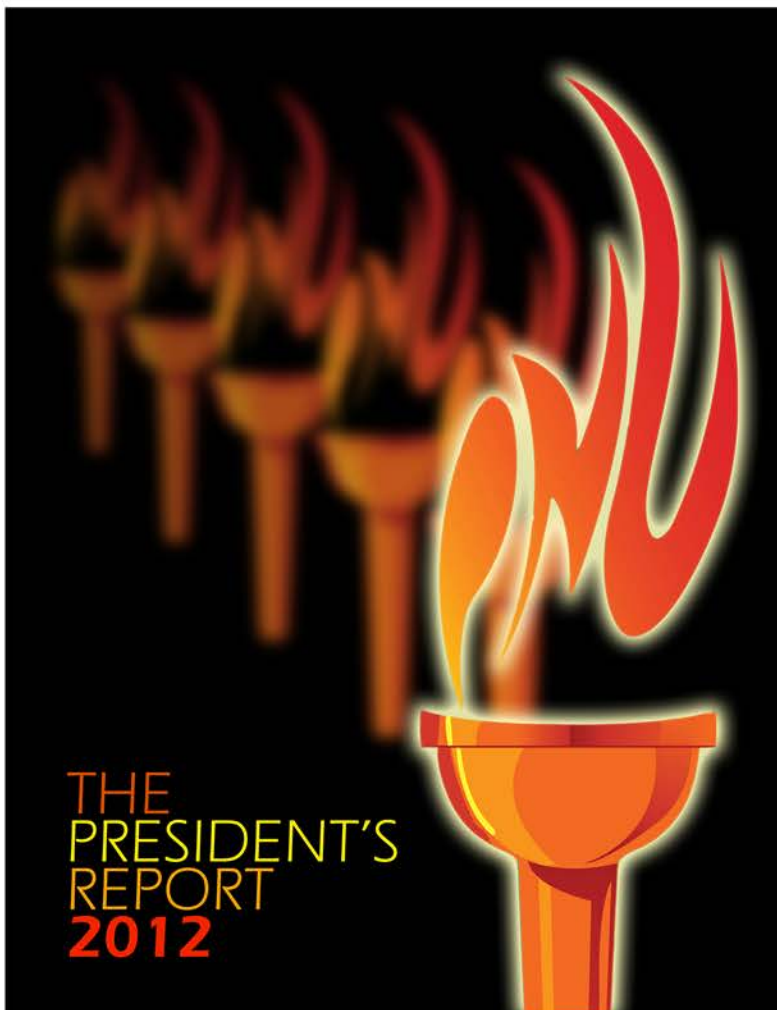


THE
PRESIDENT'S
REPORT
2012



ABOUT THE COVER



The torch as a symbol of being a source of enlightenment and guidance was developed into a PNU icon to project the university's priority function of providing a superb learning experience to future teachers. The flame of the torch was designed with the initials of the university that represents the dynamic and strong willingness of PNU in leading the path of nurturing future specialized teachers and educational leaders with varied innovative modalities of instruction and strong conceptual foundations. For this year's cover, the torch that is marching forward conveys the annual report's theme "PNU in Action".

*“Producing innovative teachers
is the heart of what we do, for
our nation and our future. ”*

*- Ester B. Ogena, Ph.D.,
University President*





A MESSAGE FROM THE UNIVERSITY PRESIDENT

As the first year of working within the framework of the new ten-year Strategic Development Plan (SDP) and at the same time beating the targets set for the newly-rolled out Performance Based Bonus (PBB) system of the government, this report is aptly themed “PNU in Action.” The tremendous amount of effort exerted by all units in the university to ensure that both SDP and PBB targets are met is admirable. With our real and intentional actions, we reached this year’s finish line strong and victorious.

As a result of the covenant between the SUCs and President Benigno S. Aquino III, the Philippine Normal University was very fortunate to have received much support from our partners to pursue our goals. Classified in the “Tier 1” category of State Universities and Colleges (SUCs) by the Commission on Higher Education (CHED) in its Disbursement Acceleration Program, the Commission has provided for PNU’s much needed support specifically on research and infrastructure. Moreover, the surge of partnerships with public and private institutions, both local and foreign, promises that PNU’s vision of becoming an internationally recognized and nationally relevant teacher education institution is not far-fetched.

Again, my sincerest gratitude to all who contributed and shared their time, talent and resources to make this year a success!

ESTER B. OGENA, Ph. D.
President
Philippine Normal University

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VISION

PNU shall become an internationally recognized and nationally responsive teacher education university. As the established producer of knowledge workers in the field of education, it shall be the primary source of high-quality teachers and education managers who can directly inspire and shape the quality of Filipino students and graduates in the country and the world.

MISSION

PNU is dedicated to nurturing innovative teachers and education leaders.

PNU STRATEGIC DIRECTIONS

SHARED VISION OF EXCELLENCE

Solidify internal stakeholders' support in pursuit of excellence thru innovation, influence, and impact.

QUALITY ASSURANCE

Institutionalize quality assurance mechanisms that ensure compliance with national and international standards of excellence and implement PNU's distinctive competence in all the products and service.

SYSTEM-BASED SOLUTIONS

Employ proven management technologies and systems as solutions to providing quality, reliable, and efficient academic and administrative support services to sustain the University's competitiveness.

BRANDING

Promote a distinct and widely recognized PNU brand as being the source of responsive innovations in teacher education.

INTERNALIZATION

Transform PNU as internationally recognized leader in teacher education.

COLLABORATION AND PARTNERSHIP

Optimize collaboration and partnership with public and private institutions and organizations to support effective and efficient delivery of University functions.

PRODUCT AND SERVICE DEVELOPMENT

Develop well-planned products and services that are of value to stakeholders.

RESPONSIVENESS TO STAKEHOLDERS

Respond effectively and innovatively to the needs, demands, and requirements of the different stakeholders to actualize / demonstrate the University's relevance and leadership.

SUSTAINABILITY

Embed in the University system the value of environmental sustainability, continuing growth, and forward thinking.

HUMAN CAPITAL MANAGEMENT

Ensure an enriching, fair, and healthy work environment which promote professional growth and career advancement for faculty and staff and guarantee a steady supply of highly competent human resource.

PNU TURNING POINTS

1901

The Philippine Commission, through Act No. 74, establishes a "Normal School for the education of the natives of the Islands in the science of teaching." The Philippine Normal School formally opened in Intramuros in September. Mr. Elmer B. Bryan serves as its first superintendent.

1902

PNS moves to the old Exposition Grounds in Ermita (the site of the Philippine General Hospital). The school accepts some 250 enrollees of the more than 400 applicants. A year after, the first batch of students graduates.

1910

The first batch of students graduates under the four-year secondary curriculum.

1949

PNS is converted into the Philippine Normal College (PNC) through Republic Act 416. The bill was drafted by Senator Geronima Pecson and was lobbied with Senator Esteban Abada.

1950

PNC introduces the four-year BSEE program.

1965

The Philippine Congress passes Republic Act 4242, an Act providing for the establishment of Regional Branches of the Philippine Normal College. Three years later the Agusan and Cadiz, Negros Occidental campuses are completed.

1984

Organizational structure takes place to meet new challenges. The Office of the Dean of Instruction was abolished and six new schools are created: the School of Education, the School of Languages and Linguistics, the School of Mathematics and Science, the School of Social Sciences, the School of Human Resources Development, and the School of Culture and Sports.





1912

PNS occupies the 3.7-hectare campus site. The Main Building is inaugurated after two years of construction.

1925

PNS adopts a two-year collegiate program.



1942

Japanese forces enter Manila. Japanese officials declare the end of the American occupation. PNS closes. Members of the Class of 1942 are declared graduates.

1946

The United States grants Philippine independence. PNS resumes operations.



1991

The Philippine Congress passes Republic Act 7168 an Act converting the Philippine Normal College into a state university to be known as the Philippine Normal University. A fourth campus is born in the municipality of Lopez in Quezon Province

1993

The Philippine Accrediting Association for Schools, Colleges and Universities (PAASCU) accredits all the academic programs in the Graduate College.

2009

The Congress of the Philippines passes Republic Act 9647, an Act Designating The Philippine Normal University as the Country's National Center for Teacher Education.

2012

PNU launches its Strategic Development 2012 Plan (2012-2022) with the vision of becoming internationally recognized and nationally responsive teacher education university.



HIGHLIGHTS OF 2012

DEFINED DIRECTIONS FOR 2012 & BEYOND

VISION

PNU shall become an internationally recognized and nationally responsive teacher education university. As the established producer of knowledge workers in the field of education, it shall be the primary source of high-quality teachers and education managers who can directly inspire and shape the quality of Filipino students and graduates in the country and the world.



1. Shared Vision of Excellence
2. Quality Assurance
3. Systems-Based Solutions
4. Branding
5. Internationalization
6. Collaboration & Partnership
7. Product & Service Devt.
8. Responsiveness to Stakeholders
9. Sustainability
10. Human Capital Management

MISSION

PNU is dedicated to nurturing innovative teachers and education leaders.

IMPLEMENTED NEW & INNOVATIVE POLICIES

CASH INCENTIVE AWARD for FACULTY FINISHING

7
availed
Ph.D
Php 100,000

1
availed
Amnesty Program for Faculty with PDIP refund obligation

ICT

Grant
Php 10,000
each faculty

96
availed
MANILA
Campus

5
availed
LOPEZ
Campus

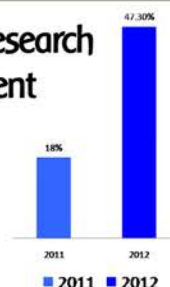
28
availed
ISABELA
Campus

20
availed
AGUSAN
Campus

MOBILIZED RESEARCH PRODUCTION

- Dissertation Cash Incentive Program
- R&D Starter Fund for Faculty with new PhD Degree
- R&D on Mega Issues in Teacher Education
- R & D Support for Faculty Research on Student Grants-in-Aid Program for Poverty Alleviation (SGP-PA Project) 102
- Project-Based Grant
- Incentive for Publication in International Refereed Journals
- Best Thesis and Dissertation

Faculty Research Involvement



CONTINUED INFRASTRUCTURE IMPROVEMENT



CHED-PNU
Center for
TEACHING
Excellence



Improvement of the
PNU Hostel

ESTABLISHMENT OF PNU FOUNDATION



EXPANDED LOCAL PARTNERSHIPS



WORKED TOWARDS HIGHER 2013 BUDGET



CLASSIFIED AS NCR'S LEAD INSTITUTION (TIER 1) IN THE CHED DISBURSEMENT ACCELERATION FUND

Php 17 M

Infrastructure
& Facilities Upgrade



**EXECUTIVE
Development
Program**

Participation in the
Government's Students
Grants-in-Aid Program
for Poverty Alleviation



**Php
17 M**

Grants-in-Aid for
Research,
Development &
Extension

FORGED INTERNATIONAL LINKAGES

- University of New England, Australia
- Gwangju National University in Education, S. Korea
- Daegu University, S. Korea
- Kung-Nam College of Information & Technology, Korea
- Chinju National University, China
- Japan Foundation

- China University of Political Science & Law, China
- Guangdong University of Foreign Studies, China
- Rajamangala University of Technology, Phra Nakhon, Thailand
- Salahaddin, University, Erbil
- ASEM Education * & Research Hub For Lifelong Learning



**Research
Center for
Teacher
Quality**

in partnership with AusAID

ASCERTAINED BRANDING

- Re-designed PNU Website
- Customized PNU email addresses
- Distributed official PNU business card
- Designed official templates (ppt, certificate)
- Launched the Text-blast in partnership with SMART



**Level
3
Re-Accredited Status**



STRENGTHENED TIE UP WITH THE NATIONAL NETWORK OF NORMAL SCHOOLS



**Zonal
TEACHER
EDUCATION
Forum**



**NORMALITE
(Local Erasmus)
Program**

**3NS
Coffee-table Book**

PUBLIC-PRIVATE PARTNERSHIPS



LOCAL PARTNERSHIPS



LGU's



SHARED VISION OF EXCELLENCE

Solidify internal stakeholders' support in pursuit of excellence thru innovation, influence and impact.



PROMOTING A SHARED UNDERSTANDING OF AND COMMITMENT TO PNU'S STRATEGIC DIRECTIONS

To ensure a shared understanding of the new direction of the University among each member of the PNU community, a ceremony unveiling the new Vision, Mission, and Goals (VMG) was conducted. Henceforth, the new VMG served as the framework in planning the annual targets of each college and office unit at PNU.



STRENGTHENING THE CULTURE OF RESEARCH THROUGH POLICIES, CAPACITY TRAINING AND RESEARCH INCENTIVES

In keeping with the challenges and demands of knowledge generation and international competitiveness, PNU has to transition itself to become a research-oriented teacher education university by developing the research culture and cultivating excellence on research. Invigorating the academic community particularly faculty, staff, and students to engage in research production and translation necessitates formulation of research policies, enhancement of research infrastructure, creation of incentives and funding schemes and research capacity building for faculty, staff, and students.

UNIVERSITY RESEARCH POLICIES FORMULATED AND IMPLEMENTED

Existing research structures, guidelines and procedures were reviewed and updated to match the University's research direction. These transformations were instituted and implemented with the approval of the Board and Regents (BOR) with the corresponding BOR Resolutions as follow:

1. **BOR Resolution No. U-1725, s. 2012**
- Guidelines on the Grant of Honoraria to Personnel Involved in PNU Research and Development, Programs/Projects/Services (3 February 2012)
2. **BOR Resolution U-1749, s.2012**
- Amendments to the Functions and Structure of the University Research Council as Recommended by the Administrative Council (3 May 2012)
3. **BOR Resolution No. U-1803, s. 2012**
- R&D Support for Faculty and Staff Research on Students' Grants-In-Aid Program for Poverty Alleviation (SGP-PA) in the Amount of Twenty Thousand Pesos (20,000) per research (3 August 2012)
4. **BOR Resolution No.U-1802, s. 2012**
- Guidelines for the Outstanding Thesis and Dissertation Awards, the Criteria for Judging, and Cash Prize of Twenty Five Thousand Pesos (25,000) for Outstanding Thesis and Thirty Thousand Pesos (30,000) for Outstanding Dissertation (3 August 2012)
5. **BOR Resolution No. U-1805, s. 2012**
- R & D Mega Issues in Teacher Education (August 3, 2012)
6. **BOR Resolution No. U-1838, s.2012**
- Implementing guidelines on the Use of Anti-Plagiarism Test to Determine Originality and Authenticity of Ideas in the Research and Publication Materials of PNU Faculty and Students, and the Charging the Corresponding Fees (Oct 19, 2012)

UNIVERSITY RESEARCH AGENDA (URA) AND RESEARCH INFRASTRUCTURE ENHANCED

Research infrastructure as an important driver of quality research production was critically examined. Foremost in this effort was the revisiting of and ensuring that PNU's URA is consonance with national priorities. The University Research Manual containing university research policies and mechanisms was also updated. Research facilities and other equipment and infrastructures were improved. A functional research office was ascertained to have competent manpower structure with a system for planning, implementing, monitoring, dissemination, publication, utilization and reporting of faculty research.



• University Research Agenda

» The University revisited its Research Agenda in response to the strategic development plan of the University and the national research priorities of the government through consultations with multi-stakeholders in a forum held on September 14, 2012. The university research agenda is now on its refinement stage for its implementation in the academic year 2013.

» College research workshops were initiated and facilitated by College research coordinators and CREDE Director after revisiting the University Research Agenda - Dr. Maria Carmela Mancao and Dr. Wilma S. Reyes for College of Arts and Social Sciences; Prof. Maria Victoria Hermosissima for College of Education; Prof. Ramer Oxino for College of Languages, Linguistics and Literature; and Prof. Lucilla Fetalvero and Dr. Wilma S. Reyes for College of Science.

» A research workshop in Agusan Campus was also conducted and facilitated by Dr. Wilma S. Reyes on December 5, 2012.

• Research Manual

The PNU Research Manual was updated in July 2012. Moving forward for the implementation of the new Strategic Directions of the University, major revisions of the University Research Manual are underway incorporating new research policies and implementing guidelines and procedures regarding research management, production, and publication.

• Research infrastructure

» The Director's office and the UCRSS (University Center for Research and Statistical Services) office were renovated with two new air conditioning units

» Executive chairs and computer chairs were provided for UCRSS

» A development plan for building a well-equipped Center for Research in Orata Hall was prepared for the expansion of CREDE's research services in line with the implementation of the new Strategic Directions on Research and Product Development. The second floor of Orata Hall is designed to provide efficient research services for the next academic year. Equipment and new research softwares such as SPSS, NVivo and Endnote were requested to facilitate statistical

• Manpower

» CREDE has a functional University Research Office with a director, five faculty researchers and one administrative staff

» Two (2) additional PNU faculty researchers, Dr. Antriman Orleans of COS and Prof. Adonis David of OSASS were given two non-teaching loads at CREDE during the second semester of SY 2012-2013.

UNIVERSITY RESEARCH AWARDS AND INCENTIVES AND CHED RESEARCH FUNDING

To encourage more faculty members to engage and publish research, the University provides incentives for research publication in international refereed journals and awards research grants for faculty members in different colleges/centers amounting to PHP 5,551,470 in 2012.

• Incentive for publication in international refereed journals

Four faculty members received the Php 30,000.00 Incentive for publication in international refereed journals

Dr. Jennie V. Jocson, Ed.D.

College of Languages, Linguistics and Literature

"A Model of Formative Assessment and Self-Regulated Learning for Large Classes: An Interface between Internal and External Feedback" in *SOSIOHUMANIKA* (2012)

Prof. Ryan L. Arevalo, M.S.

College of Science

"A Theoretical Study of the Structure and Stability of Borohydride on 3rd Transition Metals" in *Surface Science* 606 (August 2012)

"A Theoretical Study of the Reactivity of Cu₂₀ (111) Surfaces: The Case of NO Dissociation" in *Journal of Physics: Condensed Matter* (June 2012)

Prof. Eisha Vienna M. Fernandez, M.S.

College of Science

"In vitro Degradation of Anthracene by Mycobacterium sp. GIPAH-01 Isolated from Guimaras Island, Philippines" in *Asian Journal of Experimental Biological Sciences* 3(4) (2012)



Prof. Adonis P. David, M.S.

