

2023



# ACCOMPLISHMENT REPORT

8 DECENT WORK AND  
ECONOMIC GROWTH



PANGASINAN STATE UNIVERSITY

## **SDG 8 – Decent Work and Economic Growth Accomplishment Report**

Pangasinan State University (PSU) is dedicated to advancing Sustainable Development Goal 8, which aims to promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all. PSU supports this goal by creating an academic environment that equips students with the skills and knowledge needed for meaningful employment and entrepreneurship.

### **✓ Relevant Programs and Activities**

#### **HRMDO CONDUCTS ORIENTATION PROGRAM TO ALL NEWLY HIRED AND PROMOTED NON-TEACHING PERSONNEL**

October 4, 2023

Convened at the ASEANA Hall, Golden Lion Hotel on September 29, 2023 were all newly hired and promoted non-teaching personnel from the different campuses of the university to attend the Orientation Program organized by the Human Resource Management and Development Office (HRMDO).

Composing the orientation program were training presentations that aimed to help familiarize all newly hired and promoted non-teaching personnel with information about the university and their employment in general. Topics tackled were: Pangasinan State University Hallmarks presented by Prof. Venus May H. Sarmiento, PRPIO Director; Gender Sensitivity and GAD Concepts presented by Dr. Romary R. Lincod, GAD Director; Personnel Standard Policies and Procedures presented by Dr. Lorena B. Echalar, HRMDO Director; and Compensation and Other Personnel Benefits presented by Mr. Glein Tolentino, designated Budget Assistant, Budget Office.





Gracing the said orientation program were Dr. Dexter R. Buted, Vice President for Administration and Linkages and formerly the University President (6th PSU President) and Dr. Ian D. Evangelista, Chief Administrative Officer for Administration.

Concluding the said orientation program was the conduct of the oath-taking ceremony for the newly hired and promoted non-teaching personnel which was officiated by Dr. Elbert M. Galas, University President. Under the lead of the University President, Dr. Galas, all newly hired and promoted non-teaching personnel have simultaneously sworn their oath of office.

Said orientation program to all newly hired and promoted non-teaching personnel is part of the HRMDO's purposeful activities as it takes part in the University's aim to provide a culture that empowers and builds the capabilities of its workforce by equipping them with the appropriate knowledge and skills needed to efficiently perform their duties and deliver quality services.

Link to the story: <https://main.psu.edu.ph/hrmdo-conducts-orientation-program-to-all-newly-hired-and-promoted-non-teaching-personnel/>

## **HRMDO CONDUCTS OATH-TAKING CEREMONY AND ORIENTATION PROGRAM TO ALL NEWLY-HIRED AND PROMOTED NON-TEACHING PERSONNEL**

November 23, 2024

Convened at the Sunflower Hall, Golden Lion Hotel on November 22, 2023 were all newly hired and promoted non-teaching personnel from the different campuses of the university to attend the Oath Taking Ceremony and Orientation Program organized by the Human Resource Management and Development Office (HRMDO).



Commencing the said event was the conduct of the oath-taking ceremony for all newly hired and promoted non-teaching personnel which was officiated by Dr. Elbert M. Galas, University President. Under the lead of the University President, Dr. Galas, all newly hired and promoted non-teaching personnel have simultaneously sworn their oath of office. Gracing also the said event was Dr. Dexter R. Buted, Vice President for Administration and Finance Management and formerly the University President (6th PSU President).



Consequently, the orientation program was composed of training presentations that aimed to help familiarize all newly hired non-teaching personnel with information about the university and their employment in general. Topics tackled were: Pangasinan State University Hallmarks presented by Prof. Venus May

H. Sarmiento, PRIO Director; Personnel Standard Policies and Procedures presented by Dr. Lorena B. Echalar, Director, Special Projects and former HRMDO Director; and Compensation and Other Personnel Benefits presented by Mr. Glein Tolentino, Budget Assistant, Budget Office.

Said oath-taking ceremony and orientation program to all newly hired and promoted non-teaching personnel is part of the HRMDO's purposeful activities as it takes part in the University's aim to provide a culture that empowers and builds the capabilities of its workforce by equipping them with the appropriate knowledge and skills needed to efficiently perform their duties and deliver quality services.

Link to the story: <https://main.psu.edu.ph/hrmdo-conducts-oath-taking-ceremony-and-orientation-program-to-all-newly-hired-and-promoted/>

## **PSU, PESO TO COLLAB FOR MORE EMPLOYMENT OPPORTUNITIES**

June 19, 2023

The Office of Student Services and Alumni Affairs presented the PSU E-CAREER Portal at the meeting with the PESO Association, Inc. on June 16, 2023, at the MDRRMO Building, Sta. Barbara Pangasinan, headed by Villasis LGU-PESO Manager Dr. Arnel Arimas.

The PSU E-CAREER Portal is a new platform designed to help students and alumni navigate their career paths more effectively. With this portal, users can access a range of resources, including job listings, career advice, and networking opportunities. The OSAA hopes that this portal will help to bridge the gap between education and employment, providing students with the tools they need to succeed in today's competitive job market. By presenting this portal at the organizational meeting of the PESO Association, Inc., the office hopes to gain support from local employers and community leaders who are invested in helping young people succeed. Ultimately, the success of this initiative will depend on widespread adoption and engagement from students and employers alike. However, with its user-friendly interface and comprehensive resources,



the PSU E-CAREER Portal has the potential to be a game-changer for students and alumni looking to take their careers to the next level.

The said activity was attended by DOLE officials and PESO managers in Pangasinan, who expressed their support for the PSU E-CAREER Portal.

Link to the story: <https://main.psu.edu.ph/psu-peso-to-collab-for-more-employment-opportunities/>

### **PSU EXEMPLARS RECOGNIZED IN AWARDS CONVOCATION 2023**

December 22, 2023

Recognizing excellent services and fruitful contributions of university personnel to Pangasinan State University, an Awards Convocation was held on December 22 at the Aseana Hall of Golden Lion Hotel.



PSU exemplars include service awardees, retirees, and posthumous awardees.

PSU President Dr. Elbert M. Galas acknowledged the significant role of every employee in responding to the needs of the community. Dr. Galas even shared that the workforce is the backbone of any organization and its most valuable asset.



“They are our competitive advantage and lifeblood above all. With PSU being a people-centered institution, it is our paramount responsibility to safeguard people’s welfare to cater to their needs and to design programs that support their continuous development,” Dr. Galas added.



