



# DR. DEMETRIA MAY T. SANIEL

Educator, School Administrator, Researcher

## Contact

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Kauswagan, Cagayan de Oro  
City, Misamis Oriental 9000

## Education

### Doctor in Management

Liceo de Cagayan University 2012

### Doctor of Philosophy in Education

Xavier University – Ateneo de Cagayan With 45 units

### Professional Education

Xavier University Certificate – Professional Educ. 2006

### Master of Arts Educational Management

Xavier University 2001

### Bachelor of Science in Management

Ateneo de Manila University 1982

## Posts & Functions relevant to Education

### A. Current Posts & Functions Relevant to Higher Education (2019 – Present)

- **Director, Institute of Governance, Innovations and Sustainability (IGIS),**
- **Program Coordinator: Master in Public Sector Innovations**

### B. Previous Posts & Functions Relevant to Education (1987 – 2019)

- **Dean, College of Business (Bukidnon State University – BukSU)**
- **Dean of Graduate School (Bukidnon State University – BukSU)**
- **Part-time Faculty (Liceo de Cagayan University – Higher Education. Advanced Education)**
- **Principal & Teacher, Del Monte International School (Early Education and Elementary Education)**
- **Asst. Principal, Program Head; Year Level Coordinator (Corpus Christi School – Secondary Education)**
- **Computer Programming & Literacy Department Chair (Sacred Heart of Jesus Montessori School – Basic Education)**
- **Computer Programming & Literacy Department Chair (Lourdes College – Higher Education)**
- **Business & Accountancy Faculty (Lourdes College – Higher Education)**

## A. Published Monographs: Title , Researcher’s Role, Publisher

- **The Master Plan - Financial Plan, (Economic Component), Investment Programming, Business Plan, Financial and Business Governance. Sole Author of Book 5. Master Plan is 3 Volumes. University of Science and Technology of Southern Philippines**
- **Applying Logarithmic Transformation, Sine Wave and Amplitude: An Emerging Global Pattern of Economic Growth and Human Development Sole Author Preprints.org <https://www.preprints.org/manuscript/202305.1627/v1>**

## B. Published Researches

Global Connectivity and Ethnic Fractionalization: New Frontiers of Global Trade Agenda  
Lead Author

Educational Policy Analysis: Policy Formulation and Implementation of the Five Statutory Policies in the Philippine Basic Education  
Lead Author

Correlational Analysis between Competencies Acquired by Business Education Graduates and Required by the Financial Industry  
Co-Author

The Enabling Environment for the Implementation of the Child Protection Policy in the Central Schools of the Schools Division of Misamis Oriental: Support of the School Child Protection Committee  
Co-Author

Public Basic Education Teachers' Engagement in Educational Research  
Co-Author

The Complexity of Global Economic Disparity and Integration of Countries  
Co-Author

Analysis of Capacity Development Agenda on Devolution Transition Plans of Local Government Units in the Province of Misamis Oriental, Region X  
Co-Author

A Neo-Classical Economic Theory: Leveraging Underground Economy  
Lead-Author

Population Growth Versus Job Generation: Addressing Economic Disparity in the Philippines  
Co- Author

Service Learning in the Academe through Community Engagement: Extension Project for Apo Macote Agrarian Reform Cooperative-AMARCO  
Lead Author

Dimensions of Academic Leadership as Predictors of Leadership Capabilities and Competence of Deans and Department Chairs in Northern Mindanao  
Sole Author

Pertanika Journal of Science and Technology 29 (4): 2113 - 2134 (2021) Scopus, Web of Science  
<http://www.sci-int.com/pdf/637782795439040579.%20Saniel-EDU-PHILIP-28-12-21%20RECOMMENDED%20by%20CHAIMAM%20PAID.edited.pdf>

Science International (Lahore) 34(1),1-8,2022  
Scopus, Web of Science  
<file:///C:/Users/ACER/Downloads/637782795439040579.%20Saniel-EDU-PHILIP-28-12-21%20RECOMMENDED%20by%20CHAIMAM%20PAID.edited.pdf>

LDCU-RPO: Asian Scientific Journal - Journal of Higher Education Research, Vol 16, No 2 (2020)  
ASEAN Citation Index (ACI) CHED-JAS-Category A International  
<https://asianscientificjournals.com/new/publication/>

International Journal of Education Humanities and Social Science 12/01/2022 Volume 5, Issue 6  
<https://ijehss.com/link4.php?id=452>

International Journal of Education Humanities and Social Science 12/01/2022 Volume 5, Issue 6  
<https://ijehss.com/link4.php?id=451>

International Journal of Multidisciplinary Research and Publications, Vol.1, No.11; 2019-05-15  
<http://ijmrap.com/wp-content/uploads/2019/04/IJMrap-V1N11P22Y19.pdf>

Commissioned Research of the Department of Interior and Local Government (DILG R-X)  
09/01/2022

2020 NBMC Proceedings - 8th National Business and Management Conference Proceedings  
<https://nbmconference.wordpress.com/proceedings/2020-nbmc-proceedings/>

Vol 13 (2016): Asia Pacific Journal of Social and Behavioral Sciences – Articles (Released: 2017-01-17) ASEAN Citation Index (ACI) CHED-JAS-Category A International  
<https://research.buksu.edu.ph/index.php?journal=APJSBS&page=article&op=view&path%5B%5D=126>

Philippine Association of Extension Program Implementers, Inc (PAEPI-GLOBAL) - PAEPI RX Conference Paper 2018

LDCU-RPO: Asian Scientific Journal - Journal of Higher Education Research, Vol 9, No 1 (2013) December  
ASEAN Citation Index (ACI) CHED-JAS-Category A International

