

**Editorial****What does being benchmarked by other universities mean?**

Slowly but surely the Tarlac State University is becoming one of the most benchmarked state universities in the country. Since January of the current year, at least 16 state universities from various parts of the Philippines have visited our three campuses to learn a thing or two from our best practices. Two came in January, another two in February, three in March, two in April, three in May, and four in July.

Only recently, on July 6, the University of Rizal System arrived for a close look at how things work at the College of Fine Arts, the College of Education, and the College of Business Administration. Two weeks later, the Nueva Ecija State University followed suit. Within a few hours of each other, on July 19, the office of the Bicol University Alumni Relations and the President Ramon Magsaysay State University made a day-long visit in our university.

They interviewed key personnel, made observations, and took down notes as they toured various offices: internal audit, administrative, human resources development, procurement, supply, records, alumni, and accreditation, etc.

This is a positive sign as we journey towards achieving TSU's vision of becoming a premier university in the Asia-Pacific Region.

Being frequently used as a benchmark, or a standard for other universities to emulate, after all, reflects our enviable standing in the academic community.

This did not happen by accident. Members of the entire TSU community – university officials, students, teachers, non-teaching personnel, alumni – have all worked hard to build our current reputation as a university worth admiring.

Take, for example, our Criminology program. Opened in 2012, it is a new program in the university. But despite its relative youth, in 2016, a TSU Criminology graduate, Ms. Lian Carla C. Luzong, placed sixth nationwide in the Criminology board examination.

In 2017, 55 graduates of our Criminology program took their board examinations for the first time. All of them passed, securing for TSU the distinct honor of being the top Criminology school in the entire country for that period.

Lest we forget, the older and more established programs of the university – such as Engineering and Education – have also made waves numerous times, graduating students who would top their respective government licensure examinations. Even graduates of our non-board exam programs have made names not only for themselves but also for their alma mater. They have become top business people, artists, writers, and managers.

There is no doubt that the road to our vision as a premier university in the Asia-Pacific Region is littered with perils and tribulations and skepticism (if not mockery), but, if the benchmarking visits by other universities mean anything, it is that we should keep forging ahead until we arrive at our destination – triumphant.

**Opinion****TSU: A love story**

By Jazzel Llanelli E. Manalo

It's quite ironic that I found myself loving the university more at a time that it is being ridiculed. Well, I guess love has always been this way – accepting flaws and loving purely.

This deep love in me ignited at such an unholy time for the university – that around July of this year, members of the TSU community chanced upon a social media post that puts the institution's name in a bad light.

I am not going to be a hypocrite; I am, indeed, taking sides. Which side am I on? The university's side, of course – the university with her name and legacy imprinted on the hearts of her proud offspring regardless of the administration.

TSU does not deserve to be belittled. She does not deserve so much trouble for she has already been into hot water

several times and is continuously striving to improve herself to be of better service to Tarlac and nearby provinces. There are improvements and these cannot be denied. But there will still be struggles. And we all know that she can't go through this alone.

In one class I had in college, our professor taught us about Florentino H. Hornedo's philosophy on pagmamahal at pagmumura. In Filipino, mahal (expensive or love) and mura (cheap or demean) are opposites. If you love someone, why do you need to hurt him or her? If something is expensive and precious, then why degrade it as if it is a cheap item? If we sing that we are loyal to thee and claim that we love the university, then why do we mock it and the people serving along with it? Without verification of information, why are we too quick to throw sharp-edged words? Can't

we just make it constructively and direct such feedback to the proper authorities?

If we demean the institution that we belong to, aren't we also demeaning our own selves for we are a part of it, too?

We are from the same institution. We bear the same seal. We carry the same emblem. And we cannot just disassociate ourselves

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**TSU holds 1st student internship forum, signs MOA with partners**

In support of the Tarlac State University's student internship program, about 80 guests representing more than 40 companies and partners trooped on July 31 to the school gymnasium to participate in the first TSU Institutional Partnership Forum and to sign a memorandum of agreement with the university on the terms of the partnership.

Dr. Julieta M. Lagasca, Director of the Office of Institutional Linkages (OIL), a unit under the Office of the Vice President for Institutional Linkages and External Affairs (VP-ILEA), said the activity was intended to bring together TSU's partners in its student internship program.

"Whereas before the university needed to have a separate memorandum of agreement for every student or group of students joining a partner institution as an intern, today there is only one MOA, simplifying the process," she explained.

The activity also brought the university in contact with the people behind the companies TSU students are serving as interns in, she added.

