



## *A Message from the Vice President for the Loyola Schools*

**Dear Members of the Loyola Schools Community,**

We begin this First Semester with gratitude for past blessings and hopeful anticipation of the good things coming in this new academic year.



I write with an update on the Loyola Schools. With this June issue, we are launching the *Loyola Schools Bulletin*, a monthly publication that will serve as the vehicle for informing you, the members of our Loyola Schools community as well as our alumni, of developments, activities, people, and events in the Loyola Schools. The Bulletin's motto "*We build community. We nurture hope.*" – two qualities that we badly need in our country today especially for our youth – captures the character of the publication and what it seeks to accomplish.

In August we begin construction of the new 3 ½ story Student Leadership Center. The center answers the need for better and more spacious accommodations for our thirty-nine (and growing number of) accredited student organizations. It will also bring together under one roof the Office of Student Activities (OSA), the Office for Social Concern and Involvement (OSCI), and the Campus Ministry Office (CMO), the three units most involved in student formation. More importantly, the Student Leadership Center will provide an excellent venue for the synergism among the three offices and our student organizations towards the formation of our students into excellent leaders rooted in the Ignatian values of self-awareness, positive engagement with the world, service orientation, and God-centeredness. Student formation is at the heart of Ateneo education. These past few years have seen a number of strong new programs from OSA, OSCI, and CMO. The Student Leadership Center will further strengthen their collaborative efforts. Towards this end also, we are increasing this school year the number of our campus ministers and student formators to further increase our capabilities in this area.

The Student Leadership Center and the newly constructed Rizal Library Study Hall are the latest additions to the upgrading of our campus infrastructure and facilities. Since 2002, our campus has undergone a remarkable transformation with the construction of the JGSOM and PLDT-CTC buildings, the expansion and renovation of De La Costa Hall, the P.E. Complex, and the Gonzaga Cafeteria, the repainting of all of our buildings and renovation of most of our comfort room facilities throughout the campus, and the beautiful landscaping of our Quads and grounds. Aside from the office spaces, the Student Leadership Center will also have conference rooms and prayer rooms, and have on the ground floor the Loyola Schools Bookstore which, will carry the publications of the ORP, University Press, and JESCOM; the merchandise of the A-Shop; art reproductions from the Art Gallery; as well as a coffee shop. Once the Student Leadership Center is completed, the Rizal Library Study Hall, which is temporarily housing the student organizations while the Center is being constructed, will be finalized. The 2-story Rizal Library Study Hall will have both "loud" (discussion) and "quiet" (reading) study areas, as well as a reading coffee shop for those who like to take coffee while reading.

On July 8, Faculty Day, we will distribute copies of the four editions of Volume 4 of the *Loyola Schools Review*, the official publication for scholarly work of our faculty in each of the four Schools. Now in its fourth year, the *Review* is widely disseminated not only to colleges and universities in our country but also to the top universities in Asia. Jesuit institutions and other partner institutions of higher learning in the United States and Europe also receive copies of the *Review*.

We expect to publish this year our much-awaited *Literary Folio*. The *Folio* aims to become the showcase of the creative work of our faculty, not only for the various literary genres, such as poetry, short fiction, drama, but also visual arts, music, and multimedia. It will complement our other scholarly journals through its goal of excellence and an aesthetics rooted in the Ateneo tradition.

The on-going Graduate Programs Review is on track. The various Review Committees have submitted their analyses, which have been distributed to the departments with graduate programs for use in planning and decision making on their respective graduate programs. The findings of the Graduate Programs Review and the ensuing departmental plans will be presented to the School Council in August and September and to the Board of Trustees in November.

Last school year, our students were very much involved in *Gawad Kalinga*, contributing towards improving the lives of the poorest of the poor of our country, and thereby deepening their sense of social responsibility by the transforming experience of concrete positive action in nation building and bringing hope to our fellowmen. This school year, we see continuing strong involvement of our students in *Gawad Kalinga* because it is in the act of giving and building (rather than of complaining) that our country will be changed.