## C. Citations

**Dimensions of Academic Leadership as Predictors of Leadership Capabilities and Competence of Deans and Department Chairs in Northern Mindanao**  
**Paper Citing: Crocker, J. R. (2023).** How to Drink from a Firehose: Systemic Supports for Polytechnic Chairs. The Organizational Improvement Plan at Western University, 379. etrieved from <https://ir.lib.uwo.ca/oip/379>

**Correlational Analysis between Competencies Acquired by Business Education Graduates and Required by the Financial Industry**

**Paper Citing: Montales, J. A. (2023)** Academic and Workplace Competency, Engagement, and Performance of the Government Bank Employees Vol. 2 No. 01 (2023): KnowEx Management <https://knowexonline.com/journal/index.php/management/article/view/67>

## D. On-going & Completed Researches for Publication

- **The Tension between the Global and the Regional Economic Behavior: A Genetic Algorithm Analysis of Economic Blocs**
- **University Research Policy Initiatives and Fractal Differences**
- **The Generation of a New Leadership Capital Theory for Sustainability of Higher Education Institutions: The Case of the Four Presidents of Bukidnon State**
- **University - Old Title: A Study of Four BukSU Presidents and their Contribution in the Development in Higher Education**

## E. Paper Presentation & Awards

**Global Connectivity and Ethnic Fractionalization: New Frontiers of Global Trade Agenda**

- International Conference on Research, Innovation, and Investment (ICRII) University of Science and Technology of Southern Philippines, May 17-20, 2021
- Dissemination of Completed Researches, Bukidnon State University, December 7, 2018

**Educational Policy Analysis: Policy Formulation and Implementation of the Five Statutory Policies in the Philippine Basic Education**

- System-wide Research Summit, o University of Science and Technology of Southern Philippines, November 17-18, 2021 2nd Place, Best paper

**Correlational Analysis between Competencies Acquired by Business Education Graduates and Required by the Financial Industry**

- 1st National Research Conference 2019: Embracing Research Culture in HEIs through Collaboration, Tarlac State University, October 3-5, 2019

**A Neo-Classical Economic Theory: Leveraging Underground Economy**

- 2020 NBMC Proceedings - 8th National Business and Management Conference
- University Annual In-House Dissemination of Completed Researches, Bukidnon State University, Malaybalay, Bukidnon December 7, 2018

**The Tension between the Global and the Regional Economic Behavior: A Genetic Algorithm Analysis of Economic Blocs**

- **University Annual In-House Dissemination of Completed Researches, Bukidnon State University, Malaybalay, Bukidnon December 7, 2018**

**Service Learning in the Academe through Community Engagement: Extension Project for Apo Macote Agrarian Reform Cooperative-AMARCO**

- Philippine Association of Extension Program Implementers, Inc (PAEPI-GLOBAL) PAEPI R-X Extension Congress 2018, November 7 - 9, 2018

**Population Growth Versus Job Generation: Addressing Economic Disparity in the Philippines**

- 2nd National Conference on Methodological Advances in Research (NCMAR) - Simulation and Modelling Strand, Northwestern Mindanao State College of Science and Technology - NMSCST, Tangub, December 6 - 8, 2017
- 5th International Conference on Project & Program Management; University of the Philippines - Cebu & Japan Japan-based International Association of Project and Program Management (IAP2M), March 24, 2017
- Dissemination of Completed Researches, Bukidnon State University, November 25, 2016 1st Place, Best Paper

**University Research Policies and Fractal Differences**

- 1st National Conference on Methodological Advances in Research (NCMAR) - Simulation and Modelling Strand, Leyte Normal University, Tacloban City, Leyte, October 21-23, 2015
- Dissemination of Completed Researches, Bukidnon State University, November 25, 2015, 3rd Place, Best Paper

## F. Other Research-related Engagement

**CPSC Annual In-House Review and Evaluation of RDE Proposals**

Resource Person: Panel Evaluator, Camiguin Polytechnic State College 8, June 2023

**An Afternoon with an Expert: Stages of the Research Process**

Resource Speaker, University of Science and Technology of Southern Philippines - Research Office 22 April 2022

**Annual Research Fair Youth Science Convention (YSC): Case Study Competition**

Judge: Research Proposals for the Case Study Competition, University of the Philippines - Academic League of Chemical Engineering Students, Incorporated (UP ALCHEMES) 10 - 12, February, 2023

**International Conference on Research, Innovation and Investment: "The Emerging Role of Research and Innovation in a Disruptive World"**

Co-lead, Book of Abstracts Committee & Co-lead, Topics and International & Filipino Guests & Resource Speakers Committee  
University of Science and Technology of Southern Philippines 17 - 20, May 2021

**Webinar in Thesis Writing - Guidelines in Thesis Writing for Master in Management - Business Management (MMBM)**

Resource Person: Speaker/Lecturer & Reviewer/Evaluator of Thesis: Concept Research Papers, Bukidnon State University  
07, May 2023 29, October 2022 06, March 2022

**University Annual In-House Dissemination of Completed Researches**

Resource Person: Panel of Experts -Member, Bukidnon State University, Malaybalay, Bukidnon, December 7, 2018

**University Annual In-House Review of Research Proposals**

Resource Person: Panel of Experts - Member, Bukidnon State University December 6, 2018

**University Annual In-House Dissemination of Completed Researches**

Resource Person: Panel of Experts -Member, Bukidnon State University December 12, 2017  
2nd National Research Conference on Methodological Advances in Research (NCMAR)

**Resource Person: Judge/Panel Member**

Northwestern Mindanao College of Science and Technology (NMCST) Tangub City, Misamis Occidental 06-08 December 2017

**University Annual In-House Dissemination of Completed Researches**

Resource Person: Panel of Experts -Member, Bukidnon State University November 25, 2016

