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+63 (088) 323 4282



Name: **GENARO V. JAPOS, Ph. D.**
Work: Social Science Research Specialist

Founder/
President International Association of
Multidisciplinary Research, Inc.
(2011-present)

Philippine Association of Institutions
for Research, Inc.
(2007-present)



Currently a Professorial Chair Holder of the Polytechnic University of the Philippines Business and Governance in recognition of his sustained high-level research accomplishments in the international and national level, Dr. Genaro V. Japos is the first Filipino scholar to hold a distinction as holder of five doctoral degrees in Education, Management, Human Resource Management, Instructional System, and Organization Development. He is a regular member of the National Research Council of the Philippines Division of Social Sciences. Once A finalist of Metrobank Search for Outstanding Teacher, he has conducted trainings and conferences in the Philippines and 20 other countries. As an administrator, he was Dean of Father Saturnino Urios University and Vice President and Director of Research at Liceo de Cagayan University. As publisher and editor, he has managed journals which were accredited by the Commission on Higher Education and indexed by Thomson Reuters, Cengage Gayle, Proquest, Ebsco Host and aggregated by the Philippine Electronic Journals. As research mentor, he is a visiting professor of various public and private universities in the Philippines and the Middle East. As author, he is a published and cited author with publications in international reputable journals and indexing in Scopus Elsevier. He is the first entrepreneur who successfully organized conferences in Asia and the Pacific serving clients in over 50 countries. He is currently a board member representing the Philippines in the multi-country board members of the Asia Pacific Educational Research Association being elected by the APERA board held at the National Institute of Education Singapore.

Educational Background:

Doctor of Philosophy in Organizational Development and Transformation (DOT)
Cebu Doctors College, Cebu City

Doctor of Management major in Human Resource Management (DHRM)
University of San Jose Recoletos, Cebu City



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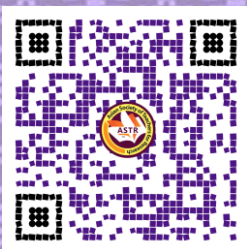
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Doctor of Education/major in Instructional System and Resource Management
University of San Jose Recoletos, Cebu City

Doctor in Management
Liceo de Cagayan University, Cagayan de Oro City

Doctor of Philosophy in Educational Planning and Management
Mindanao Polytechnic State College, Cagayan de Oro City

Master of Arts in Educational Management
Urios College, Butuan City, March, 1986

Bachelor of Arts in English (Magna Cum Laude)
Holy Name University, Tagbilaran City, Bohol, October 1982

I. Major Research Papers Published in Refereed Journals (2007-2021)

2021

Agapito, J. J., & Japos, G. (2021). The Satisfaction Level of Undergraduate Engineering Students on Distance Learning Amidst COVID-19. *JPAIR Multidisciplinary Research*, 45(1).

Barrozo, E. N., Japos, G. V., Malagapo, E. P., & Mangaya-ay, I. C. A. (2021). Strategic Management System for Competitive Business Performance in the United Arab Emirates. *Psychology and Education Journal*, 58(2), 6404-6410.

Tabilog, Y. U., Japos, G. V., Mangayaay, I. C. A., & Malagapo, E. P. (2021). Determinants Of Service Trainers' Skills Of Selected Training Centers, Eastern Province, Kingdom Of Saudi Arabia. *Solid State Technology*, 64(1), 1310-1319.

2020

Uy, J. P., Japos, G. V., Mangaya-ay, I. C. A., & Malagapo, E. P. (2020). Determinants of Career Change of Overseas Filipino Professionals in the Middle East. *PalArch's Journal of Archaeology of Egypt/Egyptology*, 17(1), 173-186.



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Uy, J. P., Japos, G. V., Mangaya-ay, I. C. A., & Malagapo, E. P. (2020). Exploratory (EFA) And Confirmatory Factor Analyses Of The Career Change Scale. *Solid State Technology*, 63(6), 18029-18035.

Japos, G. V., Malagapo, E. P., Uy, J., & Mangaya-Ay, I. C. A. (2020). Correlates of Career Change of Overseas Filipino Professionals. *Middle Eastern Journal of Development Management*, 2(1), 1-1.