A note on this year's tuition fee increase. As I wrote in my letter to the parents of the upperclassmen, "The tuition fee increase this year is 7%, a marked reduction from an average of 10% in previous years. The tuition fee increase was arrived at after a very careful and detailed budget preparation process, which involved all academic departments and administrative offices of the Loyola Schools. We exert every effort to cut costs, even as we strive to maintain excellence in the quality of education as well as continuously improve the facilities that we provide your children." To the extent possible, we hope to be able to keep this trend of lower tuition fee increase in the future.

There are many more developments, activities, and events this school year to write about but owing to space constraints, these will have to await future issues of the Bulletin. This is the sixth year since the establishment of the Loyola Schools. Much has been accomplished with the growth and development of the four Schools – Humanities, Management, Science and Engineering, and Social Sciences. Each School has developed a distinctive dynamism anchored on its disciplinary thrust. We have made great strides in many areas which will be presented in the Term Report that the Deans and I are preparing and will distribute this school year. A highlight of the Report are the many achievements of our faculty and students over the last six years.

In ending, I would like to convey my warmest greetings to each and every one of you in our Loyola Schools family. I look forward to a very fruitful school year as we work together in pursuit of the University's mission. *Ad majorem Dei gloriam!*

Sincerely yours,

**Anna Miren Gonzalez-Intal, Ph.D.**



Freshman OrSem 2005

Two thousand twenty three (2,023) students are expected to comprise the Freshman class of school year 2005-2006. The figure is the highest in recent years and is a surprise for administrators. Projections of confirmation for those offered admission into the Loyola Schools based on historical trend analysis indicated a confirmation of only around 1,800 Freshmen. Given declining enrollments in many colleges and universities in the country, the very strong confirmation rate is seen as a positive sign of the Loyola Schools' ability to attract among the best and brightest high school graduates in the country.

This year's Freshman class has 83 Valedictorians, 62 Salutatorians, and 277 Honorable Mention graduates, for a total of 20% of the class. Compared to last school year, this school year has 28 more Valedictorians, 7 more Salutatorians, and 14 more Honorable Mention graduates. There are 16 Merit Scholars and 6 San Ignacio de Loyola Merit Scholars in the batch.

There are slightly more women than men – 1,023 vs. 1,000, which departs from the last four years, which saw slightly more males than females. About 35% of the incoming students will be taking programs from the John Gokongwei School of Management (JGSOM), followed by 30% from the School of Social Sciences (SOSS), 24% from the School of Science and Engineering (SOSE), and 11% from the School of Humanities (SOH). A total of 1,646 students come from Metro Manila, 350 from the provinces, and 27 are foreign students.

The programs with the highest number of students are BS Management (185), BS Communications Technology (165), BS Management Engineering (148), AB Management Economics (148), AB and BS Psychology (144), BS Legal Management (120), BS Management Information Systems (115), and AB Interdisciplinary Studies (108).

## academic | calendar

JUNE	
14 T	First Semester classes begin
14-16 T-Th	Late Registration (with fine) for college students
15 W	LS Administrators' Meeting, Faura AVR, 4:30-6:00 pm
16 Th	College students' deadline for obtaining load revision forms from the Cashier's Office
16-18 Th-Sa	Late registration (with fine) for graduate students
18 Sa	Graduate students' deadline for obtaining load revision forms from the Cashier's Office
19-26 Su-Su	Freshman resident students' Orientation Seminar
20 M	College students' deadline for submission to the Registrar's Office of completed load revision forms
22 W	Mass of the Holy Spirit, Church of the Gesù, 9:30 am
22 W	Deans' Council Meetings, 4:30-6:00 pm
25 Sa	Freshman Parents' Orientation, Henry Lee Irwin Theater, Grade School Complex
25 Sa	Graduate students' deadline for submission to the Registrar's Office of completed load revision forms
27 M	Unit Administrators' Meeting, 11:30 am - 2:00 pm Conf Rms 3 & 4, Social Sciences Bldg.
JULY	
1 F	University Cheer Rally, 4:00 pm, Blue Eagle Gym
2 S	ORSEM for Graduate School
6 W	LS Administrators' Meeting, Faura AVR, 4:30-6:00 pm
8 F	Faculty Day, Escaler Hall, Science Education Complex, from 8:00 am
9 S	Upperclassmen Parents' Day (ASPAC event)
15-16 F-Sa	ISEW for new LS non-teaching personnel