Former PSU President Dr. Dexter R. Buted, now VP for Administration and Finance Management, also shared the key important concepts for excellent service delivery to people.

Meanwhile, Dr. Flordeliza C. Bugtong, Director IV for CSC-FO Western Pangasinan, recounted statements included in the ‘Panunumpa Ng Kawani Ng Gobyerno’ as guiding philosophy in embodying true public service.

“Don’t work for recognition but work to be worthy of recognition,” Dir. Bugtong shared.

University officials such as the Vice President for REIGn, Dr. Razeale G. Resultay, also joined in the event as she is also one of the service awardees.

In the quest to promote and provide quality education, Pangasinan State University, which marked its 44th founding anniversary this year, tirelessly imparted the tradition of celebrating success like this event to commend dedicated individuals serving the public. Link



to the story: <https://main.psu.edu.ph/icymi-psu-exemplars-recognized-in-awards-convocation-2023/>



## NEW SET OF FACULTY ASSOCIATION OFFICERS TAKE OATH

April 4, 2023

The Pangasinan State University Faculty Association conducted its 2023 election for the new set of officers at the Dr. Telesforo N. Boquiren Convention Hall on April 3.

A short presentation of the relevant accomplishments of the outgoing officers was presented during the activity to show transparency as they turned over the leadership to the next set of officers.

The following faculty members took their oath of office in a ceremony presided over by University President Dr. Elbert



M. Galas at the Administration Building.

President: Ace Liwanag  
Vice President: Christian Gamo  
Secretary Potenciano Conte Jr.  
Treasurer: Jeanilyn Domingo  
Auditor: Eddelaine Monte and Glein Tolentino  
Business Managers: Jocelyn De Vera and Josephine Gonzalo  
PROs: Jan Michael Fernandez and Rhegina Tubera



Congratulations to the new set of Faculty Association Officers!

Link to the story: <https://main.psu.edu.ph/new-set-of-faculty-association-officers-take-oath/>

## PSU MAIN CAMPUS HOLDS AN ELECTION OF NON-TEACHING FORCE

February 6, 2023

The Pangasinan State University Non-Teaching Employees Association (NTEA) of Main and Lingayen Campus held its 2023 election for the new set of officers at the Audio-visual Room on February 3.

The meeting was attended by all the non-teaching personnel of the Main and Lingayen Campus with regular and casual status.

A short presentation of the relevant accomplishments of the outgoing officers was presented during the activity to show transparency as they turned over the leadership to the next set of officers.



Election results revealed the following set of officers:



President: Mike Arquillano  
Vice President: Leizel Del Castillo  
Secretary: Hazel Sison  
Treasurer: Princess Diane Palisoc  
Sub-treasurer Joemmel Ceralde  
Auditor: Lilibeth Dela Cruz  
Business Managers: Louie Mark Abalos and Airman Catungal  
PRO: Jomer Trinidad  
Muse: Kristelle Kae Quinto  
Adonis: Rodel Cruz

Link to the story: <https://main.psu.edu.ph/psu-main-campus-holds-election-of-non-teaching-force/>

## CNA CASH BONUS FOR PSUNIANS GETS GREEN LIGHT

December 3, 2023

Christmas just got merrier for PSUnians as an additional cash incentive in the form of the Collective Negotiation Agreement (CNA) Bonus gets a go signal, made possible during the signing of the agreement between the Administration and the Faculty Association on December 4.

The much-awaited news of CNA bonus was signed by University President Dr. Elbert M. Galas as witnessed by former President and now Vice President for Administration and Finance Management, Dr. Dexter R. Buted, and University Budget Officer Ms. Jeanilyn Villanueva.

The Faculty Association was represented by Faculty Regent Ace John Mark P. Liwanag and the association's public relations officer, Ms. Rhegina Tubera.

The CNA bonus will be received by PSUnians, both teaching and non-teaching staff, as soon as approval from the Board of Regents is secured.





The annual CNA incentive is a one-time benefit granted to government employees as stipulated in Administrative Order No. 135 series of 2005 and Budget Circular No-2023 -1 dated November 10, 2023.

Link to the story: <https://main.psu.edu.ph/cna-cash-bonus-for-psunians-gets-green-light/>

### **UNLOCKING OPPORTUNITIES: PSU-SC INITIATES JOB FAIR 2023**

August 2, 2023

Fortifying success and productivity, Pangasinan State University San Carlos Campus graduating students participate in the annual job fair held at City Mall San Carlos City Pangasinan on August 2, 2023.



In collaboration with the Department of Labor and Employment Region 1-Central Pangasinan Field Office, headed by Mr. Panfilo F. Dioquino Jr., and Public Employment Services Office led by Mr. Reynaldo C. Dela Cruz, various companies and agencies such as Tulay sa Pag-unlad Incorporation, Sun Life, City Mall San Carlos, Astra Multimarket Corporation, Executive Genesis Services Incorporation, Jollimagic Food Group, City Property Management and Healthy Corporation, Superb Merchandising Services Incorporation, Magic Appliance, Speed Express, SPMADRID, Butterfly Kingdom e-Learning School, Polaris Tutorial Center, Human Resource Specialist, Inc., North Point San Carlos, PASS College, CLI Finance, Inc., San Carlos Town Center, Mindset Review and Training Center,

Social Security System, and San Carlos Preparatory School participated with the academe to provide the graduates with the wide chance to secure a job after attaining their bachelor's degree.

The initiative was brought to light by Ms. Noemi Carlos and Ms. Jenny Pascua, the Campus Guidance Counselors, who have encouraged students to take advantage of this opportunity as they prepare for their careers.

Moreover, Dr. Liza L. Quimson, the Campus Executive Director, together with the other officials present at the event, accorded support, motivation, and encouragement to all PSUians.

The venture, which has already accomplished its primary objective of rapidly bringing together graduating students and employer recruitment agencies at one location to foster their convergence into the professional field, is now wrapped up with success.

Link to the story: <https://main.psu.edu.ph/unlocking-opportunities-psu-sc-initiates-job-fair-2023/>

### **DOLE ORIENTS SPES BENEFICIARIES OF PSU LINGAYEN**

March 17, 2023



The DOLE Western Pangasinan Field Office, through Mr. Nelson M. Bolasoc, Labor and Employment Officer II, oriented the Special Program for Employment of Students (SPES) Beneficiaries of the campus on March 17, 2023, at the Campus Library Theses Area.