**University-wide Research Competition**

Judge in Graduate Studies - Doctoral Level category 1, Bukidnon State University March 30, 2016

**Thesis/Dissertation Proposals & Final Defenses**

Panel Chair/Member, Bukidnon State University - Malaybalay, Bukidnon 2015 - 2019

Panel Chair/Member, University of Science and Technology of Southern Philippines - Cagayan de Oro City 2019 - Present

**Training of Trainers/Mentors for Research**

Research Office, Bukidnon State University,

**Philippine Association of Colleges of Business (PACSB) Mid-Year Conference: Bringing Business Education to the 3rd Millenium of Learning**

**Environment** Research Reactor, Philippine Association of Colleges of Business (PACSB), 18-19 October 2018, Cebu City

**Research Paper Reviewer for Publication, External Reviewer**

## G. Professional Qualifications (35 + Years) - Curriculum and Instruction; Teaching

### Subjects Taught: Advanced Education (Graduate Programs)

#### Teacher Education Courses

Philosophical & Sociological Foundations of Education	Curriculum Design and Development
Advanced Curriculum Development	Approaches and Methods in Teaching
Instructional Systems Design	Analyzing Learners and Outcomes
Human Performance Technology	Research/Applied Statistics

#### Business & Management Education Courses

Philosophical Foundations of Management	Quality Management System
Total Quality Management	Marketing Management
Organization and Management	Operations Management
Human Behavior in Organization / Organizational Behavior	Advanced Strategic Management
Human Capital Development and Learning Organizations	Inter-Intra Communication
Organizational and Corporate Communications	Organizational Development and Transformation
Project Management	Quantitative Approaches in Management

### Subjects Taught: Higher Education (Collegiate Programs)

#### Teacher Education Courses

Philosophical & Sociological Foundations of Education	Curriculum Development
Principles and Methods of Teaching	Early Childhood Teaching Approaches

#### Business & Management Education Courses

Financial Management	Human Behavior in Organizations
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### Subjects Taught: Basic Education

#### Secondary

English: Grammar and Filipino Literature	Computer Literacy and Basic Programming
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#### Elementary

English Grammar	Reading and Comprehension, Literature
Wika at Panitikan	Computer Literacy and Basic Programming
Sibika at Kultura	HeKaSi (heograpiya/geography, kasaysayan/history, Sibika/civics)

## H. Authorships of Instructional Materials and other Education-related

**Book:** Philosophical Foundations of Management Published; Bukidnon State University (2018), Copyright Reg No. A2019-728

**Project Proposal:** Creating a Mechanism for an Industry-based Higher Education (2017)

**Project Proposal:** Curricula Review for Philippine State Universities and Colleges with Engagement of Multi-Parties (2018)

**Concept Proposal:** Institutional Development and Institutional Grant on ASEANizing the new Business Education Curricula (CHED approved for First Screening, 2017)

**DHEI Application:** Institutional Application for Delivering Higher Educational Institution (DHEI) - Select Graduate Programs of Bukidnon State University, CHED; Application Approved (2015)

QMS Manual: BukSU Manual for ISO 9001:2008 Certification (2018)

**Workbook:** First Year Secondary English Grammar 1992

**Textbook:** Computer Programming and Computer Literacy for High School 1992

**Textbook:** Computer Programming and Computer Literacy for Elementary 1992

**Textbook:** Computer Programming and Computer Literacy for College Students in Business and Teacher Education 1988

## I. Quality Assurance in Education and Academic Program Accreditation

- o Quality Management Representative (QMR ISO 9001:2008 - from 2015 to 2016), Bukidnon State University
- o Lead Internal Auditor, Bukidnon State University
- o Quality Management Leader (QML ISO 9001:2015 - from October to December 2020) - short term, USTP
- o Author/Editor, BukSU Manual for ISO 9001:2008 Certification
- o Local Accreditor/Reviewer for 14 Programs for Level IV Phase 2 Compliance, June 2023 Visit
- o AACUP Accreditor for Various Teacher Education and Business Education Programs
- Jose Rizal Memorial State University (JRMSU) Main Campus - Dapitan City; Tampilisan Campus; Siocon Campus April 2016
- University of Southeastern Philippines (USEP) Main Campus - Obrero, Davao City November 2 - 29, 2017 December 1-5, 2015
- Sultan Kudarat State University Main Campus - Montilla, Tacurong; Palimbang Campus
- Mindanao State University-General Santos City Main Campus - Fatima Campus, Graduate Programs for Business Campus July 3 - 5, 2018 October 21 - 26, 2019
- Surigao Del Sur State University (SDSSU) Main Campus - Rosario September 14 - 17, 2015

## J. Speakerships/Resource Person for Seminars, Training Workshops

### Education-related

- Virtual Launch of the Master in Public Sector Innovations (MPSI) as an Urban Development Learning Program (UDLP).
  - Institute of Governance, Innovations and Sustainability (IGIS - USTP) - United States Agency for International Development (USAID) - Strengthening Urban Resilience for Growth with Equity (SURGE) - Golden Gate University (GGU) California, United States
- Industrial Revolution 4.0 and Implications to Education 4.0
  - Council of Business Education Deans and Program Heads (COBEDAPH) Annual General Assembly-Region X June 26, 2019, Grand Caprice, Limketkai, Cagayan de Oro City
- Industrial Revolution 4.0, Management 4.0 and Education & Teacher 4.0
  - Liceo de Cagayan University - School of Business and Management & Accountancy 2021
- Industrial Revolution 4.0
  - Liceo de Cagayan University - College of Business and Management & Accountancy April, 11, 2021
  - Liceo de Cagayan University - College of Business and Management & Accountancy April, 28, 2019
  - Bukidnon State University - College of Business March 26, 2019
- Seminar/Workshop on OBE Curricula Review and Revision
  - Overall Committee Chair and Lead Resource Speaker/Trainer -10-11, July, 2019
  - College of Business, Bukidnon State University

