

Curriculum Vitae

Regletto Aldrich D. Imbong
Assistant Professor of Philosophy
University of the Philippines Cebu

I. Published Academic Works

Articles Published in International Journals and Book Publishers

1. Imbong, Regletto Aldrich. "On Transistor Radios and Authoritarianism: The Politics of Radio-Broadcasted Distance Learning." *Techné: Research in Philosophy and Technology*, 25(2), (2021): 332-340.
2. Imbong, Regletto Aldrich. "Forging a Just and Lasting Peace in the Philippines." *Peace Review: A Journal of Social Justice*, 31(1), (2019): 66-73.
3. Imbong, Regletto Aldrich. "Neoliberalism and the Moro Struggle in Southern Philippines." *Journal for the Study of Religions and Ideologies*, 17(51), (Winter 2018): 69-84.
4. Imbong, Regletto Aldrich. "From Lenin to Badiou: The Philippine Revolution against Neoliberal Capitalism." *Lo Sguardo: Revista di Filosofia* 25, (2017): 111-122.
5. Imbong, Regletto Aldrich and Jerry Imbong. "Emancipatory Faith: Reflection on Alain Badiou and the Christians for National Liberation." *Budhi: A Journal of Ideas and Culture* 21(1), (2017): 51-76.
6. Imbong, Regletto Aldrich. "Violence in Alain Badiou's Emancipatory Politics." *Kritike: An Online Journal of Philosophy*, 10(2), (2016): 210-225.
7. Imbong, Regletto Aldrich. "Neoliberalism and the Filipino Teacher: Shaking the System for a Genuine Democracy." In *Becoming and Being a Teacher: Confronting Traditional Norms to Create New Democratic Realities*, 215-226. Edited by Paul Thomas. New York: Peter Lang, 2013.

Articles Published in Local Journals and Publishing Institutions

8. Imbong, Regletto Aldrich. "The Fascist Regime: The Rise, Development, and Stabilization of Fascism in the Philippines." In *Security and Democracy: Nexus, Convergence, and Intersections*. Manila: Philippine Political Science Association and Konrad-Adenauer-Stiftung Philippines, 2020.
9. Imbong, Regletto Aldrich. "Abulad's Post-Machiavelli and his Apology for Duterte." *PHAVISMINDA Journal*, 18(1), (2020): 77-99
10. Imbong, Regletto Aldrich. "Duterte and the Deliberative Politics of Peace Building in the Philippines: Prospects and Challenges." *Social Ethics Society Journal of Applied Ethics*, special issue, (2018): 81-100
11. Imbong, Regletto Aldrich. "Living (with an Idea) in the time of Social Media and Fake News: Emancipatory Politics and Critical Media." *Social Ethics Society Journal of Applied Ethics*, 4(1), (2018): 92-113.

12. Imbong, Regletto Aldrich. "Philosophy of the Masses: The Contemporary Role of Philosophy in the Philippines." *Pingkian: Journal of Emancipatory and Anti-Imperialist Education*, 4(1), (2017): 69-77.
13. Imbong, Regletto Aldrich. "Badiouian Philosophy, Critical Pedagogy, and the K12: Suturing the Educational with the Pedagogical." *PHAVISMINDA Journal* 14, (2015): 35-48.
14. Imbong, Regletto Aldrich. "The First Quarter Storm of 1970 and the Continuing Struggle: Activism in the Light of Alain Badiou's Politics of Emancipation." *USC Graduate Journal*, 29(2), (2013): 146-158.
15. Imbong, Regletto Aldrich. "Philippine Education and Democratic Governance." *USC Graduate Journal*, 28(2) (2012):113-121.

II. Published Commentaries

1. Imbong, Regletto Aldrich. "On the 'Radicalization' of Philippine Politics: A Preliminary Response." *Bulatlat: Journalism for the People*, 12 May 2021. Available from <https://www.bulatlat.com/2021/05/12/on-the-radicalization-of-philippine-politics-a-preliminary-response/>.
2. Imbong, Regletto Aldrich and Mari Elise Gwyneth Lim. "The Militarization of a Pandemic." *International Marxist Humanist Organization Journal*, 05 May 2021. Available from https://imhojournal.org/articles/the-militarization-of-a-pandemic-and-the-struggle-for-peace/?fbclid=IwAR2zBhluDvL1tczgfSVdaE5RrjhTyZc9lQhEpQnarc_RX4ghF20Ubvcjcz0.
3. Imbong, Regletto Aldrich. "COVID-19 and Social Inequality: How Poor Filipinos Suffer More During Pandemics." *International Marxist Humanist Organization Journal*, 31 March 2020. Available from <https://imhojournal.org/articles/covid-19-and-social-inequality-how-poor-filipinos-suffer-more-during-pandemics/>.
4. Imbong, Regletto Aldrich. "Resistant Love." *Inquirer.net*. 14 February 2020. Available from <https://opinion.inquirer.net/127344/resistant-love>.
5. Imbong, Regletto Aldrich. "On Brainwashing." *Inquirer.net*. 25 August 2019. Available from <https://opinion.inquirer.net/123526/on-brainwashing>.
6. Imbong, Regletto Aldrich. "Will Local Peace Talks Succeed?" *Rappler*. 26 March 2019. Available from <https://www.rappler.com/views/imho/226563-will-local-peace-talks-communist-rebels-succeed>.
7. Imbong, Regletto Aldrich. "On Sionil Jose's Theoretically Correct but Historically Wrong Take on the Revolution." *Rappler*. 04 January 2018. Available from <https://www.rappler.com/views/imho/220236-arguments-against-sionil-jose-opinion-communist-revolution>.
8. Imbong, Regletto Aldrich. "The Leader We Need." Opinion section, *Cebu Daily News*. 21 November 2018. Available from <https://www.pressreader.com/philippines/cebu-dailynews/20181121/281651076149078>.
9. Imbong, Regletto Aldrich. "Fr. Rudy Romano and the Christian Prophetic Mission." Opinion section, *The Freeman*. 13 July 2018. Available