The SPES beneficiaries were oriented to the program's objectives, requirements, employment period, and salary payment.

They will be deployed to the different core units and offices starting March 22, 2023.

Link to the story: <https://main.psu.edu.ph/dole-oriens-spes-beneficiaries-of-psu-lingayen/>

### **HRMDO CONDUCTS SCREENING FOR NEW ROSTER OF POTENTIAL INSTRUCTORS**

March 16, 2023

Fifty-seven qualified applicants vying for vacant teaching positions in various fields of expertise were assessed in terms of their intelligence and competence in the recently concluded panel interview and teaching demonstration administered by the Human Resource Management and Development Office (HRMDO) at the Audio-Visual Room, Lingayen Campus on March 16, 2023



The evaluation and hiring committee was led by the Faculty Selection Board (FSB), with the Vice-President for Academic and Student Affairs, Dr. Manolito C. Manuel, as Chairperson, along with other members of the FSB composed of the Campus Executive Director, College Dean of the Specialization, Senior Faculty of the Specialization, Campus Faculty Association President, and HRMDO Director Dr. Lorena B. Echalar as the Head Secretariat.



The FSB will then submit the results of the selection process to the HRMDO-RSP Unit, which will endorse the rank list to the Office of the President for his approval.

Link to the story:

<https://main.psu.edu.ph/hrmdo-conducts-screening-for-new-roster-of-potential-instructors/>

## **WE ARE HIRING**

November 20, 2023

Pangasinan State University seeks interested applicants to fill up 65 VACANT NON-TEACHING POSITIONS

Interested applicants should signify their intention to apply by submitting their application documents and credentials (listed below) and their application letter addressed to Dr. Ian D. Evangelista, Chief Administrative Officer-Administration not later than November 24, 2023 (Friday) for pre-qualification assessment:

- Personal Data Sheet (2017 Revised Form) MUST be properly accomplished and notarized;
- CS Form 212 (Personal Data Sheet AND Work Experience Sheet);
- Copy of Transcript of Records & Diploma;
- Certification of work experience/s;
- Copy of appropriate eligibility;
- Last performance rating from current/previous employer;



- g. Copy of related training/seminar certificates; and
- h. Potential Assessment Form (to be signed by immediate supervisor) for government employees only.

Application documents may be mailed via courier or dropped physically at the HRMD Office, PSU-Main Office in Lingayen, Pangasinan. Submission of application may also be done electronically through the Online Job Portal via the HRMDO's HRIS Job Portal.

Interested applicants are hereby reminded that application for **ONLY ONE POSITION** is ALLOWED. Moreover, interested applicants are instructed to **INDICATE IN THEIR LETTER OF APPLICATION THE CAMPUS WHERE THEY INTEND TO APPLY.**

Moreover, **FAILURE** to submit **ALL** the required documents shall be a ground for non-inclusion in the roster of applicants.

Lastly, all qualified applicants, regardless of age, race, sexual preferences/orientation, gender, special needs, and religion, are encouraged to apply.

Apply now!

## **WE ARE HIRING**

June 15, 2023

Pangasinan State University is currently looking for interested applicants to fill up **74 VACANT NON-TEACHING POSITIONS**

Interested applicants should signify their intention to apply by submitting their application documents and credentials (listed below) with their application letter addressed to Dr. Lorena B. Echalar, Director, HRMDO not later than June 29, 2023 (Thursday) for pre-qualification assessment:

- a. Personal Data Sheet (2017 Revised Form) **MUST** be properly accomplished and notarized;
- b. CS Form 212 (Personal Data Sheet AND Work Experience Sheet);
- c. Copy of Transcript of Records & Diploma;
- d. Certification of work experience/s;
- e. Copy of appropriate eligibility;
- f. Last performance rating from current/previous employer;





- g. Copy of related training/seminar certificates; and
- h. Potential Assessment Form (to be signed by immediate supervisor) for government employees only.

Application documents may be mailed via courier or dropped physically at the HRMD Office, PSU- Main Office in Lingayen, Pangasinan. Submission of application may also be done electronically through the ONLINE JOB PORTAL via the HRMDO's HRIS Job Portal.

Interested applicants are hereby reminded that application for **ONLY ONE POSITION** is ALLOWED. Moreover, interested applicants are instructed to **INDICATE IN THEIR LETTER OF APPLICATION THE CAMPUS WHERE THEY INTEND TO APPLY.**

Moreover, **FAILURE** to submit **ALL** the required documents shall be a ground for non-inclusion in the roster of applicants.

Lastly, all qualified applicants, regardless of age, race, sexual preferences/orientation, gender, special needs, and religion, are encouraged to apply.

Apply now!

Link to the story: <https://main.psu.edu.ph/we-are-hiring-74-vacant-non-teaching-positions/>

## **WE ARE HIRING**

February 22, 2023

Pangasinan State University is currently looking for interested applicants to fill up **4 VANCANT TEACHING POSITIONS (2 ASSOCIATE PROFESSOR V AND 2 INSTRUCTOR I) for the 2<sup>nd</sup> semester, A.Y. 2022-2023**

Interested applicants should signify their intention to apply by submitting their application documents and credentials together with their application letters addressed to **DR. LORENA B. ECHALAR, HRMDO DIRECTOR not later than FEBRUARY 28, 2022, TUESDAY** for pre-qualification assessment:

- a. Personal Data Sheet (2017 Revised Form) – must be properly accomplished and notarized;
- b. Copy of Transcript of Records;
- c. Certification of work experience;
- d. Copy of appropriate eligibility;



- e. Last performance rating from current/previous employer;
- f. Copy of related training/seminar certificates; and
- g. Duly signed updated University NBC evaluation result.

Application documents may be mailed via courier or dropped physically at the HRMD Office, PSU- Main Office in Lingayen, Pangasinan. Submission of application may also be done electronically through the online job portal via the HRMDO's HRIS Job Portal.

Interested applicants are also instructed to INDICATE IN THEIR LETTER OF APPLICATION THE CAMPUS WHERE THEY INTEND TO APPLY.

Moreover, NON-SUBMISSION of ANY of the abovementioned documents shall be a ground for the applicant's disqualification.

Lastly, all qualified applicants, regardless of age, race, sexual preferences/orientation, gender, special needs, and religion, are encouraged to apply.

**Apply now!**

Link to the story: <https://main.psu.edu.ph/4-vacant-teaching-positions-2-associate-professor-v-and-2-instructor-i-for-the-2nd-semester-a-y-2022-2023/>

**WE ARE HIRING!**

March 13, 2023

Pangasinan State University is currently looking for interested applicants to fill up **118 NON-TEACHING POSITIONS**.

