

**President's Report
Board of Trustees Meeting
January 11, 2017**

The SY 2016-2017 is the last year of the implementation of our three-year strategic plans. In this report, I will focus on just the highlights of the accomplishments in the First Semester in each of the four perspectives of our Balanced Scorecard.

1. Internal Process Perspective

Strategic Objectives:

- ⌘ Live the spirituality of excellence in all programs, processes and services
- ⌘ Raise the quality of ALL services towards the attainment of high level of academic performance
- ⌘ Fulfill the University System requirements
- ⌘ Establish an effective quality management system

Nothing speaks better about the level of excellence and academic performance of the school than the achievements, awards and recognitions received by the faculty and students.

1.1. Faculty Achievements, Awards and Recognitions

- **Dr. Gerardo Guiuan**, Religious Education faculty and Program Chair of MARE, launched his book entitled “Our Father: The New Born Prayer”.
- **Dr. Brian Bantugan**, CAS faculty and Director of the Center for Research, Innovation and Development, upon application for a research grant with the National Research council of the Philippines (NRCP), was awarded a research grant worth Php700,000 for one year to serve as the Project Leader to work on researches related to Digital Arts and HIV-AIDS Advocacies.
- **Mr. Oliver Neil Rodriguez**, who worked very hard in preparing for our application last year as an ETEEAP Provider in Music was chosen to be the research assistant to Dr. Brian Bantugan.
- **Jerome Cleofas**, a faculty member in the CNAHS and Senior Research Associate (CRID) completed his PhD in Sociology in October 2016 at DLSU, Manila. He has recently been appointed as Planning Assistant.
- **Sr. Maria Anunciata Sta Ana** was awarded the Musicam Sacram Award by the Diocesan Committee on Liturgical Music of the Diocese of Malolos.
- In September, one **Maestro Jose Valdez**, CMPA Faculty was awarded the prestigious award, "The Many Faces of the Teachers 2016: Leaving a Legacy". The award was bestowed on him during the tribute to teachers on October 1, 2016. Maestro Jose Valdez has been a guitar teacher in the CMPA from 1971-1975 and from 1998 to the present.

Following are that faculty achievements in the field of research:

- **Prof. Rene Nob**, CAS faculty and Senior Research Associate(CRID) completed a research entitled: Development and Validation of Teacher Attributional Feedback Scale” which was published the September 2016 issue of “Psychological Studies”, a SCOPUS indexed international journal.
- A research paper on “The Culture of Volunteerism Among SPU Manila Student Leaders”

written by **Dr. Brian Bantugan, Ms. Alexandra Nuñez, and Ms. Elmgay Valeriano**, was accepted for oral presentation in the Ugnayang Pang-Agham Tao (UGAT) Conference in Ateneo de Manila in October 2016.

- The latest issue of **The Paulinian Compass** was co-published with Thai Chamber of Commerce.

1.2. Students Achievements, Awards, and Recognitions

- The quality of Paulinian education specifically in professional programs is gaged by the performance of the students in licensure examinations. The table below shows the excellent performance of our students in the LET & NLE and good performance in the Psychometricians' Board Exam. It also shows that it is the CPA Board that is our weakness.

Accountancy	Education	Nursing	Psychology (Psychometrician)
October 1-2, 2016	September 25, 2016	November 26-27, 2016	August 30-31, 2016
1 st Timer: 1/3 = 33.33%	<u>Elementary</u>	1 st Timer: 1/1 = 100%	1 st Timer: 16/28 = 57.14%
Repeater: 1/4 = 25%	1 st Timer: 6/7 = 85.71%	Repeater: 1/1 = 100%	Repeater: 2/5 = 40%
Over-all: 2/7 = 28.57%	Repeater: 1/1 = 100%	Overall: 2/2 = 100%	Overall: 18/33 = 54.557%
NPR: 36.48%	Overall: 7/8 = 87.50%	NPR: 47.73%	NPR: 50.46%
NPR : National Passing Rate			
	<u>Secondary</u>		
	1 st Timer: 10/11 = 90.91%		
	Repeater: 0/2 = 0%		
	Overall: 10/13 = 76.92%		
	NPR: 33.78%		

- Last year, we got the 4th place among the topnotchers in the Psychometricians' Board exams. This year, Gene Betinna Antonio Mangila, a 2016 graduate in Psychology, garnered the 3rd place.
- In the SINAG U Challenge sponsored by the BPI, four of our Entrep and Marketing students succeeded as NCR Regional Winners and National Finalists.
- Two of our 4th Year Entrep students also turned out as Finalists in the recently completed Noel Bazaar's Young Entrepreneur Program 2016. Their project must really be of excellent quality for they garnered the Best Business Plan/ Concept and the Best Booth Awards.
- One of our business students, **Patricia Anne Pauli (MM4)** had a great feat for having claimed the title: Campus Ambassador 2016 in the Harvard University Leadership Program for Undergraduate Women in Business. As a privilege, she attended the inter-collegiate Business Convention at Harvard University on October 13-15, 2016.

