

## CURRICULUM VITAE

### PERSONAL

NAME : BENITO LOPEZ TEEHANKEE, DBA

OFFICE ADDRESS: Graduate Studies, College of Business  
De La Salle University  
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CIVIL STATUS : Married to the former Ma. Yolanda Pascual  
NATIONALITY : Filipino

### PRESENT POSITIONS

Associate Professor  
Coordinator, Doctor  
Business Administration Program Business  
Management Department, College of  
Business De La Salle University

Board Governor, Philippine Academy of  
Management (PAoM)

Trustee, Pambansang Samahan sa  
Sikolohiyang Pilipino (PSSP)

Member, Management Association of the  
Philippines (MAP)

Member, Ethics Committee  
Pharmaceutical and Healthcare Association of the Philippines (PHAP)

Chairman, Technical Panel on Transnational and Distance Education  
Commission on Higher Education (CHED)

Member of the Board of Trustees  
University of San Carlos, Cebu City

### AWARD

Recipient of a Special Citation for Best Business Column, awarded by the Catholic Mass Media Awards on October 14, 2009, for the article "Sex and Billboards" in the Managing For Society column of The Manila Times.

## PAST POSITIONS (Selected)

Chairman, Technical Panel on Distance Education  
Commission on Higher Education (CHED)

Director, Doctor of Business Administration Program  
Vice-Dean, La Salle Green Hills Campus

Graduate School of Business

De La Salle Professional Schools Inc., various years since 1999.

Director, Online Learning Center

De La Salle-College of Saint Benilde, 1998-99

Responsible for planning and implementing faculty training programs and information technology infrastructure for the delivery of course supplements through the Internet.

Academic Director, School of Information Technology

De La Salle-College of Saint Benilde, 1998-99

Responsible for planning and implementing information technology education programs for the College for administrators, faculty and students.

Chairman

BSBA, Major in Computer Applications Program

De La Salle-College of Saint Benilde, 1996-98

Responsible for overseeing the curriculum of the BS Business Administration major in computer applications program, faculty recruitment and development and overall department administration.

Dean of Student Affairs, Student Personnel Services

De La Salle University, 1991 to 1996

In charge of extra-curricular services overseeing units responsible for student activities, student development, career and placement, discipline, campus ministry, sports development, social outreach and cultural arts programs.

Director of Student Development, Student Personnel Services

De La Salle University, 1985 to 1991

Ensured the development and delivery of relevant training programs for students in the areas of communication, leadership, time management, organizational management, teambuilding and related areas.

## EDUCATION

Doctor of Business Administration (With Distinction)

Graduate School of Business and Economics

De La Salle University, 1998

Scholar under the Regional Doctor of Business Administration (RDBA) Program supported by the Canadian International Development Agency (CIDA)

Master of Statistics

Statistical Center, University of the Philippines, Diliman, Quezon City, 1989

Bachelor of Arts, Major in Behavioral Sciences  
(Accelerated Program) Bachelor of Science in Commerce,  
Major in Business Management, 1983  
De La Salle University  
Given the Student Leadership Award

### SPECIAL SKILLS

Organization improvement — Acts as consultant in organization development methods and technology in the areas of planning, ethics, teambuilding, role clarification, productivity improvement, organizational culture management, total quality management, using information technology, among others.

Management, supervisory and leadership development — Conducts training activities in various management and supervisory functional areas particularly those involving human resource utilization and performance improvement.

Human relations training — Conducts training activities in areas such as communication, assertiveness and group facilitating.

Computer software applications — Provides training and consultancy on use of IT applications for productivity and organizational effectiveness including the Microsoft Office Suite, the Web, e-mail, online learning systems, expert systems, etc.

### SEMINARS AND TRAINING ACTIVITIES CONDUCTED (Selected)

#### *Industry*

—Basic and Advanced Management SkillsII, for junior and middle managers of PLDT, 2004 to 2009

—Ethics in Corporate GovernanceII, for various directors of publicly listed companies and banks, 2002-2005.

