management in Cambodia. CPH, in turn, hosted the foreign trainers in Manila.

On the other hand, the National Teachers Training Center for Health Professions continuously shares its expertise on health professions education. In 2003, its faculty members conducted a total of 50 extension services in the form of lectures, seminars and workshops for various institutions mostly universities offering health professions courses, health professional organizations and societies and medicine specialty boards.

The School of Health Sciences regularly held medical consultations in various barangays in Palo, Leyte. It also coordinated the holding of a seminar in Smoking Control and Prevention and an advocacy lecture on dengue prevention. It likewise organized a senior citizens group in the area.



Modernization of the University



Modernization of the University

Infrastructure

It has been the objective of the University to provide a home for each college or unit and to continuously upgrade its physical facilities to support the increasing demands for its expertise and services. Undoubtedly, the extent of infrastructure projects and modernization of physical facilities becomes a reliable measure of an institution's development.

Unfortunately, UP Manila, particularly its academic units, was not given any allotment for capital outlay from the national budget in 2003, just as in 2002. Its efficient and effective fiscal performance, however, enabled the University to pursue physical improvements and infrastructure projects. Most of the important projects in 2003 were funded by the UP System

out of reprogrammed savings. Among these projects were the renovation of student comfort rooms in six colleges/units, Phase III of the CAMP Building, completion of the third floor of the new College of Dentistry Building, and the reconstruction of the roof of Rizal Hall at the College of Arts and Sciences.

Financial support from outside sources like the Countryside Development Fund of various legislators as well as the concerted efforts of alumni and friends of the University enabled UP Manila to pursue other projects.

Shown in Annex F are the infrastructure projects that were undertaken during the year in review as well as the status of ongoing projects as of the end of 2003.

Campus Development Plan

The limited space within the 14-hectare campus of UP Manila makes campus planning, especially rational space utilization, critical. The UP Manila Campus Development Plan is meant to reflect UP Manila's thrusts and priorities.

An initial step toward this end was the launching of the UP Manila Landscaping Project in late 2002. The project, which was given a P10-million budget by the UP System, envisions a healthy and safe university for UP Manila. The first phase of the project, which involved the installation of lighting and irrigation systems, was implemented in 2003.

Also part of the plan is the construction of gateways in various identified points of entry/exit located in several UP Manila colleges and the Philippine General Hospital. The gateways will have a common design already approved by the UP Manila administration. A committee was also constituted to work on the proposal for the naming of streets within the campus.

All other development projects, particularly those that would involve space allocation, should be in accordance with this plan that also identifies usable spaces within the campus. Some of these projects, for which

future locations and funding sources have already been identified, are now on the drawing board. These include the UP Manila Sports and Wellness Center, the Neurosciences Center and the Rehabilitation Medicine Training Center.

To address the difficulties caused by space limitation, UP Manila signified its intention to the UP System to develop and occupy the

University's Cupang property in Muntinlupa. The Cupang Property Development Plan, which is envisioned to provide a venue for conferences, conventions as well as housing facilities for UP Manila staff, was submitted to the UP System administration. Being the constituent university nearest to the area, UP Manila is optimistic that the proposal would be favorably considered by the UP System administration.

SHS Campus Development Plan

The long-time dream of the School of Health Sciences to be relocated to a permanent campus was finally realized in 2003 with the approval by the UP president of SHS campus development plan as a priority project. The proposal entitled, "Facilities, Construction and Equipping of UP Manila - School of Health Sciences for the Community-Oriented Health Manpower for Philippine Rural Communities,"

was endorsed to the National and Economic Development Authority for evaluation prior to funding approval by the Japanese International Cooperation Agency (JICA).

The project cost of P298,872,000 includes: building, P207,990,000; equipment, P78,882,000; and consultancy fees, P12,000,000.

Integrated Waste Management System

The Integrated Waste Management Committee was constituted in 2003 and tasked to formulate and implement a UP Manila Master Plan for an integrated waste management system; regularly conduct waste audit and assessment for UP Manila to ensure compliance with all environmental laws; monitor, evaluate and make recommendations on UP Manila's waste management practices and compliance with the Clean Air Act; and initiate information campaigns on environmental safeguards in relation to waste management. The NGO, Health Care without Harm, was asked to serve as *pro bono*

consultant in these undertakings.

As an initial step, a survey on the manner and cost of waste disposal being practiced was conducted among colleges.

In September 2003, a forum entitled, "Implementing the Clean Air Act: What Are the Alternatives to Incinerators?", was held with Dr. Jorge Emmanuel of USA Health Care Without Harm, Dr. Pat Costner of Greenpeace International Toxics Campaign, and Mr. Alfredo Rivera of the Integrated Waste Management Inc. as speakers.

Information Technology Development

Much of the work in Information Technology from 1999 to 2003 consisted of continuing the development of the campus network infrastructure and the installation of new or upgrading of the various units' local area network and computer access facilities. It also includes building the capacity of its constituents through Information Technology training and the acquisition of new computer equipment.

The year 2003 saw the start of the development of several information systems that signaled the start of developing applications systems functioning on the campus network. These support the University's tasks of teaching, research, service and administration. Continuous development of the prospective application systems also includes access and development of content information and knowledge generated and shared by the University.

At the end of 2003, there were more than 1,000 computers in the campus. In the 10 computer laboratories located in the College of Pharmacy, College of Nursing, College of Public Health, National Teachers Training Center for the Health Sciences, College of Medicine, Learning Resource Center, College of Arts and Sciences and the UP Manila Interactive Learning Center, there are around 190 computers. Computer-to-student ratio for academic purposes was 4:26.

Upgrading of the UP Manila Data Communication Network Infrastructure

project was completed in 2003. The project included the upgrading of building connections to the backbone and to a structured cabling system, installation of additional data ports at each building, and installation of Cisco switches and routers, network server rack cabinet and other cable management hardware.

Aside from increasing the capacity of the UP Manila Network to respond to the rapidly increasing demand for network services, the upgrade was also in preparation for UP Manila's link to the Philippine Research, Education and Government Information Network (Preginet) through the UP Wide Area Network (WAN). Preginet offers a wide range of opportunities in the field of health research and education, e.g. direct network link with medical institutions nationwide.

UP Manila has been connected to the UP System Wide Area Network (WAN) through the UP Computer Center with a 128 kbps leased line since 1999. The link was then upgraded to 512 kbps in 2003. By the end of year 2003, 100% of the buildings (27) had their own local area networks (LANs). At present, it maintains more than 700 e-mail accounts for members of the UP Manila faculty, administrative and research staff.

The Computerized Registration System/Student Registry System was fully implemented during the Second Semester 2002-2003 registration. The final phase of the project, which is expected to be completed in 2004, involves the activation of the system to

enable UP Manila students to pre-enlist from in-campus and off-campus computer stations.

A number of the Internet Kiosks donated several years ago by Pinoymail.com are currently no longer functioning due to vandalism and lack of resources to upgrade the old computers. The Information Management Service (IMS) is studying the possibility of either maintaining the kiosks in selected units or pulling out the kiosks in favor of managed computer access facilities as in computer rooms or cybernooks that will charge user fees. At present, some of the computer laboratories also function as public access facilities. These are in addition to the cybernooks at the National Institutes of Health, CAS Library, CM Library and the University Library.

At present, UP Manila has Microsoft "Select" or bulk licenses for Windows 98,

Windows NT 4.0 Server and Workstations, MS Office 97, Frontpage 98, Project 98, and Visual Studio Professional 6.0. It is migrating its desktop to Open Source non-commercial software like Linux and Open Office.

A faculty member in UP Manila is doing a project for the UP Transition Program to Open Source. The project hopes to develop a UP Desktop GNU Linux that the university constituents can use. The UP Desktop GNU/Linux Distribution Project aims to produce a single CD installer of GNU/Linux that is customized for use by UP faculty, students and personnel. The project also aims to minimize the hurdles to migration from proprietary operating system environments to open source and free software operating system environments. A shift to GNU/Linux will be much easier if a single CD installer containing the most commonly used software and configurations is built for that purpose.

Laboratory Modernization

The Laboratory Modernization Project Phase I enabled UP Manila to acquire new laboratory equipment amounting to P3,971,148.50. The pieces of equipment, which were distributed among degree-granting units, include an incubator, refrigerated micro-centrifuge, a biological freezer, a PASCO scientific complete comprehensive system, a chromatographic apparatus with accessories, a polarimeter, a high-pressure liquid

chromatography, and binocular microscopes.

In 2003, the UP System's Laboratory Modernization Project Phase II allotted P12,635,926 for UP Manila's degree-granting units. The amount included P12,243,085 for the purchase of laboratory equipment and P392,841 for upgrading and buying computer units as well as the renovation of the virology laboratory.

Library Modernization

Funds for the library modernization project amounting to P927,589.00 enabled the UP Manila Library to prepare the necessary hardware that would complement this development. In line with the Library Modernization Project, the University Library has:

- Installed 25 Windows CAL 2000 and Windows Server 2000 to enable work stations from unit libraries to access the University Library server;
- Converted records (books) into MARC format;
- Loaded bibliographic data into Library Solution format; and
- Established holding codes for circulation operations.

The library also procured and distributed seven units of COMPAQ computer with UPS (APC back-up Cs500):

- 2 units, Technical Services cataloging station;
- 2 units, Administration Services one stop clearance and work station;
- 2 units, Computer Services system administration and local database services; and
- 1 unit, Readers Services circulation work station.

The Library Modernization Fund also enabled UP Manila to buy two printers (EPSON FX1170) and five barcode scanners, Windows XP OS (25 user licenses).

New Initiatives



Strengthening UP Manila
as a Community

Strengthening UP Manila as a Community

It is important that UP Manila be a community of health professionals who respect one another and are able to work as a team for the improvement of the health of Filipinos.

Organized in 1982, UP Manila is a relatively young constituent university. Very early in its history, its stability was disturbed by an academic debate that started in the College of Medicine (the oldest unit with the largest faculty complement). The debate led to a polarization of the campus and its reorganization in 1987. The reorganization emphasized horizontal, rather than vertical, relationships as exemplified by a *Pamantasang Asamble*a, a consultative body composed of faculty, administrative and research staff, and student representatives. Several times in the recent past, there have been occasions of conflict that involved the PGH leadership, PGH constituents, the Office of the Chancellor and sometimes one of the academic units. It can be said then that UP Manila has not yet peaked as a community.

The first step taken had something to do with how the terms "UP Manila" and "PGH" were used. In the past, "UP Manila" referred to the academic units and the central administration, such that PGH did not seem to be part of it. The new terminology uses "UP Manila Academics" when referring to the academic units and the central administration. "UP Manila PGH," on the other hand, refers to PGH. UP Manila refers to all the units, including PGH.

Consistent with the thrust towards developing a "UP Manila consciousness" was the publication of a booklet, *The UP Manila Community at a Glance, Facts and Figures 2003*, which includes baseline data of UP Manila. This was printed and distributed to all UP Manila administrators for their reference in budget hearings, resource-generation projects, donors and alumni, etc. Nurturing civic virtues are reflected in the "Good Neighbor Initiative" which UP Manila launched during its October 2003 Foundation Week to draw in its immediate neighbors in the Ermita area in resolving community problems like security, cleanliness, etc. The development of a UP Manila archival system is also projected to contribute towards a sense of pride in the University's history.

Reorganization

In 1988, UP Manila was reorganized in response to a clamor for more democratic governance. Through the years, the number of offices and units increased even as the present administration saw the need to rationalize and harmonize the functions of offices and balance the responsibilities of staff members. In so doing, the organizational structure approved in 1988 was

reviewed and amended following the management values of simplicity, efficiency and economy.

The Board of Regents approved the reorganization of the UP Manila Executive Offices and Central Administration during its 1,171st meeting on May 30, 2003. The highlights were:

- Restoration of the University Assembly or *Pamantasang Asamblea*, the policy-making body on matters not falling within the jurisdiction of the University Council;
- Merger of the OECE and the Ugnayan ng Pahinungod;
- Conversion of the National Graduate School for the Health Sciences to the National Office for the Health Sciences;
- Creation of the GE Program Office and the NSTP Office;
- Replacement of the Resource Generation Office by the Institutional Development Committee;
- Abolition of the Media Relations Office;
- Abolition of the Health Futures Office;
- Creation of the Office of Anti-Sexual Harassment; and
- Creation of the following: Intellectual Property Rights Office, Health Research Information Office, Research Dissemination and Utilization Office, Resource Generation and External Linkages for Research Office, Bioethics Committee, Bio-safety Committee, Research Technical Review Committee and UP Manila Research Executive Committee.

What follows is the Organizational Chart of UP Manila Administration.

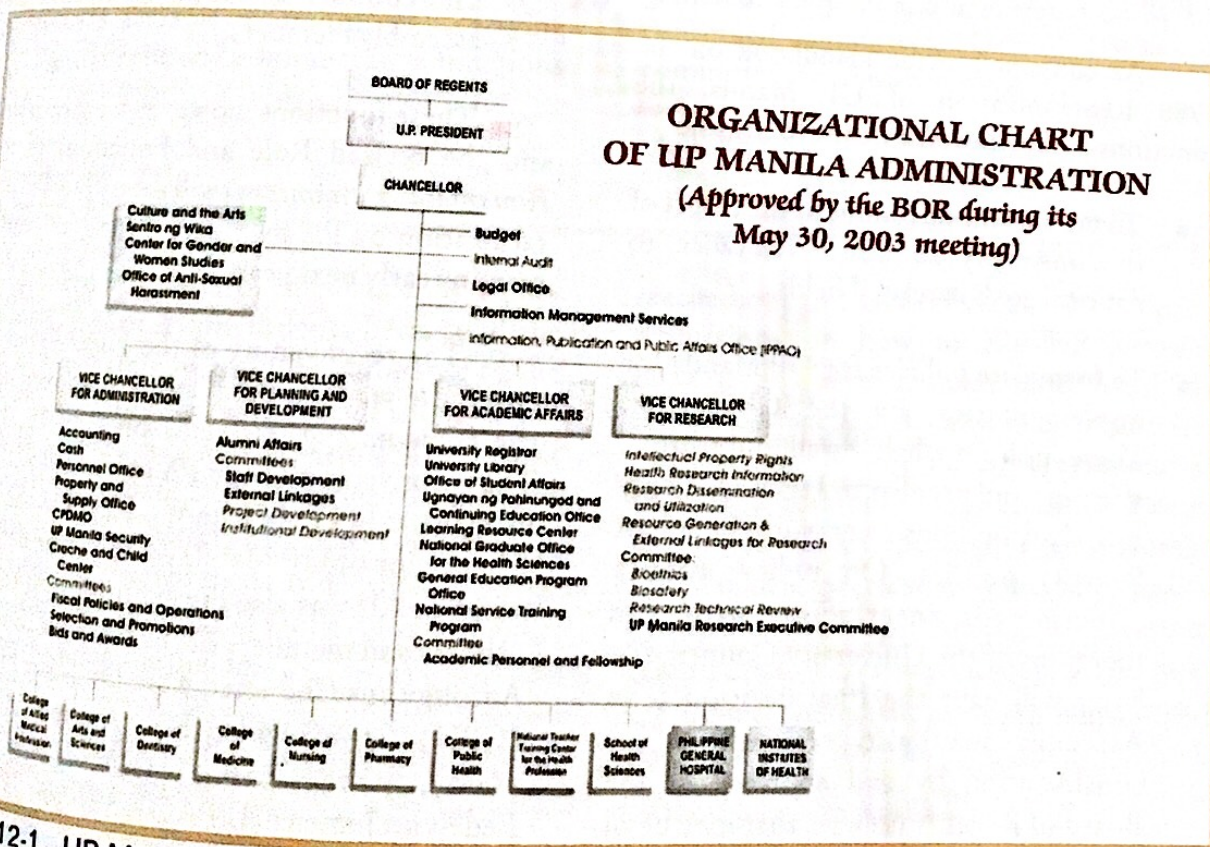


Figure 12-1. UP Manila Organizational Chart, 2003

The Pamantasang/Yunit Asamblea

As a first step toward institutionalizing a more democratic process and structure in the University, Chancellor Marita V.T. Reyes, enjoined the deans and constituents of UP Manila to support the reconvening of the *Pamantasang Asamblea* (PA) at the university level and the *Yunit Asambleas* at the unit level.

Pamantasang Asamblea is a multisectoral body created under the 1988 reorganization of UP Manila. It is composed of representatives from the college assemblies and ex-officio members that include the chancellor, deans and directors.

As contained in the Handbook on the 1988 Reorganization of UP Manila, the functions of the *Asamblea* are the following:

- To provide the directions of the thrust of the university to insure relevance to national goals in related fields.
- To formulate policies for UP Manila for implementation by the Chancellor. These policies shall dwell on matters affecting and peculiar to UP Manila only and shall be consistent with Board of Regents policies. On policy matters affecting or interfacing with the functions of the University Council, the latter will have the final decision. The Assembly may also recommend for consideration by and approval of the Board of Regents policies that may be of university-wide applicability.

- To serve as the principal forum for discussion of issues affecting UP Manila, including the UPM budget and long- or medium-range development plans.
- To nominate to the UP President members of the nominating committee who will then supervise the process of democratic selection of nominees for Deans, Directors and equivalent positions in units of UP Manila.
- To initiate the process of recall by recommending to the Board of Regents the recall of the Chancellor in the event of a no-confidence vote by two-thirds of the assembly members.

These functions, however, were reviewed and the revised Role and Functions of the *Pamantasang Asamblea* will be presented for ratification by PA members during its general meeting early next year.

The reconvening of the *Yunit Asambleas* paved the way for the historic reconvening of the *Pamantasang Asamblea* on July 18, 2003. The reconvening of the PA coincided with the investiture of Dr. Marita V.T. Reyes as the sixth Chancellor of UP Manila on the same date and occasion. It was also during this event that the officers and members of the PA were inducted. Among those inducted were Dr. Jesus N. Sarol (CPH), *tagapangulo*; Ms. Apple Valparaiso (CM), *pangalawang tagapangulo*; Ms. Fedelynn Jemena (IPPAO), *Kalihim*, and Ms. Belinda Jabilo-Santos (PGID), *tagapamayapa*.

Memberships of the four PA committees were also finalized with the following chairs: Policy Committee Prof. Bridgette Lao-Nario, Grievance Committee Mr. Jossel I. Ebesate, Ways and Means Committee Mr. Antonio Gumay, and the Committee on University and National Issues Dr. Edberto M. Villegas.

Since its reconvening, the *Pamantasang Asambleang* initiated an information and advocacy

campaign on Senate Bill No. 2587 or "An Act Strengthening the University of the Philippines as the National University" which sought to revise the 1908 UP Charter. A forum and discussions of the UP Charter were held during the UP Manila Foundation Week Celebration.

The *Pamantasang Asambleang* made its presence felt again when it took the lead in the UP Manila Christmas celebration.

Standing and Ad Hoc Committees

The existence of committees, as shown in the UP Manila Organizational Chart, is reflective of the institution's adherence to participative decision-making and democratic governance. The role of committees in carrying out the academic and administrative functions

of UP Manila is indispensable. These committees enable UP Manila administrators to make decisions based on facts and data gathered, analyzed and deliberated on by the concerned committees. Data on UP Manila committees are shown in Annex G.

PGH Relations

There is a sense of imbalance in equity among UP Manila constituents because of the size of the resources of PGH compared to the rest of UP Manila. About 75% of the total UP Manila budget is allocated for PGH whose personnel dominate the UP Manila roster. PGH personnel have better hospital confinement benefits, a distinction not significantly addressed by past UP Manila officials, thus giving fodder to the divide.

