

“You Will Make It, In A Nurturing Environment”

New Year’s Greeting from the President

University of Nueva Caceres

January 5, 2018

My Dear Fellow UNCeans,

I hope that you had a good opportunity to celebrate the Yuletide Season and usher in 2018 with your loved ones. Before we kick off the New Year in earnest, I wanted to share with you my reflections on what we have achieved together as a UNC community in the past year, as well as where we are headed.

In 2017, we crystallized our aspirations as a university, with our brand promise of **“You Will Make It, In a Nurturing Environment.”**

We believe this statement succinctly captures the spirit that our founder, Dr. Jaime Hernandez, had in mind when he started UNC 70 years ago, and guides everything that we do. The following is a summary of the progress we are making in the various areas we understand are most important to our students, alumni, employees and their families, as well as our broader community.

Academics Affairs: Adding value to our students through innovative academic programs to ensure they have the skills, training and values that will enable them to have the best possible careers.

As a result of the tremendous work that has been done by VP Nora Maniquiz and our Academic Affairs team, we made further progress in our journey to be one of the academic leaders in the Bicol region:

- We expanded our Student Value Add (SVA) programs in School Year 2017-18:
 - We continued to deliver compelling results through our Professional Employment Program (PEP). Designed in collaboration with our key employer partners, PEP is a last-semester college program that fosters strong English skills, critical thinking and practical application of technology. It is designed to place graduating students in a working professional environment to enhance their potential for immediate employment.

- Our SY 2016-17 UNC PEP cohort achieved almost 90% employment within 90 days with average wages almost double that of the average graduate. They went to work in BPI, Sutherland Global Services, Ford Philippines, iBEX Manila, Telus Manila, among others.
 - In SY 2017-18, we are piloting our Culminating Business Project (CxP) for seniors in Business, HRM, Accountancy, Computer Studies and Arts and Sciences. CxP is similar to PEP in that it provides a simulation of the real world and boosts employability.
 - Next in SY 2018-19, we will implement our English Immersion Environment (EIE) for both freshmen and seniors.
- We continued to improve our board examination performance:
 - We are proud of our 2 board placers in SY 2017-18 (a 3rd Placer in the March 2017 Licensure Examination for Teachers and a 3rd Placer in the July 2017 Master Plumber Examination), who increased our cumulative total over the years to 156 board topnotchers;
 - We have consistently surpassed the national overall board passing rates from 2014-2017 in Civil Engineering, Electronics Engineering, Accountancy, Secondary Education, Elementary Education and Nursing; and
 - We are particularly proud of our first-taker board passing rates: 59.81% in Civil Engineering; 57.73% in Electronics Engineering; 51.94% in Accountancy; 65.05% in Secondary Education; 65.51% in Elementary Education; and 95.84% in Nursing.
 - We continued to grow our innovative LINC Senior High School program, which now has more than 1,500 students, making UNC one of the largest and most progressive senior high schools in Camarines Sur. LINC (Learning with Industry Collaboration), offers English mastery, a technology-powered learning experience, and rigorous preparation for challenging adult learning in College. Also, if learners want or need to seek employment to make it through College, LINC has a program and a process to support this – so they will make it in a nurturing environment.
 - We kept our focus on strengthening our core academic programs and explored opportunities to expand our offerings:
 - We have renewed our Industrial Engineering program; and
 - We will launch starting next school year a new Masters of Law Program, which will be in partnership with San Beda College of Law, one of the top law colleges in the country.
 - We made substantial progress in the area of Research, through partnerships, the latest of which is the collaboration via the Consortium of Private Non-Sectarian Colleges and Universities for Research (CONCUR) with Bicol College, Naga College

Foundation, University of Saint Anthony, and Mabini Colleges, and grants, foremost of which are the Discovery-Applied Research and Extension for Trans/Inter-disciplinary Opportunities (DARE TO) grant of CHED, and the research grants of the Bicol Consortium for Health Research and Development (BCHRD).

- We are well-poised to meet the requirements of a new college curriculum by:
 - Aligning our programs with CHED’s new requirements;
 - Including bridging courses and Social Arts;
 - Embedding PEP in each program;
 - Implementing “flipped classrooms”; and
 - Preparing our faculty for all these changes.
- We continued to be recognized for the quality of our academic programs, foremost of which was the Level III PACUCOA Reaccreditation Status for two of our graduate programs – Master of Arts in Education and Master in Business Administration – the first among higher education institutions in the entire Bicol region. This adds up to a total of three Level III programs, with Bachelor of Science in Business Administration as the first program in UNC to be granted Level III status in 2016.

Student Affairs and Services: Stepping up support with meaningful engagement.

Our Student Affairs and Services team, led by AVP Armin Fullante, continued to step up its support to meet the evolving needs of our Students.

- Beyond academics, our goal is to ensure our students have:
 - Increased access to financial support where possible (through scholarships, Student Assistant and Working Student programs, and student loans);
 - Exposure to activities that will enhance their leadership skills;
 - Opportunities to improve their employability (through our board review support, Career Placement Services and meaningful employer partnerships); and
 - A well-rounded student life through student clubs and organizations, sports programs, campus journalism, arts, music and values formation.
- Together with our faculty and non-teaching staff, our students engaged in numerous community extension projects (e.g. literacy, environmental protection, livelihood, health services) that benefit the university’s adopted barangays.
- We are helping more and more of our students to achieve success stories every year, magnified by our board passers, national competition and student leadership awards. Since 2014, we have produced:

- 2 Regional Winners in the Ten Outstanding Students of the Philippines and most recently, Cristia Shiena Amparo (BSE Summa Cum Laude) made it to the Top 30 National Finalists for 2017;
 - 3 National Winners in the Jose Rizal Model Student of the Philippines;
 - 5 Regional Winners in the Ten Outstanding Students of Bicol;
 - 4 Winners in the Naga City Mayoral Awards;
 - 1 delegate to the Southeast Asian Japanese and Youth program;
 - 6 delegates to the Ayala Young Leaders Congress;
 - 3 delegates to the Philippine Model Congress;
 - 2 delegates to the American Chamber of Commerce Business Leadership Conference;
 - 1 delegate to the Aboitiz Business Leadership Summit; and
 - 1 team (2 students) as National Winner in the 2017 BPI Sinag U Business Challenge.
- We are on the right path, and we will remain responsive to the needs of our students.