School of Humanities

June 14-15

**BUDHI/Thesis Eleven Colloquium on Asian and Antipodean Modernities: Civil States, Plural Nations and Global Diasporas** *By invitation only*

Lecturers:

- Peter Beilharz, La Trobe University
- Darrell Bennetts, La Trobe University
- Trevor Hogan, La Trobe University
- Peter Murphy, Monash University
- Wolfgang Natter, University of Kentucky
- Miriam Riley, La Trobe University
- Stephen Turner, University of South Florida
- Clinton Walker, Freelance Writer, Sydney, Australia

Until 8 July

**Engage, Pictură Românească Contemporană**

The Embassy of Romania, the Office of the President, the Office of the Dean, and the Ateneo Art Gallery, co-host an exhibit of contemporary Romanian paintings from the embassy collection.

At the Ateneo Art Gallery, AdMU, Loyola Heights, Quezon City  
For additional information, call Yolly at 426-6001 local 4160.

John Gokongwei School of Management

July 15

**The 6th Business Leadership Forum**

At the Grand Ballroom, Hotel Intercontinental, Makati City

July 18-19

**National Conference for Educators and Administrators in Entrepreneurship Education**

“Getting Down to Business: Creating a Culture of Entrepreneurship on our Campuses”

At the Escaler Hall, AdMU, Loyola Heights, Quezon City

School of Science and Engineering

July 16, 8:00 am to 12:00 noon

**Symposium on Safety and Hazards**

The symposium will provide guidelines on the safe use of the laboratories for theses and projects. *For undergraduate seniors, new graduate students and new faculty and staff*

School of Social Sciences

June 27, 7:30 am to 4:00 pm

**Fourth Chinese Bridge—Chinese Proficiency Competition for College Students**

The Embassy of the People’s Republic of China, the Philippine Chinese Education Research Center and the Chinese Studies Program co-host this competition open to all currently registered college students of any Philippine college or university, regardless of ethnicity or where they studied Mandarin.

At the Escaler Hall, AdMU, Loyola Heights, Quezon City  
Deadline for application is 17 June. For further information, call Ritchie at 426-6001 local 5208.

June 30

**Launch of the Japanese Studies Program website:**  
<http://www.ateneojsp.com>

**Lectures by Professor Kim Yeon-Cheol of Hannam University, Fellow of the Ateneo Center for Asian Studies from June to August:**

July 1, 4:30 - 6:00 pm

**Contending Perspectives on the Causes of Korean Economic Development**

July 11, 4:30 - 6:00 pm

**Why Korea Failed to Cope with the Imperialist States in the Late Nineteenth Century**

July 18, 4:30 - 6:00 pm

**Japanese Colonial Rule: Legacy and Impact on Modern Korea**

# Loyola Schools’

## Love, likelihood, and longing

How could he have known that when an angry bishop decided to close down the Ateneo de Tuguegarao in Cagayan, another world would open up to him? Leovino Ma. Garcia was a poor boy who knew rivers and valleys better than he did the streets of Manila. In time, at the Ateneo de Manila, he found himself among chauffeur-driven classmates, while he lived above the garage of the Jesuit Residence. Later, he moved to the Faculty House, manning the telephone on Sundays.

Although once ignorant of the proper Danish pronunciation of Kierkegaard – “It’s *Ki-yeer-ke-gor*,” a colleague pompously intoned – Leo conquered Europe and the Université Catholique de Louvain, earning a doctoral degree, *Magna cum laude*. His dissertation is on Paul Ricoeur’s philosophy of hope and responsibility.