- Among the top 15 candidates and semi-finalists in the Search for Outstanding Paulinian Students of the Philippines, four of them come from SPU Manila: three 4th Year students in Marketing Management and one 4th Year student in Music Education.
- Last December, a our music-video titled “Pamilyang Paulino” was shared in the net and to date, it has earned almost 33,000 viewers. The music and lyrics are the original works of our own faculty, Dr. Jerome Cleofas and Prof. Rene Nob. The video and other creative inputs were done by Ms. Loti Abad and Mr. Oliver Rodriguez and students from the CAS. The vocals were rendered by our BS Tourism Management students, Jhared and Charich.

2. Learning Organization Perspective

Strategic Objectives:

- ⌘ Promote and sustain a compassionate community of disciples of Christ
 - ⌘ Implement a holistic FORMATION PROGRAM for administrators, faculty & staff for authentic witnessing and fraternal community building
 - ⌘ Provide for the continuing development & growth of administrators, faculty & staff for effective and productive service
- To promote and sustain a compassionate community, we convened all the different sectors of employees in the annual “Kapihan and Pamilyang Paulinian” to discuss and address issues and concerns. The “Kapihan” was received well by the different groups as shown by the evaluation.
 - Three teachers from the CAS participated in the first batch of CHED-sponsored Trainers’

EVALUATION OF THE ACTIVITY									
Criteria	Average					Verbal Interpretation			
<i>Guide for verbal interpretation of average:</i>									
	1.76-2.50= Fair		2.51-3.25=Satisfactory			3.26-4.00=Excellent			
	MGT. TEAM	CBM	CNAHS	SHS & COE	CMPA, CAS & REL. E D	ANTS & OS	Maint. Staff	Average	
Relevance of Theme/Attainment of Objectives	3.68	3.85	3.83	4	4	3.57	3.85	3.82	E
Organization and Flow	3.68	3.85	4	3.85	3.87	3.58	3.79	3.80	X
Logistics (Communication, Food, Registration, etc)	3.78	3.28	4	4	4	3.51	3.76	3.76	C
Venue, Facilities, Equipment & Technical Support	3.84	3.57	4	4	3.87	3.79	3.85	3.84	E
Time Allocation	3.68	3.57	4	3.71	3.87	3.53	3.73	3.72	L
Over-all Impact	3.68	3.42	4	4	3.87	3.55	3.85	3.76	E
TOTAL AVERAGE:	3.72	3.59	3.97	3.92	3.91	3.59	3.81	3.78	N
									T

Training for the Revised GE curriculum. The three completed the 18-day intensive training from Oct 10-28, 2016 and were among those who were selected to be sent around the country as Regional Trainers.

- Dr. Lourn Taggay for Purposive Communication
- Prof. Eva Navarro for Malayuning Komunikasyon
- Gertrude Leah Montenegro for Readings in Philippine History

“To build a culture of excellence; we need Leadership Excellence. Leadership doesn’t just happen. But when it’s done right, the result is highly committed and engaged teams, with high levels of communication, workflow and productivity (Eitan Sharir, n.d.)”.

It is for this reason that this year, we intensified our Managers’ Development Program. The members of the management team take active part in the implementation of the program. ***See Attachment D***

- The K-12 Transition has definitely affected our faculty; but even in this seemingly adverse situation, we try to look for opportunities for our faculty and staff members to grow.