- from
<https://www.philstar.com/thefreeman/opinion/2018/07/13/1833090/fr-rudy-romano-and-christian-prophetic-mission>.
10. Imbong, Regletto Aldrich. "Tambay and the Parable of the Workers." Opinion section, *The Freeman*. 23 June 2018. Available from <https://www.pressreader.com/philippines/thefreeman/20180623/281612421127394>.
 11. Imbong, Regletto Aldrich. "Resume Peace Talks." *The Freeman*. 5 March 2018. Available from <https://www.pressreader.com/philippines/thefreeman/20180305/281642485674610>.
 12. Imbong, Regletto Aldrich. "Wanted Philosophers." Opinion section, *Inquirer.net*. 28 January 2018. Available from <https://opinion.inquirer.net/byline/regletto-aldrich-d-imbong>.
 13. Imbong, Regletto Aldrich. "Far Brutal than Marcos." Opinion section, *Inquirer.net*. 24 November 2017. Available from <https://opinion.inquirer.net/108947/far-brutal-marcos>.

II. Paper Presentations

International

1. "Sociotechnical Imaginaries and the Technopolitics of Specialization: The Case of the ISI in the Philippines"
Sociotechnical Imaginaries
 Organized by the Society for Philosophy and Technology
 The Catholic University of Lille and The University of Technology of Compiegne, France (online)
 28-30 June 2021
2. "Engels in the Era of the Reformulation of the Communist Hypothesis"
Engels The Timeliness of a Historic Figure.
 Organized by and held at the Bergische Universität Wuppertal, Wuppertal, Germany
 19-21 February 2020
3. "Neoliberalism and Migration"
Empowering Culture of Peace, Sustainable Development, and Defending Democracy
 Organized by the Asia Pacific Peace Research Association. Jakarta, Indonesia
 2-4 May 2019
4. "From Lenin to Badiou: The Philippine Revolution against Neoliberal Capitalism"
Learning to be Human
 Organized by the Fédération Internationale des Sociétés de Philosophie.
 24th World Congress of Philosophy
 China National Convention Center, Beijing, China
 13-20 August 2018

Local

1. "Sovereign Power, Economy of Evil, and Thanatocracy: The Case of Duterte's Biopolitics"
Emerging Philosophies of Religion
Organized by the Union of Societies and Associations of Philosophy in the Philippines (online)
21-24 July 2021
2. "Engels and Lenin on the Communist Party"
Engels @200 and Lenin @150 Conference
Organized by the Congress of Teachers and Educators for Nationalism and Democracy
28 November 2020
3. "The Good Food in a Technological World: Focal Things and Practices Among the Lumad in Mindanao"
UP Cebu Research and Creative Work Presentation.
Organized by the Central Visayas Studies Center
28 October 2020
4. "Forging a Just and Lasting Peace in the Philippines"
39th PHAVISMINDA Conference, Visayas State University, Bayabay City, Leyte
22-24 May 2018
5. "Living (with an Idea) in the time of Social Media and Fake News: Emancipatory Politics and Critical Media"
1st Kritike Conference, University of Santo Tomas, Manila
1-2 December 2017
6. "On Thinking what cannot be Thought"
2017 National Conference of Philosophy, St. Louis University, Baguio City
6-8 April 2017
7. "Badiou's Emancipation Politics and Religion: The CNL's Struggle for National Liberation and Democracy as a Fidelity to an Event"
2nd Joint Conference of the Philosophical Association of the Philippines (PAP) and the PHAVISMINDA, Puerto Princesa City, Palawan
20-22 May 2016
8. "The Philosophy of the Masses: The Contemporary Role and Mission of Philosophy"
28th PHAVISMINDA Conference, Saint Vincent Ferrer Seminary, Jaro, Iloilo City
21-23 May 2015
9. "Philosophy, Pedagogy and the K12: Suturing the Pedagogical With the Political"
37th PHAVISMINDA Conference, University of San Carlos, Cebu City
22-24 May 2014
10. "Critical Pedagogy and the Philippine Struggle for Pedagogical and Social Change"
USC 4th Graduate Forum, University of San Carlos, Cebu City
22 February 2014
11. "The First Quarter Storm of 1970: Activism in the Light of Alain Badiou's Politics of Emancipation"
USC 3rd Graduate Forum, University of San Carlos, Cebu City
February 2013

