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41st GENERAL ASSEMBLY AND INDUCTION/AWARDING CEREMONIES

By *Salvina Ulfindo*

On January 30, 2014, the Philippine Association of Academic / Research Librarians (PAARL) held its 41st General Assembly at the Epifanio Delos Santos Auditorium of the National Library of the Philippines. The said event also coincided with the induction of newly elected members of 2014 Board of Directors. Current members of the board were privileged to have been the very first officers elected through the online election conducted by this prestigious organization. The inducting officer, PAARL's former president and present University Librarian of UP Diliman, Rodolfo Y. Tarlit was the keynote speaker of the day.

Serving as new members of the Board with their corresponding positions were: Ms. Sharon Ma. S.



PAARL Executive Board 2014 Oath Taking at Epifanio Delos Santos Auditorium of the

Esposito-Betan (UP College of Engineering, Diliman), *President*; Ms. Rina H. Diaron (Saint Louis University, Baguio City), *Vice-President*; Ms. Christine M. Abrigo (De La Salle University, Manila), *Secretary*; Ms. Rosalinda P. Robles (San Beda College, Manila), *Treasurer*; Mr. Enrique

M. Gungon Jr. (St. Paul University, Quezon City), *Auditor*; Ms. Maribel A. Estepa (Technological Institute of the Philippines, Manila & Quezon City), *PRO*; and Mr. Marcial R. Batiacila (San Sebastian College, Cavite City), Ms. Cielito DR. Santos (Bulacan State University, Bulacan) ...*continued on page 4*

PAARL MOVING FORWARD: NEW CHALLENGES AND OPPORTUNITIES FOR LEADERSHIP

By *Sharon Ma. S. Esposito-Betan*
2014 PAARL President

PAARL has come a long way since its inception and creation in 1973. Last year, we reached a milestone as we celebrated our fortieth anniversary. Philippine librarianship has grown and changed in that span of time, and we had the pleasure of seeing technologies and practices of the old blend together with the new and bring a different yet empowered form

of librarianship. It is an honor to be given this humble task of leading the organization to another fruitful year.

There are big shoes to fill as I follow on the footsteps of our previous leaders. I see some of these pillars in the crowd, like Ma'am Corazon Nera, Ma'am Salvacion Arlante, Ma'am Angela Verzosa, and some of you here

who have been my teachers at UP SLIS. I have always admired you. And because of your guidance and influence, I am confident that I will be able to fulfill the duties passed on to me as PAARL President. To guide me and the present Board, we are happy to present the 2014 Council of Leaders:

1. Salvacion M. Arlante
2. Corazon M. Nera

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PAARL EXECUTIVE BOARD 2014



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PAARL EXECUTIVE BOARD 2014

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41st General Assembly ...

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“The challenge of leadership is to be strong, but not rude; be kind, but not weak; be bold, but not bully; be thoughtful, but not lazy; be humble, but not timid; be proud, but not arrogant; have humor, but without folly.”

-Jim Rohn

Ms. Purita P. Uson (Philippine Women’s University, Manila), Board members.

The assembly was graced with a duet rendition of a song entitled “The Prayer” in a cappella by Gia Cabanilla and Randolph Mariano, both members of the UP Singing Librarians. It was also a delight to watch the UP Diliman College of Engineering Librarians perform a dance number. Librarians were challenged by the inspiring message of Prof. Rodolfo V. Tarlit with the title “Leadership and Quality management of Academic Librarians”. There were four important facts that Prof. Tarlit outlined in order for librarians to develop good leadership skills, namely: 1) Being able to find a good mentor; 2) Being a visionary; 3) Being a servant; and 4) Being a good listener. He also quoted Jim Rohn’s insight on leadership “The challenge of leadership is to be strong, but not rude; be kind, but not weak; be bold, but not bully; be thoughtful, but not lazy; be humble, but not timid; be proud, but not arrogant; have humor, but without folly.”

Following the oath-taking ceremonies was the inaugural address delivered by appointed President, Ms. Sharon Ma. S. Esposo-Betan. She cited 3 projects she intends to accomplish during her term of office. First is the revival of the PAARL Research Journal, second is the provision of Leadership Academy for Librarians, and third is the creation of the Perpetual Trust Fund for Librarians affected by disasters and other natural calamities. Librarians who possessed exemplary qualities gained through long years of experience in the profession were appointed to head the said projects namely: Ms. Fe Angela M. Verzosa, Ms. Corazon M. Nera, Ms. Lourdes David, Ms. Teresita C. Moran and many others. The President left the podium with thought-provoking quotations from Walter Lippman that says, “The final test of a leader is that he leaves behind him in other men the conviction and the will to carry on.”

One of the highlights of this revered occasion is the Awarding ceremony accorded to Librarians

as well as Academic Libraries for their outstanding contributions to the Library Profession. The 2013 Awardees were the following: Ms. Belen M. Vibar, Lifetime Achievement Award; Mr. Loreto T. Garcia & Mr. Michael S. Pinto, Outstanding Academic/Research Librarians; and Ms. Sonia M. Gementiza, Professional Service Award. On the other hand, The Outstanding Academic/Research Library was awarded to Saint Louis University Libraries (Baguio City) and Lyceum of the Philippines University Library bagged The Outstanding Academic/Research Library Program with the theme: “Information Literacy for the Dumagats”. **CONGRATULATIONS TO ALL THE 2013 AWARDEES AND TO THE PAARL 2014 EXECUTIVE OFFICERS!!!**

Post note:

Kudos to all members of the organizing committee headed by Mr. Sonny T. Manalo (an ex-officio member of the organization), who worked so hard to make this event a success. Keep up the good work!

PAARL Moving Forward...

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3. Teresita G. Hernandez-Calma
4. Fe Angela M. Verzosa
5. Rodolfo Y. Tarlit

Being a leader is not easy. In my experience, there has to be a balance between authority and compassion. You not only have to consider the welfare of the people you serve, but also those who work with you. At the same time, you have to be forceful yet humble. Popular inspirational writer John C. Maxwell said, “A good leader is a person who takes a little more than his share of the blame and a little less than his share of the credit.”

I know that I cannot do much without the individuals who will be with me on the board this year. Ladies and gentlemen, I am proud to be at the helm of a formidable and credible team. While we are all new members to the

board, we are not greenhorns. The members of this year’s board all have years of supervisory experience in the field of librarianship. I confidently assure everyone that the board will work for operational efficiency and effective leadership. I would like to mark this year of leadership with three projects that I hope will bring PAARL to even greater heights.

First, the revival of the **PAARL Research Journal**, which was last seen more than decades ago. In the Philippines, there is currently just one publication dedicated to our field, and that is the *Journal of Philippine Librarianship* published by the School of Library and Information Studies in UP Diliman. While this journal is open to all librarians, we want to have a publication that focuses on our field as academic and re-



Ms. Sharon Ma. S. Esposo-Betan introduces the three projects of PAARL for 2014.

search librarians. It will serve not only as a repository for the works and papers of our esteemed members,

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PAARL Moving Forward...

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but it will also be a documentation of the activities, growth and milestones of PAARL. It will also be a venue where we can share innovations and breakthroughs, and will serve as a reference for future studies done in the field of academic and research librarianship.

Second, I propose the establishment of the Leadership Academy for Librarians. PAARL is so blessed to have librarians who have spearheaded many of the operations and standards that are now the norm in our profession. They have paved the way for us to continue on the path...

of librarianship, and can rest on their laurels. We are also lucky that we continue to welcome each year a new batch of librarians who are equipped not just with the fundamental knowledge needed for our profession, but they are also armed with innovations and practices that will help modernize librarianship and keep it competitive.

But there is a dearth in the middle ground. Librarians who are now senior managers, directors, head librarians, current leaders and even those under study in our field do not have much specialized training that can be used to guide the younger generation of librarians.