Interested applicants should signify their intention to apply by submitting their application documents and credentials together with their application letters addressed to **Dr. Lorena B. Echalar, Director, HRMDO not later than March 27, 2023 (Monday)** for pre-qualification assessment:

- a. Personal Data Sheet (2017 Revised Form) MUST be properly accomplished and notarized;
- b. CS Form 212 Work Experience Sheet;
- c. Copy of Transcript of Records & Diploma;
- d. Certification of work experience;
- e. Copy of Certificate of Eligibility;





- f. Last performance rating from current/previous employer;
- g. Copy of related training/seminar certificates; and
- h. Potential Assessment Form (to be signed by immediate supervisor) for government employee only.

Application documents may be mailed via courier or dropped physically at the HRMD Office, PSU- Main Office in Lingayen, Pangasinan. Submission of application may also be done electronically through the online job portal via the HRMDO's HRIS Job Portal.

Interested applicants are hereby reminded that application for **ONLY ONE POSITION IS ALLOWED**. Moreover, interested applicants are instructed to **INDICATE IN THEIR LETTER OF APPLICATION THE CAMPUS WHERE THEY INTEND TO APPLY**

Moreover, **FAILURE** to submit ALL the required documents shall be a ground for non-inclusion in the roster of applicants.

Lastly, all qualified applicants, regardless of age, race, sexual preferences/orientation, gender, special needs, and religion, are encouraged to apply.

**Apply Now!**

### **JOB FAIR ALERT!**

June 30, 2023

Calling the attention of PSU Lingayen Campus Graduating students and alumni job seekers to join the University Job Fair on July 5, 2023 8:00 am to 05:00 pm at the PSU-LC DVICT (Campus Library).

Job fair participants are required to:

Join the Webinar on labor Education for PSUnians on July 4, 2023, 09:00am to 12:00nn

Here are the Zoom Credentials:

Meeting ID: 215 051 2929

Passcode: OSAA2023

Create PSU E-Career Portal Account print the student dashboard page and present it to the registration committee during the Job Fair



Bring resume, birth certificate, any government-issued ID and certificates of relevant training

Accomplish pre-registration form thru this link <https://forms.gle/fVDhKtRKKs5cbbZN6>

See you there

## **PSU-AC IGNITES HR TRANSFORMATION FOR A PROMISING FUTURE**

October 6, 2023

Under the visionary leadership of Dr. Rosario DL. Valencerina, Pangasinan State University, Asingan Campus, convened on October 6 at the accreditation room for a gathering to redefine the institution's future, inspired by insights from the recent HR Forum initiated by HRMD Office.



At the core of this assembly, Mr. Benjie Cansino, the Campus HR Coordinator, seized the spotlight to usher in a new era for the campus. He passionately emphasized the vital role of crafting effective job descriptions, stating, "Effective job descriptions are the bedrock of clear expectations and well-defined employee

roles."

Delving into PSU's Human Resource Information System (HRIS) features, Mr. Cansino declared, "Our HRIS features possess untapped potential to streamline processes and revolutionize HR department efficiency."

The discourse delved into employee performance management, with Mr. Cansino emphasizing, "Employee performance management is not just a process; it's the cornerstone of a motivated workforce committed to excellence."



As the meeting concluded, Mr. Cansino highlighted the indispensable role of learning and development in nurturing highly skilled, adaptable employees, affirming, "Investing in learning and development is an investment in the future of our institution."

These profound insights, guided by Dr. Valencerina, unveil a compelling blueprint for PSU-Asingan Campus, propelling it toward a future characterized by unwavering excellence and dynamic innovation. Following the HR Forum held on September 22, 2023, these transformative discussions are poised to shape the institution's path to HR excellence.

Link to the story: <https://main.psu.edu.ph/psu-ac-ignites-hr-transformation-for-a-promising-future/>

## **PSU STA. MARIA AND ASINGAN CAMPUS EQUIP GRADUATING STUDENTS WITH THE ESSENTIAL SKILL THEY NEED IN FACING THE REALITIES OF WORKFORCE**

July 11, 2023

Out of concern for the well-being of every graduating PSUnian as they get ready to join the real world of working professionals, the Office of the Guidance Counselors of PSU Sta. Maria and Asingan Campus held a Job Placement Seminar-Workshop with the theme: "Skill Up with PSU: Get the job you want!" today, July 10, 2023, at Senator Leticia Ramos-Shahani Convention Hall, PSU Sta. Maria Campus. This program equips the graduating students with the most essential employment competencies they can use as they navigate the road to professional progress.

Ms. Louela D. Laceste, the Human Resource Executive/Generalist of RCL- Realty and Consulting Services, Inc., a registered Psychometrician and Certified Human Resource Associate, shared her expertise in writing an interview-worthy cover letter and resume. Students were also mentored on how to make a strong first impression by developing the abilities necessary to succeed in job interviews by the second speaker, Ms. Ferry Anne M. Aquino, Human Resource Officer - Recruitment of Ginebra San Miguel, Inc.

The said activity was taken part in by 632 graduating students from Sta. Maria and Asingan Campus.

Following that, on Wednesday, July 12, an on-campus job fair will be held, in which several university partner companies will participate.

This is another opportunity for the graduating students and alumni to jumpstart their careers.

Link to the story: <https://main.psu.edu.ph/psu-sta-maria-and-asingan-campus-equip-their-graduating-students-with-the-essential-skills-they-need-in-facing-the-realities-of-workforce/>





## ECONVENTION 2023

November 20, 2023

The PSU Economics Society conducts a seminar on Economic and Financial Literacy as part of the [#EFLWeek2023](#).

Atty. John Angel N. Bautista, Attorney IV of the Commission on Human Rights Region III, is the first resource speaker. He delivers a lecture on business and human rights.

Link to the story:

<https://main.psu.edu.ph/econvention-2023/>



## LGU-ASINGAN, PSU TEAM UP FOR IP CARAVAN

May 4, 2023

The LGU-Asingan and Pangasinan State University (PSU) have teamed up to conduct an Intellectual Property (IP) caravan for Micro, Small, and Medium Enterprises (MSMEs), co-operators, and vendor associations. The committee hearing, spearheaded by Sangguniang Bayan Member, Hon. Joselito Viray, with the support of the LGUs under the leadership of Asingan Municipal Mayor, Engr. Carlos F. Lopez, Jr. and PSU, represented by Dr. Razeale G. Resultay, Vice President for Research, Extension & Innovation Office, and Assistant Prof. Venus May Hortaleza, Director of the Public Relations and Publication Information Office (PRPIO), was held at the Sangguniang Bayan on May 4.



