

Make change work for women



Just in time for Women's Month, an emphasis must be placed on the role of higher education institutions (HEIs) in living up to the sustainable development goal on empowering women. At the sight of an alarming number of adolescent pregnancies, it is high time to step up and educate young women on how they can be productive Filipinos at a young age.

The Central Luzon Regional Development Council (RDC III), chaired by CHED, issued Resolution No. 03-15-2019 stating that the current rate of adolescent/teenage pregnancy is regarded as a national social emergency, a development concern that affects the holistic health and total development of an individual, including profound implications on the family, community, and the overall socioeconomic development.

Also from the said resolution, the highest number of teenage pregnancy cases (10-19 year old adolescents) recorded by the Department of Health-Center for Health Development (DOH-

CHD) Region 3 is at 32,984 in 2017 which translates to three (3) teenage pregnancies every hour.

This national social emergency is alarming due to the increased risk involving child mortality and at the same time, teenage mothers may be chained to pursue educational and employment opportunities. This equates to losing the chance to empower young women to be at their best form.

And this is where HEIs come into the picture. The support of HEIs are requested by the CHED Regional Office to integrate the adolescent pregnancy issue to Social Science courses and raise awareness among students.

Tarlac State University's commitment to this matter is through its participation in the Technical Working Group chaired by the Commission on Human rights, co-chaired by the Commission on Population and Development. Such group are tasked to craft the Regional Action Plan on Teenage Pregnancy.

TSU's representative is Dr. Rita E. Pulmano, Director of the Gender and Development Office, who is nationally known in promoting change to work for women. This endeavor is supported by University President Dr. Myrna Q. Mallari who espoused the promotion of common good for women, to possess goodness before it can be shared to others, during the TSU kick-off program for the National Women's Month celebration.

The university, even prior to the declaration of the national social emergency, has long been advocating for women empowerment. Concretely, TSU has been lauded in a budget deliberation which included plans on the extension of the its GAD building to symbolically provide room for the office to further uplift gender programs and initiatives.

TSU, through its GAD, will continually make change work for women for the young Tarlaqueñas to be at their best as they exit the university to achieve human capital development



INSIDE THIS ISSUE

**SALIKSIKLABAN 2019
champion wins NICE**

Page 04

**CBA-HTM students create
Bing-Keyk and Oyster
Mushroom Ice Cream**

Page 11

**TSU and DSWD award
financial assistance using
Listahanan Program**

Page 10

**President Mallari named
as new chairperson of
NOLCOM's MSGC**

Page 05

**TSU ensures proactive
measures in COVID-19
intervention**

Page 06

TSU joins Tarlac in fight against COVID-19

Amidst the growing threat of the COVID-19 pandemic, Tarlac State University responded urgently and appropriately according to the directives and recommendations of the national and local government agencies as early as March 13, 2020 where classes from all levels, public and private, were suspended in Tarlac City.

However, TSU sought to go further by gathering its resources to provide personal protective equipment (PPE) to the province's front liners, and relief to those in need.

TSU participates in City Gov't forum on COVID-10

A forum organized by the Tarlac City Government was attended by TSU along with other community stakeholders concerning COVID-19 precautionary measures held at the Kaisa Convention Hall, Tarlac City on March 16, 2:00 in the afternoon.

Speakers of the forum include epidemiologist Dr. Consortia Lim-Quizon

and Provincial Health Officer I Dr. Jeanette A. Lazatin who explained the coronavirus disease, precautionary measures, and COVID-19 protocols.

During the open forum, TSU President Dr. Myrna Q. Mallari reassured the community that e-learning and other alternative methods such as text messaging will be employed by the university to administer classes during this national emergency. This is in response to a query on possible prolonged suspension of classes.

TSU heeds Provincial Gov't need for additional front liners

With the Luzon-wide Enhanced Community Quarantine as a precedent, eleven strong volunteers from Tarlac State University-College of Science heeded the urgent request for additional healthcare front liners of the Tarlac Provincial Government.

From page 1

TSU joins Tarlac in fight

Tarlac Governor Susan Yap sought for the help of the university through a letter sent on March 18, 2020 where President Mallari immediately responded.