In 2003, the Office of the Chancellor

reached out to PGH officials and opened discussions on how to equalize personnel benefits. Waste management was also integrated, such that hazardous wastes from the hospital and the different academic and research laboratories were considered as one during the bidding process. The Greening of UP Manila project also now includes the PGH grounds. During the 2003 Christmas celebrations, PGH personnel and the rest of UP Manila shared the same merienda cena for the first time!

School of Health Sciences and the Rest of UP Manila

The School of Health Sciences in Palo, Leyte, is an important unit of UP Manila as it exemplifies relevance and justice in curricular programs, values that are important components of social responsibility. And yet, many in UP Manila are not aware of the School of Health Sciences in Palo, Leyte. Neither do SHS constituents feel that they are an important part of UP Manila.

In 2003, UP Manila officials visited SHS

thrice as a group and several more times as individuals. Teleconferencing was initiated in University Council meetings. Additional computer units were provided the faculty, students and the library. Collaborative programs--e.g. faculty exchange, student exchange in research and in community programs--are in the planning stage. SHS was also allotted a budget for the library as other units were asked to share their library fee collections.

Interprofessional Relations and Issues

There are historical conflicts between and among health professionals, e.g. between physicians and nurses, between ENT practitioners and dentists, between rehabilitation medicine practitioners and allied medical professionals, which are usually simplified as turf wars. And, yet as an institution for health professionals UP

Manila advocates collaboration among the members of the health team. It is then important that inter-professional relations and issues be examined and mechanisms for resolution of issues established. A committee to study these and proposed the appropriate approaches has been constituted and is headed by Prof. Josefina Tayag.

UP Manila Placement Program

The program is aimed at assisting UP Manila graduates in looking for profession placements in underserved areas. Consultation and brainstorming sessions with prospective stakeholders such as the Department of Health, Department of Interior and Local Government, Philippine Hospital Association and Council for

Health and Development have been conducted. Initial output was the inclusion of job recruitment and placement in the existing database of alumni maintained by the Office of Alumni Affairs (OAA) and establishment of linkages with these agencies, particularly on their needs for healthcare providers.

Good Neighbors Initiative

Launched during the 21st Foundation Week celebration in October 2003, the "Good Neighbors Initiative" reflects UP Manila's effort to nurture civic virtues

among the people of the Ermita neighborhood, particularly in resolving community problems like peace and order, cleanliness and traffic.

Harmonizing Labor-Management Relations



Harmonizing Labor - Management Aspirations

University Management-Health Workers Consultative Council

It is also in accordance with UP Manila's goal of organizational efficiency that the University Management-Health Workers Consultative Council (UMHWCC) was constituted in June 2003. Appointed to chair the UP Management Panel was Vice Chancellor Roland Simbulan, while the Health Workers' Panel selected All U.P. Workers Union-UP Manila Chapter president Jossel Ebesate as their chair. Aside from being mandated by Section 33 of RA 7305 (Magna Carta of Public Health Workers) and Article XV of the Collective Negotiating Agreement (CNA), the creation of the UMHWCC gave UP Manila unions and organizations for both academic and non-academic personnel a venue for discussing issues relative to the implementation of the Magna Carta of Public Health Workers and other grievances and aspects of health workers-management relations. These issues include those that

affect the health workers' social and economic well-being, their living and working conditions, security of employment, welfare and benefits.

Among the issues that had been discussed and clarified through the efforts of the UMHWCC were the uniform implementation of Magna Carta of Public Workers benefits between UP Manila academics and PGH employees, the definition of a "pending case" and standard procedures on administrative cases. The long-overdue payment of separation benefits of PGH residents who completed their training in 2002 was made after the matter was discussed within the UMHWCC. Studies had commenced for the implementation of automatic salary increase for those who completed graduate courses and the CNA-mandated 50% discount on hospital fees for UP retirees, starting with the guidelines and budget requirements.

All-UP Workers Union-Manila

It is also in accordance with UP Manila's goal The All-UP Workers Union, as the recognized labor group of the University of the Philippines has been very active in promoting the welfare and interest of the rank-in-file employees of the University. Its UP Manila Chapter has 1,225 members or 36% of UP Manila administrative staff. Of this number, 1,061 came from PGH and 164 from the academic units.

All-UP Workers Union-Manila has sufficient representation in various management/deliberative bodies in all levels particularly those that involve employees welfare. Likewise, AUPWUM has representation in the National Alliance of Health Workers and National Management - Health Workers Consultative Council.

Among the recommendations presented

by the AUPWUM to the UP Manila administration which were approved and implemented were the creation of the UP Manila University Management-Health Workers Consultative Council and the implementation of uniform procedures and guidelines in investigating and resolving administrative cases.

On the other hand, AUPWU-Manila

has been vigilant in monitoring the implementation of the Merit/Selection Plan, particularly in the creation of each unit's Administrative Personnel Committee which also acts as the unit's Performance Evaluation Review Committee.

One benefit that all administrative personnel appreciated was the one cavan of rice that was granted by the end of 2003.



Empowerment in Fiscal Management

Fiscal Management

The UP Manila administration believes that fiscal management, especially in the light of limited resources, will be improved if responsibility is shared by the constituents and when the process of allocation is transparent and perceived as fair and rational. It is towards this direction that an orientation on the budget process and a workshop on the preparation of an internal operating budget (IOB) were held in January 2003.

The workshop was attended by the heads of academic units, administrative offices, offices of academic support services, and the Student Council. During the orientation session, the participants were made aware of the budget management process and relevant policies adopted by UP System and the Department of Budget and Management. The different formulas for sharing in the General Fund and the Revolving Fund and the policies for those collections that were directly given back to the units were also explained and clarified. Feedback about the activity was very favorable.

Sources and Uses of Funds

UP Manila derives its funds from two sources: the General Fund (Fund 101), which constitutes the government subsidy as provided by the General Appropriations Act, and Revolving Fund (Fund 164) which represents all income derived from the operations of UP Manila, such as student and hospital fees. There are also funds being held in trust (Fund 184) with UP Manila as trustee or administrator. These funds, however, are intended for specific purposes and received for the fulfillment of certain obligations.

For 2003, UP Manila got 12% while PGH got 24% of UP System allotment from the General Fund amounting to P1,713,728,000. Of this amount, 79% or P1,346,243,000 went to PGH and 21% or P367,485,000 was divided among the academic units and central administration.

Income derived from the operation of UP Manila, including PGH, during the year

was P1,783,599,864.79, which included hospital fees amounting to P224,384,764.81 and tuition, P49,361,225.50.

On the other hand, government expenditures are classified as follows: current operating expenditures which refer to appropriations for the purchase of goods and services for current consumption such as personnel services (PS) and maintenance and operating expenses (MOE), and capital outlay which refers to appropriations for the purchase of goods and services such as investment outlay, land and land improvements, construction of permanent improvements and equipment outlay. This year's Internal Operating Budget is shown in the next table.

Compared to last year's Internal Operating Budget, the national government MOE allotment for UP Manila academics remained the same but there was a very slight

Table 14-1. UP Manila Internal Operating Budget for CY 2003 (In Pesos)

	General Fund	Revolving Fund	Total
<i>UP Manila Academics and Central Administration</i>			
Personnel Services	337,395,000	60,876,000	398,271,000
Maintenance and Operating Expenses	30,090,000	58,487,000	88,577,000
Capital Outlay	-	-	-
Total	367,485,000	119,363,000	486,848,000
<i>Philippine General Hospital</i>			
Personnel Services	790,851,000	163,613,000	954,464,000
Maintenance and Operating Expenses	222,128,000	82,449,000	304,577,000
Capital Outlay	333,264,000	246,062,000	1,592,305,000
Total	1,346,243,000	365,425,000	2,079,153,000
Total for UP Manila	1,713,728,000	365,425,000	2,079,153,000

increase for personnel services. No allotment for capital outlay was received for both years. It is noticeable, however, that the capital outlay allotment for the Philippine General Hospital increased by almost 100% in 2003. This additional allotment represents loan repayment for the Department of Emergency Services (DEMS) Modernization Project. The

increases in expenditure both for personnel services and MOE were covered by the increase in the Revolving Fund.

On the other hand, reductions in MOE allotment both from the General and Revolving Funds were seen in PGH. The reduction in PS budget from GAA was covered by the increase of allotment from

Table 14-2. Comparative Internal Operating Budget for CY 2002 and 2003

	2002 (in pesos)			2003 (in pesos)			Variance (%)	
	General Fund	Revolving Fund	Total	General Fund	Revolving Fund	Total	GF	RF
<i>UP Manila Academics</i>								
Personnel Services	333,667	59,543	393,210	337,395	60,876	398,271	1.12	2.24
MOE	30,090	56,534	86,624	30,090	58,487	88,577	0.00	3.45
Capital Outlay	-	-	-	-	-	-	-	-
Total - UPM Academics	363,757	116,077	479,834	367,485	119,363	486,848	1.02	2.83
<i>Philippine General Hospital</i>								
Personnel Services	792,423	112,703	905,126	790,851	163,613	954,464	-0.20	45.17
MOE	248,117	132,222	380,339	222,128	82,449	304,577	-10.47	-37.64
Capital Outlay	167,858	-	167,858	333,264	-	333,264	98.54	0.00
Total - PGH	1,208,398	244,925	1,453,323	1,346,243	246,062	1,592,305	11.41	0.46
Total for UP Manila	1,572,155	361,002	1,933,157	1,713,728	365,425	2,079,153	9.01	1.23

The persistent problem of lack of funds hampers whatever plans PGH has to improve the quality of service to its patients. Recognizing that it cannot continue fully relying on government to support its needs, resource generation became a central focus. The launching of the PGH Medical Foundation in August 2003 hopes to address this issue by focusing on the strengthening of linkages with national and international donor communities. PGH also sees the need to focus on the active recruitment of charity patients with PHIC (Medicare) benefits as a means by which funds could be generated.

Financial assistance from the country's senators and congressmen for the medical needs of their constituents increased by a remarkable 62.26%. Further, the budget deficit was addressed through donations received from the national and international donor communities.

During the year in review, UP Manila implemented various policies and cost-saving measures to improve fiscal performance without sacrificing any of its programs. Among these were:

- Conduct of a budget planning workshop at the start of every year
- Hiring of a private collecting agency to work on the receivables of the University and the hospital
- Rationalization of janitorial and security services
- Monitoring of all income-generating activities within UP Manila
- Immediate disposal of condemned equipment and unserviceable properties

- Strict monitoring of payment of utility bills (electric, water and telephone) to avoid penalties
- Establishing a database of the price index of all items bought through canvassing and shopping
- Rationalization of office supply allotment for Central Administrative offices
- Constitution of the Faculty Overload Committee that developed a one-stop evaluation process for overload claims of the faculty.

At its level, the Philippine General Hospital implemented various policies and programs to improve its financial management system, such as the conduct of internal audit of all units rendering diagnostic procedures account for losses; implementation of Integrated Preventive Maintenance System (IPMS) in other areas of the hospital (OR and PACU); and full implementation of decentralized physical inventory of hospital equipment.

In the middle of 2003, UP Manila through its Bids and Awards Committee (BAC I and BAC II), started implementing the Government Procurement Reform Act (RA 9184). The law prescribes rules and regulations for the modernization, standardization and regulation of the procurement activities in the government, including the establishment and use of G-EPS or the Government Electronic Procurement System. Several members of both committees attended the seminar on RA 9184 conducted by the Department of Budget and Management.

For its effective implementation, the Bids and Awards Committee II drafted the UP Manila Internal Rules and Procedures for the Implementation of RA 9184, focusing on the procurement of civil works, including the Contractor's Performance Evaluation System.

Resource Generation

Maintaining its stature as the country's premier institution in health sciences education, research and services has been a difficult task for UP Manila due to the continued dwindling of government subsidy. To supplement the revenues from regular sources, UP Manila mobilized its resource-generation machinery.

To institutionalize resource-generation efforts, the current UP Manila administration proposed the creation of the Office of Institutional Development, which was included in the approved 2003 UP Manila Reorganization. The office shall coordinate with outside institutions for the promotion of UP Manila programs and generation of support. Institutional promotion and development was strengthened among policymakers, legislators and alumni as well as private local and international institutions. As an initial result, UP Manila has been working for a tie-up between DOH-DOST-PCHRD for a P1-billion research fund.

In 2003, UP Manila generated additional fund amounting to P1,283,187 from graduate tuition increase, with 70% of the proceeds going to degree-granting units and 30% to the

The development of computer-based Management Information Systems involving cashiering, accounting, property inventory and personnel information systems was started in 2003. Relative to this, UP Manila prepared a plan to conduct a series of on-the-job trainings in Information Management Systems for all units.

National Graduate Office for Health Sciences. The amount was earmarked for the upgrading of teaching facilities for the graduate students and for the development of teaching modules for graduate courses.

A study has been conducted to determine the cost of conducting laboratory classes as well as the cost of offering Physical Education (PE) courses to rationalize and complement UP Manila's proposal for laboratory fee increase and collection of tuition fees for PE subjects.

During the year in review, UP Manila earned P12,667.28 from the conduct of continuing education activities.

Resource-generation efforts could also be seen at the college or unit levels. Additional funds were needed for the procurement of laboratory and equipment, provision of audiovisual facilities and upgrading of facilities, which were not usually included in the budget allocated by the national government or funded by the Revolving Fund. Donations were also received from alumni and private individuals and institutions. (See Annex G for the list of donations received in 2003.)

To generate additional funds needed to finish and furnish its new building, upgrade laboratory facilities and develop the faculty program, CAMP held a golf tournament, seminars and special courses and solicited from alumni, government officials and private individuals.

Additional funds were generated by the College of Arts and Sciences from rentals paid by canteen concessionaires. Other resource-generation projects were coursed through the CAS Alumni Association. Funds generated were used to finance student scholarships and improvement of facilities. CAS was able to allocate funds from these sources for the installation of PABX system, renovation of faculty rooms, renovation of the roof deck at the GAB, renovation of the canteen area and installation of a public address system for the Little Theater.

The College of Dentistry was able to solicit donations totaling P2,683,754.44 and \$159,068.32. The amount was deposited with the UP Manila Development Foundation. Other donations included books, journals and demo kits in dental materials.

The College of Medicine continued to receive financial support from CHED as a Center of Excellence and Development in Medical Education amounting to P3 million a year. Other resource-generation activities were the holding of the 10th Annual Scientific Symposium which registered net earnings of P300,000; publication of the UPCM coffee table nook (*UPCM @97*) which earned P226,500.

Donations received during the year in

review amounted to P1,916,707.25 and \$106,598.75.

Various departments continued to conduct income-generating activities in collaboration with departmental foundations.

The College of Public Health has a foundation, the CPH Foundation Inc. registered with the Securities and Exchange Commission that manages the funds generated from its training, research and extensions services.

Using its Educational Development Fund, the allotment from laboratory fees and the increase in graduate school fees, CPH was able to purchase audiovisual, laboratory and office equipment. The college also received one Nikon dual-headed microscope.

The National Teachers Training Center for the Health Professions received a donation of one computer and printer for faculty use from the Corazon P. Gonzales Memorial Foundation, Inc.

The School of Health Sciences was able to expand its admissions to the Barangay Health Workers program because of the continued support of its partner agencies that paid the matriculation of the students as well as management costs. For the period ending December 2003, the collected amount from DOH, St. Augustine Sambali, RRDI, Leyte-Samar Center for Change Foundation, Tiberiade Community totaled P2,717,826.05.

SHS also received donations of 70 volumes of books valued at P29,713.81 and a refrigerator from a former faculty member.

UP Manila Development Foundation, Inc.

The UPMDFI, a duly registered non-stock, non-profit corporation established nine years ago, continued to receive support funds which are held in trust for the specific purpose stipulated in the donation. Included in these trust accounts are funds for projects, studies and researches commissioned to the faculty and units.

During the year in review, the Foundation managed funds for 15 professorial chair awards and seven faculty grants. These professorial chair awards were as follows:

- Dr. Jose Florencia-Padilla Dualan Distinguished Professorial Chair in Medicine
- PEACE Professorial Chair in Community Health and Development
- Tomas B. Aguirre Professorial Chair in Pediatrics and Pediatric Pulmonology
- Dr. Lourdes Morales Aesquivel Special Faculty Grant for the Secretary of the College of Medicine
- Cirilo and Casimira Asperilla Professorial Chair in Nursing
- Dean Leonor Malay Aragon Professorial Chair in Nursing
- Maria Cruz Tancinco Professorial Chair in Pharmacy
- UP Pediatric Gastroenterology Hepatology and Nutrition Professorial Chair
- Sir Hugh Greenwood Professorial Chair in the Health Professions Education and Administration

- Perla Dizon Santos Ocampo Special Faculty Grant to the UP Manila Chancellor
- Unilab Bayanihan Professorial Chair in Cardiology
- Dr. Rosita A. Sison Professorial Chair in Medical Research
- Dr. Siopin Lim-Co Professorial Chair in Pharmacy

The newest professorial chair established was the Lachman Daswani Professorial Chair in Ophthalmology but there was no recipient yet as it awaits capital build-up.

The faculty grants include the following:

- Jessie B. Lichauco Faculty Grant for the Child Protection Unit Director
- Demetria Sumulong-Cojuangco Faculty Grant in Pharmacy
- Maria Cruz Tancinco Faculty Grant in Pharmacy
- Dr. Luz Oliveros-Belardo Faculty Grant in Pharmacy
- Research Strengthening Grant in Pediatrics, Gastroenterology, Hepatology, Tuberculosis and Nutrition in the College of Medicine
- JV Sotejo UP College of Nursing Faculty Development Grant (used for travel grants/training fees for the College of Nursing Faculty)

The Leticia Enriquez-Canso Faculty Grant in Pharmacy was established in 2003.

The Foundation also manages funds for various student scholarships like the Leonardo Tiongco Student Scholarship (CAS), the Barangay Club of Indiana (CAS) and Auxiliary to Philippine Physicians in Ohio as well as for student excellence awards, the Sir Hugh Greenwood Award for Outstanding Community Service, the Oreta-Dizon-Galvez Santos Ocampo Award for Outstanding Medical Student Research, Oreta Dizon Santos Ocampo Award for Outstanding Pediatric Resident and the Dr. Thelma J. Yambao Memorial Fund for Medical Board topnotchers.

UPMDFI has set aside P40,000 for the Emergency Student Loan Program, which is being administered by the Office of Student Affairs. The program serves as bridge financing during delays in the release of student allowances.

During the year, the Foundation extended financial assistance to the UP

Manila Fencing Club members who participated in the Hong Kong University of Science and Technology International Fencing Invitation Tournament and to the UP Manila Central Administration Team-Building Seminar.

Other donations received by the Foundation were from:

- Dr. James Young in the amount of \$10,000 for the establishment of a professorial chair in the College of Dentistry
- Mrs. Leticia Enriquez-Canso in the amount of \$6,000 for the establishment of the Leticia Enriquez Canso Faculty Grant in the College of Pharmacy
- Dentsply International for \$99,980 for the various programs and projects of the College of Dentistry
- UP Medicine Class of 1973, c/o Dr. Manuel Agulto, gave additional funds for the construction of a gateway.

Annual Recognition of Donors

Recognizing the contributions of donors in the implementation of UP Manila's programs, a recognition program was first held during the UP Manila 21st Foundation Week in October. The activity will henceforth be a part of Foundation Week activities. Relative to

this, each college/unit was requested to assign a liaison officer to institutionalize the solicitation and receipt of donations and as well as the acknowledgment and recognition of donors.

Challenges

Challenges

The year 2003 was a year of challenges for UP Manila. The UP Manila administration responded vigorously to the emerging needs of the units and tried to strengthen the university's institutional capacity to assist the units in developing their academic, administrative, research and infrastructure capabilities.