The objective of the IP caravan is to create, protect, and utilize intellectual property among local businesses in Asingan. The caravan will offer workshops and training sessions on intellectual property rights, including copyrights, patents, and trademarks.

During the committee hearing, Dr. Resultay stressed the importance of protecting the innovative ideas of local businesses, particularly MSMEs. She added that the IP caravan would provide entrepreneurs with the necessary tools and knowledge to safeguard their intellectual property and establish a more favorable business environment in Asingan.

Hon. Viray expressed his gratitude to the Vice President for Research, Extension & Innovation Office and the PRPIO for partnering with LGU-Asingan in the conduct of the IP caravan. He said

the caravan would testify to the municipality's commitment to fostering a supportive environment for local businesses.

The event was also attended by officials from both the local government unit (LGU) of Asingan, including SBM Marivic S. Robeniol, RN., SBM Melchor J. Cardinez, Sr., and SBM Mel F. Lopez, and PRPIO coordinators of PSU, Mr. Darwin Berungoy of the main campus and Dr. Elsa Q. Terre of Asingan campus.

The IP caravan is expected to start in the coming months, benefiting over a hundred MSMEs and entrepreneurs in Asingan. The facilitation of IP creation, protection, and utilization will help local businesses thrive and contribute to the municipality's economic growth and development.

Link to the story: <https://main.psu.edu.ph/lqu-asingan-psu-team-up-for-ip-caravan/>

## **BIT FSM STUDENTS HONE THEIR CULINARY SKILLS IN HANDS-ON COOKING PRACTICUM**

March 10, 2023

The PSU-AC students majoring in Food and Service Management under the Bachelor of Industrial Technology of the ETTEAP program showcased their talents in cooking as they underwent a hands-on cooking practicum today, March 10, 2023.

Ms. Marry Ann Soberano, Ms. Mheann Turingan, and Dr. Lobien Soriano, three experienced instructors in food technology, led a comprehensive discussion on proper food handling and the

business aspects of the food industry during a practicum held at the BTLE laboratory.



The practicum was designed to equip BIT FSM students with the essential skills and knowledge to succeed in the competitive and dynamic food industry.



During the discussion, the importance of proper food handling was emphasized, with Ms. Turingan and Ms. Soberano, Chair of the BSE and BTLE Program, providing practical tips and guidelines on ensuring the safety and quality of food products. Dr. Soriano, who has extensive experience in the food industry, also shared his insights on best practices in the food business.

In addition to the discussion on food handling, the practicum also covered the business side of the food industry, as discussed by Dr. Soriano, Chair of the BSBA Program. The panel of food evaluators, which included Faculty members Dr. Julie Agpaoa, Prof. Carlos Castillo Jr., Prof. Adoracion Gante, Ms. Ma. Elizabeth Della, Mr. Genesis Padilla, and Ms. Patricia Manaloto,

shared their expertise on the evaluation of food products and the importance of marketing and branding in the food industry.

The students engaged in lively discussions and asked questions, with the panel of experts providing valuable insights and advice. The practicum was a great success, with students expressing appreciation for the knowledge and skills they gained from the discussion.

Ms. Turingan and Dr. Soriano emphasized the importance of proper food handling and the business side of the food industry. They encouraged their students to continue to develop their skills and knowledge in these areas.

Overall, today's BIT FSM practicum was a valuable learning experience for students interested in the food industry. The expertise and insights provided by Ms. Soberano, Ms. Turingan, Dr. Soriano, and the panel of food evaluators will undoubtedly help students succeed in the food industry and positively impact the community.

Link to the story: <https://main.psu.edu.ph/bit-fsm-students-hone-their-culinary-skills-in-hands-on-cooking-practicum/>

## **NEWLY-ELECTED PSU BC TEACHING, NON-TEACHING ASSOCIATION OFFICERS TAKE OATH**

January 23, 2023

The newly- elected officers of Pangasinan State Bayambang Campus for both Faculty and Non-teaching Associations respectfully took their oath of office during an induction ceremony held last January 18 at the Benigno Aldana Gymnasium.



An election attended by all teaching and non-teaching personnel was previously held last January 17 to determine the new set of officers for the academic year 2023-2024.

The Campus Executive Director, Dr. Ian D. Evangelista, led the said induction, which also took place during his welcome ceremony

as the new PSU BC CED.

The list of the new set of officers for both Faculty and Non-teaching Associations is as follows:

PSU BC Faculty Association





President: Dr. Christian Gamo; Vice President: Dr. Melchor Orpilla; Secretary: Ms. Isabelita de Vera; Treasurer: Asst. Prof. Sarah Jane Ferrer; Auditor: Dr. Darwin Palado; Business Managers: Mr. Jumar Baratang and Mr. Sean Carlos Ramos; P.R.O: Mr. Jeferson Austria and Mr. Adrian Veloso

PSU BC Non-Teaching Association

President: Mr. Dominador Mendoza III; Vice President: Mr. Urbano G. Urbano; Secretary: Ms. Khatlene Venice V. Villanda; Sub. Secretary: May Angeline L. Velasco; Treasurer: Mr. Dave Patrick V. Bacolor; Auditor: Ms. Nerhys Sophia G. Quinto; Sub. Auditor: Mr. Joker E. Soriano; Business Manager: Ms. Minnie C. de Leon; Sub. Business Manager: Ms. Venus D. Mejia; P.R.O: Mr. Menard F. Soriano.

Link to the story: <https://main.psu.edu.ph/newly-elected-psu-bc-teaching-non-teaching-association-officers-take-oath/>

## **PSU BC's PROSPECTIVE GRADUATES GEAR UP EMPLOYMENT KNOWLED WITH CAREER READINESS TRAINING**

**The reflector: Online | July 5, 2023**

### **Job hunting season is real.**

As the graduation ceremony is fast approaching, the prospective graduates of the Academic Year 2022-2023 gear up their employment knowledge and preparedness with a Two-day Career readiness Training held at Saint Vincent Ferrer Prayer Park, Brgy. Bani, Bayambang, Pangasinan on July 3-4, 2023.