The boy in the Jesuits’ garage would eventually become Ateneo’s first lay dean of the School of Arts and Sciences, a position reserved for Jesuits over the previous 130 years. Had he lacked hope and responsibility, he could have become a monster. But goodness works in splendid ways. A former student of his posted an entry on her personal website: “He changed my life most,” she wrote, “and taught me about the Transcendent, the Other, the Face.”

“The business of the humanities,” Leo untiringly says, “is the business of becoming human.” When he is not writing for the *Philippine Daily Inquirer* on

being cultured or on the *bangkô*, he collects antique maps and abstract paintings because in them he finds “love, likelihood, and longing” – the stuff of being human. *esp*

## His cup is always half-full

When Rudy Ang was six, his father died, leaving behind a business that collapsed with his death, and a grieving widow with ten children, the eldest, nineteen and the youngest, only three. Xavier School’s Grant-in-Aid program made it possible for him to stay in school, but, “it was difficult being a scholar; difficult being poor in a school populated with rich kids. My baon was never as big, my school bag never as nice. I never got to vacation in all the exotic places my classmates talked about during recess time. In that situation, it was easy to focus on what I didn’t have, rather than on what I had been given.”

Scholarships supported his first-rate education from grade school through graduate school, and the significance of this was not lost on him. “As I grew older, I began to change. The influence and example of my teachers and the guidance of the Jesuits, helped me to change my perspective. Instead of focusing on what I didn’t have, I began to focus more on the many gifts I had been given... One of my teachers in college spoke to me just before graduation and reminded me to not be in too much of a hurry to earn my first million. Do something out of a sense of service first, he said, and worry about the money later. I thought it over, and decided that it made sense. I decided to be a teacher, at least for a few years.”

Rudy began teaching and he continues to do so this semester. He is re-taking a degree. He runs ventures with friends, franchises and developments.

*“God has a plan for me and a design in all of my just in our successes. We don’t get, and we appreciate whatever we are a better, stronger because of what I did.” kbc*

## It takes a community

If it “takes a village” to raise a child, it takes a community to develop a school.

The mission of the School of Engineering is to provide mathematics, and the community with the improvement of the environment. Ateneo is a never-ending process. Ateneo, as one of the Philippines, is to meet the challenges of engineering, while meeting the challenges of environmental sustainability.