The UP Manila Strategic Plan

UP Manila has defined its goals for the next three years through its 2003-2005 Strategic Plan, the cornerstone of which is the thrust towards a socially responsible UP Manila. As emphasized by Chancellor Marita V.T. Reyes, UP Manila should not only be dedicated to an excellent professional health education, but also a relevant and socially responsible one. In early January 2003, a three-year plan was formulated by the new administration to provide the roadmap for translating its vision into action for the coming years. In addition to its core areas of academic excellence, world-class research in health that would impact on the Philippine health care system, and technological and information technology modernization, the StratPlan targeted the inculcation of a strong UP Manila consciousness, improvement and expansion of employee benefits, personnel development, and student welfare, among other things.

The UP Manila Strategic Plan 2003-2005 aims to make the university a national center of excellence in the health sciences and, consequently exert a greater impact on national health policy and the Philippine health care system. Included here is policy advocacy to assist government in the formulation of relevant and people-oriented health policies. This inevitably means helping

provide more accessible, affordable and appropriate health care to Filipinos.

UP Manila shall soon be testing its being a "national" center for the Philippine health care system as in the particular case of the very rapid expansion of the Institute of Human Genetics program for Newborn Screening under the National Institutes for Health (NIH). As a non-degree granting unit like the PGH, the NIH continues to grapple with its rapid expansion for national stakeholders, as it evolves into a significant think tank on health issues. On the other hand, the PGH, as the "Filipino people's hospital" is undergoing the improvement of its hospital operations to better serve the lower strata of our people who can ill-afford the rising costs of hospitalization. By its very mandate, the PGH is a training hospital for at least 1,000 medical trainees (residents, fellows and medical interns) per year and 1,700 trainees from the allied health sciences (nursing, nutrition, physical and occupational therapy, etc.) per year.

A placement program for UP Manila is being conceptualized and will soon be formulated and implemented to address the severe lack of human resources, especially in

depressed communities and rural areas. Though still at its conceptual stage, initiatives have been made to network with the Department of Health, the Department of Interior and Local Government, the Philippine Hospital Association, and the Council for Health and Development for their inputs on this matter. In connection with this, preparations are underway to ask Congress to legislate a National Service Placement Act for the systematic deployment of more health workers to such areas in the country with corresponding incentives. The UP Manila Office for Alumni Affairs has a very critical role in this, as well as the Institute for Health Policy and Development Studies of the NIH, in tapping the alumni for a national placement program. A UP Manila Alumni Placement website has been designed for this purpose.

UP Manila in 2003 made enormous efforts to increase the efficiency of university operations through the reorganization of the central administration structure as well as a clearer definition of the functions of the different offices. To this end, it reorganized the University's administrative machinery so there can be more efficient management and supervision of the academic and administrative offices. University committees were reviewed, streamlined and reconstituted while new ones were created. As mentioned earlier, this reorganization was approved by the Board of Regents in its May 2003 meeting.

Corollary to UP Manila's initiatives for greater administrative efficiency is the target to computerize all transactions in the university, from academic processes, to student records and personnel records. At the PGH, such initiatives will focus on patient services and pharmacy services. So far, none of these systems are working to the satisfaction of the direct and indirect users. The development of computer-based Financial Management Systems involving cashiering, accounting, property inventory which was started in 2003 has still a long way to go before it could be operationalized and its resulting benefits appreciated. While the *Handbook on Basic Administrative Policies* (Volume 1) came out towards the end of 2002, Volume 2 which covers Basic Administrative Procedures is still being finalized for dissemination. A financial group or mini-Accounting-Budget-Cash office is being prepared for the NIH.

The StratPlan unites the units around a common development agenda towards excellence in teaching, research and extension service. The StratPlan is also an important basis for all units to prepare their own unit StratPlans, and help align unit programs with university-specific needs. There is a consensus emerging that a strong commitment towards a socially responsible UP Manila, a major pillar for an academically excellent institution, is indispensable for a more relevant and nationalistic curricula, research and extension service.

Academic Challenges

Excellence of academic and training programs is the very essence of a university. But for a State University, the relevance and responsiveness of its programs to the needs of the people should be the utmost consideration. These considerations have been constantly challenged by internal weaknesses and outside threats that need creative solutions.

The decreasing enrollment trend in several programs, both in the undergraduate and graduate levels, particularly in market-driven programs, has been a recent concern. Likewise, there is increasing difficulty in recruiting and retaining qualified faculty, obviously because of more lucrative alternative employment for health professionals.

Capability-building

Capability-building for managerial and staff development, another important pillar of our strategy, enhances human resources capability and the dignity of UP Manila employees. Efforts are being made to improve the managerial capabilities of the university's administrators, particularly faculty administrators up to the college or unit level.

The UP Manila administration is dedicated to ensuring that capability-building measures to improve program and project planning, implementation, monitoring and evaluation are given to all academic and

administrative units. There is need to further strengthen and sustain the capacity of all UP Manila units to formulate, implement and evaluate their own programs and projects, while achieving greater efficiency, and equity in the management of their resources. For this, the Staff Development Committee has been reinvigorated to include a Management Development Module for all faculty administrators, a Supervisors Development Module and a Staff Development module. We have created a Projects Development Committee and are in the process of creating an Institutional Development Office.

Democratic Governance

Democratic governance is critical to sound management and for ensuring that benefits are equitably given to faculty, staff and employees. A united UP Manila community where various sectors are conscious of their rights is the actualization of a socially responsible UP Manila. Once every two

months since July 2003, the UP Manila Management-Health Workers Consultative Council, which the Chancellor created on the mandate of the Magna Carta for Health Workers and the University's Collective Negotiating Agreement (CNA), meets. Here a management panel meets with representatives

of all UP Manila unions, both academic and non-academic, including utility workers.

The practice of democratic governance leads to a united UP Manila community where various sectors are conscious of their rights. Management and governance should be restructured along the principles of democratic participation, transparency and accountable leadership. The venue for this has been the revived *Pamantasang Asambleas* at the university level and the *Yunit Asambleas* at the unit or college level. The *Yunit Asambleas* and the *Pamantasang Asambleas* are projected to have a bigger role in the selection process for the deans and even for the Chancellor, but for now it is already playing a major role as a university forum and for university-wide activities of the UP Manila community. It is here where UP Manila constituents (faculty, students, administrative staff, medical practitioners, even rank-and-file utility workers) are now being consulted on issues that affect them. This is a venue where all UP Manila constituents can intelligently and judiciously discuss common problems with the administration so that together, these can be resolved in an informed and participative manner. It is hoped that these gains would be

institutionalized even system-wide through the current and timely initiatives in Congress to revise the almost century-old UP Charter.

As a premier health institution, UP Manila must achieve the highest standards of effectiveness and accountability. This means it must focus on outcomes, achieve results, maximize developmental impact, and be responsive to the UP community's needs as well as the wider community comprising the Filipino people. We should be committed to becoming more results-based in all aspects of work. To raise effectiveness, a stronger synergy among all sectors of the community must be built.

The efforts to improve effectiveness are continuing. A major commitment to this was the implementation of an Internal Operating Budget (IOB) system in all units that is performance-based for allocating resources. The system continues to be refined. Administrators are now more involved in the preparation for the coming year's IOB. An annual budget orientation for administrators has become institutionalized as part of the IOB process.

Infrastructure

When the new administration came in, the new CAMP building was just an outline of concrete posts, the Dentistry building was half-finished with its third floor and the four-year-old UP Manila Landscaping Project was just a drawing on design paper. One year after, the CAMP building has a roof and walls, the Dentistry

building is about to finish the third floor and the Landscaping Project has laid out the irrigation pipes and lighting systems. Strange problems have been discovered, however. Both the CAMP and CD buildings do not have building permits, and water coming out of the irrigation system is too salty and may be detrimental to the plants!

One of the current administration's current flagship programs is the construction of a Sports and Wellness Center in as much as UP Manila is the only constituent university without a gymnasium. The gateway project will soon be underway after the common designs have been approved and major entrances of UP Manila campus identified. A UP Manila Integrated Waste Management System has been set in motion during the year. A master plan for the Integrated Waste Management System is being finalized with the assistance of Health Care Without Harm, which had recently assisted the Department of Health in drafting its Manual for Waste Management (2003).

Major foreign-assisted projects such as the Department of Emergency Services

Modernization Project and the Jose Rizal National Eye Referral Center were started when construction commenced in July 2003. These are expected to be finished by mid-year 2004 and last quarter of 2004, respectively. The designs for the Interactive Learning Center (ILC) on the old chancellory of the former NEDA building were also finalized and the ILC is expected to be finished by mid-2004. Guidelines for operationalization of the Medical Arts Center (MAC) have been prepared for approval by the Board of Regents. It is hoped that the School of Health Sciences in Palo, Leyte, will soon see its transfer to its own campus in the 10-hectare Cabalawan property. The improvement of faculty rooms, classrooms and laboratories are likewise being pursued after the improvement of laboratories in all academic units.

Strengthening Linkages with SHS

The Strategic Plan calls on all UP Manila units to open and strengthen their linkages with the School of Health Sciences (SHS) that is based in Palo, Leyte. This can be done in the form of faculty exchanges, research collaboration and field work in community medicine, to name a few. The UP Manila unit, SHS in Palo, Leyte, has a community-based approach to health care that has become a model for the Philippine health care system. It emphasizes the use of traditional, indigenous and other alternative approaches that are effective but least expensive and most accessible to the poorest Filipinos. It is a fine

example of reorienting a profit-oriented health care institution that is dependent on the foreign-dominated pharmaceutical sector towards a practice in community medicine for our country's rural poor. In the two semesters of 2003, the SHS was linked through teleconferencing facilities during UP Manila University Council meetings, even as ways are being sought to improve this link-up through video-conferencing in the near future. All the academic units, including the NIH and PGH, are being encouraged to include in their plans how to link up with the School of Health Sciences in Palo, Leyte.

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A Nonlegal Grievance and Disciplinary System

It is mandated in the 2003-2005 UP Manila Strategic Plan that we shall "develop grievance mechanisms and reorient a more friendly legal office." Discussions and consensus were made at the University Management-Health Workers Consultative Council on the uniform interpretation of the definition of "pending cases" as well as the procedures for the investigation and resolution of administrative cases filed against PGH and UP Manila Academics employees. Both PGH and UP Manila Legal Offices were given instructions to expedite the resolution of cases that have been pending and filed years ago.

In 2003, there were 76 administrative

disciplinary cases (40 on preliminary investigation and 36 ongoing), five cases at the Student Disciplinary Tribunal and five anti-sexual harassment cases, including one involving a resident in orthopedics and a medical student.

In all these cases, lawyers are involved and the hearings and decisions take on a legal nature in which the Chancellor will ultimately make a judgment. The Chancellor, then, becomes very dependent on legal advice from the legal officers on matters that she is responsible for legally and morally! We believe that something is wrong in the system.

With more than 25% of the UP System's budget, 5,120 students, 1,085 faculty members, 1,648 administrative staff and REPS in the 48 academic departments of the nine degree-granting academic units, and 3,626 PGH staff members, and eight research institutes of NIH, UP Manila indeed has a tremendous responsibility to respond to numerous and complex development challenges.

Annexes

ANNEX A

The 2003-2005 UP Manila Strategic Plan

Strategic Thinking for the Philippine Health Care System

By: *Roland G. Simbulan, MPA*

Professor in Public Management and Development Studies &
Vice Chancellor for Planning and Development

I deeply appreciate this opportunity to address the 2003 Annual Planning Workshop of the College of Allied Medical Professions. I will begin with a brief discussion of our external environment, where every planning exercise must start.

Government neglect in the delivery of basic services to the people is felt daily by the masses, especially in depressed areas in urban centers and in the countryside. It is often said that health education in this country is a paradox: while we produce so many health practitioners and professionals, there remains a severe lack of health and medical people to care for the overall health and sanitation needs of the Filipino people, especially, the rural poor.

There is also the commercialization of the health care system that adds to the burden of the ordinary Filipino. On top of this, government spends only 22% of the national budget on total social services (in which are lumped together health, education, housing and other basic services) and less than 3% on health. This is very much less than the 10% of the total budget recommended by the World Health Organization. The effect is predictable: the continuing deterioration of our health care system which, in turn, worsens not only the lives of citizens, but those of Filipino health workers themselves.

The Meaning of Social Responsibility

The cornerstone of the UP Manila Strategic Plan for 2003-2005 is the thrust towards a socially responsible UP Manila. Chancellor Marita Reyes, upon assuming the leadership of UP Manila, has called our attention to the following question, which is also a wake-up call: How relevant are we to our health sector? Our institution should not only be dedicated to an excellent professional health education, but also a relevant and socially responsible one. This is predicated on rectifying what the late Filipino nationalist Renato Constantino referred to as "the miseducation of the Filipino." He wrote: *"The education of the Filipino must be a Filipino education. It must be based on the needs of the nation and the goals of the nation. The object is not merely to produce men and women who can read and write or who can add and subtract. The primary object is to produce a citizenry that appreciates and is conscious of its nationhood and has national goals for the betterment of the country, and not an archaic mass of people who know how to take care of themselves only."*

¹Address before the Annual Planning Workshop of the College of Allied Medical Professions, April 29, 2003.

The obsession with things foreign is still pervasive in our curriculum. Western theories, models and methods are automatically accepted as the best even if these do not conform to the needs of Philippine society. It is no wonder why our health professionals disdain practice in the Philippines. They are unprepared to work in an environment of poverty where the problems are malnutrition, infection, public health, mental health and sanitation, not to mention the government neglect of our health care system, and likewise the heavy workload and measly salaries of our health practitioners. No wonder so many of our professionals, especially health professionals and highly skilled workers and technicians join the so-called brain drain as they were trained primarily for foreign practice, depriving us of their services and robbing us of our investments in their training.

Today, we are training health practitioners, especially in the fields of nursing, physical therapy and medicine, basically for foreign practice. This situation obviously can only be at the expenses of the more fundamental medical and health needs of the Filipino people. This is the reason why I am convinced that to the popular slogan among UP students, "Iskolar ng Bayan," we must add and internalize the phrase, "Magsilbi sa Bayan."

Our job as teachers and educators is to help students transcend the limitations of an educational structure that serves as an adjunct of foreign economies and their health care system. For this, we need to develop more dedicated and socially responsible educators who can contribute not only to the liberation of their disciplines from Western imprisonment, but also to the final liberation of their country from the forces that dominate it.

UP's greatness is in its people who are committed to the national and social transformation of our society. Our role model is Dr. Jose Rizal, an excellent (though non-UP) student, teacher and practitioner who ideas and practice keep alive the spirit and fervor of service to the Filipino nation. In this light, the UP Manila strategic plan aims to make the university a center of excellence in the health sciences and consequently have more impact on national health policy and the Philippine health care system. Included here is a policy advocacy to assist government in the formulation of relevant and people-oriented health policies. This inevitably means helping provide more accessible, affordable and appropriate health care to our people. A Placement Program for UP Manila is being conceptualized and will soon be formulated and implemented to address the severe lack of human resources, especially in depressed communities and rural areas. In connection with this, we may ask Congress to legislate a National Service Placement Act for the deployment of more health workers to such areas.

Democratic Governance

Democratic governance leads to a united UP Manila community where various sectors are conscious of their rights. Management and governance should be restructured along the principles of democratic participation, transparency and accountable leadership. The venue for this is the revival of the Pamantasang Asambleya at the university level and the Yunit Asambleas at the unit or college level. It is here where UP Manila constituents (faculty, students, administration staff, and rank-in-file utility workers) would be consulted in policy-making on issues that affect them. We want all UP Manila constituents to intelligently and judiciously discuss with us our common problems so that together, we can resolve them in an informed and participative manner. We hope

that these gains would also be institutionalized system-wide through the current and timely initiatives of Congress to revise the almost century-old UP Charter.

Responding to and nurturing the needs of socially enlightened UP Manila constituencies will make our excellent institutions take the lead as agents in bringing about a dynamic Philippine health care system. The key is the effective participation and cooperation by and among the different unit and sectors of UP Manila. For the stronger we are internally, the stronger we can make an impact on the nation.

Capability-building of UP Manila Units

The UP Manila administration is dedicated to ensuring that capability-building measures to improve program and project planning, implementation, monitoring and evaluation are given to all our academic and administrative units. We still need to strengthen and sustain the capacity of all UP Manila units to formulate, implement, and evaluate their own programs and projects, while achieving greater efficiency and equity in the management of their resources.

Links with School of Health Sciences

The Strategic Plan calls on all UP units to open and strengthen their links with the School of Health Sciences (SHS) in the form of faculty exchanges, research collaboration, fieldwork in community medicine, to name a few. Our UP Manila unit - the SHS that is based in Palo, Leyte - has a community-based approach to health care. It emphasizes the use of traditional, indigenous and other alternative approaches that are effective but least expensive. It is a fine example of reorienting a profit-oriented health care institution that is dependent on the foreign-dominated pharmaceutical sector towards a practice in community medicine for our country's rural poor.

The SHS is now linked to us through teleconferencing during University Council meetings. We are seeking ways to improve this link-thru video-conferencing, expanding this to include greater SHS participation in our conferences and seminars, as well as encouraging all our academic units to include in their plans how to link up with the School for the Health Sciences, in Palo, Leyte.

Vision for the Future

What is our strategic vision for the Philippine health care system that a national health sciences center like UP Manila should look forward to?

First, the health care system shall emphasize preventive services for the people.

Second, special attention shall be given to primary health care, strengthening full participation in people-based programs which are effectively linked to hospitals and other medical support systems.

Third, effective and appropriate medical technology as well as an integrated health infrastructure, especially in the rural areas, shall be developed and promoted. The use and development of both traditional and modern western medicine shall be promoted.

Steps shall be taken to rationalize the education, deployment and development of health personnel geared to the country's needs - not the foreign market's - as well as to redress the imbalance between health services in the urban and rural areas. Health science education shall be geared towards developing competent, highly committed and socially oriented health personnel.

Finally, resources should be harnessed to establish the necessary infrastructure for such needs as nutrition, family planning, women's health, child care, occupational health and safety, environmental sanitation, pollution control and disaster response.

A planning workshop challenges us all to ask the tough questions that beset our health care system in the Philippines. As excellent health care educators and practitioners, are we ready to respond to this challenge of dedicated service and internalize our social contract with the Filipino people?

ANNEX B

Awards and Recognition

True to its tradition of leadership and excellence, UP Manila faculty, personnel, students, and alumni continue to reap honors and recognition for the University.