Office of the Student Affairs and Services

"Structural Validation of the 3x2 Achievement Goal Model"

in The Educational Measurement and Evaluation Review Vol. 3 (July 2012)

Project-Based Research Grants by College/Center

The University awarded the project-based grants to faculty members from different colleges/centers in two batches. The College of Science got the highest number of proposals approved by the Research Council for the project-based research grants in 2012.

No.	College/Center	Budget Allocation	Status	Project Leader and Researchers
Center for Research and Development in Education				
1	Effects of the Self-Breast Care for Early Detection and Prevention of Breast Cancer Among the Women of the Philippine Normal University: Basis for Curricular Integration and Health Program	80,000	Research Batch 1 Completed	Prof. Lucilla Fetalvero Dr. Brian Limson, Ms. Rowena B. Mariñas, Ms. Cecilia dela Cruz
2	The Nutritional Status of PNU Students: Basis for Institutional Nutrition Program, Policy Formulation, and Creation of Curriculum Materials to Promote Good Nutrition	112,300	Research Batch 2 Completed	Dr. Ma. Carmela Mancao Dr. Glenda de Lara, Prof. Lorena Castro, Prof. Rachel Rodriguez
3	A Teacher Education Institution (TEI) Stakeholders' Knowledge, Attitude and Practices on Smoking and Its Related Policies: Bases for New School Policies and Intervention Program	92,000	Research Batch 2 Completed	Dr. Edna Luz Abulon Dr. Rowena Escoto, Dr. Glenda de Lara, Dr. Brian Limson, Prof. Arthur Abulencia, Prof. Jerick Ferrer, Prof. Ma. Lourdes Agustin, Mr. Danilo Patalot, Ms. Maribel Gerundio
4	Teaching and Learning Beliefs and Experiences in Relation to Large Class: Basis for Policy Making	7,000	Research Batch 2 Ongoing	Prof. Ma. Victoria Hermosisima
College of Arts and Social Sciences (CASS)				
5	Tracer Study of 2009-2011 PNU Graduates	405,660	Research Batch 2 Ongoing	Dr. Adelaida Gines, Prof. Maville Dizon, Prof. Celia Ilanan, Prof. Nonette Marte, Dr. Gina Gonong, Prof. Rosanna Diana, Prof. Florisa Simeon, Prof. Lolita Bandril, Prof. Miguel Cobaria, Dr. Rosarito Suatengco, Prof. Andrey Rey Peña, Dr. Eden Evangelista, Prof. Melchora Lamorena, Dr. Alice Dioquino, Dr. Gladys Nivera, Prof. Wilmer Marquez, Prof. Crisanta Ocampo, Prof. Brando Palomar, Prof. Adonis David, Prof. John Natividad



5	The Filipino Learner: Cognitive, Social, Emotional, Moral, and Physical Attributes	332,400	Research Batch 2 Ongoing	Dr. Zenaida Reyes Dr. Teresita Rungduin, Prof. Salve Favila, Dr. Anita Navarro, Dr. Gina Gonong, Prof. Glinore Morales, Prof. Laya Roman, Dr. Nerissa Tantengco, Dr. Peter Howard Obias, Prof. Armina Mangaoil, Prof. Elvira Asuan
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College of Education (CED)

7	The Instructional Resource of Pedagogical Innovations in Professional Education (PIPE)	277,700	Research Batch 2 Ongoing	Dr. Corazon Sigua Prof. Bert Tuga, Prof. Marivilla Lydia Aggarao, Prof. Judy Bautista
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College of Languages, Linguistics and Literature (CLLL)

8	Towards the Development of a Readability Formula for Filipino Texts	353,000	Research Batch 1 Ongoing	Dr. Ma. Antoinette Montealegre, Dr. Heidi Macahilig, Prof. Merry Ruth Gutierrez, Prof. Melissa Bartolome and Prof. April Ann Curugan
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9	Development and Validation of Instructional Materials for Teaching MTB-MLE	215,000	Research Batch 2 Ongoing	Dr. Florencia Marquez, Department of LBEL faculty
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College of Science (COS)

10	CLOTEXT Kit	136,000	Research Batch 1 Completed	Prof. Ma. Luz Lebrudo, Dr. Ernesto Callo, Prof. Rachel Rodriguez, Prof. Laarni Urbiztondo
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11	Development and Validation of Micro-Scale Mathematics Kit	426,000	Research Batch 1 Ongoing	Dr. Erminda Fortes, Dr. Rene Belecina, Dr. Elisa Baccay, Dr. Olivia Buzon, Prof. Myla Esperanza, Prof. Blesilda Infante, Atty. Antonio Ferrer, Prof. Aurora Gonzales, Prof. Wilmer Marquez, Prof. Allan Reyes, Prof. Celine Sarmiento, Dr. Gladys Nivera
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12	Micro-Scale Biology Lab Kit	551,300	Research Batch 1 Ongoing	Dr. Eden V. Evangelista, Prof. Thaddeus Ayuste, Prof. Benilda Butron, Prof. Eisha Fernandez, Dr. Genelita Garcia, Dr. Melchora Lamorena, Dr. Brian Limson, Prof. Josephine Tondo
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13	Infectious Respiratory Problems Among PNU Students: Basis for Designing a Respiratory Health Care Program	117,000	Research Batch 1 Completed	Dr. Eden Evangelista, Dr. Rowena Escoto, Dr. Brian Limson, Prof. Thaddeus Ayuste, Prof. Eisha Vienna Fernandez, Prof. Genelita Garcia, Prof. Melchora Lamorena, Prof. Josepine Tondo, Prof. Benilda Butron
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14	Chemistry Micro Lab Kit	406,500	Research Batch 2 Ongoing	Prof. Crisanta Ocampo, Prof. Christ John Pastor, Dr. Rebecca Nueva España, DPS Faculty
15	Physics Microscale Laboratory Kit		Research Batch 2 Ongoing	Prof. Crisanta Ocampo, Prof. Donna Marie De Mesa, Dr. Leticia Catris, DPS Faculty
16	Development and Validation of Culturally-Sensitive Curriculum Material Evaluation Tool	400,500	Research Batch 2 Completed	Prof. Marie Paz Morales, DPS Faculty
17	Development of Tutorial Courseware on Selected Topics in Mathematics, Science and Language	267,110	Research Batch 2 On going	Dr. Alice Dioquino, Prof. Emilio Aguinaldo, Prof. Erwin Callo, Prof. Malvin Tabajen, Prof. Marilou Ubiña, Dr. Olivia Buzon, Prof. Ruel Avilla, Prof. Crisanta Ocampo, Prof. Marla Papango, Prof. Josephine Tondo
18	LET as Predictor of Teaching Performance: The Case of PNU Graduates Across Disciplines (2007-2010)	794,000	Research Batch 2 Ongoing	Dr. Rosemarievic Diaz, Dr. Gina Gonong, Prof. Bert Tuga, Prof. Aurora Gonzales, Prof. Brando Palomar, Prof. Celia Ilanan, Prof. Crist John Pastor, Prof. Donna de Mesa, Prof. Eisha Fernandez, Prof. Elvie Asuan, Prof. Flor Simeon, Prof. Glinore Morales, Prof. Marilou Ubiña, Prof. Marivic Pimentel, Prof. Marla Papango, Prof. Rosanna Diana, Dr. Jennie Jocson

Research Center for Teacher Quality (RCTQ)

19	Image of the 21st Century Teacher as Perceived by Stakeholders of Teacher Education Institutions Across the Nation: Basis for Teacher Development	250,000	Research Batch 1 Ongoing	Prof. Maria Ruth M. Regalado, Dr. Marilyn U. Balagtas, Prof. Ramer V. Oxino
20	Assessment of the Level of Internationalization of Teacher Education Institutions in the Philippines: Basis for Development Programs	250,000	Research Batch 2 Ongoing	Dr. Marilyn Balagtas, Prof. Marla Papango, Dr. Zenaida Reyes, Prof. Marilou Ubiña

CHED-Funded Research

To continually fulfill the mandate of PNU as the National Center for Teacher Education (NCTE), CHED has designated PNU as the Higher Education Regional Research Center (HERRC) through the efforts of the incumbent president, Dr. Ester B. Ogena. A grant of 17 million pesos was awarded to the University to fund the 11 proposals on the following research priorities: testing of different teacher education models, addressing key factors in successful teacher education programs, and other research topics that may contribute to the achievement of the country's education goals. The proposals were distributed to the colleges and centers of the University. The research projects will be implemented starting June 2013 and expected for completion at the end of academic year 2013-2014. The CHED funded research projects directly under the supervision of the Vice President for Planning, Research and Extension are the following:

College/Center	Budget Allocation (Php)	Project Leader
1. A National Study of the Novice Teachers' Development of Mathematical Knowledge for Teaching	3,971,100.00	Dr. Rosemarievic V. Diaz
2. Accreditation System of Teacher Education Programs in Selected Countries	1,011,150.00	Dr. Erminda C. Fortes
3. Competitive Edge of Migrant Filipino Teachers in Selected Countries	1,021,650.00	Dr. Zenaida Q. Reyes
4. Development of a Teaching-Learning Model for Developing Future Teachers' 21st Century Competencies and Skills	1,170,750.00	Dr. Ma. Antoinette C. Montealegre
5. Maximizing Investments in Teacher Preparation in the Philippines: A Cost Analysis	1,203,300.00	Dr. Edna Luz R. Abulon
6. Supply and Requirements for Future Teachers in the Philippines	1,107,750.00	Dr. Evangeline F. Golla
7. Development of an aptitude Test for BS/AB Graduates for Teaching English in the High School Level	1,199,100.00	Prof. Ruth A. Alido
8. Development of Exit Examination for Future Teachers: An Internal Quality Assurance System in Teacher Education Programs	948,150.00	Dr. Danilo K. Villena
9. Constructing the ASEAN Image through the Educational Curriculum of Selected SNS and Teacher Education Institutions among Members of ASEAN	1,247,400.00	Dr. Anita M. Navarro
10. Systems Software Development for the National Database Center for Education	2,382,030.00	Prof. Erwin R. Callo
11. Towards the Development of an Instructional Model for Effective Pedagogical Approaches for Nurturing Teacher Leaders in Teacher Education	1,013,775.00	Dr. Danilo K. Villena

RESEARCH FUNDED BY THE NATIONAL RESEARCH COUNCIL OF THE PHILIPPINES

Development of International Competitiveness Index for Philippine Teacher Education Institutions	250,000.00	Dr. Evangeline F. Golla
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CAPACITY BUILDING PROGRAMS

Seven research activities were conducted as part of the Research Capability Program of the Center for Research and Development in Education (CREDE)

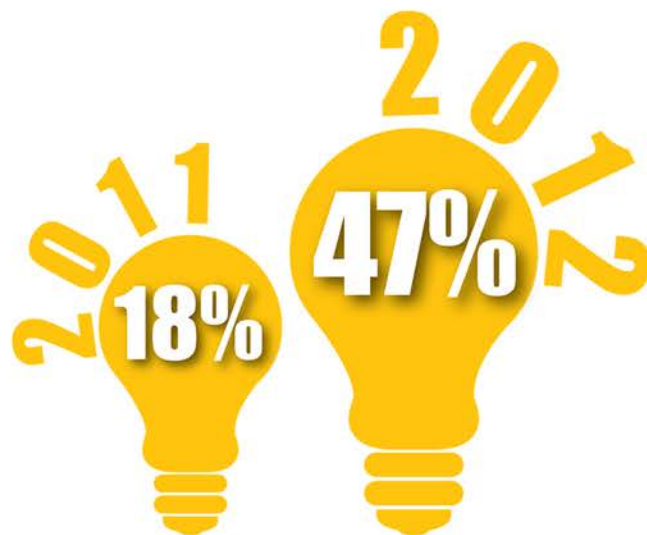
1. Seminar-Workshop in Publishing Research Articles in International Refereed Journals with Dr. Carlo Magno as Resource Speaker, January 2012
2. RTD on Ph.D. by Research as a doctoral degree program of the College of Science and College of Education, March 2012
3. Interactive Sessions on the Use of Winstep with Prof. Adonis David as the resource person, March 2012
4. Orientation meeting on research policies and proposal making of the faculty of PNU Agusan, February 2012
5. CHED-Funded Research Proposals writeshop, June 26, 2012
6. Mentoring Session in Writing Research Articles for Publications, July 17, 2012
7. Presentation and Friendly Critiquing of Initial Research Write-up, July 19, 2012



RESEARCH TARGETS ACHIEVED

The innovations and reforms instituted to level up the research culture at PNU were well felt given the quantity and quality of research produced this year.

The involvement of faculty members in research projects has increased from last year's 18% to 47% this year.



FACULTY RESEARCH INVOLVEMENT

Aside from individual research engagement, faculty members from different colleges have been invited and involved by CREDE to participate in commissioned researches and project-based grants as project coordinator, field researcher, statistician, and writer. CREDE faculty researchers were able to complete individual and collaborative researches, which they presented to national and international conferences.

• Five completed researches

1. Exploring Pedagogical Strategies for Teaching Large (Merged) Classes in Values Education 1 (Dr. Wilma S. Reyes) March 2012
2. A Comparative Analysis of the Implementation of the Day/Child Care Centers in the Philippines and Singapore: Inputs to Early Childhood Education (Dr. Edna Luz Abulon and Dr. Teresita T. Rungduin) May 2012
3. Recruitment Factors for Hiring Teachers in Basic Education (Dr. Ma. Carmela T. Mancao) June 2012
4. Analysis of the Graduate College Admission Test: Basis for Revision (Prof. Lucilla R. Fetalvero) August 2012
5. The Nutritional Status of PNU Students: Basis for Institutional Nutrition Program, Policy Formulation, and Creation of Curriculum Materials to Promote Good Nutrition (Dr. Maria Carmela T. Mancao (Project Leader), Dr. Glenda O. de Lara, Prof. Rachel C. Rodriguez, Prof. Lorena A. Castro) December 2012

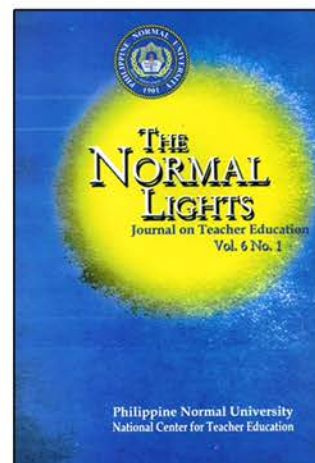


- **One commissioned research completed**

Impact Evaluation of the District Supervisors Leadership (DSL) Program of DepEd and SEAMEO INNOTECH (Dr. Marilyn U. Balagtas as Project Director) April 2012

- **Five researches published by the Center in Research Series, Normal Lights, (hard copy and e-journal edition)**

- » Recruitment Viewpoints for Hiring Teachers in Basic Education Schools (Dr. Maria Carmela T. Mancao, Normal Lights Vol.6 No.1)
- » Pre-Service Teachers' Motivation Related to Career Choice: The Case of PNU BECED and BEED Students (Dr. Edna Luz Abulon, Normal Lights Vol.6 No.1)
- » Development of a Rubric on the Internationalization of Teacher Education Institution in the Philippines and Beyond (Dr. Marilyn U. Balagtas, Prof. Marla C. Papango, Dr. Zenaida Q. Reyes, Prof. Marilou Ubina and Dr. Bill Atweh, Normal Lights Vol 6. No. 1)
- » Hiring Perspectives of Basic Education Schools (Dr. Ma. Carmela T. Mancao, Research Series)
- » Analysis of the Graduate College Admission Test Basis for Revision (Prof. Lucilla R. Fetalvero, Research Series)



Research Publication of Faculty to Normal Lights, the University Research Journal

- **Five researches presented in national/international conferences**

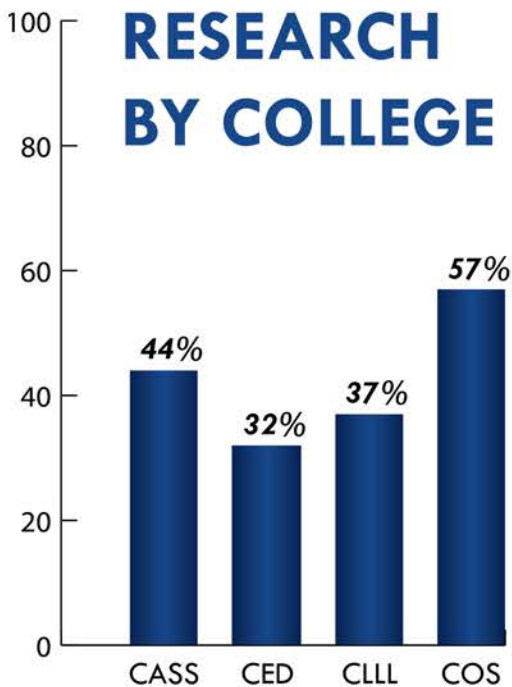
Researcher	Title of Research paper	Title of the Conference/Organizer	Date
Dr. Edna Luz R. Abulon	Pre-Service Teachers' Motivation Related to Career Choice: Case of BEED and BECED Students	Philippine Association for Teachers of Educational Foundations (PATEF)	July 7, 2012
Dr. Ma. Carmela T. Mancao	Hiring Perspectives of Basic Education Schools	Philippine Association for Teachers of Educational Foundations (PATEF)	July 7, 2012
Dr. Wilma S. Reyes	Exploring a Collaborative Participatory Process in Developing a Multicultural Teacher Education Curriculum	Philippine Association for Teachers of Educational Foundations (PATEF)	July 7, 2012
Dr. Edna Luz R. Abulon	Crafting the Self: Filipino Battered Women Narratives of Survival and Recovery	Psychological Association of the Philippine Annual Convention	August 15 - 17, 2012
Dr. Marilyn U. Balagtas	Towards the Development of a Framework for Internationalization of HEIs in the Philippines	ICEME 2012 PEMEA	August 5 - 10, 2012

- **Six commissioned researches were approved for funding by external bodies**

- o Impact Evaluation of District Supervisors Leadership (DSL) Program of DepEd and SEAMEO INNOTECH
- o Toward the Development of a Five-Year Research Agenda on Literacy in the Philippines (Literacy Coordinating Council of the Philippines)
- o An Evaluation of the SMART's CommuniTEACH Program (SMART Philippines)
- o An Enduring Legacy: The Journey of Normal Schools (A Coffee Table Book Publishing Project) (Commission on Higher Education)
- o Research-Based Pedagogical Approaches: A Guide for Teacher in Teaching Kindergarten Learners (Commission on Higher Education)
- o Nationwide Household Survey on the Nature and Extent of Drug Abuse in the Philippines (Dangerous Drugs Board)



