



CONGRATULATORY MESSAGE FOR RI'S 13th INTERNATIONAL CONFERENCE AND CONFERMENT CEREMONY

**HONORABLE FDR. PROFESSOR
JOSE DAVID LAPUZ, HFRI, DFRIACr, DFRIEdr,
DFRIIC, DFRIM, DFRIProf, DFRIPAr, RIIVPF**

Presidential Consultant in Education
and International Organisations
Republic of the Philippines

Commissioner of the
United Nations Educational, Scientific,
Cultural Organisation (UNESCO)
National Commission of the Philippines

I am indeed very happy and honored in congratulating the Royal Institution Singapore regarding its International Conference and Conferment Ceremony which is being held in Subic, Zambales, September 30, 2017.

Its Theme of Globalization is a timely and most opportune subject to be handled in this challenging time. My concern is that some people create the thinking that Globalization and Nationalism are opposing concepts and that the former is the enemy of the latter; that is, Globalization is the rival or adversary of Nationalism.

A distinguished authority from Oxford University, the renowned expert Dr. David Miller, whom I met in a Conference abroad, declared that “xxx demonizing nationalism as an evil spreading war, misery, and fragmentation across the globe or romanticizing it as a defender of cultural heritage and upholder of brotherly love and solidarity is not an adequate basis for making normative judgements about the role and nature of nationalism in the era of globalization. xxx Nationalism provides a solid basis for building cohesive polities that maintain their distinct identity and contribute to the plurality and diversity of the international system. By forging a sense of solidarity across members of the national community, nationalism also arguably creates conditions for more effective functioning of the system of social welfare and distributive justice.”

We may well agree completely with this view. Nationalism is particularly prevalent and germane to Globalization. In fact globalization exposes difficulties in reconciling values of liberalism and nationalism, especially when fundamental needs for security and solidarity come under strain. The increasing world problem of immigration and the task of advancing and nourishing integration under instances of growing diversity is a case in point.

The fact is that Globalization tests the boundaries of nationalist tolerance and forbearance. The relationship between Nationalism and Globalization is practical, matter-of-fact. Truth to tell, I cherish the hope that your very significant International Conference will discover that Globalization and Nationalism are down-to-earth and sensible, indeed, commonsensical. Certainly, the benefits of Globalization will not outweigh the security and great virtues of Nationalism.

May you have a successful, fruitful, productive and creative international conference.
Congratulations , Selamat, Toutes nos Félicitations, MALIGAYANG BATI!

13th INTERNATIONAL CONFERENCE AND CONFERMENT CEREMONY

Theme: “GLOBALISATION: Its Impact on Human Capital Development”
September 30, 2017 | Whiterock Beach Hotel, Subic, Zambales

GUESTS OF HONOUR

Hon. FDr. Richard J. Gordon, HonFRI, DFRIPAr

Senator, Republic of the Philippines
Chairman & Chief Executive Officer, Philippine Red Cross
Honorary Fellow, Royal Institution, Singapore

Hon. FDr. VAdm. Eduardo Ma. R. Santos, HonFRI, DFRIMarM, AFP(Ret.)

23rd Chief of Navy, Republic of the Philippines
President, Maritime Academy of Asia, and the Pacific
Executive Vice President, Associated Marine Officer's and Seamen's Union of the Philippines

Hon. FDr. BGen. Engr. Alejandro T. Escaño, HonFRI, DFRIAgri, DFRITech

Founding Chairman, Technical Vocational Schools & Association of the Philippines
Founding Chairman, Philippine Chamber for Agriculture and Food Inc.

VIPS

AUSTRALIA

Mr. Jeffrey Allan Mazzini, SFRIFM, SFRIM

Chief Executive Officer
AAMC Training Group

INDIA

FDr. Dr. G. Kulanthaivel, DFRIEd

Chairman of Information and Communication Technology (ICT) Division
Colombo Plan Staff College

PHILIPPINES

Hon. FDr. Atty. CPA Cyril E. Ramos, HonFRI, DFRIAcc, DFRILL, DFRIM, DFRIPAr, RIIVPF

Deputy Ombudsman for the Military and Other Law Enforcement Offices
Republic of the Philippines
Honorary Fellow, Royal Institution, Singapore

Hon. FDr. Prof. Jose David Lapuz, HonFRI, DFRIAc, DFRIEdr, DFRIIC, DFRIM, DFRIProf, DFRIPAr, RIIVPF

Presidential Consultant in Education and International Organisations
Republic of the Philippines
Commissioner of the United Nations Educational, Scientific, Cultural Organisation (UNESCO)
National Commission of the Philippines
Honorary Fellow, Royal Institution, Singapore

Hon. FDr. Prof. CPA Dr. Gloria T. Baysa, HonFRI, DFRIAcc, DFRIMAcc, RIIVPF

Vice Chairman, Board of Accountancy, Professional Regulation Commission
Republic of the Philippines
Honorary Fellow, Royal Institution, Singapore

VIPS

Hon. FDr. CPA Gerard B. Sanvictores, HonFRI, DFRIAcc, DFRIAdr, DFRIFC, DFRIM
Member, Board of Accountancy
Chairman, Continuing Professional Development (CPD) Council for Accountancy
Professional Regulation Commission, Republic of the Philippines
Honorary Fellow, Royal Institution, Singapore

FDr. Dr. Marcial Q.C. Amaro III, DFRIMarM
Chief Administrator, Maritime Industry Authority, Republic of the Philippines

FDr. Dr. Ernesto Ray G. Adalem, DFRIEdr
President, St. Clare Group of Schools

Dr. Nilo S. Gret, FRIAcc, FRIM
President, Asian Institute of Technology & Education (AITE)

FDr. Dr. Ramon E. Woo Jr., DFRIAcc, SFRIEdr
Vice President Academic and Student Affairs, St. Jude College, Manila and Cavite

Dr. Ronald A. Herrera, FRIEdr
Vice President for Academic Affairs, Universidad de Manila (UDM)

FDr. Dr. Raquel G. Ramos, DFRIBA, RIIVPF
Dean, Polytechnic University of the Philippines - College of Business Administration (PUP-CBA)

Dr. Edwin R. Ferrer, SFRIEdr
Founding President, ERF Teachers Training Institute

ROYAL INSTITUTION OFFICIALS

Hon. FDr. Prof. Dr. Samuel M. Salvador, HonFRI, DFRIEdr, DFRIM, FRIRs, RIIVPF
Chancellor, Royal Institution, Singapore

Hon. FDr. Dr. Athena Georgene Ang, DFRICEO
President, Royal Institution, Singapore

Hon. FDr. Dr. Helen S. Molano, SFRIBA, SFRICCO
Chief Compliance Officer, Royal Institution, Singapore & Philippines

Hon. FDr. Dr. Glenn S. Cabacang, SFRIBA
Vice President, Royal Institution, Singapore

13th INTERNATIONAL CONFERENCE & CONFERMENT CEREMONY

Theme: “GLOBALISATION: Its Impact on Human Capital Development”

DAY 1 29 SEPTEMBER 2017 Whiterock Beach Hotel, Subic, Zambales

7:30 AM **Registration & Distribution of Robes**

DAY 2 30 SEPTEMBER 2017 Whiterock Beach Hotel, Subic, Zambales

7:30 AM **ARRIVAL OF DELEGATES** *Morning Refreshments*

PART I. RIBBON CUTTING CEREMONY FOR RESEARCH PAPER PRESENTATION POSTER EXHIBIT

8:30 AM **Ribbon Cutting**

To be led by:

Hon. FDr. Atty. CPA Cyril E. Ramos, HonFRI, DFRIAcc, DFRILL, DFRIM, DFRIPAr, RIIVPF

Deputy Ombudsman for the Military and Other Law Enforcement Offices
Republic of the Philippines
Honorary Fellow, Royal Institution, Singapore

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Vice Chairman, Board of Accountancy
Professional Regulation Commission
Republic of the Philippines
Honorary Fellow, Royal Institution, Singapore

Hon. FDr. CPA Gerard B. Sanvictores, HonFRI, DFRIAcc, DFRIAdr, DFRIFC, DFRIM

Member, Professional Regulatory Board of Accountancy
Chairman, Continuing Professional Development (CPD) Council for Accountancy
Republic of the Philippines
Honorary Fellow, Royal Institution, Singapore

8:40 AM **Awarding of Certificates to Research Paper Presenters**

Research Paper 1:

The Philippine Economic Growth in Relation to the Standard of Living of the People in Baseco Compound

Dr. Luz P. Banes, FRIEdr, FRIRes

Research Paper 2:

Level of Implementation of Performance Management for the Non-Teaching Personnel at the Aklan State University Main Campus

Mr. Benedict B. Bombaes, FRIAcc

Research Paper 3:

The Influence of Student Affairs and Academic Programs Towards Campus Climate

Dr. Lyndon Flores Devero, FRIEdr

Research Paper 4:**Level of Health Risk of Selected Dental Materials: Basis for Policy Development on Dental Material Regulation**

Dr. Aileen F. Esporlas, FRIDent

Research Paper 5:**Level of Compliance on Healthcare Waste Management Among Dentist within the First District of Makati: Basis for Development of Community Health Protection Program**

Dr. Brian E. Esporlas, FRIDent, FRIHC

Research Paper 6:**Production and Validation of Faculty Authored Books: Committee on Instructional Materials' Project**

Ms. Sherelle Lou S. Icutan, SMRIMath

Research Paper 7:**Convergence of Awareness, Knowledge, Preparedness, and Attitude in Disasters: Development of a Medical Responder Training Program for Dentists**

Dr. Kathrene Faye O. Lampa, FRIDent

Research Paper 8:**UCUIAN Midwives across the Years: A Tracer Study**

Dr. Jordan H. Llego, FRIHC

Research Paper 9:**Technological Innovations in the Urdaneta City University (UCU) Enrolment System**

Mr. Jofil Z. Lomboy, FRIM

Research Paper 10:**Ethical Responsiveness and Challenges of Millennial Higher Education Institution Faculty**

Dr. Maria Leah M. Manangan, FRIEdr

Research Paper 11:**Pagsusuri sa mga Suliranin ng mga Mag-aaral sa Ikawalong Baitang sa Pagsulat ng Sanaysay sa Sulatin**

Dr. Allan A. Ortiz, SMRIEdr

Research Paper 12:**Effective of Traditional Language Instruction and Computer-Assisted Language Learning (CALL) Instruction Programs**

Dr. Ida Yap-Patron, SFRIEdr

Research Paper 13:**Competencies of Ideal Business Graduates as Percieved by Selected Managers of Fortune 500 US Corporations**

Ms. Cindy F. Soliman, SMRIBA

Research Paper 14:**Exploring 21st Century Skills Among CBA Graduates**

Mr. Mark Glenn F. Villamor, SMRIEdr

Photo Session

PART II. OPENING CEREMONY

- 8:50 AM **Invocation** **FDr. Dr. Glenn S. Cabacang, SFRIBA**
Vice President, Royal Institution, Singapore
- 9:00 AM **National Anthems**
Philippine National Anthem
Singapore National Anthem
- Royal Institution Hymn**
- 9:10 AM **Welcome Remarks** **FDr. Dr. Athena Georgene Ang, DFRICEO**
President, Royal Institution, Singapore
- 9:15 AM **Opening Address** **Hon. FDr. Dr. Prof. Samuel M. Salvador, HonFRI, RIIVPF**
Chancellor, Royal Institution, Singapore

PART III. INTERNATIONAL CONFERENCE

- 9:30 AM **Topic 1: Globalisation: Its Impact on Human Capital Development in Business and Industry**
- Hon. FDr. CPA Gerard B. Sanvictores, HFRI, DFRIAcc, DFRIAdr, DFRIFC, DFRIM, RIIVPF**
Member, Professional Regulatory Board of Accountancy
Chairman, Continuing Professional Development (CPD) Council for Accountancy
Republic of the Philippines
- 10:00 AM **Topic 2: Globalisation: Its Impact on Human Capital Development in Education and Public Administration**
- Hon. FDr. Atty. CPA Cyril E. Ramos, HFRI, DFRIAcc, DFRILL, DFRIM, DFRIPAr, RIIVPF**
Deputy Ombudsman for the Military and Other Law Enforcement Offices
Republic of the Philippines
- 10:30 AM **SYNTHESIS** **FDr. Dr. Norberto V. Caturay, DFRIT, DFRISat, RIIVPF**
Assistant to the Vice President for Branches and Campuses
Polytechnic University of the Philippines
- 10:35 AM **Awarding of Certificates of Recognition**
- 10:40 AM **Photo Session**

PART IV. RESEARCH PAPER PRESENTATIONS

- Moderator** **FDr. Dr. Raquel G. Ramos, DFRIBA, RIIVPF**
Dean, College of Business Administration
Polytechnic University of the Philippines
- 10:45 AM **Presentation 1:**
Level of Implementation of
Performance Management for the
Non-Teaching Personnel at the
Aklan State University Main
Campus **Mr. Benedict B. Bombaes, FRIAcc**
Chairman, Department of Accountancy
Aklan State University

- 11:00 AM **Presentation 2:**
Effectiveness of Traditional Language Instruction and Computer-Assisted Language Learning (CALL) Instruction Programs
Dr. Ida Yap-Patron, SFRIEdr
Chancellor & Vice President for Academic Affairs
Philippine Women’s College of Davao
- 11:15 AM **Presentation 3:**
Exploring 21st Century Skills Among CBA Graduates
Mr. Mark Glenn F. Villamor, SMRIEdr
Instructor
Capiz State University
- 11:30 AM **Open Forum (Q & A)**
- 11:40 AM **Awarding of RI Star Pin to Presenters**
- 11:50 AM **Photo Session**
- 12:00 NN **Lunch & Networking / RI Audio Visual Presentation**
- 1:00 PM **Wearing of RI Robe**

PART V. CONFERMENT CEREMONY

2:00 PM CONFERMENT OF HONORARY FELLOWS

Hon. FDr. RICHARD J. GORDON, HonFRI, DFFRIPAr
Senator, Republic of the Philippines
Chairman and Chief Executive Officer (CEO), Philippine Red Cross
Former Secretary, Department of Tourism
First Chairman, Subic Bay Metropolitan Authority
Former Mayor, City of Olongapo, Zambales

Presentation of the Honoree

Hon. FDr. Dr. Prof. Samuel M. Salvador, HonFRI, RIIVPF
Chancellor, Royal Institution, Singapore

Presentation of the Royal Institution Honorary Fellow Robe

Hon. FDr. Dr. Prof. Samuel M. Salvador, HonFRI, RIIVPF
Chancellor, Royal Institution, Singapore

Reading and Presentation of the RI Honorary Fellow Certificate and Medallion

FDr. Dr. Athena Georgene Ang, DFRICEO
President, Royal Institution, Singapore

Presentation of the RI Doctor Fellow Certificates

FDr. Dr. Helen S. Molano, SFRICCO
Chief Compliance Officer, Royal Institution, Singapore

Special Message / Acceptance Speech of the Honorary Fellow

Hon. FDr. VADM. EDUARDO MA. R. SANTOS, HFRI, DFRIMarM, AFP(Ret.)
22nd Chief of Navy, Republic of the Philippines
President, Maritime Academy of Asia and the Pacific
Executive Vice President, Associated Marine Officer's and Seamen's Union of the Philippines

Presentation of the Honoree

Hon. FDr. Dr. Prof. Samuel M. Salvador, HonFRI, RIIVPF
Chancellor, Royal Institution, Singapore

Presentation of the Royal Institution Honorary Fellow Robe

Hon. FDr. Dr. Prof. Samuel M. Salvador, HonFRI, RIIVPF
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Presentation of the RI Doctor Fellow Certificates

FDr. Dr. Helen S. Molano, SFRICCO
Chief Compliance Officer, Royal Institution, Singapore

Special Message / Acceptance Speech of the Honorary Fellow

Hon. FDr. BGEN. ENGR. ALEJANDRO T. ESCAÑO, HFRI, DFRIAgri, DFRITgt
Founding Chairman, Technical Vocational Schools & Association of the Philippines
Founding Chairman, Philippine Chamber for Agriculture and Food Inc.
Founding Chairman, Private Sector Disaster Management Network

Presentation of the Honoree

Hon. FDr. Dr. Prof. Samuel M. Salvador, HonFRI, RIIVPF
Chancellor, Royal Institution, Singapore

Presentation of the Royal Institution Honorary Fellow Robe

Hon. FDr. Dr. Prof. Samuel M. Salvador, HonFRI, RIIVPF
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President, Royal Institution, Singapore

Presentation of the RI Doctor Fellow Certificates

FDr. Dr. Helen S. Molano, SFRICCO
Chief Compliance Officer, Royal Institution, Singapore

Special Message / Acceptance Speech of the Honorary Fellow

2:30 PM CONFERMENT OF DOCTOR FELLOWS, SENIOR FELLOWS, FELLOWS, SENIOR MEMBERS AND MEMBERS

Presentation of Candidates for Conferment

FDr. Dr. Athena Georgene Ang, DFRICEO
President, Royal Institution, Singapore

Conferment of Titles

Hon. FDr. Dr. Prof. Samuel M. Salvador, HonFRI, RIIVPF
Chancellor, Royal Institution, Singapore

Awarding of Certificates & Medallions to Doctor Fellows, Senior Fellows & Fellows

Awarding of Certificates & Pins to Senior Members

Awarding of Certificates to Members

Pledge of Loyalty

Hon. FDr. Prof. CPA Dr. Gloria T. Baysa, HonFRI, DFRIAcc, DFRIMAcc, RIIVPF
Vice Chairman, Board of Accountancy
Professional Regulation Commission
Republic of the Philippines
Honorary Fellow, Royal Institution, Singapore

PART VI. AWARDS OF RECOGNITION AND CERTIFICATES OF APPRECIATION

4:30 PM **Presentation of Awards of Recognition to RI Accredited Educational Institutions & Organisations (RIAEIOs)**

AAMC Training Group

Mr. Jeffrey Allan Mazzini, SFRIFM, SFRIM
Chief Executive Officer

Asian Institute of Technology & Education (AITE)

Dr. Nilo S. Gret, FRIAcc, FRIM
President

ERF Teachers Training Institute

Dr. Edwin R. Ferrer, SFRIEdr
Founding President

Polytechnic University of the Philippines - College of Business Administration (PUP-CBA)

FDr. Dr. Raquel G. Ramos, DFRIBA, RIIVPF
Dean

St. Clare Group of Schools

FDr. Dr. Ernesto Ray G. Adalem, DFRIEdr
President

Universidad de Manila (UDM)

Dr. Ronald A. Herrera, FRIEdr
Vice President for Academic Affairs

4:45 PM **Awarding of Certificates of Appreciation**

4:55 PM **CLOSING ADDRESS**

FDr. Dr. Helen S. Molano, SFRICCO
Chief Compliance Officer, Royal Institution, Singapore

5:00 PM **ORGANISED PHOTO OP (CONFEREES IN RI ROBE)**

MASTERS OF CEREMONY

FDr. Dr. Norberto V. Caturay, DFRIT, DFRISat, RIIVPF

Ms. Margareth A. Cabreros, MRIM, MRIMktg

DAY 3 1 OCTOBER 2017

Whiterock Beach Hotel, Subic, Zambales

8:00 AM **Distribution of Certificates of Participation & Acknowledgement Receipts | Turn over of Posters**

ARRIVAL OF DELEGATES



Hon. FDr. Richard J. Gordon, HonFRI, DFRIPAr, Senator of the Republic of the Philippines with FDr. Dr. Raquel G. Ramos, DFRIBA, Dean of the College of Business Administration of the Polytechnic University of the Philippines



Royal Institution welcomes Hon. FDr. Prof. Dr. Jose David Lapuz, HonFRI, Presidential Consultant in Educator and International Organisations of the Republic of the Philippines



Hon. FDr. Dr. Helen S. Molano, SFRICCO, RIS Chief Compliance Officer welcomes Hon. FDr. BGen. Engr. Alejandro T. Escaño, HonFRI, DFRIAgri, DFRITech, Founding Chairman of the Technical Vocational Schools & Association of the Philippines



Royal Institution welcomes Hon. FDr. VAdm. Eduardo Ma. R. Santos, HonFRI, DFRIMarM, AFP(Ret.), President of the Maritime Academy of Asia and the Pacific



Hon. FDr. Atty. CPA Cyril E. Ramos, HonFRI, Deputy Ombudsman for the Military and Other Law Enforcement Offices with Hon. FDr. Prof. Dr. Samuel M. Salvador, HonFRI, Chancellor of RI Singapore



Hon. FDr. CPA Gerard B. Sanvictores, HonFRI, Chairman of the CPD Council for Accountancy of Professional Regulation Commission meets Hon. Don Dato ATS Ang, Founding Chairman of RI Singapore



Hon. FDr. VAdm. Eduardo Ma. R. Santos, HonFRI, DFRIMarM, AFP(Ret.) meets Hon. FDr. Atty. CPA Cyril E. Ramos, HonFRI and Hon. FDr. CPA Gerard B. Sanvictores, HonFRI



FDr. Gloria Baken Wong-Siy, DFRIHosM with RIS President FDr. Dr. Athena Georgene Ang, DFRICEO and RIS Chief Compliance Officer FDr. Dr. Helen S. Molano, SFRICCO

THE PHILIPPINE ECONOMIC GROWTH IN RELATION TO THE STANDARD OF LIVING OF THE PEOPLE IN BASECO COMPOUND

Dr. Luz P. Banes, FRIEdr, FRIRes

Abstract

The standard of living is an indication of how a person lives his life on a day to day basis. It is a picture of how a person lives in the present situation. The standard of living of an individual is an economic indicator akin to gross national product and gross national income to know the country's level of economic growth.

This study would like to find out if the residents in Manila, lives according to the standard of living set by the united nations to be classified as people living in a developed country. In this study, Baseco compound (a rehabilitation area where the poorest of the poor in the city of Manila were relocated) in Tondo, were used as participants to gauge if the Manilenos really are reflective of the result of the competitiveness index for all the city and municipalities nationwide.

According to the 2016 Cities Municipalities Competitiveness Index, Manila was the second most competitive city in the Philippines.[1] ...and placed third in the Highly Urbanized City (HUC) category.[2] Manila held the title country's most competitive city in 2015, and has been making it to the top 3, assuring that the city is consistently one of the best place to live in and do business. Furthermore, on the Government Efficiency Pillar for Highly Urbanized City, City of Manila is the most competitive, with Quezon City as second and Iloilo City as third.

LEVEL OF IMPLEMENTATION OF PERFORMANCE MANAGEMENT FOR THE NON-TEACHING PERSONNEL AT THE AKLAN STATE UNIVERSITY MAIN CAMPUS

Mr. Benedict B. Bombaes, FRIAcc

Abstract

The objective of the study was to ascertain the level of implementation of performance management for non-teaching personnel of the Aklan State University. Forty respondents were involved and it was conducted from June to August 2015. A survey questionnaire was constructed to gather the needed data. The frequency, percentages, and mean were used for statistical analysis. The processing and analysis of data was done through the IBM-Statistical Package for Social Sciences (SPSS)

version 20. The results of the study showed that when taken as a whole, the non-teaching personnel perceived that there is high level of implementation of the performance planning/goal setting, training and development, and 360-degree appraisal components of the performance management of the institution, while the other components were perceived to be moderately implemented. When grouped according to sex, both male and female non-teaching personnel have similar perception of high level of implementation of the performance planning, and training and development elements of the performance management. On age, high level of implementation of performance planning/goal setting was observed by non-teaching personnel across age group. As to position in the organization, administrative services and library personnel believed that performance planning/goal setting, 360-degree appraisal, and training and development are highly implemented in the university. When grouped according to length of service, employees across groups perceived high level of implementation of performance planning/goal setting; while the other components are observed to be either moderately or highly implemented by different groups. When the non-teaching personnel were grouped according to status of appointment, both permanent and casual non-teaching personnel perceived that performance planning/goal setting and training and development are highly implemented in the university. The Aklan State University has established its policies and guidelines on performance management for its employees and such is practiced and implemented in all departments. However, the implementation of goal setting, training and development, feedback and coaching and mentoring, and discipline to non-teaching personnel who are very young in service is stringent, hence, a more liberalized implementation be provided build better relationship and motivate them to work more efficiently and effectively.

THE INFLUENCE OF STUDENT AFFAIRS AND ACADEMIC PROGRAMS TOWARDS CAMPUS CLIMATE

Dr. Lyndon Flores Devero, FRIEdr

Abstract

The study was conducted to determine the significant influence of student affairs and academic affairs programs towards campus climate. The study used the descriptive analytical method to determine the relationship between student affairs programs and academic affairs programs and their relationship with campus climate. The data were obtained from 30 participating schools in Davao Region (Region XI). A researcher made

survey questionnaire was used to obtain the data. Mean and multiple regression analysis were the statistical measures used. The findings of this study led to the following conclusions: The implementation of student affairs programs among participating schools is extensive. This means that the implementation of the student affairs programs among participating schools are manifested oftentimes; The implementation of academic affairs programs among participating schools is extensive. This means that the implementation of the academic affairs programs among participating schools are manifested oftentimes; The campus climate among participating schools is positive. This means that the participating schools manifested a favorable campus climate. There is significant relationship between student affairs programs and campus climate. There is significant relationship between academic affairs programs and campus climate. The student affairs programs significantly influence the campus climate of participating schools. The academic affairs programs significantly influence the campus climate of participating schools.

LEVEL OF HEALTH RISK OF SELECTED DENTAL MATERIALS: BASIS FOR POLICY DEVELOPMENT ON DENTAL MATERIAL REGULATION

Dr. Aileen F. Esporlas, FRIDent

Abstract

The primary objective of this study was to determine the level of Health Risk of selected Dental Materials as perceived by dental professional. This served as basis for policy development of dental materials regulation.

Sixty two dentists were asked to answer a self-made questionnaire to illustrate the level of Health risk of the selected dental materials. An adopted Likert' scale was utilized to reveal the level of health risk of the selected dental materials if used by untrained and unregistered individual as perceived by the respondents.

There were twenty two dental materials included in the study. Weighted mean revealed that four of the selected dental materials, anesthesia, needles, orthodontic brackets, and Chloroform scored a weighted mean of above 4.81 which is verbally interpreted as Highly Risky. Three dental materials, polycarboxylate cement, dental waxes, and separating medium, scored a weighted mean of less than 2.80 but not less 1.81; this is verbally interpreted as dental materials which is less risky. Then the remaining dental materials are categorized as moderately risky and risky.