According to the MOA, TSU, on the one hand, shall designate an internship supervisor (on-the-job training) coordinator "who will be responsible for all aspects of the student

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**3 Vice Presidents assume new posts**

Three vice presidents of the Tarlac State University have now assumed the duties and responsibilities of their new positions following an oath-taking ceremony held on the morning of July 17 at the university audio-visual room.

Dr. Myrna Q. Mallari, university president, administered the oaths of

office of Dr. Michaela Marvie P. Sagun, Dr. Glenard T. Madriaga and Dr. Armeem N. Rosel for their new "sectoral designations".

Dr. Sagun, who used to be the Vice President for Administration and Finance, is now the Vice President for Academic Affairs.

The former Vice President for Research and Extension Service, Dr. Madriaga, is designated as the new Vice President for Administration and Finance.

Dr. Rosel, the erstwhile Vice President for Academic Affairs, will now

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## President Mallari appoints data protection officers



Hasegawa



Quiambao



Abalos

By Jose Russell S. Arador

To ensure that the “fundamental human right of privacy of communication” is protected at the Tarlac State University, and in compliance with Republic Act No. 10173, also known as the Data Privacy Act of 2012, President Myrna Q. Mallari has appointed three data protection officers of the university.

Dr. Grace Anne C. Hasegawa, who is also an understudy for the position of Planning Director, was designated overall data protection officer of TSU in an administrative order dated July 10, 2018.

Assisting Dr. Hasegawa would be two other data protection officers: Dr. Cynthia G. Quiambao, of the College of Education, and Mr. Winston F. Abalos, of the College of Business Administration.

Dr. Hasegawa has been tasked to:

- plan the conduct of privacy impact assessment for each program, process or measure within the university involving personal data;
- oversee the implementation of privacy and data protection policies of the university;
- plan the holding of trainings on privacy and data protection policies for TSU; and
- cooperate with the National Privacy Commission (NPC) and oversee the registration of TSU’s data processing system with NPC.

In another administrative order, also dated July 10, 2018, President Mallari created a data protection committee tasked, among others things, to assist in the conduct of privacy impact assessments.

The committee is composed of 13 representatives from the Management

Information Systems Office; the Admission and Registration Office; the Office of Student Affairs; the Administrative Services Office; the Records Office; the Human Resource Development Management Office; the Procurement Office; the Office of the Vice President for Administration and Finance; the Office of the Vice President for Academic Affairs; the Office of the Vice President for Research and Extension Service; the Office of the Vice President for International Linkages and External Affairs; and the Planning Office.

Aside from preparatory activities, according to the memo order, the committee should also “provide assistance in the conduct of privacy impact assessment for each program, process or measure” and “in the creation of a privacy and data protection manual”.

## Maintenance foreman “Kuya Jess” surprised, honored by university president’s gift



Construction maintenance foreman Jesus Natividad was speechless when Tarlac State University President Myrna Q. Mallari called him in front during a flag ceremony on the morning of June 26.

Dr. Mallari presented him with a boxed gift as a token of the university’s appreciation for his long years of faithful service to the TSU community.

At first, he thought the gift (an electric fan) was his prize for winning in a videoke singing contest that he joined during a team building activity with fellow employees of the university.

But when President Mallari announced that it was also for his exemplary service (she cited in particular his consistency in arriving at the campus

earlier than most for close to 30 years), he could hardly contain his tears of joy.

“*Sobrang tuwa ko,*” he said.

He said he thanked God that despite his weaknesses and limitations there are

people like Dr. Mallari who would make him believe in himself.

Because of this, he said, he was grateful to her and proud of her accomplishment at TSU.

“*Marami siyang na-improve dito sa school. Dahil sa kanya hindi naiiwan ang TSU ng ibang universities,*” he added.

Natividad began working as a mason at TSU in 1985. In 1991, he resigned, but his father, who was at that time also working at TSU, convinced him to return.

He did and he became a permanent government employee in 1995. Years later he would be promoted from the position of administrative aide to construction maintenance foreman.

He is married to Imelda Natividad, 48, with whom he has four children: Evangeline, 22, a clerk at the TSU School of Law library; Jerome, 22; Mark Jomer, a third-year Electrical Engineering student at TSU; and Joel Natividad, 17, a Grade 12 student at the Tarlac National High School.

[Alexrael Y. Caculitan]

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## TSU: A love story

from her. If we carry her name and love her whenever she is at the apex, then why do we step on her if she’s at her lowest? Why do we show love in such a perplexing way?