This **second** goal aims to design and establish a module for leadership and effective management training for our senior librarians (and by senior, I don't mean those who are in the advanced age). Institutions need leaders who not only nurture those that will come after them, but also enrich themselves through continuous learning. We already know a lot, but why not make the move to learn more! Hindi naman pwedeng output tayo ng output pero wala naming input sa atin. By September of this year, we hope to conduct the first run of a 3-day intensive library management training. And to help us with this task is Ms. Corazon M. Nera with Ms. Lourdes David as consultant.

Third, I visualize the establishment of a Perpetual Trust Fund for Library Disasters. As an organization, PAARL should be forward thinking and as such,

should be ready for anything rather than just react to events and situations.

In the past year, our country has been hit by several disasters and natural calamities, most recent of which was the Zamboanga siege, Bohol earthquake and Typhoon Yolanda. This has affected many of our countrymen who lost their homes, livelihoods and loved ones. Our member libraries are not spared either, losing all their buildings, books and equipment in the chaos.

The Perpetual Trust Fund aims to build a ready fund that will help assist in the rehabilitation of affected PAARL member libraries. Rather than wait and gather a substantial amount after a calamity has occurred, the fund allows us to immediately plan what is needed in the rehabilitation phase. I propose that 5% of all income from seminars and conferences be set aside to build the fund.

To lead the relief and rehabilitation assistance efforts of PAARL to affected member libraries in case of disaster, the outgoing Board has endorsed Ms. Teresita C. Moran.

We have an exciting year ahead of us, filled with various activities. There is the Marina G. Dayrit lecture series that will feature topics that addresses trends and movements in librarianship. We can look forward to our first lecture on February 28, where we will tackle Information Literacy through the De La Salle University's Iam InfoSMART campaign. This is a revolutionary program that aims to educate and increase the understanding of the importance of information literacy and how it is a valuable component in the quest for continuing education.

The lecture series will also tackle Collection Management especially on electronic resources, as well as e-Lending and use of mobile technologies in libraries. Many of our students and researchers are now using smartphones as a resource for their studies. In this discussion we focus on the management of lending out electronic resources, and how can we maxi-

mize technology to fit these mobile devices.

A talk about Librarians as Researchers is also on the line, where the focus will be on intensifying academic libraries as research institutes.

We will also continue with the RDA Training Workshops that began last year. After familiarizing our librarians with the RDA, we are now moving towards the creation of a national policy for RDA to be used in our libraries, specifically with the Filipiniana collections. The National Commission for Culture and the Arts partners with PAARL on this endeavor, and it is an affirmation of the trust they have in our organization to carry on such a task.

May I take this opportunity to acknowledge the proponents of this project, Ms. Teresita C. Moran and Ms. Sonia M. Gementiza. Our current Board member, Mr. Marcial Batiacila, is our duly designated RDA Public Consultation Project Director.

It is also our pleasure to announce that this year's collaborative benchmarking tour will be in South Korea. We will get to know their library systems, form linkages and see what technologies we can adapt for our own academic and research libraries. To help us network and arrange with Korean Libraries, the Board is designating Ms. Angela M. Verzosa to head the International Affairs Committee.

I have mentioned earlier that we have formidable and credible members of the board this year. Aside from experience, I'm sure I speak for them when I say that we strongly identify with the respective institutions we belong to, and consider ourselves as among their best representatives.

I stand before you as a proud representative of the University of the Philippines Diliman, the Institution that has given me the foundation of leadership that eventually led me here. Our University's motto is "honor and excellence," and I bring these with me as this year's PAARL President.

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"I would like to mark this year of leadership with three projects that I hope will bring PAARL to even greater heights."

- Sharon Ma. Esposo-Betan

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PAARL Moving Forward...

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"The final test of a leader is that he leaves behind him in other men, the conviction and the will to carry on."

- Walter Lippman

Yet, PAARL, first and foremost, is a member-driven institution. None of the experience, visions and goals of the board will be of any importance without the support and cooperation of the organization's members. All that we do is meant for the benefit of the PAARL members. I confidently assure everyone that the board will work honestly. We will be transparent, our actions and decisions will be visible to each member so you know that what we do is in line with the organization's goals. As a community, we are equals. We will work together and can surpass every challenge with sheer laughter, friendship and trust.

We will be accountable for what we do, and we take responsibility, but rather we will be allocating funds wisely. Tamang pag-gastos lang, hindi nag titipid, pero hindi rin nag-wawaldas.

As part of this thrust on frugality, the board will implement a well-defined and detailed annual operational budget to support all

membership-related expenses such as general assemblies, board meetings, elections of officers, and organizational events such as induction of officers and awarding ceremonies. Expenses of this kind must come from the membership dues.

Other events such as conferences, workshops, trainings and lectures will be funded by the fees collected from attendees and from sponsorships. This way, such events will be self-propelling and self-liquidating. At anuman ang balanse nito ay mailalagak sa trust fund, hindi magagalaw bagkus ito ay madadagdagan. At the end of our term, I hope that we will not be judged based on the amount that we have put into the fund but how well the funds are managed and spent.

I also enjoin the members of the past Boards of Directors to guide the incoming Board. Thank you for your dedication and commitment to serve PAARL. We will build on your achievements and accomplishments. Alam namin na

karamihan sa inyo ay nagbigay serbisyo ng tatlong taon at kabisdong-kabisado na ninyo ang mga pasikot-sikot ng organisasyon. Lahat kami ngayon ay bago, maliban kay Sir Sonny. Alalayan sana ninyo kami, at bigyan sana ng honeymoon period hanggang Marso para kabisaduhin ang aming trabaho.

American writer Walter Lippman said, "The final test of a leader is that he leaves behind him in other men, the conviction and the will to carry on." A year as president is long enough to begin new projects, yet often it is not enough to see it all fulfilled. As president, I do not want to just lead, but also to inspire you, fellow PAARL members. Para pag dating ng panahon na kayo naman ang maglingkod, matutuloy ninyo ang mga magandang nasimulan ng ating organisasyon, at magiging inspirasyon din kayo sa bagong henerasyon ng mga librarians.

Magandang hapon sa ating lahat, at maraming salamat po.

PRESIDENT'S ANNUAL REPORT

(Delivered by Sonny Boy T. Manalo during the PAARL 41st General Assembly, Induction and Awarding Ceremonies)

Beloved guests, past presidents, colleagues in the library profession, ladies and gentlemen, happy PAARL day. Today marks the Association's 41st General Assembly, Induction and Awarding Ceremonies as well as the beginning of a decade countdown when the Yellow will turn to Gold. I am confident, happy with head up-high to present to you the series of achievements in behalf of the PAARL Executive Board 2013, Standing and Ad-hoc Committees. These were inevitable without our members – librarians, library personnel and other information professionals who actively participated in the different programs and activities of the largest and most active association of librarians in the country, that is, PAARL, Inc.

Board Meetings

Before the regular meetings, the PAARL Board had the annual planning workshop at PLAI Office, National Library of the Philippines where chairpersons of the different committees were appointed, and topics and activities for 2013 were also discussed. Aside from the Board meetings, we also called a Special General Assembly on May 02, 2013 where the Fact-Finding Board presented the result of their investigation of the discovery of the lost Time-Deposit of the Association.

Induction of Officers

Dr. Epiñania Tabada, former Dean of College of Education and Director of Center for Continuing Education of the Technological Institute of the Philippines, inducted the members of PAARL Board 2013 at the Seminar Room A & B, Building 1, Technological



Institute of the Philippines, Aurora Blvd., Cubao, Quezon City on January 25, 2013.

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President's Annual Report

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Training-Workshops

The Board, in conduit with the National Commission on Culture and the Arts – National Commission in Library and Information Services (NCCA-NCLIS), and the National Committee on Resource Description and Access organized a project that includes a three-day intensive hands-on training for pool of RDA trainers and two-day training workshops for librarians and cataloguers for Luzon, Visayas and Mindanao

The workshop had the theme of "Train the Trainers Workshop: towards the National Development Plan for Resource Description and Access in the Philippines. The training and the PAARL with the NCRDA was established.