Dental Material is something that must be manipulated only by a licensed professional because of its threat to the overall health of every patient and every members of the society. Therefore, it is only proper to regulate the acquisition of every dental material, that only licensed dental suppliers will have the authority to dispense dental materials, and only licensed dentists and their representatives can acquire such dental materials.

LEVEL OF COMPLIANCE WITH HEALTHCARE WASTE MANAGEMENT AMONG DENTISTS IN THE FIRST DISTRICT OF MAKATI: BASIS FOR DEVELOPMENT OF COMMUNITY HEALTH PROTECTION PROGRAM

Dr. Brian E. Esporlas, FRIDent, FRIHC

Abstract

The primary objective of this study was to determine the level of awareness and compliance of dentist on the DOH healthcare waste management.

To illustrate the relationship and differences on the DOH healthcare waste management awareness and compliance of the selected dentist, Descriptive survey method type of research was used. To identify the respondents, a purposive sampling technique was used. There were 136 dentists, 103 females and 33 males participated whom who met the set criteria. The criteria are: The respondent must be a licensed dentist, member of Makati dental chapter, with clinic located in Makati district 1 and must be 23 to 65 years old only.

Based on the Pearson's Correlation statistical treatment, the respondents awareness and compliance displayed a significant relationship evident on a 5% level. The significant relationship is a positive relationship based on the positive Computed R value of 0.665. Hence, an increase in awareness pertains an increase in the compliance level.

The difference between the respondent's awareness and compliance was also measured using Paired Sample T test. Data were tested on a 5% alpha level with a resulting P values of 0.000. This mean that there is a significant difference between the awareness and compliance of the respondents on the DOH Healthcare waste management.

Finally, based on the T test result, it was found out that the level of awareness of the respondents on the DOH health care waste management is significantly higher compared to their level of compliance.

PRODUCTION AND VALIDATION OF FACULTY AUTHORED BOOKS: COMMITTEE ON INSTRUCTIONAL MATERIALS' PROJECT

Ms. Sherelle Lou S. Icutan, SMRIMath

Abstract

This study shows the rigorous process and collective efforts of the Urdaneta City University to produce and validate faculty authored books in response to the dire need to revitalize education through the use of updated and highly relevant instructional materials. Hence, this is in response to the crucial role of educators in exploring the best methodology of teaching which leads to effective teaching and learning based on sound research findings and judgment.

The present study used a descriptive longitudinal research design, wherein the respondents include the 442 students and 48 Instructors / Professors of Urdaneta City University. Among the student – respondents, majority of them evaluated the book in General Psychology, mostly are 16 to 17 years of age, dominated by females, wherein majority belong to the College of Education, and in the College of Computer Studies. Since the largest part of the faculty authored books offered in the university deal on General Education subjects, the respondents are mostly First Year students. Likewise, majority of the respondents belong to low – income families earning a monthly family income of Php 10,000 and below only. In terms of the teacher-respondents, majority of them are 25 to 36 years old, dominated by females who are teaching for more than 10 years who are either Master's Doctorate Degree holder.

The results show that the overall level of acceptability of the faculty authored books along Attainment of Objectives, Accuracy of Content, Originality, Clarity, and Appeal are all Acceptable. In terms of the extent of use of the said instructional materials, both the student and teacher respondents rated it as Highly Used. Hence, the said faculty authored books are acceptable and highly used by the respondents. Significant differences also exist in the level of acceptability of the faculty authored books as perceived by the student-respondents across their profile variable Course. That is, students who are enrolled in different courses have varying level of acceptability on the said books. However, there are no significant differences in the level of acceptability of the faculty authored books when grouped according to the profile variables of the student-respondents. Similarly, the student-respondents' profile variables Age, Course, Year Level, and Monthly Family Income are significantly related to their level of acceptability of the faculty authored books / booklets.

Based on the evaluation results of this first batch of faculty authored books, the Committee on Instructional Materials (CIM) of Urdaneta City University thoroughly revised and edited the said books being evaluated. Some were even totally replaced by newly produced faculty authored books. At present, there are already 24 faculty authored books and booklets produced and used in the university. These include books for senior high schools (Basic Calculus & General Mathematics) and for higher education institutions (Statistics with Probability, Differential Calculus, Simplified Discrete Mathematics, Trigonometry, Earth in Focus, Worktext in Orthopedic Nursing, NSTP, Student Teaching Handbook and Portfolio, Nursing Research Made Easy, Retorika sa Tersyarya, Research Paper Standard Format, and Practicum on the Job Handbook). Majority of it are already being used by other universities in the country and are co-authored by various professionals from other universities who are experts in their chosen fields of specialization.

CONVERGENCE OF AWARENESS, KNOWLEDGE, PREPAREDNESS, AND ATTITUDE IN DISASTERS: DEVELOPMENT OF A MEDICAL RESPONDER TRAINING PROGRAM FOR DENTISTS

Dr. Kathrene Faye O. Lampa, FRIDent

Abstract

The objective of this study was to identify the awareness, knowledge, preparedness, and attitudes of dentists during a disaster medical surge in the key areas of emergency response protocols, medical triage, categorization, Basic Life Support, Advance Cardiac Life Support, chain of command, and problem-solving. A total of 51 dentists from the Muntinlupa-Paranaque-Las Pinas area participated in the study. Survey forms to measure the respondents' level of awareness, knowledge, and attitudes were given to the respondents.

Likert scale revealed that overall scores were: 4.69 for awareness, 3.61 for knowledge, 2.90 for preparedness, and 4.65 for attitude. This implies that the respondents are highly aware and have valued the importance of the key areas, however, there is a need for improving the knowledge and preparedness. Correlation results revealed differences in age and gender in knowledge and preparedness in certain key areas. A strong positive relationship between respondents' knowledge and preparedness was also determined, thus an increase in knowledge will also increase preparedness. ANOVA, and T-test revealed that age and gender are factors. The extreme ages ranges exhibited

low response scores while the results regarding gender showed the “confidence gap” between the sexes. Regression equation revealed that 86.99% of the total practices is congruent to knowledge and preparedness. The remaining 13.01% may be due to other factors not included in this study.

Knowledge and Preparedness plays a vital role in making the dental professional a potential first responder. A development of a medical responder program to enhance these is needed.

UCUIAN MIDWIVES ACROSS THE YEARS: A TRACER STUDY

Dr. Jordan H. Llego, FRIHC

Abstract

This study aimed to examine the career changes of graduates from the School of Midwifery of Urdaneta City University (UCU). This study utilized descriptive cross-sectional design through survey questionnaire with 97 respondents who are graduates of Diploma in Midwifery and Bachelor of Science in Midwifery of UCU batch 2012 to 2015. Results revealed that almost all (95.88%) of the respondents are female, Most (72.16%) and (70.10%) of the respondents took Diploma in Midwifery, because it was affordable for their family and it is available in their chosen institution, respectively. A great majority (65.98%) of them are already BSM graduates. Almost half (47.22%) of them have a regular or permanent job. Almost all (96.91%) of them are institutionalized midwives. It shows here that most (86.60%) of them are working locally. Most (75.26%) of the respondents are not employed for the first time. All (100%) of them leave their first job because of salaries and benefits. Some (32.99%) of them are Midwife I. All (100%) of them had a job that is related to their course. All (100%) of them believes that their curriculum is relevant to their first job. All (100%) of them believed that clinical skills helped. All (100%) of them, plans to advance their education. In light of the findings of this study, conclusions include: Midwifery graduates of UCU is female- dominated, most of them are Registered Midwives, who belongs to low-mid earning families and are compliant with the changes in the midwifery education and profession. They sought a higher degree to increase their rank and gain professional advancement. Currently, almost half of them are on regular and permanent positions and are working in hospitals, clinics, birthing facilities and day care centers which are placed in the Philippines. Most of them had worked for more than one institution. They switched jobs because of salary and benefits, while employability is at an excellent rate in less than a year, and in terms of job level, they are

dominated by an entry-level career due to relatively young age after graduation. The curriculum of the midwifery programs is job-related and is responsive to the changes in the society, and clinical skills are the most essential learning that they have applied in their first job, and all of them grasp the importance of having an advanced degree.

TECHNOLOGICAL INNOVATIONS IN THE URDANETA CITY UNIVERSITY (UCU) ENROLMENT SYSTEM

Mr. Jofil Z. Lomboy, FRIM

Abstract

This study attempted to evaluate the existing Enrolment System of the Urdaneta City University (UCU) and propose technological innovation to improve the system.

Specifically, this inquiry determined the existing enrolment process of the UCU and the problems encountered with the present system as perceived by the students and the employees concerned. This study also pinpointed technological innovation strategies in order to improve the existing enrolment system and the security measures that can be adopted in the proposed technological innovation. The instrument used in the collection of data was a questionnaire supplemented by an interview with the respondents. Since there were two (2) groups of respondents, the researcher used one set of questionnaire for students and another set for the employees in charge of the enrolment process. The study found out that the present computerized enrolment system of the UCU is limited to the encoding and retrieval of data at the registrar's office which implies that most of the activities done in other offices involved in the enrolment process are manually done.

This inquiry also discovered that the main problems encountered by the students concern long waiting time and payment of fees while the most pressing concern of the employees involved in the enrolment process is the lack of hardware resource.

The proposed system features technological innovation that will lessen processing time in the assessment of fees and issuance of receipt including the adoption of security measures to safeguard student information.

The study then highly recommends that the proposed technological innovation in the UCU enrolment system be seriously considered in order to expedite the enrolment process.

ETHICAL RESPONSIVENESS AND CHALLENGES OF MILLENIAL HIGHER EDUCATION INSTITUTION FACULTY

Dr. Maria Leah M. Manangan, FRIEdr

Abstract

This study was undertaken to determine the ethical responsiveness and challenges of higher education institution faculty as based on the ethical norms namely: integrity, responsibility, compassion, forgiveness, justness, commitment, receptiveness, professionalism, simple living and teamwork. Specifically, it sought to answer the following problems: Problem No.1 dealt on the profile of the respondents in terms of age, sex, civil status, religious affiliation, length of service, highest educational attainment, and department/college, status of employment, personality type and attitudes towards teaching. Problem No.2 focused on the extent of ethical responsiveness of the HEI faculty in terms of the ethical norms: integrity, responsibility, compassion, forgiveness, justness, commitment, receptiveness, professionalism, simple living and teamwork. Problem No.3 determined whether or not there are significant relationships between the ethical responsiveness of the HEI faculty and their selected profile variables. Problem No.4 determined whether there are significant differences in the extent of the ethical responsiveness of the HEI faculty across their selected profile variables. Problem No. 5 delved into the ethical challenges confronted by the HEI faculty and Problem No. 6 focused on what intervention activities can be formulated to enhance the ethical responsiveness of the HEI faculty.

The following research hypotheses have been tested in their null form at .05 level of significance: 1) There are significant relationships between the ethical responsiveness and the selected profile variables of the HEI faculty. 2) There are significant differences in the ethical responsiveness of the HEI faculty across their selected profiles.

The following are the salient findings of the study: 1) The respondents of this study mostly belong to early adulthood within age bracket 20-30 years and 31-40 years and mostly females, married and Catholics. Most of the respondents have been employed in the HEI from 16 years and above as to their length of service, and have mostly finished their masters' degree. A majority of the respondents are assigned in the College of Education and regular faculty in the university where they teach and most have type B+ personality. Most of the respondents agree to all the indicators thus they enjoy their profession as teachers. 2) The HEI faculty were responsive to the eight ethical norms and highly responsive in two norms such as Justness and Teamwork. 3) There exists a significant relationship and significant

differences between the ethical norm Integrity and the profile variable educational attainment and between commitment and the variable length of service.

This study suggested the following recommendations:

1. Submit the Ethical Intervention activities for validation and implementation to the heads/deans.
2. The Guidance Office should also administer Moral Intelligence Tests to faculty and students as basis for an annual ethical training for the faculty.
3. Conduct a research on moral development self-perception of HEI faculty and students on a wider scope
4. An annual retreat, and outreach activities may help foster smooth interpersonal relationships among HEI faculty.

PAGSUSURI SA MGA SULIRANIN NG MGA MAG-AARAL SA IKAWALONG BAITANG SA PAGSULAT NG SANAYSAY SA SULATIN

Dr. Allan A. Ortiz, SMRIEdr

Abstract

Ang pagsulat ng sulatin ay isang kasanayan sa asignaturang Filipino na nililina bilang kompetensi sa K to 12 kurikulum. Sa paglipas ng ilang taon ay napansin ng mananaliksik na may suliranin ang mga mag-aaral sa pagsulat ng sulatin sa ikawalong baitang. Ang suliranin sa sulatin ay nabatid sa pagsulat ng sanaysay ng mga mag-aaral. Gayundin, malaman ang epektibong estratehiya na makatutugon upang matugunan ang suliraning umiiral sa pagsulat ng sanaysay, bilang sulatin, sa asignaturang Filipino.

Sa pag-aaral, malaking bahagdan ng mga mag-aaral ang may suliranin sa nilalaman, organisasyon, higit sa talasalitaan, wika, at mekaniks. Ginamit ang process approach sa pagtuturo ng sulatin gamit ang Second Language Composition Profile ni Hughey.

Bilang resulta, Sa mga pangkat na isinagawa ng process approach Ang Compostela Valley sa kanilang burador ay may 86.60% patungong 87.95% sa pinal na sulatin, Davao Del Norte na may 80.71% sa burador patungong 87.66% sa pinal na sulatin, Davao Oriental na may 81.63% sa burador patungong 88.2% sa pinal na sulatin, Sarangani na may 84.75% sa burador patungong 91.47% sa pinal na sulatin, at South Cotabato na may 83.75% sa burador patungong 91.47% sa pinal na sulatin. Sa kabuoan may 83.52% sa burador patungong 89.41% sa pinal na sulatin.

Naging matagumpay ang paggamit ng process approach upang matugunan ang suliranin sa pagsulat ng sulatin ng mga mag-aaral sa ikawalong baitang. Ito ay nararapat magamit ng mga guro upang magkaroon ng mastery ang mga mag-aaral sa mga kasanayan sa pagsulat na kung saan nakaliligtaan nang gamitin sa pagtuturo.

EFFECTIVENESS OF TRADITIONAL LANGUAGE INSTRUCTION AND COMPUTER-ASSISTED LANGUAGE LEARNING (CALL) INSTRUCTION PROGRAMS

Dr. Ida Yap-Patron, SFRIEdr

Abstract

The effectiveness of the traditional language instruction (TLI) and Computer Assisted Language Learning (CALL) Instruction Programs is evidenced by the capability of these instruction programs to effect learning in terms of the English proficiency of the senior college students. This was measured by the degree of correlation between the scores obtained by the learners in the English Proficiency Test and the scores they achieved in both the traditional and Computer-Assisted Language Learning Instruction programs.

The English proficiency is measured on the scores obtained in the University comprehensive examination in English. Test contents were taken from the three English courses which covered reading comprehension skills, logical reasoning and correct usage. The Traditional Classroom Language Learning Instruction Program (TLI) was referred to classes in three English courses of enrolled in by the senior students of which each course required three and a half months attendance or 54 academic hours. Teaching methodology included lecture, group and small group activities, pencil and paper tests and oral recitations. The strength of this language instruction was the continuous presence of the teacher who gave immediate and direct assistance to students. The limitations included teacher competency, methodology and techniques, and instruction materials used. The Computer-Assisted Language Learning (CALL) Program provided strategies to enhance teaching-learning processes. Interaction through multi-media software. This was interactive and individualized and included English lessons with emphasis on the listening skills. Students progressed at their own learning speed and an allotment of 40 laboratory hours to finish the course. Proficiency of students was based on the mastery tests. Results were monitored and recorded in the records manager where the teacher had access. Assistance to students was more on how to use the multi-media software.

Results established that scores were higher for CALL, thus more effective in developing the proficiency than TLI. It repaired the language learning decay of students which also confirmed that CALL is a good enhancement method. The high significant difference between scores of CALL and TLI confirmed that the two programs were distinctly different from each other. CALL was more sensitive to skills and application; TLI focused more on knowledge and behavioral aspects, such as oral skills and class attendance which affected course grades. The highly significant direct correlation between scores for the University English Proficiency Test and those for either CALL or TLI instruction programs proved that both CALL and TLI were virtually equal in effectiveness as instruction programs for developing proficiency in English. The grades for the three English courses were a good predictor of scores of students in the CALL tests.

COMPETENCIES OF IDEAL BUSINESS GRADUATES AS PERCEIVED BY SELECTED MANAGERS OF FORTUNE 500 US CORPORATIONS

Ms. Cindy F. Soliman, SMRIBA

Abstract

Managers from top 500 US corporations were asked of competencies an ideal business graduate should possess in terms of knowledge, skills, abilities, values and traits vis-à-vis the program offerings of the College of Business Administration (CBA) of the Polytechnic University of the Philippines (PUP), in particular the Bachelor of Science in Business Administration major in (1) Human Resource Development Management (BSBA-HRDM), (2) Marketing Management (BSBA-MM), and (3) Bachelor of Science in Office Administration (BSOA).

This study proved that there are specific competencies expected from an ideal business graduate depending on his/her field of specialization. In order to meet the College's aspirations, the PUP-CBA through the departments of Human Resource Development Management, Marketing Management and Office Administration should incorporate in their respective curricula courses that focus on specific applications' software and / or packages prior to taking up practicum or on-the-job training (OJT) tour-of duty, and integrate in the teaching methodologies activities that would lead to students' English proficiency.

To ensure that the students acquire the necessary knowledge on their chosen field of specialization, the College should come up with standard references and intensify the awareness activities that would

encourage students to take Service Management Program through conducting orientation on BPO - Business Process Outsourcing industry in the country. With the emergence of the business process outsourcing (BPO) industry, the manager-respondents likewise felt that a business graduate should more or less need to have a working knowledge about the BPO industry considering such graduate is a prospective hire and has the potential to grow with in such industry. On this note, the College providing business students information about the BPO industry is a step towards encouraging them to take up BPO related courses. A constant conduct of research orientations and colloquiums is recommended to boost the students' interest on writing a research related to their chosen field of specialization. In addition, the College's linkages with training stations should be strengthened through consistent conduct of appreciation dialogue with the immediate superiors to determine the level of performance of the student-on-the-job trainees as well as the needs of the industry. Inclusion in the teaching methodology (depending on the subject matter) activities that would allow students to gain practical knowledge on processing local and national business requirements especially for BSBA-HRDM and BSOA as well as those simulations that would develop students' practical applications of the knowledge acquired (e.g. subject: Recruitment and Selection : activities – job interviewing techniques) must also be considered. It was also proposed that the College should implement annual 'Values Formation' and 'Personality Development' seminar for specific year level and monitor its impact to the students' studying behavior through an action research. Expenditures in attendance or participation of faculty members to trainings and seminars must be looked at as investment and not as an expense item. Some of the proposed topics were 'Behavior of Today's Generation', 'Simulation Handling', 'Typology and Teaching Methods', 'Outcomes-Based Education Curriculum Preparation', and 'Assessment Methods', 'Business Trends and Issues', and 'Business Registration Requirements'. The College, in the long-term, should also consider upgrading its facilities, include putting up of 'simulation' and 'reading' center serving as the central repository of completed thesis and feasibility studies.

EXPLORING 21ST CENTURY SKILLS AMONG CBA GRADUATES

Mr. Mark Glenn F. Villamor, SMRIEdr

Abstract

Enhancing the 21st century skills better prepares the students for the workforce. Thus, there is a need for academic institutions to address education and skill gaps among students. This study investigated the level of competence of graduates at Capiz State University – Main Campus in performing the four main constructs of the 21st century skills namely; core subjects and 21st century themes; learning and innovation skills; information, media and technology skills; and life and career skills. The respondents were the 155 graduates from the three existing programs namely; BS Accounting Technology, BS Business Administration (major in Marketing Management), and BS Entrepreneurship of the College of Business Administration (now College of Management) in March 2016. Majority of the respondents aged 20 to 22 years old, female and graduates of the BS Business Administration program. A questionnaire was developed to gather the needed information. Validity and reliability of the instrument were taken into account. In the analysis of the data gathered, SPSS was utilized. Overall, graduates rated their level of competence in performing 21st century skills in terms of the four main constructs as having average competence. Among the four constructs, the highest means are garnered by information, media and technology skills and life and career skills (M=3.38). In terms of skill types, the top three are ICT literacy (M=3.63), health literacy (M=3.52) and communication and collaboration (M=3.37). The graduates' perception of their level of competence did not differ with their age, sex and program or field of study. Part of every program's overall assessment strategy shall be summative and formative assessment tasks as they are integrally tied to teaching and learning. There should be a balanced approach to using summative and formative assessment tasks in every classroom. Considering that graduates of the college rated themselves as having average competence in performing 21st century skills, there are still a lot of opportunities to improve instruction to fully maximize the students' competence in performing 21st century skills. One element may be strengthening the college's overall assessment strategy which will take a balanced approach to using summative and formative assessment tasks. As well, effective execution may be ensured through the concerted efforts of the faculty, Program Coordinators, Program Chairman, Dean and the students. Another program is the introduction of a professional development strategy that will help the faculty incorporate the skills necessary for using assessments of 21st century skills, especially of the formative variety.

RIBBON CUTTING AND AWARDING OF CERTIFICATES TO RESEARCH PAPER PRESENTERS



Hon. FDr. Prof. Jose David Lapuz, HonFRI leads the Ribbon-cutting ceremony for research paper presentation poster exhibit assisted by Hon. FDr. Atty. CPA Cyril E. Ramos, HonFRI and Hon. FDr. CPA Gerard B. Sanvictores, HonFRI



Ribbon-cutting ceremony for research paper presentation poster exhibit



Dr. Elmerito D. Pineda, FRIRes receives the Certificate of Appreciation on behalf of Dr. Luz P. Banes, FRIEdr, FRIRes as Research Paper Presenter



Mr. Benedict B. Bombaes, FRIAcc receives the Certificate of Appreciation as Research Paper Presenter



Dr. Aileen F. Esporlas, FRIDent receives the Certificate of Appreciation as Research Paper Presenter



Dr. Brian E. Esporlas, FRIDent, FRIHC receives the Certificate of Appreciation as Research Paper Presenter



Ms. Sherelle Lou S. Icutan, SMRIMath receives the Certificate of Appreciation as Research Paper Presenter



Dr. Kathrene Faye O. Lampa, FRIDent receives the Certificate of Appreciation as Research Paper Presenter

AWARDING OF CERTIFICATES TO RESEARCH PAPER PRESENTERS



Dr. Jordan H. Llego, FRIHC receives the Certificate of Appreciation as Research Paper Presenter



Mr. Jofil Z. Lomboy, FRIM receives the Certificate of Appreciation as Research Paper Presenter



Dr. Maria Leah M. Manangan, FRIEdr receives the Certificate of Appreciation as Research Paper Presenter



Mr. Allan A. Ortiz, SMRIEdr receives the Certificate of Appreciation as Research Paper Presenter



Dr. Ida Yap-Patron, SFRIEdr receives the Certificate of Appreciation as Research Paper Presenter



FDr. Dr. Raquel G. Ramos, DFRIBA receives the Certificate of Appreciation on behalf of Ms. Cindy F. Soliman, SMRIBA as Research Paper Presenter



Mr. Mark Glenn F. Villamor, SMRIEdr receives the Certificate of Appreciation as Research Paper Presenter



Research paper presenters with the Royal Institution Officials

WELCOME REMARKS

FDR. DR. ATHENA GEORGENE ANG, DFRICEO
President, Royal Institution, Singapore

Distinguished guests and speakers, ladies and gentlemen,

On behalf of the Royal Institution, Singapore, I have the great honour and pleasure to welcome you to our 13th International Conference & Conferment Ceremony. Thank you for your active participation and support.

The Royal Institution (RI), in its vision to be a world class global multidisciplinary professional membership and accrediting institution, is committed to leveling the playing field by recognizing deserving people and organisations and by serving as the premier platform for global networking, connecting education, businesses, commerce and industries and facilitating collaboration, innovation and perpetual learning for more opportunities, benefits, privileges, global recognition and status.

RI recognises the contributions, experience, academic and professional qualifications, talents, skills, track record and achievements of all those who deserve recognition and continuously provides opportunities to enhance skills, competitive advantages, academic, professional and entrepreneurial status and profiles of RI members.

RI Honorary Fellows include H.E. FDr. Dr. Maria Gloria Macapagal Arroyo, Former President of the Republic of the Philippines, H.E. FDr. Maumoon Abdul Gayoom, Former President of the Republic of Maldives, Dr. Daisaku Ikeda, President of Soka Gakkai International, and later on this afternoon, we will be proud to witness the conferment of three more Honorary Fellows: Hon. Richard J. Gordon, Senator of the Republic of the Philippines, Hon. VAdm. Eduardo Ma. R. Santos, 22nd Chief of Navy of the Republic of the Philippines and Hon. BGen. Engr. Alejandro T. Escano, Founding Chairman of Technical Vocational Schools & Association of the Philippines. I am sure we will be inspired by our Honorees.



FDr. Dr. Athena Georgene Ang, DFRICEO, President of Royal Institution Singapore delivers her welcome remarks

But, before the conferment ceremony, this morning we had 14 research paper presentations in the poster exhibit and we will soon hear from our distinguished speakers, Hon. FDr. CPA Gerard B. Sanvictores from the Professional Regulatory Board of Accountancy and Chairman of CPD Council for Accountancy, and Hon. FDr. Atty. CPA Cyril E. Ramos, Deputy Ombudsman for the Military and other Law Enforcement Offices, on the theme of Globalisation: Its Impact on Human Capital Development.

Then, we will hear 3 research paper presentations, moderated by FDr. Dr. Raquel G Ramos, Dean of the College of Business Administration of Polytechnic University of the Philippines.

Again, I would like to express my warmest welcome to all of you and I hope that today will be a successful, fruitful day of knowledge sharing, collaboration and networking for everyone.

Thank you and blessings to all of you!

OPENING ADDRESS

FDR. PROF. DR. SAMUEL M. SALVADOR, HonFRI, DFRIEdr, DFRIM, FRIRs, RIIVPF
Chancellor, Royal Institution, Singapore

Greetings!

Today is a very glorious and noble occasion for we are having the 13th International Conference and Conferment Ceremony with the theme “Globalization: Its Impact on Human Capital Development.”