12. "Neoliberalism and the Filipino Teacher: Shaking the System for a Genuine Democracy"
35th PHAVISMINDA Conference, Xavier University – Ateneo de Cagayan, Cagayan de Oro
24-26 May 2012
13. "Philippine Education and Democratic Governance"
USC 2nd Graduate Conference, University of San Carlos, Cebu City
February 2012
14. "The Free Person: A Ricoeurian Concept of Freedom"
34th PHAVISMINDA Conference, Arevalo District, Iloilo City
27-29 May 2011

III. Work Experience

- Assistant Professor of Philosophy
University of the Philippines Cebu
2014-present
- Instructor of Social Sciences
University of Cebu
2013-2014
- Instructor of Social Sciences
Asian College of Technology
2010-2012

IV. Educational Background

- Doctor of Philosophy in Philosophy
University of San Carlos, Cebu City
2020
- Master of Arts major in Philosophy
University of San Carlos, Cebu City
2010-2014
- Bachelor of Arts major in Philosophy
University of San Carlos, Cebu City
2005-2010

V. Resource Speaker

1. "The Eventuality of the Pandemic and Duterte's Policed Pandemic Response"
Organized by the Sophia Circle, University of the Philippines Los Baños
Online forum
29 September 2021
2. "On Imperialism: The Highest Stage of Capitalism"
Organized by the Today's Carolinian, University of San Carlos
Online Forum
10 December 2020

3. "Fascism in the Time of the Pandemic"
Organized by the Philippine Political Science Association
26 August 2020
4. "Principles of Human Rights and Humanitarian Law"
Organized by the Task Force for Indigenous People's Rights
15 February 2019
5. Train Law: Poverty, Exclusion, and Despair (Reactor)
Organized by the University of the Philippines Cebu
8 February 2019
6. "Martial Law then, MindaNow: The Church People in the Time of Terror"
Organized by the Sacred Heart School – Ateneo de Cebu
28 September 2018
7. "Philosophy and Education: Formulating the Challenge to Filipino Educators"
Organized by the Negros Island State University (Bais City Campus II)
8 September 2018
8. "The History, Updates, and Challenges of the GRP-NDFP Peace Talks"
Organized by the Seminario Mayor de San Carlos, Mabolo, Cebu City
1 September 2018
9. "October Revolution Centennial Celebration"
Organized by the Bagong Alyansang Makabayan
Plaza Independencia
19 October 2017
10. "Seeking Peace and Pursuing it"
St. Theresa's College Cebu
2 August 2017
11. "Social and Economic Reform Forum"
University of Cebu Lapu-Lapu and Mandaue
10 March 2017
12. "Forum on Peace"
University of Cebu Main Campus
2 March 2017
13. "Forum on Peace"
San Isidro Labrador Parish, San Fernando, Cebu
28 October 2016
14. "Leadership Training Seminar"
Nuestra Senora de Regla Parish National Shrine"
28 August 2016
15. "Forum on Peace: History, Updates, and Prospects of the GPH-NDFP Peace Negotiations"
University of Cebu Main Campus
25 August 2016
16. "3rd Leadership Training Seminar with the theme 'Carolinian Leaders: Strengthening Character through Environmental Involvement'"
27 August 2016
University of San Carlos – North Campus

17. "The Filipino Youth and the Struggle for Social Change
Cebu Normal University
13 February 2016
18. "Climate Change Impacts and Community-based Disaster Management"
IFI Church, Paypay, Daanbantayan, Cebu
5 November 2015
19. "Theories and Ethics in Research"
Cebu Normal University
21 March 2015
20. "Environmental Awareness Seminar"
University of Cebu Lapu-Lapu and Mandaue
21 September 2013

VI. Seminars/Trainings/Conferences Attended

1. Philosophy Lecture Forum – Biopolitics and the Decisive Days in the Philippine War on Drugs
Department of Philosophy, University of San Carlos
23 November 2019
2. Dagitab: Palihan sa Digital na Humanidades
Microtel UP Technohub
15-19 July 2019
3. Planning of Masters in Global Studies Program
University of the Philippines Cebu
27 March 2019
4. Learning to be Human: 24th World Congress of Philosophy
China National Convention Center, Beijing, China
13-20 August 2018
5. Human Rights and Paralegal Training
Center for Development, Education, and Training (CENDET), Cebu City
15 April 2018
6. 1st Kritike Conference in Celebration of the 10th Anniversary of Kritike: An Online Journal of Philosophy
University of Santo Tomas
1-2 December 2017
7. Training Workshop on the Civilian Ceasefire Monitoring
Maryridge Retreat Center, Iruhin West, Tagaytay City
28-30 November 2017
8. GE Faculty Seminary-Workshop
Cebu Parklane Hotel
9 October 2017
9. The Sociology of Justice: PSS Annual National Conference
University of the Philippines Cebu
6-7 October 2017