Administration and Finance: Laying the ground work for the return of the college freshmen and responding to the needs of the University.

We continued to reinvest our resources in improving facilities and services. Keeping our student satisfied and enhancing the quality of academic services were the key drivers behind all the strategic initiatives from VP Leny Salumbre and her Administration and Finance team.

- We will continue upgrading our facilities by:
 - Improving ventilation in classrooms and activity areas;
 - Installing LCD projectors in classrooms and laboratories;
 - Installing CCTVs around the campus;
 - Air-conditioning the eLibrary;
 - Rehabilitating laboratories and equipment;
 - Improving our infrastructure (e.g. power supply, internet and networking systems and flood prevention);
 - Implementing a Space Optimization Program;
 - Embarking on modernizing our campus through an ambitious **Master Development Plan**, that will embody UNC's forward-looking mindset; and
 - Launching Phase 1 of our Master Development Plan, a new and modern 10-classroom building, which will be located behind the High School building and will be completed by 2nd Semester of SY 2018-19.

- Beyond these infrastructure improvements, we worked together to improve our processes in order to deliver a better experience for our students:
 - One example of this is the successful implementation of a One-Stop Shop Enrollment Process, which made enrollment significantly easier for parents of our Basic Education students;
 - We developed the idle space between the College of Engineering & Architecture and the High School Building into our Eco-Canteen, which provided our students an enjoyable dining environment, more food choices, and a venue to gather and interact with one another; and
 - We also enhanced our scholarship program by working with Academics to maximize the availment of scholarship and grants, including the initial roll-out of the bridge loan facility; by exploring ways to increase our non-institutional scholarships and sponsorships; and by optimizing the government voucher program.

Human Resources: Energizing the lifeblood of our University – our People.

We continued to focus on our People, the lifeblood of our university. We believe that taking care of our employees is key to our continued success. Employee satisfaction goes hand in hand with student satisfaction.

- Thanks to our HR team, led by HR Directors Divine David and Frances Pasibe, we completed the implementation of Phase 2 of our Jobs Evaluation Study, which further improved salary rates across all employees.
- We focused on talent development through leadership and functional/technical skills training, faculty retooling for the new curriculum, facilitating CHED scholarships, and participating in Ayala Group programs (e.g. Innovation, Sustainability, Disaster Risk Management).
- We established a rhythm for alignment and communication amongst our many departments through the Rockefeller Habits' system of Rocks and Rhythm (e.g. One Page Strategic Plan and regular huddles), which have significantly helped all of us in setting goals, tracking performance, resolving issues and empowering our people.
- It is also worth noting that in this year's Ayala Group Engagement Survey, UNC registered strong participation and engagement score rates. In fact, UNC's 93% overall Sustainable Engagement Score was one of the highest within the entire Ayala Group, which reflects a highly engaged faculty and staff.
- We will continue to improve HR services by implementing an ambitious HR Information Systems (HRIS) and Payroll project in the coming months.

Enrollment: Strengthening our brand and university, and gearing up for more students next year

- Because of the absence of freshmen in SY 16-17 and SY 17-18 due to the K-12 Law, many universities have shrunk significantly in recent years.
- UNC is fortunate enough to have grown by about 5% per annum over the last 2 years, which is a testament to the awareness in Bicol of the progress we have been making at UNC.
- Healthy enrollment is good news for all our stakeholders as it allows us to keep on investing in our people, offerings and campus.
- Our Director of Marketing, Ruby Bandola, and the rest of our Marketing team are gearing up for the return of college freshmen in SY 18-19 by ensuring that the community is fully aware of the innovations and improvements that we are committed to at UNC.

Thank you for making 2017 a fruitful, dynamic and purposeful year for UNC. Whatever we have accomplished is because of a united and motivated community.

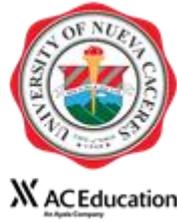
As we embark on another year and celebrate our 70th Foundation Anniversary, I hope that all of us can keep on lighting the path for other UNCeans and **“Nurturing Better Tomorrows for All.”** Our hearts beat as one and the spirit of **“Non Scholae Sed Vitae”** runs in our veins.

Happy New Year, and I’m excited to see all of you soon!

Sincerely,

A handwritten signature in blue ink, appearing to be 'AA', written in a cursive style.

Alfredo Ayala
President



“Realizing that **Bicol Region** needed an educational institution which will provide an **opportunity for higher learning** at relatively **cheaper cost** and with a **quality equal if not better than those in greater Manila**, considered the center for learning, I considered it a rare challenge to be of service to the region by organizing a school that will meet those needs. By doing so, my co-organizers and I believed that we were contributing to the **social, political, economic and cultural upliftment of the region.**”

-Dr. Jaime Hernandez, UNC Founder

“Education is an important **strategic focus** for Ayala. There is strong global demand for Filipino talent and our vision is to **deliver high quality, affordable education** that can significantly enhance the **employability** of our graduates.”

-Jaime August Zobel de Ayala, Ayala’s Chairman and CEO