— Total quality managementII and —Total quality leadershipII for SPI Technologies, 2004.

—TeambuildingII for the Federation of Filipino-Chinese Chamber of Commerce, Binondo, July 20, 2002.

—Knowledge Management and ICT-Enabled EducationII to administrators of EduQuest, April 15, 2002.

"Visioning and Culture-building Workshop" for the management team of INFOCOM Communications Network, Inc., March 27-28, 1998.

"Information Technology Strategic Planning Workshop" for Siemens, Philippines at Caliraya, Laguna; January 16-17, 1998.

—Building a total quality service culturell, for the management team of INFOCOM Communications Network, Inc., September 13-14 and 20-21, 1996.

—Exploring Personal Values and Corporate Culturell, a seminar -workshop for merchandisers of Shoemart North Edsa delivered with Ruel Montenegro of Corporate and Career Consultants, April 4, 1991.

### *Education and Government*

"Year-End Evaluation and Strategic Planning Workshop" for officials and staff of the Bureau of Health Facilities and Services, Department of Health, February 10-11, 2010; Hotel Kimberly, Tagaytay.

"Leadership for Culture and Efficiency" for Bangko Sentral ng Pilipinas, December 18, 2008.

—Creativity, Problem-solving and Decision-makingll for the Management Skills Enhancement Program of the Bangko Sentral ng Pilipinas, 2007 up to the present.

—Administrative Leadership in Instructional Technologyll for administrators of CEAP-RegionIII schools, May 24, 2002, University of Regina Carmeli, Bulacan.

—Building a Culture of Excellencell for deans of the Lyceum of the Philippines, May 16, 2002, Holiday Inn Clark.

—Management of Researchll for administrators of the Department of Health, April 18, 20, and 21, 2002, Charles Huang Center, Batangas.

—Strategic Planningll for officials of the Quezon City local government, February 9-10, 2002, Antipolo.

—The role of core values and competencies in strategic planningll for top managers of the Bureau of Jail Management and Penology, July 4, 2001, Antipolo.

—The role of core values and competencies in strategic planningll, for top managers of the Bureau of Fire Protection (BFP). Conducted with Change Management International, Inc. on May 31, 2001 at Antipolo Rizal during the BFP's strategic planning workshop.

—Total Quality Managementll for administrators and faculty of Malate Catholic School, May 24, 2001.

"LPP Performance Target Setting Workshop" for Department of Health administrators, Caylabne, Cavite, June 1-2, 2000.

"Technological changes in Student Affairs administration," for the participants of the Philippine Association of Administrators of Student Affairs (PAASA) conference at Subic, April 25, 2000.

"Management Skills for Lasallian Lay Administrators," February 16, 2000, La

Salle Green Hills. "Total Quality Management in Education" for administrators, faculty and staff of the Immaculate Conception College, February 6-9, 2000, Ozamiz.

"Leadership and Problem-Solving for Quality Assurance" for health service providers of Luzon, at the Quality Assurance Generic Training, August 24 and 27, 1999, Cagayan de Oro.

"Leadership and Problem-Solving for Quality Assurance" for health service providers of Visayas and Mindanao, at the Quality Assurance Generic Training, July 18-24, 1999, Cagayan de Oro.

"Process improvement and problem-solving" during the Quality Assurance Coaching on Strategic Planning and Process Improvement workshop for health service providers, Baguio City, May 26-27, 1999.

"Using information technology and multimedia in the classroom", for the faculty of De La Salle University-Dasmariñas, February 12, 1999.

"Effective teaching in a highly technical environment," for the faculty of the Southschool Consortium, held at Marymount School, November 13, 1998.

"Instructional innovations in CSB: some goals and approaches," for the PAASCU Orientation for CSB faculty, November 7, 1998.

"The 1998 Education Criteria for Performance Excellence", for administrators of DLS-College of Saint Benilde, August 17, 1998.

"Challenges of the new millennium: globalization and information technology", for the Philippine Lasallian Principals Forum, July 31, 1998.