The term “Globalization” is often used in reference to creating an integrated global economy marked by free trade, the free flow capital and corporate used of foreign labor markets to maximize returns. However, some use the term GLOBALIZATION more broadly, applying it to the movement of people, knowledge, and technology across international borders; some also apply it to the free flow of cultural, environmental, educational, and political discourse.

GLOBALIZATION as a term came to prominence in the 1980s. Although many phenomenon, globalization has been happening for millennia. The Roman Empire, for example, spread its economic and governing systems through significant portions of the ancient world for centuries. Similarly, the trade routes of the Silk Road carried merchants, goods, and travelers from China through Central Asia and the Middle East to Europe and represented another wave of Globalization European countries had significant investments overseas in decades prior World War I, prompting some economists to label the pre-war age of Globalization.

Globalization has ebbed and flowed throughout history, with periods of expansion, as well as retrenchment. The 21st century has witnessed both. Global stock markets plummeted after the September 11, 2001, terrorist attacks in the USA, but rebounded in subsequent years.

Overall, however, the early 21st century has seen a dramatic increase in the pace of global integration, driven primarily by rapid advances in technology and telecommunication. In general, money, technology, and materials flow more swiftly across national boundaries today than they ever have in the past. The flow of knowledge, ideas, and cultures are flowing with increasing speed



FDr. Prof. Dr. Samuel M. Salvador, HonFRI, RIIVPF, Chancellor of RI Singapore delivers his opening address

as well, enabled by the near instantaneousness global internet communication.

Indeed, globalization presents business systems around the world with both challenges and opportunities. Educational ideas germinated in one setting, while perhaps not applicable to others, can yield helpful adaptations as nations strive to prepare their citizenry for a world in which shared science, lifestyles, information, commodities, technologies, and increased communication across the boundaries of languages and cultures become the norm. Nations and people around the world are able to learn from one another to advance their social and economic well-being.

Henceforth, it is within this context that the Royal Institution Singapore and Philippines organized this 13th International Conference and Conferment Ceremony, with the theme, “Globalization: Its Impact on Human Capital Development” in order to cope with the changing needs of global work–force and/or professionals. I’m certain that this conference will be very successful considering that we have two prominent speakers that will surely inspire us by way of sharing their knowledge and expertise. And so, without much ado, on behalf of Royal Institution Singapore and Philippines, I wish to welcome you all in this glorious event.

Thank you and God Bless.

TOPIC 1: GLOBALISATION: ITS IMPACT ON HUMAN CAPITAL STOCK DEVELOPMENT

HON. FDR. CPA GERARD B. SANVICTORES, HonFRI, DFRIAcc, DFRIAdr, DFRIFC, DFRIM
Member, Board of Accountancy
Chairman, Continuing Professional Development (CPD) Council for Accountancy
Professional Regulation Commission, Republic of the Philippines
Honorary Fellow, Royal Institution, Singapore

The Officers and Members of the Royal Institutions Singapore and the Philippines;

Colleagues, Friends, Ladies and Gentlemen: a pleasant day to all of you.

I wish to thank the Royal Institution for inviting me to present before you this morning my thoughts on the topic of this conference – Globalization: Its Impact on Human Capital Stock Development. At the outset, I need to state this caveat – this is not an academic Research Paper, but rather contains insights from my experiences through the years in working with global institutions and managing people and human resource development programs.

We live in a global world. “Globalization” has been in vogue since the 1980s when the global economy has seen the free movement of goods and services among nations brought about by the different economic cooperation and partnership agreements - such as those entered into by the Philippines with the United States, the European Union, Japan, among ASEAN, and so on. These economic partnership and cooperation agreements include a section of “movement of natural persons” wherein the signatories to these agreements acknowledge the key role of people in implementing such agreements.

Consider the items we consume or use every day, such as, for example, toothpaste from Thailand, chocolate products from Malaysia, Kopiko from Indonesia. Likewise, we are proud that Filipino executives manage the overseas operations of our favorite “Oishi” crackers that are very popular in China; Megabrand “Jack and Jill” snack food products are found in all the ASEAN states. Garments under the Japanese brand “Uniqlo” are very popular among Filipino consumers and yet these are manufactured in third countries like China, Vietnam, Indonesia, Bangladesh, and Turkey, among others. Other popular brands in the Philippines like “H&M”, “Bench”, and “Penshoppe”



Hon. FDR. CPA Gerard B. Sanvictores, HonFRI, DFRIAcc, DFRIAdr, DFRIFC, DFRIM discusses Globalisation: Its Impact on Human Capital Stock Development

may also be manufactured in third countries and sold locally and in other global markets.

Our call centers and BPOs operate 24/7 to service the needs of their global customers. Our spoken English is very “standard American” with barely noticeable regional accents. When a specific accent is required, such as British-English or Australian-English, the Filipino Call Center agent can easily adapt to such special demands of their clients. This speaking ability makes the Philippines a favorite site for Call Center operations.

Only those persons with relevant skills and competencies can compete and survive in a global world. Education, professional license or certification, and relevant work experience matter most in a global economy. The global person takes a world-view of events and institutions, but at the same time, is also conscious of what exists in his locality, in his immediate environment. With over 100 million people and a median age of 23.4 years, the Philippines is a natural supplier of young, highly qualified human resources to the world – from skilled workers and professionals, from laborers and domestics to medical and health professionals, engineers, CPAs, and many other trades and skills. These are our Global Filipinos!

TOPIC 1: GLOBALISATION: ITS IMPACT ON HUMAN CAPITAL STOCK DEVELOPMENT

Thanks to globalization, many work opportunities became available to Filipinos in many parts of the world over the last so many years. Much higher salaries are offered overseas compared to what is available locally. There is concern that the best and brightest Filipino workers opt to work overseas rather than in the Philippines. A case in point would be nurses. Many Filipino nurses work in the Middle East, the USA, Canada and the UK, and yet, many municipalities around the country do not have enough nurses to serve their constituents. I recently came across an article which discussed a “nursing shortage” in a home country. In the 1990s, in the Philippines, the nurse to patient ratio was 1 nurse to 15 to 20 patients; in recent years, this ratio has gone down to 1 nurse to between 40 to 60 patients. A similar trend can be seen in other developed and developing nations around the world. Likewise, other professions (such as engineers and CPAs) also experience “shortage” of talent for the domestic market due, to a large extent, of the lure of overseas work opportunities for our professionals.

The government and the private sector should create an environment wherein the local demands for workers and professionals within our economy are balanced with opportunities available for them overseas. The financial contribution of OFWs to our economy amounts to more than US\$26 Billion per year. The Business Inquirer reported in February 2017 that, for the entire 2016, cash remittances reached a record \$26.9 billion, up 5 percent from \$25.61 billion in 2015. This is an impressive amount; however, what is not easily quantified are the social costs among the families of the OFWs. Many studies have been done on the social impact of the separation of families, both positive and negative impacts. I am sure many of us have experiences to share regarding OFW members in our family and how their absence has affected familial relationships.

How do we balance economic benefits amid social costs? How do we, as a nation, better address the situation of the OFW community? This is an area worth studying continuously as local and global conditions change, affecting not only the present population, but more importantly, the young of today who will eventually enter the work stream tomorrow.

Another dimension in human capital stock development is the extensive use of technology in the work place. Robotics has become the norm in many manufacturing processes such as in the automotive and semiconductor industries. High level information systems are now used in accounting and finance processes, purchasing, human resources management, production, sales and marketing, among others. Advances in technology are evident in many areas of business, all of which with a view to enhancing efficiency, not necessarily savings resulting from fewer workers. People in traditional roles in a company need to re-tool themselves and adjust to these changing realities.

The production line worker, the HR clerk, the salesman, the purchasing agent of yesteryears are fast becoming Jurassic and irrelevant these days. The skills and competencies for personnel in the workplace have changed significantly, and as these realities come to pass, what will happen to people who cannot adjust to these changes? They will be left behind.

We cannot just stand still and wait for the inevitable to happen! We should prepare ourselves for these challenges!

We should accept that now, more than ever, we need to re-tool our human resources to cope with these changes. For starters, basic and higher education should already be geared towards preparing our youth for the realities they will face once they enter the work force in 10 or 15 years from today. Several private educational institutions are now IT-enabled but government needs to allocate more resources to public schools to bring their students to the same competence levels as students from private schools. Otherwise, the perceived “competence-gap” between students from public schools’ vis a vis students from private schools will just perpetuate itself to the detriment of society as a whole.

The Philippine government has launched the National Broadband Plan (NBP) to address the longstanding issue of internet connection quality in the country. The government will be working with both private and public institutions relevant

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to the improvement and deployment of broadband technologies. Coordination among all involved institutions is essential to minimize implementation costs as well as physical disruptions from physical construction.

Through the NBP, Government can pursue the automation of its many processes from the national offices and agencies all the way to the regional, provincial, municipal, even to the barangay level. The National Broadband Plan will promote transparency in the way government agencies operate and discourage, if not, eliminate, corruption that is perceived to be prevalent in many transactions with governments. I believe the NBP will also address the perennial problem of a bloated bureaucracy since government will need less people to deliver public services.

Continuing professional development should consider the impact of technological advances in the way professionals deliver their services, how they do business, and how they develop their people. The enactment of the CPD Law of 2016 is a step in the right direction. Now, the Professional Identification Card (PIC) issued by the Professional Regulation Commission (PRC) is evidence that the professional is competent, is up to date with recent developments in his profession, and is capable to deliver quality services to his clients.

The changing realities worldwide require all of us to be technology-competent, to be techies (tech-kies) just to keep up with our current work or occupation. I wonder how many of us here can claim to be as technology-competent as a Gen-X or Gen-Y or even a Millennial? As for me, I cannot claim to be so.

Globalization has also spawned a new breed of Filipino entrepreneurs. Many young people have exhibited the capacity to develop, organize and manage a business venture along with any of its risks to make a profit. "Go Negosyo", the advocacy of the Philippine Center for Entrepreneurship (PCE), a non-stock non-profit organization, is an example of how global entrepreneurs (the likes of Bill Gates, Steve Jobs, Mark Zuckerberg) have encouraged young Filipinos to create new businesses, develop new products, and conquer

local and foreign markets. Jollibee is probably the best example of how an ice cream parlor in Cubao transformed itself into the largest fast-food enterprise locally with outlets in various cities in Southeast Asia, Hong Kong, the Middle East and North America. This is an example of how a company can "think global, act local" and in most, if not all, cases the overseas branches are managed by Filipino talent. The early development of its people enabled Jollibee to seize opportunities outside the country rather quickly because it had the managerial talent to support such overseas ventures at the right time.

I offer the following take-away concepts:

- Globalization is a reality that we should accept, that we should prepare for, and reap the benefits of early adjustment to changing realities.
- Economic partnership agreements between the Philippines and the major economies around the world pave the way for the globalization of the Filipino workforce.
- Relevant skills and competencies are essential to survival in the global market place.
- Government and the private sector should work together to balance the domestic demand for skills and services with opportunities available to Filipinos in the oversea markets to avoid perceived, or real, shortages in the Philippine economy.
- Embrace technology but do not allow technology to dominate or control you.
- Be an entrepreneur like Tony Tan Caktiong of Jollibee fame and bring Filipino talent to the world.

Let us join hands to conquer the World!

Good day to everyone.

TOPIC 2: "HUMAN CAPITAL DEVELOPMENT IN THE AGE OF GLOBALIZATION AND THE ROLE OF ANTI-CORRUPTION AGENCY IN ABATING THE CHALLENGES"

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In the recent years, apart from using its punitive strategy, the Office of the Ombudsman has also subscribed to promotional and preventive means as operational strategies in the implementation of its Policy Thrust and 8-Point Agenda. Under these approaches, the Office has presented its anti-corruption work and integrity campaign before a multitude of stakeholders, which evolved from traditional front-liners in the anti-corruption agenda to include other sectors such as health, business, youth, environment, and even the arts. As such, today is another welcome opportunity for us to weave in anti-corruption elements to issues of human capital and globalization, albeit a less traversed track.

The thesis is that, human capital stock development and globalization's impact on such, poses both opportunities for and challenges to national development, especially if without safeguards against corrupt practices and provisions for transparency and accountability which are all tenets of good governance. To be able to optimize its benefits and reduce its challenges, public institutions and relevant stakeholders play a significant role to leverage human capital by harnessing its benefits and tapping human potentials to bring about national growth and development. This is on the premise that while globalization has created boundless opportunities for governments, societies, and businesses, the commercialization of global economy and the increasing power of global corporations also challenges the role of government agencies (As-Saber, 2009).

Understanding Human Capital

To begin with, the concept of human capital generally refers to the abilities and qualities of people that aid in productivity such as knowledge, skills, values and even physical soundness (The Economist, 2017). In some reports, it appears that the most important element is knowledge



Hon. FDR. Atty. CPA Cyril E. Ramos, HonFRI, DFRIAcc, DFRILL, DFRIM, DFRIPAr, RIIVPF talks about Human Capital Development in the Age of Globalization and the Role of Anti-Corruption Agency in Abating the Challenges

which makes education a crucial investment in human capital development, and even a standing yardstick to measure human capital health of a country. The World Economic Forum (WEF), however, noted that human capital cannot be solely defined by formal education and skills as it is not a fixed but an evolving concept, which can either grow or depreciate over time through its use or lack of use across a person's lifetime (2017).

From a macroeconomic perspective, the aggregation of human capital makes it possible for improved labor productivity, innovations in technology and sustainable growth which can support poverty alleviation (Son, 2010), and ultimately national development. At this level, it becomes a key factor in the production spectrum and its impact to national development makes investment in human capital an important development goal, in addition to its instrumental value.

These perspectives suggest that human capital can be viewed as either (1) a part of the workforce that provides input to production similar to factors like capital, land, and machinery; or (2) as the target of investment or development through education and training (Kwon, 2009). This is consistent

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with what Gary Becker, a renowned American economist, maintained that expenditures on education, training, medical care are not simply cost but investments which has valuable returns (Marithmu, et. al., 2009). This, then, becomes a fairly good consideration for governments and firms, alike when it comes to investing in the development of their workforce. In longer term, the promising opportunities for improved labor outcomes and economic development, which an informed, educated, and skilled workforce, may stimulate is far beneficial over the impending cost of their training and development. If less investment is devoted to education and training, lower skills among the population is being elicited. By then, the price that has to be paid for the poorer health, lower incomes, unemployment and social exclusion resulting from lower skills become far more costly (Taylor, 2012).

WEF further suggests that failure of nations to translate the investments made on education into opportunities for higher-quality work within a person’s lifetime contributes to income inequality by blocking the pathways to social inclusion, education and work (Ahmed, 2017). In this sense, a larger view of human capital makes it an important contributor to political, economic and social development. Specifically, an assurance of “equality of opportunity in education and employment contributes to economic development and positive social and political outcomes” (WEF, 2017).

Global Trends in Human Capital Development

The Global Human Capital Report measures how countries across the globe develop their human capital to be able to contribute to global economic system. An overview of result of the report will be presented for purposes of having an appreciation of the global trend and determining how the Philippines fare in comparison with the global community. This is also in keeping with the goal of the report to provide an opportunity for the policy- and decision-makers to use labor market information to enhance plans, policies and programs that would develop its workforce. In 2017 Report, the WEF took into consideration

4 elements—capacity, development, deployment and know-how—to measure a human capital development. According to the report (p. 5), Capacity measures how well the people are educated across generations, capturing the percentage of the population that has receive certain level of education. Development, on the other hand, looks into the measures taken to skill, reskill and upskill the workforce. Deployment covers how many people, across generations and sectors, are able to actively participate in the labor market. Lastly, know-how refers to a measure of the breadth and depth of the specialized skills used at work that can be observed in the quality of products and services rendered.

On a scale of 0 being ‘worst’ and 100 being ‘best’, these sub-indexes were then applied to five distinct age groups or generations (0–14 years; 15–24 years; 25–54 years; 55–64 years; and 65 years and over) which is has been understood to capture full human capital potential profile of a country (p. 5).

As a result, the Global Human Capital Report noted that the world has developed only 62% of its human capital with nations neglecting or wasting, on average, 38% of their talent. Specifically, there are only 25 nations that have tapped 70% of their people’s human capital or more; 50 countries score between 60% and 70%; 41 countries score between 50% and 60%, while 14 countries remain below 50% which means that less than half of their human capital is being maximized (p. 7).

The countries Norway, Finland and Switzerland are the top 3 nations which scores cut through the 70% theoretically ideal threshold, by developing about 75% of their human capital. Strong placements in the list also goes for the United States, Denmark, Sweden and Germany. A notable insight suggests that these countries which topped the list are “economies with a longstanding commitment to their people’s educational attainment and have deployed a broad share of their workforce in skill-intensive occupations across a broad range of sectors (p. vii).”

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Going by the regions, the report cited that North America and Western Europe are the regions that have developed over 70% of their human capital while Eastern Europe and Central Asia, East Asia and the Pacific, and Latin America and the Caribbean are in the 60% to 70% range, with Middle East and North Africa, South Asia and Sub-Saharan Africa in need to cross the 60% threshold (p. 11).

Closer to home, East Asia and the Pacific joined by South Asia scores 65.77 and is within the middle range of the Index results credited to the varying degrees of human capital development that exist between countries with similar income, the report noted (p. 11). The Region, according to the report, reflects progress between generations with Capacity sub-index being much higher among the younger age groups, reflecting the region's remarkable progress between generations. The Human Capital Report ranks Singapore (11), Japan (17), and Korea, Rep. (27) as among the top performers and regards these countries as global strongholds of human capital success (p. 11). Lao PDR (84), Myanmar (89) and Cambodia (92) are at the bottom of the list amidst high degree of human capital utilization (p. 11).

While no specific interpretations has been made by the 2017 Report for the Philippines, it has been placed at 50 with an overall score of 64.36. Over the years, it has consistently been placed notches above and slightly below the mean with rankings of 49 in 2016, 46 in 2015 and 66 in 2013 using varying themes and indicators and against varying numbers of countries assessed.

Compare this with the 2013 Human Capital Report, the Philippines has top scores for the education and health gender gap indicators as well as a strong 15th rank for economic participation (WEF, 2013). It outranked other Asian countries—Mongolia (51), Malaysia (52), Thailand (57), Vietnam (59), Sri Lanka (60) and China (64)—in the 2015 Report where Learning and Employment have been used as horizontal themes of measure. In 2016, Philippines is placed at 49th which is not a far cry from the best-performing countries in the region, such as Japan

(4), Singapore (13) and the Korea, Rep. (32).

Following the experiences of countries topping the ratings of the Global Human Capital Index, it can be presumed that their developed human capital has something to do with their stance as high-income economies upon which other countries, including the Philippines, should follow suit. Their "longstanding commitment to their people's educational attainment" is to be credited for a developed workforce.

Currently, however, the Philippines is confronted by a low proportion of enrollees and graduates in higher and scientific education while there is a need to raise its stock of labor on these areas against the demands for skilled workers (Canlas, 2016). The country's tertiary education budget is only about 12.16 % of the total education budget while the international benchmark is 15-20% of the total education budget (Licuanan, 2016). This lower budget allocation for tertiary education may affect the programs and operation that facilitates provision of higher rate enrollments and quality of training and education.

Local Implications of Globalization

In the recent years, the "confluence of rapid technological change, globalization and economic liberalization" has undoubtedly impelled both developed and developing countries to prioritize skills development as a key strategy for economic competitiveness and growth (Taylor, 2012).

National growth, with globalization and technological advancement at the backdrop, is mainly driven by technological progress which is achievable through investment in trainings and education in this field. In a world where domestic labor and market become open to world economic activities, developing home-grown talents and existing workforce is still a better way to veer away from skill shortage and talent crisis that prompts the need to import labor and even technologies. Our workers needs to be globally competitive in the midst of globalization.

Despite some progress, human capital

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development particularly in the education remains to be a compelling concern to assure inclusive growth in the midst of the impending impact of new technologies as we approach an era of the FIRE – the Fourth Industrial Revolution (Manhit, 2017), which is described by some experts as “a combination of digital, physical, and biological upheavals” upon which policy-makers should prioritize an acceleration of employment, human capital and social security to allow the disadvantaged group to benefit from technological advancements (Paqueo and Aniceto in Malaya Business Insight, 2017), coupled with developed human capital as drivers of growth.

And because the FIRE is not seen to spare the Philippines, adapting to radical advances in science and technology that may bring in efficient labor-saving technologies becomes a must because this may pave the way for a phenomenon that makes the use of manual labor less likely and force workers to frequently move from one job to another (Ibid.). This, all the more, brings the need to train the workforce to be highly-skilled and even flexible. This is an important call to our public institutions to help society prepare for both the opportunities and challenges that the looming phenomenon may bring.

Public Institutions and Human Capital Development Initiatives

As noted in earlier discussions, consistent use and development skills throughout each individual’s lifecycle is a key challenge as it requires setting up high-quality, easily accessible opportunities for adult learning – both up-skilling and re-training (Taylor, 2012). In the Philippines, while there is support from the government, a good number of our families fund their training and education through internal means to the unfortunate circumstance of those households which would barely have resources for education. In such case, we might not be tapping the potential of our population in full. This, despite the understanding that human capital development precedes technological advancement. A population’s expertise and skill is the key to achieving the needed technological development and innovations.

While education is not the sole determinant for progress in some families, it is definitely the primary ticket to move out of poverty. Generally, education and skills provide an individual and a family with better income opportunities and higher wages resulting from higher-quality of works and deliverables that a trained individual is likely to produce. In this sense, public institutions have a very crucial role in ensuring that individuals and families would be accorded opportunities for education and training. The contribution of government in aiming for a skilled populace helps a lot in preventing a continual widening of wage gap between skilled and unskilled workforce.

At this point and to put a public administration perspective, please allow me to share a general understanding and information on the initiatives taken by relevant government agencies in recognition of these institutions’ effort as frontrunners in addressing the concerns and challenges of improving the human capital in country.

- The Commission on Higher Education (CHED) recognizes that Higher Education builds human capital, generates new knowledge, engenders innovation and drives economic growth and competitiveness (Licuanan, 2016). To expand access to higher learning, CHED implements the Student Financial Assistance Programs (StuFAPs) that provides educational assistance to underprivileged and deserving groups through different scholarship programs, Grant-in-Aids programs and student loan program. Hopefully, this guarantees not only training institutions and quality education, but also the access to these institutions.
- The Technical Education and Skills Development Authority (TESDA) continues to undertake direct training provisions through four training modalities: school-based, center-based, enterprise-based and community-based. These are being done with TESDA’s infrastructure in place – 57 TESDA administered schools, 60 training center, enterprise-based training through DTS/

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apprenticeship and community-based training in convergence with Local Government Units. TESDA also develops competency standards for middle-level skilled workers, and assess and certify their competencies to determine whether the graduate or worker can perform to the standards expected in the workplace. A Registry of Certified Workers which provides information on the pool of certified workers for certain occupations nationwide (www.tesda.gov.ph).

- Also, to ensure adequate, evidence-based, accessible and relevant labor market information on human resources demand and supply are available for the use of government agencies, workers, businesses and schools in making policy, program, business and personal decisions, the Department of Labor and Employment (DOLE) has also embarked on HRD Roadmapping Initiative. It is envisioned to make the labor market and the economy conducive to attracting investments and therefore promotes employment creation (Tutay, 2016).
- DOLE recognizes that job-skill mismatch results to graduates applying for entry level positions are described to be lacking in foundational workplace skills. In partnership with the SFI Group of Companies, DOLE embarked on The Philippine TalentMap Initiative which will assess about 80,000 workforce in 17 Regions, 81 Provinces and 144 Cities nationwide to determine and track the strengths of the current workforce and diagnose weaknesses and gaps in the existing workforce through the use of competency-based assessments and standardized surveys (TalentMap, undated).
- The Department of Trade and Industry or DTI has also ventured on increasing productivity and efficiency of workers through Shared Service Facilities which is a project that provides machinery, equipment, tools, systems, accessories and other auxiliary items, skills and knowledge under a shared system to improve the competitiveness

of Micro, Small and Medium Enterprises (MSME). These interventions are believed to stimulate higher productivity, access to better technologies, higher levels of innovation and creativity, and improved market access (DTI-BSMED, 2016).

- And in the midst of globalization and recognizing that Information Communication Technology (ICT) prompts both job creation and innovations and efficiency in existing industries, the Department of Science and Technology (DOST) embarks on Smarter Philippines which is a new program that will fuel growth in the ICT industry and create tremendous demand for engineering, content development, and domestic ICT industry. It includes some initiatives in governance, disaster risk reduction, and bringing Information Technology-Business Process Outsourcing (IT-BPO) investments in cities to the countryside (www.dost.gov.ph).

With the relevant government agencies for developing the human capital in place, we are being assured that there are existing institutions which contribute to the development of our human capital. The primary consideration now is how well the programs and projects are developed and implemented and how these equally address the actual need and deficiency in the area of human capital development.

As the pathway for the demands for skilled workers is only upward, the government must sustain, if not increase, its investments in improving higher education and the research and development undertaking that would keep the government informed of opportunities for development and innovations.

Anti-Corruption Lens in Support of Human Capital Development

While it is understood that forerunning the development of human capital does not conventionally fall under the anti-corruption agenda, anti-corruption agencies should still be able to give their contribution to human capital development in the context of human rights and in

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recognition of the disrupted effect that corruption poses on economic development, which human capital so bolsters. And because corruption promotes inequality, reduces efficiency of government institutions and misleads resources meant to develop the workforce, anti-corruption agencies can indeed play a role in safeguarding the availability and functionality of institutions and government resources for the betterment of its people.

Across the globe, more than 5% of global GDP (USD 2.6 trillion) is being lost to corruption (OECD, 2014). Cost of public sector corruption is tantamount to undelivered services and declining quality of life. In the education sector, illegal charges on school admissions, embezzlement of funds for school materials and buildings, sub-standard educational material in exchange for bribes and from manipulated bidding transactions, authorizations issued on false grounds, and other practices are all acts that corrupts the positive trajectory of human capital development.

As the primary anti-corruption agency mandated by the Constitution, the Office of the Ombudsman remains steadfast in mining the volumes of graft and corruption cases that has to be investigated, resolved, and prosecuted. It goes without saying that the fight against graft and corruption rest on preventing their occurrence through the establishment of rules and regulations, performance and time standards, systems and technologies, and monitoring and evaluation tools that help ease, speed up, and accurately deliver government services.