Visayas-Mindanao Business Faculty Development Seminar  
Bukidnon State University College of Business - Philippine Association of Collegiate Schools of Business (PACSB) - Private Education Assistance Committee (PEAC), February 11, 2019, Balai Ha BukSU  
Overall Coordinator for Provision for Faculty and Student Training and Assessment  
Partner: EastWest Specialists, Bloomberg, Thomson Reuters, VisionOne Consulting, BankCode  
Certified Advanced Equity Analyst using Bloomberg and Thomson Reuters Platform April 14 - 15, 2018  
Forex and Certified Advanced Technical Analyst Program using Bloomberg and Thompson Reuter's Platform April 21 - 22, 2018  
Certified Financial Management Professional & Certified Advanced Technical Analyst Program using Bloomberg and Thomson Reuters Platform April 28 -29, 2019  
Quality Management System ISO 9001 Training Series for the Academe, Bukidnon State University  
Improving Thesis Writing Skills for Master in Management - Business Management (MMBM) / Seminar in Thesis Writing - Master in Management - Business Management (MMBM) 07, May 2023; 29, October 2022; 06, March 2022

#### **Industry/Government-related**

Pursuing Influence and Accelerating Technical Knowledge (Learning and Development Training Intervention)  
Department of the Interior and Local Government Region X April 25, 2023  
Regional Training of Trainers on the Capacity Development Program for Civil Society Organizations in the Local Special Bodies - Local School Board Modules, Department of Interior and Local Government Region X - Northern Mindanao, September 01, 2022  
Seminar Workshop for the Formulation of the Vision, Mission and Goals of the Bukidnon Association of Water Districts, Bukidnon Association of Water Districts, Province of Bukidnon, July 18-19, 2019  
Training ISO 9001 - Quality MgmtOrientation for Laboratory Management, University of Science and Technology of Southern Philippines, 2021  
Training ISO 9001 - Quality Management Orientation for Laboratory Management, Bukidnon State University, 2017  
Capacity-building Seminar for Faculty BukSU Satellite Campuses, Bukidnon State University, June 6-7, 2018  
Finalization of Workflow Charts, Processes & Procedures for the Financial Management Manual Resource Speaker and Trainer Finance Unit - Bukidnon State University, N Hotel, Cagayan de Oro City June 24 - 26, 2016  
Joint Closing Ceremony of the Career Courses for 2nd Training Cycle 2015, (Infantry Non-Commissioned Advance Course, Infantry Non-Commissioned Officer Basic Course), 4th Army Training Group, Training and Doctrine Command, Philippine Army, Camp Osito, Malaybalay City, Bukidnon November 5, 2015  
Search for 4th Financial Management Wizard, Junior Financial Managers Club, Bukidnon State University Chair, Board of Judges February 3, 2015  
Provincial Industry Clusters Assessment & Planning, Cluster Consultant, Bukidnon, Department of Trade and Industry R - X

## **K. OTHER EXTENSION AND COMMUNITY SERVICES RENDERED**

#### **University of Science and Technology of Southern Philippines**

CapDev for DepEd IT Officers Feb 2023

#### **Bukidnon State University**

Business and Financial CapDev for Higa-onon Women Citronella Growers 2018-2019  
Feasibility Study CapDev for Mt. Apo Rangers 2018-2019  
Designing of a Feasibility Study on Muscovado Production for Apo Macote Agrarian Reform Cooperative (AMARCo)  
Bukidnon State University - AMARCo, Department of Trade and Industry 2017 - 2018  
Go Negosyo, Glow Negosyo, Grow Ekonomiya funded by DSWD R-X July 2015 - June 2016  
Micro-Enterprise Planning and Development July 2013 - June 2014  
PWD Makatrabaho, PWD MakaNegosyo July 2016 - June 2017

## **L. AWARDS RECEIVED Related to the Profession**

Service Excellence Awardee (one of the Two Faculty Awardees; Two Non-Teaching Employee Awardees) June 2017, Bukidnon State University  
On Time all The Time Award 2918 Bukidnon State University, September 30, 2019  
Awarded Level 2 and Level 3 Mentor, Kapatid Mentors Academy, Philippine Center for Entrepreneurship - Go Negosyo.  
(Signed by Jose Ma. A. Concepcion III, Presidential Adviser for Entrepreneurship)  
Conferred with the Certification as FELLOW of Royal Institute of Educators, Singapore, Royal Institute of Educators PTE LTD (Royal House, 287 Tanglin Road, Singapore) Davao City  
Best Research Paper for Extension 2019, PAEPI Region X  
Best Paper, (2nd Placer)  
Best Research Presenter Award (3rd Placer - 2015)  
Best Research Award (2nd Placer - 2016)  
Best Paper (2nd Placer - 2021)  
Nominated by Go Negosyo to apply for the ASEAN Business Awards 2018 & 2019

## **M. Membership in Professional Organizations**

Associate Member, National Research Council of the Philippines - Division VIII (2023)  
Vice President-elect for Mindanao; Philippine Association of Collegiate School of Business (PACSB), 2018-2019  
Vice-President, Regional Council of Graduate School Deans - CHED R-X  
Team Leader, Region X Planning Team, PACSB 2017 Annual Conference and Meeting  
Member & Regional Representative, Philippine Chapter, Passage to ASEAN (P2A)  
One of the Country Representatives for Philippine-German Collaboration at Singapore (2015)  
Member, Council of Management Educators and Practitioners in the Philippines (COMEPP)  
Member, Association of Administrators in Hospitality, Hotel and Restaurant Management Educational Institutions (AAHRMEI)  
Member, Entrepreneurship Educators' Association of the Philippines, Inc.  
Member, Asian Association of Interdisciplinary Research  
Member, International Association of Scholarly Publishers, Editors and Reviewers, Inc.  
Member, Asian Association for Academic Integrity  
Member, International Association of Research Ethics Across Disciplines  
Member, Asian Society of Teachers for Research, Inc