"Information Technology Research," organized by the Teacher Education Department of DLSU-Manila, April 23, 1998.

"Review ing the code of ethics for administrators", facilitator for the administrators of DLS- College of St. Benilde, April 17, 1998.

"Strategic Planning and Organization Design" for the Campus Ministry Office of DLSU -Taft, La Salle Greenhills, February 21-22, 1998.

"Science research through the INTERNET", for science faculty of the Mendiola Consortium, San Beda College, November 27, 1997.

"Communication and Group Process", for the Lasallian Values Formation Seminar of DLSU - Health Sciences Campus, Dasmariñas, Cavite, November 22, 1997.

"Total Quality Management for Higher Education", for the administrators of Miriam College Foundation, October 20-21, 1997.

"Total quality management in higher education", for faculty, administrators and staff of San Juan de Dios College, June 1997.

—Building learning organizations through campus advisingll, during the Annual

Convention of the Philippine Association of Campus Student Advisers (PACSA), Baguio City, November 30, 1996.

—Quality control circles and 5SII, for employees of Laguna provincial and municipal units under the Laguna Chamber of Commerce through Vision Power Consultancy Company, November 5 - 6, 1996, San Pedro, Laguna.

—Total quality management for effective program management II, for the management and staff of the Formation and Development Center, DLS-College of St. Benilde, October 26-27, 1996.

"Teambuilding and Visioning", for the faculty members of the College of Computer Studies of De La Salle University, September 1996.

—Organization Development II, course conducted for the doctoral students in De La Salle University's extension doctoral program in Educational Management in Jakarta, Indonesia, August 5-17, 1996.

—Total quality management for nursing educationII, during the Annual Convention of the Association of Deans of Philippine Colleges of Nursing (ADPCN), May 21, 1996.

—Student Affairs ManagementII during the Management Development Program organized by the Fund for Assistance to Private Education (FAPE) conducted November 23, 1995 at the University of San Carlos in Cebu City.

"Total quality management: a friendly introduction", for the faculty and administration of the College of Arts and Sciences, San Beda College, June 9-10, 1994.

"Total quality management principles for high school education", for faculty and administration of De La Salle Zobel High School, May 18, 1994.

"Strategic planning for top administration of De La Salle University", Caylabne, Cavite, 1994.

"Total quality management for Student Personnel Services", co-facilitated for Student Affairs officers of the Metro Manila members schools of the Catholic Educational Association of the Philippines, October 18, 20, 1993.

"Applying Total Quality Management to Student Publications", a seminar for the editors of the major student publications of De La Salle University, September 11, 1993.

Visioning Workshop for the Corporation Members of the University of San Carlos, conducted with Bro. Andrew Gonzalez and Dr. Paulino Tan, at the University of San Carlos, Cebu, February 15-16, 1993.

—Corporate Culture Management ProgramII, with Dr. Genevieve Tan and Gerry Plana of Corporate and Career Consultants, Inc., Hyatt Regency Hotel, November 25, 1989.

—Management of Organizations for Visible EffectivenessII (MOVE): Designed

and implemented a year-long training program in two to five live-in modules for student leaders of De La Salle University on the basics of human relations, project management, organizational management and development. The program has trained more than twelve batches since 1986.

#### TALKS DELIVERED (Selected)

##### *Education*

"E-learning and Transnational Education", in a forum for the 15th Anniversary of the University of the Philippines Open University (UPOU), UP Los Banos, February 23, 2010.

"Distance Education", De La Salle University-Dasmaringas, January 27, 2010.

"Bringing the Lasallian Guiding Principles to Life: Building a Virtuous Lasallian Community", for administrators of De La Salle University-Dasmaringas, January 13, 2010.

"National Policies on Distance Education and Transnational Education: Some Implications for Managing Quality in eLearning," keynote speech in the 8th National eLearning Conference, University of the Cordilleras, Baguio City, December 1, 2009.

"Educating for entrepreneurship: Meeting the challenge of the United Nations Principles for Responsible Management Education", National Conference on Entrepreneurship and Innovation, La Consolacion College, February 20, 2009 co-sponsored by the Philippine Academy of Management.