Meanwhile, the university Disaster and Risk Reduction Committee, which includes President Mallari, along with other volunteers and hotel staff prepared the TSU Hotel on March 20 (Friday) which will be used as a quarantine site should the need arises.

The remaining Sarap Tumulong fund and donations from the TSU community will be used for COVID-19 immediate expenses, particularly for hotel operations.

TSU Admin Council leads preparation and distribution of food packs.

TSU Administrative Council members and volunteers headed by President Mallari prepared 301 food packs for TSU front line personnel, police officers, and hospital patients around Tarlac City on March 21, 2020.

The packs were handed over to

the stationed security guards at TSU campuses, and to indigent patients and front liners at the Tarlac Provincial Hospital, while 50 packs were turned over to city police officers.

They also prepared 250 bags for the second batch of distribution on March 25 where 100 food packs were handed over to the Tarlac City Government for their distribution while the remaining were given to Tarlaqueños who became jobless due to the Enhanced Community Quarantine.

The food packs are personal donations from the TSU Administrative Council members and several TSU personnel.

TSU gears up front liners with PPE and sanitizers

TSU has organized three essential taskforces that will be in charge to produce cloth face masks, alcohol-based sanitizers, and face shields that will be used by front liners not only within the university but also among the health sectors and checkpoints.

A ten-membered taskforce volunteered to create 1,000 face masks in a span of 3-5 days which started on March 20



CBA-HTM students create Bing-Keyk and Oyster Mushroom Ice Cream

Four students from the College of Business and Accountancy – Hospitality and Tourism Management Department won first place in two separate categories in the Inter-School Search for New Product during the 4th Kanlahi Festival held on March 5, 2020 at the Maria Cristina Park in Tarlac City.

The Inter-School Search for New Product is a project under the Provincial Cooperative and Enterprise Development Office (PCEDO).

TSU CBA-HTM entry, a four-inch-thick 'Bing-Keyk' or Bibingka cake, was named as the Best New Product.

The three-layer Bing-Keyk was coated with whipped cream and topped with caramel sugar, while the side is garnished with toasted coconut meat.

The two-hour preparation of Bing-Keyk



was made by the Hospitality and Tourism Management students Jigger Calvin Villamor and Eijay Cabuslay. Cabuslay and Villamor took home a certificate and 5,000 pesos cash.

Meanwhile, the Oyster Mushroom Ice Cream also by CBA-HTM won as the Most Innovative Product made by students Lawrice Audrey Puno and John Carlo

Tangonan. They also received 5,000 pesos cash prize and certificate.

According to Villamor, the oyster mushroom was boiled in coconut water to get the extract. Then, both the extract and the mushroom were mixed with cream. The vanilla-like ice cream has chunks of oyster mushroom topped with peanuts.

“Meron kasi yung marketability (criterion), so naisip namin na ‘yung venue ay yung setting niya ay maaraw so kailangan ng something na malamig for the summer. So bibili ng ice cream is mula bata hanggang may edad so marketability-wise, lahat mag-purchase nung oyster mushroom ice cream,” said Ms. Monaliza Solibet, one of the coaches.

Students were also accompanied by two other coaches namely, Ms. Emmery Balbas and Mr. Jefferson Ruz. [Maria Adelaida D. Calayag]



Tarlac State University

Vision

The Tarlac State University is envisioned to be a premier University in the Asia Pacific Region.

Mission

The Tarlac State University commits to promote and sustain the offering of quality and relevant programs in higher and advanced education ensuring equitable access to education for people empowerment, professional development, and global competitiveness.

Towards this end, TSU shall:

1. Provide high quality instruction through qualified, competent and adequately trained faculty members and support staff.
2. Be a premier research institution by enhancing research undertakings in the fields of technology and sciences and strengthening collaboration with local and international institutions.
3. Be a champion in community development by strengthening partnership with public and private organizations and individuals.

Core Values

E - xcellence and Enhanced Competence
Q - uality
U - nity
I - ntegrity and Involvement
T - rust in God, Transparency & True Commitment
Y - earning for Global Competitiveness

Rice subsidy distributed to TSU MPC members



Tarlac State University Multipurpose Cooperative (TSU MPC) distributed rice subsidy to its members from April 15 to April 18, 2020.