	First Semester	Second Semester
With blended teaching loads	6	12
With CHED scholarship	2	same
Availed of the CHED Sectoral Engagement	0	1
On Part-time status	2	2
Availed of Early Retirement	2	1
Retrenched	1	1 (?)
On Leave of Absence	1	7

HUMAN RESOURCES - SCHOOLYEAR 2016-2017

	Office of the President		Academic Services		Christian Formation		Student Services		Admin Services		Finance Services		Total	
	1st Sem	2nd Sem	1st Sem	2nd Sem	1st Sem	2nd Sem	1st Sem	2nd Sem	1st Sem	2nd Sem	1st Sem	2nd Sem	1st Sem	2nd Sem
Religious	2	2	3	3	1	1	1	1	1	1	1	1	9	9
Lay Managers	4	4	17	16	1	1	5	5	3	3	0	0	30	29
Full-Time Faculty	2	2	30	22	3	2	0	0	0	0	0	0	35	26
Part-Time Faculty	0	0	43	49	1	1	0	0	0	0	0	0	44	50
ANTS	0	0	2	2	0	0	2	2	0	0	0	0	4	4
NAPA	7	7	17	17	2	2	6	7	37	37	13	12	82	82
Retainers	1	1	0	1	0	0	3	4	2	2	0	0	6	8
Sub-Total	17	17	111	109	8	7	17	19	43	43	14	13		
Grand Total													210	208

	FIRST SEMESTER	SECOND SEMESTER
SPU MANILA	210	208
SPCR	18	17
FAMASS	15	15
GUARDS	9	9
TOTAL	252	249

Resigned Employee/s for SY 2016 – 2017 as of Jan. 2017

Name	Effective Date	Remarks
Irish Asperga	July 10, 2016	She was extended until Aug. 12, 2016 on a contractual basis (Work Schedule from July 11 to Aug. 12, 2016: M-F 8:00AM – 12:00NN)
Rosemarie Capoquian	Aug. 6, 2016	
Jean Huertas	Dec. 31, 2016	

Retired/Retrenched Employee/s for SY 2016 – 2017 as of Jan. 2017

Name	Effective Date	Remarks
Rosario Reyes	June 27, 2016	Early Retirement
Lamer Morales		Early Retirement (possible option for him after requesting to return from his leave of absence. currently no available teaching load for him to teach.)
Dr. Rhoda Reyes	Nov. 15, 2016	Retired
Roberto Manabat	Jan.28, 2017	Retired
Fe Cruz	Nov. 10, 2016	Retrenched
Liwayway De Jesus	July 1, 2016	Early Retirement
Eliseo Larena Jr.	July 1, 2016	Retrenched – part-time faculty 2 nd sem 2016-2017

3. Learners and Community Perspective

Strategic Objectives

- ⌘ Innovate for accessibility, affordability, and availability
- ⌘ Provide marketable and Innovative programs and value-added services
- ⌘ Intensify industry, alumni, local, and international linkages and partnerships
- ⌘ Intensify the University’s marketing efforts and increase retention
- ⌘ Increase customer satisfaction

Efforts were done to market the Graduate Programs to increase enrolment.

- As a CHED-authorized Delivering HEI, we accepted a total of 31 CHED scholars into the graduate programs (1st Sem= 15; 2nd Sem= 16).
- Negotiations were made by the Sr. Felicitas Bernardo, the Dean of the College of Education with
 - Directors of private Basic Educational Institutions all over the country for the offering of MA in Curriculum Design, Development , and Supervision (MA-CDDS) to their faculty at discounted tuition rate with a guaranteed number of 30 students per class. The program is delivered via extension classes in a host school; accommodation of the professor is taken take of by the host school.
 - Book companies (e.g. Rex Bookstore) for them to sponsor the K-12 training of teachers (18 units); the earned units of which are credited in the MA-CDDS program in case the teachers opt to proceed to MA in CDDS
 - BSE and BEED Centers of Excellence for them to serve as Learning Centers (Venues) for the K-12 Training in various regional centers; provided the faculty-

- trainer enrolls and completes MA-CDDS program of SPU Manila.
 - Private Education Assistance Committee (PEAC) for SPU Manila to be the delivering institution for the K-12 Training Sessions for Principals; credited in the MAED program.
- Marketing efforts were also done especially through Social Media, print media, tarpaulin, radio interviews, partnership with Pilipino Mirror, etc. The music-video launched last December earned more than 33,000 viewers. **(Show the Video)**
- Because of the efforts stated above, the overall enrolment has increased by 21% in the Second Semester of SY 2015-2016 and by 27% in the Second Semester of this SY 2016-2017. **(See Attachment E: Enrolment Update)**
- Last year, the silence in our campus was deafening; but this year, the pleasant noise of our Senior High School students reverberates in all corners of our campus. Their performance and active participation in our various events are remarkable.
- Update on the Centennial Scholars in Don Bosco
 - Original number of scholars = 48 BSEd- REPC
 - Dropped out from the program = 5 students
 - Graduated in March 2016 = 43 (89.59%)
 - Entered the Don Bosco Pre-Novitiate = 1
 - Passed the LET = 17 (39.53%)
 - Employed in schools = 33 (76.74%)
 - Teaching in St. Paul Schools = 7 (Bocaue=5; Makati=1; Parañaque=1)
 - Employed in Industrial Corps. = 5 (11.63%)
- To facilitate student admission, we have signed a MOA with Applica.me, a website used for online application. Applicants can now avoid the heavy traffic and the other hassle of having to travel all the way to St. Paul University Manila for they can now apply online. This is very convenient especially for applicants from outside Metro Manila.
- Service to the community include the following:
 - Share-a-meal
 - Ajocrivipor Agojo, MA, RGC, is now an online volunteer counselor for the Commission on Filipino Overseas
 - The 5-year-old computers that were replaced by new ones were donated to SPC establishments and offices that needed them.
- Our application to be a skills development training and assessment center is now underway. Dr. Amelia Butial, the coordinator is now in the process of completing all the documentary requirements for our application as an assessment center and will submit these to TESDA before the end of January. We expect TESDA Officers to come for inspection two weeks after submission of the requirements.