"Lasallian Leadership", Office of Student LIFE, De La Salle University, March 5, 2009. "Humanistic Management," De La Salle University-Dasmaringas, February 28, 2009.

"Catholic Teaching in Management", De La Salle University - Dasmaringas, January 28, 2009.

—Building humanistic corporations: Catholic Social Teaching and corporate governance, second Aquino Professorial Chair lecture, March 17, 2007.

—Applying Baldrige principles for Raising Student Performance, for The Principals' Circle of the Philippines, May 30, 2005 at the Angelo King International Center.

—For whom is the corporation being run?, Inaugural lecture for the Sen. Benigno S. Aquino, Jr. Distinguished Professorial Chair in Corporate Social Responsibility and Governance, delivered on April 2, 2005 at De La Salle University.

—Best practices in Institutional Management for Schools, for the Board of Education of the Dominican Province of the Philippines, University of Santo Tomas, January 23, 2003.

—IT Ethics to members of the Philippine Society of IT Educators (PSITE)

Western Visayas Chapter, Bacolod, July 26, 2002.

Keynote speech on —The New Economy, the New Student, the New Graduate, the New Employee to human resources administrators of schools during the 3<sup>rd</sup> Annual Convention of the Asian Association of School Human Resources Management and Development Practitioners Inc. (AASHPI), May 23, 2002, Heritage Hotel.

—E-learning for Mathematics Education during the 7<sup>th</sup> Annual Convention of the Mathematical Society of the Philippines, March 10, 2002, Philippine Normal University.

—Online Education to high school students of Xavier School, October 26, 2001.

—TQM in Student Affairs and Services during the mid-year seminar-workshop of the Philippine Association of Administrators of Student Affairs (PAASA), October 3, 2001, FEU Auditorium.

Paper entitled —Technologies for Student Support: the DLSU Experience read during Mindlink III – the UP Industry Conference on Education Technology, September 28, 2001, UP Diliman.

—Online Learning: the DLSU Experience, to faculty and students of the Polytechnic University of the Philippines Graduate School, August 25, 2001.

Read a paper on —Building an Institutional Culture Supportive of the Vision and Mission and Living it Out, during the 2<sup>nd</sup> Annual Convention of the Asian Association of School Human Resource Practitioners Inc. (AASHPI), August 23, 2001, Hyatt Regency Hotel.

—Online Learning: the DLSU-MBA Experience, to participants of the Education Tech 2001 Conference, August 12, 2001, SM Megatrade Hall.

—Management by Walking Around for administrators of De La Salle University-Dasmariñas, July 19, 2001.

—Ethics and Information Literacy in Liberal Education, at the Academic Heads' Convention of Systems Technology Institute (STI), June 5, 2001, Development Academy of the Philippines, Tagaytay City.

—Application of IT in the Classroom, during the 29<sup>th</sup> National Conference of the Philippine Association of Collegiate Schools of Business (PACSB), April 26, 2001, Iloilo City.

—Servant Leadership to student leaders of De La Salle University Dasmariñas, April 5, 2001, Calaca, Batangas.

—Integrating Information Technology into the Five-Year Development Plan of Higher Educational Institutions (HEI), within a seminar entitled Formulating a Five-Year Development Plan for HEIs, organized by the Institute for



Development Research and Studies, November 6, 2000, Angelo King International Center.

—Organizational Development for administrators of La Salle schools, August 9, 2000, La Salle Green Hills.

"Evaluation and Issues on Online Learning," for administrators of various schools, sponsored by Eduquest, March 1, 2000, Ateneo Professional School, Rockwell Center.

"Cybereducation: The online learning program of DLSU-College of Saint Benilde", during the National Council of Educational Innovators' First International Congress, August 26, 1999.

"The role of Catholic schools in the age of globalization and information technology", during the General Assembly of the Catholic Educational Association of the Philippines -- NCR, St. Paul's College, Pasig City, August 14, 1999.