Resources Description Access Essentials : preparing Librarians for New Cataloging Standards and Guidelines (*Mindanao Leg*). Held at Grand Men Seng Hotel in Davao City on April 22-24, 2013, this training was attended by 82 participants from various institutions and LIS schools. During the NCR leg, the training program of PAARL and the NCRDA was established. The Mindanao leg kicked off with the theme "Resources Description Access Essentials: Preparing Librarians for New Cataloging Standards and Guidelines", and was held at the Grand Men Seng Hotel in Davao City on April 22-24, 2013. The training was attended by 82 participants from various institutions and ILS schools.

The Luzon leg was the second of the cascaded trainings on RDA and was held on May 15-17, 2013 at the Lyceum of the Philippines University, Cavite Campus. A total of 57 librarians and cataloguers participated the training.

The Visayas leg of the cascaded workshops was held at Montebello Villa Hotel in Cebu City on June 26-28, 2013. Eighty-two librarians and cataloguers were gathered to learn about the new cataloguing standard.

Fora and Tour

In line with its 40th year anniversary, the PAARL, Inc. held the Marina G. Dayrit Lecture Series (MGDLS) with the theme "Library Future: Changes and

Challenges." The lecture series, named in honor of PAARL founding president Ms. Marina G. Dayrit, aimed to provide a fertile learning environment for new ideas and enlightened discussions among library and information professionals in the country.

The 1st MGDLS had Hon. Lourdes T. David talk about "Making Things Easier : New Design Ideas for Better Libraries". It was held at the National Book Store Super Branch, Cubao on February 22, 2013, with approximately 150 participants.

The 2nd MGDLS was held on March 22, 2013 with the topic "Library Readiness to K-12 Basic Education Program" presented by Dr. Rina H. Diaron. It was held at Seminar Room B, Technological Institute of the Philippines-Quezon City.

During the 3rd MGDLS, Ms. Elvira B. Lapuz talked to 100 participants on the topic "Treating Print in a Hybrid Library Environment: Issues and Dilemmas and Directions at Megamall Trade 1, 5M Megamall, Mandaluyong City on July 09, 2013.

The 4th MGDLS discussed the topic "Key Issues in Electronic Resources Collection Development," and was attended by approximately 150 participants. It was held at the Meeting Room 4-6, SMC Convention Center, Pasay City with Ms. Xenia Romero as the resource speaker.

The 5th MGDLS was held during the National Book Week Celebration on November 29, 2013 at the Epifanio Delos Santos Auditorium, National Library of the Philippines with the topic "Libraries as Learning Organizations". Ms. Christine M. Abrigo was the invited resource speaker.

The PAARL, Inc. held its four-day annual international library benchmarking in Bangkok, Thailand, dubbed as "Collaborative Benchmarking Plus 1 : The Amazing Bangkok, Thailand Experience" on October 15-18, 2013. This activity was attended by 54 librarians from different libraries and the following libraries were visited: Chulalongkorn University Library, Kasetsart University Library, Mahidol University Library, Thammasat University Library and Suan Dusit Rajabhat Univer-

sity.

In addition to the benchmarking, participants attended an international forum on "Trends and Transformation 2013 : Managing Collections in an Electronic Environment", held at the Chulalongkorn University Library on October 16, 2013, 2 to 7 pm. I would like also to emphasize that during the selection of travel agency, the PAARL Board 2013 conducted the bidding process wherein four travel agencies participated.

Scholarship

Based on the recommendations of the members and past presidents during the last General Assembly, the PAARL Board 2013 made a resolution increase the amount of Masteral Thesis Grant to Php10,000. The pioneer recipients of this were Ms. Cristina Nabaunag, Dr. Nolie Enem of PMA Library Baguio City. Their grants were awarded during the RDA training-workshop Luzon leg.

Membership

As of 2013, PAARL Inc. has 426 Individual members and 129 Institutional membership.

Newsletter and Directory of Members

The Board had decided that the PAARL Newsletter should now be online as we go green and to eliminate expenses in printing. As chaired by Ms. Villanueva, the PAARL newsletter was able to create and upload three issues to the website and make it available for download. This included the Directory for 2011-2013 members, as well as the distribution of 50 CDs. Because of unavoidable circumstances, the directory will still be printed and distributed to participating members in the upcoming activities of PAARL.

Financial Report

The treasurer, Ms. Cecilia D. Lobo shall give a separate report.

Other Projects and Activities

February 07, 2013, the Treasurer discovered the loss of the Association's Time Deposit. A fact-finding board was established and chaired by Ms. Versoza to investigate where the time deposit had gone.

Beginning February 23, 2013, a series of meetings and hearings of

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“PAARL Board 2013 made a resolution on increasing the amount of Masteral Thesis Grant to Php10,000”

- Sonny Boy T. Manalo

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Roster of PAARL Members

Name	Institution	Office Address
Abaigar, Edwin P.	St. Dominic College of Asia	Bacoor, Cavite
Abdala, Maria Pretty Lay T.	Bulacan State University	Malolos City, Bulacan
Abelong, Julie R.	Technological Institute of the Philippines	Cubao, Quezon City
Abenojan, Aquilino M.	University of the East	Manila
Ablay, Ma. Peñafrancia P.	Bicol State College of Applied Sciences and Technology	Naga City
Abrijo, Christine M.	Dela Salle University	Manila
Acain, Myra T.	Bulacan State University	Malolos City, Bulacan
Adag, Annabeth E.	Colegio de San Juan de Letran Calamba	Calamba City, Laguna
Agustin, Romina E.	Colegio de San Pascual Baylon	Obando, Bulacan
Albay, Alva M.	Adventist University of the Philippines	Silang, Cavite
Alilio, Maxima S.	Lyceum of the Philippines University - Batangas	Capitol Site, Batangas City
Alonzo, Ariene A.	MAPUA Institute of Technology	Intramuros, Manila
Ambalong, Erma S.	J.H. Cerilles State College-Domingag Campus	Dumungag, Zamboanga del Sur
Amurao, Ninda D.	Adventist University of the Philippines	Silang, Cavite
Angeles, Chito N.	University of the Philippines Diliman	Diliman, Quezon City
Antolin, Anniezeth A.	Occidental Mindoro State University	San Jose, Occ. Mindoro
Asido, Marivic P.	Colegio de San Juan de Letran	Intramuros, Manila
Bacud, Evelyn O.	Colegio de San Juan de Letran Calamba	Calamba City, Laguna
Bagtas, Ryasmin G.	St. Mary's College of Baliuag	Baliuag, Bulacan
Balbin, Rosalie B.	Colegio de San Juan de Letran	Intramuros, Manila
Balulot, Zozima P.	Metro Manila College	Novaliches, Quezon City
Barie, Tessie D.	San Beda College	Mendiola, Manila
Baliancila, Marcial R.	San Sebastian College-Recoletos de Cavite	Sta. Cruz, Cavite City
Baustino, Leticia G.	Center Escuela University	
Bautista, Ruby C.	ACLIC College of Apalit	Apalit, Pampanga
Bede, Magdalena D.	Colegio de San Juan de Letran Calamba	Calamba City, Laguna
Beraquit, Nancy T.	University of the Philippines	Diliman, Quezon City
Bidaswa, Marian T.	University of the East Manila	Manila
Bin-ong, Myrna P.	Technological Institute of the Philippines	Cubao, Quezon City
Bonus, Aileenette A.	Colegio de San Juan de Letran	Intramuros, Manila
Borja, Nanta M.	Technological Institute of the Philippines, Manila	Quiapo Manila
Brillo, Eva B.	St. Paul University Manila	Malate, Manila
Bugaling, Eva Rose A.	Saint Mary's University	Bayombong, Nueva Vizcaya
Bumalay, Elizabeth A.		
Bustamante, Leonila A.	San Beda College	Mendiola, Manila
Cabalar, Ma. Virginia F.	Marist School of Manila	Marikina City
Caballero, Maricon C.	Technological Institute of the Philippines, Manila	Quiapo Manila
Calamanan, Jhonalyn T.	University of the Philippines	Diliman, Quezon City
Camante, Joanna C.	San Beda College	Mendiola, Manila
Camarines, Rosario C.	Jose Rizal University	Mandaluyong City
Camaya, Leah Marie N.	Colegio De San Juan De Letran Intramuros, Manila	Intramuros, Manila
Carbonilla, Michelle D.	Adventist University of the Philippines	Silang, Cavite
Castro, Aisa G.	Manuel S. Enverga University Foundation	Lucena City
Castro, Maria Nimfa V.	University of the Philippines	Quezon City
Claveria, Gerardo V.	SLU	Bonifacio Road
Comabig, Jennifer P.	San Beda College	Mendiola, Manila
Corpuz, Laura A.	San Beda College	Mendiola, Manila
Cortez, Alicia V.	Colegio de San Juan de Letran	Calamba City, Laguna