10. 5th Virginia Jayme Lecture Forum: Reinventing the Subject: de Certeau's Engagement with Foucault
University of San Carlos
25 August 2017
11. UP Cebu General Education Workshop
Cebu Parklane Hotel
17 August 2017
12. Research and Policy Manuscripts Workshop
Montebello Villa Hotel, Banilad, Cebu City
20-22 June 2017
13. 2017 National Philosophy Conference
Saint Louis University, Baguio City
6-8 April 2017
14. Democracy and Sovereignty: 2016 PAP-PHAVISMINDA Joint Conference
Puerto Princesa, Palawan
20-22 May 2016
15. Seminary on Laudato Si
Conference Hall, Caritas Building, Cebu City
22-23 April 2016
16. General Education Workshop
Harolds Hotel, Gorordo Ave., Lahug, Cebu City
16-17 July 2015
17. 4th Ecumenical Church Leaders Summit on Peace
Betania Retreat House, Nivel Hills, Lahug, Cebu City
27-29 June 2015
18. Role and Mission of Philosophy in the Philippines Today
Saint Vincent Ferrer Seminary, Jaro, Iloilo City
21-23 May 2015
19. Dreamwork'' Gestalt-facilitation
City Sports Club, Cebu Business Park, Cebu City
11-13 April 2015
20. Seminar on Outcomes-based Education and 21st Century Learning
AS Lobby, UP Cebu
4-5 September 2014
21. Enhancing English Competence
Asian College of Technology
May 16-18, 2012
22. Syllabus Development
Asian College of Technology
April 2012
23. Upgrading Teaching Competence for Empowered Learning
Asian College of Technology
October 28, 2011
24. Assessing Learning: What Counts?
Asian College of Technology
July 15, 2011

25. Teaching for Understanding and Transfer
Asian College of Technology
June 9, 10 and 15, 2011
26. Academics in Classroom Theatricality
Asian College of Technology
May 2011
27. Seminar on “Migration and Human Trafficking”
Bogor, Indonesia
29 May – 9 June 2008

VII. Administrative Position

Coordinator, National Service Training Program
University of the Philippines Cebu
Second semester of AY 2014-2015 – Second semester of AY 2015-2016

VIII. Affiliations

1. Member of the Board, Union of Societies and Associations of Philosophies in the Philippines (2021)
2. Member, Society for Philosophy of Technology (2021)
3. Vice-President for the Visayas, Philosophical Association of the Visayas and Mindanao (2019-present)
4. President, All UP Academic Employees Union, Cebu Chapter (2019-present)
5. Member, Philosophical Association of the Philippines (2016-2018)
6. Member, Philosophical Association of Northern Luzon (2017-2018)
7. Member, Philippine Philosophical Research Society (2014-2015)
8. Member, Philosophical Association of the Visayas and Mindanao (2011-present)
9. Core Group Member, Philippine Ecumenical Peace Platform (2018-2018)
10. Board Secretary, Archdiocesan Commission on Social Advocacies (2016-2018)

IGPAW UP Cebu: Vision Paper for the UP Cebu Chancellorship

Regletto Aldrich D. Imbong, Ph.D.

The Filipino term *Igpaw* means to rise or to leap over an obstacle. It implies that while a present situation is given, it also needs to be transcended in the sense of bringing it to a further process of progression. The Hegelian philosophical tradition has a similar term for this: *Aufhebung*, which simultaneously implies both cancelling out and preservation. Hegelian *Aufhebung* is a point of progression and synthesis, where the old and given is not destroyed but instead carried over in its new and higher form of development. *Igpaw* is this same process of progression and synthesis, where the achievements of the past are carried over as basis for the creation of a new and higher form of development.

In both the national scale and in the level of the University of the Philippines Cebu (UPC), it is recognizable that much still needs to be done *para mapag-igpawan natin ang mga kasalukuyang balakid at problema*. In the national scale, while our country has been catching up especially with our Asian neighbors, much still needs to be done to not only propel and sustain progress but also allow its benefits to be equitably enjoyed by all. Our country still needs to ensure local and sustainable economic production, implement socio-economic reforms, respond in a more efficient manner to the threats of the pandemic, build long-term programs that reduce the risks of future health crises and other disasters, and preserve a cultural heritage rooted in a strong sense of nationalism and collectivism.

Ang UP Cebu ay nasa makasaysayang sangang-daan ng mga pagsubok. Bagamat ito ay nakapag-ambag na sa gawain ng nation building sa mga nagdaang panahon, makakapag-ambag pa ito ng mas higit pa sa bayang umiigpaw kung ito mismo ay iigpaw sa kanyang mga kasalukuyang balakid at pagsubok. Tanging sa proseso lamang ng pag-igpaw ay tiyak na mapapaunlad ng UPC ang kanyang sarili bilang isang pampublikong pamantasang pananaliksik (public research university) pangunahin sa Central Visayas at pati na rin sa buong bansa. Being a constituent unit of UP in the second most urban center of the country, UP Cebu must rise as a leading research university that will work with the government, civil society organizations, and local communities to collectively identify and draw up relevant responses to the challenges posed by the province's and the region's urban and rural development.

Ang susunod na tsanselor ng UP Cebu ang s'yang dapat mangunguna sa proseso ng pag-igpaw. The next chancellor should be able to see and feel what the present situation of UP Cebu is. The next chancellor should learn from both the successes and shortcomings of the previous administration to build upon the past and bring UPC further to a higher form of development and progress. As the next chancellor of UP Cebu, I shall banner the program: **IGPAW UP Cebu!** Through this program, UP Cebu will be able to:

- I – inspire academic excellence
- G – guarantee academic freedom
- P – protect the welfare of the academic community
- A – advance a democratic form of governance
- W – work toward its further organizational development and internationalization

Inspire Academic Excellence

Building on the gains of the previous administration, UP Cebu should not only continue but also improve the tradition of academic excellence it has already treaded. Academic excellence thrives where the values of critical inquiry, innovative thinking, and selfless public service are cultivated. We shall continue to inspire the academic community of UP Cebu to discover new ways of engaging and overcoming problems in order that we may contribute more to the generation of knowledge and ideas that are not only relevant in policy making but also helpful in the holistic development of individual and social existence.