With hearts elated, voices united, let’s sing TSU our beloved – I know how flawed you are at times but these flaws make me love you more. I don’t care how imperfect you may be in the eyes of others; you will always be my abode, my safe haven. I am not your product; but with the years I have

stayed with you, I have learned to love you. You saw something in me that other people failed to see – that I have what it takes to carry your name and educate the youth.

I will grow where I am planted, I will bloom in these grounds. I am working earnestly and investing my time on the Tarlaqueño youth so they can also bloom and serve. Loving entails accepting and eventually rising up to the TSU we want to have. TSU is ours though it is flawed – it

is flawed but TSU will always be ours. And with utmost sense, it deserves to be loved.

[Ms. Jazzel Llanelli E. Manalo is the chairperson of the Communication Department under the College of Arts and Social Sciences (CASS). She has been teaching at the Tarlac State University since June 2011. She holds the following academic degrees: Bachelor of Arts in Communication Arts (cum laude, University of Santo Tomas, 2011); and Master of Development Communication (University of the Philippines, 2016).]

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## 3 Vice Presidents assume ...

serve as the Vice President for Research and Extension Service.

In an administrative order dated May 25, 2018, President Mallari said the three vice presidents’ assignment to new positions would “familiarize them with the wider span of

governance and administration.”

“This will also prepare the Vice Presidents for higher and broader roles of administration in the future,” she said.

To provide the three vice presidents sufficient time to familiarize themselves with their new jobs, a transition period

was provided, which ran from May 29 to July 15.

Dr. Louella F. Ona, the vice president for Institutional Linkage and External Affairs, “will retain her present designation,” according to the A.O.

[Jose Russell S. Arador]

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## CCJE dean is concurrent Lucinda campus administrator

By Jose Russell S. Arador

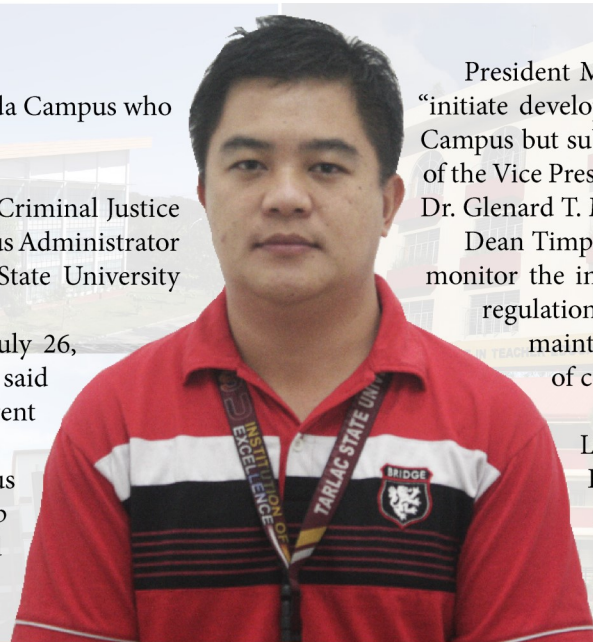
If there's something strange at the Lucinda Campus who do you call?

Dean Theodore M. Timpac.

Dr. Timpac, Dean of the College of Criminal Justice Education, has been designated as Campus Administrator of the Lucinda Campus of the Tarlac State University starting August 1, 2018.

In an administrative order dated July 26, 2018, TSU President Myrna Q. Mallari said the CCJE Dean will serve in a concurrent capacity.

Dr. Mallari said that as Campus Administrator, Dean Timpac will "help look into the orderliness, safety and security of the students, faculty and other stakeholders of the (Lucinda) Campus."



President Mallari said Dean Timpac is tasked to "initiate development programs" benefiting Lucinda Campus but subject to existing policies and approval of the Vice President for Administration and Finance, Dr. Glenard T. Madriaga.

Dean Timpac is also mandated to implement and monitor the implementation of "policies, rules and regulations, including the development and maintenance of facilities, with the assistance of concerned officers."

Located inside the 10-hectare Lucinda Campus are the College of Education, the College of Criminal Justice Education and the College of Nursing. The College of Business Administration is partly located at the Lucinda Campus.

## Extension Office hurdles another audit, remains ISO certified



The Extension Services Office (ESO) of the Tarlac State University has kept its International Organization for Standardization 9001:2015 Certification as it hurdled on July 13 yet another round of ISO audit.

Prof. Redemptor G. Toledano, UESO Director, said that during the audit the office successfully demonstrated ability to provide skills and professional trainings and seminars, technical assistance, and

consultancy services to clientele since 2010.

He said these services were relevant to the implementation of the Community Development (ComDev) Program, Industry Development Extension (InDEx) Program, Professional Development Services (PDS) Program, and Extension Support Services Program (ESSP).