COLLEGE INITIATED RESEARCH PROJECTS



Research Title	Researcher/s
College of Arts and Social Sciences	
1.Exploring Active Learning Approaches and Use of Technology in Large Classes	Prof. Laya A. Roman
2.Analysis of Discourse in the Senate Impeachment of the Chief Justice	Dr. Gina O. Gonong
3.Benchmarking of Theater Arts Programs in Selected Countries	Dr. Anita M. Navarro
4.Philippine Normal University Normal Hall: beacon of Character Building and Social Graces (1913 – 2013)	Dr. Enrico B. Garcia
5.The Historical Geography of Barangay 843 Zone 92, District 6 Pandacan, Manila (1933 – 2013)	Dr. Enrico B. Garcia
6.“Are You Film Literate?”: Development and Validation of a Scale to Measure Film Awareness of Social Science Students at PNU	Dr. Enrico B. Garcia
7.The New Teacher Education Model: National Network of Normal Schools, The SUCTEA Journal Vol. 1 No. 2	Prof. Rita Bumanglag-Ruscoe and Dr. Ester B. Ogena
8.Expanding Protective Services to Victims and Potential Victims of Trafficking through Organizing Responsive Task Forces against Trafficking in posts and Pilot Hotspots in the Philippines (PORT Project)	Prof. Minda I. Cabilao-Valencia (co author)
9.Filipina Marriage Migration Streams to the USA and their Experiences upon Arrival (1995-2004)	Prof. Minda I. Cabilao-Valencia (co author)



College of Education

1.The Values Shifting Patterns Related to Family Process and Functioning in the 5th District of Manila	Prof. Lorena Castro
2.Students' Attitude Towards Homework: The Case of Undergraduate Students of PNU	Prof. Myla Zenaida Cabrillas
3.The Webquest: Its Impact on Students' Critical Thinking	Prof. Edwin Auditor
4. Worldview: Effects on Student Conceptual Understanding in Science	Prof. Daryl Roy Montebon
5. Evaluation of the Mining GOLD in Preschool Education Project in Mankayan, Benguet	Prof. Joyce Bautista, Prof. April Ann Curugan, Prof. Melissa Barlotome Prof. Merry Ruth Gutierrez
6. "Online Education Pilot Implementation: Challenges, Insights and Implications"	Prof. Melissa Alma Orenica
7.Assessment on the Filipino Value-Bound Mgt. Function of Middle-level Managers in a Region: Basis in Developing a handbook	Dr. Rowena Sabate
8.Literacy Level on Educational Assessment of students in a Premier Teacher Education: Basis for a Capability Building Program	Prof. Antonio Dacanay
9.Exploratory Study of Merge Classes	Prof. Joyce Bautista
10. Tracer Study of BECEd Graduates Restructuring of the furnitures and fixtures in the office to accommodate more Faculty and students with concerns	Prof. Joyce Leviste Prof. Charito Lopez
11. Development and Validation of Family-Based Program for Communities without Preschool Centers	Prof. Joyce Leviste Prof. Charito Lopez
12. Development and Validation of the Evaluation Instrument in Monitoring and Evaluating Preschool Centers	Prof. Joyce Leviste Dr. Helen Delos Santos Dr. Lydia Hilbero
13. Feasibility Study on the Organization of a Learning Center for Young Children of Disadvantaged Families: Joyful Teaching and Caring Learning Center	Prof. Joyce Leviste Prof. Charito Lopez Dr. Teresita Rungduin
14. Tracer Study As A Paradigm for the Enhancement of Quality Course Program Development In Special Education	Prof. Shirley Cerbo Dr. Teresita De Mesa Prof. Olivia Pagurayan

College of Science

Dengue Research with UP, Manila, ongoing	Dr. Brian Limson, Prof. Josephine Tondo
Development & Evaluation of a CAI on Algorithmic Logic Formulation	Prof. Emilio F. Aguinaldo
Co-author with Masteral students: Dave Angeles: Pangasinan- Aided English Instruction and Achievement in Optics of Selected Fourth Year Students	Dr. Rosemarievic Diaz, Prof. Donna Marie B. De Mesa



Co-author with Masteral students: Julie Ann Rioveros: Finding Relations on Conceptual Knowledge, Science Process Skills and Coping Strategies of Students in the K to 12 Curriculum	Prof. Donna Marie B. De Mesa
Career-Oriented Performance Tasks: Effects on Students' Critical Thinking, Process Skills and Interest in Chemistry (Master's Thesis)	Prof. Allen A. Espinosa
Manzano V. U. and A. C. Marasigan. "One Page Evaluation Instrument to Promote Environmental Expression Ability on Air Pollution Lesson", Benchmarking Mother Tongue-Based Multilingual Education Development Practices and Challenges in the 21st Century in Asia Pacific. Quezon City. Guro Formation Forum Inc. – GFF January 2012. p. 147-162	Prof. Arlyne C. Marasigan
Manzano V. U. and A. C. Marasigan "Evaluating a Soda Ash Module Using the Study History Sheet in the Philippine Normal University" "Educational Co-research for Sustainable Development in Science" , Report of Grant-in-Aid for Scientific Research (B) in Japan (23300292). March 2012 p. 159-167	
Manzano V. U. and A. C. Marasigan "Developing a Curriculum Model for the Mother Tongue- Based Multilingual Education in a Municipality in Pangasinan". "8th Biennial Conference of the Comparative Education Society of Asia (CESA). Faculty of Education Chulalongkorn University, Bangkok Thailand, July 8-11, 2012. Proceedings	
Development and Validation of Culturally Sensitive Curriculum Material Evaluation Tool	Prof. Marie Paz E. Morales
College of Languages, Linguistics and Literature	
Predictors of LET Performance of PNU Graduates in Literature Majorship	LBEL Faculty
Homogenous Grouping as a Means of Improving Performance (Ongoing)	Prof. Ruth A. Alido Prof. Andrew Rey S. Peña
Ang Epekto ng Paggamit ng mga Makabayang Musika sa Pagkatuto ng Filipino at Pagkahubog ng mga Mag-aaral sa Hayskul ng CTL sa Philippine Normal University (Ongoing)	Prof. Joel C. Malabanan
Office of Student Affairs and Student Services	
David, A.P. (2012).Structural validation of the 3 x 2 achievement goal model, Educational Measurement and Evaluation Review, Volume 3, pp.50-59	Prof. Adonis P. David
Students' course satisfaction and academic performance in Personality Education 1: A comparison between regular and merged classes (completed report May, 2012)	Prof. Adonis P. David Prof. Ma.Leila Tiglao

PNU-CADIZ

A. Faculty Researches

Research Title	Researcher/s	Date Completed
Managerial Competence and Behavioral Skills of Public Elementary School Administrators in the First and Second Congressional Districts of Negros Occidental	Dr. Desiree B. Caceres	January 2012
Self Assertiveness, Self Concept, and Peer Relationship Among First Year Students in State Universities and Colleges in Negros Occidental : Implication to School Guidance Program	Dr. Marjevic A. Ciocon	February 2012
Teachers' Sense of Efficacy, Self Concept and Pupils' Performance in the National Achievement Test: Basis for a Proposed Self Efficacy and Self Concept Enhancement Program	Dr. Cynthia C. Trinidad	March 2012
Licensure Examination for Teachers Performance Predictors of Bachelor of Science in Education – English Graduates	Dr. Ma. Sofia Y. Nemenzo	March 2012
Predictor of Proficiency in Word Problem Solving of the General Science Major Students	Prof. Eliseo P. Marpa	May 2012
Gender Differences on Attitudes of PNU College Students Towards Dancing	Dr. Randyll V. Villones	August 2012
Inventories of the Philosophy of Education of the Fourth Year College Students of Philippine Normal University Cadiz	Dr. Jean A. Figueroa	Ongoing
Personality Types of the Philippine Normal University Instructors and Professors: Its Relationship to College Students' Academic Performance	Prof. Eliseo P. Marpa	Ongoing
Moral Sensitivity of the High School Students of PNU-CTL	Prof. Eliseo P. Marpa Prof. Judith Recaido	Ongoing
Leadership Potentials of SK Chairman and Kagawads of the Second Congressional District of Negros Occidental	Prof. Eliseo P. Marpa	Ongoing
Supervisory Attitudes and Behavioral Values of the Department Heads of Government Offices in the Second Congressional District of Negros Occidental	Dr. Jean Figueroa	Ongoing

Problems Experienced in the Implementation of the Service Physical Education Program of the PNU System	Dr. Randyll B. Villones	Ongoing
Time Management and Academic Performance of the PNU Cadiz Cultural Scholars	Dr. Randyll B. Villones	Ongoing
Science Process Skills of Second Year General Science Major Students of Philippine Normal University Cadiz	Prof. Analiza G. Santillana	Ongoing
Interest and Vocabulary Skills of First Year College Students of Philippine Normal University Cadiz	Prof. Gliceria Arlyn G. Garancho	Ongoing
Computer Utilization of Third Year College Students of PNU Cadiz	Dr. Janette C. Magalona	Ongoing
Physical Fitness Level of Physical Education Majors of PNU Cadiz	Dr. Janette C. Magalona	Ongoing

B. Research Grants (Starter Fund)

Research Title	Recipient	Status
The Role of Cooperating Teachers in the Formation of Student Teachers	Dr. Desiree B. Caceres	Ongoing
Profile of Faculty and Students in Teacher Education Institution in Negros Island	Dr. Cynthia C. Trinidad	Ongoing

C. Research Activities Conducted

Activity	Faculty Involved	Role	Date
PIPE (Lecture-Group Dynamics)	Dr. Marjevic A. Ciocon	Demonstrator	November 28, 2012
PIPE (Gallery and Display)	Prof. Ralger D. Jocson	Demonstrator	November 28, 2012
Research Forum	Dr. Desiree B. Caceres Dr. Marjevic A. Ciocon Dr. Cynthia C. Trinidad Dr. Nemia V. Yorac Dr. Donna Teresa P. Guanzon Prof. Gliceria Arlyn G. Garancho	Poster Presenters	December 15, 2012
Research Forum	Dr. Aina C. Radan Prof. Eliseo Marpa	Paper Presenters	December 15, 2012

PNU-AGUSAN

A. Paper Presentation

Researcher/s	Research Title	Title of the Conference/Organizer	Date
Prof. May Q. Apat	The Application of the Center-Based Learning in Enhancing Students' Multiple Intelligences	Philippine Association of Institutions for Research (PAIR)	November 14-16, 2012
Prof. May Q. Apat	The Effectiveness of the Center-Based Learning Approach in Teaching	International Association of Multidisciplinary Research (IAMURE)	December 6-7, 2012

PNU-ISABELA

A. Paper Presentation

Researcher/s	Research Title	Title of the Conference/Organizer	Date
Prof. Madonna C. Gonzales	Analysis of the Indigenous Games in the IDGHUMTAD Ad MAJAWJAW festival of Mayoyaw, Ifugao	International Conference on Physical Education and Sports sponsored by the Pan-Asian Congress Physical Education and Sports	February 3-4, 2012
Dr. Adelaila Leaño	Status of SPED Related Services in Selected Schools in the Province of Isabela		August 29-31, 2012

B. Research Activities Conducted

Activity	Date
• Capability Seminar on Paneling, Advising and Writing for Refereed Journal	August 15, 2012
• Research In-House Review and Research Forum	December 5, 2012

QUALITY ASSURANCE

Institutionalize quality assurance mechanisms that ensure compliance with national and international standards of excellence and implement PNU's distinctive competence in all the products and services.



PERFORMANCE BASED BONUS QUALIFIED

This year is the first of the Aquino Government's Performance Based Bonus (PBB) implementation. The incentive scheme aims to improve the delivery of goods and services to all Filipinos, as well as institute a culture of excellence in public service across the bureaucracy. Despite the tedious and thorough process of ascertaining that all Major Final Outputs are delivered based on targets and the rigorous forced ranking of employees, PNU was among the few State Universities and Colleges (SUCs) in the National Capital Region (NCR) that qualified to receive the PBB. As shown in the MFO Accountability Report Card (MARC-1) and the Good Governance Accountability Report Card (MARC-2), PNU successfully achieved the required rating (i.e., 90% of the set targets) and met the accountability requirements on Transparency Seal, PhilGEPS Posting, Cash Advance Liquidation and Citizen's Charter. The specific ranking each delivery unit in the university vis-a-vis their performance in the 2012 PBB is also shown. It can be noted that the members of the PNU Management Team waived their right to be ranked "Best" or "Better." They were ranked as "Good" in relation to the grant of the Performance-Based Bonus in recognition of the invaluable contribution of the Faculty and the Staff in the attainment of the University's Performance Targets and Delivery of Services for FY 2012.

MFO ACCOUNTABILITY REPORT CARD (MARC-1)								
OUTPUTS	DEPARTMENT BUDGET FY 2012	OVERALL RESULTS ASSESSMENT						
		PERFORMANCE INDICATORS	SERVICE/ PRODUCT RESULTS			RATING		
FY 2011 ACTUAL ACCOMP	FY 2012 TARGET		FY 2012 ACTUAL ACCOMP					
MAJOR FINAL OUTPUTS								
Advanced and Higher Education Services	PHP 231.311	Percentage of FTEs in mandated*/priority programs**	70 percent	85 percent	122 percent	144%		
			6,437	9,350	13,409			
			9,196	11,000	11,000			
		Percentage of accredited programs among mandated/priority programs and relative to total	76 percent	76 percent	76 percent	100%		
			19	19	19			
			25	25	25			
		Percentage of graduates in the mandated/priority programs graduated within the prescribed period	55 percent	60 percent	100 percent	167%		
			1,934	1,670	2,795			
			3,494	2,784	2,784			
Research Services	PHP 14.096	Number of outputs presented in regional/national/international fora/conferences	10	17	55	324%		
			research outputs	research outputs	research outputs			
		Number of outputs published in CHED accredited journals/ internationally indexed journals	4	5	18	360%		
			research outputs	research outputs	research outputs			
		Percentage of research projects conducted and completed on schedule	- percent	46 percent	84.62 percent	184%		
			-	6	11			
Extension Services		Number of IEC materials/techno guides developed/used	-	2	34	1700%		
			IEC materials, techno guides	IEC materials, techno guides	IEC materials, techno guides			
		Number of beneficiaries served	2,400	2,500	4,797	192%		
			beneficiaries	beneficiaries	beneficiaries			
		Number of training and extension activities assessed as very good to excellent/relevant or useful	-	6	33	550%		
			trainings and extension activities	trainings and extension activities	trainings and extension activities			
STO and GASS								
		Personnel development and welfare support: number of personnel enabled to pursue studies/training and provided other support services	- personnel	170 personnel	220 personnel	129%		
			-	5,754	8,379			
		Number of students / personnel provided with non-academic related services (e.g. Library Services, Medical/Dental Services, Guidance Services, ICT Services, etc.)	students/ personnel	students/ personnel	students/ personnel	146%		
			-	22	21.15			
		General Administration and Support Services	PHP 97.198	Percentage of internally generated income to total operating budget /cost	percent	percent	percent	96%
					-	PHP 84,200,000	PHP 81,789,933.48	
-	PHP 386,700,000			PHP 386,700,000				
		Cost/Amount of infrastructure projects and other physical facilities funded out of internally generated income	PHP 0	PHP 6.258	PHP 8	132%		
			million	million	million			

The Philippine Normal University (PNU) primarily provides higher professional and special purposes and promotes research and extension services, advanced studies and progressive leadership in education and other fields. It offers undergraduate and graduate courses in the fields of education and other courses as the Board of Regents may deem necessary to carry out University objectives.





GOOD GOVERNANCE ACCOUNTABILITY REPORT CARD (MARC-2)

Philippine Normal University	TRANSPARENCY SEAL		PhilGEPS POSTING		CASH ADVANCE LIQUIDATION		CITIZEN'S CHARTER	
<p>The Philippine Normal University (PNU) primarily provides higher professional and special purposes and promotes research and extension services, advanced studies and progressive leadership in education and other fields. It offers undergraduate and graduate courses in the fields of education and other courses as the Board of Regents may deem necessary to carry out University objectives.</p>	YES	Agency mandates and functions, names of its officials with their position and designation, and contact information	YES	Invitations to Bid/ Request for Expression of Interest posted continuously in the website of the PhilGEPS, procuring entity concerned, if applicable, for seven (7) calendar years starting on date of advertisement	YES	Cash advances for foreign travels liquidated within 60 days from travel	YES	Information billboards of the Citizen's Charter (or equivalent of it) with complete details posted at the main entrance of the agency office
	YES	Annual reports, as required under national Budget Circular Nos. 507 and 507-AS dated January 31, 2007 and June 12, 2007, respectively for the last three (3) years	YES	Notice of Award (NOA) posted by the Bids and Awards Committee (BAC) through the Secretariat within three (3) calendar days from its issuance	YES	Cash advances for domestic travels liquidated within 30 days from travel	YES	Conduct of periodic review of the implementation of the Citizen's Charter (not less than once every two years)
	YES	Agency approved budget and corresponding targets immediately upon approval of the General Appropriations Act of 2012	YES	Notice to Proceed and the approved contract posted in the PhilGEPS website within fifteen (15) calendar days from issuance	YES	Cash advances for special projects liquidated within 30 days upon completion of the project/ activity		
	YES	Major programs and projects categorized in accordance with the five key result areas under E.O. No. 43, s 2011	YES	Invitations to Bid, NOA, NTP, and approved contracts posted in the Transparency Seal website of the agency*				
	YES	Program/ project beneficiaries as identified in the applicable special provisions						
	YES	Status of implementation and program/ project evaluation and/ or assessment reports						
	YES	Annual procurement plan, contracts awarded and the name of the contractors/ suppliers/ consultants						

* This serves to rectify the non-posting of Invitations to Bid, NOA, NTP, and approved contracts before the deadline set by the AO 25 Inter-agency Task Force.