According to Dr. Agnes M. Macaraeg, Chairperson of the TSU MPC Board of Directors, the rice subsidy was taken from its Community Development Fund (CDF) mandated by the Cooperative Development Authority (CDA) through Memorandum Circular No. 2019-11, s. 2019.

The initiative is a donation of the TSU MPC to the university's activities to battle the COVID-19 pandemic.

"We passed a resolution that we will be giving the best rice for the members kaya ang napili naming rice ay 160 variety (and the rice variety we chose is the NSIC RC 160)," said Dr. Macaraeg.

The distribution, which clustered members according to their quarantine passes issued by the Tarlac City

Government, was reviewed and approved by the University Disaster and Risk Reduction Management Committee.

The DRRM committee also issued recommended protocols for an organized distribution.

Meanwhile, cooperative members residing outside Tarlac City will receive their subsidy via delivery.

TSU and DSWD award financial assistance using Listahanan Program

A 23-year-old student from the College of Arts and Social Sciences will no longer feel the burden and the struggle of studying amidst financial problems with the scholarship grant he acquired from the government.

Alvin Manalastas, a second year Communication student, is one of the 52 student-recipients of PHP 40,000 cash during the orientation and awarding of financial assistance from the Tertiary Education Subsidy (TES) held at the TSU Main AVR on March 4, 2020.

Each TES grantee will receive 20,000 cash every semester with no maintaining grade required.

The Tertiary Education Subsidy (TES) is one of the primary programs under the RA 10931 or the Universal Access to Quality Education Act (UAQTEA) which states free tertiary education for state universities and

colleges.

Chosen applicants of the TES were reviewed using the Listahanan Program or the National Household Targeting System for Poverty Reduction (NHTS-PR) which is an information management system of the Department of Social Welfare and Development (DSWD) that monitors and identifies where and who the poor are in the Philippines.

Listahanan program aims to maximize the benefit of the poor, and its database is used as basis in identifying potential beneficiaries of social protection programs and services.

Manalastas said he once envied other students for their scholarship grants, so when he checked the TSU Scholarship Unit's Facebook Page, Manalastas did not waste a chance to apply and automatically gathered the requirements needed.

"Naranasan ko na magstop ng pag-aaral nung papasok na 'ko sa high school, kasi 'di talaga namin kaya. Pero ngayon binigyan kami ng pagkakataon ng gobyerno na makapag aral sa isang unibersidad na libre kaya hindi ko ito sinasayang. Ginagawa namin ito na parang ginto na malaki yung halaga para sa amin," Manalastas said in an interview.

Manalastas is the only child among his eight siblings to make it to college. He dreams of becoming a film director someday.

"Syempre po kahit no maintaning grade kami sa scholarship na 'to, magpupursige pa rin po akong magsipag mag-aral kasi sayang naman po at hindi naman lahat ng estudyante nabibigyan ng ganitong pagkakataon," he added. [Maria Adelaida D. Calayag & Jodie Andrea G. Pangilinan]

Fight against COVID-19

(Friday) at the Dress Making Room of the College of Teacher Education (CTE) building. This initiative was led by Dr. Jasper Jay Mendoza, CTE Dean.

As of March 25, the group made 744 cloth face masks.

Meanwhile, a sanitizer taskforce from the College of Science was commissioned to create alcohol-based sanitizers at the Chemistry Laboratory primarily for TSU front liners.

"The alcohol-based sanitizer is composed of 70% ethanol, aloe vera gel as moisturizing agent, and essential oils like lavender for the scent and tea-tree oil to act as an antibacterial," said Jaidriel Meg Cabanding, a registered chemist and COS faculty member.

As of March 24, the task force has produced 170 bottles or 17 liters of sanitizers.

Aside from these, the third group of TSU volunteers created more than 800 face shields for the protection of front liners in the city and province battling the spread of COVID-19.

Some of the hospitals in the city who benefitted were Tarlac

Provincial Hospital, Central Luzon Doctors' Hospital, Jecsons Medical Center, Loving Mother General Hospital and Diagnostic Center, Inc., Ramos General Hospital, Talon General Hospital, and other hospitals, local government units, and frontline private institutions across the municipalities of Capas, Concepcion, Camiling, Gerona, Paniqui, and Pura.