2014

Japos, G. V., & Estrada, R. D. (2014). GDP Per Capita, Economic Freedom Index, Political Culture and Freedom of the Press Index as Determinants of Corruption Perception Index: A Global Study. *International Journal on Graft and Corruption Research*, 1(1).

Japos, G. V., & Lubos, L. C. (2014). Practices, Behaviors, and Action on Climate Change and Environmental Protection and Conservation of Settlers along the Banks of Oro River, Northern Mindanao, Philippines. *Asian Journal of Biodiversity*, 5(1). <http://dx.doi.org/10.7718/ijec.v6il.623>

2013

Tumapon, T. T., Japos, G. V., & Lozano, E. J. (2013). Implementation of Research Programs of Partner Institutions in Visayas and Mindanao. *Liceo Journal Higher Education Research*, 6(2), 179.

Lubos, L. C., & Japos, G. V. (2013). Extent of Escherichia coli contamination of Cagayan de Oro river and factors causing contamination: a translational research in Southern Philippines. *Liceo Journal Higher Education Research*, 6(2), 165.

Japos, G. V. (2013). Effectiveness of coaching interventions using grammarly software and plagiarism detection software in reducing grammatical errors and plagiarism of undergraduate researches. *JPAIR Institutional Research Journal*, 1(1), 1-1. <http://dx.doi.org/10.7719/irj.v1i1.207>

Lobite, N. J. S., Lubos, L. C., & Japos, G. V. (2013). A Preliminary Assessment of the Chiropteran Fauna of Cagayan de Oro River, Cagayan de Oro City, Philippines. *Asian Journal of Biodiversity*, 4(1). <http://dx.doi.org/10.7828/ajob.v4i1.300>

Japos, G. V., & Tumapon, T. T. (2013). Reinventing graduate instruction in a Web environment. *Liceo Journal Higher Education Research*, 6(2), 170.

Japos, G. V., & Neri, D. L. E. (2013). Empowerment and quality of life of local migrant workers in an urban community. *Asian Journal of Business and Governance*, 1(1), 227.

Japos, G. V., & Tongco, A. F. (2013). Integration of Geographic Information Systems (GIS) to Enhance Academic Capability of Philippine Higher Education Institutions. *Asian Journal of Business and Governance*, 1(1), 137.

2012

Japos, G. V. (2012). Technology-based quality assurance of international researches adopted by the Asian scientific journal publications. *IAMURE International Journal of Multidisciplinary Research*, 3(1), 1-1.

2011

Lozano, E. J., Japos, G. V., & Tumapon, T. T. (2011). External Referees' Assessment of Researches of a University in Southern Philippines. *LUMINA*, 22(1), 1-1.

Lozano, E. J., & Japos, G. V. (2011). Development Transformation Experienced by Marginalized Beneficiaries of a Government Sponsored Microfinance Program. *IAMURE International Journal of Multidisciplinary Research*, 1(1), 1-1.

Japos, G. V., Gutierrez, B. A., & Tubongbanua, J. B. P. (2011). Efficacy of Plagiarism Detection Software for Quality Assurance of a Research Journal. *IAMURE International Journal of Multidisciplinary Research*, 1(1), 1-1.

Japos, G. V., & Rodriguez, T. J. (2011). Effects of loss reduction program on the system losses of an electric cooperative. *Asian Journal of Business and Governance*, 1(1), 1-1.

Estrada, R. D., Lozano, E. J., & Japos, G. V. (2011). Environmental indicators of life expectancy. *Asian Journal of Health*, 1(1), 1-1.

Neri, D. L. E., & Japos, G. V. (2011). Health promotion of local migrant workers in a highly urbanized city. *Asian Journal of Health*, 1(1), 71-93.



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Tongco, A. F., & Japos, G. V. (2011). Integration of geographic information systems (GIS) to enhance academic capability of Philippine higher education institutions. *Asian Journal of Business and Governance*, 1(1), 1-1.

2010

Japos, G. V., & Hinay, J. C. (2010). Teacher characteristics and pupil performance in science and health in the national achievement test of Iligan City Division. *JPAIR Multidisciplinary Research Journal*, 4(1), 1-1.

Lozano, E. J., Japos, G. V., & Tumapon, T. T. (2010). Implementation of Research Programs of Partner Institutions in Visayas and Mindanao. *Liceo Journal of Higher Education Research*, 6(2), 1-1.