"Trends in information technology", for computer science students of Centro Escolar University, August 13, 1999.

"Total quality leadership", for the student leaders of Centro Escolar University, at Olongapo City, August 1, 1999.

"Total quality leadership", for student leaders of the Angeles University Foundation, Angeles City, July 30, 1999.

"Instructional innovation in the College of Saint Benilde: Goals and Some Approaches", for faculty of DLSU-College of Saint Benilde; November 7, 1998.

—Total Quality Service for the Engineering faculty of the University of Santo Tomas during their 5<sup>th</sup> Leadership training at Batulao, Batangas, June 29-July 1, 1998.

"Using Software Technology for Dynamic Teaching", during the 6<sup>th</sup> Council of Hotel and Restaurant Educators of the Philippines (COHREP) Convention on January 29-31, 1998 at Intramuros, Manila.

"Information Technology in Research", for the graduate students of the College of Education, De La Salle University, January 24, 1997.

"Total quality management: The secret to world class service", for senior nursing students of the College of Nursing and Midwifery, DLSU-Dasmariñas, Dasmariñas, Cavite, September 22, 1997.

"The virtual classroom", during the 4<sup>th</sup> National Convention of the National Council of Educational Innovators (NCEI) held at Nasugbu, Batangas, August 22, 1997.

"Excellence in education through information technology", for the faculty of Southville International School, Las Piñas, July 18, 1997.

"Enhancing teaching through the INTERNET", for the faculty of San Beda College, June 11, 1997.

"Information literacy", during the 1997 Annual Convention of the Association of Philippine Colleges of Arts and Sciences (APCAS), Ateneo de Manila University, February 7, 1997.

—The INTERNET for management researchll, conducted for doctoral and MBA students of the Institute for Management Education, Jakarta, Indonesia, August 5-17, 1996.

—Some aspects of information technology and administrative decision-makingll, during the Association of Southeast Asian Institutions of Higher Learning (ASAIHL) Conference on —The role of information technology in education development in the Asia-Pacific regionll, Monash University, Melbourne, Australia, June 11-14, 1996.

—Applying principles of total quality management in the academe, during the Fourth annual convention of the Council of Hotel and Restaurant Educators of the Philippines, St. Paul's College--Manila, January 8, 1996.

Panel reactor during the 21st National Convention of the Philippine Society for Training and Development on the theme —Towards building a learning organization, New World Hotel, November 13-14, 1995.

—Quality business education for the 21st century, during the 1995 Business Week celebration of the Philippine Union College of Business, September 19, 1995, Silang, Cavite.

—Conflict resolution and decision-making in the school setting, for the Association of Colleges and Schools Personnel Administrators, Ateneo de Manila University, August, 26, 1995.

"Total quality management in business school administration", during the Annual Conference of the Philippine Association of Collegiate Schools of Business (PACSB), April 27, 1995, Puerto Princesa, Palawan.

"Implementing quality principles in a university setting: The Student Personnel Services of De La Salle University", during the Sixth National Quality Forum, October 19-20, 1994 held at the Hotel Intercontinental Manila.

"Leadership for educational administrators", for the Cavite Association of Private Schools (CAPS), Indang, Cavite, February 4, 1994.

"Total Quality Management: How Education Can Help in the Quality Revolution", for the College of Education, De La Salle University, August 18, 1993.

—The Faculty Role in Establishing a Culture of Excellence in De La Salle University, DLSU Academic Council, November 15, 1989.

Response Speaker to the Speech of University President Bro. Andrew Gonzalez on —The Role of De La Salle University in National Reconstruction Today, De La Salle University, October 15, 1986.

### *Industry*

"Building humanistic call center workplaces: A strategy for development and retention", for the 3rd Annual BPO & Call Center Training Convention 2009, EDSA Shangri-La Hotel, February 11, 2009.

"Ethical Practices in the Industry" and "Marketing, Promotions, and Interactions with Healthcare Providers", 2nd Medicines Transparency Alliance (META) National Forum: Breaking Barriers for Transparency, Manila Diamond Hotel, January 22, 2009.