The face shield group initially targeted to create 300 face shields which they exceeded following their continuous production.

"To the heroes of TSU who [whole]heartedly help[ed] in producing face masks, [face] shields, and sanitizers for our front liners; and those who help[ed] in packing of goods, mabuhay po kayo! Thanks to everyone who share[d] their resources [to] buy the needed goods [for] those affected by (the) enhanced community quarantine," President Mallari said in a message to the volunteers. [Maria Adelaida D. Calayag; Jazel Llanelli M. Manabat; Jodie Andrea G. Pangilinan]



TSU Officials attend CHED webinar on Flexible Learning



TSU officials and deans attended a webinar entitled “We Don’t Know! Rethinking Higher Education in the Time of COVID-19 and Beyond” hosted by the Commission on Higher Education on April 13, 2020.

The webinar, which catered to SUC presidents and representatives nationwide, promotes flexible learning and is meant to prepare and equip SUCs in holding class-

es after a pandemic. The resource speaker is Dr. Edizon A. Fermin of the National Teachers College as resource speaker.

Dr. Fermin explained the categories of students as to their access to the internet and how to effectively deal with them through synchronous and asynchronous learning.

Students may fall under category 1 or those without connectivity, category 2 or

with limited connectivity, or category 3 meaning they have immediate access to the internet.

He furthered that distance education is not just limited to online learning. He suggested the use of self-paced learning via modules sent through the web or courier service.

SALIKSIKLABAN 2019 champion wins NICE



Five researchers from the Tarlac State University Civil Engineering Department bagged the first place in the 2020 National Invention Contest and Exhibits (NICE) held at SMX Convention Center, SM Aura in Taguig City last March 3 to 5, 2020.

The research entitled “Development and Fabrication of a Digital Apparatus for Sieve Analysis and Soil Classification” bested 12 other finalists under the Sibol Category or the Outstanding Creative Research for College.

Research proponents Pauline Grace Manzano, Arnel Jude Calma, Gemmarck Sicat, Kristel Miranda and Kaiser Aguilar received 100,000 pesos cash prize.

They were also the 2019 SALIKSIKLABAN STEM winners where they represented TSU in the Department of Science and Technology -- Regional Invention Contest and Exhibits (RICE) last November 2019 where they also emerged as champions.

Their research is about the analyzation

of soil particles and land classification. Meanwhile, the Sieve Analysis and Soil Classification (SASC) apparatus they invented aims to make the testing and process of sieve analysis and soil classification easier which can also print the results and findings.

The proponents were accompanied by their adviser Engr. Yoshio Otsuka and Engr. Ma. Jan Nicole Fernandez during the awarding ceremony. [Maria Adelaida D. Calayag]

ed by TSU Administration

The INC remarks incurred in the semester during the lockdown can be completed within a year and will not be marked in the transcript of records once requirements are completed.

Meanwhile, students with INC remarks from second semester of A.Y. 2019-2019 which are set to lapse this semester will be given another one semester extension to complete their requirements.

Retention policies in all courses are waived for the current semester. Prerequisites for affected subjects during the lockdown are also waived for the first semester enrollment (A.Y. 2020-2021).

Responding to the plea of scholars and honor students relative to the required general weighted average (GWA), grades which will affect their GWA will be waived in the computation.

The published plan also encouraged faculty members to fulfill the required hours for each subject, especially for programs board exams, through e-Learning, modules, or text messaging.

Graduation and midyear classes

The traditional commencement exercises, as indicated in the plan, are still on hold due to the pandemic. However, an alternative method for the conferment of degrees earned is being planned by the university.

In addition to the consideration given to the undergraduate level, thesis defense of graduating students enrolled in the current semester is waived as a requirement for graduation.

The application for graduation is also waived but the respective college deans will certify that the graduating students have complied with the necessary requirements.

Furthermore, graduating students with INC remarks are advised to coordinate with their professors and or instructors immediately.