2009

Japos, G. V. (2009). The quality of researches of a Southeast Asian University as evaluated by peer reviewers. *Liceo Journal of Higher Education Research*, 6(1), 1-28.

Japos, G. V., & Tumapon, T. T. (2009). Andragogy in the use of peer reviewed (ISI) research literature in graduate courses. *Liceo Journal of Higher Education Research*, 6(1), 63-82.

Japos, G. V. (2009). The quality of researches of a Southeast Asian University as evaluated by peer reviewers. *Liceo Journal of Higher Education Research*, 6(1), 1-28.

2008

Japos, G.V. (2008). Quality assurance in environment and health research: the experience of Liceo de Cagayan University, Cagayan de Oro City. *JPAIR* 1 (1), 460.

Japos, G. V. (2008). Mindsets of global CEOs from the perspective of Filipino executives and managers. *Liceo Journal of Higher Education Research*, 5(2).

Japos, G. V., & Anghay, A. E. (2008). Worldwide Patterns of Education Across Human Development Indicators. *Liceo Journal of Higher Education Research*, 5(2), 1-1.

2007

Japos, G. V. (2007). The culture of excellence of private higher education institutions. *Liceo Journal of Higher Education Research*, 5(1).

II. Speakership/Lectureship Engagements in Research

A. International

2013

Enhancing Research Paper's Acceptance in Journal Publication, Asian Conference in Education and Technology ACET (2013), Renaissance Seoul Hotel, Seoul, South Korea, July 24 – 26, 2013

2012

The Management of Scientific Journal Publications: Transitions from Local to International Standards, International Training on the Management of Journal Publications, Performance of Editorial Boards, and Scientific Writing of Journals, December 6-7, 2012, Grand Men Seng Hotel, Davao City, Philippines.

Journal Evaluation and Advanced Competencies of Editorial Boards of International Publications, International Training on the Management of Journal Publications, Performance of Editorial Boards, and Scientific Writing of Journals, December 6-7, 2012, Grand Men Seng Hotel, Davao City, Philippines.

IAMURE Conferences, Journal Publication and Journal Evaluation: Global Challenges, International Conference on Social Sciences, Health and Environment (ICOSSHE 2012), JW Marriott Hotel, Bangkok, Thailand, September 24-26, 2012

2010

Symposium Speaker. International Pattern of Environmental Indicators and Life Expectancy. 9th Biennial International Nursing Conference. University of Brunei Darussalam, November 2-4, 2010.

Oral Research Presenter. Peer Reviewer's Evaluation of the Quality of the Faculty Researcher of a Philippine University. 10th Annual Southeast Asian Association for Institutional Research. Summit Ridge Hotel and Promenade Dasmariñas, Cavite City. October 19-21, 2010

2009

Plenary Presenter. 1st International Conference on Multidisciplinary Research, "Convergence of Research and Global Issues on Peace, Environment and Economy". October 7, 2009, Lantaka Hotel, Zamboanga City.



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1997

Paper Presenter. "Emerging Trends, Realities and Opportunities Training and Education in the Asia Pacific Region." Asia-Europe Youth Forum Radisson Hotel, Shah Alam, Selangor, Malaysia, May, 1997.

Paper Presenter. "Determinants of Organizational Reengineering Readiness among Higher Education Institutions in the Caraga Administrative Region." The Sixth International Conference in Education. SEAMEO INNOTECH. The Manila Hotel, Philippines, November, 1997.

1994

Paper Presenter. "Indigenous Learning Systems of a Graded Literacy Program Among the Manobos of Agusan del Sur, Philippines." The Fourth International Conference in Education SEAMEO - INNOTECH. The Manila Hotel, Philippines, 1994.

B. National

2013

Research Presentation and Publication, 2013 Higher Education Regional Research Congress, San Pedro College, Davao City, November 30, 2013.

Research Writing and Publishing Impact: How and Where?, UP Professional School, SRP Campus, November 16, 2013.

National Conference on Plagiarism and Predatory Journals and Training on Academic Publishing, "Academic Policies and Best Practices of Plagiarism Detection, Prevention and Control: Teachers' Books and Manuals, Thesis and Dissertation, and Student Term Papers", June 10, 2013 at H Hotel, Kauswagan National Highway, Cagayan de Oro City.