Crucial to academic excellence is the enabling environment for its flourishing. Institutions as well as mechanisms must be set in place to provide the conditions for its continued development. The most basic of these institutions are the academic programs which serve as the building blocks for the life of our constituent unit. To properly set the direction of UPC as a research university, **we will empower the different academic programs in setting their own research, development, and extension (RDE) agenda.** RDE must be seen as interconnected processes that contribute to the organic development of both the programs and the UPC. **The challenge that will be confronting us soon is how to synthesize what has been set before us as our general niches – that is, product design and information technology – and what will organically develop out from our programs as their particular niches.** For now, the strengthening of the program or department RDE agenda is the most important. As soon as this has been done, we will have to conceptualize the dynamic interplay of the particular and the general and out from this define an organically UPC niche.

The current research and creative work output of UPC faculty and researchers need to be improved. In 2019 and 2020, the reported publications of UPC are 20 and 28, respectively. **It must be recognized that research and creative work efforts in UPC sustain despite the limited and relatively low institutional support.**

We will enjoin our program coordinators or department chairs to encourage a culture of research within their respective programs or departments. This culture must set in place certain practices like mentoring, regular reading sessions, and paper and creative work critiquing, among others. To help develop this culture, **we will support a bi-semesteral program of *kumustahan*** within the programs or departments. This activity aims to foster collegial consultations, senior-junior faculty mentoring, updating, reading,

critiquing and other practices that encourage the culture of research. This regular *kumustahan* will be separate from the academic program improvements (APIs) which the programs or departments will also be conducting. **Within the programs or departments, a clear annual research plan must be collectively identified and ensured by the coordinator or chair.** This plan will schedule the research of the faculty members, target publication outputs, and serve as the basis for a program or department yearend research evaluation.

Institutional support to encourage a culture of research should also include deloading schemes and research and creative work funding. The program or department research plans should include the **scheduling of research load credits/creative load credits (RLCs/CWLCs)** for its faculty members **to equitably enjoy RLCs/CWLCs and to avoid the disruption of course loadings** resulting from the unplanned assignment of load credits. **We will review the current policies concerning the assignment and approval of RLCs/CWLCs** to smoothen the process of its application and make it more inviting to researchers in the social sciences and the humanities.

Research and creative work funding should be enhanced. Compared to other constituent universities (CUs) that do have a variety of funding options or funding windows, UPC only has the research and creative grant (RCG) as the sole funding support for its researchers. Current maximum average for the UPC RCG is at Php 150,000. This has been the rate since the early 2000s when UPC was still under UP Visayas. Things have changed since then and various factors, especially the rate of inflation, need to be considered in adjusting this rate.

Raising institutional support will certainly improve the current level of research and creative work efforts of the unit. In connection to this, **we will increase the current maximum average amount of the RCG by Php 50,000 yearly in the next three years.** The aim is to raise the maximum average to at least Php 300,000 to cover the cost of inflation over the years. This would also raise the new maximum amount to comparably meet the current maximum amount of research grants of other CUs. **In this way, our researchers would be more efficient and be able to secure research assistants needed in the conduct of their research.** After the third year, **UPC can propose increasing the said amount, frequenting the call for research grants, and/or opening new research funding options or windows** to widen research funding opportunities and further enhance the research activities of the unit.

In terms of extension work, the programs or departments can likewise formulate a yearly plan similar to the research plan. We enjoin our programs or departments to establish partnerships or memoranda of agreement with professional organizations, local government units, government agencies, civil society organizations, local communities and/or their people's organizations, the alumni, and non-governmental organizations to widen their research and extension network and secure alternative sources of funding. **Extension work should be the mark of our public service, and this could only be**

made possible if we establish the widest possible connections with the public. We will support every extension initiative identified under the yearly extension plan.

Currently, our programs have either been elevated to department levels or are still working for their elevation. **Our strategic plan is to develop new graduate and undergraduate programs para mapa-igpaw natin ang ating kasalukuyang mga programa patungong mga departamento.**

In the College of Science, we have the Department of Biology and Environmental Science (DBES) with its BS Biology and MS Environmental Studies, the Department of Computer Science (DCS) with its BS Computer Science and MS Computer Science, and the Mathematics and Statistics Programs (MSPs) with their BS Mathematics and the newly instituted BS Statistics. **We will continue supporting DBES and DCS in terms of improving their existing programs and developing new ones, like the proposed MS Environmental Science.** Likewise, **we will continue supporting the MSPs in terms of elevating it into a department by offering at least one graduate program in the next three years.**

In the College of Social Sciences (CSS), we have the BA Political Science, the BA Psychology, the Master of Education, and the Junior and Senior High School. Both the BA Political Science and the BA Psychology are already working towards their respective graduate programs: the MA in Global Studies (MAGS) for the BA Political Science and the Masters in Psychology for the BA Psychology. **We will continue supporting the institutionalization of the MAGS especially that it is already set to be offered in 2022 as well as the Masters in Psychology program set to be institutionalized in 2023.**