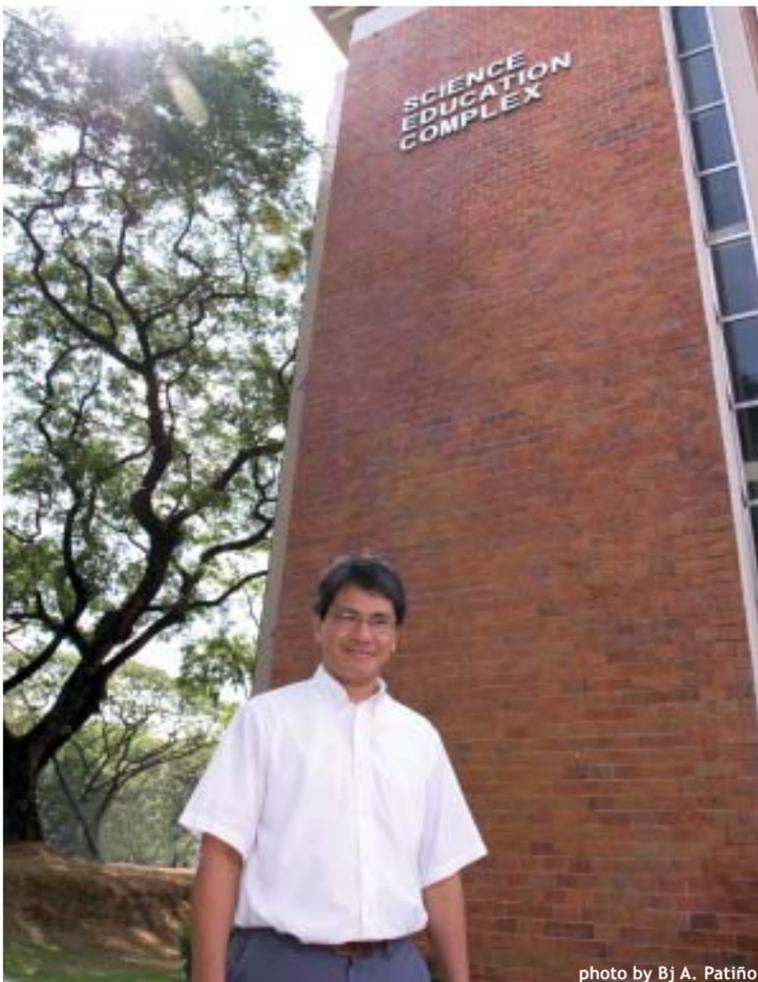


photo by Bj A. Patiño

**Jose M. Cruz, S.J.**  
*Dean, School of Social Sciences*

Birthplace: Manila  
 Birthdate: 10 December 1949  
 Home department: History  
 Number of years teaching: 16

A.B. Philosophy 1972, Ateneo de Manila University  
 M.A. History 1984, Cornell University  
 Ph.D. History 1999, Cornell University



photo by Bj A. Patiño

**Fabian Millar Dayrit**  
*Dean, School of Science and Engineering*

Birthplace: Manila  
 Birthdate: 4 December 1953  
 Home department: Chemistry  
 Number of years teaching: 22

B.S. Chemistry 1975, *cum laude*, Ateneo de Manila University  
 M.A. Chemistry 1978, Princeton University  
 Ph.D. Chemistry 1981, Princeton University

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# Main Men

ing in 1985. Now, even as a dean, I teach at least one class per semester, relentlessly pursuing his doctoral degree in a variety of entrepreneurial ventures and family, mostly fastfood and small-scale commercial

For each one of us, and there is a plan for our disappointments and failures; not there is a reason we do not get what we realize this, then we can better understand it is that God has planned for us. I am a more generous person today than I didn't have when I was young." rpa/

## Community

age to raise a child", it takes a village to develop a scientist.

of the School of Science and Engineering to nurture talent in science, technology and engineering in the service of the community. The development and application of science and engineering at the university is an ever-ending task. The role of the university is to be a leader in science and technology at the same time using these to address the challenges of development, sustainability, and competitiveness.

## aces

University



Fabian M. Dayrit supports programs that enhance quality of learning, excellence in research, and linkage with real-world problems. Dr. Dayrit himself is actively involved in various research endeavors and science-related activities. He is director of the National Chemistry Instrumentation Center, which houses the country's only Nuclear Magnetic Resonance Spectrometer and Mass Spectrometer. He leads a research group in Natural Products Chemistry, and works with the Department of Agriculture, Department of Health, and Department of Science and Technology in various chemistry-related projects. He assisted the Commission on Higher Education develop the policies and standards for Chemistry and Environmental Science.

Dr. Dayrit is currently the president of the Integrated Chemists of the Philippines. He has been recognized by the National Research Council of the Philippines (2001 NRCP Achievement Award), Philippine Federation of Chemistry Societies (1995 Achievement Award in Chemistry Education), and Philippine Jaycees (1992 Ten Outstanding Young Men).

Indeed, for science to be of service to society, it must contribute both through discoveries in the laboratory, as well as direct engagement in the community.

## Flying high on autopilot

"I am a happy dean."

Fr. Jose Cruz, S.J. was warned that he would be in charge of the school that had the greatest number of potentially challenging characters. But five years since his first term began, the eleven departments and programs that make up the School of Social Sciences, the biggest of the four schools in the university, have been running smoothly, almost on autopilot, and seem bound for greater heights. "I have an easy time as Dean," he says, "because of a hardworking faculty and an efficient staff."

So much has been produced by the School. Over sixty books, twenty conferences, four new graduate programs, six minor programs, two research centers — an output that becomes the School that has half the university's graduate students and over a third of its undergraduates. Outside the university, the School has also made its presence felt in the sectors of industry, government, education, and others.