This is in recognition of the far better expectations of upholding good governance as fundamental to an efficient public and private sector partnerships, the entry and expansion of businesses – both local and foreign, and the creation of jobs and other income opportunities for our people. In the similar manner, citizens and other stakeholders are encouraged to participate and give their share in the name of individual progress and inclusive growth that the nation will enjoy upon successfully developing its human capital. Their vigilance and proactive role in reviewing

and thwarting unscrupulous and controversial policies and regulations that would be detrimental to the human capital development is quite crucial.

At the end of the day, the question of human capital development is both a moral and economic question. Developing skills of the population entails so much on economic prosperity of the nation, but putting premium on their development at an individual level is also important for personal growth that is material to securing social inclusion and their meaningful societal participation.

To this end, let us all be partners in aiming for a corruption-free society where individuals thrive as a person, serving her or his full potential to better oneself and the nation as a whole.

Maraming salamat po!

Notes:

1 The Global Human Capital Report 2017, developed by the World Economic Forum, is the primary source for this section in providing an overview of the global trend in human capital development.

2 Learning sub-themes used are:

- (1) Enrolment in education;
- (2) Quality of education;
- (3) Educational attainment; and
- (4) Workplace learning.

3 Employment sub-themes used are:

- (1) Economic participation;
- (2) Skills; and
- (3) Vulnerability.

RESEARCH PAPER ORAL PRESENTER 1:



Mr. Benedict B. Bombaes, FRIAcc presents his paper, Implementation of Performance Management for the Non-Teaching Personnel at the Aklan University

“IMPLEMENTATION OF PERFORMANCE MANAGEMENT FOR THE NON-TEACHING PERSONNEL AT THE AKLAN UNIVERSITY”

Introduction

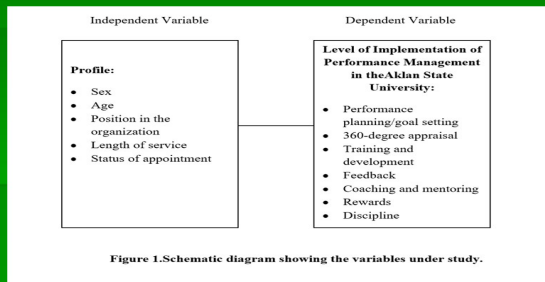


The present study investigates the level of implementation of performance management for the non-teaching personnel of the Aklan State University in Banga, Aklan.

Specifically, it sought to answer the following questions:

- What are the demographic profile of the non-teaching personnel of the Aklan State University in terms of sex, age, position in the organization, length of service and status of appointment?
- What are the components of the performance management of the Aklan State University as perceived by the respondents?
- What is the level of implementation of performance management for the non-teaching personnel as perceived by the respondents when taken as a whole and when classified according to sex, age, position in the organization, length of service and status of appointment?

Framework



Methodology

To determine the level of implementation of performance management for the non-teaching personnel, the following scale were utilized.

Numerical Weight	Mean	Qualitative Description
5	4.21-5.00	Very high level of implementation
4	3.41-4.20	high level of implementation
3	2.61-3.40	Moderate level of implementation
2	1.81-2.60	Low level of implementation
1	1.00-1.80	Very low level of implementation

Results for Problem 1

Table 1. Demographic Profile of Aklan State University-Main Campus Non-Teaching Personnel

Group	F	%
Sex		
Male	12	30.0
Female	28	70.0
Total	40	100.0
Age (years)		
20 - 39	10	25.0
40 - 59	26	65.0
60 and above	4	10.0
Total	40	100.0
Position in the Organization		
Administrative Services Personnel	31	77.5
Library Personnel	2	5.0
Research and Extension Services Personnel	2	5.0
Domitory Personnel	1	2.5
Health Services Personnel	2	5.0
Total	40	100.0
Length of Service (years)		
0-4	4	10.0
5-10	4	10.0
10-15	8	20.0
15 and above	24	60.0
Total	40	100.0
Status of Appointment		
Permanent	33	82.5
Casual	7	17.5
Total	40	100.0

Results for Mean Problem 2

Table 2. Components of the Performance Management of Aklan State University as Perceived by Non-Teaching Personnel

Component/Response	Yes	%	No	%
Performance planning/goal setting	38	95.0	2	5.0
360-Degree Appraisal	26	65.0	14	35.0
Training and Development	31	77.5	9	22.5
Feedback	23	57.5	17	42.5
Coaching and Mentoring	25	62.5	15	37.5
Rewards	19	47.5	21	52.5
Discipline	23	57.5	17	42.5

RESEARCH PAPER ORAL PRESENTER 1: (Continued)

Results for Problem 3

Table 3. Level of Implementation of Performance Management for the Non-Teaching as Perceived by the Respondents when taken as a Whole

Component	N = 40					Mean	Description	Average Mean
	VHL	HL	ML	LL	VLL			
Performance planning/goal setting	4	24	10	1	1	3.73	HL	
360-Degree Appraisal	3	20	11	5	1	3.48	HL	
Training and Development	6	14	17	2	1	3.55	HL	
Feedback	1	13	18	5	3	3.10	ML	
Coaching and Mentoring	-	19	13	5	3	3.20	ML	
Rewards	3	11	16	6	4	3.08	ML	
Discipline	4	14	14	5	3	3.28	ML	
Total Average Mean						3.35	ML	

VHL – Very High Level of Implementation
HL – High Level of Implementation
ML – Moderate Level of Implementation
LL – Low Level of Implementation
VLL – Very Low Level of Implementation

Table 3.1. Level of Implementation of Performance Management for the Non-Teaching as Perceived by the Respondents when grouped according to Sex

Component	N = 40					Mean	Description	Average Mean
	VHL	HL	ML	LL	VLL			
Performance planning/goal setting								
Male	2	8	1	-	1	3.83	HL	
Female	2	16	9	1	-	3.68	HL	3.76
360-Degree Appraisal								
Male	3	6	2	-	1	3.83	HL	
Female	-	14	9	5	-	3.32	ML	3.58
Training and Development								
Male	3	4	4	1	-	3.75	HL	
Female	3	10	13	1	1	3.46	HL	3.61
Feedback								
Male	-	4	7	1	-	3.25	ML	
Female	1	9	11	4	3	3.04	ML	3.15
Coaching and Mentoring								
Male	-	4	6	1	1	3.08	ML	
Female	-	15	7	4	2	3.25	ML	3.17
Rewards								
Male	2	2	6	1	1	3.25	ML	
Female	1	9	10	5	3	3.00	ML	3.13
Discipline								
Male	3	3	4	1	1	3.50	ML	
Female	1	11	10	4	2	3.18	ML	3.34
Total Average Mean							ML	3.40

VHL – Very High Level of Implementation
HL – High Level of Implementation
ML – Moderate Level of Implementation
LL – Low Level of Implementation
VLL – Very Low Level of Implementation

Table 3.2. Level of Implementation of Performance Management for the Non-Teaching as Perceived by the Respondents when grouped according to Age

Component	N = 40					Mean	Description	Average Mean
	VHL	HL	ML	LL	VLL			
Performance planning/goal setting	2	6	1	-	1	3.80	HL	
20-30 years old	-	3	1	-	-	3.75	HL	3.75
40-50 years old	2	15	8	1	-	3.69	HL	
60 years old and above	-	3	1	-	-	3.75	HL	
360-Degree Appraisal								
20-30 years old	1	4	3	1	1	3.20	ML	
40-50 years old	2	13	8	3	-	3.54	HL	
60 years old and above	-	3	-	1	-	3.50	HL	3.45
Training and Development								
20-30 years old	1	3	5	1	-	3.40	ML	
40-50 years old	8	11	1	1	1	3.58	HL	
60 years old and above	-	3	1	-	-	3.75	HL	3.58
Feedback								
20-30 years old	-	2	6	2	-	3.00	ML	
40-50 years old	1	9	10	3	3	3.08	ML	
60 years old and above	-	2	2	-	-	3.50	HL	3.19
Coaching and Mentoring								
20-30 years old	-	4	2	3	1	2.90	ML	
40-50 years old	-	11	2	2	2	3.19	ML	
60 years old and above	-	4	-	-	-	4.00	HL	3.36
Rewards								
20-30 years old	1	3	2	3	1	3.00	ML	
40-50 years old	2	5	13	3	3	3.00	ML	
60 years old and above	-	3	1	-	-	3.75	HL	3.25
Discipline								
20-30 years old	1	4	3	1	1	3.30	ML	
40-50 years old	3	7	10	4	2	3.19	ML	
60 years old and above	-	3	1	-	-	3.75	HL	3.41
Total Average Mean							ML	3.43

VHL – Very High Level of Implementation
HL – High Level of Implementation
ML – Moderate Level of Implementation
LL – Low Level of Implementation
VLL – Very Low Level of Implementation

Table 3.3. Level of Implementation of Performance Management for the Non-Teaching Personnel when grouped according to Position in the Organization

Component	N = 40					Mean	Description	Average Mean
	VHL	HL	ML	LL	VLL			
Performance planning/goal setting								
Administrative Services Personnel	2	18	19	1	-	3.68	HL	
Research and Extension Services Personnel	1	2	-	-	1	3.00	ML	
Health Services Personnel	1	1	-	-	-	3.00	ML	
Auxiliary Services Personnel	1	1	-	-	-	4.00	HL	
Library Personnel	-	2	-	-	-	4.00	HL	3.86
360-Degree Appraisal								
Administrative Services Personnel	2	14	10	3	-	3.42	HL	
Research and Extension Services Personnel	-	1	1	-	-	3.50	ML	
Health Services Personnel	-	1	1	-	-	3.50	ML	
Auxiliary Services Personnel	-	1	1	-	-	4.00	HL	
Library Personnel	-	2	-	-	-	4.00	HL	3.78
Training and Development								
Administrative Services Personnel	5	11	13	1	1	3.28	ML	
Research and Extension Services Personnel	-	1	2	1	-	3.00	ML	
Health Services Personnel	1	1	1	-	-	4.00	VHL	
Auxiliary Services Personnel	1	1	1	-	-	4.00	HL	
Library Personnel	-	1	1	-	-	4.00	HL	3.43
Feedback								
Administrative Services Personnel	1	10	14	3	3	3.10	ML	
Research and Extension Services Personnel	-	2	1	-	-	3.00	ML	
Health Services Personnel	-	2	1	-	-	3.00	ML	
Auxiliary Services Personnel	-	1	1	-	-	4.00	HL	
Library Personnel	-	1	1	-	-	4.00	HL	3.10
Coaching and Mentoring								
Administrative Services Personnel	-	16	9	4	2	3.26	ML	
Research and Extension Services Personnel	-	1	2	1	-	3.00	ML	
Health Services Personnel	-	1	1	-	-	4.00	HL	
Auxiliary Services Personnel	-	1	1	-	-	4.00	HL	
Library Personnel	-	1	1	-	-	4.00	HL	3.04
Rewards								
Administrative Services Personnel	3	8	13	4	3	3.13	ML	
Research and Extension Services Personnel	-	1	1	-	1	3.50	ML	
Health Services Personnel	-	1	1	-	-	4.00	HL	
Auxiliary Services Personnel	-	1	1	-	-	4.00	HL	
Library Personnel	-	1	1	-	-	4.00	HL	2.94
Discipline								
Administrative Services Personnel	3	10	12	4	2	3.26	ML	
Research and Extension Services Personnel	-	1	2	-	1	3.50	ML	
Health Services Personnel	-	1	1	-	-	4.00	HL	
Auxiliary Services Personnel	-	1	1	-	-	4.00	HL	
Library Personnel	-	1	1	-	-	4.00	HL	3.29
Total Average Mean							ML	3.31

VHL – Very High Level of Implementation
HL – High Level of Implementation
ML – Moderate Level of Implementation
LL – Low Level of Implementation
VLL – Very Low Level of Implementation

Table 3.4. Level of Implementation of Performance Management for the Non-Teaching as Perceived by the Respondents when grouped according to Length of Service

Component	N = 40					Mean	Description	Average Mean
	VHL	HL	ML	LL	VLL			
Performance planning/goal setting								
0-5 years	-	3	1	-	-	3.75	HL	
5-10 years	1	2	-	-	1	3.50	HL	
10-15 years	1	4	-	-	-	3.75	HL	
15 years and above	2	15	6	1	-	3.75	HL	3.67
360-Degree Appraisal								
0-5 years	-	2	1	1	-	3.25	ML	
5-10 years	-	2	1	-	-	4.00	HL	
10-15 years	-	4	3	2	-	3.25	ML	
15 years and above	3	12	7	2	-	3.67	HL	3.04
Training and Development								
0-5 years	-	3	1	-	-	3.75	HL	
5-10 years	-	2	1	1	-	3.25	ML	
10-15 years	-	2	1	-	-	3.25	ML	
15 years and above	6	6	11	-	1	3.67	HL	3.48
Feedback								
0-5 years	-	2	2	-	-	3.50	HL	
5-10 years	-	2	3	1	-	2.75	ML	
10-15 years	-	4	2	1	1	3.13	ML	
15 years and above	1	7	11	3	2	3.08	ML	3.12
Coaching and Mentoring								
0-5 years	-	3	-	1	-	3.50	HL	
5-10 years	-	1	2	1	1	2.75	ML	
10-15 years	-	2	4	1	1	2.88	ML	
15 years and above	-	13	7	3	1	3.53	ML	2.99
Rewards								
0-5 years	-	2	-	2	-	3.00	ML	
5-10 years	-	2	3	-	1	3.00	ML	
10-15 years	-	2	3	-	1	2.50	LL	
15 years and above	3	7	10	2	2	3.29	ML	2.95
Discipline								
0-5 years	-	2	2	-	-	3.50	HL	
5-10 years	-	2	1	2	1	3.00	ML	
10-15 years	-	2	1	2	-	3.25	ML	
15 years and above	2	6	5	3	2	3.29	ML	3.26
Total Average Mean							ML	3.22

VHL – Very High Level of Implementation
HL – High Level of Implementation
ML – Moderate Level of Implementation
LL – Low Level of Implementation
VLL – Very Low Level of Implementation

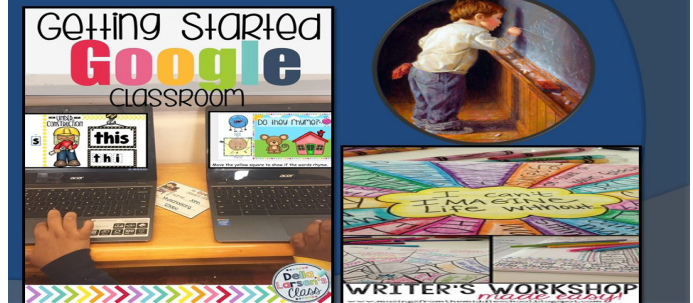
Table 3.5. Level of Implementation of Performance Management for the Non-Teaching as Perceived by the Respondents when grouped according to Status of Appointment

Component	N = 40					Mean	Description	Average Mean
	VHL	HL	ML	LL	VLL			
Performance planning/goal setting								
Permanent	4	19	8	1	1	3.73	HL	
Casual	-	5	2	-	-	3.71	HL	3.72
360-Degree Appraisal								
Permanent	3	18	9	2	1	3.61	HL	
Casual	-	2	2	3	-	2.86	ML	3.24
Training and Development								
Permanent	6	10	14	2	1	3.55	HL	
Casual	-	4	3	-	-	3.57	HL	3.56
Feedback								
Permanent	1	9	15	5	3	3.00	ML	
Casual	-	4	3	-	-	3.57	HL	3.29

RESEARCH PAPER ORAL PRESENTER 2:



Effectiveness of the Two Language Instruction Programs: Traditional and Computer-Aided Language Learning



Dr. Ida Yap-Patron, SFRIEdr presents her paper, Effectiveness of Traditional Language Instruction and Computer-Assisted Language Learning (CALL) Instruction Programs

Introduction

1. the alarming decline in English proficiency among Filipino students
2. the present demands for a borderless education where English is the lingua franca
3. the motivation to design intervention measures to the University clientele to respond to these emerging need: **Enhancement Program**
 - a. Embedding of the computer-assisted language learning (CALL) apart from teaching English courses in traditional language classroom
 - b. Establishing the effectiveness of both language programs to improve the linguistic health of the learners

Methods

1. Some 70 senior college students were given the EPT of 70 items - subjected to content validity and reliability and items were taken from the tests of the 3 college English courses: comprehension, logical reasoning, correct usage. (Out of 93, only 70 students completed their mastery tests.)
2. After results were established, students logged in the CALL laboratory.
3. CALL was individualized and interactive in nature. It focuses on listening, but covered tests in all communicative competencies.
4. Although students progressed at their own speed, they were required 40 laboratory hours.

Methods

5. Instructor guided the students to work on the 8 modules with 5 to 7 lessons, and 24 mastery tests. Mastery results were monitored and recorded in the records manager where the instructor had access.
6. Mastery tests were computed to get the achieved mean gain scores.
7. To establish whether students benefited from the traditional instruction, these variables were compared and analyzed as to their significance: English Proficiency Test (EPT); Computer-Assisted Language Learning (CALL); and final grades in English 101, 111 and 112.

Definition and Measurement of Variables

1. **English Proficiency:** the demonstrated skills of students in the correct use of the English language. For this study, proficiency is operationalized as the scores students obtain in the University English proficiency test (EPT); subjected to tests of reliability, credibility and validity.
2. **Effectiveness of Instruction Program:** the ability of the program to create learning in the correct use of English. This is measured as the degree of correlation between the scores students obtain in the EPT on one hand, and the final grades they get in the three college English courses.
3. **Traditional Language Classroom Instruction Program (TLI):** The English courses offered in the college curriculum. Proficiency is measured as the mean grades of students in these courses. It is characterized with oral recitations, listening, paper pencil tests, class attendance. It is personally handled and facilitated by an English teacher.
4. **Computer-Assisted Language Learning (CALL):** characterized as interactive and individualized learning using a multi-media software. Proficiency of students is based on the results of the mastery tests, recorded and monitored.

Results and Discussion

From arithmetic comparison of students' scores from two methods

1. Scores were consistently higher for CALL program for all 70 Senior college students, implying that CALL was more effective in developing proficiency as compared to traditional language instruction program (TLI).

The difference in scores was due to the use of different measurement tools. However, analysis of test measurement/s for each program indicated that CALL mastery tests were more accurate and reliable measures for English proficiency as defined in the study.

Results and Discussion

Therefore, CALL was more likely the more effective program. It could also be assumed that CALL produced a unique additive on the students whose proficiency suffered a learning decay.

It aided in the recall of proficiencies gained from TLI. This also confirms that CALL indeed is a good enhancement method.

RESEARCH PAPER ORAL PRESENTER 2: (Continued)

Results and Discussion

From ANOVA of CALL and TLI Programs Scores:

1. Indication of highly significant difference between mastery test scores of CALL and final grades in the three English courses of the TLI programs
2. **Confirmation:**
 - a. The two instruction programs were distinctly different from each other
 - b. Assessment tools used in each instruction program measured distinctly different domains of proficiency:
 - b.1 CALL tests : more sensitive to skill and application aspects
 - b.2 TLI focused more on knowledge and other behavioural aspects like oral skills and class attendance which affected course grades.

Results and Discussion

From Correlation Tests between English Proficiency Test (EPT) Scores and Grades for English courses and Computer-Assisted Language Learning (CALL)

1. Highly significant direct correlation scores between the University EPT scores on one hand, and those for either CALL and TLI instruction programs
2. On the other, with identical correlation coefficients: .333 and .334 respectively
3. **Indication:** Both CALL and TLI instruction programs were virtually equal in effectiveness for developing proficiency in English.

It could be stated with confidence that a student's mean grade for the final grades of the four English courses was a good predictor of the student's score in the CALL test.

Table 2: Correlation between the Paired Variables

	Mean	N	SD	Std. Error Mean	Correlation	Sig.
Pair 1: EPT & CALL Mastery Test	78.36 88.83	70	4.86 4.22	.58 .51	.333	.005
Pair 2: CALL & English Grades	88.83 84.36	70	4.22 3.53	.50 .42	.314	.005
Pair 3: EPT & English Grades	78.36 84.36	70	4.86 3.51	.58 .42	.334	.005

Conclusions & Recommendation

1. CALL was more effective in developing English proficiency than TLI. CALL mastery tests, more accurately and reliably measured English proficiency as defined in the study.
2. This was attributed to the fact that each instruction program used different measurement tools.
3. Further, CALL aided in the recall of proficiencies of senior college students gained from TLI whose proficiencies suffered from a learning decay.
4. Nevertheless, both language programs were virtually equal in effectiveness as instruction programs for developing proficiency.

Recommendations

1. Both language instruction programs are complimentary in enhancing the English language proficiency of students. The University could continue the use of CALL to strengthen language classroom instruction.
2. An evaluation of language instruction program curriculum could be revisited in terms of its teaching language approach and language testing.
3. Since language learning decay may occur among language learners, intensive English course could be offered, either through CALL or a combination of both instruction programs.



Effectiveness of the Two Language Instruction Programs: Traditional and Computer-Aided Language Learning

THANK YOU.

RESEARCH PAPER ORAL PRESENTER 3:



Mr. Mark Glenn F. Villamor, SMRIEdr presents his paper, Exploring 21st Century Skills Among CBA Graduates

“Exploring 21st Century Skills among CBA Graduates”

Mark Glenn F. Villamor

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Background

The opportunities and threats brought about by globalization and internationalization in the 21st century have pressured governments, and institutions to act on pressing issues. Hence, there is an emphasis on information and knowledge economy which would require more knowledgeable, creative and innovative graduates and workforce.

Statement of the Problem

This study investigated the level of competence among 2016 graduates of the College of Business Administration (now College of Management) at CapSU – Main Campus in performing 21st century skills.

Specifically, it sought to answer the following questions:

1. What is the level of competence of the graduates in performing 21st century skills as evaluated by them?
2. Are there significant differences on the graduates' level of competence in performing 21st century skills when grouped according to their profile?
3. What inputs can be drawn from the result of the study?

Methodology

- Research Design: Descriptive-inferential
- Target Population: Graduates of BSAct, BSBA and BSEntrep in March 2016 (N = 254)
- Respondents: 155
- Tool: Survey questionnaire consisting of two parts whose face and content validity were established by the panel of evaluators during the Campus and University In-house Reviews in 2015
- Reliability Test: A Cronbach's alpha coefficient of 0.97
- Pilot Test: Conducted to 2015 CBA graduates
- SPSS version 17 for Windows
- Data analysis: Mean, standard deviation and ANOVA

Methodology

Table 1. Profile of the respondents.

Variables	Frequency	Percentage
Age		
20-22	137	88.4
23-25	16	10.3
26 and Above	2	1.3
Total	155	100.0
Sex		
Male	31	80.0
Female	124	20.0
Total	155	100.0
Program / Field of Study		
BS Accounting Technology	26	16.8
BS Business Administration	85	54.8
BS Entrepreneurship	44	28.4
Total	155	100.0

Results and Discussion

As to core subjects and 21st century themes, the graduates rated high competence in health literacy (M = 3.52) followed by financial, economic, business and entrepreneurial literacy (M = 3.25) and global awareness (M = 3.29). The lowest skill type went to mastery of core subjects (M = 3.09). All in all, the graduates' level of competence in this construct is average competence (M = 3.24).

- Casner-Lotto and Barrington (2006). Employers in the US rated the deficiency of employees in the English language by 4% only, which means that the employees possess the needed competencies in this area.
- Lee, Gurnam & Chan (2013). Malaysian postgraduates rated their competence in entrepreneurial skills as low.

Results and Discussion

In terms of the graduates' level of competence in learning and innovation skills, the highest mean went to communication and collaboration (M = 3.37) while the lowest went to critical thinking and problem solving (M = 2.3). Summing up, the graduates rated their level of competence under the construct as average competence.

- Lee, Gurnam & Chan (2013): Malaysian postgraduate students rated themselves as having high competence in critical and creative thinking skills and average competence in communication and English language skills.

RESEARCH PAPER ORAL PRESENTER 3: (Continued)

Results and Discussion

In terms of information, media and technology skills, the graduates rated ICT literacy with the highest mean ($M = 3.63$); hence, level of competence is high. Information literacy got the lowest mean ($M = 3.28$) with a verbal interpretation of average competence. All in all, the graduates rated themselves in this construct as having average competence ($M = 3.38$).

- Lee, Gurnam & Chan (2013): Malaysian postgraduate students rated themselves as highly competent in terms of ICT skills.
- Casner-Lotto and Barrington (2006): There was very little perceived deficiency among US workforce in information processing skills as assessed by the employers.

Results and Discussion

As to life and career skills, these are non-cognitive skills often characterized as character strengths or developmental assets such as flexibility and adaptability, initiative and self-direction, social and cross cultural skills, productivity and accountability, and leadership and responsibility. With a grand mean of 3.38, the graduates rated their level of competence in life and career skills as average competence.

- Ball, Joyce and Anderson-Butcher (2016): Among middle school youth, respondents have moderately high perceptions of their skills in relation to leadership and responsibility, working with others effectively and adaptability.

Results and Discussion

Table 2.4. Summary of the graduates' level of competence in the 21st century skills' major constructs.

Construct	Grand Mean	SD	Verbal Interpretation
Core Subjects and 21 st Century Themes	3.24	0.37	Average Competence
Learning and Innovation Skills	3.30	0.38	Average Competence
Information, Media and Technology Skills	3.38	0.44	Average Competence
Life and Career Skills	3.38	0.41	Average Competence

The highest grand mean went to information, media and technology skills and life and career skills ($M = 3.38$) and followed by learning and innovation skills ($M = 3.30$). The lowest grand mean went to core subjects and 21st century themes ($M = 3.24$). However, graduates rated their level of competence in all the skill constructs of the 21st century skills as average competence.

- Casner-Lotto and Barrington (2006): applied skills were rated higher by the respondents compared to basic skills. Among these skills are information technology application, critical thinking/problem solving and oral communication. Most of the basic knowledge/skills that they rated as deficient were subjects such as language, mathematics, science and humanities/arts.

Results and Discussion

There were no significant differences between the graduates' level of competence in performing the 21st century skills and their graduate profile. It implied that their perception of their level of competence in performing 21st century skills did not differ with their graduate profile.

- Villamor (2011): The respondents' evaluation of their employability skills were the same regardless of their student profile.

Results and Discussion

Assessment tasks intended for 21st century skills fall under two broad categories: summative and formative.

Summative and formative assessment tasks should be part of the school's overall assessment strategy because they are integrally tied to teaching and learning. There should be a balanced approach to using summative and formative assessment tasks in every classroom.

Conclusions

The study has shown that the graduates have average competence in their performance in all the constructs of the 21st century skills.