"Ethics and corporate social responsibility", for Rotary Club of Makati-Legaspi, November 28, 2008.

"Ethics or Profit?", Best Practices in Corporate Ethics - sponsored by BusinessWorld, Crowne Plaza, October 29, 2008.

—Ethics in Corporate Governancell, for directors of various banks, through the sponsorship of Change Management International, Inc., 2002 to 2005

—Business Ethicsll to employees of Caltex Asia, July 30, 2002.

—Leadership and Visionll to physician-administrators of the Health Policy Division of the Department of Health, May 7, 2002, San Lazaro Compound, Manila.

—Business Ethicsll to members of the Pampanga Chapter of the Drugstore Association of the Philippines, organized by GlaxoSmithKline, October 26, 2001.

—Human Resource Development in the 21<sup>st</sup> Century,ll during the Business Environment Symposium of managers of the Fort Bonifacio Development Corporation, Taguig, June 14, 2001.

—E-Quality,ll as plenary speaker during the 20<sup>th</sup> Regional Convention of the Quality Circle Practitioners' Association, PICAP Luzon Chapter, at Hotel Intercontinental Makati, July 14, 2000.

—Managing today's graduates for the 21st centuryll, for the management of the Manila Hotel, March 13, 1996.

"Total quality management principles", for the members of the Personnel Managers Association of Las Piñas, September 29, 1993.

## CONSULTANCIES

Project consultant, "The Assessment of the Child and Family Welfare System in the Philippines", DLSU-Social Development Research Center, funded by UNICEF. Ongoing.

Project consultant, "Assessment of the Implementation of the Performance Management System (PMS) and its Effects on Employee and Organizational Productivity in the Department of Health", with Asian Institute of Development Studies, (AIDSI), Ongoing.

Training consultant on service quality management for Globe Telecom, December 2002-March2003.

Project consultant for process quality management to Marsman Tours and Travel, Inc. through Change Management International, Inc., 2000.

Project consultant for the development of an executive information system for Jose Cojuangco and Sons, Inc., through Change Management International, Inc.

Consultant for transformational leadership to Amkor Technology, 2000-2001.

Project consultant for quality assurance to the Department of Health, through the DLSU –Social Development Research Center's Dr. Exaltacion Lamberte, 1999-2001.

Information Technology Project Consultant for the Compensation Survey conducted by Change Management International for Fort Bonifacio Development Corporation, September-December, 1997.

Consultant for the Corporate Culture Diagnosis of the Development Bank of the Philippines with Dr. Genevieve Tan of Corporate and Career Consultants, Inc., 1991 - 1992.

Training consultant for the Committee Affairs Bureau of the Secretariat—Philippine House of Representatives: Co-designed a seminar for teambuilding and interpersonal skills development, April 1988.

Training consultant for survey data analysis and interpretation for the Presidential Management Staff—Office of the President, March 1988: Designed a skills training workshop for senior and junior staff.

#### SEMINARS AND CONFERENCES ATTENDED(Selected)

National Conference on Entrepreneurship and Innovation, La Consolacion College, February 20, 2009.

First Global Forum for Responsible Management Education, United Nations, New York City, New York, USA, December 4-5, 2008.

CSR Expo. Global City, July 5-6, 2006.

Asian Forum on Corporate Social Responsibility, September 25 & 26, 2006, at the Crowne Plaza Hotel, Metro Manila, Philippines.

The Fourth Asia Academy of Management Conference – —Moving Forward: Leading Asia in a New Era. Fudan University, Shanghai, China, December 16-18, 2004

Global Management Forum, Bangkok, Thailand, May 2002.

Asia e-Learning Network Conference 2002, Tokyo, Japan, July 24-25, 2002.

2<sup>nd</sup> Case Writing Workshop on Corporate Responsibility, Asian Institute of Management, January 20-25, 2002.

"Creating Powerful Learning Environments", conducted by Dr. Alan Bernardo and sponsored by the Innovations and Faculty Development Center of DLSU - College of St. Benilde, July 18, 1997.