The School's international outlook is reflected in its programs and its student composition. It has more foreign students than any of the other schools. It houses the Konrad Adenauer Center for Journalism; the Chinese Studies, the Japanese Studies, and the European Studies programs.

Naturally, Fr. Cruz keeps pace with the School. He is the general coordinator of the Program for Cultural Cooperation between the Ministry of Culture of Spain and universities in the Philippines and the Pacific Islands; the chair of the Governing Board of the Southeast Asian Ministers of Education Organization (SEAMEO) Center for History and Traditions; and the director of the Asian Public Intellectuals Program of the Nippon Foundation.

But Fr. Cruz insists that the vitality of the School would not exist without the culture of collegiality and professionalism that is already present. Fr. Cruz has reasons to be happy. He mans a self-driven vehicle, and it is going places. *joc*



photo by Bj A. Patiño

## Leovino Ma. Madriaga Garcia

*Dean, School of Humanities*

Birthplace: Bantay, Ilocos Sur  
 Birthdate: 14 March 1945  
 Home department: Philosophy  
 Number of years teaching: 29

A.B. Humanities 1965, *cum laude*, Ateneo de Manila University  
 B.A. Philosophy 1968, *cum laude*, Université Catholique de Louvain, Belgium  
 Ph.L. Philosophy 1970, *Magna cum laude*, Université Catholique de Louvain, Belgium  
 Ph.D. Philosophy 1981, *Magna cum laude*, Université Catholique de Louvain, Belgium



photo by Bj A. Patiño

## Rodolfo Pe Ang

*Dean, John Gokongwei School of Management*

Birthdate: 20 January 1962  
 Home department: Marketing & Law  
 Number of years teaching: 18.5

A.B. Communication 1983, *Magna cum laude*, *Departmental Awardee*, Ateneo de Manila University  
 B.S. Management Honors Program 1984, *Departmental Awardee*, Ateneo de Manila University  
 MBA 1988, *Class Valedictorian*, Carroll Graduate School of Management, Boston College  
 Ph.D., currently enrolled, College of Business Administration, University of the Philippines

## traditions

### The Mass of the Holy Spirit 22 June, 9:30 am, Church of the Gesù

The Ateneo de Manila University, like other Catholic educational institutions worldwide, celebrates the Mass of the Holy Spirit at the start of each academic year. Behind this is a tradition that goes back to the thirteenth century. What has now come to be known as a "Red Mass" officially opened the term in most European courts for those in the legal profession to seek guidance in their pursuit of justice. The celebrants of the mass would wear red vestments, a symbol of the "tongues of fire" that descended upon the apostles.

*"When the day of the Pentecost came it found the disciples gathered in one place. Suddenly from up in the sky there came a noise like a strong, driving wind, which was heard all through the house where they were seated. Tongues as of fire appeared, which parted and came to rest on each of them. All were filled with the Holy Spirit. They began to express themselves in foreign tongues and make bold proclamation as the Spirit prompted them." (Acts 2:1-7)*

As an academic community, we are called to beg for the gift of the Holy Spirit as we commence the school year. This mass is an opportune moment to receive the sevenfold gifts of the Holy Spirit: wisdom, understanding, counsel, fortitude, knowledge, piety, and fear of the Lord. At this mass we ask God to bless us that we may not only seek learning for its own sake, but most especially for the gift of wisdom that we may use disciplined learning for the service of God's kingdom of justice, peace and love.



Ateneo Men's Football Team (top) and the Ateneo Judo Team (bottom)

## Ateneo sports soars to greater heights

The year started with the annual "Big Blue Eagle Cheer Rally" at the Blue Eagle Gym. It was a successful send-off into UAAP Season 67, in which Ateneo improved its overall standing from 6<sup>th</sup> to 4<sup>th</sup>, owing to the exemplary finishes of the different teams.