Midyear classes will be offered to students who are set to graduate by the end of August 2020 as per their respective academic evaluation. These classes, including internship, must be conducted via flexible learning and interns must not be deployed.

Graduate School

Classes in the graduate school for the third trimester will commence as scheduled in May but will be held via online learning.

However, pending second semester requirements such as thesis defense, comprehensive exams, and submission of hardbound copies are given extension dates for compliance and will be administered online.

Enhanced protocols and policies

The university has since prepared for the lifting of the ECQ by fabricating foot-operated hand wash areas and hand sanitizer dispensers to help in containing the spread of the virus. These will be installed in conspicuous areas such as entrance gates and corridors.

Webinars for flexible learning and module preparation are in the pipeline for faculty members. Mass printing of modules for distribution to students through local government units is also set as part of the flexible learning plans of the university. [Maria Adelaida Calayag]

Post ECQ plans establish

Tarlac State University has come up with a post-ECQ plan for the welfare of its students after conducting a series of meetings with the Commission on Higher Education, Region III SUC presidents, and TSU policy-making bodies as preparation for the “new normal” scheme.

The post-ECQ plan, which includes the remaining academic calendar, grading system, thesis defense and OJT, midyear classes, graduate school activities, and graduation, was approved by the TSU Board of Regents through Referendum No. 287, dated April 23, 2020.

As the university enters the “new normal” context, the TSU administrative and academic councils adhered to the scheduled end of the semester dated May 15 which is based on the collegiate academic calendar earlier prepared by the Admission and Registration Office.

The university opted not to extend the academic year to prioritize the wellbeing of students.

Despite the continued threat of

COVID-19, the university remains positive as it deals with academic concerns.

“It is, therefore, fitting that we see in this situation the end of the University’s second semester as a fortunate event. We are all fortunate that we are well, that we have faculty members, deans, vice-presidents and all TSU personnel who are dedicated to help our students get the best for their future under the new normal,” said TSU President Dr. Myrna Q. Mallari in an online interview.

“We are all here to ensure that our students are taken care of in their academic endeavor. Post-ECQ plans of action are defined for the purpose of helping our students and their families cope up with both their academic life and new normal life,” President Mallari added.

Considerations in the grading system

Due consideration in grading will be given to students enrolled in the second semester when the ECQ started.

Final grades of the students in all courses will be based on their

midterm performance. Likewise, students’ midterm accomplishments for their thesis, on-the-job training, internship, and other related subjects are the determinants for their final grades.

In the post-ECQ plan, the university highlighted that submission and completion of additional requirements outside of the midterm period, such as midterm examinations, will not be allowed. Quizzes, recitations, reports, and other activities will be used as basis for the grades of classes whose midterm exams were cancelled due to the imposed Enhanced Community Quarantine (ECQ).

Considerations will also be given to students who are at the brink of failing a class due to lacking requirements or absences and those with subjects pending completion.

An incomplete remark (INC) will be given to students who lack midterm requirements to meet the passing grade, while those who failed to attend their classes during the midterm period will receive a dropped remark instead of unofficially dropped or UD which is equivalent to a failing grade.

More face shields, cloth masks, sanitizers distributed to Tarlac frontliners

With a goal in mind to help the community battle the COVID-19 pandemic, Tarlac State University continued to hand over face shields and cloth masks to health workers and other front liners in the province.

Face shields and cloth masks were equitably distributed to some public and private hospitals, rural health units, banks, and a telecommunication office on April 1.

The university received a big volume of requests from hospitals and private establishments following the distribution to Tarlac City hospitals and Capas municipality.

“We are helping as much as we can,” said TSU President Dr. Myrna Q. Mallari noting that the university has limited resources.

The face shield task force produced 565 units on April 1 which is around 200% more than the total production in the previous week while the face mask task force is about to reach its 1,000 pieces target.



A new variant featuring an 80% alcohol-based sanitizer was made by the task force from the College of Science (COS).

This sanitizer followed the recommended formulation of the Philippine Food and Drug Administration (FDA) consisting of 95% ethyl alcohol, glycerol, hydrogen peroxide, and distilled water.