#### RESEARCH CONDUCTED (Selected)

Associate investigator, "Assessment of the Implementation of the

Performance Management System (PMS) and its Effects on Employee and Organizational Productivity in the Department of Health", Asian Institute of Developmental Studies, Inc. (AIDSI), 2009.

Associate investigator, "The Assessment of Child and Family Welfare System in the Philippines," DLSU-Social Development and Research Center funded by the United Nations Children's Fund (UNICEF), August 2008 – January 31, 2009.

Associate investigator, "Complementing DILG Assessment of MDG Localization Efforts: Cross Checking LGU Data and Capacity Building on Data Analysis and Utilization," DLSU-Social Development Research Center funded by the United Nations Development Programme, July- December 2007, extended to April 2008.

Associate investigator, "BFAD Assessment and Institutionalization of the Client Feedback and Monitoring System," DLSU-Social Development and Research Center funded by the Department of Health (DOH), April 25, 2006 –November 2006 (extended to January 2007).

Associate investigator, "Pilot testing of monitoring and evaluation tools for local government units (LGU) performance assessment in health systems", DLSU - Social Development Research Center funded by the World Health Organization/ Department of Health Bureau of Health Planning and Policy Development, September 15, 2004 to May 16, 2005.

Associate investigator, "Behavior Change Communication Course for Program Managers for Reproductive Health and Advocacy," DLSU-Social Development Research Center funded by UNFPA-Department of Health, November 2003.

Associate investigator, "Capability Building for Advocacy and Leadership in Regulation of Health Facilities in the Philippines," DLSU-Social Development Research Center funded by the World Health Organization, November 25 to 27, 2002.

Associate investigator, "Capacity Building on Leadership and Program Management: Focus in Reproductive Health," DLSU-Social Development Research Center funded by the Institute of International Education (IIE), June 1-August 31, 2002.

Associate investigator, "Capacity Building for Advocacy and Leadership in Fundamentals of Quality Assurance, Quality Assessment and Monitoring in Hospitals," DLSU -Social Development Research Center funded by the Department of Health, January 14-28; 21-25; and 28-31, 2002.

—Organizational factors related to innovation and technological innovation in Japanese organizations, research conducted in Tokyo, Japan as a visiting researcher for the Japan Society for the Promotion of Science (JSPS) and the Department of Science and Technology, October - November, 1992.

## PAPERS PRESENTED

Transnational Education Policy in the Philippines: Perspectives and Issues. APEC's Capacity Building Seminar on Transnational Education Services held September 24-28, 2008 in Manila.

Challenges in building academic research capability in the management discipline. Asia-Pacific Conference on Higher Education Research (APCHER), Manila Hotel, August 19, 2004.

#### PUBLICATIONS (Selected)

—Humanistic entrepreneurship: An approach to virtue-based enterprise. II *Asia-Pacific Social Science Review*, June 2008.

—Why should corporations be socially responsible? II In *Doing good in business matters: Frameworks*. Asian Institution of Management, 2008.

—Culturally sensitive leadership in the Philippine setting II. In D. Tjosvold & K. Leung (Eds.), *Leadership in Asia Pacific: Managing Relationships for Teamwork and Change*. New Jersey: World Scientific, 2004.

—Corporate governancell. In R. Santos, et al., *Essentials of investments in the Philippine capital markets*. Las Piñas: Southville, 2004.

—Professionals and ethics II. *The Accountant's Journal*, 53 (3), 7-12, 2003.

—Building an Institutional Culture Supportive of the Vision and Mission and Living it Out, II In *Institutional Productivity and School Quality Through Key Result Areas and Rubrics* by Genevieve Tan et al., Actum Publications, Las Piñas City, 2001.

"Information technology and administrative decision-making", *Fine Print*, 1997.

—The INTERNET as a tool for social science research and teaching: The case of the world -w ide- w eb II, *Kaya-Tao*, 1996.

"Implementing quality principles in a university setting: The Student Personnel Services of De La Salle University", in Proceedings of the Sixth National Quality Forum, October 19-20, 1994 held at the Hotel Intercontinental Manila.