International

Regional Centre for Public Health, Hospital Administration and Environmental and Occupational Health for the Southeast Asia Ministers of Education Organization Regional Tropical Medicine and Public Health Network (SEAMEO-TROPMED)
College of Public Health

WHO Collaborating Center for Leadership in Nursing Development
College of Nursing

Certificate of Achievement
American Industrial Hygiene Association
Prof. Lina C. Somera (CPH)

Reebok Human Rights Award
Reebok Human Rights Foundation
Dr. Ryan Ernest Guevarra (CM Alumnus)

Young Investigator's Bursary Award
25th International Epilepsy Congress
Dr. Marilyn A Tan (PGH)

Gold Medal in Women's Foil (Fencing)
ASEAN Games (Hanoi, Vietnam)
Prof. Lenita G. Reyes (CAS)

National

PAG-ASA Award
Civil Service Commission
PGH Child Protection Unit

PAG-ASA Award
Civil Service Commission
Drs. Cynthia R. Leynes & Norieta C. Balderrama (Dept. of Psychiatry, CM-PGH)

Ten Outstanding Students of the Philippines
RFM Foundation / Commission on Higher Education
Mark Anthony Sandoval (CM)
Marc Louie E. Del Rosario (CM)

Outstanding Professional (Dentistry)
Professional Regulations Commission
Dr. Ma. Edna Jimena (CD)

Outstanding Professional (Occupational Therapist)
Professional Regulations Commission
Prof. Ma. Concepcion C Cabatan (CAMP)

Jose Rizal Memorial Award
Dr. Felixberto Ayahao (CM Alumnus)

Outstanding Young Researcher Award
Bristol Myers Squibb Philippines Foundation
Dr. Robert N. Gan (PGH)

Distinguished Internist Award
Philippine College of Physicians
Dr. Editha C Miguel (PGH)

Most Outstanding Resident in Internal
Medicine Award
Philippine College of Physicians
Dr. Jennifer L Solivas-Maluyao (PGH)

Plaque of Appreciation Policy
Formulation of the Revised Geothermal
Safety and Health Rules and Regulations
and Implementing Code of Practice
Department of Energy
College of Public Health

Stars Award for Excellence in Quality X-
Ray Services
DOH-Bureau of Health Devices &
Technology
Department of Radiology

Outstanding Young Scientist in
Epidemiology
National Academy of Science and
Technology
Dr. Jesus N. Sarol (CPH)

Outstanding Young Scientist
National Academy of Science and
Technology
Dr. Eva C. Cutiongco (NIH/CM/PGH)

Ten Outstanding Young Men
Philippine Jaycees
Dr. Eva C. Cutiongco (NIH/CM/PGH)

Ten Outstanding Young Men
Philippine Jaycees
Dr. Raquel del Rosario Fortun (CM)

Outstanding Young Scientist
National Academy of Science and
Technology
Dr. Ma. Lourdes de Leon-Matsuda
(CM/PGH)

1st prize
"Correlative Study on H Reflex Latencies and
Sensory Motor Nerve Action Potential
Latencies among Diabetic Patients seen at the
PGH OPD"
Philippine Academy of Rehabilitation
Medicine
Dr. Primavera Galinato

Quintin J. Gomez Award
Society of Obstetric Anesthesia of the
Philippines
Dr. Alfonso A. Doloroso (CM-PGH)

Most Distinguished Physician Award
Philippine College of Physicians
Dr. Alendry P. Caviles Jr. (CM-PGH)

Distinguished Teacher Award
Philippine College of Physicians
Dr. Mediadora C. Saniel (CM-PGH)

Distinguished Service Award
Philippine Society of Pathologists
Dr. Nelia Tan Liu (CM)

2003 Huwarang Pilipino Award
RPN Network.
Dr. Abundio Balgos

5th Best Adjudicator
Inquirer Intercollegiate Debating
Championship
UP Manila Debate Circle

UP System-wide

President's International Publication Award

- Prof. Fatima A. Castillo (CAS)
- Dr. Mario Valenton & Dr. Leo Cubilla (IO)
- Dr. Raquel Jadulco (CP)
- Dr. Jane C. Baltazar (CPH)
- Dr. Jesus N. Sarol, Jr. (CPH)
- Dr. Nina G. Barzaga (CPH)
- Dr. Vicente Y. Belizario, Prof. Winifreda U. de Leon & Prof. Ma. Lourdes Amarillo (CPH)
- Drs. Lynn Panganiban, Nelia C. Maramba, Maria Lurenda Suplido & Herbert Ho (CM)
- Dr. Jose Joven Cruz (CM)
- Dr. Mario R. Festin (CM)
- Dr. Harvey S. Uy (CM)
- Drs. Generoso Abes & Noel Espallardo

- Most Outstanding Alumnus
University of the Philippines Los Baños
Dr. Manuel Jorge (CM-PGH)

UP Manila

Outstanding Awards

UP Manila 21st Foundation Celebration

- Teacher - Dr. Coralie Therese C Dioquino-Dimacali (CM)
- REPS- Ms. Concepcion F Ang (CM)
- Faculty in Extension Service - Prof. Grace Estela C Mateo (CAS)

Administrative Employee (Supervisory)-
Mr. Marcelo C. De Vivar Jr. (PGH)

(Non-Supervisory) - Ms. Deolinda C Montaniel (PGH)

Artist - Prof. Arnold Esguerra (CAS)

Researcher - Prof. Grace P Odal-Devora (CAS)

Student - Dr. Marc Louie E Del Rosario (CM)

Student Organization - Mu Sigma Phi Fraternity (CM)

Professional Awards

UP Manila Alumni Association, Inc.

Allied Medical Professions - Prof. Teresita C. Mendoza

Arts and Sciences - Mr. Severino E. Fortes II

Dentistry - Dr. James Young

Nursing - Ms. Lydia M. Venzon

Pharmacy - Mr. Emmanuel H. Hernandez

Health Professions Education - Dr. Ramon L. Arcadio

Medicine - Dr. Mariano B. Caparas

Public Health - Prof. Lina C. Somera

ANNEX C. LIST OF PROFESSORIAL CHAIR AND FACULTY GRANT HOLDERS.

Annex C-1. Professorial Chairs (July 1, 2003-June 30, 2004)

College	Professorial Chair	Holder
College of Dentistry	Dr. Democrito Jose	Dr. Angelita Galban
	Dr. Rita Carmen Sv-Ouia	Dr. Michelle Sumico
	San Miguel Corporation	Dr. Susana Sotelo
College of Medicine	BF & CV Fulgencio	Dr. June Caridad P. Lopez
	Canuto & Pilar Borromeo	Dr. Andrew Dimacali
	Delfin & Marcelo Samson	Prof. Ma. Milagros B. Leano
	Diamond Jubilee	Dr. Lvdia Egav
	Diamond Jubilee	Dr. Merle dela Cruz- Odi
	Diamond Jubilee	Dr. Mediadora C. Saniel
	Diamond Jubilee	Dr. Edeardo F. Ortiz
	Diamond Jubilee	Prof. Corazon H. Santos
	Dona Salustiana Dee	Dr. Generoso T. Abes
	Dr. Jose V. Andava (Infectious Diseases)	Prof. Rhodora C. Estacio
	Dr. Lino Ed Lim	Dr. Ma. Cecilia Montalban
	Dr. Lino Ed Lim	Dr. Eduardo C. Lim
	Drs. Paulino & Miriam Cruz	Dr. Myrna Mendoza
	Elena P. Tan	Dr. Godofreda C. Dalmacion
	Elena P. Tan	Dr. Carmelo A. Alfiler
	Felix V. Llamido	Dr. Lourdes B. Canito
	Florante I. Albano	Dr. Vicente V. Romano
	Francisca Tolete-Velsek	Dr. Yasmyn C. Ronquillo
	Francisco J. Nicolas	Dr. Cecilia V. Tomas
	Gloria Nadal & Gen. Tomas Mascardo	Dr. Otilia B. Garcia
	Go-Kim Equitable Banking Corporation	Dr. Dolores D. Bonzon
	Gregorio & Rizalina Lim	Dr. Portia Grace F. Marcelo
	Gregorio & Rizalina Lim	Dr. Josephine R. Bundoc
	Hans Menzi	Dr. Jacob Matuhis
	Jose and Maria Sunio	Dr. Ellewelyn G. Pasion
	Jose M.A.R. Navato	Dr. Loma R. Abad
	Jose R. Katigbak	Dr. Kenneth Y. Hartigan-Gio
	Judge Guillermo Guevarra	Dr. Virginia de Jesus
	Lourdes Morales-Esquivel	Dr. Agustina Abelardo
	M. Castro Neuroanatomy Endowment Fund	Dr. Lulu C. Bravo
	M. Castro Neuroanatomy Endowment Fund	Dr. Imelda Luna
	Mamerta V. Andava	Dr. Jose A. Aguilar
	Manuel/Emelita Veloso	Dr. Efren J. Domingo
	Mercedes Vila Planas	Dr. Maria Salome N. Vios
	Milagros Sevilla Daez	Dr. Gilda Martinez
	Nestle Chair in Pediatrics	Dr. Zoravda E. Leopando
	Paul Janssen	Dr. Herminia Cifra
	Pediatric Gastro. Hepatology and Nutrition	Dr. Cynthia I. Valencia
	Pedro P. Solis	Dr. Elizabeth P. Gabriel-Martinez
	Purificacion Daez	Dr. Raquel B. del Rosario-Fortun
	Rosita A. Sison (Medical Research)	Dr. Wilma A. Baltazar
	Telengtan Foundation Inc.	Prof. Cynthia Cordero
	Tomas B. Aguirre	Dr. Alfredo O. Ponteiros
	IJPCM Class 1940	Dr. Alexander O. Tuazon
	UPCM Class 1958	Dr. Eduardo Gatchalian
	Victor Jr. & Ma. Teresita Nanagas	Dr. Leslie Reves
College of Nursing	Dean Leonor Malay Aragon	Dr. Clarita C. Maano
	Diamond Jubilee	Prof. Luz B. Tunenalan
	Juan & Juana Angara	Prof. Cora Anonuevo
	Julita V. Soteio DJ	Prof. Araceli Balabagno
College of Public Health	Metro Manila Commission	Prof. Merle Meico
	Metro Manila Commission	Dr. Ruben N. Caragav
	Metro Manila Commission	Dr. Lvdia Leonardo
	Metro Manila Commission	Dr. Benjamin Vitasa
	UPCB Diamond Jubilee	Dr. Irma Parajas
	Lino Ed Lim	Prof. Ronald Subida
		Prof. Teresita de Guzman

Annex C-2. Faculty Grants (July 1, 2003-June 30, 2004)

College	Faculty Grant	Holder
College of Dentistry	Diamond Jubilee 1	Dr. Arcelina Atienza
	Diamond Jubilee 2	Dr. Ma. Concepcion Medina
	Diamond Jubilee 3	Dr. Vicente Medina III
	Diamond Jubilee 4	Dr. Ma. Carol Macania Sia
College of Medicine	Benjamin Albano 1	Dr. Reynaldo Inson
	Casimiro Garcia 2	Dr. Felix Salgado
	Crisologo Cabacungan 1	Dr. Roberto L. Ruiz
	Cynthia Montillano Navarro	Dr. Leticia T. Ibanez
	Diamond Jubilee 1	Dr. Blesile S. Mantaring
	Diamond Jubilee 2	Dr. Rowena F. Genuino
	Diamond Jubilee 3	Dr. Ricardo Manalastas
	Diamond Jubilee 4	Dr. Severino Imasa
	Diamond Jubilee 5	Dr. Abdel Jeffri A. Abdulla
	Diamond Jubilee 6	Dr. Gracia Teodosio
	Diamond Jubilee 7	Dr. Lawrence Alvarez
	Diamond Jubilee 8	Dr. Bernadette L. Ramirez
	Diamond Jubilee 9	Dr. Grace Anne A. Banson-Herbosa
	Diamond Jubilee 10	Prof. Grace Fe B. Yu
	Diamond Jubilee 11	Dr. Mariluz P. Moica-Henshaw
	Diamond Jubilee 12	Dr. Jacinto Blas V. Mantaring III
	Diamond Jubilee 13	Dr. Josefino G. Hernandez
	Diamond Jubilee 14	Dr. Anthony Geronimo Cordero
	Diamond Jubilee 15	Dr. Venencio P. Garduce
	Diamond Jubilee 16	Dr. Rosa Maria Nancho
	Diamond Jubilee 18	Dr. Carlo D.G. Catabian
	Diamond Jubilee 19	Dr. Mario Geronila
	Diamond Jubilee 20	Dr. Felisa Matanguihan
	Diamond Jubilee 21	Dr. Elizabeth A. Nuqui
	Diamond Jubilee 22	Dr. Ma. Cecilia Lim
	Diamond Jubilee 29	Dr. Doris Mariebel DC Camagay
	Diamond Jubilee 30	Dr. Salvador Beniamin D. Vista
	Diamond Jubilee 36	Dr. Cynthia D. Anz
	Diamond Jubilee 37	Dr. Madeleine W. Sumpaico
	Diamond Jubilee 38	Dr. Crisostomo Arcilla Jr.
	Jessie Lichauco	Dr. Bernadette Madrid
	UPCM Class 1959	Dr. Darwin A. Dasig
	UPCM Class 1966	Dr. Antonio Comia
	UPMASA NY-NJ C1-1	Dr. Ma. Liza Antonette Gonzales
	UPMASA NY-NJ C1-2	Dr. Marissa Aleiandria
	Wifrido Feliciano	Dr. Teodoro Herbosa
	Zenda & Emmanuel Lat	Dr. Salvador Eugenio Caoli
	College of Nursing	Diamond Jubilee
Investment Portfolio		Bethel Villarta
UPM Grant		Diana Pestano
College of Pharmacy	Diamond Jubilee	Lili Rose Embuscado
	UP Foundation	Karen Grace Esteban
	Maria Cruz-Tancinco 1	Arthur Bautista
College of Public Health	Maria Cruz-Tancinco 2	Reynald Arroio
	Diamond Jubilee 1	Prof. Romulo Ouizon
	Diamond Jubilee 2	Dr. Stephanie Sison
	Diamond Jubilee 3	Rosebelle Mav Azcuna
UP Foundation	UP Foundation	Ma. Susan Mabunga
	Class 1975	Dr. Winifreda de Leon

ANNEX D. OUTSTANDING RESEARCHES
Bupivacaine-Lidocaine versus Bupivacaine-Lidocaine on Retrobulbar Anesthesia in Cataract Surgery, UP President's

ANNEX D. OUTSTANDING RESEARCHES

Philippine General Hospital	Anesthesiology	Dr. Lorato A. Fallizar	"Ropivacaine-Lidocaine versus Bupivacaine-Lidocaine on Retrobulbar Anesthesia in Cataract Surgery". UP President's International Publication Award
		Dr. Mario Manzano	"Comparison of Fentanyl-Midazolam-Propofol with Low Dose Ketamine- Midazolam-Propofol for the Insertion of Laryngeal Mask Airway: A Randomized Controlled Double Blind Study". 1st Place, Annual Residents Research Contest General Hospital". 2nd Place, Annual Residents Research Contest
		Dr. Marissa Marcelo	"The Incidence of Residual Paralysis Associated with Atracurium in the Post Anesthesia Care Unit of the Philippine General Hospital". 2nd Place, Annual Residents Research Contest
		Dr. Angelo Agudo	"The Use Nebulized 2% Lidocaine in Building the Cardiovascular Response to Laryngoscopy and Endotracheal Intubation". 3rd Place, Annual Residents Research Contest
	Neurosciences	Alda M. Salonga, MD	2001 International Publication Award Quezon City, University of the Philippines, 3/5/2003
		Marissa B. Lukban, MD	2001 International Publication Award Quezon City, University of the Philippines, 3/5/2003
		Robert N. Gan, MD	2001 International Publication Award Quezon City, University of the Philippines, 3/5/2003
		Ester S. Bitanga, MD	1 st Outstanding Young Researcher Award Mandaluyong City, Bristol Myers Squibb Foundation, 5/9/2003
		Ma. Salome N. Vios, MD	2001 International Publication Award Quezon City, University of the Philippines, 3/5/2003
		Roland Dominic G. Jamora, MD	Gawad ng Dekano: Most Outstanding Teacher in the Basic Sciences Manila, University of the Philippines - College of Medicine, 3/13/2003
		Evrarn V. Corral, MD	1st Place 3rd SSP-Sanofi Stroke Research Contest Dumaguete City, Stroke Society of the Philippines, August 22, 2003
			3rd Place 2nd Department of Neurosciences Research Forum Manila, Department of Neurosciences, Sept. 25, 2003
			Finalist 8th PGH Annual Residents Research Forum Manila, Philippines, Philippine General Hospital, November 28, 2003
		Roland Dominic G. Jamora, MD	1st Place 1st SSP-Sanofi Stroke Research Contest Dumaguete City, Stroke Society of the Philippines, August 22, 2003
			2nd Place Prospective Category 25th PNA-Otsuka Research Contest Cebu City, Philippines, Philippine Neurological Association, November 2003
		Bernadette C. Chua, MD	1st and 2nd Place, Case Report Category 2nd Department of Neurosciences Research Forum Manila, Philippines, Department of Neurosciences, Sept. 24, 2003
			1st Place Case Report Category 25th PNA-Natrapharm Research Contest Cebu City, Philippines, Philippine Neurological Association, November 29, 2003
		Almario G. Jabson, MD	3rd Place, Case Report Category 2nd Department of Neurosciences Research Forum Manila, Philippines, Department of Neurosciences, September 24, 2003
		Marie Antoinette B. Abao, MD	1st Place, Retrospective Category 2nd Department of Neurosciences Research Forum Manila, Philippines, Department of Neurosciences, September 24, 2003
		Evrarn V. Corral, MD	3rd Place Retrospective Category 25th PNA-Pfizer Research Contest Cebu City, Philippines, Philippine Neurological Association, November 29, 2003
		Pilita A. Valencia, MD	3rd Place, Retrospective Category 2nd Department of Neurosciences Research Forum Manila, Philippines, Department of Neurosciences, September 24, 2003
		Marilyn A. Tan, MD	1st Place, Prospective Category 2nd Department of Neurosciences Research Forum Manila, Philippines, Department of Neurosciences, September 24, 2003
		Arnold B. Teodoro, MD	Young Investigator's Bursary Award, 25th International Epilepsy Congress Lisbon, Portugal, October 2003
			2nd Place, Prospective Category 2nd Department of Neurosciences Research Forum Manila, Philippines, Department of Neurosciences, September 24, 2003
			Finalist 8th PGH Annual Residents Research Forum Manila, Philippines, Philippine General Hospital, November 28, 2003
		Evrarn V. Corral, MD	4th Place Prospective Category 25th PNA-Otsuka Research Contest Cebu City, Philippines, Philippine Neurological Association, November 29, 2003
		Paulita P. Pingul, MD	2nd Place Retrospective Category 25th PNA-Pfizer Research Contest Cebu City, Philippines, Philippine Neurological Association, November 29, 2003
		Ma. Caridad dC. Velarde, MD	Finalist, Case Report Category 2nd Department of Neurosciences Research Forum Manila, Department of Neurosciences Research Forum Manila, Department of Neurosciences, September 25, 2003
		Evrarn V. Corral, MD	2nd Place Case Report Category 25th PNA-Natrapharm Research Contest Cebu City, Philippines, Philippine Neurological Association, November 29, 2003
		Jeanette Matea M. Macapaz, MD	Finalist, Case Report Category 2nd Department of Neurosciences Research Forum Manila, Department of Neurosciences Research Forum Manila, Department of Neurosciences, September 25, 2003

ANNEX D. OUTSTANDING RESEARCHES

College/Unit	Department	Awardees	Particulars
National Institutes of Health	Psychiatry and Behavioral Medicine	Ma. Rosario Diocales, MD	Research Award (Consultation-Liaison Psychiatry Category) 1st Place "Burden of Care and Quality of Life of Family Caregivers of Patients Undergoing Hemodialysis at the UP-PGH Renal Unit from October to November 2002", Philippine Psychiatric Association, January 2003
	Rehabilitation Medicine	Vincent Anthony L. Bellicena, MD	Research Award (Social and Community Psychiatry Category) 1st Place "Knowledge and Attitudes of Key Informants in Four Barangays of Mondragon, Northern Samar Toward Mental Illness", Philippine Psychiatric Association, January 2003
		Dr. Betty Dy-Mancao	Convenor, National Institutes of Health-Philippines Research Study Group on the Prevention and Rehabilitation of Disability
		Dr. Jose Alvin P. Mojica	Over-all Chair, 4th Stroke Society Annual Convention 2003 UP Manila "Most Outstanding Researcher"
		Dr. Josephine R. Bundoc	Dean, National Teachers Training Center for Health Professions, UP Manila 2003 UPCM Awardee for "Most Innovative Curriculum"
		Dr. Teresita Joy P. Evangelista Dr. Primavera Galinato	Over-all Chair, 11th UPCM Grand Scientific Symposium Over-all Chair, 14th Philippine Academy of Rehabilitation Medicine Annual Convention
	Institute of Child Health and Human Development Institute of Human Genetics Institute of Ophthalmology	Dr. Jose Bonifacio Rafanan Dr. Joel Contreras	"A Correlative Study on H-Reflex Latencies and Sensory Motor Nerve Action Potential Latencies among Diabetic Patients Seen at the Philippine General Hospital" 1st Placer in the Annual Residents' Research Paper Presentation, 2003 Philippine Academy of Rehabilitation Medicine Annual Convention, Boracay, March 7, 2003 Accepted for Platform Presentation at the 2003 American Academy of Physical Medicine and Rehabilitation Annual Meeting, Chicago, USA, October 18, 2003
		Dr. Germana Gregorio	"Job Satisfaction and Low Back Pain: A Correlative Study", Second Placer in the Annual Residents' Research Paper Presentation, 2003 Philippine Academy of Rehabilitation Medicine Annual Convention, Boracay, March 7, 2003 Most Outstanding Alumnae for Research 2001 - , Alumni Homecoming
		Dr. Eva Maria Cutiongco	International Publication Award, UP Manila, March 2003
			Dr. Enageline Olivar Santos
		Dr. Kadil M. Sinolinding	M RTP Graduate of 1996 Outstanding Service in Prevention of Blindness Award, 19th Asia Pacific Academy of Ophthalmology (APAO) Farewell Banquet, Bangkok, Thailand, December 2, 2003