After going through the registration process, the attendees were ready to go for Day 1 of the said readiness training—an enrollment-to-employment information drive of PSU-BC organized by the Guidance and Counseling Office.

### **Time filled with endless possibilities**

The preliminaries began at 8:30 a.m., followed by the recitation of Quality Policy. Dr. Guidelia M. Samson, Dean of the College of Arts, Sciences, and Technology (CAST), also expressed in her opening remarks that the training was organized specifically for prospective graduating students of PSU-BC who have to step up into their new journey—their employment phase.

This is an exciting time filled with endless possibilities. Embrace the journey, be open to experiences, and never stop learning” the dean said.

### **Be Humble, make a good impression**

Delivering his inspirational message, Campus Executive Director, Dr. Ian D. Evangelista reminded the pool of would-be job applicants to fly high and be humble.



“Be humble that wherever your wings take you- that your respective families and your very own PSU-BC family have given you- you remain excellent in all your endeavors” the campus top official said.

The training is intended to cover seven topics. Ms. Gernalyn J. Santos, an officer from the Municipal Employment Services Office (MESO) of LGU Bayambang, discussed the ‘hows’ of writing a top-notch resume and tips in acing job interviews. She also told the job hunters to make a lasting impression.

*“You will never get a second chance to create your first impression to your future employers. So, make it a good one,”* the first resource speaker said.

### ***Knowledge is power***

After the lunch break, Labor and Employment Officer III and lawyer-in-the-making Panfilo F. Dioquino Jr. discussed the Labor Code of the Philippines by zeroing in on workers’ rights.

Dioquino, an alumnus of the Main Campus who has led a proactive career in the government, shared his rich experiences as well as his work realities with the listeners in the venue.

*“We are talking about these rights because there are employers who may take advantage of your manpower. We must avoid these mishaps,”* he said.

*“Love the work but not the company since the latter may betray you. Knowledge of the law is power,”* the regional officer added.

During the second day of the training, Sun Life Financial Advisor April O. Macaraeg discussed the importance of financial literacy to would-be income earners. She also said that intelligent workers are intelligent earners.

*“Don’t just be after the income or salary, but be after the wise expenditure of that earning,”* she said.

After the lecture, a motivational speaker, Dr. Alfonso S. Dangat, graced the training with his talk titled “Positive Achievement to Achieve Success,” where he relates his real-life experiences as an alumnus of San Carlos City campus to the life that workers may experience.

To talk about people's expectations when they are finally in the field of work, a career advocate and a Junior High School guidance-designate, Vanessa R. Ferrer, delivered a heart-to-heart talk with her “Change and Adversity in Navigating Industrial World” topic.

Last on the roster of speakers is Municipal Vice Mayor Hon. Ian Camille C. Sabangan, who encouraged everyone to serve the government back and contribute to the nation-building process by presenting reasons to stay in the Philippines.

Dagupan City-based King Solomon Review Solutions was also present in the training where they gave six full review scholarships for education students and five full review scholarship

slots for nursing students. They also presented their review packages and promos for the graduating students.

All resource persons were awarded certificates of appreciation after their lectures. They were accompanied by Coordinator for Students Services and Alumni Affairs Office Leonardo V. Basilio, Jr., Admission and Guidance Services Unit Coordinator May Angeline I. Velasco, and Coordinator for Skills and Career Development Unit Peter Patrick B. Miguel.

Written by Danica Gale Tamondong and Bryan Krister M. Caranto

Photos by Cyclopetano Bruan and Miguel Caerlang



Link to the story: <https://main.psu.edu.ph/psu-bcs-prospective-gradutes-gear-up-employment-knowledge-with-career-readiness-training/>



## PSU INFANTA CAMPUS HOLD JOB FAIR 2023

**June 15, 2023**

The Pangasinan State University-Infanta Campus, together with the 7 different government agencies, conducted a job fair that transpired today, June 15, 2023, at the PSU-IC gymnasium.



The activity was formally started by Coordinator and Student Services, Ma'am Procerfina D.



Vingua, as she gave her warm opening remarks to everyone who was present at the said job fair. Afterward, the Municipal Government Department Head I (PESO Manager), Mrs. Mildred Hernandez, stated the purpose why they conducted such a job fair, which is to offer job opportunities to students that they want to apply for after their graduation and also to other interested applicants who want to apply to the different jobs being presented.

Government agencies like PAG-IBIG, Social Security System (SSS), and PhilHealth offered free service by helping students register their accounts, which included what documents they needed to pass and when and where to claim their respective IDs.

Meanwhile, the ASA Philippines Foundation, Sta. Cruz Savings and Development Cooperative (SACDECO), Infanta, Maxim de Human International Inc., and Alorica Philippines give job opportunities to graduating students (top priority) and other interested applicants outside the premises before the vacancies that their company needs to fill.

The said event ended with Ma'am Catherine Lumanta giving her closing remarks.

Words and Shots by **EIC Jerson S. Sison**

Link to the story: <https://main.psu.edu.ph/psu-infanta-campus-holds-job-fair-2023/>

## UNITY IN ACTION| PSU-SC EMPLOYEES CONVENES FOR A GENERAL MEETING

November 10, 2023

College deans, program chairpersons, and unit heads of PSU San Carlos Campus gathered at the office of the Campus Executive Director for a general meeting, with other employees joining the discussion through MS Teams.

Dr. Liza L. Quimson, the Campus Executive Director, presided over the meeting, addressing various agenda that included the equipment inventory, library concerns, the preparation for the construction of a new academic building, CNA and Team Building updates, mountain bike application, office transfers to other campus units, schedule for classes and activities, Campus Christmas Party, and the renewal status for job order and casual employees.



The meeting was vital in strategic initiatives, emphasizing innovation and reinforcing the campus' commitment to academic and professional excellence.

Link to the story: <https://main.psu.edu.ph/psusc-employees-convenes-for-a-general-meeting/>

## SYNERGY | PSU-SC BARKADAHAN 2023

December 4, 2023

The spirit of camaraderie echoed through the pine-scented air as the Campus Barkadahan of PSU San Carlos Campus is held in the picturesque setting of Baguio City.

The collaboration between the administration led by Dr. Liza L. Quimson, Campus Executive Director, and the Faculty Association guaranteed the event's success.

This event reflects the power of academic community-building. It also allowed faculty members and staff to have stronger connections beyond the four corners of the campus.