2012

Keynote Speaker, Eighteenth Research Colloquium, "Multidisciplinary Research: Paradigms, Principles, and Practices, MSEUF AEC Little Theater, October 13, 2012

Keynote Speaker. Interregional Seminar cum Workshop on International Journal Accreditation. Aula Maria Hall, Apo Pilo Building, Saint Mary's University, Bayombong, Nueva Vizcaya on February 14-15, 2012.

2011

Training on International Accreditation of Academic Journals "International

Perspective: Nourishing Your Journal Access, Visibility, September 26 - 28, 2011
N Hotel, Kauswagan National Highway, Cagayan de Oro City.

2010

Plenary Speaker. A Framework for Biodiversity River Research. 2nd National River Summit. Celadon Hotel November 8, 2010. Sponsored by Iligan Medical Center College, Iligan River Foundation.

2009

Plenary Speaker. 2nd National Nursing Research Conference. November 13, 2009, Marco Hotel, Alwana Business Park, Cugman, Cagayan de Oro City

2009 Annual Conference "Statistics in a Multidisciplinary Setting". September 25, 2009, Philippine Social Science Center Auditorium, Commonwealth Avenue, Diliman, Quezon City

3rd Philippine National Health Research System Week Conference. August 12-14, 2009, Marco Polo Hotel, Davao City.

Technical Report Writing for a Refereed Journal. June 22-26, 2009, PCARRD Headquarters, Los Baños, Laguna.

C. Local

2013

Enhancing Service Excellence Seminar, Department of Finance, Bureau of Internal Revenue, Pryce Plaza Hotel, Carmen Hill, Cagayande Oro City, December 9, 2013

Resource Speaker - Seminar-Workshop on Effective Communication, Department of Finance, Bureau of Internal Revenue, Pryce Plaza Hotel, Carmen Hill, Cagayande Oro City, November 14-15, 2013

Enhancing Service Excellence Seminar, Department of Finance, Bureau of Internal Revenue, Pryce Plaza Hotel, Carmen Hill, Cagayande Oro City, October 25, 2013

Seminar cum Workshop on Public Speaking for Revenue Officers, Apple Tree Resort and Hotel, Opol, Misamis Oriental, September 30 – October 1, 2013.

3rd General Membership Meeting, "Facilitating Effective Meeting", People Management Association of the Philippines, Thai Me Up, Capistrano St. Cagayande Oro City, July 19, 2013

Resource Speaker – Cluster's Academic Program Improvement Activity: Research and Publication, Techniques, Trends, Technologies, UP Cebu, April 18, 2013



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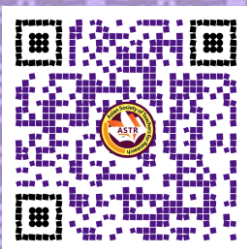
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Resource Speaker - Seminar-Workshop on the Conduct of Educational Researches, Gazebo Resort, Cabadbaran City, March 22-23, 2013

2012

Resource Speaker –Advanced International Literacy for ISI (Institute of Scientific Information) Publication, Lantaw Bukid Resort, Los Amigos, Tugbok District, Davao City, December 8, 2012

Resource Speaker - Current Trends in Research and Internationalization of the Teacher Education Program, 11th Regional Student Teacher’s Congress, Balanghai Hotel, Butuan City, Philippines, November 23, 2012

2010

Internationalization of the Philippine Higher Education Research, “New Challenges to Research Management, La Consolacion College, Bacolod City, October 30, 2010

2009

25th Annual Convention of the BIOTA-Bukidnon Chapter. Plenary Speaker on the Theme: “BIOTA in Its 25th Year: Its Role and Challenges in the Changing Environment”. November 26-27,2009, Farmers Training Center, Central Mindanao Univesity, University Town, Musuan, Bukidnon.

Keynote Speaker. IMDC Seminar-Workshop on Writing Instructional Materials. October 29-30,2009, Central Mindanao University, Musuan, Bukidnon.

Health Research Proposal Writeshop . September 9-11, 2009, Conference Room, San Lorenzo Hall, Our Lady of Fatima University, Valenzuela City.

Laboratory Benchmarking. September 5, 2009, Country Village Hotel, Cagayan de Oro City

Workshop on the Formulation of Intellectual Property (IP) Policy and Guidelines. July 13-14, 2009, Mindanao State University Iligan Institute of Technology Board Room , Ilgan City.