## PROFESSIONAL DEVELOPMENT

### TITLE of SEMINARS, TRAININGS, WORKSHOPS, and MEETINGS ATTENDED (VIRTUAL)

## Sponsoring Agency

## Date and Place

○ Online Seminar: Amuma Training Series Session 4 - Ensuring Successful Project Implementation – The Extension ABCs on the Ground Ensuring Successful Project Implementation – The Extension ABCs on the Ground Online Seminar: Amuma Training Series Session 4 Ensuring Successful Project Implementation – The Extension ABCs on the Ground	Philippine Association of Extension Program Implementor's Inc. and USTP-CdO Extension and Community Relations Division	06/22/2022
○ Online Seminar: Amuma Training Series Session 1 Designing Training Needs Assessment and Conduct of Community Profiling as Input to Extension Program Design	Philippine Association of Extension Program Implementor's Inc. and USTP-CdO Extension and Community Relations Division	05/13/2022
○ Online Seminar: Amuma Training Series Session 3 Crafting the Log Frame for Monitoring and Evaluation and M & E Schedule	Philippine Association of Extension Program Implementor's Inc. and USTP-CdO Extension and Community Relations Division	05/27/2022
○ Online Seminar: Amuma Training Series Session 5 Using Monitoring and Evaluation Results to Design Another Extension Program/Project	Philippine Association of Extension Program Implementor's Inc. and USTP-CdO Extension and Community Relations Division	06/22/2022
○ Online Seminar-Lecture: Policy Reform Options for Indonesia in the Post-Covid Era, with some Implications for the Philippines Lecturer: Dr. Hal Hill	Ateneo Center for Economic Research and Development Ateneo de Manila University	02/23/2022
○ Online Seminar - Lecture: Competition Policy for Economic Development - Lecturer: Dr. James Roumasset	Ateneo Center for Economic Research and Development Ateneo de Manila University	02/09/2022
○ Fundamentals Seminar of the Commission on Higher Education (CHED) and Benilde Business Continuity Plan Project	Commission on Higher Education (CHED) and De La Salle – College of Saint Benilde	07/15-16/2021
○ Public Sector Productivity Webinar Series	Center for Governance, Development Academy of the Philippines	11/23-25/2020
○ Webinar on Innovation and Productivity Initiatives in the Public Sector: COVID-19 Response in the Philippines	Center for Governance, Development Academy of the Philippines	12/14/2020
○ ISO Quality Management System Webinar Series	Center for Governance, Development Academy of the Philippines	02/3-5/2021
○ Webinar Series on Knowledge Management in the Public Sector	Center for Governance, Development Academy of the Philippines	08/11-13/2021
○ Webinar Series on Futures Thinking for Enhancing Public Sector Productivity	Center for Governance, Development Academy of the Philippines	11/8-9/2021
○ 5th Series, THE IRIS Leadership Legacy Forums: Peering into the Research Dimension of University Rankings – Snapshots of Philippine Universities	Institutes for Research, Innovation, and Scholarship (IRIS)	07/14/2021
○ The Institutes for Research, Innovation, and Scholarship (IRIS) Leadership Legacy Forums	Institutes for Research, Innovation, and Scholarship (IRIS)	03/12/2021
○ The 2nd Series of the 2021 IRIS Leadership Legacy Forum - Speaker: Elizabeth Winchy	Institutes for Research, Innovation, and Scholarship (IRIS)	03/26/2021
○ PSPA 2022 International Conference	Philippine Society for Public Administration	10/22-24/2022
○ PSPA 2021 International Conference	Philippine Society for Public Administration	10/22-23/2021
○ Project Procurement Management Planning (PPMP) Review and Program of Receipts and Expenditures (PRE) Preparation FY 2019	Bukidnon State University	Bukidnon State University September 5, 2019
○ Discussion on the Guidelines on Thesis and Dissertation Writing for Higher Education Institutions in Region X	Commission on Higher Education Region X	August 16, 2019 CHED R-X, Cagayan de Oro
○ 32 <sup>nd</sup> Accrediting Agency of Chartered Colleges and Universities in the Philippines (AACUP) Accreditors' Annual Mid-Year Conference	Accrediting Agency of Chartered Colleges and Universities in the Philippines (AACUP), Inc.	July 24, 25 & 26 2019 Great Eastern Hotel, Bukidnon State University
○ 2-Day Training Workshop: NVivo12 Plus	Bukidnon State University	May 30-31, 2019 Bukidnon State University
○ Competency Development Workshop Orientation	Bukidnon State University	May 20, 2019 Liceo de Cagayan University
○ Strengthening Citizen Participation through Education SDG 16: Peace, Justice and Strong Institutions	Hanns Seidel Foundation Liceo de Cagayan University	03 July 2019
○ Project Procurement Management Planning (PPMP) Review and Program of Receipts and Expenditures (PRE) Preparation FY 2019	Bukidnon State University	Bukidnon State University September 5, 2019
○ Discussion on the Guidelines on Thesis and Dissertation Writing for Higher Education Institutions in Region X	Commission on Higher Education Region X	August 16, 2019 CHED R-X, Cagayan de Oro
○ 32 <sup>nd</sup> Accrediting Agency of Chartered Colleges and Universities in the Philippines (AACUP) Accreditors' Annual Mid-Year Conference	Accrediting Agency of Chartered Colleges and Universities in the Philippines (AACUP), Inc.	July 24, 25 & 26 2019 Great Eastern Hotel, Quezon City
○ 2-Day Training Workshop: NVivo12 Plus	Bukidnon State University	Bukidnon State University May 30-31, 2019
○ Competency Development Workshop Orientation	Bukidnon State University	Bukidnon State University May 20, 2019
○ Strengthening Citizen Participation through Education SDG 16: Peace, Justice and Strong Institutions	Hanns Seidel Foundation Liceo de Cagayan University	Liceo de Cagayan University 03 July 2019
○ 2-Day Training Workshop: NVivo12 Plus	Bukidnon State University	Bukidnon State University May 30-31, 2019
○ Competency Development Workshop Orientation	Bukidnon State University	Bukidnon State University May 20, 2019
○ Regional Research Forum: Landscape of Philippine Graduate Education	Council of Deans of Graduate Schools R-X	Grand Caprice, Limketkai Center, CdO February 16, 2019
○ Faculty Development Seminar: CMO 17 s.2017 & Design Thinking	Philippine Association of Colleges of Business – PACSB & Bukidnon State University	February 11, 2019
○ Strategic Planning and University-wide Target Setting for 2019	Bukidnon State University	N Hotel, Cagayan de Oro City January 30 – February 1, 2019
○ Gender Mainstreaming Tools for GAD Planning and Budgeting: Gender Mainstreaming Evaluation Framework and Harmonized Gender and Development Guidelines Training Workshop	Bukidnon State University	N Hotel, Cagayan de Oro City January 16 - 18, 2019
○ Regional Research Forum: Landscape of Philippine Graduate Education	Council of Deans of Graduate Schools R-X	Grand Caprice, Limketkai Center, CdO February 16, 2019
○ Faculty Development Seminar: CMO 17 s.2017 & Design Thinking	Philippine Association of Colleges of Business – PACSB & Bukidnon State University	February 11, 2019
○ Strategic Planning and University-wide Target Setting for 2019	Bukidnon State University	N Hotel, Cagayan de Oro City January 30 – February 1, 2019