Further, the three college deans, Dr. Myra C. Catungal (College of Education), Dr. Juliet V. Menor





(College of Hospitality Management, Business Administration, and Computing), and Dr. Balbina R. Gutierrez (College of Agriculture), amplified the success of the Campus Barkadahan as their collaborative efforts greatly encouraged the participation of their constituents.

As the participants were immersed in the various activities where they shared moments of laughter and unity, it became evident that this initiative laid lasting bonds far beyond the academic setting.

Link to the story: <https://main.psu.edu.ph/synergy-psusc-campus-barkadahan-2023/>

### **Heads up PSUnians! HIRING OF SPES AND SA IS NOW OPEN**

February 6, 2023

PSU is in need of DOLE- Special Program for Employment of Students (SPES) and Student Assistants (SA) for 2022-2023 Applicants.

For SPES, below is the breakdown of needed students:

- Alaminos City-15
- Asingan -7
- Bayambang- 14
- Binmaley- 8
- Infanta -6
- Lingayen-25
- San Carlos City- 12
- Sta. Maria- 8
- Urdaneta City-15

Meanwhile, the number of SAs hired varies per Campus depending on available funds.

The requirements for interested applicants to be submitted to the student service coordinators are as follows:

- a. Birth certificate (must be 15-30 years of age at the time of application) or any government issued IDs indicating the applicant's date of birth
- b. For wage-earner parents: Photocopy of ITR, Certificate of Tax Exemption, or Original copy of Low-income issued by concerned barangay
- c. For non-wage earner parents: Original copy of Certificate of Indigence issued by the Barangay or Social Welfare and Development Office of the LGU
- d. Photocopy of Report of Grades

The students will report to the campus from 8:00 AM-5:00 PM from Monday to Friday for twenty (40) days during the second semester (February-March).

Link to the story: <https://main.psu.edu.ph/heads-up-psunians-hiring-of-spes-and-sa-is-now-open/>



**Hiring of SPES and SA is NOW OPEN**

**APPLICATION ONGOING**

**DOLE-SPES**  
Special Program for Employment of Students for A.Y: 2022-2023

PSU-Campuses in need of SPES Participants

- Alaminos City-15
- Asingan -7
- Bayambang- 14
- Binmaley- 8
- Infanta -6
- Lingayen-25
- San Carlos City- 12
- Sta. Maria- 8
- Urdaneta City-15

Number of SAs to be hired varied on Campus Funds.

FOR MORE INFORMATION, PLEASE COORDINATE WITH YOUR CAMPUS STUDENT SERVICES COORDINATOR



## **PSU-SM'S FUTURE TEACHERS CONVENE FOR TEACHING INTERNSHIP PRE-ORIENTATION.**

February 9, 2023



PSU-SM College of Education organized a Teaching Internship Pre-Orientation at the Senator Leticia Ramos Shahani Convention Hall on February 08, 2023, from 9:00 am to 12:00 pm.

BEED, BTLED BSED MATH, and BSED ENGLISH are gathered by the PT Advisers, Mr. Rey Marquez, Mrs. Cristina Tindero, and Mr. Michael Dan Caranza, respectively. The Pre-orientation aims to prepare students for practice teaching by addressing various queries.



The Teaching Internship requirements and protocols were enumerated by Mr. Rey Marquez. Also, the future educators elected Teaching Internship Officers and were inducted by Mr. Micheal Dan Caranza. The event had a positive and harmonious mood that gave the prospective teachers hope that they promised to accept any challenges they would face in their practice teaching.

Link to the story: <https://main.psu.edu.ph/psu-sms-future-teachers-convene-for-teaching-internship-pre-orientation/>

## **PSU AWARD AGRI BOARD TOP NOTCHER WITH CASH INCENTIVE**

**March 15, 2023**

The Pangasinan State University is jubilant with the outstanding performance of another alumnus who landed fifth (5th) place in the agriculturist licensure examination.

In recognition of the achievement, PSU awarded the cash incentive of P100,000 to King Bascos Bergonio, personally handed by University President Dr. Elbert M. Galas on March 13, 2023.

Bergonio was a graduate of Bachelor of Science (BS) in Agriculture from PSU-Sta. Maria Campus, under the Expanded Tertiary Education Equivalency and Accreditation Program (ETEEAP) garnered a rating of 85.67 in the Agriculturist Licensure Examination released in November 2022.

Dr. Galas said the awarding of cash incentives has been institutionalized in the University during the era of former President Dr. Dexter R. Buted, which serves as an avenue to

acknowledge the effort of PSU coaches and graduates in pursuing licensure examination and to motivate PSUnians in the board programs to excel academically in their specific fields.



The awarding ceremony was also joined by the PSU's Vice-President for Academic and Student Affairs, Dr. Manolito Manuel; Director for Alumni and Student Affairs, Prof. Celeste Mercado; Director for ETEEAP Office, Dr. Cristie Marie Dalisay; Sta. Maria Campus Executive Director, Dr. Honorio Cascolan; and the College Dean, Dr. Brenda Panelo.

PSU has once again shown its contribution of producing competent graduates, manifested in the licensure examination, who are capable of meeting the needs of local and international standards.

Link to the story: <https://main.psu.edu.ph/psu-awards-agri-board-topnotcher-with-cash-incentive-2/>

## **COLLECTIVE NEGOTIATION AGREEMENT SIGNED AT THE UNIVERSITY**

December 4, 2023

The University has recently finalized a landmark Collective Negotiation Agreement (CNA), marking a significant step in enhancing the terms and conditions of the employees. This agreement, negotiated between the university's accredited faculty association and the management, exemplifies a commitment to continuous improvement in the work environment.

Leading this initiative was University President Dr. Elbert M. Galas, who, together with Faculty Association President Mr. Ace John Mark P. Liwanag, played a pivotal role in aligning the interests of the employees with the strategic goals of the university. This alignment underscores the faculty's contribution in attaining growth and goals of the university and encouragement to be part of the university's endeavors

The negotiations were further strengthened by the involvement of Dr. Dexter R. Buted, the former University President and current Vice President for Administration and Finance Management. The University Budget Officer, Ms. Jeanilyn L. Villanueva, and the Public Information Officer of the Faculty Association, Ms. Rhegina Flora-Tuber is also present during the CNA signing.

The CNA includes a structured process that allows employees to appeal on matters related to their rights. This process not only upholds the rights of every employee but also strengthens the university's commitment to transparency and fair treatment.

The Faculty and Non-Teaching Associations would like to thank the University Management for this milestone, recognizing it as a progressive step towards creating a more inclusive and supportive working environment for all employees. This enhanced environment is expected to attract and retain top academic and administrative talent, thereby contributing to the university's reputation and success.