Research Management Workshop. May 7-9, 2009, Xavier University, Cagayan de Oro City.

D. Resource Speaker

2013

Seminar on Research Excellence in Graduate Education for International Publication, BISU Main Campus, Tagbilaran City, October 12, 2013.

Converting Thesis/Dissertation to an International Article, AVR L.I. 4th Floor Social Science Bldg. University of Mindanao, Bolton Campus, Davao City, July 31, 2013.

Balancing Customer Intimacy and Management Loyalty Seminar, N Hotel, Kauswagan, Cagayan de Oro City, August 15, 2013.

Regional Conference of PSITE Region 10, "From Research Writing to Publication: Meeting the Challenges of International IT Research", Pearlmont Inn, Limketkai Drive, Cagayan de Oro City, March 15, 2013.

Research Capability Building Seminar, San Isidro College Computer Laboratory, Impalambong, City of Malaybalay City, January 25, 2013.

2011

Moral Recovery Program, April 18, 2011, Department of Agrarian Reform, Cagayan de Oro City

Research Festival theme "Sustaining Research Culture: Focused on Internationalization for Organizational Growth & Effectiveness". March 8, 2011. Lyceum of the Philippines University, Capitol Sites, Batangas City.

2010

Grant Proposal Writing, September 13, 2010, Western Mindanao State University, Zamboanga City, Philippines.

Research Colloquium. "Commitment to Excellence in Maritime Education and Social Responsibility: Intergenerational Legacy" John B. Lacson Foundation Maritime University-Molo. January 28, 2010, CSM Function Hall, John B. Lacson Foundation Maritime University-Molo, Iloilo City.

2009

Seminar on Strategic Planning. Held at Northeastern Mindanao Colleges (NEMCO). November 6, 2009, NEMCO Paloma Social Hall, Surigao City.

1st Library Hub Write Shop for Children's Stories, October 27-29, 2009 at Iligan City DepEd Library Hub, Iligan City.

Echo Training on Scientific Writing for Online and Printed Refereed Journals. October 13-16, 2009, DA-Nomiarc, Conference Room, Dalwangan, Malaybalay



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City.

Seminar-Workshop on Writing Scientific Reports and Preparing PowerPoint Presentations. September 7-10, 2009, Mindanao State University at Naawan, Naawan Misamamis Oriental sponsored by PCAMARD Zonal Center 4.

Graduate Studies Faculty INSET on "Teaching Strategies in the Graduate Studies". June 6, 2009, Fr. Saturnino Urios University, Butuan City.

2008

Seminar-Workshop on Communication Skills for SSS Accounts Officers. September 4-5, 2008, Cagayan Riverview Hotel, Cagayan de Oro City.

National Research Seminar and Forum on "Nurturing Research skills and Competence across Disciplines: Achieving Competitiveness in a Fast Changing World". August 27-29, 2008, St. Joseph Institute of Technology, Butuan City.

2007

Research and Planning Conference. October 06, 2007, Universidad de Zamboanga, Zamboanga City.

Research Dissemination and Best Practices. October 6, 2007, Ateneo de Zamboanga University, Zamboanga City.

E. Presenter/Lecturer

2010

Paper Presenter, "Andragogy in the Use of Peer Reviewed (ISI) Research Literature in Graduate Course", University of Northern Philippines, International Conference on Higher Education Research: Utilization, Experience and Discovery, April 28-May 01, 2010, UNESCO World Heritage City of Vigan, Ilocos Sur, Philippines.

Paper Presenter. "Mindsets of Global CEOs from the Perspective of Filipino Executives and Managers". John B. Lacson Foundation Maritime University-Molo Research Colloquium. January 28, 2010, CSM Function Hall, John B. Lacson Foundation Maritime University-Molo, Iloilo City.

2009

Paper Presenter. PAGE Mindanao Zonal Conference. November 21-22, 2009, Brokenshire Resort and Convention Center, Davao City.

14th Annual Zonal RD&E Symposium Cum Industry Forum and Technology



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Roadshow and S&T Planning Workshop of the PCAMRD Zonal Center IV. November 18-20,2009, Middle Apartelle, Carmen, Cagayan de Oro City.