We will study the possibility and work the institutionalization of an undergraduate education program. While there are already existing undergraduate education programs offered by other universities in the province, not so many have defined as their niche the specialization of courses offered in the senior high school. This is important since professional organizations (like in philosophy and psychology) are working towards the professionalization of teaching senior high school courses. **UPC can pioneer in this area by institutionalizing an undergraduate education program that specializes but is not limited to course offerings in the senior high school.** The study for the institutionalization of an undergraduate education program can start early next year. APIs can be conducted late next year to middle of 2023. Towards the end of 2023, a proposal could already be submitted to the system. By offering this program, **we hope to create a college dedicated to the education of teachers.**

In the College of Communication, Art, and Design, we have the Certificate in Fine Arts (CFA) in Product Design, CFA in Studio Arts, BFA in Product Design, BFA in Studio Arts, and BA Communication. **We will continue supporting the improvement of these programs.** Likewise, **we will continue supporting the efforts of the arts program to institutionalize a Masters of Fine Arts and the proposal of the communication**

program to offer an MA Communication. We hope to institutionalize these programs by 2023. The institutionalization of graduate programs will help elevate the two programs as new departments.

In the School of Management, we have the BS Management and Master of Business Administration. **We will continue supporting the improvement of these programs. We will likewise support the plan of the School to institutionalize a new graduate program.**

Among the important requisites for the strengthening and development of programs are **the continued procurement of new equipment, the improvement of facilities, and the compliance to established laws. We will continue procuring more books and journal subscriptions for our library, more instruments for our laboratories, and more supplies for our offices.**

Facilities have been expanded especially by the past administration's infrastructure projects. We will continue supporting the upgrading of facilities like the laboratories, FabLab, library, AVRs, the Teaching and Learning Resource Center, the Jose Joya Gallery, sports and health facilities, among many others. **We will ensure that our facilities comply with the requirements for the conduct of limited face-to-face classes. We will constitute an ad hoc committee tasked to prepare UPC's requirements for the Commission on Higher Education's (CHED) approval of limited face-to-face classes.** If such a committee has already been constituted, we will continue supporting it until it has completed its functions. **For the high school building, we will iron out the remaining legal impediments for its construction in the BOR-approved lot.** We will roll out a multi-sectoral response that involves the legal office and the academic community of UPC, the local government units, the alumni, and the civil society organizations to reclaim full control of UPC properties.

We will also ensure that programs are compliant with existing laws and regulations. Especially in the case of the sciences, **we will make an inventory of the laws and regulations which its programs need to comply.** We will see to it that our programs are compliant with the most basic laws and regulations to ensure their smooth, safe, and secure operations.

The research, extension, and professional services staff (REPS) and the administrative staff have a crucial role and involvement in the pursuit of academic excellence. **We will support the regular trainings and seminars of our REPS and administrative staff to enhance their skills and knowledge as well as ensure quality service.** Similar to the research plan of the programs or departments, we will ask the respective offices of the REPS and the administrative staff, in coordination with the Human Resource and Development Office, to **identify a yearly training and seminar plan that schedules the trainings and seminars and ensures the timely updating and upgrading of skills and knowledge of our individual REPS and admin staff.** This may include conferences and seminars

conducted by their respective professional organizations. *Dapat kasama natin ang ating mga REPS at administrative staff sa ating proseso ng pag-igpaw sa pamamagitan ng kanilang propesyonal na pag-igpaw.*

Part of the UPC's proposal for elevation is the transformation of the Central Visayas Studies Center (CVSC) from a purely research arm of the unit to an administrative office. In doing so, CVSC became the body that coordinates the RDE initiatives of the unit. With this transformation, **we will work on transitioning the CVSC to become an Office of Research, Development, and Extension (ORDE), as it has already been doing the said functions.** The ORDE will be under the current OVCAA. **We will task the current CVSC to identify the functions and responsibilities of the future ORDE as well as the various units that will be under its supervision.** We will institutionalize the ORDE by 2023.

We will support research centers that organically and gradually develop from the academic programs, departments, and/or colleges. Currently, there is the proposal of the College of Science to institute a Science Research and Training Institute. There is likewise the plan of the political science program to institute a Center for Good Governance. Other programs or units may have similar plans of instituting research or art centers. The creation of these centers must be part of the strategic plans of programs and departments. **We will fully support these plans as these will enhance our research and creative initiatives and strengthen our commitment to public service. We can also involve our alumni in these scholarly and artistic endeavors who are already established in their own professional fields.** We can tap them especially for collaborative activities that will help strategically connect UPC with the local community, larger society, and the global village. **We will likewise study the possibility of institutionalizing the Center for Environmental Informatics.** We recognize that institutionalizing centers must be a collaborative effort of UPC, government agencies, the industry, and other relevant sectors.

We will continue supporting the Technology Business Incubation center. Being a self-sustaining institution in UPC, the TBI has helped nurture various start-ups and, in one way or another, have helped spur socio-economic development in the province and the region. We recognize the determinant role of technology in the process of socio-economic development.