It was a breakout year for the Men's Judo and the Men's Football Teams. The Men's Judo Team, with a full line-up of 14 judokas for the 7 weight divisions, went on a rampage, beating defending champion UST and the other competing universities. The team's success was a story of the underdog, as it improved its finish from 5<sup>th</sup> to Champions in a year's time, through hard work and dedication in the dojo.

The Men's Football Team completed its back-to-back championship, defending its crown against an aggressive UST squad composed of National players. The season was really for the Eagles as they ended the eliminations with a 7 win, 1 loss, and 2 draw card, which meant a twice-to-beat advantage in the championship round. Both draws came from the dark horse UST Tigers. The championship game brought out the best in collegiate football as each team ended the regulation and extra two sudden death periods with a 1-1 score, having to settle the championship in a sudden death penalty shoot out, with the Eagles prevailing 8 to 7.

Not to be overlooked are the bridesmaid finishes of the Women's Basketball, Lawn Tennis, and Fencing Teams. All three teams improved their standings from 4<sup>th</sup> to 2<sup>nd</sup>.

The Women's Lawn Tennis Team, bannered by RP No. 1 Czarina Mae Arevalo, I AB IS, made its presence felt as it defeated defending champion DLSU during the first round and ended the elimination rounds with a 4 win, 2 loss record, thus earning the team a seat in the finals against DLSU. Ms. Arevalo was also awarded the UAAP Rookie of the Year Award.

The Women's Fencing Team gave its UAAP opponents a preview of its potential a week before the tournament when the team bagged

the Escrima Liga Overall Championships. With much confidence, the team finished with gold, silvers, bronzes bagging 1<sup>st</sup> runner-up honors in the UAAP.

The Women's Basketball Team has improved greatly over the last season as it earned 1<sup>st</sup> runner-up honors in the UAAP, losing to Adamson in a heartbreaking overtime loss in the deciding game 3 of the finals. The Lady Eagles also won the National Students Basketball Championship – NCR Tournament defeating Adamson in the semi-finals. The Lady Eagles eventually won the National Championships in Dumaguete City over Philippine Maritime Institute. A week later, the team coveted the 1<sup>st</sup> Home and Away Invitational League title over De La Salle University, ending the year with three championship trophies.

Not to be outdone, the Men's and Women's Golf Teams won the 3<sup>rd</sup> and 4<sup>th</sup> Samsung Interscholastic Golf Tournaments. The 3<sup>rd</sup> Samsung was held at Valley Golf Club in Cainta, Rizal in November 2004 and the 4<sup>th</sup> Samsung in Tagaytay Highlands Golf Club in Tagaytay City in January 2005.

The Women's Badminton and Women's Table Tennis Teams, the Men's Chess and Men's Basketball Teams shared honors with the other squads in the podium as they all finished 3<sup>rd</sup> in their respective UAAP tournaments.

The year ended with "Salute", the annual Athletes' Night, in March 2005 at Katips Restaurant in Katipunan Avenue as all the athletes from different sports celebrated the successes of the different teams. With the Men's Judo Team winning the Most Improved Team and Team of the Year honors. *emerson co*



Ateneo Fencing Team

## in the news

### Notable Achievements



Ateneo Team Res Cogitans

For the first time ever, a Filipino team made it to the World Finals of the Association of Computing Machinery – International Collegiate Programming Contest (ACM-ICPC), the most prestigious programming contest for college students in the world. This is our very own Ateneo Team, code-named *Res Cogitans*, consisting of Carlos Miguel Arguelles (4 BSCS), Allan Espinosa (3 BSECE), and Mark Ponzalan (3 BSCS) and coached by Dr. Pablo Manalastas of the Department of Information Systems and Computer Science.

A total of 4,109 teams of three students per team, from 1,582 universities in 71 countries battled in 144 regional contests to become part of the 78 teams that advanced to the 29<sup>th</sup> ACM-ICPC World Finals held in Shanghai, China last April 6, 2005. The University of Tokyo and Ateneo de Manila University were the top two winners in the Asia-Manila Regional Contest held last November 2004.