Lecture Presenter. 44th Annual BIOTA National Convention and Scientific Sessions. April 2-4, 2009, University of Makati.

Paper Presenter. 2nd PAIR National Research Conference on Education, Business and Management. November 25-28, 2009, Brokenshire College, Davao City.

2008

Paper Presenter. Research and Educational Development Training Institute Research Seminar-Workshop and Forum. Research paper entitled “Mindsets of Global CEOs from the Perspective of Selected Filipino Executives and Managers” and “The Quality of Researches at Liceo de Cagayan University as Evaluated by External Referees in Visayas and Mindanao”, April 9-11, 2008, Naval Institute of Technology, Naval, Biliran.

Regional Research Utilization and Technology Symposium on Energy wit a theme “Empowering Consumers through Responsive Energy Statistics”. October 17, 2008. Pearlmont Hotel, Cagayan de Oro City.

2006

Regional Research Utilization Forum on Children with a theme “Utilizing Research-Based Knowledge in Creating Child-Friendly Policies”. December 12, 2006, Dynasty Court Hotel, Cagayan de Oro City.

3rd Mindanao Statistics Congress with the theme “Natural Resources Statistics for Mindanao: Sustainability and Development”. November 10, 2006, Balanghai Resort and Convention Center, Butuan City.

II. Peer Review/Editorial Board

Editor-in-Chief - JPAIR, Cagayan de Oro City, Volume 5

Editorial Board Member – LUMINA, Holy Name University, Tagbilaran City

Editorial Board Member – Liceo Journal of Higher Education Research, Liceo de Cagayan University 2007-2013.

Editorial Board Member – Asian Journal of Biodiversity, ISSN: 2244-0461 Liceo de Cagayan University 2010.



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Editorial Board Member – Asian Journal of Health, ISSN: 2244-047X
Liceo de Cagayan University 2010.

Editorial Board Member – Asian Journal of Business and Governance, ISSN: 2244-0453, Liceo de Cagayan University 2010.

Peer Reviewer – University of Mindanao Research Journal, Davao City

Peer Reviewer – CNU Journal of Higher Education, ISSN 0119-6502 (Print),
Cebu Normal University

Peer Reviewer – LCCB Development Education Journal of Multidisciplinary Research, ISSN 2243-9609 (Print) La Consolacion College – Bacolod, Bacolod City

Peer Reviewer – University of Bohol Multidisciplinary Research Journal, ISSN 2350- 7853, University of Bohol, Bohol City

Peer Reviewer – WMSU Research Journal, Western Mindanao State University, Zamboanga City

Peer Reviewer – Liceo Journal of Higher Education Research, ISSN: 2244-0437
Liceo de Cagayan University 2007-2013

Peer Reviewer – JPAIR Multidisciplinary Research, ISSN: 2244-0445, Cagayan de Oro City

Peer Reviewer – Institutional Research Journal, ISSN: 2244-1816, Cagayan de Oro City

Peer Reviewer – IAMURE International Journal of Multidisciplinary Research, ISSN: 2244-0429

Peer Reviewer – IAMURE International Journal of Ecology and Conservation, ISSN: 2244-1581

Peer Reviewer – IAMURE International Journal of Education, ISSN: 2244-1484

Peer Reviewer – IAMURE International Journal of Social Sciences, ISSN: 2244-1522

Peer Reviewer – IAMURE International Journal of Literature, Philosophy & Religion, ISSN: 2244-1549



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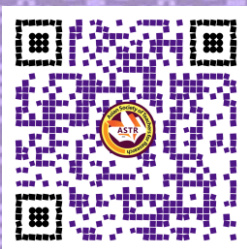
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Peer Reviewer – IAMURE International Journal of Mathematics, Engineering & Technology, ISSN: 2244-1603

Peer Reviewer – IAMURE International Journal of Health Education, ISSN: 2244-1832

Peer Reviewer – IAMURE International Journal of Business and Management, ISSN: 2244-1506

Peer Reviewer – IAMURE International Journal of Science and Clinical Laboratory, ISSN: 2244-1565

Peer Reviewer – IAMURE International Journal of Marine Ecology, ISSN: 2244-4629

Peer Reviewer – IAMURE International Journal of Plant Ecology, ISSN: 2244-4564

Peer Reviewer – IAMURE International Journal of Terrestrial Ecology, ISSN: 2244-4548