ANNEX E. DATA ON NON-DEGREE CONTINUING EDUCATION CONDUCTED IN 2003

UNIT/ DEPARTMENT	Title	*Type	Brief Description	Date	Requirements for Admission	Regular Offering (Y/N)	Offered at the End of the Course
College of Pharmacy							
College of Nursing	Teaching Community Health Nursing in the BSN Curriculum	3	The course offers a comprehensive review of all pharmacy subjects included in the Pharmacy Licensure Exam given by PRC on January and July of every year	November-December	1) Graduate of BS Pharmacy/BSIP from a legitimate College of Pharmacy 2) ID# ID picture 3) Completion of personal information sheet	Y	Certificate of Completion
	Unifying Standards in Clinical Supervision	2	Tea-day teaching-learning experiences to develop the faculty's competence on curricular design, instructional plan implementation and evaluation focusing on community health nursing practice	March 17-20, 2003	Faculty of College of Nursing / Professional Nurse	N	Certificate
	Enhancing Skills for Health Promotion in the BSN Curriculum	4	This is an experiential program that will provide nursing faculty with the standards of clinical supervision. The Participants will have 12 hours of theoretical inputs on the work & standards of clinical supervision. They will shadow faculty members for 12 hours during clinical supervision of BS nursing students	Sept. 5-19, 2003	Faculty of College of Nursing / Professional Nurse	N	Certificate
NTTC-BP	A. <i>IP/ih Registration Fee</i> Associate of Health Sciences Education (AHSE) III	2	This is a 16-hour training program intended to help nursing faculty integrate health promotion concepts and skills in the BSN curriculum. Guided by evidence-based approach in the teaching of nursing, this will focus on the strategies that have been proven to achieve results.	Sept. 29-30, 2003	Faculty of College of Nursing / Professional Nurse	N	Certificate
	B. <i>IP/ih Registration Fee</i> Oral Examination	4	Annual workshop for training of health sciences lecturers on the AINSI curriculum	May 12-16, 2003	Faculty of Health Sciences	Y	N/A
	Introduction to Research	4	Monthly seminars (free of charge) for faculties of health sciences institutions from June to February of the academic year on various topics in accordance with the theme for the year. Theme for 2002-2003 was on "Evaluation in HPEd". For 2003-2004, the theme is "Research in HPEd".	27-Jan-03	Faculties of Health Sciences	Y	N/A
	GPC: Memorial Lecture - Research Framework Development	4	Monthly seminars (free of charge) for faculties of health sciences institutions from June to February of the academic year on various topics in accordance with the theme for the year. Theme for 2002-2003 was on "Evaluation in HPEd". For 2003-2004, the theme is "Research in HPEd".	30-Jun-03	Faculties of Health Sciences	Y	N/A
	Overview of Research Design and Methodology	4	Monthly seminars (free of charge) for faculties of health sciences institutions from June to February of the academic year on various topics in accordance with the theme for the year. Theme for 2002-2003 was on "Evaluation in HPEd". For 2003-2004, the theme is "Research in HPEd".	28-Jul-03	Faculties of Health Sciences	Y	N/A
	Quantitative Design and Analysis	0	Monthly seminars (free of charge) for faculties of health sciences institutions from June to February of the academic year on various topics in accordance with the theme for the year. Theme for 2002-2003 was on "Evaluation in HPEd". For 2003-2004, the theme is "Research in HPEd".	25-Aug-03	Faculties of Health Sciences	Y	N/A
	Quantitative Design and Analysis	4	Monthly seminars (free of charge) for faculties of health sciences institutions from June to February of the academic year on various topics in accordance with the theme for the year. Theme for 2002-2003 was on "Evaluation in HPEd". For 2003-2004, the theme is "Research in HPEd".	29-Sep-03	Faculties of Health Sciences	Y	N/A
College of Dentistry	"Dental Proposer" A Scientific Seminar	4	Mini-lectures on different dental specialties	24-Nov-03	Faculties of Health Sciences	Y	N/A
	UPCD Dental Board Orientation Program (under the UP Manila Development Foundation, Inc.)	1	Half-day lectures on the different dental disciplines that are covered by the National Dental Board Exam	6-Feb-03	Open to all dentists and dental students	N	Certificate of attendance
				1 Mar - 12 Apr 2003 & Sep 6 - Nov. 30	Graduates with a degree in Doctor of Dental Medicine	Yes	Headset

ANNEX E. DATA ON NON-DEGREE CONTINUING EDUCATION CONDUCTED IN 2003

College of Public Health					WFO follows	No	Certificate of Attendance
Environmental and Occupational Health	1) Training in Occupational Epidemiology and Research Methods, Surveillance in Industry and Occupational Rehabilitation. 5	The training provides the participants an introduction and overview on environmental and occupational health and safety, health surveillance and occupational epidemiology. It provides learning experiences on existing local and international medical surveillance programs/systems implemented by selected industries and establishments. It helps the participants to identify agencies/institutions which develop and implement program on workers' health, rehabilitation, compensation and welfare. It provides learning experiences and practical applications relevant to occupational health and safety.	April 1 to 30,	WFO follows	No		Certificate of Attendance
	2) 48th Postgraduate Course in Occupational Health and Safety 5	The course provides the participant basic concepts, principles and safety with emphasis on the unique problems met by the worker in the performance of his trade. It also provides the participants the opportunity to administer specific preventive, control and maintenance programs necessary for the health and safety of the workers.	April 22 to 25 &	The course is open to physicians, nurses, dentists, engineers and other health professionals	Yes		Certificate of Attendance
Dept. of Health Policy and Administration	1) District Health Systems Training Course (InWEast) 5	The course is designed for Health Professionals who have leading Positions in the Health Districts. Course contents include Community Diagnosis, Needs Assessment, Project Planning, Management of Resources at the District Level including Human Resources Development, Systems Management including management of uncertainty and complexity, Communication, Budgeting and Financing, Monitoring and Evaluation	June 16 to 11-Jul-03		NO		Certificate of Attendance
Dept. Epidemiology and Biostatistics	1) NCP-SAS Training 2) Health and Program Evaluation/ Research Workshop 3) Workshop on Monitoring and Evaluation for PHANSaIP Partners 2	Data management using SAS/ Program Evaluation	June 20, 2003		N		None

ANNEX E. DATA ON NON-DEGREE CONTINUING EDUCATION CONDUCTED IN 2003

Philippine General Hospital Personnel Services Division	Lead User Training on the Proper Use and Care of Biomedical Equipment in collaboration with the Aree Cultura e Sviluppo-Southeast Asia (ARCS-SEA)	2 & 3	A three-day seminar workshop in order to acquire knowledge/skills in handling selected biomedical equipment. It also aims to raise the awareness of end users on the importance of caring for medical equipment and strengthen the relationships between Engineering Department and the various end users.	Sep. 10-Nov 22	Medical Officers, Nurses, Nursing Assistants, Utility Workers, and those handling medical equipment	N	Certificate
Dietary Department	Dietetic Residency Program	5	A six-month intensive and practical training program which aims to upgrade and reinforce the technical knowledge and skill of the nutritionists-dietitians, thus to enhance competency in the practice of the profession. It is improved which will enable her to render service that meets professional standards.	June 4-Aug 15, 2003	A B.S. degree holder with a major in Foods and Nutrition-Decision based examination process must pass the entrance examination and attend interview of the department	Y	Certificate
	Practicum in Hospital Dietetics	5	This program aims to provide the senior nutrition students with opportunity to become familiar with the therapeutic and administrative aspects of dietetics. It provides 192 hours of affiliation to enable the students to relate theoretical knowledge in diet therapy, institution and personnel management to actual conditions.	Jan 10-Feb 11, Feb 17-Mar 12, Feb 21-Mar 24, Apr 22-May 23, May 2, June 2, Jun 3, Jul 1, Sep 4-Oct 8, Aug 1-Sept 1, Nov 6-Dec 8	Finished pre-requisite subjects	Y	Final grade of the student provided to the school's training coordinator
Division of Nursing Education & Training (DN/ET)	Advancement Program on Clinical Nursing (APCN)	5	A 6-MONTH PROGRAM to develop 3 levels of competencies namely novice, advance beginner & competent, progressing from simple to complex nursing situations.	Feb 1-Jul 25; June 2, Nov 24	Registered Nurses with a Board rating of 78% & above	Y	Certificate
	The Nurses' Roles & Responsibilities in Intravenous Therapy: A Seminar-Workshop	2	A 3-DAY PROGRAM on the principles, techniques & practices involved in intravenous therapy w/ emphasis in strengthening the knowledge, skills & attitude of the nurse on their duties, responsibilities & accountabilities during IV therapy.	Feb 25-27, Mar 25-27, Apr 13-15, May 14-16, Jul 21-23, Sept 15-17, Oct 28-30, Nov 11-13	Registered Nurse with Hospital affiliation	Y	Certificate
	Clinical Observership Program in a Selected Clinical Nursing Area for Non-PGH Nurses	3	A structured learning experience in the clinical setting designed to provide the nurse with opportunities to enhance one's knowledge, skills & attitudes through observership. (A MINIMUM OF 1 MONTH TO A MAXIMUM OF 3 MONTHS AS PER NSPB RECOMMENDATION).	Feb to Nov	Nurse & Nursing Assistant: Applicants referred by the Nursing Selection & Promotion Board (NSPB)	Y	Evaluated by non Nurse VI/IV based on pre-assessed work for an evaluation by the NSPB
	4th Systematic Approach in ECG Interpretation Analysis, Correlation	4	A 3-level program designed to provide a series of learning activities on the fundamentals of ECG, recognition of normal & abnormal ECG findings such as arrhythmias, block, hypertrophies & ECG findings in patients w/ pacemaker & MI.	Mar 17 (Level I), Apr 30 (Level II), (Level III to be scheduled in 2004)	Registered Nurse with or without hospital affiliation/ experience.	Y	Certificate
	Innovations in Intravenous Infusion Therapy: An IV Therapy Nursing Update	4	A 1-DAY EDUCATIONAL PROGRAM focusing on current trends, issues & concerns related to intravenous therapy nursing practice with emphasis on the significant role of the nurse.	8-Apr	Certified Intravenous Nurse Therapist & other interested Registered Nurses	Y	Certificate
	Counseling at the Workplace through Creative Listening: A Seminar-Workshop	5	A 16-HOUR structured learning activity specifically designed for the nurse in the industrial setting as an introduction to beginning conceptualization & skills on counselling & creative listening.	Jul 17 & 18	Approved written request	N	Certificate
	On-the-job Training Program in a Selected Clinical Nursing Area for Non-PGH Nurses	5	A structured learning experience designed to provide the nurse with the necessary competencies that are relevant to the present of developing & maintaining quality training activities for all levels of nursing personnel.	May 28 - Jul 4 Sept 22 - Oct 13, Nov 6-24	Approved written request	N	Certificate
	1. DMMIC 2. INTEL Technology Phils. 3. PGI	5					

ANNEX E. DATA ON NON-DEGREE CONTINUING EDUCATION CONDUCTED IN 2003

College of Allied and Medical Professions	Post Graduate School of Medicine	Psychiatry	Pharmacology	DEMS	Ophthalmology	Ob-Gyne									
Fluids & Electrolyte Management in DKA/HONK, ARFIV Update	Diabetes Nurse Educators-Making a Difference in the Workplace: A Seminar-Workshop	Fluids & Electrolytes Management Therapy among Pediatric Clients	Educational Tour of the PGH: A Program for Non-Affiliating Institution	WHO Study Tour on Safe Injection Practices for 6 Vietnamese Fellows	Motor Control Theories and Implications in Practice	Using ICF as a Tool for Clinical Decision-making	Video Techniques in Rehabilitation	Clinic for Therapy Services Journal Club	Physical Therapy Refresher Course for PRG Boards	Consultation-Liaison with the Legal System and Forensic Psychiatry	Safety in Handling of Chemotherapeutic Agents	Basic Life Support	4th PG Course	Seminars on Ocular & Complications	Perspectives & Prospects in Obstetrics & Gynecology
4	2	4	5	5	5	5	4	5	5	5	5	5	5	4	5
AN 8-HOUR EDUCATIONAL PROGRAM that focuses on the current trends, issues & concerns related to intravenous therapy nursing practice with emphasis on the significant role of the nurse.	A 3-DAY SEMINAR-WORKSHOP consisting of structured learning activities to provide the nurse with clinical competencies essential in the performance of her roles & functions as diabetes health care provider &/ or Diabetes Nurse Educator.	AN 8-HOUR EDUCATIONAL PROGRAM on current trends, issues & concerns related to IV therapy nursing practice with emphasis on the significant role of the nurse	A GUIDED TOUR of selected/ competent units of the hospital providing the students & faculty with an orientation to the philosophy, goals, organizational structure personnel, physical set-up, facilities, patient care services offered & trends in patient care delivery system.	A 3-WEEK STUDY TOUR on safe injection practices as applied to Philippines	In-service lecture for faculty	Disability Week lecture	CAMP Foundation Week Lecture	Clinical supervisor activity	annual refresher course for PT board examinees	Postgraduate Training/Specialty lecture for General Practitioners	Postgraduate Training/Specialty lecture	Training on CPR and Choking	Training on Emergency Medicine and Critical Care	Requirements for Board	Postgraduate Course
Aug. 14	Sept. 30 to October 2	Nov. 27	Feb. 7, Mar. 21, Apr. 2, 7, 8, 11, 24 & 28 May 5, 8, 19 & 26	Jan. 6 to 24	15-Jan-03	Jul-03	Nov-03	9-Dec	Mar-July 2003	03/12/03	04/28-29/03	Jan. 11, 15 & 18, 2003	Feb. 1, 15, 22 & 26, 2003	09/7, 14, 21 & 27, 2003	Jul 14-16, 2003
Certified Intravenous Nurse Therapist & other Increased Registered Nurses	Registered Nurses With or without hospital affiliation/ experience	Certified IV Therapist & other Increased Registered Nurses	Approved written request (preferably during summer)	Approved written request	CAMP Faculty	Health professionals	Health professionals	Health professionals	Health professionals	Medical Practitioners	Health Care Provider	Medical Practitioners	Medical Practitioners	3rd Year Residents (Clinical and Surgical)	Residents, Medical Students and Consultants
Y	Y	Y	Y	N	N	N	N	Y	Y	No	No	Yes	Yes	Yes	Yes
Certificate	Certificate Title of a Diabetes Nurse Educator of the PGH (for PGH Nurses)	Certificate	None	Certificate	Certificate	certificate	certificate	certificate	certificate	Certificate of Attendance	Certificate of Attendance	Certificate of Attendance and I.D. Card for BLS Course	Certificate of Attendance and CME Units	Certificate of Attendance	Certificate of Attendance and CME Units

*Type:
 1= Refresher Courses
 2= Workshops
 3= Technical Lectures
 4= Seminars
 5= Other Training Courses and Program Development

ANNEX F. List of Infrastructure Projects Completed in 2003 and ongoing as of December 2003

PROJECT TITLE	CONTRACT AMOUNT (in pesos)	COMPLETED	ON-GOING
A. CENTRAL ADMINISTRATION			
1. Fabrication of Cabinet @ Accounting Office	89,536.20	100% completed as of 10/10/03 but with punchlist works	
2. Post Termite Treatment @ 8th flr., Central Admin. PGH	72,280.00	100% completed as of Feb. 3, 2003 with quarterly inspection for 1 year	
3. Fabrication of Long John Furniture @ OVCAA & OVCPD	5,000.00	100% completed as of Feb. 27, 2003	
4. Renovation of Comfort Rooms @ UPM Annex 1	683,697.06	100% completed as of July 8, 2003	
5. Renovation of CPDMO Extension Office @ Old CD Bldg.	119,059.20	100% completed as of June 2, 2003	
6. Supply & Installation of Door Signs/Desk Signs of Chancellor & Vice-Chancellors	7,244.00	100% completed as of Feb. 10, 2003	
7. Supply & Installation of Door Signs for All UP Workers Union	1,720.00	100% completed as of June 20, 2003	
8. Supply & Installation of Door Signs @ LRC	10,020.00	100% completed as of June 20, 2003	
9. Supply & Installation of Door Signs @ Sentrong Wikang Filipino	2,550.00	100% completed as of June 20, 2003	
10. Finishing Works of All UP Conference Room	*21,009.25		On-going. Started 12/3/03 by CPDMO craftsmen
11. Proposed UPM Landscape Phase 1 (Irrigation & Streetlighting System)	3,097,736.55		On-going. 34.89% complete as of 11/25/03
12. Proposed Interactive Learning Center @ 2/F, UPM Annex	*2,108,591.59		For public bidding c/o BACII 11/24/03
13. Supply & Installation of ACU units for Interactive Learning Center	*302,602.64		For sealed bidding c/o BACII 11/23/03
14. Supply & Installation of AV Eqpt. for Interactive Learning Center	*242,387.50		For sealed bidding c/o BACII 11/23/03
15. UPM Consulting Services: Landscape Architectural Design Services	500,000.00		80% complete as of January 28, 2003
B. COLLEGE OF ALLIED MEDICAL PROFESSIONS			
1. Construction of CAMP Building, Phase 2	888,307.51	100% completed as of Jan. 30, 2003 (c/o DPWH)	
2. Supply & Installation of Door Signs @ 3F, CAMP Bldg.	9,440.00	100% completed as of June 20, 2003	
3. Proposed CAMP Building (Phase 3)	4,688,770.16		On-going. 34% complete as of 11/14/03
C. COLLEGE OF ARTS AND SCIENCES			
1. Installation of Orbit & Exhaust Fan @ Dept of Physical Education	76,554.00	100% completed as of September 1, 2003	
2. Lithography of Building Signage for Rizal Hall & Gusaling Andres Bonifacio	23,875.75	100% completed as of June 23, 2003	
3. Proposed Renovation of Rm302, Graduate Program, GAB	24,438.00	100% completed as of August 12, 2003	
4. Renovation of CAS Main Stairs	916,061.40	38.30% completed as of July 28, 2003	

ANNEX F. List of Infrastructure Projects Completed in 2003 and ongoing as of December 2003