“Naglabas po ang Philippine FDA ng formulation noong March 25, sinunod po namin ‘yon. Endorsed din po siya ng ICP (Integrated Chemists of the Philippines) sa kanilang official Facebook page,” said Jaidriel Meg Cabanding, COS instructor and registered chemist.

Finished products were delivered to the Medical Services Unit at the main campus for storage and distribution.

The various task force will temporarily stop their production this week to safeguard the health and wellbeing of the volunteers.

President Mallari is the new chairperson of NOLCOM’s MSGC



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Council Secretariat

TSU President Dr. Myrna Q. Mallari was named as the new chairperson of the Multi-Sector Governance Council (MSGC) of Northern Luzon Command (NOLCOM) in their ninth assembly on March 11, 2020 held at the TSU Main AVR.

Dr. Mallari, the newly elected chairperson, served as vice chairperson in the academe sector from June 7, 2017 to March 2020.

The MSGC is an assembly designed to champion the NOLCOM Transformation Roadmap. Members and partner stakehold-

ers help hand in hand in achieving the goals of the said roadmap.

Ma. Theresa Escolano, Regional Risk Reduction Management Council Chairperson, took oath as a new member of the MSGC. Escolano will chair the MSGC’S Committee for Strategy Assessment and Review.

They also welcomed another new member from the media sector, Marilyn Tiamzon, a news anchor of DZTC Broadcast Center.

After the oath-taking and election of officers, they tackled the adoption of the previous

minutes of the conference.

AFP NOLCOM Commander Lt. Gen. Ramiro Manuel Rey thanked the members and partner stakeholders for their commitment in assisting the NOLCOM’S Transformation Roadmap.

The Armed Forces of the Philippines envisions to become a world-class armed forces and the source of national pride by 2028.

[Maria Adelaida D. Calayag]

TSU ensures proactive measures in COVID-19 intervention

Tarlac State University has been proactive in its measures against the coronavirus disease (COVID-19) as early as March 10 by releasing its Enhanced School Intervention Against The Coronavirus followed by the Intensified Precautionary Measures Against The Threat of Coronavirus on March 12 through TSU Memorandum Order No. 17 and TSU Memorandum Circular No. 04, series of 2020, respectively.

These have been released even before the Province of Tarlac recorded its first two confirmed COVID-19 cases on March 26, 2020.

Dr. Rommel Hernandez, University Medical Doctor and Health Officer, said during a meeting with the Administrative Council that the stand of the university on the COVID-19 is to stay guarded.

Preventive measures include suspension of the RFID, use of TSU or college shirt as uniform, suspension of students' attendance to flag raising ceremony, prescribed minimum temperature for air-conditioning units, cancellation and postponement of events with big number of participants, provision of alcohol/disinfectants, and practice of self-protection measures, among others.

The University Intramurals scheduled on March 30 to April 4 is among the postponed events.

TSU President Dr. Myrna Q. Mallari suggested the use of the existing Office 365 software of the university, particularly Microsoft Teams, for online meetings or classes, if necessary.

Under the intensified measures of the university, all classes shall be held using e-learning and other alternative methods including the Graduate School

TSU continues aggressive approach

In another meeting held by the TSU Disaster and Risk Reduction Management Committee on March 19 at the TSU Main AVR, further actions relative to COVID-19 have been discussed to prepare the university response plan in case the pandemic worsens.

The 49 rooms of the TSU hotel located at Lu-

cinda Extension Campus will be prepared for use as self-quarantine facilities for identified PUIs/PUMs among TSU teaching and non-teaching personnel and their immediate family members if hospitals can no longer accommodate them.

The new National Service Training Program building, and the Academic Building located at Lucinda Campus will also be readied as additional quarantine areas.

A skeletal workforce was also identified to continue with the vital operations of the university such as payroll, medical, maintenance, and security services, among others.

However, thermal scanning and sanitizing using alcohol will still be implemented upon entering the TSU gates as part of its emergency protocols. Disinfecting of areas and offices used by skeletal workforce will be continuously implemented.

TSU vehicles will be available for personnel who are part of the skeletal workforce. They will also be given certification to be presented at checkpoints.

Through President Mallari, the Commission on Audit and Department of Budget and Management were consulted regarding the payment of salaries of itemed and non-itemed teaching and non-teaching personnel. This is to ensure that all disbursements done during the national emergency are given within legal boundaries.