Ranking	Names of Bureaus / Offices / Attached Agencies/ Delivery Units	Rate of Accomplishment of Targets (in %)	No. of Employees
Top 10% (Best)	College of Science	368.43%	46
	College of Languages, Linguistics and Literature	319.57%	30
Next 25% (Better)	College of Arts and Social Sciences	292.57%	42
	College of Education	249.57%	50
	Center for Continuing Education and Distance Education/ Center for Linkages and Extension	385.5%	4
	Office of the President/VP for Academics/VP for Planning, Research & Extension/VP for Administration, Finance and Development	102.15%	11
	Administrative Services	118.14%	35
	Center for Research and Development in Education	183.75%	6
Next 50% - 65% (Good)	Office of Student Affairs and Student Services / Office of Admissions	121.33%	8
	Administrative Support to Academics	100%	26
	Financial Management Services	100%	15
	Isabela Campus Academics	217%	26
	Management Information System	100%	3
	Physical Plant and Campus Development	100%	16
	Center for Planning	100%	1
	Auxiliary Services	100%	16
	Center for Educational Measurement	100%	1
	Agusan Campus Academics	133.33%	44
	Isabela Campus Administrative Group	100%	15
	Agusan Campus Administrative Group	100%	16
	University Press	100%	7
	University Library	100%	8
	Office of the Registrar	100%	10

Transitioning to National Budget Circular No.461 (NBC 461)

In 2009, the BOR in two Board Resolutions terminated the use of PNU PAS Scheme as basis for faculty promotion and directed the university Administration to officially implement the NBC461 system in hiring and promoting the faculty.

During its 55th regular meeting on December 5, 2012, the BOR approved the transition Scheme/Formula for Faculty Promotion from Performance Appraisal Scheme (PAS) to National Budget Circular No.461 (NBC 461) as proposed by the Faculty and Academic Staff Evaluation Board (FASEB) and recommended by the Administrative Council.

The transition scheme involves getting the average of the faculty's PAS evaluation points obtained in 2006 and the NBC461 points up to 2010 as evaluated by the Computer Department of Integrated Research and Training Center based in the Technological University of the Philippines (TUP).

The transition formula will be implemented following two strategies:

A. Once the validated NBC461 points of faculty are released by the TUP ZONAL Evaluation Center, the appointment of faculty based on the corresponding academic rank issued will be approved. However, the adjustment in compensation will take effect once the DBM released the fund.

B. Upon release of funds by the DBM, the faculty will be given appointments based on their transition scores, i.e. the average of PAS points in 2006 and the NBC461 points as evaluated by TUP, subject to availability of funds. The salary of faculty will be differentiated to be funded by the Special Trust Fund (STF) in case the transition score is higher than NBS461 points.

Level III Re-accreditation

To ensure the quality of existing academic programs, PNU submitted 25 academic programs in 12 cluster programs for level III re-accreditation with the Accrediting Agency of Chartered Colleges and Universities in the Philippines (AACCUP). On December 10, 2012, PNU received the AACCUP Board Action granting Level III re-accredited status for the undergraduate programs below as assessed by AACCUP on October 15-16, 2012 and October 22, 2012.

No. of Individual Programs	Cluster of Programs
3	1. Secondary Teacher Education (Biology, Chemistry & General Science)
1	2. Secondary Teacher Education (Physics & Technology)
2	3. Secondary Teacher Education (Mathematics & Physics)
6	4. BS for Teachers (Biology, Chemistry, Physics, Nutrition & Dietetics, General Science & Math)
3	5. Secondary Teacher Education (Values Ed., Social Science & History)
2	6. Secondary Teacher Education (Music Education, Speech & Theater Arts)
1	7. Secondary Teacher Education (Physical Education)
2	8. Psychology (Ed. Psychology and Guidance & Counseling Streams)
1	9. Early Childhood Education
1	10. Elementary Teacher Education
2	11. Secondary Teacher Education (English & Filipino)
1	12. Library Science and Information Science
25	



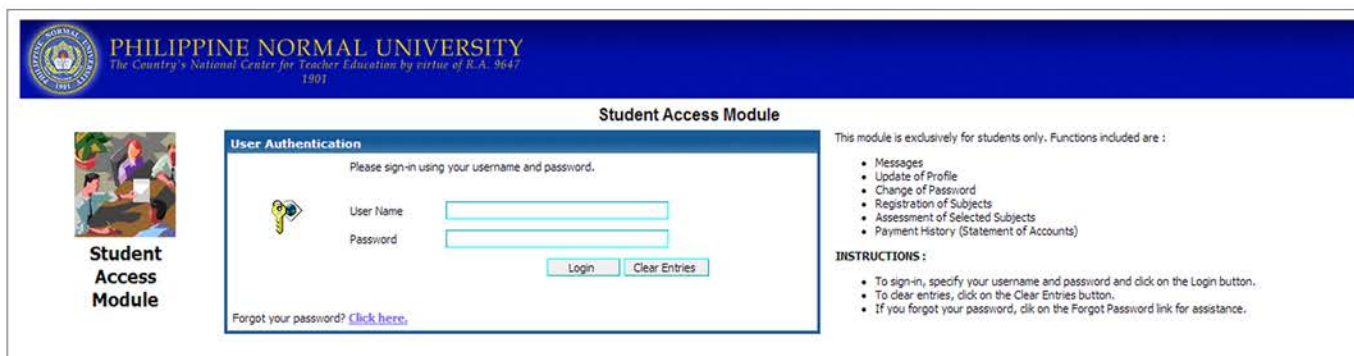
SYSTEMS-BASED SOLUTIONS

Employ proven management technologies and systems as solutions to providing quality, reliable, and efficient academic and administrative support services to sustain the University's competitiveness.




PNU is optimizing ICT for efficient governance and service by developing and implementing various computer systems to automate its services.

One major move in line with PNU's modernization program is the implementation of the PNU Web-Based School System (PWEBSS). This system allows online enrolment and other web-based transactions for all students and clients of the university. After thorough discussions on the salient features of the proposal and the positive response from the student leaders, the PWEBSS was made into a policy with BOR RESOLUTION NO. U-1730, S. 2012.



PHILIPPINE NORMAL UNIVERSITY
The Country's National Center for Teacher Education by virtue of R.A. 9647
1901


Student Access Module



Student Access Module

User Authentication

Please sign-in using your username and password.


 User Name:
 Password:

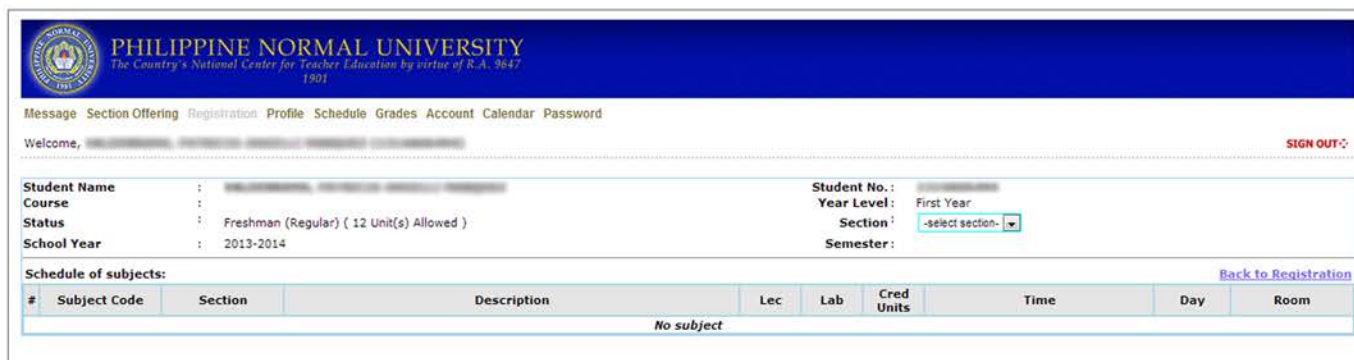
Forgot your password? [Click here.](#)

This module is exclusively for students only. Functions included are :

- Messages
- Update of Profile
- Change of Password
- Registration of Subjects
- Assessment of Selected Subjects
- Payment History (Statement of Accounts)

INSTRUCTIONS :

- To sign-in, specify your username and password and click on the Login button.
- To clear entries, click on the Clear Entries button.
- If you forgot your password, click on the Forgot Password link for assistance.



PHILIPPINE NORMAL UNIVERSITY
The Country's National Center for Teacher Education by virtue of R.A. 9647
1901

Message Section Offering Registration Profile Schedule Grades Account Calendar Password


Welcome, **XXXXXXXXXX** [SIGN OUT](#)

Student Name :	XXXXXXXXXX	Student No. :	XXXXXXXXXX
Course :	XXXXXXXXXX	Year Level :	First Year
Status :	Freshman (Regular) (12 Unit(s) Allowed)	Section :	-select section-
School Year :	2013-2014	Semester :	

[Back to Registration](#)

#	Subject Code	Section	Description	Lec	Lab	Cred Units	Time	Day	Room
No subject									

Besides the PWEBSS, a Document Tracking System was developed and implemented to facilitate the efficient flow of communication between and among offices by easier and faster tracking of documents



PHILIPPINE NORMAL UNIVERSITY
The Country's National Center for Teacher Education by virtue of R.A. 9647

DOCUMENT TRACKING SYSTEM

[Home](#)
[Releasing Document](#)
[Receiving Document](#)
[Viewing Documents](#)
[Logout](#)

Management Information System

RELEASING FORM

NEW

DOCUMENT TYPE:

DESCRIPTION:

RELEASED BY:

ROUTING SLIP NOTE:

ATTACHMENT:

RECEIVER:

CC:


Powered by PNU Management Information System
2013 All Rights Reserved. www.pnu.edu.ph

PHILIPPINE NORMAL UNIVERSITY				
The Country's National Center for Traveler Education by virtue of R.A. 1067				
INVENTORY AND REQUISITION INFORMATION SYSTEM				
ITEM NAME	STOCK NO	DESC	QTY	RE ORDER LEVEL
longpaper	1	longpaper	9	20
shortpaper	2	shortpaper	9	10
penicil	4	penicil	4	10
penicil pen	6	penicil pen	9	2
DEPARTMENT	QTY	UNIT	DESC	
iso	2	PEACE	penicil pen	
iso	_00	_UNIT	_DESC	
iso	123	PEACE	penicil pen	
apple	2	PEACE	penicil	


- Human Resource Information System V1.0**

Username:

Password:



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Powered by Management Information System

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PHILIPPINE NORMAL UNIVERSITY
The Country's National Center for Teacher Education in Accordance with RA 9157

2023-2024

Home


Users

Information

Programs

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KIS POEMA B.G. 13
(Narbova, 1999)



REPUBLICA NG PILIPINAS
Republic of the Philippines
PAMANTASANG NORMAL NG PILIPINAS
Philippine Normal University
Manda
Manda

SA - Select Program -

Philippine Normal
University
Manda

Ginsung Gup 13
in 20-2024

Kayo ay nakatag na - Select Program -

Select Select Select one

You are hereby appointed as

may ay katatagan - Select Program - as Pamantasang Normal ng Pilipinas

in the of the Philippine Normal University

- With funding from the Commission on Higher Education, PNU developed and now host the **Teacher Resource Web Portal**. The portal provides easily accessible, reliable and free resources that can help teachers and students upgrade their pedagogical content knowledge and competencies. It aims to enable the faculty and students of researches, multimedia presentations, projects, syllabi, mo thereby creating a network of “bayanihan” among mentors



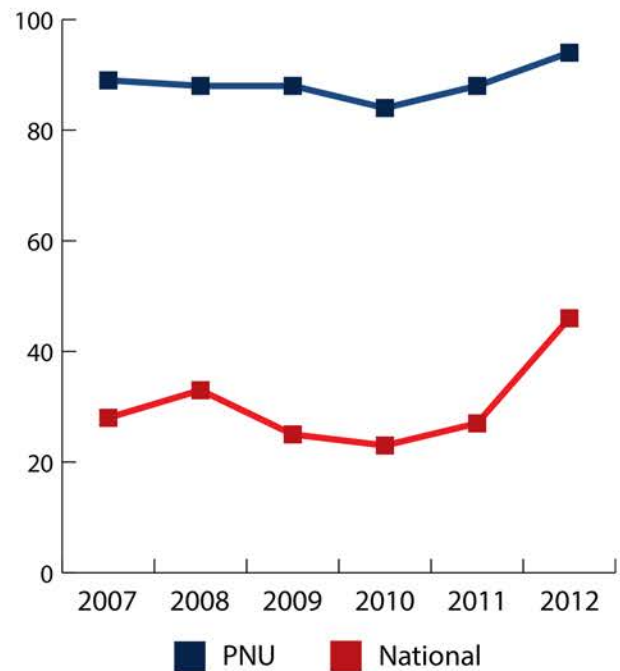
 32
PHILIPPINE NORMAL UNIVERSITY

BRANDING

Promote a distinct and widely recognized PNU brand as being the source of responsive innovations in teacher education.



PNU's brand of being the source responsive innovations in teacher education in the country is exuded by the kinds of programs and services it provides to its stakeholders. However, the quality of its graduates is the brand that ultimately speaks for its long-held tradition of producing not only excellent teacher but also education leaders who made a difference in the Philippine education. The line graph showing the performance of the PNU main campus in the Licensure Examination for Teachers (LET) since 2007 proves that PNU perform far better compared with the collective performance of teacher education graduates on the national level.



To promote the high performance of the PNU graduates in the Licensure Examination for Teachers, the University conducted LET review for the 2011 graduates. As a result, PNU students topped the September 2012 Licensure Examination for Teachers:

Secondary Level

- Top 3 - Ramuel P. Ching (BSPT) Manila
- Top 6 - Magdaline P. De Luna (BSBT) Manila
- Top 7 - Paulaspiera A. Elauria (BS Math) Manila
- Top 8 - Kim S. Carlos (BS Math) Agusan



Elementary Level

- Top 7 –Alma V. Reynaldo (Manila)
- Top 9 – Mary Rose F. Denilla(Cadiz)



*Topnotchers for
September 2012
Licensure Examination
for Teachers*

PNU promoted its brand by redesigning the PNU website, customizing the email addresses for PNU, distributing business cards for PNU officials and designing official templates (e.g., PowerPoint, certificates).



redesigned PNU Website



*during the ICT Fair; launching of PNU website, official
Powerpoint Templates, PNU Certificate Template and
distribution of official Business Cards*

PNU PERFORMING GROUPS

Along with the long-held tradition of producing quality teachers and education leaders PNU also takes pride for breeding teachers in music and dances through its performing groups like the Kislap Sining Dance Troupe (KSDT), the PNU Chorale and the PNU Rondalla.

PNU Kislap Sining Dance Troupe

Under the directorship of Dr. Larry A. Gabao, a renowned icon in Philippine Folk Dance as a folk dancer, dance director and leader in Dance Education of the Philippines, the group represented the Philippines in various capacities as Ambassador of Goodwill to Singapore for the Department of Foreign Affairs, the United States of America for the Centennial Celebration of the country, in the Middle East for Cultural Festival, in South Korea for the International Folklore Festival and Cultural Exhibit.



PNU Chorale

This group has produced music teachers in the field. With mentor and conductor Prof. Luzviminda Modelo, the group has participated in various chorale competitions and has bagged various awards for the university.



2nd Place, Casino Filipino's "KRISMAS KAROL KANTAHAN KONTES (4K) 2012, PAGGOR Grand Theater, Organized by Philippine Amusement and Gaming Corporation (PAGCOR) December 7, 2012



4th Place, 5th PASUC Literary and Cultural Festival, December 12-14, 2012, Rizal Technological University, Organized by Philippine Association of State Universities and Colleges



2nd Place, Holiday Hymns at Araneta Center, December 23, 2012, Araneta Center

PNU Rondalla

The PNU Rondalla, under Prof. Pacita M. Narzo as trainer and conductor, performs not only at PNU but also across the country. An ensemble of stringed musical instruments, this PNU performing group is often invited in various international gatherings, especially those with Philippine themes.



INTERNATIONALIZATION

Transform PNU as internationally recognized leader in teacher education.



BUILDING INTERNATIONAL NETWORK AND LINKAGES

PNU's aim to be a globally recognized teacher education institution had to be matched with strategic and specific steps while it performs its mandate and mission of producing future excellent and innovative teachers and education leaders. To leverage the university's efforts for global positioning, Dr. Ogena's has intensified her efforts to connect with international agencies and personalities.

In 2012, Dr. Ogena was invited to be a member of the Steering Committee of the **APEC Learning Community Builders (APEC ALCoB)** and member of the Advisory Committee of the **Asia Pacific Collaborative Education Journal (APCEJ)**. In these capacities, she was invited to talk on education policies, issues, and green growth and technology during the **8th APEC Future Education Forum** in Gyeongju, Korea on 22-23 May 2012, as organized by the Institute of APEC Collaborative Education (IACE) and hosted by the Ministry of Education, Science and Technology (MEST), Korea.

To prepare for the country's hosting of APEC in 2015, Dr. Ogena, former **APEC International Coordinator for Human Resource Development for Industry and Technology (HURDIT)**, joined the CHED Chairperson Dr. Patricia B. Licuanan and CHED Regional Director Dr. Caridad O. Abuan to participate in the **Asia-Pacific Economic Cooperation (APEC) International Conference on Education** held in Vladivostok, Russia on 9-10 July 2012. The conference, participated by the APEC member economies namely: Korea, China, Japan, Australia, New Zealand, Malaysia, Indonesia, Russia, Hong Kong, USA, Canada and the Philippines, focused on the best practices for forging global cooperation of universities among APEC economies.

Building strong connections and solidify relationship with other universities abroad is integral to internationalization. Dr. Ogena's official visits to universities abroad have earned PNU significant international network and linkages. In these trips, she made sure that her officials also join her for them to benchmark with universities being visited and broaden their professional network and linkage.

On 14 August 2012, Dr. Ogena was invited by Dr. Seung-In Nam, President of **Daegu National University of Education (DNUE)**, to sign a MOA with DNUE and the **Province of Gyeongsangbuk-Do** for multicultural partnership, particularly on (1) Joint development and implementation of multicultural education programs; (2) Training and camp for the children of multicultural families; and (3) Joint research projects on multicultural education. Dr. Evangeline F. Golla, PNU's Vice President for Planning, Research and Extension, joined her in this travel.