We inspire academic excellence by providing an enabling environment conducive of genuine scholarship especially among our students. **We aim to produce graduates that are nurtured with the best methods of teaching, inspired by the most innovative ideas, and destined to offer novel and sustainable alternatives.**

Guarantee Academic Freedom

Academic excellence requires academic freedom. The Platonic Allegory of the Cave teaches us that only through a freed and free mind can the intellect journey towards self-enlightenment and the realization of knowledge. If the realization and generation of knowledge is the *raison d'etre* of the university, then it must be provided with the conditions for the flourishing of a free mind. This freedom **ensures that our academics are given the widest intellectual space to pursue the most novel and innovative research and provides scholars and artists with an avenue to appreciate, advance, and advocate ideas that offer innovative responses** to the challenges of our technologically driven and globalized world.

Being true to the liberal tradition of UP education, UPC must provide the widest space for academic freedom, allowing an *Agora* or market of ideas to flourish in a democratic society. UPC must allow the most diverse ideas to contend and dialogue. The philosopher of education John Dewey insisted that “diversity of stimulation means novelty, and novelty means challenge to thought.” If UPC has to offer the most novel ideas and inventions to the province and the region, then it must allow the diversity of ideas to flourish and contend.

Protect the Welfare of the Academic Community

The Roman poet Juvenal wrote, “you should pray for a healthy mind in a healthy body.” If our proposals for academic excellence prayed the conditions for a healthy collective mind, then we must likewise pray the conditions for a healthy collective body for the UPC constituency. This we can do by protecting the welfare of the faculty, REPS, administrative staff, and the students.

Welfare should not be compromised for efficiency. Unfortunately, in our case, both welfare and efficiency have been undermined because of the sorry state of our current faculty, REPS, and administrative staff complement. Upon consulting with the faculty, REPS, and administrative staff of the unit, it was identified that a major roadblock towards a more efficient conduct of work was **the mismatch between the tons of workload and the limited faculty, REPS, and administrative staff complement that do the workload.** Even before the pandemic, the employees of UPC have been overburdened and overloaded with work, thus compromising the quality of their output and services.

Raising operational efficiency is among the thrust of President Danilo Concepcion’s administration. We should likewise do so in UPC. To further raise the efficiency of our workforce and properly provide the conditions for the flourishing of academic excellence and improvement of services, **we will expand the current faculty, REPS, and the administrative staff complement.** In the last townhall meeting, Chancellor Liza Corro has mentioned that she has proposed an additional 90 plantilla items for the faculty, REPS,

and administrative staff. This is a commendable effort which needs to be seriously followed up.

The increase of the number of plantilla items is an important enabling condition for the improvement and development of programs. **We will conduct a needs assessment among offices and units specifically to identify areas that are currently unstaffed or understaffed.** Such an assessment would shed light on the **number of faculty, REPS, and administrative staff which the unit lacks not only to improve the quality of its service but also release others of a surplus of workload.** Only in this way can we fully harness the creative potentials of our employees.

Given the budgetary considerations, **we will study how we can maximize existing budgetary resources to expand our current staff complement.** This needs to be emphasized since we will be working on our first year with whatever budget the previous administration has proposed. **Aside from maximizing existing resources, we will also continue requesting for additional plantilla items, both through the redistribution of unfilled plantilla items from the other CUs and through the yearly CU budget proposal.** We give our utmost hope and confidence that both the national government and the UP system are one with us in our vision for academic excellence, quality service, and the protection of the employees' well-being.

In the case of the REPS, the recent establishment of the REPS welfare council is a welcome development. This sets the direction towards the meaningful participation of the REPS in campus governance. **We will continue supporting this initiative. We will likewise strengthen the REPS Personnel and Fellowships Committee (RPFC).** We will see to it that actions affecting our REPS, like promotion and suspension, undergo the most rigorous, scientific, and democratic deliberations. **In the case of the administrative staff, we will study a local counterpart of a welfare council.** We believe that the welfare of our employees could only be properly protected if the initiatives are coming from among their ranks and their recognized organizations.

We will support and likewise initiate efforts that call for the equal and fair implementation of benefits, like in the case of the REPS and administrative staff fellowship. **We recognize the importance of supporting the professional development of all our employees.** We will study the possibility of creating local funding counterparts for our REPS and administrative staff to avail. No sector should be left behind in terms of professional growth and skills upgrading. *Bawat sektor ay dapat makapag-igpaw.*

We will continue advancing gender equality as we excel academically. Gender equality is a crucial component in the protection of the well-being of the UPC academic community. **We will continue supporting existing programs of the Gender and Development (GAD) Office and of the Office of the Anti-Sexual Harassment (OASH).** **GAD focal persons shall be identified and appointed** from the most committed representatives of the various sectors of UPC and, if possible, **sustain these appointments for a longer**

period to ensure the continuity of programs. We will also support independent initiatives from the students, faculty, and staff that aim in advancing gender equality.

To help raise public awareness concerning gender equality, GAD and OASH can collaborate with the CVSC, relevant government agencies, and civil society organizations to **conduct a pioneering research concerning gender equality in the workplaces of Cebu City**. A similar study was conducted by the Asian Development Bank and the International Labor Organization with the support of the Philippine Commission on Women concerning the “Gender Equality in the Labor Market in the Philippines.” A more detailed study of the status of gender equality in the workplaces of Cebu City (and the province and region later) will not only raise awareness but also help in local policy making. We will certainly support this initiative.