TITLE of SEMINARS, TRAININGS, WORKSHOPS, and MEETINGS ATTENDED	Sponsoring Agency	Date and Place
o Orientation Workshop on HRMIS, Functional Competencies, and Performance Standards for Faculty	Bukidnon State University	Bukidnon State University January 3 -4, 2019
o Regional Research Forum: Landscape of Philippine Graduate Education	Council of Deans of Graduate Schools R-X	Grand Caprice, Limketkai Center, Cdo February 16, 2019
o Faculty Development Seminar: CMO 17 s.2017 & Design Thinking	Philippine Association of Colleges of Business – PACSB & College of Business Bukidnon State University	February 11, 2019
o Strategic Planning and University-wide Target Setting for 2019	Bukidnon State University	N Hotel, Cagayan de Oro City January 30 – February 1, 2019
o Gender Mainstreaming Tools for GAD Planning and Budgeting: Gender Mainstreaming Evaluation Framework and Harmonized Gender and Development Guidelines Training	Bukidnon State University	N Hotel, Cagayan de Oro City January 16 - 18, 2019
o Orientation Workshop on HRMIS, Functional Competencies, and Performance Standards for Faculty	Bukidnon State University	Bukidnon State University January 3 -4, 2019
o Safety in the Workplace Seminar	Bukidnon State University	Bukidnon State University December 5, 2018
o Training for Research Trainers: Module 7 – Complex Adaptive System	Bukidnon State University	Bukidnon State University December 3 – 5, 2018
o International Conference: Public Administration and Governance in Critical Times	Philippine Society for Public Administration (PSPA) Bukidnon State University	Limketkai Luxe Hotel, Cagayan de Oro November 13 – 15, 2018
o IPCR Critiquing and Reorientation	Bukidnon State University	Bukidnon State University December 17 – 18, 2018
o Global Transformational Leadership	Civil Service Commission National Office, Manila	September 12-13, 2018
o 22 <sup>nd</sup> Internal Conference and Conferment Ceremony: Megatrends in Education, Business & Industry, and Public Administration in the 21 <sup>st</sup> Century and Beyond	Royal Institution – Singapore Bukidnon State University	November 29 – December 1, 2018
o Capability Building for Graduate Education Faculty	Bukidnon State University	Bukidnon State University December 1 & 3, 2018
o Regional Data Dissemination Forum @8 <sup>th</sup> Philippine Statistics Month Celebration	Philippine Statistics Authority	Limketkai Luxe Hotel. Cagayan de Oro October 30, 2017
o Training for Research Trainers: Module 4 Logistic Regression	Bukidnon State University	September 3,- 5, 2018
o Philippine Association of Colleges of Business (PACSB) Mid-Year Conference	Philippine Association of Colleges of Business (PACSB) Bukidnon State University	Bukidnon State University Diamond Suites, Cebu City October 18 – 19, 2018
o Training for Research Trainers Module 5: Fractals	Bukidnon State University	Bukidnon State University October 3, 2018
o Seminar Workshop on Shared Leadership: An Enhancement Program Towards Holistic, Ethical and Results-driven Leadership Skills of BukSU Academics	Bukidnon State University	Bukidnon State University June 4 – 5, 2018
o National Planning Workshop for the 2018 PASUC National Competitions, Seminars and Trainings	Philippine Association of State Universities and Colleges (PASUC)	Polytechnic University of the Philippines, March 20 – 21, 2018
o 31 <sup>st</sup> Accrediting Agency of Chartered Colleges and Universities in the Philippines (AACCU) Accreditors' Annual National Conference	Accrediting Agency of Chartered Colleges and Universities in the Philippines (AACCU), Inc.	Waterfront Cebu City Hotel, Cebu City March 7 – 9, 2018
o THE – ICE Workshop: International Accreditation for a Global Market	International Centre of Excellence in Tourism and Hospitality Education (THE-ICE) Bukidnon State University	Lyceum of the Philippines February 20, 2018
o Full Awareness Training Course on ISO 9001:2015	Bukidnon State University	Bukidnon State University December 4 – 5, 2017
o Training Workshop for AACCU Local Task Force	Bukidnon State University	Bukidnon State University November 23 – 24, 2017
o Gearing up for 2018: Planning Workshop	Bukidnon State University	Mallberry Suites Business Hotel November 13 -15, 2017
o National Re-Orientation Workshop and Training on NBC 461	Philippine Association of State Universities and Colleges (PASUC)	Batangas State University October 25 – 26, 2017
o Philippine Association of Colleges of Business (PACSB) Mid-Year Conference	Philippine Association of Colleges of Business (PACSB)	Bethel Guest House, Dumaguete City October 16 – 17, 2017
o Regional Conference 2017: Graduate Education Research – Prospects & Challenges	Philippine Association for Graduate Education (PAGE) R - X	Pearlmount Inn, Limketkai Drive, Cagayan de Oro October 7, 2017
o Provincial Industry Clusters Assessment & Planning	Department of Trade and Industry Bukidnon State University	January 6, 2017 Loiza's Pavilion, Malaybalay City
o Seminar Workshop on Geographic Information System Phases 1 & 2	Bukidnon State University	April & May 2017 Bukidnon State University
o Seminar-Workshop on Writing Scientific Papers	Bukidnon State University	September 8, 2017
o Project Procurement Management Planning (PPMP) Review and Program of Receipts and Expenditures (PRE) Preparation FY 2018	Bukidnon State University	Bukidnon State University September 14 -15, 2017
o Project Procurement Management Planning (PPMP) Seminar Workshop	Bukidnon State University	Bukidnon State University September 13, 2017
o Beyond 2018: A Peek into the Future of Philippine Tourism and Hospitality Industry	La Sallian Association of Tourism & Hospitality Education	Hotel Benilde Maison Dela Salle Manila August 3 – 4, 2017
o General Assembly Meeting - Council of Hospitality Management Deans and Head COHMDAH R-X	Council of Hospitality Management Deans and Head COHMDAH R-X	Mallberry Suites and Business Hotel July 21, 2017
o 45 <sup>th</sup> PACSB Annual Conference: Networking and Gearing Up for Disruptive Business Education	Philippine Association of Colleges of Business (PACSB) Mid-Year Conference	L'Fisher Hotel, Bacolod City April 27 – 28, 2017
o Outcomes-based Seminar Workshop on geographic Information System (GIS) and Production of a Mini-GIS Project	Bukidnon State University	Bukidnon State University March 13 – 17, 2017
o 30 <sup>th</sup> Accrediting Agency of Chartered Colleges and Universities in the Philippines - ACCU Annual National Conference	Accrediting Agency of Chartered Colleges and Universities in the Philippines - AACCU, Inc.	Century Park Hotel - Malate, Manila February 15 – 17, 2017
o 1 <sup>st</sup> CPD on Heroic and Innovative Leaders in the Academe	Bukidnon State University	Bukidnon State University February 9, 2017
o University-wide Target Setting for 2017	Bukidnon State University	Bukidnon State University January 19, 2017
o 7 <sup>th</sup> National Education Forum - SIGASIG	Philippine Chamber of Commerce and Industry	PCCI B.A. Securities Multi-purpose Hall, Taguig City, August 31, 2017