Roster of PAARL Members

Name	Institution	Office Address
Cruz, Hanzel Allan C.	UP College of Engineering Library	Diliman, Quezon City
Cruz, Niña Jesusa S.	Colegio De San Juan De Letran	Intramuros, Manila
Cruz, Patricia T.	Arellano University	Sampaloc, Manila
Custodio, Princes Joydee B.	Bulacan State University	Malolos, Bulacan
Dala, Charrie Lyn C.	Technological Institute of the Philippines	Cubao, Quezon City
Dardo, Jeanybeth B.	Young Ji International School	Gen. Trias, Cavite
Darjuan, Eujan John F.	University of the Philippines Diliman	Diliman, Quezon City
De Guzman, Rosa Maria D.	Colegio De San Juan De Letran	Intramuros, Manila
De Jesus, Carolyn R.	Colegio de San Juan de Letran	Intramuros, Manila
De La Torre, Evelyn S.	Jose Rizal University	Mandaluyong City
De Leon, Isabel D.	Tomas Del Rosario College	Balanga City, Bataan
De Padua, Elaine C.	Lyceum of the Philippines University - Batangas	Capitol Site, Batangas City
Del Rosario, Leilani G.	Jose Rizal University	Mandaluyong City
Dela Cruz, Sheila P.	Bulacan State University	Malolos City, Bulacan
Delgado, Emelorna E.	University of the Philippines	Ermita Manila
Derpo, Erlinda Gina E.	University of the East	Manila
Diaron, Rina H.	Saint Louis University	Baguio City
Diego, Fely A.	UE - Manila	Manila
Diwata, Mari Toni L.	UERMMCI	Brgy. Doña Imelda, Quezon City
Dulay, Rael S.	Mabalacat City College	Mabalacat City, Pampanga
Eco, Kristan Keith M.	Far Eastern University	Sampaloc, Manila
Encina, Jhenny P.	Colegio de San Juan de Letran Calamba	Calamba City, Laguna
Espiritu, Anna Divine D.	University of the Assumption	San Fernando, Pampanga
Espiritu, Maria Ana Corazon A.	St. Paul University Quezon City	New Manila, Quezon City
Esoso-Betan, Sharon Ma. S.	University of the Philippines	Diliman, Quezon City
Esteban, Michelle A.	Far Eastern University	Diliman, Quezon City
Estepa, Maribel A.	Technological Institute of the Philippines	Quiapo, Manila
Evangelista, Dia Marie P.	Marist School	Marikina City
Evangelista, Lelia D.	Lyceum of the Philippines University - Batangas	Capitol Site, Batangas City
Felices, Nednem C.	Adventist University of the Philippines	Silang, Cavite
Flora, Lyjhey V.	Technological Institute of the Philippines	Quiapo Manila
Flores, Lejempf D.	Technological Institute of the Philippines	Cubao, Quezon City
Fredeluces, John Christopherson L.	Lyceum of the Philippines University	Intramuros, Manila
Gaerlan, Cherry Ann W.	Technological Institute of the Philippines	Cubao, Quezon City
Galang, April A.	Technological Institute of the Philippines	Quiapo Manila
Galang, Ma. Elisa A.	San Beda College	Mendiola, Manila
Gallano, Phoebe U.	Technological Institute of the Philippines	Cubao, Quezon City
Garcia, Joannarie C.	Technological Institute of the Philippines	Cubao, Quezon City
Garma, Marilyn R.	City College of Calamba	Calamba City, Laguna
Gasang, Ma. Carina L.	Adventist University of the Philippines	Silang, Cavite
Gasmen, Anna D.	UP NCPAG Library	Diliman, Quezon City
Geporta, Maria Vicky T.	Emilio Aguinaldo College	Ermita, Manila
Glean, Rowena C.	San Beda College	Mendiola, Manila
Gomez, Rowena S.	Bulacan State University	Malolos City, Bulacan
Gonzalez, Nieva V.	Lyceum of the Philippines University	Capitol Site, Batangas City
Guarino, Ma. Elsa V.	Lyceum of the Philippines University - Batangas	Capitol Site, Batangas City
Gucych, Juan Martin D.		Sta. Cruz Manila
Guerrero III, Antonio O.	Colegio de San Juan de Letran	Intramuros, Manila
Guinsod, Jenny O.	San Beda College	Mendiola, Manila