Peer Reviewer – STIE Perbanas Surabaya Indonesia

Peer Reviewer – University of Cebu Journal, Cebu City

Peer Reviewer – Surigao del Sur State University Journal, Surigao del Sur

Peer Reviewer – UNP Research Journal, ISSN 0119-3058 (Print), Vigan City, Ilocos Sur

II.4 Relevant Experiences

A. Non-Teaching Experience

National Assessor, IQuAME, Commission on Higher Education, 2004-present

Dean, Arts and Sciences, Fr. Saturnino Urios Univesity, Butuan City, 1999-May 2004

Human Resource Development Officer, Urios College, Butuan City, 1999

Planning Officer, Urios College, Butuan City, 1995

Accreditation Officer, Urios College, Butuan City, 1997

Director, Research and Planning, Liceo de Cagayan University, Cagayan de Oro City, 1998-1999.

Vice President, Research and Planning, Liceo de Cagayan University, Cagayan de Oro City, 1999-2000.

Dean, College of Education, San Francisco Institute of Technology, 1996-1997

Regional Coordinator, DECS-FAPE, Educational Service Contracting and Tuition Fee Subsidiary (ECS-TFS)

Founder, The Builder. Bohol Institute of Technology. Tagbilaran City, Bohol

Founder, the SJIT Collegian, Saint Joseph Institute of Technology, Butuan City

B. Teaching Experience

Visiting Professor

A. Ateneo de Davao University, Davao City

Program: Ph.D. in Development Studies

Subject Taught

Development Administration

B. Liceo de Cagayan University, Cagayan de Oro City

Program: Doctor in Management

Subject Taught

Corporate Planning, Organizational Development, Research, Statistics, Corporate Finance, Career and Estate Management

C. St. Joseph Institute of Technology, Butuan City

Program: Doctor in Management

Subjects Taught

Research, Statistics, Organizational Development
OD Consultancy Skills and Roles

D. Fr. Saturnino Urios University, Butuan City

Programs: Ph.D. in Education

Doctor in Management major in Organizational Development

Subjects Taught



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Management Research, Statistics, Reengineering, Total Quality

Curriculum Development, Governance of School Systems
Corporate Finance, Corporate Planning
Development Anthropology, Ecological Management
School Evaluation and Accreditation
Regional Development of Mindanao

Asean and Global Development, Urban Planning
Strategic Management, School and Community Relations

E. North Davao College, Tagum City

Program: Master of Arts in Nursing

Subjects Taught

Methods of Research, Curriculum Development

F. Davao Doctors College

Subject Taught

Research, Statistics and Management

G. Universidad de Zamboanga

Subject Taught

Research and Management

H. Mindanao Sanitarium Hospital College, Iligan City

Subject Taught

Research and Statistics

I. Holy Child Colleges of Butuan, Butuan City

Subject Taught

Analyzing Learners' Needs, Research and Statistics

J. Governor Geronimo College of Arts and Sciences, Sigaboy, Davao del Sur

Subject Taught

Philosophy of Education

III. Research Related Awards

First Placer Best Paper Awardee for Non-AFNR, "The Quality of Researches of a Southeast Asian University as Evaluated by the Peer Reviewers", 22nd NOMCARRD Regional Symposium on Research and Development Highlights (RSRDH), August 5-6, 2010, Pearlmont Inn, Limketkai Drive, Cagayan de Oro City.



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Third Placer Best Poster “Macroinvertebrates indicate Good Health for Cagayan de Oro River”. 14th Annual Zonal RD&E Symposium Cum Industry Forum and Technology Roadshow and S&T Planning Workshop of the PCAMRD Zonal Center IV. November 18-20,2009, Middleton Apartelle, Carmen, Cagayan de Oro City.

Finalist Best Paper (Social Sciences) “Global Patterns of Human Development Indicators and Life Expectancy”. 9th Annual Scientific Convention, November 12-15,2009, MSU Iligan Institute of Technology, Iligan City. Sponsored by The Philippine Society for the Study of Nature, Inc.

Outstanding Research in Social Science, Liceo de Cagayan University, 2007
REPUBLICA Entry of Liceo de Cagayan University.