With this agreement in place, the university is well-positioned to embark on a new era of growth and innovation. It underscores a renewed commitment to upholding the welfare of its faculty and staff, enhancing academic and operational

standards, and encouraging all members of the university community to be active participants in the university's journey towards achieving its goals and aspirations.

Link to the story: <https://main.psu.edu.ph/collective-negotiation-agreement-signed-at-the-university/>



### Research Output on Decent Work and Economic Growth

Title of Research	Date Finished	Name of Researchers
Bangus (Chanos Chanos) Farming: Preparing for SMART Farming and Predictive Analysis using Artificial Intelligence Tools	2023	Dellosa, R.M.
Analyzing the relationship between information technology jobs advertised on-line and skills requirements using association rules	2021	Patacsil, F.F., Acosta, M.E. Bulletin of Electrical Engineering and Informatics,
3d Printing: Basic principles and applications Materials	2021	Thakar, C.M., Parkhe, S.S., Jain, A., ...Murugesan, G., Ventayen, R.J.M.
Reflective critical thinking skills of student leaders in higher education institutions for development WSEAS Transactions on Environment and Development	2021	Reyes-Chua, E., Navigar, N.R., Campaña, M.J.M., ...Ventayen, R.J.M., Ymana, I.C.A.

### ✓ Expenditure per Employee

	2023
Number of Employees	
• Permanent	873
• Temporary	127
• Coterminous	5
• Contractual	224
• Casual	141
• Job Order/Contract of Service	111
Number of employees sent to training and other learning opportunities	873
Number of employee-scholars	13



✓ **Proportion of Students with Work Placements**

Degree Program	2023	
	Total number of students	Number of students enrolled in their OJT/PT
<b>ALAMINOS CITY CAMPUS</b>		
1. Bachelor of Elementary Education (BEEd)	360	87
2. Bachelor of Secondary Education (BSEd)	271	71
3. Bachelor of Science in Business Administration (BSBA)	516	88
4. Bachelor of Science in Hospitality Management (BSHM)	497	92
5. Bachelor of Science in Information Technology (BSIT)	383	65
6. Bachelor of Science in Tourism Management (BSTM) *New Academic Program	88	0
<b>ASINGAN CAMPUS</b>		
1. Bachelor in Industrial Technology (BIT)	302	69
2. Bachelor of Elementary Education (BEEd)	63	21
3. Bachelor of Secondary Education (BSEd)	189	38
4. Bachelor of Science in Information Technology (BSIT)	240	43
5. Bachelor of Science in Business Administration (BSBA)	327	76
6. Bachelor of Technology and Livelihood Education (BTLEd)	46	17
<b>BAYAMBANG CAMPUS</b>		
1. Bachelor of Elementary Education (BEEd)	302	111
2. Bachelor of Secondary Education (BSEd)	1373	345
3. Bachelor of Science in Nursing (BSN)	<b>398</b>	51
4. Bachelor of Arts in English Language (ABEL)	347	97
5. Bachelor of Science in Information Technology (BSIT)	525	190
6. Bachelor of Public Administration (BPA)	560	177
7. Bachelor of Science in Business Administration	668	251



(BSBA)		
8. Bachelor of Early Childhood Education (BECEd)	158	54
9. Bachelor of Physical Education (BPEd)	363	58
10. Bachelor of Technology and Livelihood Education (BTLEd)	165	48
<b>BINMALEY CAMPUS</b>		
1. Bachelor of Science in Fisheries (BSF)	366	77
2. Bachelor of Science in Criminology (BSC)	867	197
3. Bachelor of Science in Environmental Science (BSES)	200	27
4. Bachelor of Secondary Education (BSEd)	189	47
<b>INFANTA CAMPUS</b>		
1. Bachelor of Elementary Education (BEEd)	118	24
2. Bachelor of Secondary Education (BSEd)	151	50
3. Bachelor of Science in Business Administration (BSBA)	97	0
*New Academic Program		
4. Bachelor of Science in Agribusiness Management (BSABM)	<b>77</b>	0
*New Academic Program		
<b>SAN CARLOS CITY CAMPUS</b>		
1. Bachelor of Elementary Education (BEEd)	303	67
2. Bachelor of Secondary Education (BSEd)	1117	161
3. Bachelor of Science in Business Administration (BSBA)	855	40
4. Bachelor of Science in Hospitality Management (BSHM)	629	107
5. Bachelor of Science in Information Technology (BSIT)	555	144
6. Bachelor of Science in Office Administration (BSOA)	307	96
7. Bachelor of Technology and Livelihood Education (BTLEd)	302	96





8. *Bachelor of Science in Agribusiness Management (BSABM)	26	0
*New Academic Program		
<b>STA. MARIA CAMPUS</b>		
1. Bachelor of Science in Agriculture (BSA)	383	134
2. Bachelor of Elementary Education (BEEEd)	273	81
3. Bachelor of Secondary Education (BSEd)	303	76
4. Bachelor of Science in Agribusiness Management (BSABM)	383	34
5. Bachelor of Science in Agricultural and Biosystems Engineering (BS ABE)	2	1
6. Bachelor of Technology and Livelihood Education (BTLEd)	220	80
<b>URDANETA CITY CAMPUS</b>		
1. Bachelor of Science in Mechanical Engineering (BSME)	366	111
2. Bachelor of Science in English Language (ABEL)	235	71
3. Bachelor of Science in Architecture (BS Arch)	566	111
4. Bachelor of Science in Civil Engineering (BSCE)	1219	509
5. Bachelor of Science in Computer Engineering (BSCpE)	486	64
6. Bachelor of Electrical Engineering (BSEE)	462	111
7. Bachelor of Science in Information Technology (BSIT)	692	87
8. Bachelor of Science in Mathematics (BS Math)	109	31
9. Bachelor of Science in Secondary Education (BSEd)	383	85
10. Bachelor of Early Childhood Education (BECED)	178	64



### Gender Distribution of Employees

<b>CAMPUS</b>	<b>MALE</b>	<b>FEMALE</b>
Alaminos	40	45
Asingan	39	32
Bayambang	116	131
Binmaley	47	40
Infanta	33	39
Lingayen	119	146
San Carlos	58	75
Sta. Maria	59	41
Urdaneta	109	75
Main	103	134
<b>TOTAL</b>	<b>723</b>	<b>758</b>