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Name	Institution	Office Address
Guinto, Teodora M.	Calamba Director College	Calamba City, Laguna
Gungon, Enrique Jr. M.	St. Paul University Quezon City	Quezon City
Gutierrez, Niña D.	Baliwag Maritime Academy	San Rafael, Bulacan
Guzin, Carolina G.	San Beda College	Mendiola, Manila
Haban, Klaribel P.	Technological Institute of the Philippines	Quiapo Manila
Ibañez, Angelic G.	Febias College of Bible	Karuhatan, Valenzuela City
Jimenez, Ma Michiella T.	Bulacan State University	Malolos City, Bulacan
Jose, Miguel C.	AMA Computer University	Project 8, Quezon City
Jose, Veronica M.	MAPUA Institute of Technology	Intramuros Manila
Laganzo, Ruel L.	Technological Institute of the Philippines	Quiapo Manila
Lagasca, Karen C.	San Beda College	Mendiola, Manila
Lagda, Joycelyn F.	University of the East, Manila	Manila
Lapuz, Joel L.	Jose Rizal University	Mandaluyong City
Llamas, Rechy S.	Jose Rizal University	Mandaluyong City
Macapia, Myrna P.	Manuel S. Enverga University Foundation	Lucena City
Magadan, Milanie V.	Colegio de San Juan de Letran Calamba	Calamba City, Laguna
Maghuyop, Leonisa E.	MAPUA Institute of Technology	Intramuros, Manila
Manalang, Rona Amor S.	Mabalacat City College	Mabalacat City, Pampanga
Mañgalile, Eduardo G.	Bulacan State University	Bustos, Bulacan
Mangubat, Felicidad Q.	University of the Philippines	Manila
Manjares, Maggie May I.	UP CoE Library	Diliman, Quezon City
Manlusoc, Kaye P.	Technological Institute of the Philippines	Cubao, Quezon City
Manzalay, Flordelina A.	U.E. Library Caloocan	Caloocan City
Martin, Amor C.	Angeles University Foundation	Angeles City Pampanga
Martin, Magdalena B.	Jose Rizal University	Mandaluyong City
Mateo, Jeane Eunice D.	Bulacan State University	Malolos City, Bulacan
Medrano, Roselily A.	University of the Philippines Diliman	Diliman, Quezon City
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Mercado, Ferayros P.	Technological Institute of the Philippines	Cubao, Quezon City
Merino, Rowena A.	MAPUA Institute of Technology	Intramuros, Manila
Miado, Nelah M.	Adventist University of the Philippines	Silang, Cavite
Millare, John Nigel C.	University Baguio	Baguio City
Miranda, Manilyn L.	Assumption College	Makati City
Monis, Christine Febie M.	Technological Institute of the Philippines	Cubao, Quezon City
Monteclaro, Mildred L.	Canaga State University Cabadbaran Campus	Cabadbaran City
Montesines, Teresita D.	Assumption College	Antipolo City
Morandarte, Mary Jane C.	UP College of Engineering Library II	Diliman, Quezon City
Moyano, Cynthia A.	San Beda College	Mendiola, Manila
Nabor, Jenilyn G.	AIMS, Pasay City	Pasay City
Nabus, Evelyn P.	Colegio de San Juan de Letran Calamba	Calamba City, Laguna
Nefulda, Jinky Rose E.	Colegio De San Juan De Letran	Intramuros, Manila
Oditao, Angeline May I.	MAPUA Institute of Technology Library	Intramuros, Manila
Olivar, Julieta F.	Dela Salle University	Manila
Oñate, Ivarhoe S.	Mindanao University of Science and Technology	Cagayan de Oro City
Ong, Manielyn R.		
Opu-An, Regina Flor T.	Lyceum of the Philippines University	Intramuros, Manila
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Plaza, Sussette G.	Blessed Sacrament Catholic School	Novaliches, Quezon City
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Pulanco, Elizabeth T.	Philippine Baptist Theological Road, Baguio City	Guisad Valley, Baguio City
Quijano, Grace D.	Benguet State university	
Quinquileria, Marflor S.	Colegio de San Juan de Letran Calamba	Calamba City, Laguna
Quito, Ervin A.	Colegio De San Juan De Letran	Intramuros, Manila
Rabino, Lilian C.	De La Salle Lipa	JP Laurel Highway, Lipa City
Radobres, Diana Lynn L.	Bulacan Polytechnic College	Malolos, bulacan
Ramos, Jean Ann G.	Bulacan State University	Malolos City, Bulacan
Repomarta, Rosa Salvacion A.	Colegio de San Juan de Letran Calamba	Calamba City, Laguna
Reside, Paul Virgil D.	San Beda College	Mendiola, Manila
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Rivera, Sahlee T.	Technological Institute of the Philippines	Quiapo Manila
Robles, Rosalinda P.	San Beda College	Mendiola, Manila
Romero, Jemlyn J.	Colegio De San Juan De Letran	Intramuros, Manila
Rondilla, Rhoel E.	University of the Philippines	Diliman, Quezon City
Rosali, Rosemaria G.		
Ruzgal, Gloria E.	Emilio Aguinaldo College	Ermita, Manila
Sales, Mila H.	Adventist University of the Philippines	Silang, Cavite
Salting, Marilou B.	St. Paul University Manila	Malate, Manila
Salvador, Mary Ann J.	De La Salle University, Dasmariñas	Dasmariñas City, Cavite
Sanidad, Naicy G.	Adventist University of the Philippines	Silang, Cavite
Santos, Cielito D.	Bulacan State University	Malolos City, Bulacan
Santos, Jonathan F.	UP College of Engineering Library	Diliman, Quezon City
Sarmiento, Ruby C.	University of the Philippines	Diliman, Quezon City
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Solmirano, Emmanuel Uriel G.	De Los Santos - STI College	Quezon City
Soria, Kimberly Ann O.	MAPUA Institute of Technology	Intramuros, Manila
Soriano, Rosalina A.	EARIST - Cavite Campus GMA, Cavite	GMA, Cavite
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Sto. Domingo, Remedios S.	St. Paul University Quezon City	New Manila, Quezon City
Tabiendo, Grace B.	University of the Philippines	Diliman, Quezon City
Tamayao, Manuel S.	SIL Philippines Summer Institute of Linguistics	Horseshoe Village, Quezon City
Tan, Merck Sianson M.	Pampanga Agricultural College	Magalang, Pampanga
Tarronas, Michael John P.	Far Eastern University - Diliman	Diliman, Quezon City
Teodoro, Raymond L.	University of the East	Manila
Ulfindo, Salvina A.	Technological Institute of the Philippines	Quiapo, Manila
Ureña, Cyrille S.	Angeles University Foundation	Angeles City Pampanga
Valencia, Nerissa M.	Bulacan State University	Malolos City, Bulacan
Ventanilla, Nolaysa S.	Phil. Women's University	Quezon City
Ventura, Aries Joy T.	St. Paul University Quezon City	Quezon City
Vergara, Welsie S.	Bulacan State university	Malolos City, Bulacan
Vidal, Aniline A.	Univ. of Perpetual Help System - DALTA	Las Piñas City
Villacampa, Marie Louise P.	International British Academy	Imus, Cavite



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Villamater, Augusta Rosario A	Manuel S. Enverga University Foundation	Lucena City
Villanueva, Jennifer M	Technological Institute of the Philippines	Quiapo, Manila
Villar, Aprilyn A.	Technological Institute of the Philippines	Cubao, Quezon City
Yap, Joseph M	De La Salle University	Manila
Yocte, Emelita B.	Technological Institute of the Philippines	Cubao, Quezon City

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Angeles University Foundation	Angeles City, Pampanga	Amor C. Martin
Bicol State College of Applied Sciences and Technology	Naga City	Ma. Peñafrancia P. Ablay
Blessed Sacrament Catholic School	Novaliches, Quezon City	Sussette G. Plaza
Bulacan State University	Malolos City, Bulacan	Cielito D. Santos
Calamba Doctor's College	Calamba City, Laguna	Teodora M. Guinto
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Emilio Aguinaldo College	Ermita, Manila	Gloria E. Ruzgal
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St. Paul University Manila	Malate, Manila	
St. Paul University Quezon City	Quezon City	Enrique M. Gungon Jr.
Technological Institute of the Philippines Quezon City	Cubao, Quezon City	Liza F. Riosa
Technological Institute of the Philippines Manila	Quiapo, Manila	Maribel A. Estepa
Tomas Del Rosario College	Balanga City, Bataan	Isabel D. De Leon
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University of Perpetual Help System - DALTA	Las Piñas City	Aniline A. Vidal
University of the Assumption	San Fernando, Pampanga	Anna Divine D. Espiritu
University of the Philippines-Diliman College of Engineering	Diliman, Quezon City	Sharon Ma. S. Esposo-Betan

President's Annual Report...

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the fact-finding board were held at the De La Salle University Library Commons. It was concluded at the National Library of the Philippines Conference Room.

Around March 2013 the Association was asked to endorse the "Proposed Academic Library Standards for all Common Programs"

On May 02, 2013, the Board called a Special General Assembly of members at the National Historical Commission Hall to present the result of the Fact-Finding Board.

The Board, as represented by the President, filed a complaint against Mr. Christopher C. Paras (2010 President) and Ms. Aisa Dela Torre-Morana (2010 Treasurer) at the Prosecutors' Office in Manila and also filed a complaint against them at the Professional Regulation Commission – Board for Librarians for the revocation of their license.

A total of 53 librarians, cataloguers, and teachers of Cataloging courses from pre-selected libraries and Library and Information Science (LIS) schools attended the three –day "train-the-trainers" workshop on RDA held at the European Documentation Centre Multipurpose Room, The Learning Commons, De La Salle University, Manila on April 3-5, 2013. The Board invited Dr. Barbara B. Tillett, Chair of the Joint Steering Committee for Development of RDA as trainer during the train-the-trainers workshop. A memorandum of understanding between catalogers who joined was signed.

During the third week of May, I was invited by the Technical Panel of Information Technology Education as reactor on the alignment of Graduate attributes of BLIS Curriculum.

On September 27, 2013, the

PAARL held its 40th Founding Celebration at the Grand Opera Hotel where approximately 150 attended the occasion. This big event was chaired by Ms. Salvacion M. Arlante, where five notable persons in the profession were given a special award during the occasion namely Ms. Nera, Ms. Versoza, Ms. Acedera, Ms. Tadlip and a Posthumous Award was given to Ms. Erlinda Flores.

Conclusion

In conclusion, I would like to express my deepest gratitude and appreciation to 2013 Executive Board, Chairs of the Standing and Adhoc Committees, Council of Elders, the valuable support of our sponsors and benefactors, individual and institutional members of PAARL, Inc. for the continued support to the activities of the Association.

God bless and Mabuhay ang PAARL.

I would like to express my deepest gratitude and appreciation to 2013 Executive Board, Chairs of the Standing and Adhoc Committees, Council of Elders, the valuable support of our sponsors and benefactors, individual and institutional members of PAARL, Inc. for the continued support to the activities of the Association.