Finalist, Search for Outstanding Teachers of the Philippines 1994
Metrobank Foundation Makati City

Finalist, Outstanding Dissertation of the Philippines
Sponsored by the Philippine Society for Educational Research and Evaluation (PSERE).

IV. International Indexing of Publications

INSPEC, Ei Compendx, Thomson Reuters (ISI) Science Journal Master List; The Gale Group (USA); Public Knowledge Project, a consortium of Simon Fraser University Library, the School of Education of Stanford University, and the British Columbia University, Canada: E-International Scientific Research Journal Consortium; Philippine E-Journals; Google Scholar; and, Philippine Journals Online.

V. Research Leadership and Management

Organizer:

Asian Conference on Education and Technology (ACET 2014)
Singapore Marriot Hotel
August 29-30, 2014

International Conference on Social Sciences , Health and Environment
(ICOSSHE 2014), The Stones Hotel, Bali, Indonesia
August 26-27, 2014

3rd World Research Forum (WRF 2014)
Radisson Blu Hotel, Cebu City, Philippines
May 1-3, 2014

2nd International Conference on Higher Education Research (ICHER 2014)
Ritz Carlton, Kuala Lumpur, Malaysia
February 25-26, 2014

International Conference on Climate Change, Ecology and Conservation
(ICCCEC 2014), The Venetian Macao, Macau, China
February 13-14, 2014

Asian Conference on Multidisciplinary Research in Higher Education (ACMRHE
2013), Manila Marriott Hotel, Pasay City, Philippines
November 26-28, 2013

International Conference in Social Sciences, Health and Environment (ICOSSHE
2013), Sydney Harbour Marriott Hotel at Circular Quay, Sydney, Australia,
September 24-26, 2013

Asian Conference in Education and Technology ACET (2013)
Renaissance Seoul Hotel, Seoul, South Korea
July 24 - 26, 2013

National Conference on Plagiarism and Predatory Journals
and Training on Academic Publishing, June 10, 2013 at H Hotel, Kauswagan
National Highway, Cagayan de Oro City.

World Research Festival (WRF 2013)
Marco Polo Hotel, Davao City, Philippines
May 1-4, 2013

Global Conference on education, Business,
engineering and sciences (GCeBes2012)
Marina Bay Expo and Convention Centre, Singapore
October 24-26, 2012

International Conference on Social Sciences, Health
and Environment (ICOSSHE 2012)



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JW Marriott Hotel, Bangkok, Thailand
September 24-26, 2012

Philippine Conference on Higher Education Research (PCHER) 2012
Pearlmount Inn, Cagayan de Oro City, Philippines
July 16-18, 2012

Asian Conference in Education Proceedings and Book of Abstracts
Jalan, Ampang, Kuala Lumpur, Malaysia · May 28-30, 2012

International Conference on Higher Education Research
(ICHER 2013), JW Marriott Hotel, Jakarta, Indonesia
January 21 – 23, 2012

International Accreditation of Academic Journal (IAAJ).
Cagayan de Oro City, Philippines
September 26-28, 2014

PAIR 10, World Festival 2012. August 22-25, 2012. Cebu City

PAIR 9, 2nd International Conference on Multidisciplinary
Research 2011. October 21-23, 2011. Bacolod City

PAIR 8, Asian Conference on Academic Journals and Higher
Education
Research and the Asian Research Journalism Workshop. August 17-20,
2011. Cagayan de Oro City

PAIR 7, National Conference on Institutional Research, Education,
Business and Management and other Discipline. August 23-25, 2011.
Cagayan de Oro City

PAIR 6, National Conference for Quality Assurance in Journal
Publications, Research Partnerships, Linkages and Awards; and
Institutional Research. June 11-13, 2010. Our Lady of Fatima University
PAIR 5, 1st International Conference on Higher Education

Research:
Utilization, Experience and Discovery. April 28- May 1, 2010.
Vigan City

PAIR 4, National; Research Forum on Global Social Issues, Science
and
Technology, and Environment: Bridging through Research. December



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11-13, 2009, Boracay Island

PAIR 2, 2nd National Research Conference on Education, Business
and
Management. November 26-28, 2008. Davao City

PAIR 1, 1st National Health and Environment Research Forum.
August 1-2, 2008. Cagayan de Oro City

Founder/President

International Association of Multidisciplinary for Research 2011
Philippine Association of Institutions for Research 2007



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