PROJECT TITLE	CONTRACT AMOUNT	COMPLETED	ON-GOING
5. Renovation of Comfort Rooms @ Rizal Hall	3,012,121.51	100% completed as of 11/13/03 but with punchlist works	
6. Renovation of Comfort Rooms @ SSWC	218,364.65	100% completed as of July 3, 2003	
7. Renovation of Rm303, AVR, Rizal Hall	384,779.14	100% completed as of Feb. 11, 2003	
8. Supply & Installation Glass Partition @ 3F, GAB	41,450.00	100% completed as of June 6, 2003	
9. Supply & Installation of Perimeter Lights @ Parking Lot, RH	51,443.83	100% completed as of June 27, 2003	
10. Proposed Fire Exit Ladder & Fire Hose Cabinet, RH	293,500.00		On-going, 70.72% complete as of 11/13/03
11. Proposed Re-roofing of Rizal Hall	*6,659,565.00		For public bidding c/o BAC II Issued NTP 12/15/03
12. Structural Integrity Test of the Existing CAS Building	200,000.00		For sealed canvass c/o BACII 10/07/03
13. Supply & Installation of PABX System	*347,819.82		
D COLLEGE OF DENTISTRY			
1. Installation of New Electrical Lines for Air Compressors	224,034.36	100% completed as of March 29, 2003	
2. Lithography of Building Signage @ New CD Building	67,000.00	100% completed as of 10/13/03	
3. Post Termite Treatment @ Old CD Building	119,130.00	100% completed as of October 13, 2003 with quarterly inspection for 1 year	
4. Proposed Concrete Pavement	175,304.38	CPDMO assisted project only. 100% completed	
5. Proposed Hall of Recognition @ New CD Bldg.	322,604.01	CPDMO assisted project only. 100% completed	
6. Supply & Installation of Flexible/Operable Partition @ CD Auditorium	580,000.00	Completed but for final inspection (Private Funded)	
7. Completion of 3/F, College of Dentistry Building	*6,423,009.14		
8. Proposed Installation of Elevator Unit @ CD New Bldg.	2,877,691.25		
E. COLLEGE OF MEDICINE			
1. Post Termite Treatment @ DPT, Salcedo Hall, CM Annex I	161,971.52	100% competed as of May 6, 2003 with quarterly inspection for 1 year	
2. Proposed Renovation of B. Dela Paz Hall	1,177,070.00	Private funded. (CPDMO assisted project only)	For public bidding c/o BACII 11/24/03 Private funded (CPDMO assisted project only)
3. Renovation of Comfort Rooms	749,747.15	100% completed as of July 8, 2003	
4. Renovation of Comfort Rooms @ BSLR	155,406.33	Private funded c/o Dr. Roxas (CPDMO assisted project)	
5. Renovation Works @ Department of Anatomy	768,345.46	CPDMO assisted project only. 100% completed	
6. Replacement of Elevator Unit @ CM Annex I Bldg.	2,120,000.00	100% completed as of July 22, 2003	
7. Supply & Installation of ACUs at Dept of Biochemistry	98,500.00	100% completed as of Mar. 17, 2003	
8. Proposed Accessibility Ramp @ CM Annex I	109,469.50		
9. Proposed Skills Laboratory @ 3F, Dept of Anatomy	843,039.44		WO accepted 10/15/03. With change order Private Funded. (CPDMO assisted project)
10. Renovation of Comfort Rooms @ Medical Library	*366,245.62		For sealed canvass c/o BACII 10/03/03

ANNEX F. List of Infrastructure Projects Completed in 2003 and ongoing as of December 2003

PROJECT TITLE	CONTRACT AMOUNT (in pesos)	COMPLETED	ON-GOING
F. COLLEGE OF PUBLIC HEALTH			
1. Renovation of Comfort Rooms	451,831.42	100% completed as of July 14, 2003	
2. Repair of Walkway Roofing @ CPH Annex 1 Building	21,447.84	100% completed as of April 7, 2003	
3. Supply & Installation of Additional Distribution Panel @ CPH Annex II Building	45,532.44	100% completed as of October 22, 2003	
4. Construction of Mezzanine @ Rm106B, Lara Hall			Private Funded. (CPDMO assisted project only)
G. NATIONAL GRADUATE OFFICE FOR THE HEALTH SCIENCES			
1. Supply & Fabrication of Reception Counter/Hanging Cabinets	19,100.00	100% completed as of June 20, 2003	
2. Supply & Installation of Door Signs	*23,060.00		On-hold. Waiting for NGOHS go signal
H. NATIONAL INSTITUTE OF HEALTH			
1. Fabrication of Bulletin Board with Sliding Glass for OVCR	9,875.00	100% completed as of 11/19/03 (CPDMO assisted project only)	
2. Fabrication of Wood Lattice Cover for Steel Window @ NIH Stairs Case		Private Funded c/o Dr. Padilla	
3. Post Termite Treatment @ NIH Building	106,450.00	100% completed as of Mar. 22, 2003 with Private funded. (CPDMO assisted project only)	
4. Proposed Renovation of Rm212, NIH Bldg.			
5. Proposed Waterproofing of Balcony, NIH Building	122,240.40	100% completed as of 11/06/03 quarterly inspection for 1 year	
I. SCHOOL OF HEALTH SCIENCES			
1. Electrical Re-wiring of SHS Building at Palo, Leyte	969,500.00		As agreed upon by both parties, MPJR will have to complete the punchlist works before year ends
2. Renovation of Comfort Rooms of Academic Building, UP-SHS	*164,818.74		Recommended for Re-bid 12/8/03
3. Renovation of Comfort Rooms @ 2/F, Admin. Bldg. for Faculty	*185,410.72		Recommended for Re-bid 12/8/03
4. Renovation of Comfort Rooms @ G/F, Academic Bldg., UP-SHS	*115,349.91		Recommended for Re-bid 12/8/03
5. Termite Treatment of SHS Buildings	126,113.00		For issuance of Work Order
6. Supply & Installation of Fire Alarm System & Accessories	106,742.62		Work Order for Signature of VCA

1. Approved Budget for the Contract

ANNEX G. List of Standing and Ad Hoc Committees

Classification of the Committee	Name of Committee	Function/s	Members
Standing Committee	President's Award for Innovation in Teaching	<ol style="list-style-type: none"> To screen out faculty who do not qualify for the award either because their track record is poor or their innovation dull or ineffective To prioritize all the rest. 	<p>Dr. Cristina Mencias NIH- Chair Dr. Josefina Almonte CM Dean Marilou Nicolas CAS Dean Ruben Caragay CPH Dr. Thelma Rivera CP Prof. Carmencita Abaquin CN Dr. Emilie Flores VCAA</p>
Standing Committee	Committee on Academic Honors	To recommend individuals who may be considered for academic honors for endorsement to the system of deans for academic honors.	<p>Dr. Natividad Gervasio, Dentistry, Chair Dr. Alberto Roxas, Medicine Prof. Agnes de Leon, Public Health Dr. Josefina Tayag, Arts and Sciences Dr. Josefina Tuazon, Nursing Dr. Cristina Mencias, NTCHP Prof. Cynthia Isaac, CAMP Prof. Imelda Pena, Pharmacy</p>
Standing Committee	Committee on Scholarship and Financial Assistance		<p>Dr. Emilie G. Flores, VCAA, Chair Prof. Peitcarpia Magpili, member Prof. Doroteo C. Abaya, member Prof. Cora Anocuevo, member Prof. Josefina de los Reyes, member Ms. Elena M. Venturina, member USC Chair, member Ms. Josephine P. Marasigan, resource person Mr. Angelus B. Pingul, resource person</p>
Standing Committee	Academic Personnel and Fellowship Committee	<ol style="list-style-type: none"> Assist Deans in making decisions on matters pertaining to policies, rules, standards, or procedures as determined by UAPB. Review recommendations submitted by the CAPC with regard to recruitment, selection, performance, evaluation, tenure, staff development and promotion of academic personnel of the College. Establish departmental priorities in fund allocations for promotion. Act on cases of disagreement between Chair and department members. Act on complaints against personnel action. 	<p>Dr. Emilie G. Flores, VCAA, Chair Dr. Mayvelyn D. Gose, VCPD, Vice-Chair Prof. Cynthia V. Isaac, Member Prof. Fioserlida Linsao, Member Dr. Leonor C. Lago, Member Prof. Alejandro S. de Leon, Member Prof. Thelma F. Corcega, Member Prof. Mandel P. Borja, Member Prof. Cristina F. Mencias, Member Ms. Tessie B. Merca, Resource Person Ms. Veneranda S. Geronimo, Secretary</p>
Standing Committee	Chancellor's Committee on Culture and the Arts	<ol style="list-style-type: none"> To implement within the campus the policies and programs of the president's committee on culture and the arts and perform for or within the campus all the functions which the PCCA does for the university as a whole Consistent with the plans drawn up by the PCCA in its annual meeting and the plans of the campus CCA itself, prepare an annual calendar and propose an annual budget for cultural and artistic activities including fund raising activities or campaigns for approval of the Chancellor To manage or supervise the use of cultural or artistic venues, instruments or equipment which are not in the administrative control of specific colleges or offices To coordinate and cooperate with the PCCA in scheduling of cultural activities To enable the university to provide leadership in the tone, quality and trends in programming cultural and artistic activities 	<p>Mrs. Pacita Gavino - Chair Mr. Arnulfo Esguerra Dr. Merle Odi Dr. Yasmyne Ronquillo Dr. Artemio Roxas Ms. Narnama Villarta Dr. Copernico Villaruel</p>
03-030 06/25/2003 Standing Committee	Committee on General Education	<ol style="list-style-type: none"> to undertake a continuing review of the general education program to recommend ways to strengthen the general education program to recommend such other functions relevant to the attainment of the above 	<p>Dr. Emilie Flores, VCAA, Chair Prof. Estela Layug, Nursing Dr. Armand Crisostomo, Medicine Prof. Jocelyn Palacpac, Pharmacy Dr. Vicente Medina, Dentistry Dr. Ronald Maligat, Public Health Prof. Zenaida Abanilla, CAMP Prof. Teresita Mendoza, CAMP Prof. Deborah Lozada, Arts and Science</p>
07/09/2003	UP Manila Textbook Writing Committee (reconstituted)	<ol style="list-style-type: none"> To review and approve all existing textbook and instructional materials which are required in UPM courses To review and recommend proposals on application for textbook writing grants 	<p>Dr. Cristina Mencias, NIH, Chair Dr. Emilie Flores, VCAA Dr. Michelle Sunico, Dentistry Dr. Pacita Gavino, Arts and Science Prof. Harry Engle, Arts and Science Prof. Thelma Rivera, Pharmacy</p>
Standing Committee	Community Health Prog (CCBHP)	<ol style="list-style-type: none"> Standardize/harmonize community-based programs in UPM Coordinate programs in the same community Assist in the preparation of instructional materials/preceptor guides Monitor and evaluate community programs Clarify relationship bet. Pahinungod, NSTP, and CCBHP 	<p>Prof. Lucia Magallona, Chair Dr. Zorayda Leopando, CM Dr. Otilia Garcia, CM Prof. Luz Barbara Dones, CN Prof. Shirley Arquiza, CP dDr. Jessica Santos, CD Prof. Buenalyn Ramos, CPH</p>

ANNEX G. List of Standing and Ad Hoc Committees

Classification of the Committee	Name of Committee	Function/s	Members
Standing Committee	University Management-Health Workers Consultative Council	<ol style="list-style-type: none"> 1. Formulate, review, recommend policies/ strategies on social security and welfare of UP Manila's public health workers to the UP President and the Board of Regents, through, the Chancellor. 2. Establish and maintain coordinative linkages with other concerned government and non-government agencies at all levels. 3. Promote issues and concerns through advocacy activities, including the promotion of the full implementation of health workers benefits and privileges under RA 7305. 4. Participate in the resolution of issues, concerns, and grievances of UP Manila's public health workers, specially those that affect their social and economic well-being, their living and working conditions and terms of employment; and 5. Monitor and evaluate the implementation of the provisions of RA 7305 and its IRR in UP Manila 	<p>Management Panel: Prof. Roland G. Simbulan, Chair Director Juan Ma. Pablo R. Nanagas, Co-chair Ms. Veneranda S. Geronimo, Member Ms. Estela A. Quirapas, Member Ms. Tessie B. Merca, Member Atty. Zaldy B. Docena, Member</p> <p>Health Workers Panel: Mr. Jossel I. Ebesate, Chair Ms. Jesusa J. Besido, Co-Chair Dr. Edolina de la Paz, Member Dr. Rosie Reyes-Noche, Member Dr. Sicgrido Paloyo, Member Ms. Pilar Malabunga, Member</p> <p>Technical Working Group: Ms. Miladilla A. Santiago, Head Ms. Elsa G. Esteban, Member Ms. Celerina Alao, Member Mr. Juanito M. Encinas, Member</p>
Standing Committee	UP Manila Integrated Waste Management Committee	<ol style="list-style-type: none"> 1. To formulate and implement a UP Manila master plan for an integrated waste management system covering all the units 2. to regularly conduct waste audit and assessments for UP Manila to ensure compliance with all environmental laws 3. to monitor, evaluate and make recommendations on waste management practices in UP Manila and on our compliance with the Clean Air Act 4. to initiate information / educational campaigns on environmental safeguards and environmental health in relation to waste management 	<p>Prof. Roland Simbulan, VCPD, Chair Prof. Victor M. Ebes, Public Health Dr. Romeo Sagapato, Medicine Prof. Josefa Quizon, IPPAO Mrs. Grace Valderama, Nursing PGH Prof. Rosa Piorese, NHA Mr. Edison Aurelio, Arts and Science Ms. Yolanda Capaque, CAMP Ms. Vickie Valivan, Dentistry Ms. Jesusa Besido, Medicine Ms. Perla Quirapas, Nursing Ms. Theodor Raymundo, Pharmacy Ms. Reynalda Lopido, Public Health Mr. Ernesto Ragonos, Custodial PGH Mr. Eroid Sano, CPMO Ms. Loreto Soriano, SHS Mr. Ricky Dantes, NITCHP Mr. Erwin Abueva, USC Mr. Carl Ramota, Manila Collegian</p>
Standing Committee	Staff Development Committee	<ol style="list-style-type: none"> 1. To identify and monitor career tracking of non-academic personnel 2. To conduct periodic staff development needs assessment 3. To rationalize the conduct of relevant staff development programs as determined by the SDNA that will 4. Provide administrative skills and managerial competence to faculty administrators to increase administrators knowledge of university rules, policies and procedures to enable them to make informed decisions 5. To enhance and develop skills and competence of non-academic personnel 6. To look for scholarships, fellowships and other staff development opportunities that will provide professional growth and administrative efficiency and effectiveness 7. To screen candidates for scholarships, fellowships and training as recommended by units taking into consideration the program's relevant to the candidates present and/or future tasks and to submit recommendation to the Chancellor 	<p>Prof. Cristina Torres, Arts and Science, Chair Prof. Rosa Llanes, Arts and Science, co-chair for faculty Ms. Veneranda Geronimo, UPM Personnel, co-chair for non-academic personnel Ms. Estela Quirapas, PGH Personnel, co-chair for non-academic personnel Ms. Erlinda Cambia, PGH Personnel Ms. Tessie Merca, UPM Budget Ms. Ruby Allado, PGH Budget Ms. Imelda Mangaser, DNET Ms. Jesusa Besido, Medicine Ms. Reynalda Lopido, Public Health Engr. Edison Aurelio, Arts and Science Mr. Jossel Ebesate, AUPWU Ms. Laura Umali, OVCPD Mr. Leothiny Clavel, Arts and Science</p>

ANNEX G. List of Standing and Ad Hoc Committees

Classification of the Committee	Name of Committee	Functions	Members
Standing Committee	Bids and Awards Committee I	<ol style="list-style-type: none"> To conduct prescribed bidding for UP Manila purchases and procurement of supplies and materials, instruments, equipment and drugs and medicines and approve the prequalification/ disqualification of suppliers To recommend the bidders to whom the award is to be given To undertake negotiated bids with manufacturers/exclusive distributors for drugs and medicines and when there is failure of bidding To act on requests for withdrawal of offers, correction of bids, and other requests for reconsideration To revise, change, modify existing bidding procedures in accordance with the existing government and university policies, rules and regulations To formulate and recommend new rules and policies relative to bidding and awards for approval of the Chancellor 	<p>Dr. Susan Villegas - Chair Prof. Amelia Asencion Ms. Imelda Mangater Mrs. Tessie Merca Prof. Carmencita Abanquin Ms. Proserpina Lascano Dr. Danilo Magtanong Chief Legal Office Chief Internal Audit Office OIC Purchasing Office Ms. Elsie San Diego Ms. Magnolia Santiago Ms. Bernadette Idjao</p>
Standing Committee	Bids and Awards Committee II	<ol style="list-style-type: none"> Conduct the bidding for UP Manila infrastructure, construction and renovation projects, services and disposal of waste materials and unserviceable equipment/properties and approve the prequalification/ disqualification of contractors recommend the bidders to whom award is to be given act on requests for withdrawal of offers, correction of bids and other requests for reconsideration revise, change, modify existing bidding procedures in accordance with existing government and university policies, rules and regulations formulate and recommend new rules and policies relative to bidding and awards for approval of the Chancellor 	<p>Prof. Yolanda Robles, CP - Chair Prof. Harry L. Engle, CAS Dr. Noel G. Guison, CM Atty. Zaldy B. Docena, LO Prof. Policarpo M. Magpili, OUR Mrs. Teresita M. Venturina, PGH Ms. Lourdes T. Posada, IA Engr. Edinel V. Tadeo, Tech. Consultant Mrs. Miladilla A. Santiago, Secretary Mrs. Marilou Javerto, Support Staff</p>
Standing Committee	Disposal and Appraisal Committee	<ol style="list-style-type: none"> to coordinate and identify with the UP Manila units the unserviceable or unwanted supplies, materials and equipment to be condemned, disposed or sold to estimate the prices or monetary value of the items in relation to (1) to coordinate, recommend to the prequalification, bids and awards committee the appropriate actions relative to items for sale to witness the inspection, destruction or sale of unserviceable or unwanted properties and render periodic reports other functions which the chancellor or his/her delegated representative may assign relative to the appraisal/disposal of said properties 	<p>Mrs. Leonora Talag - Chair Engr. Edison Aurelio Engr. Bernadette Dote Ms. Lenette Perido Ms. Rosario Dorado Ms. Elvira Aquino</p>
Standing Committee	Income and Investment Committee	<ol style="list-style-type: none"> undertake studies and recommend to the chancellor investment policies for UPM university-wide fund and cash management - including funds from the national government, revolving fund and trust liability accounts undertake studies and recommend systems and procedures for fund and cash management in UP Manila supervise, coordinate and monitor the safety and progress of investments by the UP Manila administration identify all incomes collectible (by account types) of UP Manila recommend methods and procedures that will improve internal control, accounting systems and procedures, income collection and the monitoring of income-generating activities of UP Manila 	<p>Dr. Mayvelyn D. Gose VCA-Chair Dr. Carmelo Alfiler Mrs. Elsie Bolambao Mrs. Tessie Merca Mrs. Angela Pinlac Ms. Angelina Paleracio Mrs. Avelina dela Cruz</p>