-Sonny Boy T. Manalo



Participants with PAARL Officers enjoying the afternoon with some

AN AFTERNOON OF COFFE & TEA WITH LIBRARY PARTNERS

By Christine M. Abrigo

On March 2014, the Philippine Association of Academic and Research Librarians, Inc (PAARL), led by its Officers, hosted a thanksgiving cocktail for our donors and library partners dubbed as "An Afternoon of Coffee & Tea with Library Partners". It became an avenue to express our heartfelt gratitude to the invaluable support our library partners have graciously poured over the Association over the past years. It also became an opportunity to forge a more fruitful partnership for the future activities of the Association.

The show of support was truly overwhelming! It was worth all the bottomless coffee and tea. PAARL wish to thank the following library partners (in alphabetical order) for making this simple gathering a success:

- Academic Book Sales
- American Technologies, Inc.
- Belview Co., Inc.
- C & E Publishing
- CD Books International, Inc.
- CE-Logic
- Cengage Learning



- EBSCO Publishing
- EISI (Electronic Information Solutions, Inc.)
- Emerald Headway Dist.
- F & J de Jesus
- Fastbooks Educational Supply
- Fel Bien Marketing
- Forefront Book Co.
- Golden Books Services
- Goldenrey Direct Marketing
- Great Books Trading
- High Access Line
- IBC Book Consolidators, Inc.
- John Wiley & Sons
- Lib. Tech Source Phils.
- Linar Educational Materials
- Magazine Zone, Inc.
- Maxcor Publishing
- Megatexts Phils.
- Mindmovers Pub. House
- National Book Store



- New Century Books
- Nexlight Corp.
- Omnibooks International
- Philmont Academic Solutions
- REX Bookstore
- SERV Enterprises
- Springer
- Universal Magazine Exchange



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RESPONSE TO AN AFTERNOON OF COFFEE & TEA WITH LIBRARY PARTNERS

By Cely Cayaban

"My sincerest thanks for having this kind of activity "An Afternoon of Coffee and Tea with Library Partners", an event that will make the ties stronger between the library people and the book vendors/dealers and publishers."

- Cely Cayaban



Good afternoon friends in the field of librarianship, and my new friends in the book industry, ladies and gentlemen!

I hope everyone had a good lunch and a good trip from point of origin to this venue.

I am indeed happy to be invited over to deliver my response for this event even if the notice was really too short. This is the first time that I could not say no to an invitation. This is because, Sharon is also a good friend. Normally, I request the organizers to give me at least three (3) months in advance to prepare my paper/speech or response including the powerpoint presentation to avoid boredom. Why? I need to prepare so that the expectations from the organizers and the people who will listen to me are met and I want them satisfied when they leave the venue.

PAARL as an organization of librarians ... run by true blooded librarians, always caters to the needs of our profession; always thinking possible activities that will help the members further enhance their skills, and skills of the would be librarians (the students and our personnel). The organizers always think and plan about what other services could be offered to us members. So that in return, we may put in practice what has been learned. With the output of better improved services. Better quality of work. Better available collection. A better, if not the best library.

On the other hand, activities of any

association may not be successful without the help of others. Library organizations here and abroad, always tap the services of their partners in the field. These partners are the book dealers, book vendors, and other groups offering databases for the use of the library and its patrons/clients.

Since this is a **RESPONSE FROM THE LIBRARY PARTNERS**, I will now wear my other hat as a person working with you, one of your partners. I will be acting as one of the representatives of all your partners.

Doing print and non-print business is a very challenging job. You meet a lot to people from the book industry such as the publishers here and abroad, you get to know the people from the banks, from the courier, from the airport to airport services, from the Pier for sea mails, from the government for the different requirements, permits, etc., and other partners to make one's business work.

Ordering a book from a publisher entails a lot of work from email, snail mail, and other paper work to be able to have cost for that one particular book. I have known this before as a librarian in-charge of the procurement of books. But the procedure is not as detailed as when you are in the actual shoes of the book vendor/dealer.

Aside from that we need to sell books. Part of the selling of course is the marketing side. And one of the marketing strategies is to join the big book fairs, school book fairs, company book fairs, sending of books for examinations to the faculty and librarians, etc. Books selected by faculty are delivered to the library. Books stay in the library for a number of days/weeks/months before a final decision is done - whether to acquire (if the book is not a duplicate copy or an old copy), or not to acquire.

By the time the books is returned to us your partner, it does not look new as it used to be. The copyright may have added another year to its copyright date! Hayyy... Do you think the book will be saleable to others? Well... this is only one of the few concerns that we are cur-

rently facing with the libraries or librarians. Not to mention that there are some libraries/librarians that will request for books to be delivered to during accreditation time. Then after accreditation, not a single book is recommended for final acquisition. How I wish I could write a book (to write a book is one of my dreams) about the situation of book acquisition practice in our country.

Since it is acceptable that **WE**, are your partners, we would like to make everything move as smooth as it should be. We need each other. We will try our very best to bring your attention all good books and other learning resources. We will try to give you the best service and the best price. My fervent request is... help us by promptly processing the books that you get from us. Make the time element shorter for us to be able to do the next possible step about the books you intend to return. Ang kagandahan lang sa aming business, hindi siya napapanis, kung hindi napanis na ang libro sa loob ng library dahil sa tagal ng desisyon ng kinaaukulan. In my observation, a number of the book vendors/dealers have a lot of unsold books. One of the reasons would be the returns made by us librarians due to the long process that they go through.

Should you have any concern, you may invite us once again for meeting in order to help you. If you have some concerns or issues against our respective companies, you may call our attention either by phone, by email or cell phone for any needs that you may require from us.

In closing, I would like to thank once again the organizers of this event, headed by Ms. Sharon Esposito-Betan, and our friends in the industry for gracing this occasion. My sincerest thanks for having this kind of activity **"An Afternoon of Coffee and Tea with Library Partners"**, an event that will make the ties stronger between the library people and the book vendors/dealers and publishers. Rest assured that we will continue supporting your activities this year and onwards. More power to us all!



LEADERSHIP AND QUALITY MANAGEMENT OF ACADEMIC LIBRARIES

(Inspirational Message delivered at the 41st General Assembly and Induction of Officers of the Philippine Association of Academic/Research Librarians, Inc. held at the National Library of the Philippines Auditorium, 30 January 2014)

By Rodolfo Y. Tarlit

Greetings!

It is a real pleasure for me to speak before a gathering of top librarians in the country. I thank the current PAARL leadership for this opportunity to be of further service to the association and to its members who have shown, through the years, their enthusiasm and interest in helping PAARL achieve its vision, mission and goals. I particularly would like to mention the incoming President, Prof. Sharon Maria Esposito-Betan, for having chosen me as this year's person to deliver an inspirational message. I had no second thought of accepting Sharon's request because I have always believed in her capacity to lead an association such as the very famous PAARL. To Sharon and the incoming PAARL officers, good luck. I assure you that I am behind you in your quest to make PAARL a better library association.

When I asked Sharon on the topic she wished me to talk about, she told me to deal on leadership and quality management of academic libraries. I thought that that was fine with me as this will give me an opportunity to reflect or re-visit what I have done to deserve as servant-leader of three prestigious library associations and one library science alumni association and the largest academic library in the country. I am referring, of course to the PATLS, PAARL and PLAI, UPLSAA, and the University Library System comprising of seven constituent university libraries. In the University of the Philippines System, each constituent university has its own University Librarian. However, the University Library in UP Diliman has always been the flagship library where policy statements, rules and regulations and library processes and procedures usually emanate. And so, we have always considered the University Librarian of UP Diliman as the leader of the whole Library System in the University of the Philippines System.