Furthermore, the graduates' perceived level of competence in performing 21st century skills did not differ with their profile.

Part of every program's overall assessment strategy shall be summative and formative assessment tasks. There should be a balanced approach to using summative and formative assessment tasks in every classroom.

Recommendations

There are still a lot of opportunities for the college to improve instruction to fully maximize the students' competence in performing 21st century skills. One element may be strengthening the college's overall assessment strategy.

Another recommendation is the introduction of a professional development strategy that will help the faculty incorporate the skills necessary for using assessments of 21st century skills. Surely, it would require teaching strategy adjustment; hence, this is an important step in maximizing the students' potential in performing the 21st century skills.

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AWARDING OF CERTIFICATES AND RI STAR PINS



Hon. FDr. CPA Gerard B. Sanvictores, HonFRI, DFRIAcc, DFRIAdr, DFRIFC, DFRIM receives the Certificate of Recognition as Speaker



Hon. FDr. Atty. CPA Cyril E. Ramos, HonFRI, DFRIAcc, DFRILL, DFRIM, DFRIPAR, RIIVPF receives the Certificate of Recognition as Speaker



Mr. Benedict B. Bombaes, FRIAcc receives the RI Star Pin for his contribution as Research Paper Oral Presenter



Dr. Ida Yap-Patron, SFRIEdr receives the RI Star Pin for her contribution as Research Paper Oral Presenter



Mr. Mark Glenn F. Villamor, SMRIEdr receives the RI Star Pin for his contribution as Research Paper Oral Presenter



RI Officials pose with the three research paper oral presenters, Mr. Benedict B. Bombaes, FRIAcc, Dr. Ida Yap - Patron, SFRIEdr, and Mr. Mark Glenn F. Villamor, SMRIEdr



FDr. Dr. Norberto V. Caturay, DFRIIT, DFRISat, RIIVPF, Assistant to the Vice President for Branches and Campuses of the Polytechnic University of the Philippines gives Synthesis during the International Conference



FDr. Dr. Raquel G. Ramos, DFRIBA, RIIVPF moderates the Research Paper Presentations

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FDr. Dr. G. Kulanthaivel, DFRIEd with RIS Chancellor Hon. FDr. Prof. Dr. Samuel M. Salvador, HonFRI and RIS Chief Compliance Officer Hon. FDr. Dr. Helen S. Molano, SFRICCO



Some conferees with Hon. FDr. Prof. Dr. ATS Ang, HonFRI, Founding Chairman of Royal Institution, Singapore



Some of the conferees during RI's 13th International Conference and Conferment Ceremony



Some of the conferees during RI's 13th International Conference and Conferment Ceremony

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HON. FDR. RICHARD J. GORDON,
HonFRI, DFRIPAr

Sentaor, Republic of the Philippines
Chairman and CEO, Philippine Red Cross
Former Secretary, Department of Tourism

HONORARY FELLOW OF ROYAL INSTITUTION, SINGAPORE
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CONFERMENT CEREMONY



CONFERMENT OF HONORARY FELLOW



Hon. FDr. Richard J. Gordon, HonFRI, DFRIPAr, Senator of the Republic of the Philippines during the Presentation of the Honoree



Hon. FDr. Richard J. Gordon, HonFRI, DFRIPAr receives the RI Honorary Fellow Robe



Hon. FDr. Richard J. Gordon, HonFRI, DFRIPAr receives the RI Honorary Fellow Sash with two RI logo patches



Hon. FDr. Richard J. Gordon, HonFRI, DFRIPAr receives the RI Honorary Fellow Hood



Hon. FDr. Richard J. Gordon, HonFRI, DFRIPAr receives the RI Honorary Fellow Medallion



Hon. FDr. Richard J. Gordon, HonFRI, DFRIPAr receives the RI Honorary Fellow Hat with golden twin tassels



Hon. FDr. Richard J. Gordon, HonFRI, DFRIPAr receives the RI Honorary Fellow Certificate and Doctor Fellow Certificates



Hon. FDr. Richard J. Gordon, HonFRI, DFRIPAr delivers his Acceptance Speech as Honorary Fellow of Royal Institution, Singapore

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In recognition of his exemplary achievements, distinguished expertise, remarkable services, and contributions to society as technical and vocational educational leader, agro-industrial entrepreneur, administrator, leader, and philanthropist.



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Hon. FDr. BGen. Engr. Alejandro T. Escaño, HonFRI, DFRIAgri, DFRITech receives the RI Honorary Fellow Hat with golden twin tassels



Hon. FDr. BGen. Engr. Alejandro T. Escaño, HonFRI, DFRIAgri, DFRITech receives the RI Honorary Fellow Certificate



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Hon. FDr. BGen. Engr. Alejandro T. Escaño, HonFRI, DFRIAgri, DFRITech delivers his Acceptance Speech as Honorary Fellow of Royal Institution, Singapore

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HonFRI, DFRIMarM, AFP(Ret.)

Chief, Philippine Navy (1996 - 1999)
President, Maritime
Academy of Asia and Pacific
Republic of the Philippines

HONORARY FELLOW OF ROYAL INSTITUTION, SINGAPORE
DOCTOR FELLOW OF ROYAL INSTITUTION, SINGAPORE
DOCTOR FELLOW OF ROYAL INSTITUTE OF
MARITIME MANANEGEMT, SINGAPORE

In recognition of his exemplary achievements, distinguished expertise, remarkable services, and contributions to society as maritime academy educational leader, top officer of the Armed Forces of the Philippines, administrator, leader, and philanthropist..



CONFERMENT CEREMONY



CONFERMENT OF HONORARY FELLOW



Hon. FDr. VAdm. Eduardo Ma. R. Santos, HonFRI, DFRIMarM, AFP(Ret.) receives the RI Honorary Fellow Certificate and Doctor Fellow Certificates



Hon. FDr. VAdm. Eduardo Ma. R. Santos, HonFRI, DFRIMarM, AFP(Ret.) receives the RI Honorary Fellow Medallion



Hon. FDr. VAdm. Eduardo Ma. R. Santos, HonFRI, DFRIMarM, AFP(Ret.) receives the RI Honorary Fellow Hat with golden twin tassels



Hon. FDr. VAdm. Eduardo Ma. R. Santos, HonFRI, DFRIMarM, AFP(Ret.) receives the RI Honorary Fellow Certificate



Hon. FDr. VAdm. Eduardo Ma. R. Santos, HonFRI, DFRIMarM, AFP(Ret.) delivers his Acceptance Speech as Honorary Fellow of Royal Institution, Singapore

DOCTOR FELLOWS

ROYAL INSTITUTE OF ACCOUNTANTS



**FDr. Dr. Ramon E. Woo Jr.,
DFRIAcc**

Vice President for Academic and Student Affairs
St. Jude College, Manila and Cavite

Doctor Fellow, Dr. Ramon E. Woo Jr. is the Vice President for Academic and Student Affairs of St. Jude College, Manila and Cavite. He is a Certified Public Accountant. He graduated Doctor of Philosophy in Development Education at Metro Manila College; Doctor of Philosophy in Management at WAH HAR College of Hong Kong; Doctor of Education major in Educational Management at National University; Master of Arts in Education at Metro Manila College; Master in Business Administration at Wesleyan University; Bachelor of Science in Information Technology at Alejandro Colleges, Novaliches, Quezon City; Bachelor of Science in Education Major in Math at Europhil College, Manila;



FDr. Dr. Ramon E. Woo Jr., DFRIAcc receives his certificate and medallion as Doctor Fellow of the Royal Institute of Accountants, Singapore

and Bachelor of Science in Hotel and Restaurant Management at Alejandro Colleges, Novaliches, Quezon City. He is also a Doctor Fellow of the Royal Institute of Educators, Singapore.

ROYAL INSTITUTE OF BUSINESS ADMINISTRATION



**FDr. Dr. Raquel G. Ramos,
DFRIBA**

Dean
College of Business Administration
Polytechnic University Philippines

Doctor Fellow, Dr. Raquel G. Ramos is the Dean of College of Business Administration of Polytechnic University of the Philippines where completed her Doctor of Business Administration, Master of Business Administration, and Bachelor of Science in Commerce. She is also a Fellow of the Royal Institute of Educators, Singapore; Fellow of the Royal Institute of Management, Singapore; and an International Visiting Professorial Fellow of the Royal Institution, Singapore.



FDr. Dr. Raquel G. Ramos, DFRIBA receives his certificate and medallion as Doctor Fellow of the Royal Institute of Business Administration, Singapore

ROYAL INSTITUTE OF EDUCATION



**FDr. Prof. Dr. G. Kulanthaivel,
DFRIEd**

Seconded Faculty Consultant / Professor
Chairman, ICT Division
Colombo Plan Staff College

Doctor Fellow, Prof. Dr. G. Kulanthaivel is a Professor and Chairman of Information and Communication Technology (ICT) Division, and a Seconded Faculty Consultant/ Professor at Colombo Plan Staff College. He is a Professor of Electronics Engineering at National Institute of Technical Teachers Training & Research, Chennai. He completed his Doctor of Philosophy major in Faculty of Information and Communication Engineering at Anna University, Chennai; Master of Business Administration major in Information Technology at Tamil Nadu Open University, Chennai; Master of Engineering in Microwave and Optical Engineering at Madurai Kamarajar University, Karaikudi; and Bachelor



FDr. Prof. Dr. G. Kulanthaivel, DFRIEd receives his certificate and medallion as Doctor Fellow of the Royal Institute of Education, Singapore

of Engineering in Electronics and Communication Engineering at University of Madras. He is also a Fellow of the Royal Institution of Electronic Engineers, Singapore

DOCTOR FELLOWS

ROYAL INSTITUTE OF EDUCATION



FDr. Dr. Alexander C. Mercado, DFRIEd

President & Chief Executive Officer
Asian Caregiving and Technology
Education Centers (ACTEC)

Doctor Fellow, Dr. Alexander C. Mercado is the President & Chief Executive Officer of Asian Caregiving and Technology Education Centers. He earned his Doctor of Ministry at Theology University; and Bachelor in Christian Ministry major in Biblical Studies at Bethel Bible College. He is also a Senior Fellow of the Royal Institute of Education, Singapore.



FDr. Dr. Alexander C. Mercado, DFRIEd receives his certificate and medallion as Doctor Fellow of the Royal Institute of Education, Singapore

ROYAL INSTITUTE OF EDUCATORS



FDr. Dr. Ernesto Ray G. Adalem, DFRIEdr

President
St. Clare International Culinary School
Better Children of St. Clare
Montessori, Inc.
National Athletic Association of
Schools, Colleges and Universities

Doctor Fellow, Dr. Alexander C. Mercado is the President & Chief Executive Officer of Asian Caregiving and Technology Education Centers. He earned his Doctor of Ministry at Theology University; and Bachelor in Christian Ministry major in Biblical Studies at Bethel Bible College. He is also a Senior Fellow of the Royal Institute of Education, Singapore.



FDr. Dr. Ernesto Ray G. Adalem, DFRIEdr receives his certificate and medallion as Doctor Fellow of the Royal Institute of Educators, Singapore



FDr. Dr. Angelica M. Baylon, DFRIEdr

Director and Professor for Research
and Extension Services
Maritime Academy of Asia and
the Pacific (MAAP)

FDr. Dr. Angelica M. Baylon is the Director for Research and Extension Services and a Professor at Maritime Academy of Asia and the Pacific. She obtained her Doctor of Philosophy in Educational Administration at Manila Central University; Master in Shipping Business Management at Philippine Merchant Marine Academy; Master in Business Administration at Far Eastern University; Master of Science in Chemistry at University of Santo Tomas; and Bachelor of Science in Chemistry at Far Eastern University.



FDr. Dr. Angelica M. Baylon, DFRIEdr receives her certificate and medallion as Doctor Fellow of the Royal Institute of Educators, Singapore

DOCTOR FELLOW

ROYAL INSTITUTE OF MARITIME MANAGEMENT



FDr. Dr. Marcial Q.C. Amaro III, DFRIMarM

Chief Administrator
Maritime Industry Authority

FDr. Dr. Marcial Q.C. Amaro III is the Chief Administrator of Maritime Industry Authority. He is a Licensed Chief Marine Engineer. He finished his Doctor of Philosophy in Management at International Academy of Management and Economics; Master in Shipping Business Management at Philippine Merchant Marine Academy; and Bachelor of Science in Maritime Transportation Major in Steam Engineering and Electricity at Philippine Merchant Marine Academy.



FDr. Dr. Marcial Q.C. Amaro III, DFRIMarM receives his certificate and medallion as Doctor Fellow of the Royal Institute of Maritime Management, Singapore

SENIOR FELLOWS

ROYAL INSTITUTE OF EDUCATORS



Dr. Rufo B. Aggarao, SFRIEdr

Dean
Saint Jude College, Manila

Dr. Rufo B. Aggarao is the Dean of Saint Jude College, Manila. He is a Registered Medical Radiation Technologists. He completed his Doctor of Philosophy Major in Educational Management at Saint Jude College – Manila; Master of Arts in Education at Philippine College of Health and Sciences Inc.; and Bachelor of Science in Radiologic Technology at Emilio Aguinaldo College. He is also a Fellow of the Royal Institute of X-ray Technologists, Singapore.



Dr. Rufo B. Aggarao, SFRIEdr receives his certificate and medallion as Senior Fellow of the Royal Institute of Educators, Singapore



Dr. Glenn Mark J. Blasquez, SFRIEdr

Vice-President, Operation & Marketing
Southern Institute of Maritime Studies

Dr. Glenn Mark J. Blasquez is the Vice-President of Operation and Marketing of the Southern Institute of Maritime Studies. He earned his Doctor of Philosophy in Maritime Education at John B. Lacson Maritime Academy, Manila; Master in Ship Management at Philippine Merchant Marine Academy; and Bachelor of Science in Management. He is also a Senior Fellow of the Royal Institute of Management, Singapore; and Senior Fellow of the Royal Institute of Maritime Management, Singapore.



Dr. Glenn Mark J. Blasquez, SFRIEdr receives his certificate and medallion as Senior Fellow of the Royal Institute of Educators, Singapore

SENIOR FELLOWS

ROYAL INSTITUTE OF EDUCATORS



Dr. Edwin R. Ferrer, SFRIEdr

Public Schools District Supervisor
SDO I Pangasinan
Department of Education

Dr. Edwin R. Ferrer is a Public Schools District Supervisor of Schools Division Office I Pangasinan of the Department of Education. He finished his Doctor of Education, Doctor of Public Administration, and Doctor of Business Administration at Lyceum Northwestern University; Doctor of Philosophy, Doctor of Theology at Northwestern Christian University; Master of Arts in Education at Lyceum Northwestern University; Master of Arts in Biblical Counselling at Northwestern Christian University; Master in Development Management at Pangasinan State University; and Bachelor of Science in Agricultural Education at Pangasinan State University.



Dr. Edwin R. Ferrer, SFRIEdr receives his certificate and medallion as Senior Fellow of the Royal Institute of Educators, Singapore



Mr. Jeffrey Allan Mazzini, SFRIEdr

Chief Executive Officer
AAMC Training Group

Mr. Jeffrey Allan Mazzini is the Chief Executive Officer of AAMC Training Group. He is a Licensed Finance Broker. He obtained Advance Diploma Financial Services (Financial Planning) from Australian College; a Diploma of Financial Services from Kings College International College; a Diploma of Financial Planning Studies from Deakin University and an Associate Diploma of Business in Accounting from TAFE International Western Australia. He is a Fellow of Finance Institute Association; a Fellow of Institute of Public Accountants; a Fellow of Institute of Financial Accountants; a Fellow of Australian Institute of Company Directors; a Fellow of Finance



Mr. Jeffrey Allan Mazzini, SFRIEdr receives his certificate and medallion as Senior Fellow of the Royal Institute of Educators, Singapore

Brokers Association of Australia; and a Fellow of Taxation Institute of Australia. He is also a Senior Fellow of the Royal Institute of Financial Management, Singapore.



Dr. Ida Yap Patron, SFRIEdr

Chancellor
Vice President for Academic Affairs
Philippine Women's College of Davao

Dr. Ida Yap Patron is the Chancellor and Vice President for Academic Affairs of Philippine Women's College of Davao. She obtained her Doctor of Philosophy in Applied Linguistics at University of the Immaculate Conception; Doctor in Educational Management at University of Mindanao; and Master of Education in Language Teaching University of Southeastern Philippines.



Dr. Ida Yap Patron, SFRIEdr receives her certificate and medallion as Senior Fellow of the Royal Institute of Educators, Singapore

SENIOR FELLOWS

ROYAL INSTITUTE OF GUIDANCE COUNSELLORS



Dr. Luzviminda S. Guzman, SFRIGC

Chairperson
Board of Guidance and Counselling
Professional Regulation Commission

Dr. Luzviminda S. Guzman is the Chairperson of the Board of Guidance and Counselling of Professional Regulation Commission. She graduated Doctor of Education major in Guidance and Counselling at University of the Philippines; Master of Arts in Education major in Guidance and Counselling at University of the East; and Bachelor of Science in Zoology at University of Santo Tomas She is also a Senior Fellow of the Royal Institute of Educators, Singapore.



Dr. Luzviminda S. Guzman, SFRIGC receives her certificate and medallion as Senior Fellow of the Royal Institute of Guidance Counsellors, Singapore

ROYAL INSTITUTE OF LAWYERS



Atty. Dr. Felipe I. Iledan Jr., SFRILL

Partner, Iledan Bañares Castillon & Associates Law Offices

Chairman of the Board
Mentors Philippines Microfinance
Development Foundation, Inc.

Atty. Dr. Felipe I. Iledan Jr. is the Partner of Iledan Bañares Castillon & Associates Law Offices; and the Chairman of the Board of Mentors Philippines Microfinance Development Foundation, Inc. He is a Registered Psychologist. He finished his Doctor of Education, Doctor in Public Administration, Doctor of Philosophy in Business, Doctor of Philosophy in Psychology at Manuel L. Quezon University, Master of Laws, Master of Business Administration, Master of Arts in Psychology at Manuel L. Quezon University; Bachelor of Science in Criminology, Bachelors of Arts Major in Philosophy, Bachelor of Arts Major in English, Bachelor of



Atty. Dr. Felipe I. Iledan Jr., SFRILL receives his certificate and medallion as Senior Fellow of the Royal Institute of Lawyers, Singapore

Science in Psychology at Manuel L. Quezon University; Bachelor of Laws, and Bachelor of Science in Commerce Major in Banking and Finance at Far Eastern University.

ROYAL INSTITUTE OF SECURITY AND DEFENCE MANAGEMENT



Col. Bonifacio P. Echaz, SFRISecDM

Professor
College of Business Administration
Polytechnic University of the Philippines

Dr. Ida Yap Patron is the Chancellor and Vice President for Academic Affairs of Philippine Women's College of Davao. She obtained her Doctor of Philosophy in Applied Linguistics at University of the Immaculate Conception; Doctor in Educational Management at University of Mindanao; and Master of Education in Language Teaching University of Southeastern Philippines.



Col. Bonifacio P. Echaz, SFRISecDM receives his certificate and medallion as Senior Fellow of the Royal Institute of Security and Defence Management, Singapore

FELLOWS

ROYAL INSTITUTE OF ACCOUNTANTS



Mr. Benedict B. Bombaes, FRIAcc

Instructor III
Chair, Department of Accountancy
Aklan State University

Mr. Benedict B. Bombaes is an Instructor III and the Chair of the Department of Accountancy of Aklan State University. He is a Certified Public Accountant and a candidate for Doctor of Public Administration at Capiz State University. He graduated Master in Public Administration at Northwestern Visayan Colleges; and Bachelor of Science in Accountancy at Garcia College of Technology.



Mr. Benedict B. Bombaes, FRIAcc receives his certificate and medallion as Fellow of the Royal Institute of Accountants, Singapore



Dr. Zenith C. Camu, FRIAcc

Associate Professor I
Chair, Bachelor of Science in
Accounting Technology
University of Caloocan City

Dr. Zenith C. Camu is the Chair of Bachelor of Science in Accounting Technology and an Associate Professor I at University of Caloocan City. She is a Certified Public Accountant. She completed her Doctor of Public Administration, Master in Public Administration at Manuel L. Quezon University; and Bachelor in Accountancy at Polytechnic University of the Philippines.



Dr. Zenith C. Camu, FRIAcc receives her certificate and medallion as Fellow of the Royal Institute of Accountants, Singapore

ROYAL INSTITUTE OF AGRICULTURE



Dr. Clyde Jainga G. Abayon, FRIAgri

Professor VI
Aklan State University

Dr. Clyde Jainga G. Abayon is a Professor VI at Aklan State University. She is a Licensed Professional Teacher and a Licensed Agriculturist. She graduated Doctor of Philosophy in Agronomy at Capiz State University; Master of Science in Agricultural Education at Aklan State University; and Bachelor of Science in Agriculture major in Agronomy at Central Philippine University.



Dr. Clyde Jainga G. Abayon, FRIAgri receives her certificate and medallion as Fellow of the Royal Institute of Agriculture, Singapore

FELLOWS

ROYAL INSTITUTE OF ALTERNATIVE MEDICINE



Dr. Baltazar T. Catbagan, FRIAMD

Certified Associate Acupuncturist
Philippine Institute of Traditional and
Alternative Health Care
Department of Health

Dr. Baltazar T. Catbagan is Certified Associate Acupuncturist of Philippine Institute of Traditional and Alternative Health Care of the Department of Health, Philippines. He is also the Chairman and Chief Executive Officer of You Order We Deliver Corporation, Inc., STP Fabrication, Manufacturing, Trading; Chairman of the Board of VitaMen Beverage Concept, Inc., Nutritiutical and Food Manufacturing Company. She completed her Doctor of Naturopathy – Natural Medicine at Indian Board of Alternative Medicine; Doctor of Science in Complementary & Alternative Medicine Major in Naturopathy at Urdaneta City University;



Dr. Baltazar T. Catbagan, FRIAgri receives his certificate and medallion as Fellow of the Royal Institute of Alternative Medicine, Singapore

Master in National Security Administration at National Defense College of the Philippines; and Bachelor of Science in Engineering at University of Santo Tomas



Dr. Cecilia E. Tiu, FRIAMD

Nurse, Midwife, and Acupuncturist
Mother and New-born Maternity Clinic

Dr. Cecilia E. Tiu is a Nurse, Midwife, and Acupuncturist at Mother and New-born Maternity Clinic. She finished her Doctor of Science in Complementary and Alternative Medicine at Urdaneta City University; and a graduate of Bachelor of Science in Nursing and Midwifery.



Dr. Cecilia E. Tiu, FRIAMD receives her certificate and medallion as Fellow of the Royal Institute of Alternative Medicine, Singapore

ROYAL INSTITUTE OF ARCHITECTS



Ar. Renato A. Heray, FRIA

Secretary General, UAP National Office
Principal Architect / Proprietor
ic Architecture and Landscapes

Ar. Renato A. Heray is the Secretary General of the United Architects of the Philippines (UAP) National Office; the Principal Architect, Proprietor, and General Manager of ic Architecture and Landscapes; and a Professorial Guest Lecturer at the College of Engineering, Architecture & Technology of De La Salle University-Dasmariñas. He is a Registered ASEAN Architect, a Fellow of the United Architect of the Philippines, and a Member of the Philippine Association of Landscape Architects. He is a candidate for Master of Science in Environmental Studies at Miriam College; Master in



Ar. Renato A. Heray, FRIA receives his certificate and medallion as Fellow of the Royal Institute of Architects, Singapore

Tropical Landscape Architecture at University of the Philippines; and a graduate of Bachelor of Science in Architecture at FEATI University.

FELLOWS

ROYAL INSTITUTE OF ARCHITECTS



Ar. Jose Siao Ling, FRIA

Principal Architect
Jose Siao Ling and Associates

Ar. Jose Siao Ling is the Principal Architect of Jose Siao Ling and Associates. He is a Registered Architect, an ASEAN Architect, and an APEC Architect. He completed his Bachelor of Science in Architecture at University of Santo Tomas. He is also a Fellow of the United Architect of the Philippines.



Ar. Jose Siao Ling, FRIA receives his certificate and medallion as Fellow of the Royal Institute of Architects, Singapore



Ar. Ana S. Mangalino Ling, FRIA

Partner and Associate Architect
Jose Siao Ling and Associates

President
SIAOLING Development Corporation
LHK SKY Foods Corporation

Ar. Ana S. Mangalino Ling is a Partner and Associate Architect at Jose Siao Ling and Associates; the President of SIAOLING Development Corporation, and LHK SKY Foods Corporation. She earned her Post Graduate Diploma in Real Estate Management at De La Salle College of Saint Benilde; Post Graduate Diploma, Property Management at De La Salle Professional Schools; and Bachelor of Science in Architecture at University of Santo Tomas. She is a Registered Architect, a Landscape Architect, a Registered Environment



Ar. Ana S. Mangalino Ling, FRIA receives her certificate and medallion as Fellow of the Royal Institute of Architects, Singapore

Planner, an ASEAN Architect, an APEC Architect, and a Fellow of the United Architect of the Philippines.



Ar. Benjamin K. Panganiban Jr., FRIA

Principal Architect
BKPanganiban Jr., Architects & Associates

Ar. Benjamin K. Panganiban Jr. is the Principal Architect of BKPanganiban Jr., Architects & Associates. He is a Registered Architect, an ASEAN Architect, and an APEC Architect. He completed his Master of Business Administration at Ateneo De Davao University; and Bachelor of Science in Architecture at University of Mindanao. He is a Fellow of the United Architect of the Philippines.



Ar. Benjamin K. Panganiban Jr., FRIA receives his certificate and medallion as Fellow of the Royal Institute of Architects, Singapore

FELLOWS

ROYAL INSTITUTE OF ARCHITECTS



Ar. Mohammadsarfraz A. Uttoh, FRIA

Registered Licensed Architect

Ar. Mohammadsarfraz A. Uttoh is a Registered Licensed Architect. He finished his Master of Business Administration at National College of Business and Arts; and Bachelor of Science in Architecture at University of Santo Tomas.



Ar. Mohammadsarfraz A. Uttoh, FRIA receives his certificate and medallion as Fellow of the Royal Institute of Architects, Singapore



Ar. Marx M. Valerio, FRIA

Architectural Design Engineer
ABV-ROCK Group Limited, KSA

Ar. Marx M. Valerio is an Architectural Design Engineer at ABV-ROCK Group Limited, Kingdom of Saudi Arabia. He is a Registered Architect and a graduate of Bachelor of Science in Architecture at Manuel S. Enverga University Foundation. He is a Member of the Saudi Council of Engineers, Philippine Council of Engineers and Architects, Riyadh, and United Architects of the Philippines.