The protection of well-being also includes the provision of an enabling environment conducive for teaching and learning. The current remote learning setup has been very challenging not only for the faculty and students but also for the REPS and the administrative staff. **We will continue calling for institutional support for all the sectors of the UPC community. Vital in the success of the remote or blended learning setup are the various institutional supports provided by UP.**

We will prepare the campus for the conduct of limited face-to-face classes. Aside from meeting the requirements of CHED, we will also ensure that existing study and *tambayan* centers are functional. We will immediately fix broken student and *tambayan* centers like the *kubó* in the AS Building and the kiosks near the admin building. Aside from this, we will study the possibility of creating new spaces for study, rest, and socialization not only for our students but also for our employees. **We recognize the value of safe, secure, and healthy spaces especially in the context of the new normal.**

We will continue upgrading our campus security. The current administration, through the security committee, has already prepared the Scope of Services of 33 guards stationed to ensure the safety and security of UPC constituency and its properties for the next year. In consultation with the Safety and Security Unit and through the democratic participation of the UPC constituency represented through the security committee, **we will study measures on how to enhance campus security especially that we are already preparing the resumption of limited face-to-face classes.**

Consistent with our plan to expand our workforce, we will add more staff to our Health Services Unit. One of the hard lessons we learned from the pandemic is the need for a functional healthcare system. This lesson should be incorporated in UPC’s new normal, by ensuring that health services is prioritized to better guarantee the safety and well-being of our constituency.

Mental health should also be a core component of a healthy body. We must work towards making UPC a mentally and psychologically healthy environment for the faculty, students, REPS, and administrative staff. **We will continue and expand the mental health-related programs initiated by the Office of the Student Affairs and other organizations that concern awareness-raising and practical interventions.**

Advance a Democratic Form of Governance

Academic excellence requires a collegial style of governance run by the best minds. While the chancellor makes the final administrative decisions, **we will see to it that these decisions are informed not only by the widest possible consultative activities but also the expert opinions of scholars and artists.**

We will recognize the democratic rights of the various sectors of the UPC by regularly conducting consultations and dialogues with the faculty, REPS, administrative staff, students, and alumni from the lowest organizational unit to the highest. **We will strengthen the previous administration's practice of inviting student representation in the Chancellor's Advisory Council (CAC).** This time, we will formalize not only their presence in the CAC but also the presence of the faculty, REPS, and administrative staff. We will ensure that councils and committees that deliberate administrative and academic decisions are functional. These include the University Council, Academic Personnel and Fellowships Committee, RPFC, the proposed local welfare council of the administrative staff, among many others.

Likewise, we will **balance the wisdom of established scholars and artists with institutional memory and the progressive visions of young academics.** In this way, UPC will become a dynamic academic institution characterized by **a style of governance that synthesizes the voices from the ground, the wisdom of the past, and the visions of the future.**

To combine operational efficiency and democracy in governance, we will set the direction towards the creation of an Office of Planning and Development. Early next year, we will constitute an ad hoc committee that prepares the creation for the Office of Planning and Development. The committee will study all the requisites pertaining to the creation of the said office, especially its budgetary considerations, composition, and functions. The Office of Planning will ensure the coordinated, organized, and constituency-informed direction of campus development.

We can advance a transparent form of governance by ensuring that plans, projects, and programs are accessible for the faculty, REPS, administrative staff, and alumni to check and scrutinize. **We will establish a system of reporting** from the lowest to the highest level. **We will work on an online newsletter that releases regular updates for our constituency.** In this way, even our alumni will have access to the updates and

developments of their beloved alma mater. Likewise, **we will setup a public information system that disseminates urgent announcements** especially to our faculty, REPS, administrative staff, and students **in a timely manner**. We will also setup a **functional grievance and feedback mechanism** to better improve our style of governance.

Work Further toward UPC's Organizational Development and Internationalization

UPC is the youngest constituent unit of the UP system. While the previous administration has proposed plans that correspondingly elevate the organizational structure of UPC, much still needs to be done. **We will constitute a committee tasked to review and assess the previous administration's plan for organizational development, to identify areas that need to be improved and still need to be implemented.**

As the various offices of UPC need to meet the demands of a constituent unit, their functions and interrelations need to be defined. **We will issue an Office Operations Manual** to not only help our offices define their functions but also smoothen operational efficiency. Pursuant to DBM circular no. 517 series of 2008 and in line with our thrust towards operational efficiency, **we will create an Office of Procurement** that supports our Bids and Awards Committee.

UPC has made its presence felt in the international academic world. Likewise, it has achieved an elevated status of being a constituent unit, the youngest in the entire system. We will work for measures that further internationalize and elevate UPC.

We will continue identifying and exploring areas of cooperation and linkages with foreign universities, institutions, and organizations. As we are preparing for a better normal under a post-pandemic context, we will work on increasing student and faculty exchange, joint research, and sponsorship of conference. **We will continue supporting the current programs of the Office of International Linkages.** Likewise, **we will study the possibility and work towards the institution of our own travel grant for researchers presenting papers abroad.** In this way, UPC can provide a counterpart to grants provided by the system and other funding institutions.

Indeed, much is still needed to be done for UPC to surmount the obstacles and challenges that it is currently facing. But with the collective efforts of the UPC community, we can certainly overcome these challenges and bring UPC to a new and higher form of development. With this, we shall say:

Padayon UP Cebu!
IGPAW UP Cebu!