ANNEX G. List of Standing and Ad Hoc Committees

Classification of the Committee	Name of Committee	Function/s	Members
Standing Committee	Fiscal Policies and Operation Committee	<ol style="list-style-type: none"> 1. formulate, review and recommend budget and other fiscal policies and operational procedures and guidelines to be implemented throughout UP Manila 2. monitor and coordinate budget/fiscal procedures with the aim of achieving consistency and uniformity 3. coordinate the work of all offices/units involved in the implementation of budget/fiscal policies with the aim of achieving efficient and effective operations with constituent units of UP Manila 4. study and recommend possible actions/solutions to problems involving fiscal policies in constituent units 5. develop, review and coordinate systems and procedures on fiscal operations with the endview of providing for the uniform format and timely submission of required reports for internal and external use 6. perform such other functions as may be assigned to the committee by the Chancellor 	Dr. Mayvelyn Gose VCA Chair Dr. Noel Lawas Dr. Herminia Cifra Mrs. Angela Pinlac Mrs. Tessie Merca Mrs. Proserfina Lascano Mrs. Veneranda Geronimo Ms. Aurora Dino
Standing Committee	Rates Committee	<ol style="list-style-type: none"> 1. Review matters concerning the rates in UP Manila with regard to: <ul style="list-style-type: none"> - rental/lease fees - electrical/water charges - fees for miscellaneous services - laboratory examinations - testing and others 2. Provide assistance to the UPM-FPOC by giving comment or recommendation on matter(s) referred to the Committee. 	Ms. Lourdes T. Posada, Chair Ms. Elsie M. Bolandier, Member Ms. Salvacion Agosto, Member Arch. Allen Rosales, Member Ms. Tessie B. Merca, Member
Standing Committee	Selection and Promotion Board	<ol style="list-style-type: none"> 3. recruitment and selection of employees in the first and second levels of the career service who are entering the civil service for the first time or are being re-employed/reinstated and the screening of employees who are considered for promotion 4. formulate policies and strategies for the implementation of the UP revised PES. 5. review/resolve appealed cases on performance evaluation 	Dr. Mayvelyn Gose VCA Chair Mrs. Veneranda Geronimo Ms. Lourdes Posada Mrs. Jessa Estrella Mr. Jossel Estrella Mrs. Erlinda B. Estrella Mr. Eliseo Estrella Mrs. Edna Abulon Mrs. Ma. Elizabeth Ladeza
Standing Committee (w/ 2-year term)	UP Manila Central Administration Administrative Personnel Committee	<ol style="list-style-type: none"> 1. Deliberate on the appointment, selection, promotion of personnel in accordance with the UP Merit Selection Plan and on matters related to employee benefits and welfare. 2. Serve as PERC of the unit in the implementation of the policies of the UP Revised PES 	Dr. Mayvelyn D. Gose, VCA, Chair Ms. Elizabeth C. Mangali, Member Ms. Josefina Claudio, Member Ms. Susan Paus, Member (Union Representative) Mr. Ricardo Alvaran, Member (Union Representative)
Standing Committee	UP Manila Information Technology Committee		Dr. Noel D. Lawas, Chair Dr. Herman Tolentino Dr. Salvador Caoili Dr. Inocencio Maramba Mr. Eric Manuel Pareja Mr. Danilo Magalong Dr. Vincent Peter Magboo Mr. Edmund Bon Ms. Elizabeth Calvo Ms. Merlita Cabuso Dr. Frederick Bandola Mr. Christian Oliver Cruz Dr. Araceli Balabagno Mr. Ronald Verseles Ms. Teresita de Castillo Dr. Sheila Magboo Mr. Reynald Arrojo

ANNEX G. List of Standing and Ad Hoc Committees

Classification of the Committee	Name of Committee	Function/s	Members
Ad Hoc Committee	2003 UP Manila Graduation Committee	To make the necessary preparations for the UP Manila 2003 Commencement Exercises.	Dr. Emilio G. Flores, VCAA, Chair Prof. Edouard Simbulan, VCPD Dr. Mayvelyn Gose, VCA Dr. Jaime Galvez Tan, VCR Dr. Merle Odi - Dept. of Anesthesiology Dr. Eduardo Nievera - Dept. of Radiology Prof. Policarpi Magpili - Registrar Dr. Roland Capino - Alumni Affairs Prof. Doresteo Abaya - OSA Dr. Josefina Tuazon - IPPAO Prof. Josefina delos Reyes - OCS CAS Prof. Ma. Eliza Ruiz - OCS CAMP Dr. Ruth Rivera - OCS CD Prof. Cora Anonuevo - NGOHS Dr. Lulu Bravo - OCS CM Prof. Imelda Pena - OCS CP Dr. Lydia Leonardo - OCS GP Dr. Eryln Sana - OCS NTTCHP Prof. Carmencita Abaquin - OCS CN Mrs. Tessie Merca - Budget Mrs. Josefina Fermin - UPM Development Foundation Prof. Ariel Betan - IMS Engr. Orlando Perez - CPDMO Mrs. Salvacion Acosta - Property and Supply Mrs. Violeta Dapula - UPM Police Ms. Norina Esmillarin - OC Mrs. Julia Miranda - OUR Ms. Katherine Villegas - USC
Ad Hoc Committee	Ad Hoc Committee on Faculty Overload	1. to design a fast and reliable system in processing overload claims of faculty 2. to monitor efficiency of above system and recommend necessary change if any 3. to formulate guidelines in processing of said claims	Dr. Emilio G. Flores, VCAA, Chair Prof. Policarpi Magpili, OUR Prof. Josefina delos Reyes, CAS Prof. Cora Anonuevo, NGOHS Ms. Lourdes Posada, Internal Audit Mrs. Tessie Merca, Budget Mrs. Elizabeth Cardenas, Accounting Dr. Joselito Jamir, PGH, Chair Engr. Genesis Jimenez, OETS Engr. Orlando G. Perez, CPDMO Dr. Reynaldo O. Ang, PGH Engr. Edinel V. Tadeo, BAC II Prof. Roland G. Simbulan, VCPD, Chair Prof. Erna Arollado, CP Prof. Ofelia Cuevas, CAS Ms. Johncy Concepcion, CAMP Dr. Edelina de la Paz, CM Dr. Lydia Leonardo, CPH Dr. Nelia P. Cortes-Maramba, CM Dr. Vicente Medina, CD Dr. Ma. Bridgette Lao-Nario, CN Dr. Josefina Tuazon, IPPAO Mr. Jossel Ebesate, AUWU-Manila Mr. Erwin Abueva, USC Ms. Miladilla A. Santiago, OVCPD Ms. Norina Esmillarin, OC Dean Susan Villegas, CAMP, Chair Dean Yolanda Robles, Pharmacy Prof. Jinky Lu, Arts and Science Dr. Eric Varela, Institute of Ophthalmology Ms. Mary Ann Carlin, Medicine Ms. Cleofa Gagata, CAMP
Ad Hoc Committee	Technical Working Group for the Project Supply and Installation of Generator Set and Feeder Lines, PGH	1. To formulate the criteria for the technical evaluation of bid tenders. 2. Evaluate the technical component of the bid tenders. 3. Recommend the final acceptance of the works	
Ad Hoc Committee	PA (Pamantasang Asambleya) Preparatory Committee	To make the necessary preparation for the reconvening of the Pamantasang Asambleya and Chancellor's Investiture.	
Ad Hoc Committee	Search Committee for the Directors of ICE, EI, IHG AND ICHD	1. To formulate the appropriate set of criteria and procedure for nomination 2. To consult the constituents of the institute 3. To select three nominees for recommendation to the chancellor 4. To submit a full report on results of your interviews and whatever for a you may wish to hold in connection with this search	
Ad Hoc Committee	Search Committee for the Directors of IO, IPS, IBMB and IHPDS	1. To formulate the appropriate set of criteria and procedure for nomination 2. To consult the constituents of the institute 3. To select three nominees for recommendation to the chancellor 4. To submit a full report on results of your interviews and whatever for a you may wish to hold in connection with this search	Dean Marilou Nicolas, CAS, Chair Dean Jose Alvin Mojica, NTTCHP Dr. Edward Wang, Medicine Ms. Mary Ann Sison, Public Health Mr. Redentor Cameros, CAMP Ms. Aurora Manlolo, Arts and Science

ANNEX G. List of Standing and Ad Hoc Committees

Classification of the Committee	Name of Committee	Function/s	Members
Ad Hoc Committee	Ad Hoc Committee on the Medical Arts Center	<ol style="list-style-type: none"> To study and review the options for the operationalization of MAC within the legal framework as opined by the Legal Office To come up with the developmental guidelines for the MAC To set priorities and recommendations to be adopted by the UP Manila administration 	Prof. Roland G. Simbutan, VCPD, Chair Dr. Juan Ma. Pablo Nanagas-PGH, Chair Dr. Alberto Roxas-CM Prof. Ma. Estela Layug-CN Dr. Fernando Sison-CPH Dr. Michelle Sunico-CD Prof. Teresita Mendoza-CAMP Prof. Assunta Magas-CP Ms. Belinda Santos-Bayanilian Ms. Elsa Esteban-IRPD Atty. Zaldy Docena-Legal
Ad Hoc Committee	UP Manila 21 st Foundation Week Celebration Committee	To prepare plans and implement activities for the week-long celebration of the 21 st UP Manila Foundation in October, 2003.	Dr. Roland S. Capito, CM, Chair Dr. Nelia S. Tan-Liu, CM, Co-chair Prof. Doroteo C. Alaya, OSA Mr. Erwin Conrad D. Abueva, USA Dr. Vicente Y. Belizario, Jr., USC Ms. Jesus J. Besido, CM Dr. Lourdes B. Capito, PGH Mr. Jossel I. Ebesate, AUPWU Mrs. Josefina T. Fermin, UPDFI Prof. Pacita Gavino, CAS Ms. Veneranda S. Geronimo, OPS Prof. Bernard L.M. Karganilla, CAS Prof. Ma. Bridgette Lao-Nario, CN Dr. Lydia R. Leonardo, CPH Ms. Czarina B. Maximo, CAMP Ms. Tessie B. Merca, Budget Ms. Dalisay Z. Nodque, PGH Engr. Orlando G. Perez, CPDMO Mr. Antonio b. Rogadio, Jr. Dr. Erlyn A. Sana, NTTCHP Dr. Michelle C. Sunico, CD Dr. Orlino O. Talens, UPMAA Dr. Josefina A. Tuazon, IPPAO Ms. Miladilla A. Santiago, OVCPD Ms. Elizabeth C. Mangali, OC Ms. Ester A. Pabalate, OAA
Ad Hoc Committee	UP Manila Foundation Awards Committee 2003	To review of guidelines for awards - nomination process and selection of awardees	Dr. Vicente Belizario, NIH, Chair Prof. Cynthia Villaraza CAMP Prof. Sylvia Sustento CAS Dr. Angelina Atienza CD Dr. Orlino Talens CM Dr. Araceli Maglaya CN Prof. Shirley Arquiza CP Prof. Lolita Cavinta CPH Prof. Rachel Delino NIH Dr. Cristina Mencias NTTC Ms. Aida Murallos PGH Ms. Miladilla Santiago OVCPD Ms. Cecille Pena AUPWU
Ad Hoc Committee	Adhoc Committee for the Naming of Streets within the UP Manila Campus	Naming streets within the UP Manila campus	Prof. Bernard Karganilla CAS Chair Prof. Arnold Esguerra CAS Dr. Edberto Villegas CAS Dr. Jocelyn del Mundo CAS Dr. Roland Capito Alumni Affairs Prof. Amante del Mundo SWF Dr. Mariano Caparas CM Dr. Nelia Cortes-Maramba CM

ANNEX G-1. Committees Constituted at the UP System Level

Classification of Committee	Name of Committee	Functions	Members
Ad Hoc Committee	PGH Advisory Council Search Committee for the Deanship of the College of Medicine	<ol style="list-style-type: none"> 1. formulate the appropriate set of criteria and procedures for nomination 2. consult the constituents of the PGH 3. select as many nominees as possible for recommendation to the President 4. submit a full report on opinions expressed during the interviews and public forum you may wish to hold and how the candidates and their supporters conducted themselves during the process 	
PP001-36	Search Committee for the Directorship of PGH	<ol style="list-style-type: none"> 5. formulate the appropriate set of criteria and procedures for nomination 6. consult the constituents of the PGH 7. select as many nominees as possible for recommendation to the President 8. submit a full report on opinions expressed during the interviews and public forum you may wish to hold and how the candidates and their supporters conducted themselves during the process 	Dr. Juliet Sio Aguilar, Chair Mr. Richard V. Penalosa, PGH Engr. Bernadette Veloso, PGH Dr. Michael Tee, PGH Prof. Jose N. Endriga, President's Representative
Ad Hoc committee	Search Committee for the Deanship of the College of Dentistry	<ol style="list-style-type: none"> 1. formulate the appropriate set of criteria and procedures for nomination 2. consult the constituents of the UP Manila 3. select as many nominees as possible for recommendation to the President 4. submit a full report on opinions expressed during the interviews and public forum you may wish to hold and how the candidates and their supporters conducted themselves during the process 	Dr. Natividad C. Gervasio, Chair Dr. Tristan C. Ramos Mr. Federico C. Cardenas, Ms. Faye B. Rapay, AVP Lyana Y. Sycip, President's Representative
Ad Hoc Committee	Search Committee for the Deanship of the School of Health Sciences	<ol style="list-style-type: none"> 1. formulate the appropriate set of criteria and procedures for nomination 2. consult the constituents of the School of Health Sciences 3. select as many nominees as possible for recommendation to the President 4. submit a full report on opinions expressed during the interviews and public forum you may wish to hold and how the candidates and their supporters conducted themselves during the process 	Prof. Evangeline C. Pasagui, Chair Ms. Mary Joy T. Escalante Ms. Venilda V. Llevado Ms. Melinda A. Securata Ms. Pearl R. Plaza AVP Arlene A. Samaniego, President's Representative

ANNEX H. Report on Donations (January-December 2003)

Date	Name	Donor	Address	Nature	Amount	Recipient
08/14/2003	College of Arts and Sciences					
2003	Globe			National SC180 SN08485 airconditioner	P 21,000.00	Office of the Dean UPCAS
2003	CAS Alumni Association		UPCAS	Alumni conference room	P 200,000.00	UPCAS
2003	Prof. Lea Igaya		Province of Ilocos Sur	Cash	P 50,000.00	UPCAS
2003	Gov. Deogracious Victor B Sevillano		UPCAS	Computer, deskjet printer	P 47,000.00	UPCAS Foundation
02/2003	College of Allied Medical Professions			2 computers, 1 printer	P 76,900.00	Cyberbook
02/2003	Prof. Laurie Romero			SP books		DBS UPCAS
03/2003	Ms. Joanna Atotubo SP 1999					
03/2003	Chemical Engineering Society DLSU		30 Bethesda Dr	Toys and school materials		CAMP
04/2003	Ms. Caroline Fischl OT 1996 / Faculty		Multinational Village	OT books		CAMP-CBRP
05/2003	SP Alumni c/o Mr. Kristan Abad		Paranaque	SP books and video teaching materials		CAMP
05/2003	Prof. Jocelyn Marzan and Ms. Joanne Atotubo		De la Salle University Manila	SP books		SP Department
05/2003	SP 1999		3500 Mountain Blvd. 225	Books, videos and other learning materials		OT Department
05/2003	Ms. Ma. Ruby Manalang, Azelita Navarro and		Oakland, California USA 94619	Walkers and orthoses		CAMP CTS
06/2003	Alice Sebastian		Pittsburgh USA	SP books and evaluation materials		SP Department
06/2003	Ms. Josephine Hipolito PT 1991			Athletic tapes		PT Department
06/2003	Ms. Laureen Romero SP 1999 and Ms. Romelda		463 Donwood	SP books and teaching materials		SP Department
07/2003	Famorcan SP 1990		Manitoba Canada R2G 0X5	Human skeleton model		CAMP
07/2003	Mr. Erwin Valencia PT 1999		Chicago Illinois USA	OT books		OT Department
09/2003	Professor and classmates of Prof. Jocelyn Marzan		Florida USA and California USA			
09/2003	Mr. & Ms. Toshikazu Hatanaka		114 Blake St. New Haven			
09/2003	Ms. Christianne Coronei		Connecticut USA			
09/2003			University of Pittsburgh USA			

**UP Manila acknowledges all support and donations but due to limited space, only donations amounting to P10,000 and above are listed in this report.*

ANNEX H. Report on Donations (January-December 2003)

Date	Name	Donor	Address	Nature	Recipient
09/2003	Mr. Kristdann Abad, Ms. Ma. Charina Estuar, Mr. Leo Mapagu and Ms. Ma. Cecilia Natas	Mr. Rommel Quimison OT 1994	3500 Mountain Blvd, B3 225 Oakland California USA 94619	SP books and teaching materials	SP Department and CTS
11/2003	Ms. Mariella Zuniga OT 1996		144 W 23 rd Street 9E New York New York USA 10011	9 journals (OT Practice and American Journal of Occupational Therapy) and Screening Adult Neurologic Population Instruction Manual	OT Department
11/2003	Ms. Frances Ibay OT 1994		114 Merrimont St. Better Living Subdivision Paramaque New Jersey USA	Assorted toys, magic mats, books and learning materials OT book	OT Department OT Department
College of Dentistry					
01/08/2003	Southern California UPDAA				\$3,500.00 LP Foundations / UPCD
01/09/2003	Dr. Kerwin Mok				\$ 507.66 LP Foundations / UPCD
01/13/2003	Ning Hoi Cheung 1975				P 10,000.00 LP Foundations / UPCD
01/13/2003	Mr. Thomas Yip				\$ 13,811.20 LP Foundations / UPCD
01/14/2003	GC Asia Dental				P 43,500.00 LP Foundations / UPCD
01/29/2003	Dr. Caesar Wong				\$ 2,000.00 LP Foundations / UPCD
01/29/2003	Dr. Ben Johnson and Mr. Mark Oliver		Dentsply Tulsa, Oklahoma USA		\$ 99,990.00 LP Foundations / UPCD
01/29/2003	Dentsply		Makati		P 10,000.00 LP Foundations / UPCD
02/06/2003	Dr. Loida Coronel				P 25,000.00 UPCD
02/07/2003	Dr. James Young			Kodak slide projector	\$ 10,000.00 LP Foundations / UPCD
02/07/2003	Dr. Pamela Sandico Zapanta				\$ 2,500.00 LP Foundations / UPCD

ANNEX H. Report on Donations (January-December 2003)

Date	Name	Donor	Address	Nature	Amount	Recipient
02/07/2003	Glaxo			Dental supplies	P 22,000.00	UPCD
02/07/2003	Satelec			2 endo/perio mobile carts	P 27,000.00	UPCD
02/07/2003	W & H			Cephalometric head fixator	P 57,000.00	UPCD
02/07/2003	Dr. Lolita Sunglao			Various orthodontics appliances	P 20,000.00	UPCD
02/07/2003	Various donors			300 pack lunches	P 33,000.00	UPCD
02/11/2003	UniLab			Thermaprep	P 24,000.00	UPCD
03/13/2003	Dentsply			Assorted dental supplies	P 17,350.00	UPCD
03/24/2003	Intercast Dental Distributor			2 light cure machine	P 25,000.00	UPCD
03/30/2003	Dr. Ligaya Chan / Vivian Virata			1 sterilizer dry-bath 56C	P 10,000.00	UP Foundation / UPCD
	Dr. Fred Feld			Journals and magazines	P 4,000.00	
05/09/2003	Dr. Josefina D. Nieto				P 500.00	
06/17/2003	UPCD Dental Board	Orientation	1131 Vermont Ave. Los Angeles California USA		P 58,820.50	UPCD
06/30/2003	Dr. Ma. Edna M. Jimena					
07/16/2003	Dr. Alonso and Nanette Ang			Cash award to employee of the month;	P 60,000.00	UP Manila Development
08/05/2003	Dr. Maria C. Galdiano			Birthday cash incentive to employees;	P 1,800.00	Fund / UPCD
07/16/2003	Dr. Alonso and Nanette Ang			2 morion masks	P 4,500.00	UPCD; UPCD; Dr. Ben Johnson and Mark Oliver
08/05/2003	Dr. Maria C. Galdiano				P 6,000.00	
					P 10,000.00	UP Manila Development
					\$ 1,000.00	Fund / UPCD
					P 10,000.00	UP Manila Development
					\$ 1,000.00	Fund / UPCD
						UP Manila Development