Ar. Marx M. Valerio, FRIA receives his certificate and medallion as Fellow of the Royal Institute of Architects, Singapore

ROYAL INSTITUTE OF BUSINESS ADMINISTRATION



Dr. Mary Rosaleen B. Agaton, FRIBA

College Dean
Colegio de San Juan de Letran –
Bataan

Dr. Mary Rosaleen B. Agaton is the College Dean of the Colegio de San Juan de Letran – Bataan. She obtained her Doctor of Business Administration at Colegio de San Juan de Letran – Manila; Master in Business Administration at Far Eastern University; and Bachelor of Science in Business Administration at University of Santo Tomas.



Dr. Mary Rosaleen B. Agaton, FRIBA receives her certificate and medallion as Fellow of the Royal Institute of Business Administration, Singapore

FELLOWS

ROYAL INSTITUTE OF BUSINESS MANAGEMENT



Dr. Melinda M. Bautista, FRIBM

Vice President for Planning
University of Caloocan City

Dr. Melinda M. Bautista is the Vice President for Planning of University of Caloocan City. She earned her Doctor of Philosophy in Business Management at Manuel L. Quezon University; Doctor of Philosophy Management at Philippine College of Health Sciences; Master in Business Administration at Central College of the Philippines; and Bachelor of Science in Commerce at Divine Word University of Tacloban.



Dr. Melinda M. Bautista, FRIBM receives her certificate and medallion as Fellow of the Royal Institute of Business Management, Singapore

ROYAL INSTITUTE OF CRIMINOLOGISTS



Dr. Felix Lor Valdueza, FRICrim

Department Head
College of Criminology
University of Caloocan City

Dr. Felix Lor Valdueza is the Department Head of the College of Criminology of University of Caloocan City; the Founder of the Association of Students in Law Enforcement Administration (ASLEA) UCC College of Criminology; a Review Director of the UCC Criminology Licensure Examination; a Lecturer at the Security and Detective Agency and Philippine Public Safety College; and a Professor at the Lyceum of the Philippines. He is a Police Officer 3rd Class, a Licensed Professional Teacher, and a Licensed Criminologist. He graduated Doctor of Public Administration at Manuel L. Quezon University; Master of Public Administration at De La Salle



Dr. Felix Lor Valdueza, FRICrim receives his certificate and medallion as Fellow of the Royal Institute of Criminologists, Singapore

Araneta University; Master of Science in Criminology at Metro Manila College; and Bachelor of Science in Criminology at Philippine College of Criminology.

ROYAL INSTITUTE OF DENTISTRY



Dr. Ailene F. Esporlas, FRIDent

Head Dentist and Administrator
Fabro-Esporlas Dental Clinic

Facilitator
Light Dental Review Center
Light Orthodontics Training Center

Dr. Ailene F. Esporlas is a Facilitator at Light Dental Review Center and Light Orthodontics Training Center; and the Head Dentist and Administrator of Fabro-Esporlas Dental Clinic. She is a Registered Dentist and a graduate of Master in Management major in Hospital Administration at Philippine Christian University; and Doctor of Dental Medicine major in General Dentistry at Centro Escolar University Manila.



Dr. Ailene F. Esporlas, FRIDent receives her certificate and medallion as Fellow of the Royal Institute of Dentistry, Singapore

FELLOWS

ROYAL INSTITUTE OF DENTISTRY



Dr. Erwin D. Eusebio, FRIDent

Head Dentist
C-Side Dental Clinic

Dr. Erwin D. Eusebio is the Head Dentist of C-Side Dental Clinic. He is a Registered Dentist and a graduate of Doctor of Dental Medicine major in General Dentistry at Centro Escolar University – Manila. He is a Member of Philippine Dental Association, Paranaque Dental Chapter Inc., and Craniodontic TMJA & Dental Sleep Medicine Study Club



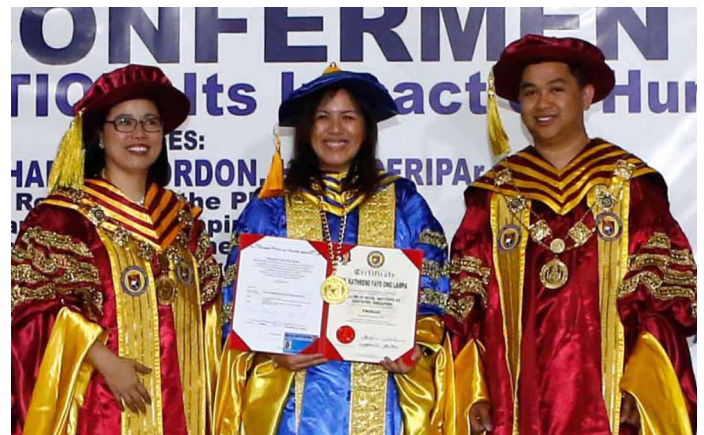
Dr. Erwin D. Eusebio, FRIDent receives his certificate and medallion as Fellow of the Royal Institute of Dentistry, Singapore



Dr. Kathrene Faye O. Lampa, FRIDent

Academic Chair
College of Dentistry
University of Perpetual Help System
DALTA

Dr. Kathrene Faye O. Lampa has been teaching Restorative Dentistry and Dental Materials at the College of Dentistry of University of Perpetual Help System DALTA concurrent to her position as the Academic Chair in the same university. She is a Registered Dentist. She completed an Advanced Implantology Course with DIO Implant; her Master in Management Major in Hospital Administration at Philippine Christian University; and her Doctor of Dental Medicine at University of the Philippines.



Dr. Kathrene Faye O. Lampa, FRIDent receives her certificate and medallion as Fellow of the Royal Institute of Dentistry, Singapore



Dr. Rochell D. Lucar, FRIDent

Owner and Dentist
Lucar Dental Hub

Dr. Rochell D. Lucar is has been practicing general dentistry since 2008 and has had rich clinical experience in different fields of dentistry such as Periodontics, Restorative and Cosmetic Dentistry, Prosthodontics, Pediatric Dentistry, and Endodontics. She is currently the Owner and a Dentist at Lucar Dental Hub. She is a Registered Dentist and a graduate of Doctor of Dental Medicine at University of the Philippines.



Dr. Rochell D. Lucar, FRIDent receives her certificate and medallion as Fellow of the Royal Institute of Dentistry, Singapore

FELLOWS

ROYAL INSTITUTE OF DENTISTRY



Dr. Dionedy O. Mirandilla, FRIDent

Dentist, Fifthcusp Dental Clinic and Laboratory

Nurse, Kawit Kalayaan Hospital

Dr. Dionedy O. Mirandilla is a Dentist at Fifthcusp Dental Clinic and Laboratory; and a Nurse at Kawit Kalayaan Hospital. He is a Registered Dentist and a Registered Nurse. He obtained his Doctor of Dental Medicine at Centro Escolar University; and Bachelor of Science in Nursing at Dr. Carlos Lanting College.



Dr. Dionedy O. Mirandilla, FRIDent receives his certificate and medallion as Fellow of the Royal Institute of Dentistry, Singapore

ROYAL INSTITUTE OF EDUCATORS



Dr. Nelia B. Aga, FRIEdr

Dean, Education and Research Director
Rizal Memorial Colleges

Dr. Nelia B. Aga is the Dean of Education, and Research Director at Rizal Memorial Colleges. She finished her Doctor of Philosophy in Educational Management at Holy Cross of Davao College; Master of Arts in Educational Management at Quezon Colleges of Southern Philippines; Bachelor of Science in Education at Andres Soriano College.



Dr. Nelia B. Aga, FRIEdr receives her certificate and medallion as Fellow of the Royal Institute of Educators Singapore



Dr. Virginia I. Berganio, FRIEdr

Dean, College of Industrial Technology
Universidad de Manila

Dr. Virginia I. Berganio is the Dean of the College of Industrial Technology of Universidad de Manila. She earned her Doctor of Education at Technological University of the Philippines; Master of Arts in Teaching at Marikina Institute of Science and Technology; and Bachelor of Science in Industrial Education at Aklan State University.



Dr. Virginia I. Berganio, FRIEdr receives her certificate and medallion as Fellow of the Royal Institute of Educators, Singapore

FELLOWS

ROYAL INSTITUTE OF EDUCATORS



Dr. Annbeth B. Calla, FRIEdr

Dean, College of Arts and Sciences
Rizal Memorial Colleges

Dr. Annbeth B. Calla is the Dean of the College of Arts and Sciences at Rizal Memorial Colleges. She finished her Doctor of Education at Notre Dame University; Master of Arts in Educational Management at Xavier University; and Bachelor of Science in Psychology at Notre Dame University.



Dr. Annbeth B. Calla, FRIEdr receives her certificate and medallion as Fellow of the Royal Institute of Educators, Singapore



Dr. Mary Ruth P. Cinchez, FRIEdr

Assistant Professor II
Urdaneta City University

Dr. Mary Ruth P. Cinchez is an Assistant Professor II at Urdaneta City University. She graduated Doctor of Philosophy in Science Education at Virgen Milagrosa University Foundation; Doctor of Education at Lyceum Northwestern University; Master in Public Health at Virgen Milagrosa University Foundation; Master of Science in Complementary and Alternative Medicine at Urdaneta City University; and Bachelor of Science in Medical Technology at University of Luzon.



Dr. Mary Ruth P. Cinchez, FRIEdr receives her certificate and medallion as Fellow of the Royal Institute of Educators, Singapore



Dr. Rosario C. De Ocera, FRIEdr

Vice President for Community
Extension Services
University of Caloocan City

Dr. Rosario C. De Ocera is the Vice President for Community Extension Services of the University of Caloocan City. She obtained her Doctor of Education at Manila Central University; Master of Arts in Education at Marikina Institute of Science and Technology; and Bachelor of Science in Elementary Education at Far Eastern University.



Dr. Rosario C. De Ocera, FRIEdr receives her certificate and medallion as Fellow of the Royal Institute of Educators, Singapore

FELLOWS

ROYAL INSTITUTE OF EDUCATORS



Dr. Lyndon F. Devero, FRIEdr
Dean of College
Philippine Women's College of Davao

Dr. Lyndon F. Devero is the Dean of College of Philippine Women's College of Davao. He is a graduate of Doctor of Philosophy in Education at University of the Immaculate Conception; Master of Arts in Education at University of Mindanao; Master of Arts in Teaching at University of the Visayas; and Bachelor of Secondary Education at University of Mindanao.



Dr. Lyndon F. Devero, FRIEdr receives his certificate and medallion as Fellow of the Royal Institute of Educators, Singapore



Dr. Randy A. Din, FRIEdr
Associate Professor
Colegio de San Juan de Letran

Dr. Randy A. Din is an Associate Professor at Colegio de San Juan de Letran. He earned his Doctor of Arts in Education at National Teachers College; Master of Public Administration at Manuel L. Quezon University; Master of Arts in Education at National Teachers College; and Bachelor of Science in Elementary Education at National Teachers College.



Dr. Randy A. Din, FRIEdr receives his certificate and medallion as Fellow of the Royal Institute of Educators, Singapore



Dr. Maria Celia J. Fernandez, FRIEdr
Schools Division Superintendent,
Schools Division Office I Pangasinan
Department of Education

Dr. Maria Celia J. Fernandez is the Schools Division Superintendent of the SDO I Pangasinan, Department of Education. She earned her Doctor of Education at Pangasinan State University; Master of Arts in Special Education at Pangasinan State University; Master of Arts in Guidance and Counselling at Pangasinan State University; and Bachelor of Arts in Social Sciences at University of the Philippines.



Dr. Maria Celia J. Fernandez, FRIEdr receives her certificate and medallion as Fellow of the Royal Institute of Educators, Singapore

FELLOWS

ROYAL INSTITUTE OF EDUCATORS



Dr. Catherine D. Ferrer, FRIEdr

Head Teacher I
San Isidro Sur Elementary School

Dr. Catherine D. Ferrer is the Head Teacher I at San Isidro Sur Elementary School. She completed his Doctor of Education at Lyceum Northwestern University; Master of Arts in Special Education and Bachelor of Elementary Education at University of Pangasinan.



Dr. Catherine D. Ferrer, FRIEdr receives her certificate and medallion as Fellow of the Royal Institute of Educators, Singapore



Dr. Zenaida F. Gret, FRIEdr

Vice President for Finance and Administration
Asian Institute of Technology and Education

Dr. Zenaida F. Gret is the Vice President for Finance and Administration of the Asian Institute of Technology and Education. She graduated Doctor of Philosophy at Metro Manila College; Master of Business Administration at Metro Manila College; and Bachelor of Science in Business Administration at Lyceum of the Philippines. She is also a Fellow of the Royal Institute of Management, Singapore.



Dr. Zenaida F. Gret, FRIEdr receives her certificate and medallion as Fellow of the Royal Institute of Educators, Singapore



Dr. Ronald A. Herrera, FRIEdr

Vice President for Academic Affairs
Faculty Member
Universidad de Manila

Dr. Ronald A. Herrera is the Vice President for Academic Affairs and a Faculty Member at the Universidad de Manila. He is a Registered Nurse and completed his Doctor of Philosophy major in Management, Master of Arts in Nursing at Philippine College of Health Sciences; and Bachelor of Science in Nursing at Pamantasan ng Lungsod ng Maynila.



Dr. Ronald A. Herrera, FRIEdr receives his certificate and medallion as Fellow of the Royal Institute of Educators, Singapore

FELLOWS

ROYAL INSTITUTE OF EDUCATORS



Dr. Cecile O. Legaspi, FRIEdr

Vice President for Academic Affairs
Aklan State University

Dr. Cecile O. Legaspi is the Vice President for Academic Affairs of Aklan State University. She finished her Doctor of Philosophy, Master of Science in Agricultural Education at Aklan State College of Agriculture; and Bachelor of Science in Agriculture at Central Philippine University.



Dr. Cecile O. Legaspi, FRIEdr receives her certificate and medallion as Fellow of the Royal Institute of Educators, Singapore



Dr. Elmer C. Perez, FRIEdr

Director, Center for Research, Planning,
Development and Quality Assurance
St. Jude College-Manila

Dr. Elmer C. Perez is the Director of the Center for Research, Planning, Development and Quality Assurance of St. Jude College-Manila. He obtained his Doctor of Philosophy Major in Educational Management at St. Jude College-Manila; Master of Arts in Nursing at University of La Salette, Isabela; and Bachelor of Science in Nursing at St. Jude College-Manila. He is also a Fellow of the Royal Institute of Nurses, Singapore.



Dr. Elmer C. Perez, FRIEdr receives his certificate and medallion as Fellow of the Royal Institute of Educators, Singapore



**Dr. Kristina Carla G. Reniva,
FRIEdr**

Doctor of Education Major in
Educational Management
Laguna State Polytechnic University

Dr. Kristina Carla G. Reniva finished her Doctor of Education Major in Educational Management at Laguna State Polytechnic University; Master of Arts in Teaching Major in Social Science at Laguna State Polytechnic University; and Bachelor in Secondary Education Major in History at Rizal Technological University.



Dr. Kristina Carla G. Reniva, FRIEdr receives her certificate and medallion as Fellow of the Royal Institute of Educators, Singapore

FELLOWS

ROYAL INSTITUTE OF EDUCATORS



Dr. Amalfi B. Tabin Jr., FRIEdr

Dean, College of Human Kinetics
Universidad de Manila

Dr. Amalfi B. Tabin Jr. is the Dean of the College of Human Kinetics of Universidad de Manila. He graduated Doctor of Education at Pamantasan ng Lungsod ng Maynila; Master in Physical Education and Sports at Pamantasan ng Lungsod ng Maynila; and Bachelor of Secondary Education at Isabela State University.



Dr. Amalfi B. Tabin Jr., FRIEdr receives his certificate and medallion as Fellow of the Royal Institute of Educators, Singapore



Dr. Elizabeth P. Tulio, FRIEdr

Dean, College of Education
Urdaneta City University

Dr. Elizabeth P. Tulio is the Dean of the College of Education of Urdaneta City University. She is a graduate of Doctor of Education at Urdaneta City University; Master of Arts in Education at Pangasinan State University; and Bachelor of Science in Elementary Education at Philippine Normal College.



Dr. Elizabeth P. Tulio, FRIEdr receives her certificate and medallion as Fellow of the Royal Institute of Educators, Singapore



Dr. Janette G. Veloso, FRIEdr

Chief Education Supervisor
Curriculum and Learning
Management Division
Department of Education Region XI

Dr. Janette G. Veloso is the Chief Education Supervisor for Curriculum and Learning Management Division of the Department of Education Region XI. She earned her Doctor of Education at University of Southeastern Philippines; Master of Arts in Teaching Guidance and Counselling at St. Mary's College; Bachelor of Elementary Education at St. Mary's College.



FELLOWS

ROYAL INSTITUTE OF GUIDANCE COUNSELLORS



Dr. Fructuoso O. Salao, FRIGC

Master Teacher II
Guidance Counsellor
Doña Teodora Alonzo Integrated
Senior High School

Dr. Fructuoso O. Salao is a Master Teacher II & Guidance Counsellor of Doña Teodora Alonzo Integrated Senior High School. He is a Registered Guidance Counsellor and a Licensed Professional Teacher. She finished his Doctor of Education at Greenville College; Master of Arts in Education at St. Francis of Assisi College System; Bachelor of Arts in Psychology and Bachelor of Secondary Education major Guidance and Counselling at Olivarez College.



Dr. Fructuoso O. Salao, FRIGC receives his certificate and medallion as Fellow of the Royal Institute of Guidance Counsellors, Singapore

ROYAL INSTITUTE OF HEALTHCARE



Dr. Brian E. Esporlas, FRIHC

Chief of Clinics, College of Dentistry
University of Perpetual Help System
DALTA

Head Dentist
Fabro-Esporlas Dental Clinic

Dr. Brian E. Esporlas is the Chief of Clinics of the University of Perpetual Help System DALTA College of Dentistry. He is also the Head Dentist at Fabro-Esporlas Dental Clinic. He is a graduate of Doctor of Philosophy in Development Administration at Philippine Christian University; Master of Science in Dentistry; and Doctor of Dental Medicine at Centro Escolar University. He is also a Fellow of the Royal Institute of Dentistry, Singapore.



Dr. Brian E. Esporlas, FRIHC receives his certificate and medallion as Fellow of the Royal Institute of HealthCare, Singapore



Dr. Jordan H. Llego, FRIHC

Chairman, Center for Midwifery
Research, Linkages, and Extension
Urdaneta City University

Dr. Jordan H. Llego is the Chairman of the Center for Midwifery Research, Linkages, and Extension of Urdaneta City University. He is a Registered Nurse and a graduate of Doctor of Philosophy at Colegio de Dagupan; Master of Science in Nursing at Central Luzon Doctors' Hospital- Educational Institution; and Bachelor of Science in Nursing at Colegio de Dagupan.



Dr. Jordan H. Llego, FRIHC receives his certificate and medallion as Fellow of the Royal Institute of HealthCare, Singapore

FELLOWS

ROYAL INSTITUTE OF HEALTHCARE



Ms. Aileen F. Quiogue, FRIHC

Dean and Faculty Member
Saint Jude College – Manila

Ms. Aileen F. Quiogue is the Dean and Faculty Member at Saint Jude College – Manila. She is a Registered Nurse. She completed her Master of Arts in Nursing at Pamantasan ng Lungsod ng Maynila and University of La Salette, Isabela; and Bachelor of Science in Nursing at Far Eastern University Manila. She is also a Fellow of the Royal Institute of Nurses, Singapore.



Ms. Aileen F. Quiogue, FRIHC receives her certificate and medallion as Fellow of the Royal Institute of HealthCare, Singapore

ROYAL INSTITUTE OF HOSPITAL MANAGEMENT



Dr. Paul C. Brigino, FRIHospM

Vice-President for Hospital
Operations
St. Jude Hospital and Medical Center

Dr. Paul C. Brigino is the Vice-President for Hospital Operations at St. Jude Hospital and Medical Center. He finished his Doctor of Philosophy major in Educational Management at University of Rizal System; Master in Hospital Administration, Master in Healthcare Administration at St. Jude College; Master in Business Administration at the Executive Development Academy of the Philippines; Doctor of Medicine and Bachelor of Science in Medical Technology at Manila Central University.



Dr. Paul C. Brigino, FRIHospM receives his certificate and medallion as Fellow of the Royal Institute of Hospital Management, Singapore

ROYAL INSTITUTE OF HOSPITALITY MANAGEMENT



Dr. Francia Yvette A. Magpantay, FRIHosM

Vice President for Academic Affairs
Faculty Member
Universidad de Manila

Dr. Francia Yvette A. Magpantay is the Dean of the University of Batangas. She earned her Doctor in Business Management at Philippine Women's University; Master in Business Management at St. Paul University – Manila; and Bachelor of Science in Hotel and Restaurant Management at St. Scholastica's College – Manila.



Dr. Francia Yvette A. Magpantay, FRIHosM receives her certificate and medallion as Fellow of the Royal Institute of Hospitality Management, Singapore

FELLOWS

ROYAL INSTITUTE OF LAWYERS



Atty. Petronilo Jr. T. Alarcon, FRILL

Legal Officer and a Professor
St. Clare College of Caloocan

Atty. Petronilo Jr. T. Alarcon is a Legal Officer and a Professor at St. Clare College of Caloocan. He finished his Bachelor of Laws at San Sebastian College of Law; and Bachelor of Arts in Political Science at Philippine Christian University.



Atty. Petronilo Jr. T. Alarcon, FRILL receives his certificate and medallion as Fellow of the Royal Institute of Lawyers, Singapore



Atty. Julio Regino I. Desamito Jr., FRILL

Vice President for Administration and Finance
Universidad de Manila

Atty. Julio Regino I. Desamito Jr is the Vice President for Administration and Finance of the Universidad de Manila. He obtained his Bachelor of Laws at Ateneo De Manila University; Bachelor of Arts in Economic and Bachelor of Arts in Political Science at University of the Philippines.



Atty. Julio Regino I. Desamito Jr., FRILL receives his certificate and medallion as Fellow of the Royal Institute of Lawyers, Singapore

ROYAL INSTITUTE OF MANAGEMENT



Dr. Janet I. Adalem, FRIM

Dean, College of Education
Luzon College of Science & Technology

Dr. Janet I. Adalem is the Dean of the College of Education of Luzon College of Science & Technology. She graduated Doctor of Education major in Educational Management at Urdaneta City University; Master of Arts in Education major in Educational Management at Urdaneta City University; and Bachelor of Science Education at St. Louis University. She is also a Fellow of the Royal Institute of Educators, Singapore.



Dr. Janet I. Adalem, FRIM receives his certificate and medallion as Fellow of the Royal Institute of Management, Singapore

FELLOWS

ROYAL INSTITUTE OF MANAGEMENT



Dr. Rommel Mar C. De Guzman, FRIM

Senior High School Teacher- Master Teacher II
Doña Rosario High School

Dr. Rommel Mar C. De Guzman is the Senior High School Teacher- Master Teacher II at Doña Rosario High School. She is a candidate for Bachelor of Laws at Philippine Christian University and a graduate of Doctor in Educational Management at Polytechnic University of the Philippines; Master in Business Education at Polytechnic University of the Philippines; and Bachelor in Transportation Management at Polytechnic University of the Philippines. He is also a Research Fellow of the Royal Institution, Singapore; and a Fellow of the Royal Institute of Educators, Singapore.



Dr. Rommel Mar C. De Guzman, FRIM receives his certificate and medallion as Fellow of the Royal Institute of Management, Singapore



Dr. Nilo S. Gret, FRIM

Chairman, Asian Institute of Technology and Education
President, Olinsterg Foundation, Inc.

Dr. Nilo S. Gret is the Chairman of the Asian Institute of Technology and Education; and President of the Olinsterg Foundation, Incorporated. He is a Certified Public Accountant and a graduate of Doctor of Philosophy, Master in Business Administration at Metro Manila College; and Bachelor of Science in Business Administration major in Accounting at Polytechnic University of the Philippines. He is also a Fellow of the Royal Institute of Accountants, Singapore.



Dr. Nilo S. Gret, FRIM receives his certificate and medallion as Fellow of the Royal Institute of Management, Singapore

ROYAL INSTITUTE OF MASS COMMUNICATION



Ms. Nenita O. Santos, FRIMCom

Dean
College of Mass Communication
Universidad De Manila

Ms. Nenita O. Santos is the Dean of the College of Mass Communication of the Universidad De Manila. She completed her Master of Arts in Speech Communication at the University of the Philippines; and Bachelor of Mass Communication at Pamantasan ng Lungsod ng Maynila.



Ms. Nenita O. Santos, FRIMCom receives her certificate and medallion as Fellow of the Royal Institute of Mass Communication, Singapore

FELLOWS

ROYAL INSTITUTE OF MEDICINE



Dr. Ernesto Jay G. Adalem, FRIMed

Vice President for Administration and Student Affairs
St. Clare College of Caloocan

Dr. Ernesto Jay G. Adalem is the Vice President for Administration and Student Affairs of St. Clare College of Caloocan. He is a candidate of Doctor of Philosophy in Education and a graduate of Master of Arts in Education at Metro Manila College; Doctor of Medicine at Virgen Milagrosa University Foundation; Bachelor of Laws at Fernandez College; and Bachelor of Science in Medical Technology at University of Santo Tomas. He is also a Fellow of the Royal Institute of Educators, Singapore.



Dr. Ernesto Jay G. Adalem, FRIMed receives his certificate and medallion as Fellow of the Royal Institute of Medicine, Singapore



Dr. Perpetuo A. Gutierrez III, FRIMed

Instructor
University of Santo Tomas

Dr. Perpetuo A. Gutierrez III is an Instructor at the University of Santo Tomas. He is a Licensed Physician and a Licensed Physical Therapist. He obtained his Doctor of Physical Therapy at Virginia Commonwealth University; Doctor of Medicine at University of Santo Tomas; Bachelor of Science in Physical Therapy at University of the Philippines.



Dr. Perpetuo A. Gutierrez III, FRIMed receives his certificate and medallion as Fellow of the Royal Institute of Medicine, Singapore

ROYAL INSTITUTE OF PSYCHOLOGISTS



Dr. Miriam P. Cue, FRIPsych

Chairperson, Board of Psychologists
Professional Regulation Commission

Dr. Miriam P. Cue is the Chairperson of the Board of Psychologists of Professional Regulation Commission. She is a Registered Psychometrician and a Registered Guidance Counsellor. She is a holder of Doctor of Philosophy, Master of Science and Bachelor of Arts in Psychology.