(L-R): Dr. Nam Seung In (President, Daegu National University of Education, South Korea) with Dr. Ester Ogena (President, Philippine Normal University)



(L-R): Dr. Nam Seung In (President, Daegu National University of Education, South Korea), Dr. Ha Thanh Toan (Rector, Can Tho University), Hon. Kim Kwan Yong (Governor, Province of Gyeongsangbuk-Do), Dr. Ester Ogena (President, Philippine Normal University)

Upon official invitation from Former President **Fidel V. Ramos**, Dr. Ogena attended the **Education Forum for Asia 2012** on 21-24 September 2012. She invited Dr. Rebecca C. Nueva España to participate with her to gain insights on various trends and perspectives on Education in Asia. PNU was able to enter into an agreement with the **Province of Chengdu, China** to promote inter-cultural collaborations.





Together with College of Arts and Social Sciences (CASS) Dean Dr. Zenaida Q. Reyes and College of Language, Linguistics and Literature (CLLL), Dean Dr. Ma. Antoinette Montealegre, the PNU President participated in the 11th Asian University Presidents Forum in Busan, Korea with Dongseo University (DU) at host on 28-31 October 2012. To maximize this attendance to

their event, PNU was able to seal collaborations with DU, and four other universities: **Rajamangala University of Technology, Guangdong University of Foreign Studies, Panpacific University North Philippines, and Salaadin University – Erbil.**



**MOA Signing with
Salahaddin University,
Kyrgistan**



**MOA Signing with
Dongseo University**



**MOA Signing with
Guangzhou University**



**MOA Signing with
Rajamangala University**

While these linkages aimed to foster students and faculty exchanges particularly on academics, research, seminars and short-term training programs, the agreement with the University of New England, Australia is a special case since this primarily intends to the establishment of the **Research Center for Teacher Education (RCTQ)** at PNU, a three-year research project under the supervision of the *Science, ICT and Mathematics Education for Rural and Regional Australia (SiMMER)* of the **University of New England** with funding support from the Australian AID (AusAid). The RCTQ is an applied research and development center established to create an environment for building applied research capacity at PNU and overtime, throughout the Philippines and improving the capacity of teachers to deliver quality educational outcomes and, the capacity of the Philippine people to meet and address the human capital needs of an economically strong and socially cohesive and politically stable society.



Visit of Prof. Jim Barber Vice Chancellor, University of New England, Australia

L-R: Prof. John P. Natividad, MIS Director; Dr. Evangeline F. Golla, VP for Planning, Research & Extension, Prof. Jim Barber, Vice Chancellor, University of New England; Dr. Ester B. Ogena, PNU President, Dr. Rebecca C. Nueva España, VP for Administration, Finance and Development; and Prof. Nelson Garcia, PPCD Director





The university also penned an agreement with the **Japan Foundation** last **May 18, 2012** for mutual cultivation and enrichment of cultures through language and arts education.

PNU also renewed its ties with the Spanish Government through a MOA signed by PNU and Spanish Ambassador to the Philippines **Ambassador Jorge Domecq (June 25, 2012)**.

PNU AS HOST TO AN INTERNATIONAL WORKSHOP AND OTHER FOREIGN VISITORS

Led by the College of Science, PNU hosted the **3rd International Workshop of the Educational Co-Research for Sustainability** on 23-25 August 2012.



Visit of Prof. Naohiro Li and 6 students from Osaka Prefecture University, Osaka, Japan, December 6-7, 2012



Dr. Ilyong Bae, (2nd from left) International Coordinator, Planning Affairs, Daegu National University of Education, Dr. Jongeok Park, Division of Support for Multicultural-Families, Gyeongsangbuk-do (Local Government), and Dr. Jangho Son, Dean, Planning Affairs, Daegu National University of Education with Dr. Ester B. Ogena and Dr. Evangeline F. Golla

The English Department of the College of Linguistics, Languages and Literature has organized the following lectures by foreign experts at PNU:

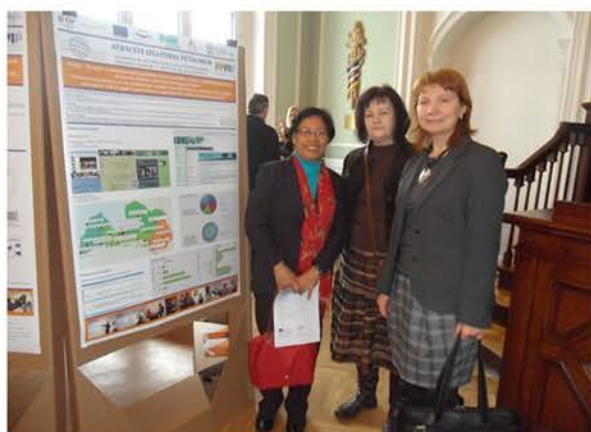
- **Lecture:** *Transitions: Multilingualism and Higher Education.*
Speaker: Ms. Emily Kuhlman, English Language Fellow, U.S. State Department
- **Lecture:** *Fluency in Foreign Language Reading Instruction*
Speaker: Dr. Richard Day, Chairman of Graduate Programs, Department of Second Language Studies, University of Hawaii, 8 November 2012 at the Main Auditorium
- **é-Lecture Series3:** *Enrich: 21st Century Skills: A Challenge to the English Teacher.*
Speaker: Mr. Kenneth Myers, English Language Fellow, U.S. State Department, 15 November 2012 at the AV Theater

INTERNATIONAL EXPERIENCES OF PNU FACULTY

PNU officials, faculty, staff and even students are encouraged to initiate collaborations and partnerships with universities outside the country, made possible through visits, faculty and student exchanges, paper presentations, among others.

Name	Role & Program Title	Date	Venue
College of Arts and Social Sciences			
Zenaida Q. Reyes	Participant, ASAIHL 2012 Conference	April 13-14, 2012	De La Salle University
	Research Workshop on Human Capacity and Life-wide Learning Inclusive Contexts of Diversity	Feb. 27-29, 2012	Latvias University, Riga, Latvia
	Paper Presenter, Conference of Asian European Meeting on Lifelong Learning: Lifelong Learning Unlimited	May 2-3, 2012	Copenhagen, Denmark
Gina O. Gonong	Paper Presenter, 10th Asia TEFL Conference	Oct. 4 – 6, 2012	New Delhi, India
Lordinio A. Vergara	22nd PAN ASIAN SOCIETY International Conference of Sports and Physical Education		
	1st International Conference in Sports and Physical Education	Feb. 3-4, 2012	PNU, Manila
Salve A. Favila	Paper Presenter, 1st International Conference in Sports and Physical Education	Feb. 3-4, 2012	PNU, Manila
Ivy Joy A. Capunitan	Paper Presenter, 1st International Conference in Sports and Physical Education	Feb. 3-4, 2012	PNU, Manila
Minerva U. Atanacio	Paper Presenter, 1st International Conference in Sports and Physical Education	Feb. 3-4, 2012	PNU, Manila
Allan A. Mabunga	Philippine Delegate, Regional Initiative for Cooperation for ESD Promotion through Rice – Asian Rice Project ESD Rice Project Asia Networking Workshop	June 7-10 , 2012	Asia-Pacific Cultural Centre for UNESCO (ACCU) and UNESCO Japan
	Philippine Delegate Japan Solidarity Project Seminar Organized	May 10-13, 2012	Asia-Pacific Cultural Centre for UNESCO (ACCU) and UNESCO Japan
	Resource Speaker, UNESCO Asia Pacific Network for International Education and Values Education (APNIEVE) Seminar	May 4, 2012	





Dr. Zenaída Q. Reyes, during her Poster Presentation in Latvian University, February 2012



Dr. Adelaida C. Gines and Dr. Zenaída Q. Reyes participated in the International Conference of Asian European Meeting Lifelong Learning Hub in Copenhagen, Denmark on May 2-3, 2012

Name	Role & Program Title	Date	Venue
College of Linguistics, Languages and Literature			
Ruth A. Alido	Participant, Webinar Course 9: Shaping the Way We Teach English	January-February 2013	Online
	Participant, 82nd Workshop for Asian-Pacific Teachers of English	July 2012	University of Hawaii at Manoa
Jennie V. Jocson	1st International Conference on Measurement & Evaluation	May 11, 2012	
Marla C. Papango	Paper Presenter, International Conference on Interdisciplinary Research Innovations	December 4-6, 2012	
	Participant, On-line Course: Critical Thinking in the Language & Literature Class	October – December 2012	Online
Cecilia M. Mendiola	Paper Presenter, ASIA TEFL	Oct. 4-6	New Delhi, India
Florencia F. Marquez	Spanish Language Course	April 10 - May 28 2012	Intituto Cervantes, Manila
Ma. Concepcion Y. Raymundo	Paper Presenter, International Conference on Interdisciplinary Research Innovations	December 4-6, 2012	
	Participant, Webinar Course 8: Shaping the Way We Teach English	September-October 2012	Online
Ali G. Anudin	Participant, Webinar Course 8: Shaping the Way We Teach English	September-October 2012	Online

Maria Sarah A. Palma	Participant, Webinar Course 7: Shaping the Way We Teach English	July-August 2012	Online
Andrew Rey S. Peña	Participant, Webinar Course 7: Shaping the Way We Teach English	July-August 2012	Online
Maria Teresa L. Manicio	Participant, Webinar Course 6: Shaping the Way We Teach English	May-June 2012	Online

Name	Role & Program Title	Date	Venue
College of Science			
Rosemarievic V. Diaz	Plenary Speaker, International Seminar on Science and Mathematics Education	May 8-10, 2012	SEAMEO-RECSAM, Malaysia
	Participant, Research Coordinators' meeting, FIRSTMATH International Study	Nov. 23-Dec. 3, 2012	Ireland
Ermina Fortes	Participant, Research Coordinators' meeting, FIRSTMATH International Study	Nov. 23-Dec. 3, 2012	Ireland
Reymond Anthony Quan	The Joint Australian Association for Research in Education and Asia-Pacific Education Research Association Conference		Sydney, Australia
Ruel Avilla	Paper Presenter, First International History and Philosophy on Science and Technology (IHPST) Asian Regional Conference	October 18-20, 2012	Seoul, South Korea
	Participant, 27th Philippine Chemistry Congress, a Joint Conference of 2012 Asia-Pacific Conference on Analytical Science and 3rd Regional Electrochemistry Meeting of South-East Asia	April 2012	EDSA Shangri-La Hotel, Manila, Philippines
Brando Palomar	Paper Presenter, First International History and Philosophy on Science and Technology (IHPST) Asian Regional Conference	October 18-20, 2012	Seoul, South Korea
Donna Marie B. De Mesa	5th Asian Computational Materials Design Workshop, Osaka University (GSE)/ De La Salle University (COS)		

Allen A. Espinosa	Poster Presenter, 27th Philippine Chemistry Congress (a joint conference of Asia Pacific Conference on Analytical Science and Regional Electrochemistry Meeting of Southeast Asia)	April 2012	EDSA Shangri-La Hotel, Manila, Philippines
Arlyne Marasigan	Paper Presenter, International on Conference on Inclusive Education	January 21-23, 2013	Batangas City Convention Center
	Paper Presenter, 15th Biennial Conference of the World Council for Curriculum and Instruction (WCCI)	December 27-January 3, 2013	Garden Villa Hotel, Kaoshiung City, Taiwan
	Paper Presenter, 3rd International Workshop of the Educational Co-Research for Sustainability	August 23-25, 2012	Philippine Normal University, Manila
	Paper Presenter, 8th Biennial Conference of the Comparative Educational Society of Asia (CESA)	July 8-11, 2012	Faculty of Education Chulalongkorn University, Bangkok Thailand

Name	Role & Program Title	Date	Venue
College of Education			
Melissa Alma Orendia	Paper Presenter, International Conference on Open and Distance e-Learning, "Open and Distance-Learning: Creating Spaces and Possibilities	February 22-24, 2012	Century Park Hotel, Manila
Darryl Roy Montebon	Paper Presenter, World Research Festival	August 22-24, 2012	Marco Polo, Cebu City

PNU STUDENT'S INTERNATIONAL EXPOSURE

This year, PNU had two fortunate exchange students. Under the International Student Exchange Program (ISEP), **Ms. Pearl Divina Asuncion** went to Tokyo Gakugei University (TGU) in Japan last October 2012 for a five-month program. She is the first PNU exchange student to TGU. Likewise, **Ms. Patriluz Manongsong**, taking Bachelor of Secondary Education in English, was awarded with the Global Undergraduate Education Exchange Scholarship by Philippine-American Educational Foundation. She is going to Bennet College, North Carolina as an exchange student for school year 2012-2013.

PNU students also get to position PNU in the international arena not only as students but also as youth leaders. **Ms. Aileen Velasco** attended the Fifth Youth Peace Ambassador Training Workshop organized by the UNESCO Bangkok Regional Unit for Social and Human Sciences in Asia and the Pacific in Bangkok last 6 – 14 November 2012.

COLLABORATION AND PARTNERSHIP

Optimize collaboration and partnership with public and private institutions and organizations to support effective and efficient delivery of University functions.



COLLABORATIVE ACTIVITIES WITH THE 3NS AND OTHER AGENCIES

A vigorous year for PNU was also seen for its collaboration and partnership efforts with various organizations, agencies, as well as education institutions in the country. Foremost in these partnerships is the continued and strengthened partnership of PNU with the National Network of Normal Schools (3NS). PNU as the Lead Shepherd of the 3NS, which was established on September 1, 2011 with the support of CHED Commissioner Nenalyn P. Defensor, implemented innovative projects this year in line with academics, research and forums.

Inspired by the Erasmus Mundus concept in Europe, Dr. Ogena proposed a **Local Erasmus Program**, which the 3NS implemented and dubbed as the **"Normalite"** Program. This academic program aims to enrich the experience of students by deploying them to a 3NS-member "Normal School" for a semester of practice teaching. Students also learn the local settings and immerse themselves to various local cultures that will make them more flexible and effective teachers in the future. Workshops and meetings of 3NS University Presidents, Vice Presidents and Registrars were held to ensure the success of this feat.



National Network of Normal Schools (3NS)
Registrars' Workshop held on October 8, 2012 at
the VP for Academics Conference Room.



National Network of Normal Schools (3NS)
Normalite Program Orientation Workshop held on
October 29 & 30, 2012 at the Alumni Hall.

Teacher education forums were also held in four of the ten member universities of the 3NS with a running theme *“Challenges, Innovations and Transformations in Teacher Education.”* These forums aims to provide a venue for faculty members in the 3NS present and share their researches on the national level and create an avenue for them to be familiar with each other and to plan and discuss future research collaborations and other undertakings.

The National Network of Normal Schools (3NS) with PNU as the Lead Shepherd conducted the Zonal Forum on Teacher Education held on the following dates & venues:

NCR - Nov. 7-9, 2012, PNU Manila

Luzon - Nov. 14-16, 2012, Pangasinan State University

Visayas - Nov. 22-24, 2012, Cebu Normal University

Mindanao - Nov. 27-29, 2012, Western Mindanao State University



Besides the above activities, the 3NS universities are also part of the following PNU-led and CHED-funded researches:

- An Enduring Legacy: The Journey of Normal Schools
- Research-based Pedagogical Approaches: Guide for Teachers in Teaching Kindergarten Learners

Together with other stakeholders, PNU also made sure that its sister universities are part of its important initiatives like Round Table Discussion (RTD) on significant issues impacting the not only teacher education but the education system as a whole like the new K to 12 curriculum.

As the NCTE, PNU initiated an RTD on the **New Teacher Education Curriculum** participated in by 3NS Presidents, VP for Academics, and stakeholders, including the CHED Technical Panel for Teacher Education, Professional Regulation Commission-Board of Professional Teacher, and the Teacher Education Council.



Registrars' workshop on the Normalite Program (Local Erasmus)

Another RTD was conducted on Modelling Grades 11 and 12 (Senior High School) involved the 3NS Presidents, VP for Academics, and stakeholders, including the Teacher Education Council and the Department of Education's K to 12 Transition Management representative.

AGREEMENTS MADE WITH OTHER PARTNERS

PNU entered into agreements with various local organizations like the Vibal Publishing House Inc., HopeNet, Canossa School. It also sealed a partnership with the Department of Science and Technology - Science Education Institute (DOST-SEI)

PNU-Vibal Publishing House partnership shall provide a framework for effective collaboration to share expertise on integrating technology with education by putting up two digital education projects of PNU for faculty and students such as the Tablet PC Classroom of the PNU Center for Teaching and Learning, and the PNU-Vibal Center for Digital Education Desktop PC Classroom.



PNU's partnership with Hope Street Association, Inc seeks to establish online and onsite charter learning programs to be known as the Learning and Social Evolution Program with the following components:

HopeNet – an online character building and knowledge software designed for elementary and high school students

HopeGames – a global community simulation game for children to use the virtual world as model to create hope and improve real communities

Learning Evolution System – a program that teaches educators to turn their traditional lesson plans into challenging games for children.



Partnership and collaboration on research and development programs with **DOST-Science Education Institute** was also forged. Specifically, this tie up will allow for collaboration on researches related to teacher training and teacher education, as well as for SEI to test and pilot products and materials developed by PNU.

An agreement with **Canossa School** was signed to help them in their teacher training programs.



PNU also signed agreements with private institutions like CENTEX Manila, IETI and Paref Woodrose establish linkages and partnership with private schools for practicum experiences of PNU practice teachers.

PRODUCT AND SERVICE DEVELOPMENT

Develop well planned products and services that are value to the stakeholders.



PRODUCTS DEVELOPED

As an inherent function of the university, production, publication and marketing of quality educational materials continue to be one of the main priorities of PNU. These educational products remain to be based on knowledge generated from research, academic observation, current innovations and developments in education.

Practice Teacher Kits

With funding under the project-based grants, the College of Science is in progress of developing kits for students in practice teaching like the micro-scale laboratory kits for biology, chemistry, physics, mathematics and the clotext kit for students majoring in Technology and Livelihood Education.