—Organizational Culture and Performance: A Critical Review of Literature II, *DLSU Dialogue*, October 1993.

—Bringing Out the Best in Students through Competence Engineering II, *Santinig*, May 1991.

—Some Issues and Imperatives for Human Relations Training Practicell, *De La Salle University Business and Economics Review*, 3: 1&2, 1991.

—A Review of 'Corporate Culture Modification: A Guide for Managers' II, *Kaya-Tao*, 1991.

—A Review of Organization Development for Productivity in the Philippine Setting, *Kaya-Tao*, 1991.

—On Structures and Decision-making: An Agenda for Faculty Participation, *Santinig* (DLSU Faculty New sletter), December 1989.

—The Student Leaders' Manual, II: A 45-page booklet covering leadership and management principles for student organizations, September 1988.

#### COLUMNS WRITTEN (Partial list)

For *Managing for Society*, a Tuesday column in The Manila Times

What is business for? February 15, 2005

Number games, February 22, 2005

Stocks and shareholder voice, March 15, 2005

Pope John Paul II: A great management thinker Part I, April 5, 2005

Pope John Paul II: A great management thinker Part II, April 12, 2005

Employers and labor can think like partners, May 3, 2005

Managing turnarounds, May 31, 2005

Business and people development, June 7, 2005

Conflicts of interest, June 21, 2005

Do we expect moral values from our leaders? July 19, 2005

Governance and social capital, July 26, 2005

The common good, August 16, 2005

Faith-based management, September 13, 2005

Servant leadership, November 1, 2005

What nature can teach business -Part I November 15, 2005

What nature can teach business -Part II November 22, 2005

Family and work balance, January 10, 2006

Lean and mean, February 7, 2006

Can the corporation learn to care about people? February 21, 2006

For *The View from Taft*, a Thursday column in BusinessWorld

The information superhighway -- November 17, 1994

Are you getting quality service? -- April 20, 2000

Building the high-commitment workplace -- November 22, 2001

Business and sustainable employment -- August 5, 2004

Diary of a citizen -- June 6, 2002

Character in corporate governance -- November 14, 2002

Politics and organizational performance -- January 24, 2002

How to make things worse -- March 13, 2003

MBA: moral bankruptcy assured? -- September 19, 2002

Social capital and the spirit of Christmas -- December 20, 2001

Entrepreneurship -- February 21, 2002

The tough job of change -- July 3, 2003

The uncritical society -- July 20, 2003

Total ethical management -- June 12, 2003

We need true professionals -- July 18, 2002



## COMMUNITY SERVICE

Member, Ethics Committee, Pharmaceutical and Healthcare Association of the Philippines, 2006 to the present.

Chairman, Technical Panel for Distance Education, Commission on Higher Education (CHED), 2002 - 2004.

Member, Technical Committee of Review ers for Open Learning and Distance Education, Commission on Higher Education (CHED), 2002 - 2004.

Co-chair, Information Technology and E-Commerce Council Sub-Committee on E-learning., 2002 - 2003.

Coordinator for De La Salle University for World Youth Day \_95 on the occasion of the Papal Visit to the Philippines, January 1995.

Area coordinator for District 5 of Manila, National Movement for Free Elections (NAMFREL) during the 1995 Local and Senatorial Elections.

## ORGANIZATIONAL MEMBERSHIPS

Management Association of the Philippines – 2009 to present

Philippine Academy of Management – 2006 till present

Philippine eLearning Society (PeLS) – Founding president, 2003-2005

Philippine Society of IT Educators (PSITE) – President for 2001-2002, Vice-President for 2000-

2001, lifetime member

Philippine Statistical Association – lifetime member

## RESEARCH INTERESTS

Workplace spirituality

Corporate governance

Corporate social

responsibility

Information technology in organizations and education

Total quality management

Human performance improvement

Organizational behavior and

development Organizational

culture

Human relations, management and leadership training

Research designs and statistical applications