Dr. Miriam P. Cue, FRIPsych receives her certificate and medallion as Fellow of the Royal Institute of Psychologists, Singapore

FELLOWS

ROYAL INSTITUTE OF PSYCHOMETRICIANS



Mr. Sherwin P. Ballad, FRIPm

Administrative Officer &
Senior Psychometrician
Al Jazirah Vehicles - Ford Cars,
Riyadh - Saudi Arabia

Mr. Sherwin P. Ballad is an Administrative Officer & Senior Psychometrician at Al Jazirah Vehicles - Ford Cars, Riyadh - Saudi Arabia. He is a Registered Psychometrician He is a candidate for Master of Arts in Psychology and a graduate of Bachelor of Arts in Psychology at Isabela State University.



Mr. Sherwin P. Ballad, FRIPm receives his certificate and medallion as Fellow of the Royal Institute of Psychometricians, Singapore

ROYAL INSTITUTE OF PUBLIC ADMINISTRATORS



Dr. Melchor S. Julianes, FRIPAR

Vice-President for Students Affairs
Services
University Registrar
University of Caloocan City

Dr. Melchor S. Julianes is the Vice-President for Students Affairs Services and the University Registrar of University of Caloocan City. He completed his Doctor of Public Administration at Polytechnic University of the Philippines; Doctor of Philosophy at University of Northeastern Philippines; Doctor of Education at University of Northeastern Philippines; Master of Arts in Education at University of Northeastern Philippines; and Bachelor of Science in Education University of Northeastern Philippines.



Dr. Melchor S. Julianes, FRIPAR receives his certificate and medallion as Fellow of the Royal Institute of Public Administrators, Singapore



Dr. David E. Maniquis, FRIPAR

Director, NSTP
University of Caloocan City

Dr. David E. Maniquis is the Director of National Service Training Program (NSTP) of University of Caloocan City. He obtained his Doctor of Public Administration, Master of Public Administration at Manuel L. Quezon University; Bachelor of Laws at Far Eastern University; and Bachelor of Science in Public Administration at De La Salle Araneta University.



Dr. David E. Maniquis, FRIPAR receives his certificate and medallion as Fellow of the Royal Institute of Public Administrators, Singapore

FELLOWS

ROYAL INSTITUTE OF RESEARCH



Dr. Luz P. Banes, FRIRes

Dean, College of Business and Entrepreneurship
Universidad de Manila

Dr. Luz P. Banes is the Dean of the College of Business and Entrepreneurship of the Universidad de Manila. She is a graduate of Doctor of Philosophy in Business Management at Manuel Luis Quezon University; Master in Business Administration at Pamantasan ng Lungsod ng Maynila; Bachelor of Laws at Philippine Law School; and Bachelor of Science in Business Administration at Pamantasan ng Lungsod ng Maynila. He is also a Fellow of the Royal Institute of Business Management, Singapore.



Dr. Luz P. Banes, FRIRes receives her certificate and medallion as Fellow of the Royal Institute of Research, Singapore



Dr. Elmerito D. Pineda, FRIRes

Dean
College of Engineering and Technology
Universidad de Manila

Dr. Nilo S. Gret is the Chairman of the Asian Institute of Technology and Education; and President of the Olinberg Foundation, Incorporated. He is a Certified Public Accountant and a graduate of Doctor of Philosophy, Master in Business Administration at Metro Manila College; and Bachelor of Science in Business Administration major in Accounting at Polytechnic University of the Philippines. He is also a Fellow of the Royal Institute of Accountants, Singapore.



Dr. Elmerito D. Pineda, FRIRes receives his certificate and medallion as Fellow of the Royal Institute of Research, Singapore

ROYAL INSTITUTE OF SAFETY MANAGEMENT



Mr. Peter P. Negrido, FRISMgmt

Founder, Seagull Rescue

President and Chief Executive Officer
Rescue Reconnaissance One, Inc.

Mr. Peter P. Negrido is the Founder of the Seagull Rescue; and the President and Chief Executive Officer of Rescue Reconnaissance One, Inc. He is a candidate for Doctor of Philosophy in Criminology at Philippine College of Criminology; Master of Science in Criminal Justice at Philippine College of Criminology; Master in Development Management at Pangasinan State University. He is also a Fellow of the Royal Institute of Security and Defence Management, Singapore.



Mr. Peter P. Negrido, FRISMgmt receives his certificate and medallion as Fellow of the Royal Institute of Safety Management, Singapore

FELLOW

ROYAL INSTITUTE OF SURGEONS



Dr. Nathaniel Francis G. Precilla, FRISrgn

Chairperson
School of Physical Therapy
St. Jude College, Manila

Dr. Nathaniel Francis G. Precilla is the Chairperson of the School of Physical Therapy of St. Jude College, Manila. He is a graduate of Doctor of Philosophy Major in Educational Management at Saint Jude College, Manila; Master in Hospital Administration at Saint Jude College, Manila; Doctor of Medicine and Bachelor of Science Major in Biochemistry at University of Santo Tomas. He is also a Fellow of the Royal Institute of Educators, Singapore; and a Fellow of the Royal Institute of Medicine, Singapore.



Dr. Nathaniel Francis G. Precilla, FRISrgn receives his certificate and medallion as Fellow of the Royal Institute of Surgeons, Singapore

SENIOR MEMBERS

ROYAL INSTITUTE OF ACCOUNTANTS



Mr. Mark Anthony V. Dolinog, SMRIAcc

Financial Analyst II
TESDA Aklan Provincial Office

Mr. Mark Anthony V. Dolinog is a Financial Analyst II of TESDA Aklan Provincial Office. He is a Certified Public Accountant and a candidate for Master in Business Administration at Aklan Catholic College. He attained his Bachelor of Science in Accountancy at Garcia College of Technology.



Mr. Mark Anthony V. Dolinog, SMRIAcc receives his certificate and pin as Senior Member of the Royal Institute of Accountants, Singapore

ROYAL INSTITUTE OF BUSINESS ADMINISTRATION



Mr. Demetrio S. Gandia Jr., SMRIBA

Data Protector Officer
St. Clare College of Caloocan

Mr. Demetrio S. Gandia Jr. is a Data Protector Officer at St. Clare College of Caloocan. He obtained his Master in Business Administration at Greenville College; and Bachelor of Science in Business Administration at the University of the East.



Mr. Demetrio S. Gandia Jr., SMRIBA receives his certificate and pin as Senior Member of the Royal Institute of Business Administration, Singapore

SENIOR MEMBERS

ROYAL INSTITUTE OF BUSINESS ADMINISTRATION



Mr. Henry B. Pahilanga, SMRIBA

College Faculty
Colegio de San Juan de Letran

Mr. Henry B. Pahilanga is a College Faculty at the Colegio de San Juan de Letran. He finished his Master in Business Administration and Bachelor of Science in Business Administration at Colegio de San Juan de Letran.



Mr. Henry B. Pahilanga, SMRIBA receives his certificate and pin as Senior Member of the Royal Institute of Business Administration, Singapore



Ms. Cindy F. Soliman, SMRIBA

Chairperson, Department of Human Resource Development Management
Polytechnic University of the Philippines

Dr. Nilo S. Gret is the Chairman of the Asian Institute of Technology and Education; and President of the Olinsterg Foundation, Incorporated. He is a Certified Public Accountant and a graduate of Doctor of Philosophy, Master in Business Administration at Metro Manila College; and Bachelor of Science in Business Administration major in Accounting at Polytechnic University of the Philippines. He is also a Fellow of the Royal Institute of Accountants, Singapore.



Ms. Cindy F. Soliman, SMRIBA receives her certificate and pin as Senior Member of the Royal Institute of Business Administration, Singapore

ROYAL INSTITUTE OF CIVIL ENGINEERS



Engr. Glenne Kenny E. Cañete, SMRICE

Registered Civil Engineer

Engr. Glenne Kenny E. Cañete is a Registered Civil Engineer and a graduate of Bachelor of Science in Civil Engineering at Eastern Visayas State University.



Engr. Glenne Kenny E. Cañete, SMRICE receives his certificate and pin as Senior Member of the Royal Institute of Civil Engineers, Singapore

SENIOR MEMBERS

ROYAL INSTITUTE OF EDUCATORS



Ms. Ma. Lolita V. Abecia, SMRIEdr
Chairperson
Department of Office Administration
Polytechnic University of the Philippines

Ms. Ma. Lolita V. Abecia is the Chairperson of the Department of Office Administration of the Polytechnic University of the Philippines. She is a candidate for Doctor in Educational Management; a graduate of Master in Business Education and Bachelor in Business Education at Polytechnic University of the Philippines.



Ms. Ma. Lolita V. Abecia, SMRIEdr receives her certificate and pin as Senior Member of the Royal Institute of Educators, Singapore



Ms. Angelina G. Goyenechea, SMRIEdr
Associate Professor III
Polytechnic University of the Philippines

Ms. Angelina G. Goyenechea is an Associate Professor III at Polytechnic University of the Philippines. She is a candidate for Doctor of Philosophy in Education at the University of Santo Tomas; a graduate of Master in Business Education and Bachelor in Business Management at Polytechnic University of the Philippines.



Ms. Angelina G. Goyenechea, SMRIEdr receives her certificate and pin as Senior Member of the Royal Institute of Educators, Singapore



Ms. Marissa L. Mayrena, SMRIEdr
Assistant Professor III
Polytechnic University of the Philippines

Ms. Marissa L. Mayrena is an Assistant Professor III at Polytechnic University of the Philippines. She is a candidate for Doctor of Philosophy in English at Philippine College of Health Science; a graduate of Master of Arts in Language Teaching at Polytechnic University of the Philippines; and a Bachelor of Arts in English at Polytechnic University of the Philippines.



Ms. Marissa L. Mayrena, SMRIEdr receives her certificate and pin as Senior Member of the Royal Institute of Educators, Singapore

SENIOR MEMBERS

ROYAL INSTITUTE OF EDUCATORS



Mr. Antonio D. Meneses, SMRIEdr

Professor
St. Clare College

Mr. Antonio D. Meneses is a Professor at St. Clare College; a candidate for Master of Arts in Filipino at Bulacan State University; and a graduate of Bachelor of Arts in Political Science at Far Eastern University.



Mr. Antonio D. Meneses, SMRIEdr receives his certificate and pin as Senior Member of the Royal Institute of Educators, Singapore



Ms. Maria Rebecca P. Palad, SMRIEdr

Principal
St. Clare College Senior High School

Ms. Maria Rebecca P. Palad is the Principal of St. Clare College Senior High School. She is a candidate for Master of Arts in Education at Metro Manila College; and a graduate of Bachelor of Science in Elementary Education at University of Baguio.



Ms. Maria Rebecca P. Palad, SMRIEdr receives her certificate and pin as Senior Member of the Royal Institute of Educators, Singapore



Ms. Emeteria Leonila A. Perez, SMRIEdr

Assistant Professor IV
Polytechnic University of the Philippines

Ms. Emeteria Leonila A. Perez is an Assistant Professor IV at Polytechnic University of the Philippines. She is a candidate for Doctor in Educational Management; a graduate of Master of Arts in Language Teaching and Bachelor of Arts in English Minor in Instructional Arts at Polytechnic University of the Philippines. She is also a Senior Member of the Royal Institute of Linguists, Singapore.



Ms. Emeteria Leonila A. Perez, SMRIEdr receives her certificate and pin as Senior Member of the Royal Institute of Educators, Singapore

SENIOR MEMBERS

ROYAL INSTITUTE OF EDUCATORS



Ms. Zenaida D. San Agustin, SMRIEdr

Chairperson
Department of Entrepreneurship
Polytechnic University of the Philippines

Ms. Zenaida D. San Agustin is the Chairperson of the Department of Entrepreneurship of Polytechnic University of the Philippines. She completed her Master in Educational Management at Polytechnic University of the Philippines; and Bachelor of Science in Commerce Major in Management at University of Regina Carmeli.



Ms. Zenaida D. San Agustin, SMRIEdr receives her certificate and pin as Senior Member of the Royal Institute of Educators, Singapore



Ms. Maylene D. Tamayo, SMRIEdr

Teacher II
North Fairview High School

Ms. Maylene D. Tamayo is a Teacher II at North Fairview High School and a candidate for Master in Educational Management at Polytechnic University of the Philippines. She finished her Bachelor of Science in Industrial Education at Alejandro College.



Ms. Maylene D. Tamayo, SMRIEdr receives her certificate and pin as Senior Member of the Royal Institute of Educators, Singapore



Mr. Mark Glenn F. Villamor, SMRIEdr

Instructor
Capiz State University

Mr. Mark Glenn F. Villamor is an Instructor at Capiz State University; a candidate for Doctor of Public Administration; a graduate of Master in Management at Capiz State University; Master in Business Administration at Filamer Christian University; and Bachelor of Science in Management at University of the Philippines Visayas.



Mr. Mark Glenn F. Villamor, SMRIEdr receives his certificate and pin as Senior Member of the Royal Institute of Educators, Singapore

SENIOR MEMBERS

ROYAL INSTITUTE OF INFORMATION TECHNOLOGY



Mr. Mark Anthony D. Madalipay, SMRIIT

Dean, AMA Computer College
Angeles Campus

Mr. Mark Anthony D. Madalipay is the Dean of the AMA Computer College, Angeles Campus; and the General Manager of the Explorers Travel Agency. He is a candidate for Doctor in Information Technology at Angeles University Foundation; a graduate of Master in Information Technology at University of the Cordilleras; and Bachelor of Science in Information Technology, cum laude, at University of the Cordilleras.



Mr. Mark Anthony D. Madalipay, SMRIIT receives his certificate and pin as Senior Member of the Royal Institute of Information Technology, Singapore

ROYAL INSTITUTE OF MANAGEMENT



Ms. Michelle J. Negrido, SMRIM

Intelligence Officer II
Department of Interior and Local
Government

Dr. Nilo S. Gret is the Chairman of the Asian Institute of Technology and Education; and President of the Olinberg Foundation, Incorporated. He is a Certified Public Accountant and a graduate of Doctor of Philosophy, Master in Business Administration at Metro Manila College; and Bachelor of Science in Business Administration major in Accounting at Polytechnic University of the Philippines. He is also a Fellow of the Royal Institute of Accountants, Singapore.



Ms. Michelle J. Negrido, SMRIM receives her certificate and pin as Senior Member of the Royal Institute of Management, Singapore



Mr. Allan A. Ortiz, SMRIM

Teacher
Elizabeth Seton School

Mr. Allan A. Ortiz is a Teacher at Elizabeth Seton School. He completed his Bachelor in Secondary Education at Bernardo College. He is also a Senior Member of the Royal Institute of Educators, Singapore.



Mr. Allan A. Ortiz, SMRIM receives his certificate and pin as Senior Member of the Royal Institute of Management, Singapore

SENIOR MEMBERS

ROYAL INSTITUTE OF MANAGEMENT



**Mr. Ramil Raymund M. Rances,
SMRIM**

Human Resource and Organizational
Development Department Manager
Ace Promotion and Marketing
Corporation

Mr. Ramil Raymund M. Rances is a Human Resource and Organizational Development Department Manager at Ace Promotion and Marketing Corporation. He graduated Bachelor of Arts major in Psychology at Pamantasan ng Lungsod ng Maynila.



Mr. Ramil Raymund M. Rances, SMRIM receives his certificate and pin as Senior Member of the Royal Institute of Management, Singapore

ROYAL INSTITUTE OF MARITIME MANAGEMENT



**Mr. Michael John Esplago,
SMRIMarM**

Maritime Education and Training
Standards Supervisor
Maritime Industry Authority

Mr. Michael John Esplago is a Maritime Education and Training Standards Supervisor at Maritime Industry Authority. He is a candidate for Bachelor of Laws at Arellano University School of Law; and a graduate of Bachelor of Science in Maritime Transportation at Maritime Academy of Asia and the Pacific.



Mr. Michael John Esplago, SMRIMarM receives his certificate and pin as Senior Member of the Royal Institute of Maritime Management, Singapore

ROYAL INSTITUTE OF MASS COMMUNICATION



**Mr. Debbie Jim C. Duran,
SMRIMCom**

Professor
Far Eastern University

Mr. Debbie Jim C. Duran is a Professor at Far Eastern University; a candidate for Doctor of Philosophy in Southeast Asian Studies at Centro Escolar University; a graduate of Master of Arts in Mass Communication at Far Eastern University; Master of Business Administration at National College of Business and Arts; and Bachelor of Arts Major in Mass Communication at Asian Development Foundation College.



Mr. Debbie Jim C. Duran, SMRIMCom receives his certificate and pin as Senior Member of the Royal Institute of Mass Communication, Singapore

SENIOR MEMBERS

ROYAL INSTITUTE OF NURSES



Ms. Mailyn A. Campos, SMRIN

Rescuer and Instructor
Rescue Reconnaissance 1 Inc.

Ms. Mailyn A. Campos is a Rescuer and Instructor of Rescue Reconnaissance 1 Inc. She is a graduate of Bachelor of Science in Nursing at Nueva Ecija University of Science and Technology.



Ms. Mailyn A. Campos, SMRIN receives her certificate and pin as Senior Member of the Royal Institute of Nurses, Singapore

ROYAL INSTITUTE OF PUBLIC ADMINISTRATORS



Mr. Francisco R. Estavillo, SMRIPAr

Local Disaster Risk Reduction
Management Officer IV
Local Government Unit- Ilagan City

Mr. Francisco R. Estavillo is a Local Disaster Risk Reduction Management Officer IV at the Local Government Unit of Ilagan City. He obtained his Master in Public Administration at Saint Ferdinand College; and Bachelor of Science in Business Administration at Philippine School of Business Administration.



Mr. Francisco R. Estavillo, SMRIPAr receives his certificate and pin as Senior Member of the Royal Institute of Public Administrators, Singapore



Mr. Ramil A. Marianito, SMRIPAr

City Government Department Head I
Sorsogon City

Mr. Ramil A. Marianito is a City Government Department Head 1 of Sorsogon City. He attained his Master of Management at Sorsogon State College; Bachelor of Laws at Aemilianum College of Law; and Bachelor of Arts in Political Science at Bicol University.



Mr. Ramil A. Marianito, SMRIPAr receives his certificate and pin as Senior Member of the Royal Institute of Public Administrators, Singapore

SENIOR MEMBERS

ROYAL INSTITUTE OF RESEARCH



Ms. Maria Pilar M. Lorenzo, SMRIRes

Director for Policy and Education
Center for Leadership, Communication
and Governance Inc.

Ms. Maria Pilar M. Lorenzo is the Director for Policy and Education of the Center for Leadership, Communication and Governance Inc. She is a Licensed Professional Teacher and a candidate for Master of Public Administration at University of the Philippines. She completed her Bachelor of Science in Home Economics at University of the Philippines. She is also a Senior Member of the Royal Institute of Public Administrators, Singapore.



Ms. Maria Pilar M. Lorenzo, SMRIRes receives her certificate and pin as Senior Member of the Royal Institute of Research, Singapore

ROYAL INSTITUTE OF SAFETY MANAGEMENT



Mr. Victor L. Agraciada, SMRISMgmt

Customer Relation Service
Supervisor/Safety Officer
Fisher Mall

Desire Rescue Volunteer and
Instructor
West Negros University

Mr. Victor L. Agraciada is a Customer Relation Service Supervisor/Safety Officer at Fisher Mall; and a Desire Rescue Volunteer and Instructor at West Negros University. He obtained his Bachelor of Science in Information Technology at West Negros University.



Mr. Victor L. Agraciada, SMRISMgmt receives his certificate and pin as Senior Member of the Royal Institute of Safety Management, Singapore



Ms. Kristy Jane O. Alburo, SMRISMgmt

Rescue Volunteer and Instructor
Rescue Reconnaissance 1 Inc.

Ms. Kristy Jane O. Alburo is a Rescue Volunteer and Instructor at Rescue Reconnaissance 1 Inc. She attained her Bachelor of Science in Nursing at Universal College of Parañaque.



Ms. Kristy Jane O. Alburo, SMRISMgmt receives her certificate and pin as Senior Member of the Royal Institute of Safety Management, Singapore

SENIOR MEMBERS

ROYAL INSTITUTE OF SAFETY MANAGEMENT



Ms. Daisy N. Anson, SMRISMgmt

Social Welfare Aide

Ms. Daisy N. Anson is a Social Welfare Aide. She completed her Master of Science in Disaster Risk Management at Central Bicol State University of Agriculture; and Bachelor of Science in Industrial Education at Sorsogon State College.



Ms. Daisy N. Anson, SMRISMgmt receives her certificate and pin as Senior Member of the Royal Institute of Safety Management, Singapore



Mr. Rey Alvin B. Belgica, SMRISMgmt

Training and Planning Assistant
Coordinator
Sorsogon City Disaster Risk
Reduction and Management Office

Mr. Rey Alvin B. Belgica is a Training and Planning Assistant Coordinator of Sorsogon City Disaster Risk Reduction and Management Office. He is a candidate for Bachelor of Laws and a graduate of Bachelor of Arts in Political Science.



Mr. Rey Alvin B. Belgica, SMRISMgmt receives his certificate and pin as Senior Member of the Royal Institute of Safety Management, Singapore



Mr. Aquilino C. Boadilla, SMRISMgmt

Senior Instructor
Rescue Reconnaissance 1 Inc.

Mr. Aquilino C. Boadilla is a Senior Instructor at Rescue Reconnaissance 1 Inc. He is a graduate of Bachelor of Science in Criminology at University of Baguio.



Mr. Aquilino C. Boadilla, SMRISMgmt receives his certificate and pin as Senior Member of the Royal Institute of Safety Management, Singapore

SENIOR MEMBERS

ROYAL INSTITUTE OF SAFETY MANAGEMENT



Mr. Joel B. Bonza, SMRISMgmt

President
Bacolod Seagull Rescue Unit

Mr. Joel B. Bonza is the President of Bacolod Seagull Rescue Unit. He is a candidate for Master in Education at La Carlota City College; and a graduate of Bachelor of Elementary Education at West Negros University.



Mr. Joel B. Bonza, SMRISMgmt receives his certificate and pin as Senior Member of the Royal Institute of Safety Management, Singapore



Mr. Joseph Eric V. Cadalin, SMRISMgmt

Emergency Medical Technician
Disaster Risk Reduction Management Responder

Mr. Joseph Eric V. Cadalin is an Emergency Medical Technician and a Disaster Risk Reduction Management Responder. He graduated Bachelor of Science in Computer Science at Eastern Samar State University.



Mr. Joseph Eric V. Cadalin, SMRISMgmt receives his certificate and pin as Senior Member of the Royal Institute of Safety Management, Singapore



Mr. Arlan U. Castillo, SMRISMgmt

Local Disaster Risk Reduction Management Officer II
Unisan, Quezon

Mr. Arlan U. Castillo is a Local Disaster Risk Reduction Management Officer II at Unisan, Quezon. He graduated Bachelor Business Teacher Education at Polytechnic University of the Philippines.



Mr. Arlan U. Castillo, SMRISMgmt receives his certificate and pin as Senior Member of the Royal Institute of Safety Management, Singapore

SENIOR MEMBERS

ROYAL INSTITUTE OF SAFETY MANAGEMENT



Mr. Neil L. Concepcion, SMRISMgmt

Municipal Disaster Risk Reduction Management Office Operation and Warning Section Chief/ Team Leader Brgy. Poblacion, Candelaria, Quezon

Mr. Neil L. Concepcion is a Municipal Disaster Risk Reduction Management Office Operation and Warning Section Chief/ Team Leader at Brgy. Poblacion, Candelaria, Quezon. He obtained his Bachelor of Science in Computer Information at Centro Escolar University.



Mr. Neil L. Concepcion, SMRISMgmt receives his certificate and pin as Senior Member of the Royal Institute of Safety Management, Singapore



Mr. Antonio P. Cuevas Jr., SMRISMgmt

Project Supervisor Mavic Epad Corporation

Mr. Antonio P. Cuevas Jr is a Project Supervisor at Mavic Epad Corporation; and a graduate of Bachelor of Science in Computer Science at STI College Lucena.



Mr. Mario A. De Alday, SMRISMgmt

Waste Water Treatment Operator, Pacific Royal Basic Foods

Deputy Officer-In-Charge Seagull Rescue and EMS International, South Luzon Quezon Chapter

Rescue Volunteer and Instructor Rescue Reconnaissance 1 Inc.

Mr. Mario A. De Alday is a Waste Water Treatment Operator at Pacific Royal Basic Foods; a Deputy OIC at Seagull Rescue and EMS International, South Luzon Quezon Chapter. He is also a Rescue Volunteer and Instructor at Rescue Reconnaissance 1 Inc.



Mr. Mario A. De Alday, SMRISMgmt receives his certificate and pin as Senior Member of the Royal Institute of Safety Management, Singapore

SENIOR MEMBERS

ROYAL INSTITUTE OF SAFETY MANAGEMENT



Mr. Luis Alandel S. Drilon, SMRISMgmt

Security Officer
Golden Sun Security Agency

Emergency Rescue Technician /
Rescue Volunteer
Reconnaissance 1 Inc.

Mr. Luis Alandel S. Drilon is a Security Officer of Golden Sun Security Agency. He is a Emergency Rescue Technician, and a Rescue Volunteer at Rescue Reconnaissance 1 Inc.



Mr. Luis Alandel S. Drilon, SMRISMgmt receives his certificate and pin as Senior Member of the Royal Institute of Safety Management, Singapore



Ms. Roxanne M. Fontanoz, SMRISMgmt

Rescue Volunteer
Rescue Reconnaissance 1 Inc.

Ms. Roxanne M. Fontanoz is a Rescue Volunteer at Rescue Reconnaissance 1 Inc. She is a candidate for Master of Science in Management Engineering at Saint Louis University; and a graduate of Bachelor of Science in Mechatronics Engineering at Saint Louis University.



Ms. Roxanne M. Fontanoz, SMRISMgmt receives her certificate and pin as Senior Member of the Royal Institute of Safety Management, Singapore



Mr. Eleazar T. Labtic, SMRISMgmt

Emergency Medical Technician
Emergency Response Technician
Rescue Volunteer
Rescue Reconnaissance 1 Inc.