Findings by the SGS Philippines Surveillance Audit, which

audited ESO and renewed its ISO Certification, showed ESO had zero major non-conformance, one minor non-conformance, and three areas for improvement.

As a result, SGS recommended ESO for continuing certification especially as it showed continuing improvement in its systems and processes in the delivery of mandated programs.

[Jay Ann L. Pablo]

## COED conducts echo seminar on capability building



By Dr. Cecilia Liwanag Calub

To help develop the faculty members' competencies and skills, the College of Education conducted on July 19-20 an echo seminar and workshop at the Alumni Center in Lucinda Campus in Barangay Binauganan, Tarlac City.

Themed "Moving Onwards and Beyond," the two-day activity featured lectures focused on the implementation of the Philippine Professional Standards for Teachers (PPST) in all schools under the supervision of the Department of Education (DEPED).

Dr. Erwin Lacanlale, COED Dean, welcomed the participants and explained

that, among others, the PPST aims to "set out clear expectations of teachers along well-defined career stages of professional development from beginning to distinguished practice."

Dr. Michaela P. Sagun, Vice President for Academic Affairs (VPAA), opened the program by expressing her admiration to the faculty members who attended despite the stormy weather, and for being the first college to conduct an echo seminar this first semester of the school year 2018-2019.

Dr. Norbina Genever M. Castro, Dr. Leodivina P. Tagama, Dr. Jasper Jay Mendoza, Dr. Ma Theresa A. Acosta, and Dr. Mellany Masangkay served as the

resource speakers.

Topics covered were: (1) linking the pre-service teacher education with the career stage 1 of the Philippines Professional Standards for Teacher (PPST) education; (2) building communities of professional practice through action research; (3) curriculum contextualization putting content, pedagogy, and technology in context; (4) responding to the needs of diverse learners; and (5) curriculum contextualization and putting content, pedagogy, and technology in context.

The activity was highlighted by a workshop on the development of new course syllabi reflecting pre-service teachers' competencies based on the PPST.

## VP Admin & Finance offices continue to receive "excellent" client feedbacks

By Noel Christian D. Angeles

On the average, 10 out of 13 units under the office of the Vice President for Administration and Finance of the Tarlac State University have received "excellent" feedbacks from their clients over a period of three months.

This is according to the result of an assessment of more than 900 customer feedback forms received by the office of the VP for Administration and Finance and its sub-offices during the months of April, May and June. In April, nine of 13 offices received a rating of "excellent."

The number of "excellent" ratings increased to 11 in May and went back to nine in June.

Seven offices, including the office of the Vice President for Administration and Finance, received three consecutive "excellent" feedbacks during the three-month period. They are the Human Resource Management and Development Office, the Accounting and Finance Office, the Business and Auxiliary Services Office, the Physical Plant and General Services Unit, the Administrative Services Office and the Supply and

Management Unit.

Dr. Michaela Marvie P. Sagun, then Vice President for Administration and Finance and now Vice President for Academic Affairs, said the objective of the assessment was to "monitor the performance of the offices or units in terms of how their employees treat their clients."

"Client feedbacks can make our employees perform better," she said, adding that the "excellent results can motivate employees to deliver even higher quality of service to their clients."



## CASS holds seminar on teachers' rights, responsibilities



By Alexrael Y. Caculitan

Some 40 faculty members of the College of Arts and Social Sciences (CASS) trooped to Room 206 of the Smith Hall on July 17 to participate in a seminar on teachers' rights and responsibilities.

"It is important for teachers like us to be aware of our rights and responsibilities as teachers," according to Dr. Agnes M. Macaraeg, CASS Dean, who spearheaded the activity.

Dr. Corazon A. David, a graduate school professor and a popular speaker on gender and legal and ethical issues

in school management, served as the resource speaker.

She discussed, among many others, the following: the rights to academic freedom, professional advancement, economic growth, avail and enjoy special leaves, travel, dignity, due process, promotion based on merit and qualification, tax breaks, humane work conditions, and payment of damages.

In her engaging way, she also talked about teachers' right against unlawful and arbitrary arrest and right to their own religious beliefs.

Dr. David holds five degrees: Bachelor

of Arts in English; Bachelor of Laws; Master of Public Administration; Master of Professional Studies major in Educational Supervision; and Doctor of Education major in Human Rights Advocacy Course.

Her awards include: Best Trainer Award (given by the Philippine National Police); the Ruby Soroptimist International Pennsylvania Award; the Women Helping Women Award; the Best Legislation Analysis Award (given by the United Nations Development Program); the Natatanging Kawani ng Pamahalaan Award; and the Woman of Distinction Award.