K-3 Math Kit



Grades 4 -6 Math Kit



Grades 7 - 10 Math Kit



Physics Lab Kit

PUBLICATIONS

College of Arts and Social Sciences

Prof. Wensley M. Reyes published *Ilang Tala sa Kasaysayan ng Pasig mula 1925 hanggang 1945, Navarro, Atoy, et.al (mga pat.) and Kasaysayang Pampookpananaw, Pananaliksik, Pagtuturo Limbagang Pangkasaysayan*. **Dr. Teresita T. Rungduin** published *The Concept of Saying Sorry Among Children: A Prelude to Forgiveness Behavior and Implications to Teaching Preschoolers*. **Prof. Minda I. Cabilao-Valencia** co-authored and published *Business Model to Link Overseas Filipino's Resources to Micro, Small and Medium Enterprises (MSMEs): A case study and policy research and Expanding Protecting Services to Victims of Trafficking through Organizing Responsive Task Forces Against Trafficking in Port and Pilot Hotspots in the Philippines (PORT Project)*. **Dr. Benjamin M. Domingcil, Jr.** published *Compendium on Comparative Politics and Compendium on Laws in Education*. **Dr. Nerissa S. Tantengco** published and acted as Consultant to *GLOBAL Filipino Book Series and Teachers Guide Grades 1-3*. **Prof. Serafin Arviola Jr.** published a *Module on Education for Sustainable Development (ESD)*. **Prof. Ronald Allan S. Mabunga** published a *Module on Education for Sustainable Development (ESD)*.

College of Science

Prof. Laarni A. Urbiztondo published *Learning and Living in the 21st Century (Grade 7-8)*. **Prof. Ma. Luz R. Lebrudo** published *Learning and Living in the 21st Century (Grade 7-8)*. **Dr. Eden V. Evangelista** published *Plant Biosystematics (International), Worktext in General Zoology, Science in Today's World-Teachers Guide, Science in Today's World-Biology Textbook, Science in Today's World-Laboratory Manual in Biology, SEAMEO Modules (NFE, A and E), Worktext in General Botany, Worktext in Zoology, and Readings in Biology*. **Prof. Genelita S. Garcia** published *Genetics, Module in Genetics and Biological Techniques*. **Prof. Brian M. Limzon** published *Human Anatomy and Physiology*. **Dr. Alice D. Dioquino** published the *Revision of Worktext –ICT Skills for Teachers (January 2012), Revision LET Review Materials in Gen- ICT (February 2012), Updated Lectures on Technology Integration, Computer Ethics Philosophies of Instructional Design and Research and Statistics Using Technology; Research*. **Dr. Gladys Nivera** published the *Contemporary Mathematics,*

Elementary Algebra and Intermediate Algebra and also as author/coordinator of *Math For All (Grade 1), Math For All (Grade 2), and Math For All (Grade 3)*. **Prof. Blesilda Jean Infante** published *Math For All (Grade 1, Math For All (Grade 2), and Math For All (Grade 3)*.

Prof. Allen Espinosa published *Discover Science: Chemistry (Textbook), and Career-Oriented Performance Tasks: Effects on Students' Critical Thinking, Process Skills and Interest in Chemistry*. **Prof. Marie Paz E. Morales** published *Module in PCK for In-depth Training, Module in Assessment for In-depth Training, Module for Grade 7 (Light) – K+12 Curriculum, Module for Grade 7 (Sound) – K+12 Curriculum, Module for Grade 8 (Light) – K+12 Curriculum, and Module for Grade 9 (Sound) – K+12 Curriculum*. **Prof. Crisanta A. Ocampo** published *Revision of Course Syllabi in Science in preparation for the NTEC Courses*. **Prof. Abel Ole** published *Fabrication and Characterization of Dye Sensitized Solar Cell (DSSC) Using Nanostructured TiO₂ as Photoelectrod*. **Prof. Ryan L. Arevalo** published *A theoretical study of the structure and stability of borohydride on 3d transition metals with M.C.S. Escano, and E. Gyenge, and H. Kasai, A theoretical study of the reactivity of Cu₂O(111) surfaces: the case of NO dissociation, J. Phys.: Condens Matter with H. Kishi, A.A.B. Padama, J.L.V. Moreno, H. Kasai, M. Taniguchi, M. Uenishi, H. Tanaka, and Y. Nishihata, and NO dissociation on Cu(111) and Cu₂O(111) surfaces: a density functional theory based study, J. Phys.: Condens. Matter 24 with A.A.B. Padama, H Kishi, J.L.V. Moreno, H. Kasai, M. Taniguchi, M. Uenishi, H. Tanaka, Y. Nishihata.*

College of Education

Dr. Teresita De Mesa published *A More Involved Parent, Travelling With A Child With Autism This Summer, Home Tutorial for Child with Autism, Picky Eater, Deaf Child Wants To Remain In Regular School ADHD Goes to College, and Help for my Dyslexic Daughter*. **Prof. Rolando Decella** published *Teaching-Learning Modules in Mathematic*. **Prof. Lorena Castro** published *Food Processing*. **Prof. April Ann Curugan** published *ESP Learning Modules of DepED*. **Prof. Corazon Decella** published *HELE Book*. **Dr. Jose M. Ocampo Jr.** published *3Cs in One's Life Creating Chances for Change in One's Life*. **Prof. Melissa Alma Orenicia, Dr. Teresita de Mesa, Prof. Celia Ilanan, Prof. Ma. Lourdes Agustin, Prof. Gerry Areta, Prof. Melissa Bartolome, Prof. Judy Bautista, Prof. April Ann Curugan, Prof. Maville Dizon, Prof. Annabelle Palmiery, Dr. Ma. Corazon B. Sigua, and Prof. Bert Tuga** published *The CED Newsletter: Collegeline*. **Dr. Editha Monserrate** published *My Very First Book in English (Nursery, Kindergarten, Preparatory)*.



College of Languages, Linguistics and Literature

Prof. Patrocinio Villafuerte published *Sining Pantanghalan, Volume 1; Sinag 1,2,3,4,5 and 6 sa Wika at Pagbasa*. **Prof. Estrella Pena** published *Sikhay I-IV*. **Prof. Heidi Macahilig** published *El espanol y la historia de la lectura en Filipinas* (a chapter in the book *Historia cultural de la lengua espanola en Filipinas: ayer y hoy*).

ISABELA

Dr. Clemente Aguinaldo Jr., Prof Edilberto M. Andres Jr., Prof. Roldan S. Cardona and Prof Jerry B. Tolentino published *Fundamentals of Mathematics*. **Dr. Olive Joy F. Andaya** published *Preschool Education: Concepts, Principles and Learning Experiences*.

INSTRUCTIONAL MATERIALS

The university developed a new set of materials for the Licensure Examination for Teachers (LET) in professional education, general education and all secondary specialization courses. These LET materials were used in the Review Classes for the March and September 2013 LET.



Prof. Ruth A. Alido prepared readings in Tapestry in Afro-Asian Literature. **Prof. Ali G. Anudin, Prof Andrew Rey S. Peña and Prof. Ma. Concepcion Y. Raymundo** prepared Pettern, a Coursefile in Academic. **Dr. Cecila M. Mendiola** prepared the materials such as acetates, handouts, and practice exercises for the revised final exams. **Prof. Merry Ruth M. Gutierrez and Dr. Heidi B. Macahilig** prepared the materials on SGPPA Reading Skills and Exercises Worksheets and Reading Exercises for Skills and Strategies Enhancement for project 102 Reading Program.

Prof. Luzviminda B. Modelo and Prof. Glinore S. Morales prepared the Revised Comprehensive Exams for MA Music Education. **Prof. Minda I. Valencia** developed a module on Culture for the Students' Grants-In-Aid Program for Poverty Alleviation (SGP-PA). **Dr. Salve Avila, Prof Rosanna Diana, Dr. Elizabeth Edralin and Prof. Teresita Evangelista** developed a Worktext in Physical Education and Health for College Students. **Dr. Larry A. Gabao, Prof. Rosanna Diana and Prof. Aquilino Eduardo P. Santos** developed a Worktext in Rhythmic Activities and Dance for College Students. The **Physical Education Department** developed a Module for Fitness and Health.

Dr. Rosemarievic Diaz developed Modules in Mathematics for K-12 Mass Training of Teachers. **Prof. Ruel A. Avila** developed a Module in Cholesterol Intended for Biochemistry and Grade 11 Science. **Dr. Erminda Fortes** developed Video Presentation for lessons in Advance Modern Geometry for Ph.D. and M.A. students.

AGUSAN

Prof. Concepcion G. Belza developed textbook entitled Madiyaw karajaw: Antolohiya ng mga Pnitikan sa Pilipinas. **Prof. Fe S. Bermiso** prepared modules on Pampagtuturo at Pampagkatuto, also on Batayan at Sanayang Aklat. **Dr. Evelyn R. Nada** prepared a worktext for English 1 and S-Fil 306. **Prof Rennie C. Saranza** prepared a worktext/course book for Academic Writing. **Prof. Julius M. Nuñez** developed instructional materials for Thematic and Integrated Learning for English IV. **Prof. Brenda B. Villamor** developed instructional manuals for Mechanics Lecture, Mechanics Laboratory, and Optics and Electromagnetism Lecture and Laboratory. **Prof. May Q. Apat** developed textbook entitled Ripples of Change: A Journey Pre-service Teacher Education Reform in the Philippines. **Prof. May Q. Apat** prepared teaching materials on Student Teacher's Teaching Skills.

CADIZ

Dr. Ma. Sofia Y. Nemenzo compiled exercises for Philippine Literature. **Prof. Gliceria Arlyn G. Garancho** compiled exercises in Structure of English. **Dr. Jean D. Figueroa** prepared materials for Philippine History. **Dr. Erwin G. Tiberio** prepared materials for Geometry and Measurement. **Prof. Ralger D. Jocson Jr.** prepared the materials for

Masining na Pagpapahayag. **Prof. Eliseo P. Marpa** prepared the materials for Advance Statistics. **Dr. Desiree B. Caceres** developed worktasks for Field Study 1, 3, and 5, materials for the Learners and Learning Environment and Social Dimensions. **Dr. Randyll V. Villones** prepared materials for Physical Education and Health, Rhythm and Dance, and Understanding Philippine Folk Dance.

ISABELA

Dr. Clemente M. Aguinaldo is still on the process of developing Instructional Materials in Mathematics such as SOMACUBES, set games, Monkeymatics, and pattern block.

TRAINING PROGRAMS AND OTHER SERVICES

In support of the re-tooling and knowledge and skills upgrade of the in-service teachers, the university conducted several training programs together with its various partners like the Department of Education (DepEd), Vibal Publishing House, and the 4th District of Quezon Province. The university trained 683 trainors from DepEd who will in turn train Grade 8 teachers who will handle Values Education, English and Filipino.

The university also hosted the DepEd's National Training of Teachers on major subjects like Values Education, Math, Araling Panlipunan, Science, Filipino and English with 1,784 teachers in attendance spread throughout a three-week period from May 14-28, 2012.



Upon the request of Congressman Lorenzo Tañada III, PNU conducted trainings on K to 12 to 189 principals and school administrators from the 4th District of Quezon Province specifically on *Enhancing Critical Thinking and Problem Solving Skills In Science, Mathematics, and English: Key to Economic Sustainability and Progress and Academic Leadership Quality (ALQ): Meeting Challenges in the Implementation of the K-12 Curriculum*.

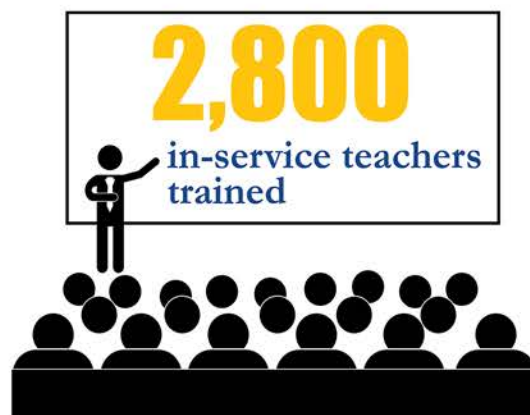


Together with Vibal Publishing House, PNU held a conference on the *Teacher Proficiency Development Program in ICT Across Disciplines* that primarily aimed to train teachers in basic education on the use of ICT in the teaching-learning process. Around 70 teachers were invited to attend this seminar.

Led by the College of Science, a three-day educator's conference on the *Recent Trends and Innovations in Science, mathematics and Technology: Towards Benchmarking Initiatives on Global Competitiveness and Internationalization* was conducted from October 25-27, 2012.

The College of Education also conducted the following SPED Training Programs in cooperation with DepEd in summer:

- Training Program for Teachers of Children with Mental Retardation
- Training Program for Teachers of Children with Visual Impairment
- Training Program for Teachers of Children with Giftedness and Talent
- Training Program for Teachers of Children with Learning Disabilities
- Training Program for Teachers of Children with Hearing Impairment



Around 2,800 in-service teachers were trained with these programs that PNU spearheaded.



RESPONSIVENESS TO STAKEHOLDERS

Respond effectively and innovatively to the needs, demands, and requirements of the different stakeholders to actualize/demonstrate the University's relevance and leadership.



EXPANDING STUDENT INTAKE

The university as the National Center for Teacher Education (NCTE) is dedicated to effectively and innovatively respond to the needs, demands and requirements of different stakeholders to actualize/demonstrate its relevance and leadership. The PNU Management took brave and bold steps in reinventing the admission policies and practices and reaching out to students from other regions converting its campuses into educational hubs.

As NCTE, it is PNU's desire to take in as many students from other regions with the vision of nurturing innovative and excellent teachers even in the farthest provinces in the country. This meant reducing intake from NCR and nearby provinces. However, this goal is not an issue of recruitment alone. A much bigger factor for students' decision to choose PNU as their undergraduate alma mater is their daily sustenance for four years until they finish their degrees. Hence, the PNU management offered a scholarship package to top five PNU Admission Test (PNUAT) passers per region, which includes full support for tuition and miscellaneous fees, free accommodation and monthly allowance.



PHILIPPINE NORMAL UNIVERSITY
The National Center for Teacher Education

invites all top graduating high school students of 2013
from different regions of the country.

Take the Challenge. Serve the Nation.

Be a Teacher!

Scholarship Benefits to Top 5 PNUAT Passers per Region:

- Full support for tuition and miscellaneous fees
- Free accommodation
- Monthly allowance

Admission Requirements:

- Fourth Year High School Report Card - no grade lower than 80% in all subjects
- Certificate of Good Moral Character from High School Principal
- Birth Certificate (certified true copy)
- Transcript of Records and Honorable Dismissal (for Transferees)
- 2 copies "1x1" picture
- P350.00 for the admission test

Testing Venue:

PNU Main Campus-Manila, PNU Isabela, PNU Quezon, PNU Agusan, PNU Cadiz, Philippine Science High School Campuses (Nueva Vizcaya, Lanao del Norte, Ilocos Sur, Baguio, Davao, Leyte, Camarines Sur) Cebu Science High School.

Testing Date: November 11, 2012

For more information please contact:
Office of Admissions
Rm. 104, G. Pecson Hall (Main Bldg.)
Tel/Fax No.: (02)527-0376
Email: admissions@pnu.edu.ph

For examinations in PNU branches please contact:

AGUSAN - (085) 343-7106	ISABELA - (078) 662-8016	QUEZON - (042) 841-1043
CADIZ - (034) 493-0265	(078) 662-7107	
(034) 493-1103	(078) 662-7727	

Application for admission can be done online.
Just log-on at www.pnu.edu.ph.

PNU CAMPUSES AS NCTE

Designating the PNU campuses into educational hubs was a necessary and timely move for Dr. Ogena. Like the PNU main campus in Manila, these campuses need to develop their own identity and be known at what they do best. Given their current resources and technical capacity, with foresight on where they can best position in the tight competition of teacher education, the four campuses of PNU were designated as the NCTE Hubs as follows:

- PNU Agusan as NCTE Multicultural Education Hubs
- PNU Cadiz as NCTE Environmental and Green Technology Hub
- PNU Isabela as NCTE Indigenous People Hub
- PNU Quezon as NCTE Technology & Livelihood Education Hub.

These hubs will serve as sites for research, planning, design and collaboration, technology capacity building, training, production of materials, and innovative programs for different sectors and groups in the country. Further, the designation would set directions for developing the campuses while giving them a particular area of responsibility. It will also allow opportunity to package local and foreign funding and possible academic and institutional partners for the different campuses. As hubs, the campuses can implement training programs related to their focus and eventually capacitate the campuses to compete against leading universities in the region. PNU Agusan will have the following focus – multicultural education, multicultural research and multicultural production. PNU Cadiz will offer the following – program and training on waste segregation and solid waste management, energy conservation center and renewable energy research. PNU Isabela will provide T2 for IP (Teach IP and Train IP) wherein the program takes into consideration the specific demands of educating the IPs using the knowledge and identity akin to them. PNU Quezon will concentrate on the three major dimensions – community and livelihood programs, self-reliance and sustainable environmental management and research capability.

As PNU continues to maintain its legacy as the front-runner in nation building through education, it sees opportunities in further advancing the country's interests by redesigning itself as the lead agency in introducing innovative programs and projects. The approved hubs aim to reinvent education in the country.

Different initial programs and projects were undertaken by the four PNU campuses for the approved hubs.

PNU Isabela started with the Bridging Program of 29 members of the different Indigenous Peoples. Closely coordinated with the National Commission on Indigenous Peoples, this Bridging program for the IPs intends to prepare them for the mainstream education.



PNU Agusan initiated a similar bridging program for some members of different IPs and Multicultural groups in the region. The program intends to prepare the selected students for the University's entrance examination.

PNU Quezon linked with local groups to jumpstart the TLE hub. The initial collaborations were done with other local universities in the area like PUP Quezon. The collaboration is focused on curriculum partnership and technology sharing.

REACHING OUT TO COMMUNITIES

Extension activities of the university continue to be strengthened to sustain the need to reach out to street children and urban poor families in our adopted communities such as Families and Children for Empowerment and Development Foundation (FCED), Brgy. 843, a community in Pandacan Manila, Gawad Kalinga and Caritas Manila, under the parishes of Sto. Niño and St. Vincent de Paul in Paco, Pandacan, Manila.

The extension partnership binds the adopted communities and PNU to serve and improve the quality of life of the people in the adopted community. Faculty, students, staff and alumni are expected to actively engage in various community extension services as part of PNU commitment to its function as a university.

Being the premiere teacher-training institution in the country, the NSTP in PNU primarily caters to Literacy Training Service and community development. The Student Facilitators' Program (SFP) was created to enhance leadership and facilitation skills of student leader volunteers. They are the ones who responded to the call for spirit of volunteerism who extended help to the NSTP Coordinator and the NSTP Facilitator & Technical Assistant to carry out the implementation of NSTP in the university. They undergo different training activities such as GK Training Camp last June 30 to July 1, 2012 in General Trias, Trece Martirez, Rover Scout Training on August 4-5, 2012 and Eco Challenge Training held last September 26 and 29, 2012.