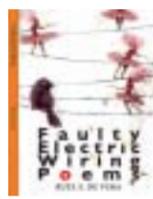
At the World Finals, each of the 78 teams was required to solve ten difficult problems created by an international team of judges. Although our team did not win the Finals, it received Honorable Mention. Truly a first for the Philippines!

Alumnus Wilfred Oliver Segovia (Management Engineering 2004, *cum laude*) won First Place in an International Essay Competition sponsored by the World Bank in May 2005. Segovia shared first place with Asnia Asim of Pakistan. Each received a \$3,000 cash prize. There were 1,241 essays submitted from 108 countries on the theme "Building a Secure Future, Seeking Practical Solutions."



Segovia's essay focused on the Ateneo Debate Society's Debate Education Program. The program is a free nationwide educational tour that sends Ateneo debaters around the country to teach debate and argumentation to secondary and tertiary students as a means of developing critical thinking skills; listening, language, and communication skills; issue awareness; and tolerance and open-mindedness among the Filipino youth. Segovia and the other finalists presented their essays and answered questions from the Final Jury during the Annual World Bank Conference on Development Economics.

### faculty publications



*Faulty Electric Wiring: Poems* is Ruel S. De Vera's second collection of poems, and his eighth published title (as author or editor). The poems are lyrical reflections of young adulthood and doomed romance. Ruel is an award-winning poet and journalist, and a faculty member of the Department of Communication.

Rating: Krip Yuson in his review in the Philippine Star called the book: "Wired, yet faultless..." and the book cover designer, Jason Moss, "like Ruel, a young genius".

Available at Office of Research and Publications, AdMU, 426-6001 loc 5180-5181, 426-5663 at PnP 140.00  
Available at National Bookstore, Powerbooks, Popular at P180.00



In celebration of its 30<sup>th</sup> year, Ateneo CORD recently launched a book entitled *The Way We Work: Research and Best Practices in Philippine Organizations*. Edited by Regina M. Hechanova and Edna P. Franco, the book tackles the psychology of the Filipino worker as well as human resource management practices in Philippine organizations.

Rating: A must-read for HR practitioners, managers, faculty and students in human resource management and industrial-organizational psychology

Available at the Ateneo de Manila University Press 426-6001 loc 4613 or 426-5984 at PnP 300.00



*Essence of Wellness: Essays on Philippine Clinical and Counseling Psychology* edited by Carmela D. Ortigas and Ma. Lourdes Arellano-Carandang is part of the Psyke 1 Series of the Ateneo de Manila University Press. The series is a publication project of the Department of Psychology and aims to serve the general reader by translating the technical language of theses and dissertation into reader-friendly versions. The focal point is on wellness and mental health, rather than illness and psychopathology.

Rating: You can't go wrong with Lita Ortigas and Honey Carandang.

Available at the Ateneo de Manila University Press 426-6001 loc 4613 or 426-5984 at PnP 150.00

## PREP: A new performance management system

The Personnel Office, in coordination with the Ateneo Center for Organization Research and Development (Ateneo CORD), recently launched the Planning and Review of Employee Performance (PREP) system, Ateneo's new performance management system for non-teaching personnel.

Going beyond the traditional performance appraisal, the PREP incorporates the entire

performance management cycle of Performance Planning, Monitoring and Coaching, Performance Review, and Developmental Planning.

Through performance planning, a supervisor and a subordinate can sit down and clarify job responsibilities and duties. More importantly, they can now jointly plan on how the employee can best contribute to the achievement of unit goals by setting



Regina Hechanova, Ph.D. presenting the PREP to LS administrators on 20 May

individual goals or standards of performance. Monitoring and coaching, giving constant feedback, and holding formal performance discussions during the review period is also

encouraged in order to foster increased communication between a supervisor and subordinate. Planning for employee development is also included to ensure that staff's knowledge and skills are enhanced.

It is believed that the continuous improvement of the non-teaching staff's performance directly contributes to Ateneo's mission of providing excellence in education, especially as the university faces challenges of increased competition in relation to improving service standards at other institutions.