Believe it or not, the first job that I had was in the library, as a student assistant. When I graduated, Bache-



Mr. Rodolfo Y. Tarlit delivers his inspirational message

lors Degree Major in History, I tried my luck and applied whatever position was available in the University Library in UP Diliman, hoping that I could later on enroll for a master's degree in History. I got a library assistant position, which was later on downgraded to library aide. However, the salary remained the same. Now, I shall be retiring in six months time and I assure you that I have no intention to leave the library profession. I see myself as becoming more active in library associations such as PAARL and PLAI which seemed to have indicated that I should now stop meddling with them when it awarded me the Hall of Fame Award last year.

Three months after graduation, I started working in the UP Library in 1971. All I wanted at that time was a satisfying work and an opportunity to help in the family coffers and help my siblings finish school. Also, I became involved only in library associations very late in my career. This was in 1987 when I was elected to the PAARL Board. In both UP and the library associations of which I involved myself, I never really thought about being a leader, nor did I come close to dreaming of being University Librarian and President—or president of any other organization for that matter. I was fortunate to have some wonderful

mentors who helped me develop and hone my skills as a leader. In the University Library in UP Diliman, I had my mentors in the late Marina G. Dayrit, Filomena M. Tann, Belen B. Angeles, and Professor Salvacion M. Arlante. At PAARL and PLAI, I had as my mentors, Mrs. Sarah De Jesus, Professor Arlante, and Ms. Lolita Gonzales. I had worked with them in PAARL and had the opportunity to observe leadership first hand. At PLAI, I also had my mentors, Presidents ahead of me, like Prof. Arlante, and Atty Antonio M. Santos. These are people who have been recognized as leaders of the library profession and library associations.

Let me tell you about my impression of Mrs. Sarah De Jesus. She is very analytical and critical as well. She sizes up issues, problems, projects and decides on the best alternative possible. Ms. Lolita Gonzales! I admire her for her firmness. ...

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“I became involved only in library associations very late in my career. This was in 1987 when I was elected to the PAARL Board.”

-Rodolfo Tarlit

Leadership and Quality Management...

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Once a decision is made, it is very difficult to change her decision unless the situation calls for it. Atty. Santos! He is a jolly good fellow who consults not only members of his staff but involve them in important projects and activities, giving them a sense of importance and fulfillment. Mrs. Tann! She was favorite my boss, who used to send me from her library in the College of Public Administration in UP Manila, the bibliographic information of difficult to catalog books and asked me to catalog them because nabalitaan daw niya na magaling akong magcatalog. At five o'clock in the afternoon, she used to call my attention to go home because she has nothing to pay for overtime work. With a booming voice, you would mistake her as a bully. But no. Behind that voice is a caring boss who, like Ms. Dayrit, always encouraged me to pursue my Master's Degree in Library Science. One thing that I will always remember is when we had a staff meeting and she asked us what problems we encounter in our jobs. One lady raised her hand and said: "Mam, ang problema ko wala pa akong boyfriend." She answered this by saying: "Si Mr. Tann gusto mo! Ibibigay ko sayo!" What about Mrs. Angeles! She is very sweet and soft spoken but easily gets angry. We had a misunderstanding and I confronted her and when she realized that she was wrong, she did not hesitate to apologize. She is very humble indeed.

As I think about these great mentors I have had over the years, I realize that most of them have retired and many are retiring or no longer with us. And, as for me,

I am looking forward to the time when I am a full fledged member of the SC, meaning Senior Citizens Club. What we need to face today is to recruit for our successors, young librarians who have potentials to be leaders of our profession. We

need real leaders if our libraries of the future are to thrive and grow. I know that the present crop of officers and members of PAARL possess the passion, the enthusiasm it takes to be a leader, or you would not have been accepted as PAARL members.

There is no question that leadership has a direct influence on quality management of libraries, be they academic, public, school, or special libraries. However, please do not expect me to deal with the relationship of leadership and quality management. This would take a real academic research. I propose, instead, to deal with what I have observed first hand leadership at its best and what I have been practicing as a leader.

The Good Mentor. Early in our careers, we have worked under a supervisor (s) as a follower. From the start, if you wish to be a good leader, try to observe your supervisors. In your stint as members of associations, also start observing your association leaders. These supervisors and leaders are a very rich source of inspiration and information for you to become a good leader. Remember their good points and strengths and by all means discard the bad ones or weaknesses. It was very late in my career that I discovered that I had a passion to be a library leader. That was when I was elected as Member of the Board of PAARL. I thought then that I was just going to be a follower but soon enough I found myself involved more deeply into the projects and activities of PAARL. Public Relations Officer was my first assignment as member of the PAARL Board and because I did not want to fail those who chose me as PRO, particularly Prof. Salvacion M. Arlante, who was then PAARL President, I promised myself that I would do my job well. Prof. Arlante and the rest of the Members of the Board of PAARL then, all my seniors by the way, probably saw something in me that I did not recognize myself. It was also during my early years at the Uni-

versity Library that then University Librarian, Ms. Marina G. Dayrit saw something in me that she used to assign me to do research and draft some of her conference/seminar papers. And because of this, she gifted me with a travel abroad, as a trainee for six months at the Arkib Negara Malaysia, in Kuala Lumpur. I realize now that I have considered Ms. Dayrit my first mentor as a library leader for she had always insisted that I pursue a master's degree in library science, gave me advice and encouraged me to develop my own leadership/management style. Prof. Arlante was also a great mentor for she has guided me throughout my journey as a leader of PAARL and PLA but also as a leader of the University Library, UP Diliman. Today, I still seek her advice concerning library matters at the UP Library. Ms. Dayrit and Prof. Arlante had different management styles. One was very strict and disciplinarian particularly on work ethics, punctuality and attendance, but very understanding and helpful particularly to low salaried employees. I remember very distinctly when she called me to her office and admonished me for attending a rally of employees without having sought permission from my supervisors. After she was through, I told her that I did not have enough money to buy me food before the next salary was released. Imagine, even if she was angry, she still lent me the amount I needed. The other, that is Prof. Arlante, was very pragmatic coupled with human touch but strict when necessary. Her leadership style was participatory, involving staff on important library matters.

Be Visionary. I believe that a good leader is one who can project or see the future. At the beginning of your career and if you decided to stick to your present work, a good vision of what you want to be and the organization you are serving should already be framed which may be revised given new conditions and circumstances.

There is no question that leadership has a direct influence on quality management of libraries, be they academic, public, school, or special libraries. However, please do not expect me to deal with the relationship of leadership and quality management.

-Rodolfo Y. Tarlit



Leadership and Quality Management...

(continued from page 16)

The good leader is one who knows how to articulate what he would like his organization to be in the future. He should be able to motivate his colleagues to make that vision a reality. Please allow me to quote Peter Drucker who said: "Leadership is not magnetic personality that can just as well be a glib tongue. It is not 'making friends and influencing people,' that is flattery. Leadership is lifting a person's vision to higher sights, the raising of a person's performance to a higher standard, the building of a personality beyond its normal limitations." It is also useful to look beyond the confines of your comfort zone. Know and learn trends in the field and form vision on how these may be put to good use in managing people, work, services and processes.

Be a Servant. Learn How to Follow. It is very difficult to ask people to follow you if you do not know how to follow. So, to become a good leader, learn how to follow first. It is good to follow the lead of others, even if they are your subordinates, if you wish to succeed as a leader.

The Good Listener. I have always admired people who talk less than those who are good speakers but do not know how to listen. Kung baka sa ilog, mababaw siya kung maingay at malalim siya kung tahimik. Carol A. Brey-Casiano, Director of Libraries, El Paso Public Library said: "Great leaders are great listeners." Therefore my message today is a simple one – talk less and listen more. Brey-Casiano also said: "The best leaders are proactive, strategic, and intuitive listeners. They recognize that knowledge and wisdom are not gained by talking, but by listening..."

Take a moment and reflect back on any great leader who comes

to mind. You will find that they are very adept at reading between the lines. The best leaders possess the uncanny ability to understand what is not said, witnessed, or heard. The worst leaders don't listen; they would much rather just talk. It is the truly effective leaders who know how important it is to communicate better with people by becoming better listeners."