As part of the Literacy Enhancement Program, NSTP students were deployed in seven (7) partner organizations and communities such as Families and Children for Empowerment and Development Foundation (FCED), Gawad Kalinga-Baseco, DepEd Kindergarten, DepEd- Alternative Learning Systems, Department of Social Welfare (DSW), Rizal Park under National Parks and Development Committee (NPDC) and PNU Library to provide tutorial services and assistance in different school and baranggay day care centers.



EXTENSION PROGRAMS IN THE COLLEGES

Activity	Department/Involved
College of Arts and Sciences	
ACTLIFE-CASS Extension Program Pandacan, Manila	Prof. Elvira Asuan
Historical Mapping and Geography Project at Brgy. 843 Zone 92 District 6 Pandacan, Manila	Dr. Enrico B. Garcia
Extension Service Activity at Brgy.	IV – 23 BS Psychology
College of Languages, Linguistics and Literature	
Literacy / Tutorial at Barangay 843, Barangay 659, Caritas, FCED	Filipino Department – Selected Faculty
Outreach to PNU-Sponsored Barangay	Russel Lomboy Estrella Pena Elvira Asuan
External Examiner in Ph. D program DLSU Irish Sioson 843, Pandacan, Manila	Cecilia M. Mendiola
Culminating Program of NSTP 12	Merry Ruth M. Gutierrez
Literacy Awareness Seminar for Volunteer Tutors	
Initiating Collection Development at Brgy. 849 (Pandacan)	LIS Department and Faculty
Initiating Collection Development and Book Talk Activities Brgy. 659 (Ermita)	
Promotion of the Reading Habit and Use of the Library for Selected Leaders of Las Piñas City Jail	LIS Department and Faculty with Participation of Extension Faculty of the other CLLL Departments
Parenting Sessions with Selected Residence of Brgy. BF Almanza I- St. Mary's Subd.	LIS Department and Faculty with Participation of Extension Faculty of the other CLLL Departments
College of Education	
Literacy Development Project for Children of San Marcelino, Manila Giving of school supplies and snacks for children of San Marcelino involved in the Literacy Development Program	Jaimmy O. Griffin Leonora P. Varela
Outreach Program in Brgy 659, San Marcelino, Ermita	CEC-SS2 class of IV-5 BEED
Outreach Program in Pandacan	CEC-SS2 class of IV-7 BEED

Outreach Program sa Kanlungan ng Luneta

CEC-SS2 class of IV-4 BEED

Tutorial Program for Children of San Marcelino Residents

Dr. Carmelina Barrera
Prof Lydia Calapardo

Reading Program for Children of Brgy 843, Pandacan
CARITAS Kalookan's Rehabilitation Program for Habagat Victims

Prof. Celia Ilanan
Prof. Susan dela Cruz

Early Childhood Intervention Program for At-Risk Children of Brgy. Obrero, Roxas District, Q.C.

Dr. Teresita de Mesa

College of Science

Tutorials for high school students at FCED, Brgy. 843 on Math, Chemistry, Physics, General Science

Prof. Benilda Bureon, Prof. Ruel Avila, Prog. Abel Ole, Prof. Virgil Duad, Prof. Shiela Rose Sia, Prof. Brando Palomar, Prof. Allan Reyes

College of Science

Balik Eskwelang Adult (Mothers & out of school youth)

Prof. Emilio Aguinaldo, Prof. Erwin Callo, Dr. Alice Dioquino, Prof. Malou Ubina

Health and Nutrition Literacy

Prof. Rachel Rodriguez, Prof. Benilda Butron, Prof. Owen Ayuste, Prof. Eisha Vienna Fernandez

Recipe Development

Dr. Ernesto Callo, Prof. Ma. Luz Lebrudo, Prof. Laarni Urbiztondo, Prof. Rachel Rodriguez

Food Assistance Project

Prof. Laarni Urbiztondo, Prof. Rachel Rodriguez

Environmental Literacy

Dr. Eden Evangelista, Prof. Owen Ayuste, Prof. Eisha Vienna Fernandez, Prof. Benilda Butron, Prof. Ruel Ole, Prof. Virgil Duad, Prof. Shiela Rose Sia, Prof. Brando Palomar

Livelihood Program (Production-oriented training, service oriented training, entrepreneurship training)

Prof. Ma. Luz R. Lebrudo, Dr. Ernesto Callo, Prof. Laarni Urbiztondo, Prof. Ruel Avila, Prof. Shiela Rose Sia, Prof. Brando Palomar, Prof. Abel Ole, Prof. Virgil Duad, Prof. Emilio Aguinaldo, Prof. Rachel Ortega, Prof. Blesilda Infante, Prof. Wilmer Marquez, Prof. Allan Reyes, Prof. Raymond Quan, Prof. Myla Esperanza



BENCHMARKING VISITS OF EDUCATION INSTITUTIONS AT PNU

Part of PNU's way of reaching out to its stakeholders is by accommodating different requests for campus visit and benchmarking activities from various colleges and universities and other institutions.

- Colegio San Jose de Alaminos
- Isabela State University
- Mary the Queen College of Science and Technology, QC
- Bicol University
- Palawan State University
- Don Mariano Marcos Memorial State University Mid-La Union Campus
- Westmead International School , QC
- Catanduanes State Colleges
- Ifugao State University

STUDENTS' GRANTS-IN-AID PROGRAM FOR POVERTY ALLEVIATION (SGP-PA)

An initiative of the Aquino government, the Students' Grants-In-Aid Program For Poverty Alleviation (SGP-PA) is being implemented by CHED in partnership with DSWD and DOLE. The SGP-PA has been set in place to contribute to the National Government's program thrusts that effectively address poverty alleviation by increasing the number of graduates in higher education among poor households, with the end in view of enabling these graduates to attain employment in high-value added occupations, in order to lift their families out of poverty and thereby contribute productively to national development. As the lead university in NCR in CHED's Disbursement Acceleration Program (DAP), PNU was identified to take in 102 student beneficiaries of the SGP-PA. Dr. Ogena formed the **Project 102 Committee** to focus on this project lead by Dr. Aurora Fulgencio as Dean of the Office of Student Affairs and Student Services (OSSASS).

ADMISSION TO PNU AND THE BRIDGING PROGRAM

Sixty-four (64) applicants from poor households in NCR (54) and Region IV-B (10) covered under the DSWD's *Pantawid Pamilyang Pilipino* (4Ps) took the PNU Admission Test (PNUAT), were interviewed and have expressed their interest to pursue a degree in Education were admitted at PNU. However, a bridging program was necessary since majority of these beneficiaries did not pass the PNUAT. The bridging program called Academic Intervention Program (AIP) includes Reading, Language, Mathematics, Values, Civics and Personality Education. Volunteer PNU faculty members prepared modules and lessons especially for the SGP-PA students, and monitored and evaluated the performance of the student scholars. When the PNUAT was again administered after the program, significant difference in the PNUAT mean scores of the SGP-PA students before and after the Bridging Program was found. Students who did not pass the first PNUAT but passed the second PNUAT (cutoff = 80) = 12. These 12 students were transferred to regular sections. The rest were formed into one section.



Medical & Dental Check Up



Distribution of Bags, uniform & allowance



Launching & MOA Signing with Parents



SGP-PA scholars with Hon. Patricia B. Licuanan and President Ester B. Ogena

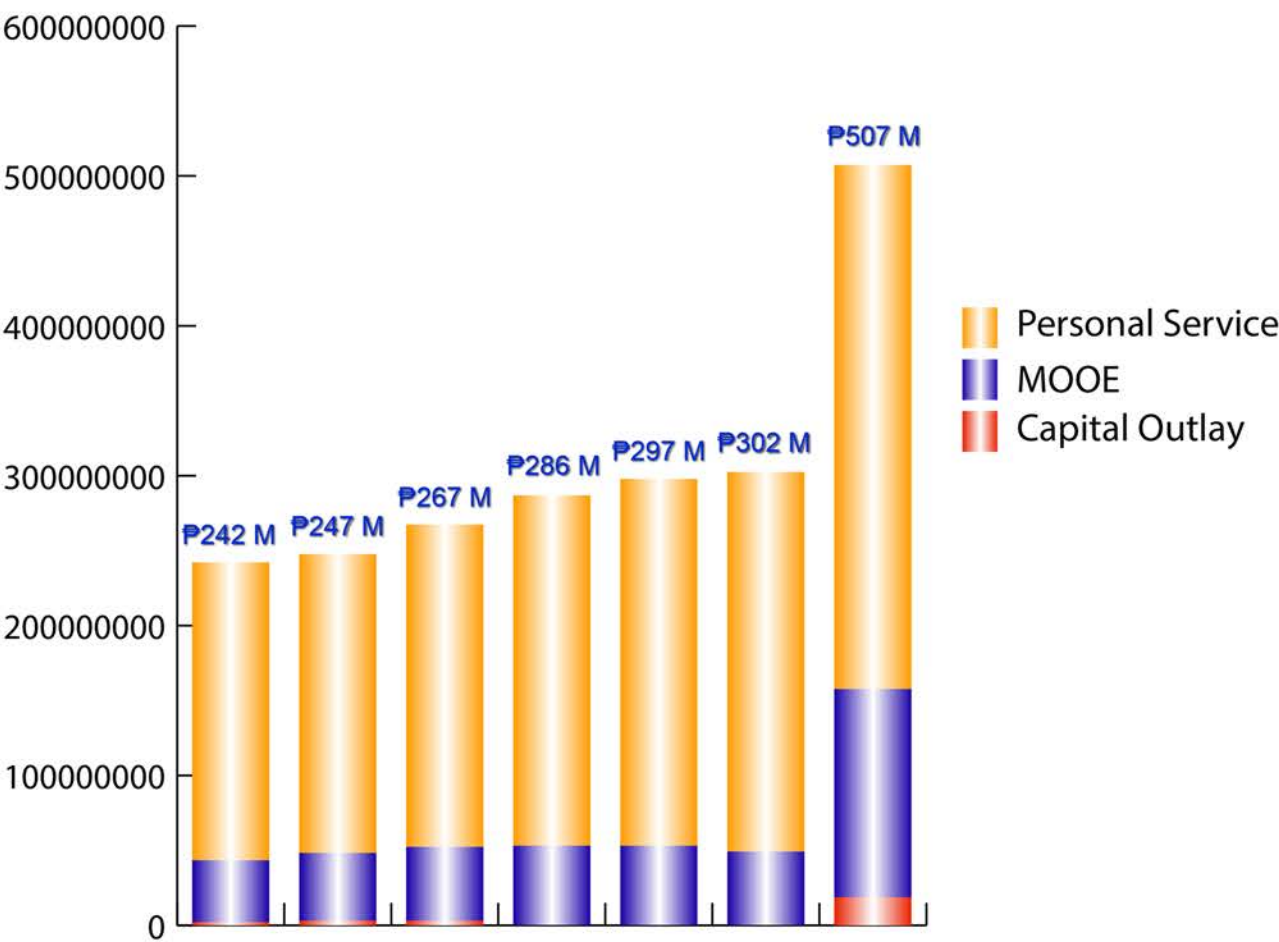
SUSTAINABILITY

Embed in the University system the value of environmental sustainability, continuing growth, and forward thinking.



While sustainability efforts for the university’s growth and future position as an academic institution seems complex as it requires every element in the system to coherently function well towards the desired direction, looking at its financial sustainability is vital to ignite and power up other efforts. Hence, it is the goal of Dr. Ogena’s leadership to increase its budget from the national government as well as beef up its income generation.

LOBBIED FOR HIGHER BUDGET ALLOCATION



The graph showing the university’s allocation from year 2007 to 2013 clearly depicts that PNU’s allocation from the General Appropriations Act (GAA) has always been below 300 Million Pesos. For years from 2007 to 2012, it is very apparent that Personal Services (PS) largely comprise the budget (80% on average), while the Maintenance and Other Operating Expenses (MOOE) covered only around than one-fifth of the total budget and the Capital Outlay (CO) has been a meager average of three million pesos (Php 3 M) for the first three years but allocation was completely gone for the succeeding years. This trend in the PNU budget had contributed much to the deterioration of equipment and infrastructure in the campus.

In 2012 therefore, the PNU Management seriously lobbied for increase during the budget call for 2013, from the regional up to the senate budget hearings. Before the year came to a close, PNU had a confirmed budget of more than 500 Million Pesos, a 200 Million Pesos increase from its usual GAA allocation that is mostly particularly the MOOE and CO. Such significant development served as a huge inspiration for the PNU Management as they hope to modernize its facilities and infrastructure.

INCOME GENERATION INTENSIFIED

Albeit the budget increase from the General Fund, the need for additional income remains to complete other projects in the university. Dr. Ogena's management was resolute in growing its income to allow more innovations and better delivery of services in the university.

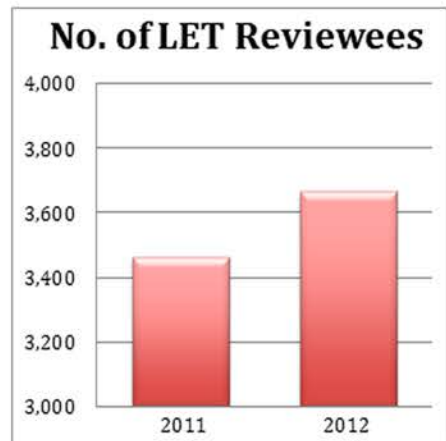
Various income generating schemes were proposed and approved by the BOR. One is for the scholarship donors (both from government and private sectors) to pay not only the tuition and miscellaneous fees of their recipient but the amount from the Special Trust Fund that PNU is spending for each student as well. With BOR RESOLUTION NO. U-1760, S. 2012, the rate of fees for students funded/supported by scholarship donors took effect first semester of SY 2012-2013, as follows:

- a. Php 4,535.00- Manila
- b. Php 3,935.00- Agusan and Cadiz
- c. Php 2,735.00- Isabela and Quezon

New rate of fees for the Licensure Examination for Teachers (LET) Review Classes in the Main Campus were also implemented with BOR approval under BOR RESOLUTION NO. U-1791, S. 2012. The new fees are:

- Php 2,000.00 for PNU Graduates
- Php 5,500.00 for Non- PNU Graduates
- Php 3,600.00 for Non-PNU Graduates without majorship

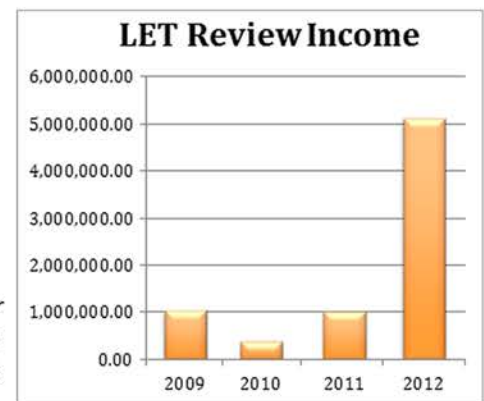
The BOR also approved the collection of Php 3,000.00 from each reviewee of the Librarian Licensure Examination (BOR RESOLUTION NO. U-1844, S. 2012), which used to be managed fully by the Dept. of Library and Information Science in the College of Languages, Linguistics and Literature.



From the graph depicting the number of LET reviewees at PNU, it is obvious that there is not much increase in the number of reviewees with 3,465 and 3,667 in 2011 and 2012, respectively. However, the graph on income from LET reviews reveals that the income increased

four times from 2011 to 2012. This development can be attributed to the new rate of fees for the LET review.

The University, for the first time, conducted review classes from 20-23 October, 2013 for DepEd teachers and heads who would like to take the examination for principalship of the National Qualifying Examination for



School Heads. Each reviewee paid Php 4,500 (BOR RESOLUTION NO. U-1844, S. 2012), which covers supplies, materials and personal services (lecturer, material writer, staff, clerk, writer and consultant). Around 500 aspiring principals attended the review classes.



As shown in the graph on the total income generated by the university in the last five years, PNU's income has slowly picked up from 2010 to 2012. These above-mentioned income-generating activities helped the university raise the budget it uses to augment for other projects at PNU like research and infrastructure. The LET review for example, as discussed earlier, has made a noticeable contribution to the Special Trust Fund (STF) of the university.



FACILITIES IMPROVED

Being over a hundred-year old university, a lot of facilities at PNU have deteriorated with time. The daunting task of restoring and rehabilitating the buildings and providing for up-to-date equipment and facilities to PNU students for their optimum learning was eased with the help of CHED. Through its Disbursement Acceleration Fund program where it allotted Php 17 Million for PNU infrastructure, the university was able to propose for the following projects:

Project Title	Project Cost (Php)
1. Large Class Model Classroom	2,955,000.00
2. COS Optics Lab	2,890,600.00
3. COS Food Laboratory	4,112,400.00
4. Basic Education Standards of Teaching (BEST)	2,542,000.00
5. Renovation/Modernization of the BPS Auditorium	4,500,000.00



Large Class Model Classroom



COS Optics Lab



COS Food Laboratory



Basic Education Standards of Teaching (BEST)



CTL Music Room



With funding from CHED through the support of Commissioner Nenalyn P. Defensor, the then HRD Auditorium was renovated and named as the PNU-CHED Center for Teaching Excellence. This was inaugurated on 25 September 2012 with the good Commissioner gracing the event together with other distinguished guests as witness.

Repairs and renovations of classrooms, venues and other facilities were carried out specifically on the following areas:

1. CED 104
2. Orata 304
3. Medical & Dental Clinic
4. Room provision for male dormers (recipients of Students' Grants-In-Aid Program For Poverty Alleviation (SGP-PA) aka Proj. 102)
5. Library Technical Room (TR) 1&2
6. Refurbishing of elevator (MACEDA)



Flooring replacement in Library Technical Room



The second and third floors of the PNU Hostel were also renovated to attract more transients.



PNU Cafe



Food Stalls

PNU FOUNDATION ESTABLISHED

The PNU Foundation, Inc. was established to provide support to the development efforts of the Philippine Normal University as it fulfills its mandate as the country's National Center for Teacher Education (NCTE).

Specifically, the PNUF aims to receive donations from individuals and institutions and do active generation of resources for activities intended to support PNU in its pursuit of its mandate thru the following:

- a) Faculty and staff development
- b) Construction of infrastructure and improvement of university facilities
- c) Scholarships to needy and deserving students
- d) Support for research and development
- e) Activities towards institutional improvement



HUMAN CAPITAL MANAGEMENT

Ensure an enriching, fair, and healthy work environment which promotes professional growth and career advancement for faculty and staff and guarantee a steady supply of highly competent human resource.