## OPAI officer-in-charge appointed

Prof. Jose Russell S. Arador, who teaches at the Department of Communication of the College of Arts and Social Sciences (CASS), has been designated as officer-in-charge of the Office of Public Affairs and Information (OPAI) for a five-month period.

In an administrative order dated July 4, President Myrna Q. Mallari said Prof. Arador will perform the functions of OPAI

Director while Professor Winifredo Luis is on official leave to review for the 2018 Bar Examinations.

Prof. Arador teaches Media Writing, Public Relations and Communication Management. He wrote for the Philippine Daily Inquirer and other publications for more than 15 years.

He holds the degree Master of Arts in English Language and Literature Teaching (MAELLT) from the Ateneo de Manila University.

[Maria Adelaida Calayag]

## TSU Psych prof presents research paper in Canada



Dr. Marie Paz H. Angeles, an associate professor at the Tarlac State University, successfully presented the results of her study into the relationship between intrapersonal and interpersonal skills of TSU non-teaching personnel during the 76th annual conference of the International Council of Psychologists (ICP) held on June 23-26, 2018, in Montreal, Canada.

Titled "An Assessment of the Intrapersonal and Interpersonal Skills of Tarlac State University Non-Teaching

Employees: Towards an Effective Wellness Program," the study "investigated the relationship between Intrapersonal Skills and selected variables of the Non-Teaching employees of the university."

Also, according to Dr. Angeles, the study assessed the interpersonal skills of the respondents and correlated them with identified variable.

"By employing and administering the Angeles Interpersonal Skills Inventory Scale and the Interpersonal Skills Inventory Scale, respectively, the degree

of relationship between the variables was measured and evaluated," she explained.

The results, she said, showed "a significant relationship between Intrapersonal Skills and Interpersonal Skills."

"As the Intrapersonal Skills of the respondents increase, their Interpersonal Skills also increase," she added.

Dr. Angeles, who teaches Psychology at the College of Arts and Social Sciences, holds three academic degrees: Bachelor of Arts in Psychology (University of the Philippines); Master of Arts in Education major in Educational Psychology (University of the Philippines); and Doctor of Philosophy in Psychology and Guidance (Araullo University PHINMA Education Network).

She is also a candidate for the degree Doctor of Philosophy in Clinical Psychology (University of the Philippines). She has been a director of the university's Human Resource Management and Development Office and is currently a department research chairperson at CASS.

[Jose Russell S. Arador]

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## First TSU forum with student internship partners held

practicum program including program implementation, monitoring and evaluation as well as coordinate with the Partner Training Institution in its various activities under the Internship Program."

On the other hand, the partner training institutions, among other things, shall designate a training supervisor who will:

- serve as mentor to the student trainees or interns;
- provide them with course-related work assignments and expose them to learning experiences on actual industry/office/classroom/laboratory operations and management;
- expose them to real situations/problems and bottlenecks, thus enabling them to analyze and apply scientific as well as empirical approach to solution of technical/classroom problems; and

• arrange a conference with the internship supervisor should a problem on a student intern arise.

Among those TSU partners from the government sector that attended were: the provincial government of Tarlac; the city government of Tarlac; Department of Education; Social Security System; Philippine Statistics Authority; Home Development Mutual Fund; Bureau of Jail Management and Penology; Don Mariano Marcos Memorial State University; Department of Public Works and Highways; Tarlac Agricultural University; Department of Trade and Industry; Department of the Interior and Local Government; Armed Forces of the Philippines Training and Doctrine Command; Tarlac Provincial Police Office; Land Bank of the Philippines; National Irrigation Authority Balag-Balog Multipurpose Dam

Project; Bureau of Treasury; and Philippine Information Agency.

The following private companies also attended: Max's Restaurant; Alpha Aviation Group; Sitel; Shakey's Pizza; Central Luzon Doctor's Hospital Educational Institute; Toyota; Smart Communications; Love Radio Tarlac; Pascual, Feliciano and Co., CPAs; Newline Tarlac; Dominican College of Tarlac; Fasprer Builders; CRL Analytical Labs, Clark; Direct Sourcing Solutions Philippines; Enertech Systems Industries; Metro Stonerich Corp.; Converge ICT Solutions; DICT Tarlac; MB Eclar Construction Company; Microtel Wyndham Tarlac; Fortune General Insurance Corporation; Moncada Women's Credit Cooperative; New Butterworld Bakeshop; D'Luxe Bags Philippines; and AVL Construction.

[Jose Russell S. Arador]