Mr. Eleazar T. Labtic is an Emergency Medical Technician, an Emergency Response Technician, and a Rescue Volunteer at Rescue Reconnaissance 1 Inc. He is a candidate for Bachelor of Science in Nursing at Eastern Samar State University.



Mr. Eleazar T. Labtic, SMRISMgmt receives his certificate and pin as Senior Member of the Royal Institute of Safety Management, Singapore

SENIOR MEMBERS

ROYAL INSTITUTE OF SAFETY MANAGEMENT



Mr. Marcos B. Liad, SMRISMgmt

Credit and Collection Officer
Remington Industrial Sales Corp.

Rescue Volunteer, Rescue
Reconnaissance 1 Inc.

Mr. Marcos B. Liad is a Credit and Collection Officer at Remington Industrial Sales Corporation; and a Rescue Volunteer at Rescue Reconnaissance 1 Inc. He obtained his Bachelor of Science in Commerce at Metro Manila College.



Mr. Marcos B. Liad, SMRISMgmt receives his certificate and pin as Senior Member of the Royal Institute of Safety Management, Singapore



Mr. Juniver T. Mesa, SMRISMgmt

Security Affairs and
Safety Senior Manager
Mallers Management Corporation

Mr. Juniver T. Mesa is a Security Affairs and Safety Senior Manager at Mallers Management Corporation. He is an Emergency Response Technician and a graduate of Bachelor of Secondary Education at Bayawan College.



MMr. Juniver T. Mesa, SMRISMgmt receives his certificate and pin as Senior Member of the Royal Institute of Safety Management, Singapore



**Mr. Niño Elmo R. Tiama,
SMRISMgmt**

Administrative Aide V
Local Government Unit-Unisan, Quezon

Mr. Niño Elmo R. Tiama is an Administrative Aide V at the Local Government Unit of Unisan, Quezon. He is an Emergency Response Technician and a candidate for Bachelor of Science in Computer Engineering at AMA Computer College.



Mr. Niño Elmo R. Tiama, SMRISMgmt receives his certificate and pin as Senior Member of the Royal Institute of Safety Management, Singapore

SENIOR MEMBERS

ROYAL INSTITUTE OF SAFETY MANAGEMENT



Ms. Claren A. Tolomia, SMRISMgmt

Emergency Medical Dispatcher
Local Government Unit-Unisan, Quezon

Ms. Claren A. Tolomia is an Emergency Medical Dispatcher at the Local Government Unit of Unisan, Quezon. He is an Emergency Response Technician and a holder of Bachelor of Science in Commerce Major in Computer Management from Garcia College of Technology.



Ms. Claren A. Tolomia, SMRISMgmt receives her certificate and pin as Senior Member of the Royal Institute of Safety Management, Singapore



Mr. Ronie A. Vargas, SMRISMgmt

Volunteer Rescuer/ Instructor
Rescue Reconnaissance 1 Inc.

Mr. Ronie A. Vargas is a Volunteer Rescuer/ Instructor at Rescue Reconnaissance 1 Inc. He is an Emergency Response Technician and an Emergency Medical Technician.



Mr. Ronie A. Vargas, SMRISMgmt receives his certificate and pin as Senior Member of the Royal Institute of Safety Management, Singapore

MEMBER

ROYAL INSTITUTE OF SAFETY MANAGEMENT



Mr. Carl Hedrick D. Panganiban, MRISMgmt

Assistant to the Director for Logistics
Rescue Reconnaissance 1 Inc.

Mr. Carl Hedrick D. Panganiban is an Assistant to the Director for Logistics of the Rescue Reconnaissance 1 Inc. He is a candidate for Bachelor of Science in Criminology at Eulogio Amang Rodrigues Institute of Science and Technology.



Mr. Carl Hedrick D. Panganiban, MRISMgmt receives his certificate and pin as Senior Member of the Royal Institute of Safety Management, Singapore

CONFERMENT CEREMONY



MEMBERS

ROYAL INSTITUTE OF SAFETY MANAGEMENT



Ms. Wynne G. Panuncial,
MRISMgmt

Emergency Medical Technician
Transcare Emergency Medical
Services

Volunteer Rescuer, Rescue
Reconnaissance 1 Inc.

Ms. Wynne G. Panuncial is an Emergency Medical Technician at Transcare Emergency Medical Services; and a Volunteer Rescuer at Rescue Reconnaissance 1 Inc. She is a candidate for Bachelor of Science in Nursing at Our Lady of Fatima University.



Ms. Wynne G. Panuncial, MRISMgmt receives her certificate and pin as Senior Member of the Royal Institute of Safety Management, Singapore



Mr. Bobby Marvin O. Querubin,
MRISMgmt

Emergency Medical Technician

Emergency Response Technician

Mr. Bobby Marvin O. Querubin is an Emergency Medical Technician and an Emergency Response Technician.



Mr. Bobby Marvin O. Querubin, MRISMgmt receives his certificate and pin as Senior Member of the Royal Institute of Safety Management, Singapore

PLEDGE OF LOYALTY



Hon. FDr. Prof. CPA Dr. Gloria T. Baysa, HFRI, DFRIMAcc, DFRIMAcc, RIIVPF leads the Pledge of Loyalty



The newly conferred members of Royal Institution take their Pledge of Loyalty

AWARDING OF CERTIFICATES



AAMC Training Group receives its RI Accredited Seal and Award of Recognition as RI Accredited Educational Institution and Organisation (RIAEIO)



Asian Institute of Technology & Education receives its RI Accredited Seal and Award of Recognition as RI Accredited Educational Institution and Organisation (RIAEIO)



ERF Teachers Training Institute receives its RI Accredited Seal and Award of Recognition as RI Accredited Educational Institution and Organisation (RIAEIO)



Polytechnic University of the Philippines - College of Business Administration receives its RI Accredited Seal and Award of Recognition as RI Accredited Educational Institution and Organisation (RIAEIO)



St. Clare Group of Schools receives its RI Accredited Seal and Award of Recognition as RI Accredited Educational Institution and Organisation (RIAEIO)



Universidad de Manila receives its RI Accredited Seal and Award of Recognition as RI Accredited Educational Institution and Organisation (RIAEIO)



FDr. Dr. Norberto V. Caturay, DFRIT, DFRISat, RIIVPF receives the Certificate of Appreciation for his contribution as Master of Ceremony during this notable event



FDr. Dr. Raquel G. Ramos, DFRIBA, RIIVPF receives the Certificate of Appreciation for her contribution as Moderator during the International Conference

CLOSING ADDRESS

FDr. Dr. Helen S. Molano, SFRICCO

Chief Compliance Officer, Royal Institution, Singapore



FDr. Dr. Helen S. Molano, SFRICCO, Chief Compliance Officer of Royal Institution, Singapore delivers her Closing Address

On behalf of Royal Institution Singapore,

I would like to extend our congratulations to all our newly conferred Doctor Fellows, Senior Fellows, Fellows, Senior Members, and Members and most especially to our new Honorary Fellows:

- Hon. Senator, Doctor Fellow, Richard J. Gordon,
- Hon. Doctor Fellow VAdm. Eduardo MA. R. Santos, and
- Hon. Doctor Fellow, BGen. Engr. Alejandro T. Escano

Our congratulations po and Mabuhay po kayo!

Congratulations and welcome to RI new Accredited Educational Institutions and Organisations:

- AAMC Training Group, represented by its CEO, Mr. Jeff Mazzini of Australia;
- ERF Teachers Training Institute, Dr. Edwin R. Ferrer as Founding President;
- Asian Institute of Technology & Education, Dr. Nila S. Gret, President
- PUP - College of Business Administration headed by Dean, Doctor Fellow, Dr. Raquel G. Ramos; and

- Universidad de Manila, represented by its VPAA, Dr. Ronald A. Herrera

We would also like to extend our gratitude,

To our Honorary Fellows who are always very supportive to all RIS activities,

- Honorable Doctor Fellow, CPA, Dr. Gloria T. Baysa, Vice Chair of the Board of Accountancy, Professional Regulations Commission;
- Honorable Doctor Fellow Prof. Jose David Lapuz, Presidential Consultant on Education and International Organizations and newly appointed as the Commissioner of UNESCO

To our speakers:

- Honorable Doctor Fellow Atty. CPA. Cyril E. Ramos, and
- Honorable Doctor Fellow CPA Gerard B. Sanvictores,

To all our research paper presenters:

- Dr. Luz P. Banes of Universidad de Manila
- Mr. Benedict B. Bombaes of Aklan State University
- Dr. Lyndon Flores Devero and Dr. Ida Yap - Patron of Philippine Women's College of Davao
- Dr. Aileen F. Esporlas of Light Orthodontics Training Center
- Dr. Brian E. Esporlas and Dr. Kathrene Faye O. Lampa of University of Perpetual Help System DAL TA
- Ms. Sherelle Lou S. Icutan, Dr. Jordan H. Llego, Dr. Christopher R. Banez, Mr. Jofil Z. Lomboy, Dr. Maria Leah M. Manangan of Urdaneta City University

CLOSING ADDRESS *(Continued)*

- Mr. Allan A. Ortiz of Elizabeth Seton School
- Ms. Cindy F. Soliman of the Polytechnic University of the Philippines
- Mr. Mark Glenn F. Villamar of Capiz State University

To our Moderator, Doctor Fellow Dr. Raquel G. Ramos, Dean, PUP - College of Business Administration;

To all the delegates from all over the country and overseas, thank you for coming over.

It is our fervent hope that you continue supporting the Royal Institution Singapore.

We would also like to extend our thanks,

To the composer and arranger of the RI Hymn, Prof. Siegfredo B. Calabig, Founder of the Banda Kawayan Pilipinas,

To our masters of ceremonies Doctor Fellow Dr. Norberto V. Caturay and Ms. Margareth A. Cabreros;

To our official photographer, Mr. Ross Calabig,

To our partners and sponsors, Royal Talent Capital, Singapore, Almacrest International College, Almacrest Global, Sabah and Waikiki Condominium Resorts Sabah;

To our co-organizer, Ascendens Asia Group.

To Whiterock Beach Hotel, for the warm and special Creception and accommodation.

To all our more than 70 RI Accredited Educational Institutions and Organizations;

And of course, all those who had helped and done the planning, preparation and implementation, the RI Manila Team headed by Ms. Danicon M. Dulay under the direction and guidance of our beloved Chancellor Hon. FDr.

Dr. Samuel M. Salvador, and President FDr. Dr. Athena Georgene;

And all those who have directly and/or indirectly contributed in making this International Conference & Conferment Ceremony a great success, thank you very much.

At this point, I would like to take this opportunity also to invite all of you on the next International Conference and Conferment Ceremony which will be held on December 11, 2017 in Dapitan City, with the same theme "GLOBALISATION: Its impact on Human Capital Development", the venue will be Jose Rizal Memorial State University We are calling paper presenters for this event.

There will also be a Special Study Series on October 21 , 2017 at the RI Centre Manila, Legaspi Towers 300.

And an International Research Colloquium on October 27, 2017 to be held at RI Center Manila, Legaspi Towers 300.

To all members please feel free to submit your updated CV and apply for membership upgrade anytime.

Please be informed also that all RI Members are authorized to use their RI Robes with their medallions during events such as commencement exercises as substitute to your academic gown or toga.

Hope to see you again in all RI events and activities.

Please don't remove your robes yet, we will be having a group picture.

Thank you very much for joining us, Mabuhay and God bless us all!

ROYAL INSTITUTION (RI) SINGAPORE HOLDS ITS 13TH INTERNATIONAL CONFERENCE AND CONFERMENT CEREMONY IN SUBIC, ZAMBALES, PHILIPPINES



Some of the newly conferred Doctor Fellows, Senior Fellows, Fellows, Senior Members, and Members of the Royal Institution, Singapore with Hon. FDr. CPA Prof. Dr. Gloria T. Baysa, HonFRI, Hon. FDr. Prof. Jose David Lapuz, HonFRI, Hon. FDr. Atty. Cyril E. Ramos, HonFRI, Hon. FDr. VAdm. Eduardo Ma. R. Santos, HonFRI, Hon. FDr. BGen. Engr. Alejandro T. Escaño, HonFRI; and RI Officials during the 13th International Conference & Conferment Ceremony held on September 30, 2017 at Whiterock Beach Hotel, Philippines

September 30, 2017 – Royal Institution, Singapore, and Royal Institution, Philippines held its 13th International Conference and Conferment Ceremony on September 30, 2017 at Whiterock Beach Hotel, Subic, Zambales, Philippines.

13th ICC Research Paper Poster Exhibit Features 14 Research Papers

Hon. FDr. Atty. CPA Cyril E. Ramos, HonFRI, DFRIAcc, DFRILL, DFRIM, DFRIPAr, RIIVPF, Deputy Ombudsman for the Military and Other Law Enforcement Offices, Republic of the Philippines; Hon. FDr. Prof. Jose David Lapuz, HonFRI, DFRIAc, DFRIEdr, DFRIIC, DFRIM, DFRIProf, DFRIPAr, RIIVPF, Presidential Consultant in Education and International Organisations, Republic of the Philippines and Commissioner of the United Nations Educational, Scientific, Cultural Organisation

(UNESCO), National Commission of the Philippines; Hon. FDr. Prof. CPA Dr. Gloria T. Baysa, HonFRI, DFRIAcc, DFRIMAcc, RIIVPF, Vice Chairman, Board of Accountancy, Professional Regulation Commission, Republic of the Philippines; and Hon. FDr. CPA Gerard B. Sanvictores, HonFRI, DFRIAcc, DFRIAdr, DFRIFC, DFRIM, Member, Board of Accountancy & Chairman, Continuing Professional Development (CPD) Council for Accountancy, Professional Regulation Commission, Republic of the Philippines led the ribbon-cutting ceremony of the research paper presentation. Following the ribbon-cutting was the presentation of 14 research paper poster presentations:

- **The Philippine Economic Growth in Relation to the Standard of Living of the People in Baseco Compound**
Dr. Luz P. Banes, FRIEdr, FRIRes

ROYAL INSTITUTION (RI) SINGAPORE HOLDS ITS 13TH INTERNATIONAL CONFERENCE AND CONFERMENT CEREMONY IN SUBIC, ZAMBALES, PHILIPPINES

- **Level of Implementation of Performance Management for the Non-Teaching Personnel at the Aklan State University Main Campus**
Mr. Benedict B. Bombaes, FRIAcc
 - **The Influence of Student Affairs and Academic Programs Towards Campus Climate**
Dr. Lyndon Flores Devero, FRIEdr
 - **Level of Health Risk of Selected Dental Materials: Basis for Policy Development on Dental Material Regulation**
Dr. Aileen F. Esporlas, FRIDent
 - **Level of Compliance with Healthcare Waste Management Among Dentists in the First District of Makati: Basis for Development of Community Health Protection Program**
Dr. Brian E. Esporlas, FRIDent, FRIHC
 - **Production and Validation of Faculty Authored Books: Committee on Instructional Materials' Project**
Ms. Sherelle Lou S. Icutan, SMRIMath
 - **Convergence of Awareness, Knowledge, Preparedness, and Attitude in Disasters: Development of a Medical Responder Training Program for Dentists**
Dr. Kathrene Faye O. Lampa, FRIDent
 - **UCUIAN Midwives across the Years: A Tracer Study**
Dr. Jordan H. Llego, FRIHC
 - **Technological Innovations in the Urdaneta City University (UCU) Enrolment System**
Mr. Jofil Z. Lomboy, FRIM
 - **Ethical Responsiveness and Challenges of Millennial Higher Education Institution Faculty**
Dr. Maria Leah M. Manangan, FRIEdr
 - **Pagsusuri sa mga Suliranin ng mga Mag-aaral sa Ikawalong Baitang sa Pagsulat ng Sanaysay sa Sulatin**
Dr. Allan A. Ortiz, SMRIEdr
 - **Effectiveness of Traditional Language Instruction and Computer-Assisted Language Learning (CALL) Instruction Programs**
Dr. Ida Yap-Patron, SFRIEdr
 - **Competencies of Ideal Business Graduates as Perceived by Selected Managers of Fortune 500 US Corporations**
Ms. Cindy F. Soliman, SMRIBA
 - **Exploring 21st Century Skills Among CBA Graduates**
Mr. Mark Glenn F. Villamor, SMRIEdr
- The International Conference was formally started by FDr. Prof. Dr. Samuel M. Salvador, HFRI, RIIVPF, Chancellor, Royal Institution, Singapore with his Opening Address. Two prominent speakers addressed the theme "Globalisation: Its Impact on Human Capital Development". Hon. FDr. CPA Gerard B. Sanvictores, HonFRI, DFRIAcc, DFRIAdr, DFRIFC, DFRIM, Member, Board of Accountancy & Chairman, Continuing Professional Development (CPD) Council for Accountancy, Professional Regulation Commission, Republic of the Philippines talked about "Globalisation: Its Impact on Human Capital Stock Development" and Hon. FDr. Atty. CPA Cyril E. Ramos, HonFRI, DFRIAcc, DFRILL, DFRIM, DFRIPAr, RIIVPF, Deputy Ombudsman for the Military and Other Law Enforcement Offices, Republic of the Philippines discussed "Human Capital Development in the Age of Globalization and the Role of Anti-Corruption Agency in Abating the Challenges".
- Following the speakers were 3 research paper oral presentations and an open forum moderated by FDr. Dr. Raquel G. Ramos, DFRIBA, RIIVPF, Dean, College of Business Administration, Polytechnic University of the Philippines.
- The event's highlight was the Conferment of the three Honorary Fellows of the Royal Institution, Singapore.

ROYAL INSTITUTION (RI) SINGAPORE HOLDS ITS 13TH INTERNATIONAL CONFERENCE AND CONFERMENT CEREMONY IN SUBIC, ZAMBALES, PHILIPPINES

Hon. FDr. Richard J. Gordon, HonFRI, DFRIPAr, Senator of the Republic of the Philippines, Chairman and Chief Executive Officer (CEO) of the Philippine Red Cross, and Former Secretary of the Department of Tourism, Republic of the Philippines was conferred the highest and most prestigious award given by the Royal Institution, in recognition of his exemplary qualifications, achievements, and contributions as a political and social scientist, brilliant lawyer and legislator, transformational leader and administrator, champion Chairman and CEO of humanitarian societies and philanthropist.

Hon. FDr. VAdm. Eduardo Ma. R. Santos, HonFRI, DFRIMarM, AFP(Ret.), the 23rd Chief of Navy of the Armed Forces of the Philippines, Republic of the Philippines, President of the Maritime Academy of Asia and the Pacific, and Executive Vice President of the Associated Marine Officers' and Seamen's Union of the Philippines was honoured as Honorary Fellow in recognition of his distinguished expertise and remarkable services and contributions as an excellent maritime academy educational leader, top officer of the Armed Forces of the Philippines, administrator and philanthropist.

Hon. FDr. BGen. Engr. Alejandro T. Escaño, HonFRI, DFRIAgri, DFRITech, Founding Chairman of the Technical Vocational Schools & Association of the Philippines, Founding Chairman of the Philippine Chamber for Agriculture and Food Inc. and Founding Chairman of the Private Sector Disaster Management Network was conferred with the highest honour in recognition of his distinguished expertise and exemplary achievements as a technical and vocational educational leader, agro-industrial entrepreneur and innovator, administrator leader, and philanthropist.

135 professionals of different fields were conferred as Doctor Fellows, Senior Fellows, Fellows, Senior Members, and Members of the Royal Institution, Singapore in recognition of the qualifications and achievements.

Awards of Recognition to RI Accredited Educational Institutions and Organisations (RIAEIOs)

Following the Conferment, Awards of recognition were presented to RI Accredited Educational Institutions and Organisations (RIAEIO), namely:

- AAMC Training Group, represented by its Mr. Jeffrey Allan Mazzini, SFRIFM, SFRIM, Chief Executive Officer;
- Asian Institute of Technology & Education (AITE), represented by Dr. Nilo S. Gret, FRIAcc, FRIM, President;
- ERF Teachers Training Institute, represented by Dr. Edwin R. Ferrer, SFRIEdr, Founding President;
- Polytechnic University of the Philippines - College of Business Administration (PUP-CBA), represented by FDr. Dr. Raquel G. Ramos, DFRIBA, RIIVPF, Dean;
- St. Clare Group of Schools, represented by FDr. Dr. Ernesto Ray G. Adalem, DFRIEdr, President; and
- Universidad de Manila (UDM), represented by Dr. Ronald A. Herrera, FRIEdr, Vice President for Academic Affairs.

For more information about Royal Institution, Singapore, please visit www.ri2020.com, call us at +63 2 526 2727 / +63 2 354 0439 or email us at ri@ri2020.com. Become a member of the Royal Institution, Singapore, because you deserve to be recognised globally.

BECOME A MEMBER OF THE WORLD'S LARGEST PROFESSIONAL INSTITUTION AND BE RECOGNISED GLOBALLY

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- Aeronautical Engineers
- Agricultural Engineers
- Agriculture
- Airconditioning and Heating Engineers
- Alternative Medicine
- Anaesthesiologists
- Aquaculture
- Arbitrators
- Architects
- Artists
- Asset Management
- Auditors
- Authors
- Bankers
- Baristas
- BeautyCare
- Bioethics
- Biologists
- Biomedical Engineers
- Biosystem Engineers
- BodyCare
- Botanists
- Building Engineers
- Building
- Business Administration
- Business Management
- Caregivers
- Carpenters
- Carvers
- Chartered Forensic Accountants
- Chartered Professional Accountants
- Chartered Professional Dentists
- Chartered Professional Educators
- Chartered Professional Financial Advisors
- Chartered Professional Financial Consultants
- Chartered Professional Property and Facilities Managers
- Chartered Professional Property Managers
- Chartered Professional Realtors
- Chartered Professional Surveyors
- Chartered Professional Teachers
- Chartered Professional Valuers
- Chemical Engineers
- Chemists
- Chief Compliance Officers
- Chief Data Protection Officers
- Chief Executive Officers
- Chief Executives
- Chief Financial Officers
- Chief Governance Officers
- Chief Information Officers
- Chief Operation Officers
- Chief Strategy Officers
- Chief Technology Officers
- ChildCare
- China Porcelainists
- Civil Engineers
- Clerks of Works
- Commerce
- Commissioner of Oath
- Composers
- Computer Engineers
- Construction Economists
- Construction Management
- Consulting Engineers
- Corporate Directors
- Corporate Investigators
- Corporate Secretaries
- Criminologists
- Culture
- Customs Brokers
- Dental Technologists
- Dentistry
- Dermatologists
- Designers
- Development Consultants
- Development Economists
- Doctorates
- Doctors
- Ecologists
- Economists
- Editors
- Education
- Educators
- Electrical Engineers
- Electronic Engineers
- Emergency Management
- Engineers
- English
- Entrepreneurs
- Entreprenologists
- Environmental Consultants
- Environmental Engineers
- Environmental Health Engineers
- Environmental Management
- Environmental Planners
- Environmentalists
- Estate Management
- Event Management
- Executive Secretaries
- Executives
- Fashion Designers
- Financial Advisors
- Financial Analysts
- Financial Consultants
- Financial Management
- Financial Planners
- Fine Arts
- Fire Engineers
- Fishery Technologists
- Floriculture
- Foresters
- Foundation Engineers
- Gas Engineers
- Geodetic Engineers
- Geologists
- Graduates
- Guidance Counsellors
- HealthCare
- Herbal Medicine
- Higher Education
- Highway Engineers
- Historians
- Home Managers
- Horticulture
- Hospital Management
- Hospitality Management
- Hotel Management
- Hoteliers
- Human Resource
- Humanities
- Hydroponics
- Industrial Engineers
- Infocomm Engineers
- Information Technology
- Innovators
- Instrumentation and Control Engineers
- Insurance
- Interior Designers
- International Consultants
- International Islamic Finance
- Educators
- International Relations
- International Visiting Professional Trainers
- Inventors
- Investment Bankers
- Investors
- Islamic Educators
- Islamic Financial Management
- Islamic Financial Professionals
- Journalists
- Kinetics
- Landscape Architects
- Lawyers
- Legal Consultants
- Legal Consultants
- Legal Executives
- Legal Philosophers
- Librarians
- Linguists
- Logisticians
- Management Accountants
- Management
- Management System Implementers
- Managers
- Marine Engineers
- Maritime Management
- Marketers
- Marketing
- Martial Arts
- Mass Communication
- Master Builders
- Master Chefs
- Master Plumbers
- Materials Management
- Mathematics
- Mechanical Engineers
- Medical Technologists
- Medicine
- Metallurgical Engineers
- Midwives
- Mining Engineers
- Music
- Musicians
- Nanotechnology
- Natural Medicine
- Naval Architects
- Notary Public
- Nurses
- Nursing
- Nutritionists
- Occupational Safety and Health Management
- Oncologists
- Optometrists
- Orchidculture
- Paralegals
- Petroleum Engineers
- Pharmacists
- Philanthropists
- Physical and Occupational Therapists
- Physicists
- Physiotherapists
- Pilots
- Pioneers
- Plumbing Engineers
- Poets
- Production Engineers
- Professional Beauticians
- Professional Engineers
- Professional Hair Stylists
- Professional Photographers
- Professional Secretaries
- Professional Tailors
- Professional Teachers
- Professors
- Project Management
- Property Management
- Psychologists
- Psychometricians
- Public Administration
- Public Administrators
- Public Health Engineers
- Public Health
- Public Relations Officers
- Publishers
- Quantity Surveyors
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- Real Estate Agents
- Real Estate Appraisers
- Real Estate Assessors
- Real Estate Brokers
- Real Estate Consultants
- Real Estate Developers
- Realtors
- Research
- Respiratory Therapists
- Safety Management
- Sanitary Engineers
- Scholars
- Scientists
- Sculptors
- Seafarers
- Security and Defence Management
- Security and Investigation Management
- Seismologists
- Skillforce
- Social Workers
- Sociologists
- Software Consultants
- Software Engineers
- Sommeliers
- Soroptimists
- Statisticians
- Steel Construction Engineers
- Strategic Business
- Strategic Management
- Strategic Marketing
- Structural Engineers
- Sugar Technologists
- Supply Chain Management
- Surgeons
- Surveyors & Valuers
- Surveyors
- Taxation
- Technicians
- Technologists
- Tourism
- Town and Regional Planners
- Trade & Commerce
- Traditional Chinese Medicine Physicians
- Traditional Chinese Medicine Traffic Management
- Transportation Management
- Travel Consultants
- Valuers
- Veterinarians
- Veterinary Medicine
- Vintage and Classics
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- Volunteers
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- Wealth Management
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