"Ako, ang main concern ko actually, are our job orders and lecturers because they are "no work, no pay," President Mallari said.

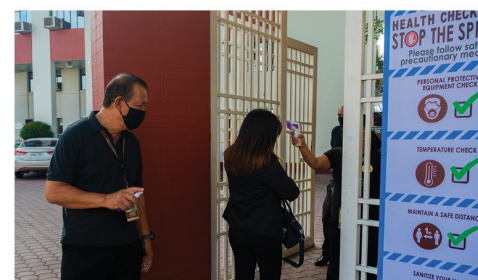
The Procurement Unit also readied the cleaning materials needed for the sanitizing and disinfecting measures of the university.

The Medical Services Unit initiated the provision of vitamin C and medicine for its TSU personnel-clients and the skeletal workforce, particularly the front liners. President Mallari ordered the immediate replenishment of medical supplies.

Dr. Hernandez urged the committee to is-

sue health guidelines, not just COVID-19 precautionary measures, to the TSU community to ensure sustainability of healthy lifestyle for the month-long community quarantine.

Furthermore, he asked the committee to inform the TSU community to support and follow the national government protocol to prevent the spread of COVID-19. [Jazzel Llan-eli M. Manabat; Jodie Andrea G. Pangilinan]



EDITORIAL

Learning and working in the time of COVID-19

The Enhanced Community Quarantine declared all over Luzon last March 16 was set to end on April 12. However, the COVID-19 positive cases in the country continued rising and the Inter-Agency Task Force (IATF) recommended twice that the ECQ be extended until May 15 to ensure that the Philippines will soon flatten the curve.

Relative to this, work and classes were suspended indefinitely for higher education institutions (HEIs), including Tarlac State University, which prompted the discontinuance of flexible learning in the second semester of the present academic year and highlighted the feasibility of working from home. This has brought major changes and adjustments to students and employees of the university.

Entering into such adjustments, the university came up with ways in making work and learning more conducive. Work-from-home and skeletal schedule arrangements were strengthened, and students were encouraged to practice independent learning.

In March, both traditional classroom learning set up and e-Learning were suspended. While it is true that a typical classroom setting is still the most effective method of learning, students can still be equipped with knowledge and skills by joining a number of web seminars or

webinars which gained popularity during the pandemic. Modules were also made available to students to supplement the learning they need from their enrolled classes.

Employees, on the other hand, were still paid with their salaries despite the work suspension. However, work-from-home and skeletal workforce arrangements were allowed to ensure that the university will not be stagnant in its deliverables and essential operations. University vehicles were utilized to ferry employees to and from TSU.

However, with the status of the Philippines as a developing country, flexible learning, webinars, and work-from-home arrangements cannot be maximized. Both students and employees will have to deal with an unreliable Internet connection which can hamper productivity. Buffering videos and lagging web pages are horrific sights for those who use the Internet in submitting reports and accessing online meetings.

In addition, it is widely known that the COVID-19 targets a person's physical health. More than that, the fear of contracting the virus coupled with the news they see every day may also affect one's mental health. If we add learning and working during this health emergency in the equation, the individual's wellbeing

may be put at risk.

Having these in mind, the university's medical and dental clinics immediately volunteered their services to TSU personnel who need basic medical check-up and dental emergencies. Furthermore, the Human Resource Development and Management Office are planning to offer counselling and consultation services for those who are distressed during these trying times.

TSU also released its post-ECQ plans in April 2020 for the current academic year which aims to uphold inclusive quality education and, at the same time, ease the worries of the students. Despite the havoc caused by the virus, compassion, consideration, and equity can still be felt.

To undergo a two-month-long community quarantine is not a joke especially with the adjustments, changes, and sacrifices it entails. Solutions and considerations like e-Learning, work-from-home alternatives, and essential physical and mental health services have, somehow, saved the students and personnel from worries. Moreover, Filipinos are known for their resourcefulness to thrive and survive during difficult times. In collectively overcoming the pandemic, the TSU community has exhibited that they can learn and work for survival even in the time of COVID-19.



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