FACULTY AND STAFF DEVELOPMENT POLICIES

To ensure the professional growth of PNU faculty, numerous policies and programs for faculty development were crafted and implemented by the management in 2012. The PNU management reviewed and revised the Professional Development and Incentive Program (PDIP) contract for doctoral students. The PDIP of the following faculty were approved by the BOR: **Prof. Ma. Paz Morales, Ph.D. in Science Ed major in Physics (DLSU); Prof. Pacita Narzo, Ph.D. in Music Program (UP Diliman); Prof. Adolfo P. Roque, Ph.D. in Science Ed major in Chemistry (DLSU); Prof. Arceli Amarles, Ph.D. in Applied Linguistics (DLSU); Prof. Merry Ruth Gutierrez, Ph.D. in Reading, (PNU).**

1 **Amnesty Program for Faculty with PDIP refund obligation**
For those who already availed of this scholarship but unable to finish their Graduate studies (Master's or Doctorate), a refund obligation amnesty was proposed and subsequently approved by the BOR (BOR RESOLUTION NO. U-1792, S. 2012). This amnesty program aims to provide relief to faculty members who failed to meet the conditions of the scholarship contract as salary deduction for payback is temporarily suspended, thus giving them time to finish their degrees. In essence, the amnesty is a moratorium on payment of refund to the University of the full amount the faculty received during the period of their study leave with pay.

The management also amended the guidelines on the grant of honoraria for PNU continuing education & training and development programs & projects since the existing rates are way too low and not comprehensive enough to cover different activities and various personnel involved in the programs and projects. Rates of honoraria in the guidelines have gone through the process of consultation and thorough study by a committee and the Admin Council and were finally approved with BOR RESOLUTION NO. U-1726, S. 2012.

The BOR also approved the staffing modification through abolition of twenty-one (21) academic positions and creation of forty-one (41) Instructor I & II positions. To abolish higher faculty positions brought about by the retirement of 21 faculty members that resulted to vacant faculty ranks, scrap-and-build approach was adopted. Newly-hired faculty members of the University have been evaluated using NBC461 to the ranks of Instructors. The Instructor I positions in the plantilla have been evaluated basically filled up and occupied, hence the proposal to create instructor positions out of the 21 academic positions for abolition. Faculty items go up as the faculty move up the academic ladder using the NBC461 instrument for promotion.



On 13 January 2012, the PNU President launched the program INSPIRE, an acronym that stands for *Innovation Support and Promotion of Initiatives in Research and Education*. This is an umbrella program to catalyze development and sustainability of efforts for creating a culture of innovation and research in education. This aims to strengthen the major functions of the university namely, instruction, research and linkages and extension services; and seeks to support the President's vision and action agenda for the university. The following are the eight projects under Project INSPIRE:

1. Innovation Trigger Project

- an ICT grant to full time faculty including adjunct professors to develop education materials using ICT

2. Research and Product Development Projects

- composed of policy researches and international benchmarking, educational Innovations (e.g., developing new pedagogical approaches), product development (micro-scale kits, modules, etc.) and the Establishment and operationalization of database

3. "Normalite" Program (Philippine Erasmus Program)

- having two components: Program A (Student exchange program) which is one semester students exchange among 3NS institution and Program B (PNU Young Ambassador's Program) where PNU students' practice teaching will be in their province of origin

4. Foreign Language Proficiency Program for PNU Faculty

- about Capacitating PNU faculty in various foreign languages

5. Innovation Awards

- a recognition system for PNU students, faculty and staff to innovate pioneering innovative products that can be useful in schools or workplaces



The Innovation Trigger Project was carried out through the ICT grant where PNU faculty, including administrative staff who are teaching, can avail of the Php 10,000 outright support for procuring ICT gadgets. At the end of this year, a total of 149 faculty and staff have taken advantage of this program from Manila Campus (96), Lopez Campus (5), Isabela Campus (28) and Agusan Campus (20).

FACULTY AND STAFF DEVELOPMENT PROGRAMS

These policies were matched with specific strategies and programs. A sustainable faculty development plan was developed with the following programs:

1. One PNU Program:

- (a) Summer Teaching Exchange Project (STEP)
- (b) E-PNU Series

2. Faculty Recruitment and Academic Qualification Enhancement Program:

- (a) Ph.D. by Research, (b) Ph.D. in PE
- (c) E-PNU Faculty Pipeline
- (d) MA in Early Childhood Education for Faculty of PNU Campuses
- (e) Customized Training on Applied Anthropology
- (f) Faculty Thesis and Dissertation Assistance
- (h) Faculty Research Management
- (i) Summer Thesis/ Dissertation Coaching Project
- (j) Intra-PNU Summer Research Fellowship

3. Faculty and Staff Continuing Professional Growth Program:

- (a) Middle-Level Management Capability Building Program
- (b) In-STEP
- (c) Innovative Staff Training for Excellent Performance

4. Facilitating Faculty Networking Program:

- (a) Faculty Global Net
- (b) Faculty Product Development Services
- (c) Thesis/Dissertation to Book Project

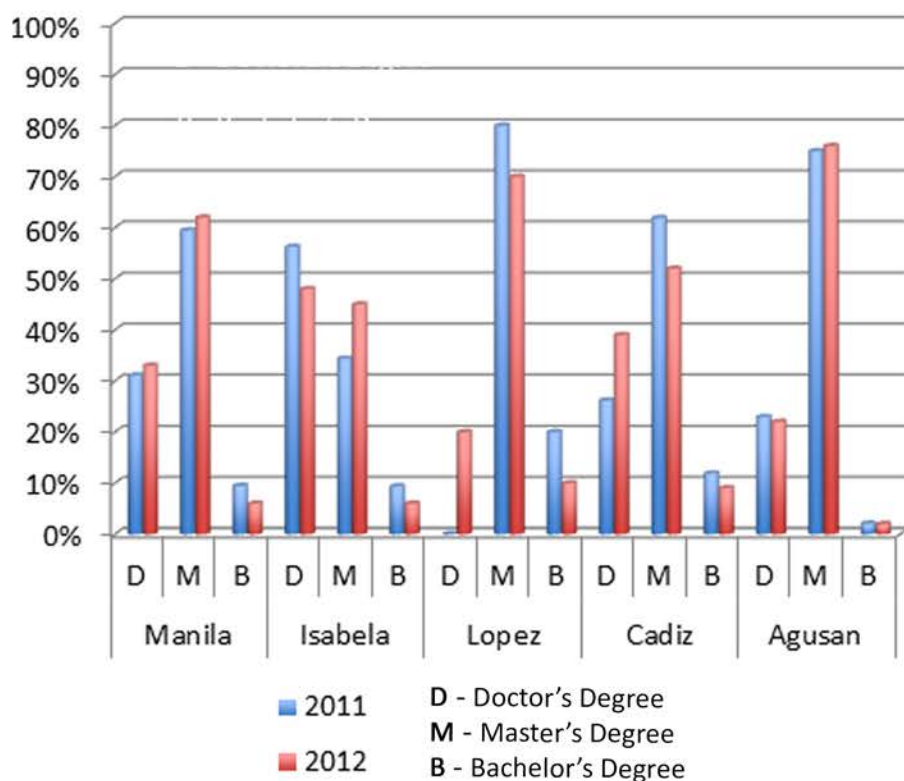
5. Faculty Benefits and Welfare Program:

- (a) Outstanding Faculty Award
- (b) Innovation Award (open to both faculty and staff)
- (c) Outstanding Faculty Research Award
- (d) Faculty Book Award
- (e) Research Citation Award
- (f) Employee of the Year Award

Meanwhile, seven faculty members were fortunate to have received the Php 100,000 cash incentive award upon finishing their PhD. Another one faculty with PDIP refund obligation benefited from the Amnesty Program



**CASH INCENTIVE
AWARD for FACULTY
FINISHING**
7
availed
Ph.D
Php 100,000



Some results

With only year, concrete results were already seen as consequences of the policies implemented. A better picture of faculty profile for 2012 relative to 2011 based on highest educational attainment is apparent as shown in the chart. It can be observed that the proportion of faculty with doctorate degree went up slightly higher in Manila Campus and increased tremendously for Lopez and Cadiz Campus. The proportion of those who obtained their master's degree increased in Manila, Isabela and Agusan Campuses. Desirably, those only Bachelor's graduate have decreased within a year of Dr. Ogena's administration.

Top Faculty with Outstanding Evaluation by Students School Years 2009-2010, 2010-2011 and 2011-2012

Awarded October 5, 2012 during the celebration of the
World Teachers' Day at the Main Auditorium

- | | |
|-------------------------------------|-------------------------------|
| 1. Dr. Cecilia M. Mendiola | 10. Dr. Adelaida C. Gines |
| 2. Dr. Ma. Corazon B. Sigua | 11. Prof. Rosanna A. Diana |
| 3. Dr. Arsenia R. Emperado | 12. Dr. Larry A. Gabao |
| 4. Dr. Brian M. Limson | 13. Prof. Judy C. Bautista |
| 5. Dr. Teresita G. De Mesa | 14. Dr. Salve A. Favila |
| 6. Prof. Nonita C. Marte | 15. Dr. Peter Howard R. Obias |
| 7. Prof. Shiela Marie B. Adona | 16. Dr. Zenaída Q. Reyes |
| 8. Dr. Bettina Philomena M. Sedilla | 17. Dr. Gladys C. Nivera |
| 9. Dr. Enrico B. Garcia | 18. Prof. Josephine E. Tondo |

As a result of the scrap and build policy mentioned above, PNU was able to hire 31 faculty members, who received their appointments effective second semester of 2012-2013. From the College of Arts and Social Sciences: Ma. Lorella C. Arabit, Tito C. Baclagan, Maria Cynthia D. Gealogo, Armina B. Mangaoil, Wensly M. Reyes; College of Education : Edwin Auditor, Rosemarie Anne S. Borja, Daryl Roy T. Montebon, Marivic M. Pimentel; College of Science : Rosario M. Belmi, Benilda R. Butron, Leah Amor S. Cortez, Janir T. Datukan, Allen A. Espinosa, Edward B. Macagne, Arlyne C. Marasigan, Abel F. Ole, Reymond Anthony M. Quan, Malvin R. Tabajen; College of Languages, Linguistics and Literature. Joel C. Malabanan, Joemar D. Sajona, Alvin S. Tugbo; Agusan Campus : Arlan S. Ravanera; Cadiz Campus : Sol P. Abellar, Ailyn P. Ceballos, Reynor F. Ereje, Roger C. Magno; Isabela Campus: Elma P. Bautista, Josie Jordan D. Genita, Artemio B. Saet, Gisel R. Santiago.





Outstanding PNU faculty were recognized when the Office of the Vice President for Academics launched the search for outstanding faculty of the university

Outstanding Faculty by College Awarded October 5, 2012 during the celebration of the World Teachers' Day at the University Auditorium

CASS

Dr. Salve A. Favila

CED

Dr. Ma. Corazon B. Sigua

CLLL

Prof. Marla C. Papango

COS

Dr. Erminda C. Fortes

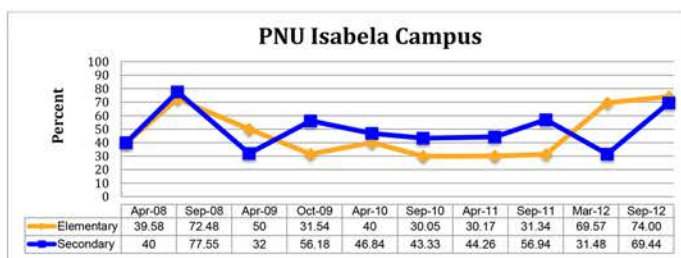
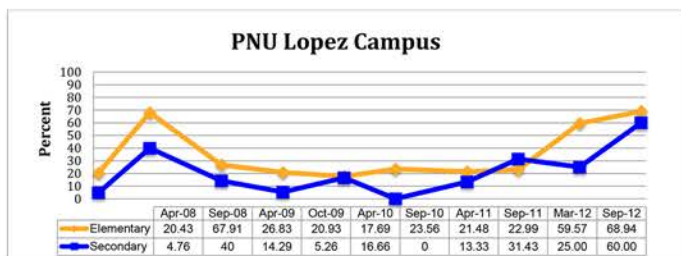
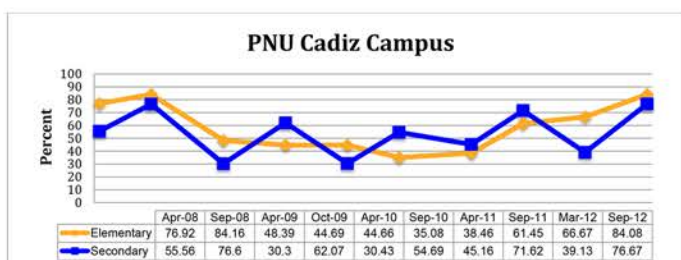
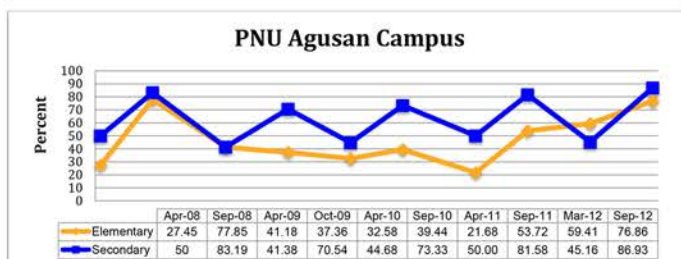
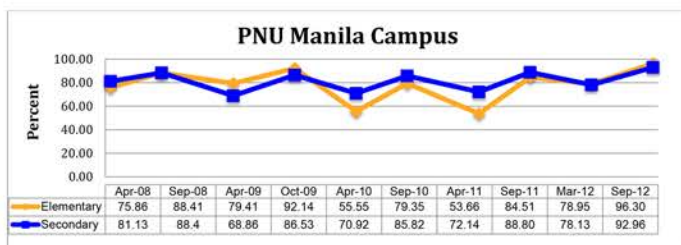
The PPCD personnel underwent training on basic electricity and electronics at the MERALCO Foundation Institute - Pasay Branch. This is part of the University's program in upgrading the technical know-how of its personnel. Eight (8) PPCD personnel had completed the training program.



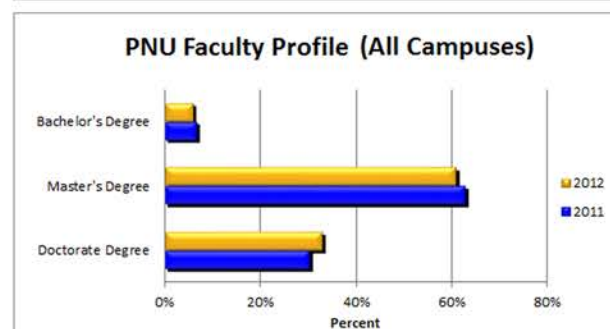
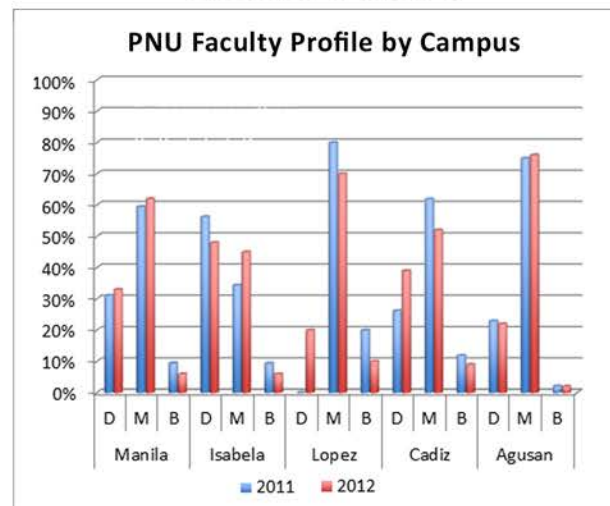
Before the year finally closed, a staff development was held at the Island Cove, Kawit, Cavite from November 29 to December 1, 2012.

PNU FACTS AND FIGURES

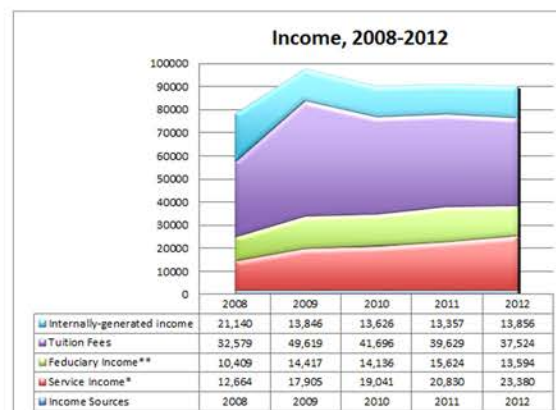
LICENSURE EXAMINATION FOR TEACHERS 2008-2012



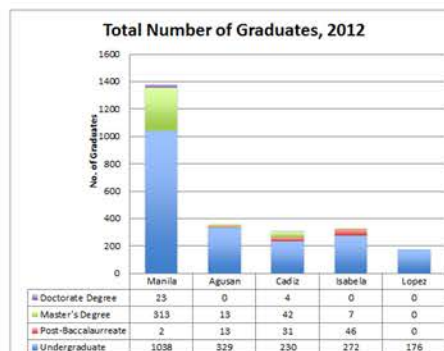
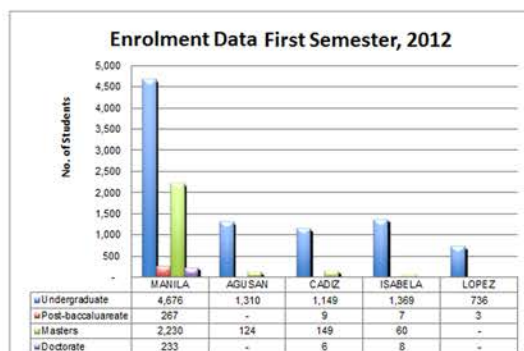
PNU FACULTY PROFILE



PNU GENERATED INCOME



ENROLMENT AND GRADUATION DATA



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Taft Ave. cor. Ayala Blvd
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