ANNEX H. Report on Donations (January-December 2003)

Date	Name	Address	Amount	Fund
08/05/2003	Ms. April Rose U. Ambrosio	10717 Camino Ruiz Suite 164 San Diego California USA 92126	\$ 1,000.00	UP Manila Development Fund / UP
08/05/2003	Dr. Emilia Hernandez Gatchalian	11461 Raedene Way San Diego California USA 92131	\$ 500.00	UP Manila Development Fund / UP
08/14/2003	Dr. Juan E. Quejada	16 Maginoo St. Teachers Village Assorted books Quezon City		UP Manila Development Fund / UP
08/18/2003	Intercast Dental Distributor	2230 Jose Abad Santos Ave. Tondo Capsule Mixer (Amalgamator) Manila	P 10,500.00	UP Manila Development Fund / UP
	Ultradent Products	South Jordan Utah USA		
	Colgate Palmolive	Ultralume 5	P 240,000.00	UP Manila Development Fund / UP
10/02/2003	Ahescor Hospital Equipment and Supply	Library furniture	P 10,000.00	UP Manila Development Fund / UP
10/06/2003	AVM Ortho Supplies	Contoured 1 st molar band with attachment	P 40,000.00	UP Manila Development Fund / UP
10/17/2003	Dr. Marilyn A. Leung	215 Gold Condominium 15 Annapolis St. San Juan	P 15,000.00	UP Manila Development Fund / UP
10/20 & 22/2003	UPCD Dental Board Orientation Program		P 18,000.00	UP Manila Development Fund / UP
11/04/2003	UPDAA Southern California c/o Dr. Tantan and Charade Moran	927 Deep Valley Dr. 260 RHE California USA 90274	\$ 600.00	UP Manila Development Fund / UP
11/04/2003	UPDAA Southern California c/o Dr. Carol V. Mendoza		\$ 500.00	UP Manila Development Fund / UP
11/04/2003	Dr. Bonita Clemente dela Rama	King Plaza Center Daly City California USA 94015	\$ 1,000.00	UP Manila Development Fund / UP
11/04/2003	Mr. Rommel and Editha Boongaling	140 Stoneridge San Francisco California USA 94134	\$ 500.00	UP Manila Development Fund / UP
11/05/2003	Dr. Victoria R. Santiago and Associates	Rosedale Medical Center 400 Sherbourne St. 307 Toronto Ontario Canada M4X1W4	\$ 500.00	UP Manila Development Fund / UP
11/07/2003	Dentsply	6797 Ayala Ave. cor. Rufino St. Marikina City 1800	\$ 500.00	UP Manila Development Fund / UP
			P 516,000.00	UP Manila Development Fund / UP

ANNEX H. Report on Donations (January-December 2003)

Date	Donor Name	Address	Nature	Amount	Recipient
11/13/2003	Dr. Lolita Sunglao	LG3 Cityland Condominium Estacio St. Makati 2400 Westborough Blvd. 207 California USA 94080	Cephalometric x-ray collimator	\$ 1,000.00	UP Manila Development Fund UPKD
11/21/2003	Dr. Ma. Carmen U. Sabolboro				
College of Medicine					
05/03/2003	UPMASA NJ-NY-CT Chapter		Department of Physiology awards	\$ 500.00	UP Medical Alumni Fund
05/03/2003	Dr. Chung Cheng T sai	C/o Tsung Tso T sai	Dean's projects	P 150,000.00	UP Medical Alumni Fund
05/03/2003	Pinoy Barkada Tennis Club	C/o Mr. Johnny Armas	Department of Pediatrics	P 72,000.00	UP Medical Alumni Fund
06/16/2003	Dr. Lourdes del Rosario	C/o Dr. Raquel Fortun	Educational grant	\$ 200.00	UP Medical Alumni Fund
06/16/2003	UPCM Class 1947	C/o Dr. Jose Lapena	Department of Photocopier for the Department of Otorhinolaryngology; 1844 Eureka St. Manila	P 55,000.00	UP Medical Alumni Fund
06/16/2003	Dr. Chung Cheng T sai	C/o Tsung Tso T sai	Dean's projects	P 265,000.00	UP Medical Alumni Fund
07/16/2003	UPMASA	7066 Twin Hills Bratenton, Florida USA 34202	Airfare of Dr. Alvim Marcelo; use of the Medical Informatics Unit	\$ 1,000.00	UP Medical Alumni Fund
07/16/2003	UPMASA NJ-NY-CT Chapter	C/o Tsung Tso T sai	Department of Physiology	\$ 500.00	UP Medical Alumni Fund
07/28/2003	Dr. Chung Cheng T sai	C/o Tsung Tso T sai	Dean's projects	P 480,000.00	UP Medical Alumni Fund
Date	Donor	Nature	Amount	Recipient	UP Medical Alumni Fund
07/28/2003	UPCM Class 1952	1602-F History of Medicine and Multi-media Center		P 20,000.00	UP Medical Alumni Fund
07/28/2003	Ms. Ma. Rosario A. San Juan	C/o Dr. Juan Y. Fuentes Renaissance Tower Pasig	Electric wheelchair, crutches, 2 chargeable batteries, leg brace and side table for the Department of Rehabilitation	\$ 20,000.00	UP Medical Alumni Fund
07/28/2003	UPMASA Southern CA Chapter		Chaplain's fund	P 300,000.00	UP Medical Alumni Fund
07/28/2003	UPMAS Cebu Chapter; 10 th UPCM GSS		Dean's permanent fund	\$ 1,000.00	UP Medical Alumni Fund
09/22/2003	Dr. Necita Llorin Roa		Department of Pharmacology, National Poison Control and Cadaver VATSOSI	\$ 1,000.00; \$ 2,000.00	

ANNEX H. Report on Donations (January-December 2003)

Date	Donor	Address	Nature	Amount	Remarks
09/24/2003	Dr. Lourdes del Rosario	C/o Dr. Raquel Fortun	Educational grant	\$ 200.00	UP Medical Alumni Fund
09/28/2003	Dr. Elizabeth S. Montemayor	Ayala Alabang, Muntinlupa	Educational grant	P 12,000.00	UP Medical Alumni Fund
10/30/2003	Mr. & Mrs. Cesar Samaniego	Ayala Alabang, Muntinlupa	Educational grant	P 3,000.00	UP Medical Alumni Fund
11/04/2003	Mr. & Mrs. Cesar Samaniego	C/o Dr. Deogracias Custodio	Educational grant	P 3,000.00	UP Medical Alumni Fund
11/17/2003	UPCM Class 1960	Makati Medical Center	- Airconditioner for FBHerrera Medical Library	P 11,000.00	UP Medical Alumni Fund
11/30/2003	UPMASA	7066 Twin Hills	Terrace Financial support for MIU Unit (salaries of staff)	P 61,000.00	UP Medical Alumni Fund
12/19/2003	UPMASA	Bradenton, Florida USA	Terrace UPCM Class 1977 fund; MTU internet; Salary of Ms. Jennifer Aquino - webmaster	P 547,000.00; P UP Medical Alumni Fund 26,000.00; P 3,000.00	
College of Nursing 01/06/2003	Ms. Marie Redona Couper	2209 Baybell St. Port Charlotte, Books, CD, VHS and journals Florida USA 33498			Faculty Reading Room and Nursing Skills Laboratory
01/13/2003	Ms. Ching Blas-Muego	2630 Labieur Rd. Nanaimo, BC Nursing books, journals and manuals V9T 3N1			Faculty Reading Room
03/05/2003	Ms. Librada Abad	1717 Tolmen Dr. San Mateo, Laboratory supplies, books and journals California USA 94401			Nursing Skills Laboratory and Faculty Reading Room
04/29/2003	Mr. & Mrs. Moreno Balantac	10924 Pluma Court, Rancho Cordova, California USA 95670			
College of Pharmacy 02/2003	Mr. Manny Hernandez	Botica San Jose North Vermont Cash Ave. California USA		P 22,000.00	
04/29/2003	Mr. Fernando Marquez	#17 Ocampo St. F. Amoroso, UP Diliman		P 50,000.00	Dean's Discretionary Fund
4/25/2003	UP Pharmacy Alumni Association			P 50,000.00	2 Securities repurchase balances
04/25/2003	Ms. Maria Cruz Tancinco			P 33,000.00	2 air conditioning units
				P 7,450.00	Karate - microphone

ANNEX H. Report on Donations (January-December 2003)

Date	Donor	Address	Nature	Amount	Recipient
09/2003	UP Pharmacy Alumni Association	175 East Delaware Place Chicago Illinois USA 60611	2 Sartorius toploading balances Cash for laboratory equipment repair	P 50,000.00 P 302,500.00	UP Friends Fund
09/30/2003	Mrs. Angie Baloy	175 East Delaware Place Chicago Illinois USA 60611			
11/2003	Ms. Angelita Baloy	4904 HPLC analytical column Chicago Illinois USA 60611	econosil C185U		Department of Pharmaceutical Chemistry
11/2003	Prof. Shigeru Terabe	Graduate School of Science-Himeji Institute of Technology	Capillary electrophoresis equipment with		Department of Pharmaceutical Chemistry
11/2003	Mr. Manny Hernandez	Botica San Jose North Vermont Ave. California USA	Shimadzu recorder C-R3A Cash	P 38,500.00	Gifts to faculty and personnel
11/2003	Group of graduates	68 United St. Mandaluyong	Cash for college projects		
12/2003	United Laboratories	Ayala Life FGU Center 6811 Ayala Ave. Makati	Gifts / give aways		
12/2003	Pfizer		Gifts / give aways		
College of Public Health					
12/19/2003	The Friends of UP Foundation in America Inc. in behalf of Dr. Olivia Carino	FUPFAI 42 E Cedar Street Chicago Illinois USA 60611-1179; Dr. Olivia Carino 1052 Budapest Deak Ferenc Utcalo Hungary	Prof. Patricia Carino Memorial Funds for virology laboratory equipment	\$ 29,400.00 (originally \$ 30,000.00 less 2% remittance fee)	Department of Microbiology of Medical
Office of the Vice Chancellor for Planning and Development					
03/14/2003	UP Medicine Class 1973 c/o Dr. Manuel Agulto		Additional funding for the construction of UP Manila gateway	P 366,127.50	UP Manila Foundation.
School of Health Sciences					
09/2003	[Ms. Cheryl de Veyra	Marasbaras, Tacloban, Leyte	Refrigerator	P 10,000.00	SHS

ANNEX H. Report on Donations (January-December 2003)

II. Professorial Chairs

Date	Name	Donor	Address	Title of Donation	Amount	Recipient
College of Dentistry 07/01/2003	Dr. Democrito Jose	Ilocos Norte		Dr. Democrito N. Jose Professorial Chair	*P 30,000.00 / annum honorarium	UPCD/Dr. Angelita Galban
06/27/2003	San Miguel Corporation UP Foundation c/o Mr. Gonzalo V.Sy-Quia UPDA Research and Development Foundation c/o Dr. Felipe Veneracion	Makati 10 Garfield St. Greenhills San Juan Colgate Palmolive		San Miguel Corporation Professorial Chair Dr. Rita Carmen Sy-Quia Professorial Chair Colgate Palmolive Professorial Chair	*P 30,000.00 / annum honorarium *P 30,000.00 / annum honorarium	UPCD / Dr. Susana Sotelo UPCD / Dr. Michelle Sumico UPCD / Dr. Antolina Serrano
06/25/2003	Juan C. Angara Foundation c/o Ms. Edna M. Fadera		1405 Marbella Bldg. 2223 Roxas Blvd Pasay	Juan C. Angara Professorial Chair		UPCD
02/14/2003	Dr. James Young		7070 Crest Rd. Rancho Palos Verdes California USA 90275	Dr. James Young Professorial Chair	\$ 10,000.00	UPCD

*Donation recognized upon the establishment of Professorial Chair

III. Faculty Grants

Date	Donor	Name	Address	Title of Denation	Amount	Recipient
College of Dentistry 04/29/2003	UP Foundation		113 College of Law UP Diliman Quezon City	Diamond Jubilee Faculty Grant	P 15,000.00 / annum	UPCD / Dr. Angelina Atienza Ma. Concepcion Medina, Vicente Medina and Dr. May Sia
College of Pharmacy	Mrs. Leticia Enriquez Canso		888 Amethyst Drive, Ortigas Center, Pasig City	Leticia Enriquez-Canso Faculty Grant	\$6,000.00	

ANNEX H. Report on Donations (January-December 2003)

IV. Scholarship Grants Date	Name	Donor	Address	Title of Donation	Amount	Recipient
College of Arts and Sciences 2003	Salamat do kai				P 50,000.00 / year	10 scholars UPMDF
College of Allied Medical Professions 12/2003	Mr. and Mrs. Rene Tiongco Philippine Association of Speech Pathologists	C/o UPCAMP			P 10,000.00 SF Scholarship Fund	
College of Dentistry					P 12,500.00 / semester	Ms. Michelle Meneses
					P 10,000.00 / semester	Ms. Marie Carmelita Q. Silva
					P 12,000.00 / year	Ms. Shanyle dela Cruz
					P 30,000.00 / year	Ms. Maria Anna T. Pugas
					Depends on tuition fee	Ms. Maricelle U. Alayon
					P 10,000.00 / semester	Mr. Emil Mayo Bigornia
					P 24,000.00 / year	Ms. Rosela T. Suarez
					P 25,000.00	Ms. Sara Isaac
					P 6,000.00	Ms. Fave Ranay
					P 10,000.00 / semester	Ms. Julie Cordata
					P 25,000.00	Ms. Monina Cesmundo
					P 25,000.00	Ms. Marione Yumul
					P 15,000.00	Prof. Cora Anonuevo
					P 6,000.00	Ms. Myrene Buban and
					P 6,000.00	Mr. Ranelle Sase

ANNEX H. Report on Donations (January-December 2003)

Date	Donor Name	Donor Address	Title of Donation	Amount	Recipient
02/10/2003	Mr. Ray Gapuz	Dagupan		P 10,000.00	Ms. Midlene Tandingan
07/24/2003	UP Nursing Alumni Association	C/o UPCN		P 10,000.00	Ms. Cheryl Bonger
	Mr. Cesarca Tan	Unit 7-A Valero Tower Valero St., Salcedo Village Makati UPCN		P 6,000.00	Ms. Christine Bonger
	Class 1976			P 6,000.00 / semester	Ms. Analyn Cruz
	Mr. Carlos Ejercito		United Bavmihan Scholarship	P 6,000.00	Ms. Arlyn Corpuz, Jessel Pagio and Ms. Jhann Pazolob
	Ms. Maurice Ligot			P 4,500.00	Ms. Mary Grace Butilla
07/2003	United Laboratories Splash Foundation			P 25,000.00	Mr. Wilmore Morales Ms. April Guarcera, Kar Syllie and Ms. Rose
09/23/2003	Mercury Drug	Address Bagumbayan St. Quezon City	Mercury Drug Scholarship		Free tuition / Ms. Karen Tin matriculation, P 1,500.00 for books / supplies, P 1,500 monthly living allowance
09/23/2003	UP Alumni Association			P 2,000.00	Ms. Karen Pambal and M Penala Ong
09/23/2003	Ms. Maria Cruz Tancinco				Ms. Abigail Magaña and M Suzette Segun
09/23/2003	Mr. Carlos Ejercito	United Laboratories All UP Review and Education Center Philippine Pharmaceutical Manufacturers Association		P 6,000.00	Ms. Marian Encinas
07/16/2003	Mr. Joseph Morales			P 10,000.00	Ms. Analiza Pantoja
	Ms. Rosalina Nolasco				Ms. Mercedes Sumana, M Rosender Padua and Glen d Rosario
12/12/2003	Mr. Enrique Yap			P 10,000.00	Ms. Irish Fernandez and M Jovy Pagulayan
12/12/2003	Mr. Michael dela Cruz	Chamber of Filipino Drug Manufacturers and Distributors			Recipient
	Ms. Maria Cruz Tancinco			P 10,000.00	Ms. Jeanne Constantino
	Philippine Pharmaceutical Manufacturers Association			P 10,000.00	TBA
	UP Pharmacy Alumni Association			P 10,000.00	Ms. Glenn del Rosario
				P 10,000.00	TBA
06/27/2003	College of Public Health American Medical Association AMAF 515 North State St. Chicago Foundation in behalf of Dr. Illinois USA 60610; Dr. Benjamin Rigor Department of Anesthesiology University of Louisville 530 South Jackson St. C2A03 Louisville Kentucky USA 40202- 3617			\$ 300.00	College of Public Health

ANNEX H. Report on Donations (January-December 2003)

V. Research Grants

Date	Name	Donor	Address	Title of Donation	Amount	Recipient
College of Nursing	NIH-UPM			Research project: Evaluation of the Intervention for Overseas Filipino women Workers	P 300,000.00	Ms. Merle Mejico
	NIH-UPM			Research project: Nursing Information System	P 201,012.00	Ms. Josefina Tuazon and Ms. Cecilia Laurente
	WHO			Research project: Integration of Smoking Prevention and Control in the Health Professions Curricula	P 533,800.00	Ms. Josefina Tuazon, Ma. Estela Layug, Terecisa Barcelo, Thelma Corega, Cristina Mencias and Lerora Fernandez
School of Health Sciences	Dr. Milagros Bacus	Regional Health Research Development Council / DOH CHD EV8 Candahug, Palo, Leyte		Budgetary support for the training workshop on basic health research methods	P 45,300.00	Faculty, REPs, Preceptors
06/23/2003	Dr. Wilfredo Varona	Community Health Resource Foundation		Budgetary support for the training workshop on basic health research methods	P 14,000.00	Faculty, REPs, Preceptors
09/2003	Regional Health Development Council	Research Candahug, Palo, Leyte		Training opportunities in research - Metaanalysis, Basic computer literacy training	P 10,000.00	Faculty
12/2003	Regional Health Development Council	Research Candahug, Palo, Leyte		Training opportunities in research - Metaanalysis, Basic computer literacy training	P 1,500.00	Administrative staff

VI. Fellowship Grants

Date	Name	Donor	Address	Title of Donation	Amount	Recipient
Philippine General Hospital	Sen. Ramon Magsaysay Jr.	Philippine Senate		One year fellowship subspecialty training program	P 2,000,000.00	10 Post-residency fellows/subspecialty trainees
03/01/2004						

***UP Manila acknowledges all support and donations but due to limited space, only donations amounting to P10,000 and above are listed in this report.**

ANNEX I.

OFFICERS OF ADMINISTRATION

(As of December 31, 2003)

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Vice Chancellor for Academic Affairs

ROLAND G. SIMBULAN, MPA
Vice Chancellor for Planning and Development

MAYVELYN D. GOSE, MD
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JAIME Z. GALVEZ TAN, MD, MPH
Vice Chancellor for Research

VICENTE Y. BELIZARIO, JR., MD, MTM&H
Special Assistant for Research Management

NOEL D. LAWAS, M.D., MPH
Special Assistant for Fiscal and Administrative Matters

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Dean, College of Pharmacy

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Dean, College of Dentistry

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Romeo O. Ceniza, MD, MSc(CTM)
Dean, School of Health Sciences

Luz B. Tungpalan, MA
Dean, College of Nursing

Non-degree Granting Units

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Director, Philippine General Hospital

National Institutes of Health

Jaime Z. Galvez Tan, MD, MPH
Executive Director

Vicente Y. Belizario, Jr., MD, MTM&H
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Director, Institute of Ophthalmology and Development

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Director, Institute of Health Policy and Development Studies

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Director, Learning Resource Center

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Tagapag-ugnay, Sentro ng Wikang Filipino

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Public Affairs Office

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Elsie M. Bolambao, CPA
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Allen R. Buenaventura, MACM
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