TITLE of SEMINARS, TRAININGS, WORKSHOPS, and MEETINGS ATTENDED	Sponsoring Agency	Date and Place
o Cascading the ASEAN Toolbox and its Applicability to the Four Degree Programs of the College of Business	Bukidnon State University	Bukidnon State University June 23 2017
o Sustainable Development Goals and AIT Day Philippines	University of Science and Technology of Southern Philippines Excellence in Leadership Skills	University of Science and Technology of Southern Philippines May 27, 2017 Manila Grand Opera Hotel May 4 & 5, 2017
o 2017 AAHRMEI General Membership Meeting and Summer Seminar Workshop	University of Science and Technology of Southern Philippines	University of Science and Technology of Southern Philippines March 30, 2017
o Launching and MOU Signing: Forum on Constitutional Reforms	Department of Tourism	December 15, 2016, Limketkai Luxe Hotel, Cagayan de Oro City
o National Tourism Development Plan 2016 – 2022 Consultation Meeting	Professors World Peace Academy	9:00 AM – 12:00 AM November 12, 2016
o Seminar on Peace and Leadership of Professors World Peace Academy o United Peace Federation Embassy, Samar Ave. Quezon City o First General Assembly - Representation: Region X Standing Committee Chair o United Peace Federation Embassy, Samar Ave. Quezon City o Philippine Association for Graduate Education (PAGE) Mid-Year Conference 2016	Passage to ASEAN (Philippine Chapter)	1:00 PM – 5:00 PM November 12, 2016
o ISO 9001:2015 Quality Management System Orientation	Philippine Association for Graduate Education (PAGE – X) Mindanao University of Science and Technology	October 1, 2016 Pearlmount Inn, Cagayan de Oro
o Basic Orientation on Intellectual Property Rights ( <i>Negosyo, Konsyumer, at Iba Pa</i> Event)	Department of Trade and Industry	September 22, 2016 Grand Caprice Restaurant CdO
o Zonal Public Hearing/Consultation on the Proposed Revised Policies, Standards and Guidelines for Graduate Programs in Business Administration and Undergraduate Programs for BS Business Administration, BS Entrepreneurship and BS Office Administration	Commission on Higher Education RX	August 17 - 18, 2016 Limketkai Luxe Hotel, CdOy
o National Consumer & Awareness Empowerment Seminar	National Consumer Affairs Council Central Mindanao University Department of Tourism	August 12, 2016 Grand Regal Hotel, Davao City
o National Tourism Development Plan 2016 – 2022 Consultation Meeting	Department of Tourism	June 13, 2016 Jocel's Garden Hotel; Valencia City, Bukidnon Limketkai Luxe Hotel, Cagayan de Oro December 15, 2016
o Tourism Faculty Immersion on the ASEAN Toolbox	Accrediting Agency of Chartered Colleges and Universities in the Philippines - AACCU, Inc.	September 29, 2016 VIP Hotel, Cagayan de Oro City July 27 – 29, 2016 Royal Garden Hall Convention Center, Iloilo City
o Accrediting Agency of Chartered Colleges and Universities in the Philippines (AACCU) Accreditors' Annual Mid-Year Conference 2016	Accrediting Agency of Chartered Colleges and Universities in the Philippines - AACCU, Inc Accrediting Agency of Chartered Colleges and Universities in the Philippines - AACCU, Inc. BukSU Top Management	June 8 – 9, 2016 De Luxe Hotel, Cagayan de Oro June 10 – 11, 2016 De Luxe Hotel, Cagayan de Oro June 29 – July 1, 2016 N Hotel, Cagayan de Oro City January 19, 2017
o Training-Workshop of Senior Accreditors on Survey Team Leadership	Bukidnon State University - BukSU	Audio Visual Center, Bukidnon State University June 16-18, 2016 N Hotel, Cagayan de Oro City Bukidnon State University – BukSU October 6 -7, 2016