As a Decision-Maker, I practice collective-participative style most of the time. I got this from Prof. Arlante. Participative decision making is when the leader involves the members of the organization. Other perspectives of the situation are discovered because the leader motivates others to participate in the decision making. Again to quote Brey-Casiano, "The leader maintains total control of the decision because, although outside information is considered, the leader alone decides. The leader is also completely responsible for the good or bad outcome as a result of the decision. The advantages include some group participation and involvement. This is especially valuable when a person is affected negatively by the decision. In most cases, the individual is informed before the decision is implemented (no surprises) and usually feels good about personal involvement. If the leader is a good communicator, and listens carefully to the information collected, he or she will usually have a more accurate understanding of the situation and make a better decision. The disadvantages of this style include a fairly slow, time consuming decision; less security, because so many people are involved in the decision." However, in emergency cases where decisiveness is needed, I usually practice the autocratic style. I do not ask for any suggestions or ideas from outside sources and decide on my own. I

find this style most effective and best choice when it comes to emergency situations. I have never been afraid to be decisive or I have not hesitated to make tough calls quickly when circumstances require it. And I stick to that decision unless there is a particularly compelling reason for me to change it.

The Welcoming Office. Last, but not the least, I would like you to make your office maintain an atmosphere where everybody is welcomed, where supervisors, janitors, utility workers, administrative staff, library aides, library assistants and librarians are afraid free to see you. Do not make your office as if it is a place where they always dread to visit. As soon as I assumed office as University Librarian, I saw to it that the door to my office is always open. You know, the result was wonderful. I saw that staff members were not afraid or do not hesitate to go straight to me when problems occur. Let them feel that your office is always open for them. Give your time and interest to anybody who wish to talk you. Show that they are very important people.

There, ladies and gentlemen, are some of the qualities of a leader that I have learned and have been practicing. There are more that I wish to share with you but I believe the time allotted to me has expired. (If you wish more, then invite me again next year as inspirational speaker). In closing, please allow me to quote the following from Jim Rohn:

"The challenge of leadership is to be strong, but not rude; be kind, but not weak; be bold, but not bully; be thoughtful, but not lazy; be humble, but not timid; be proud, but not arrogant; have humor, but without folly."

Thank you.

"The leader maintains total control of the decision because, although outside information is considered, the leader alone decides."

- Brey-Casiano

RESOURCE DESCRIPTION AND ACCESS (RDA) POLICY AND ACTION PLAN FOR PHILIPPINE LIBRARIES

By Sonny Boy T. Manalo

After last year's implementation of the "RDA Train-the-Trainers Workshop : Towards a National Development Plan for Resource Description and Access (RDA) in the Philippines" (NCR Leg), it was cascaded to the three major islands of the country with the theme "Resource Description and Access Essentials : Preparing Librarians for New Cataloging Standards and Guidelines". The output of such activity is now on public discussion. As such, PAARL, in conduit with the National Commission on Culture and the Arts – National Commission on Library and Information Services (NCCA-NCLIS), National Library of the Philippines, and the National Committee on Resource Description and Access (NCRDA) will hold four a two-day Public Consultation and Training-Workshops on "RDA Policy and Action Plan for Philippine Libraries".

The activity aims to provide a nationwide public consultation for the full adaptation and implementation of the National Policy on Resource Description and Access for Filipiniana Materials/Resources among different types of libraries, museums and archives, as well as to come up with an action plan for Philippine Libraries. The NCR leg of the

activity was successfully concluded on March 27-28, 2014 at the Miguel Benavides Library of the University of Santo Tomas with Ms. Mila M. Ramos, Dr. Sonia M. Gementiza, Corazon M. Nera, Ms. Annelyn S. Lim, Mr. Ruben Marasigan, and Ms. Ana Maria B. Fresnido as resource speakers. They were participants in last years' Train-the-Trainers Workshop and are experts on cataloging. Ms. Teresita C. Moran also attended the activity as the NCCA-NCLIS monitoring officer for NCR.

Father Angel Aparicio, OP, welcomed the approximately 85 participants with his informative and inspiring remarks, while Atty. Antonio M. Santos graced the occasion with his inspiring message to the attendees.

The Visayas leg will be in Bacolod City on May 29-30, and the Luzon Leg will be on June 26-27 in Baguio City. The workshop will conclude with the Mindanao in General Santos City on August 28-29, 2014.



Participants of RDA Policy and Action Plan for Philippine Libraries at UST

INFOSMART: INFORMATION SKILLS FOR CREATIVES

By Christine Febie M. Monis



One of the main responsibilities of a librarian is the promotion of information literacy to its customers. As such, librarians should be more creative on how to promote the new information and to encourage customers to maximize the use of the new information. They should also impart to their customers the proper process on how to locate, evaluate and assess the information easily.

The first Marina G. Dayrit Lecture Series 2014 was on the topic "InfoSMART : Information Skills for Creatives" held on February 28, 2014 at the 13th Floor of the Learning Commons, De La Salle University – Manila. Ms. Marian S. Ramos-Eclevia was the resource speaker of the said activity and is an expert on the reference aspect of the profession. She tackled the five (5) agenda in Information Literacy Forum, which were: Rewind to basics of Information Literacy; Frameworks and models of Information Literacy; Essential skills and values of Information Literacy; Awareness-raising for Information Literacy and Practical, and best practices in Informational Literacy. She also mentioned on her discussion the importance of information literacy which were the following :

- Support the library's mission to pro-

vide lifelong learning.

- Promote responsible use of information for problem solving, decision-making and critical thinking, Inspire and equip patrons to become lifelong learners.
- Empower patrons to become independent learners, Information literacy is fundamental to the success of learners in discharging their academic responsibilities.
- "To become more self-directed, and presume greater control over their own learning".
- Help patrons deal with information overload or "Data Smog".

The forum was attended by approximately 90 participants and ended with a sneak peek to the DLSU Learning Commons.

PAARL IN ACTION



Ms. Marian S. Ramos-Edavia during the InfoSmart Forum at CULSU in Manila



(L-R) Marcial Bañanca, Corazon Nera, Sharon Ma. Esposo-Betan at UST during the RDA Policy and Action Plan for Philippine Libraries



Mr. Rodolfo Tadit during the 41st GA and Induction/Awarding Ceremonies of PAARL



Active participants of InfoSmart Forum held at CULSU



41st GA and Induction/Awarding Ceremonies of PAARL held at NLP

PAARL'S UPCOMING EVENTS



April
28-30 (Monday-Wednesday)
National Summer Conference on Leadership and Management in Libraries
Venue: Dumaguete City

May
29-30 (Thursday-Friday)
RDA Training-Workshop (Visayas)
Venue: De La Salle, Bacolod City

June
26-27 (Thursday-Friday)
RDA Training-Workshop (Luzon)
Venue: Baguio City
Venue: SM Megamall

July
10 (Thursday), 1PM-5PM
Marina G. Dayrit Lecture Series 2 at the Philippine Academic Book Fair
Topic: On Collection Management: E-Book Acquisition Models (e.g., PDA) and Resource-sharing / Consortium

August
28-29 (Thursday-Friday)
RDA Training-Workshop (Mindanao)
Venue: General Santos City

31 (Sunday)
Submission of the List of Nominees for Next Year's Executive Board

Filing Application for Thesis Grant

September
23-26 (Tuesday-Friday)
Leadership Academy for Librarians
Venue: Tagaytay City

17 (Wednesday)
1PM-3PM
Marina G. Dayrit Lecture Series 3 at the Manila International Book Fair (MIBF)
Topic: E-Lending/Mobile Technologies
Venue: SMX Convention Center

October
12-15 (Sunday-Wednesday)
Jeju Island, South Korea

16-19 (Thursday-Sunday)
International Benchmarking of Libraries
Venue: Jeju / Seoul, South Korea

31 (Friday)
Mailing of Election Ballots

November

28 (Friday)
1PM-5PM
Marina G. Dayrit Lecture Series 4
Topic: Librarians as Researchers
Venue: The National Library, Manila

30 (Sunday)
Approval of Nominees for PAARL Awards

December
12 (Saturday)
Christmas Party
Venue: TBA-Manila

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