TESDA Qualifications applied for:

- Food and Beverage – NCII
- Front Office NCII
- Events Management NCIII
- Cookery NCII
- House Keeping NCII
- Tourism Promotion NCII

We have renamed the center as “SPU Manila Career Development Academy” (CDA). CDA is the name used by foreign schools to refer to a center in the university/ school offering a post-secondary program, short-term certificate programs or continuing development programs not only to high school graduates but also to professionals.

In the future, we look at CDA as the center that will cater to the development needs not only of students but also of our own faculty, staff and personnel. It will also provide opportunities for our own faculty and staff to share their expertise as trainers.

4. **Material Resources Perspective**

Strategic Objectives

- ⌘ Manage natural and physical resources in the spirit of stewardship and good governance
- ⌘ Engage in alternative resource generation projects
- ⌘ Institutionalize cost reduction programs
- ⌘ Promote a communal sense of responsibility in the judicious use of resources

Accomplishments in this area include the following:

- Part of the Center for Environmental Stewardship (CfES) Program of the university was the launch of the Vertical Gardening Project on 21 September 2016 at the SPU Manila quadrangle. The activity aimed to enable the participants to a) identify the environmental principles applied in vertical gardening, b) appreciate vertical gardening in the school setting, and c) participate actively in the project by sponsoring a plant to be included in the vertical garden. Prior to this even, a talk on Climate Change was held on 16 September with Mr. Reynaldo A. Mones, a member of the Climate Reality Project as the resource person. He recommended concrete actions that may be taken to combat climate change and its impacts.
- The dormitory is one of the schools alternative sources of income. To counteract the dwindling number of dormitory residents, we accepted transients and students from UP Manila who transferred from Mary’s House due to its closure.
- SPU Manila continues to receive donations to the H.O.P.E. Ablaze Program. To date there have been 2 Major Gifts donors (1M and above), 29 Special Gifts Donors (P25,000 to less than Php 1M, and 38 Checkered Gifts donors (less than Php 25,000).

This year, we have decided that donations to the H.O.P.E. Ablaze Program will be directed to the Senior HS Scholarship Fund to subsidize the students coming from the public schools.

TOTAL FUND (As of November 11, 2016)	<u><u>₱ 8,984,272.02</u></u>
Less:	
Total Scholarship for 247 Senior High School Students from Public School (@ 12,500/student) (12,500/student x 247 x 2 years)	6,175,000.00
SCHOLARSHIP FUND BALANCE (SY 2017-2018)	<u><u>₱ 2,809,272.02</u></u>

An increase in enrollment for this year does not guarantee more revenue because of the low tuition in the Senior High School and limited subject loads in the Graduate School. To help ensure the schools viability, the following cost reduction measures were implemented:

- Streamlining of the Management Team
- Trips abroad are limited to research presentations and marketing
- The institutional outing is scheduled on the day immediately after the Spiritual Retreat to cut on transportation cost
- The number of guards was reduced from 12 to 9
- Retired employees were not replaced.

We recognize the immensity of all that need to be done and we humbly accept that we cannot do it alone. This is God’s mission! And if it is His, He will provide us with all the graces that we need to carry out his mission. We see the beauty of working together and of supporting one another. We have come to appreciate the beauty of community as we accept the challenge to be “Christ-centered educational institution committed to forming persons into becoming integrated, competent, and compassionate in the service of the church and society.”

Sr. Ma. Evangeline Anastacio, SPC
President
St. Paul University Manila