o Training-Workshop of Senior Accreditors on Higher Level Programs (Level 3 and 4)	Bukidnon State University BukSU	June 16-18, 2016 N Hotel, Cagayan de Oro City Bukidnon State University – BukSU October 6 -7, 2016
o University Strategic Planning Workshop	Philippine Association for Graduate Education, Region X BukSU Top Management	October 1, 2016 Pearlmount Inn, Cagayan de Oro June 29 – July 1, 2016 N Hotel, Cagayan de Oro City
o University-wide Target Setting for 2017	Department of Trade and Industry R - X & Bukidnon Provincial Office	September 20, 2016 DTI Negosyo Center, Malaybalay
o Academic Action Planning	FFAR-10, PASUC Zonal Center X & CARAGA, BukSUFA	Bukidnon State University September 21-22, 2016 September 20, 2016 DTI Negosyo Center, Malaybalay City
o Seminar on Building a Responsive and Interdisciplinary Research Culture and Expertise in Qualitative Research	Department of Trade and Industry R - X & Bukidnon Provincial Office	September 20, 2016 DTI Negosyo Center, Malaybalay City
o Philippine Association for Graduate Education – PAGE X Mid-Year Conference 2016	Accrediting Agency of Chartered Colleges and Universities in the Philippines - AACCU, Inc.	Royal Garden Hall Convention Center, Iloilo City July 27– 29, 2016
o University Strategic Planning Workshop	Commission on Higher Education RX	February 20, 2016 Philtown Hotel, Cagayan de Oro
o Kapatid Mentor ME Program Pre-Orientation: Meeting Prospective Mentors/Partners <i>Mentor (Academe-Industry Partner)</i>	Bukidnon State University – BukSU	June 16-18, 2016 N Hotel, Cagayan de Oro City
o NBC 461 Forum	Commission on Higher Education RX	March 11, 2016 Philtown Hotel, Cagayan de Oro
o Kapatid Mentor ME Program Pre-Orientation: Meeting Prospective Mentors/Partners <i>Mentor (Academe-Industry Partner)</i>	Accrediting Agency of Chartered Colleges and Universities in the Philippines - AACCU, Inc.	February 17 – 18, 2016 Century Park Hotel, Manila,
o Accrediting Agency of Chartered Colleges and Universities in the Philippines - AACCU Annual Mid-Year Conference	Bukidnon State University - BukSU	January 2016 Bukidnon State University January 29, 2016
o Workshop: Partnership for K to 12 Implementation in Region X	Council of Deans of Graduate Schools (CDGS) & Commission on Higher Education X	Capitol University, Cagayan de Oro
o Academic Action Planning	Philippine Association for Graduate Education (PAGE), Region X	January 31, 2015 Pearlmount Hotel, Cagayan de Oro
o Forum-Cum-Workshop on Graduate Education Scholarships for Faculty and Staff Development in the K to 12 Transition Period in Region 10	Accrediting Agency of Chartered Colleges and Universities in the Philippines - AACCU, Inc.	June 1 – 4, 2015 Central Mindanao University Maramag, Bukidnon
o 29 <sup>th</sup> Accrediting Agency of Chartered Colleges and Universities in the Philippines - AACCU Annual National Conference	Civil Service Commission Region X	April 13 – 14, 2015 De Luxe Hotel, Cagayan de Oro City
o ISO 9001;2008 Certification Status/Manual, Policy and Procedure Status	Development Academy of the Philippines	December 3 – 6, 2014 N Hotel, Cagayan de Oro City
o Regular Meeting of the Council of Deans of Graduate Schools (CDGS) <i>Vice-President</i>	Philippine Association for Graduate Education (PAGE), Region X	January 31, 2015 Pearlmount Hotel, Cagayan de Oro
o Philippine Association for Graduate Education -PAGE 10 Annual Conference 2015	Goethe-Institut German Government	October 16 – 19, 2014 RELC International Hotel, Singapore