

ENANORIA-CARBAJOSA, ELIZABETH QUEZADA, Ed.D., PhD.

Carbajosa St., Barangay Suba

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PERSONAL DATA

Birthday : April 12, 1958
Birth Place : Kabacan, North Cotabato
Civil Status : Married
Philippine Address : Fatima Village, Eco-Tourism Highway
San Carlos City, Negros Occidental
Husband : Benito S. Carbajosa Jr.
Children : Emil Benedict E. Carbajosa
Jann-Aron Benelli E. Carbajosa

EDUCATIONAL ATTAINMENT

Doctor of Philosophy : Cavalla International University
in Education : Minnesota, USA
May 15, 2022
Dissertation Title:
The Effect of COVID-19 in the Educational System

Doctor of Education : University of Southern Mindanao
Kabacan, Cotabato
April 2005
Dissertation Title:
*The State of Academic Freedom in State Universities
and Colleges*

Doctor of Philosophy in Education:
Academic Requirements Completed
(Have not written dissertation yet)
University of San Carlos
Cebu City

Master of Arts in English : University of San Carlos
Language Teaching : Cebu City
March 1993
Thesis Title:
*Integration of Human Rights Education in the College
English Curriculum*

Bachelor of Laws : Third Year
University of San Carlos
Cebu City

Bachelor of Arts
Major in English
Minor in Biology/Sociology

Velez College
Cebu City

Certificate Course
Effective Communication
University of San Jose-Recoletos
Cebu City

Eligibility/Licensure

- Civil Service Professional
- Certified Assessor and Trainer (Technical Education, Skills and Development Authority)

WORK EXPERIENCE

***PROVOST AND VICE PRESIDENT
FOR ACADEMIC AFFAIRS*** ***2019-2022***
*Cavalla International University (Online University)
Minnesota, USA*

Responsibilities

- Serves as Chief Academic officer of the University responsible for Academic related affairs and leadership in the University;
- Supervises the 6 Colleges of the University (College of Agriculture and Food Science, College of Arts and Sciences, College of Education, College of Engineering and Technology, College of Health Sciences, College of Management and Administration;

Achievements

- Developed several degree programs in Baccalaureate, Master's and Doctoral/Doctorate levels
- Wrote the Faculty Manual and Teaching Procedures
- Developed several academic policies

CHIEF OPERATING OFFICER ***2018-2019***
*Augustus O. Kwaidah International School
Paynesville, Monrovia,
Republic of Liberia, West Africa*

**PROVOST AND VICE PRESIDENT
FOR ACADEMIC AFFAIRS**

2016-2018

*William V. S. Tubman University
Tubman Town, Maryland County
Liberia, West Africa*

Responsibilities:

- Serves as Chief Academic officer of the University responsible for Academic related affairs and leadership in the University;
- Supervises the 6 Colleges of the University (College of Agriculture and Food Science, College of Arts and Sciences, College of Education, College of Engineering and Technology, College of Health Sciences, College of Management and Administration);
- Supervises the Institute of Technical Education and Skills Development, the Center of Excellence in Teaching and Learning, the Center of Gender Development, the research unit, the Library, the Admissions and Registrar's Office and other academic centers;
- Makes available time for the Associate Vice President for Finance/Comptroller, the director for Public Relations, and Director for Human Resources consultation time in matters of resource allocation, budgeting, providing information out to the public relating to the University and during recruitment and selection of academic staff;
- In the absence of the President, serves as officer-in-charge of the University:
 - Manages a broad portfolio of duties that includes responsibility for faculty recruitment and retention, promotion and tenure, merit award and professional leave;
 - Serves as the University Chief Operating Officer, overseeing the operations of the University and serve as presider in the President's Cabinet and President's Council; and
 - Collaborates on matters related to strategic planning, budget, facilities, student affairs, human resources, institutional advancement, university relations, legal issues, and information technology.
- Responsible to:
 - Promote academic excellence throughout the University;
 - Facilitate interdisciplinary collaboration among academic leadership and faculty;
 - Provide dynamic, interdisciplinary, strategic leadership with effective operational implementation;
 - Provide intellectual and academic leadership to faculty and academic staff to ensure consistent quality standard in curriculum and programs;
 - Oversee the academic integrity of the university and provide leadership in long-range planning, budgeting, curriculum and program development;

- Ensure compliance with various accreditation agencies as well as state accreditation and regulation;
- Promote rich intellectual life in the University;
- Foster students success and create an active learning environment both in the classroom and beyond;
- Enhance academic research, scholarship, and creative activity and diversity in the institution;
- Coordinate and sustain collaborative leadership in accomplishing the mission of the University;
- Promote a collegial atmosphere and articulate the needs and aspirations of all disciplines to the President and the entire community;
- Perform increasingly cross-functional and University-wide duties to accomplish the goals of the University;
- Articulate the University’s message to all constituencies to work in diverse and multicultural academic environments;
- Articulate, regularly update, and implement a strategic plan for Academic Affairs; and
- Coordinate the strategic plans of the college of the University, synthesize the program reviews, and incorporate all of these into the work of Academic Affairs.

ACTING PRESIDENT
William V. S. Tubman University
Tubman Town, Maryland County

July 2014-June 2015

Responsibilities:

Taking charge of the daily affairs of the University in consultation with the President

Achievements:

- Led the University in all its activities especially in the Educational Campaign to “Prevent, Contain, and Treat Ebola Virus Disease”
- Participated with the leading group of the Maryland County Task Force on Ebola to ensure that the country will not have cases of Ebola Virus Disease
- Stayed on campus and guided the University Task Force Ebola on what to do amidst all the chaos
- Moved the University to actively participate in community education, convinced the organizations and the county to implement community direct interventions (CDI) for effective education campaign, prepared posters and brochures, established hand-washing and temperature check-stations, provided psychosocial support trainings to community leaders and commissioners, held meetings with several other groups and organizations such as Center for Disease Control (CDC), UNMIL, UNMEER, UN Public Information Relations, UNICEF, County Health Team, Rotary Club of Harper City, and

other civic organizations, conducted training on Ebola along with the American Eagle Taskforce on Ebola that turned-over the Mock Ebola Treatment Unit to the University when they left from Maryland Country

- Held consultations with the County Health teams from different counties such as that of Bong County and Grand Bassa on how they and the Minister of Health worked calmly with the communities in establishing holding centers which later they called Community Care Centers
- Received and joined meetings with the engineer of the Welthungerhilfe/German Agro Action for the establishment of the Ebola Treatment Unit in Philadelphia, Maryland County
- Worked with some organizations in the United States of America in the campaign to fight Ebola Virus Disease. Medical supplies, PPE's and other sanitary equipments from the Marylanders for Progress (MFP) of Maryland USA were received by the University during such crisis
- Built partnership with Farmer to Farmer of ACDI/VOCA; Met with their county representative in Monrovia and invited the director for the project on campus for the Aqua Culture Farm. The partnership is now ready to bring a visiting professor who will help in building the Research and Experimental Aqua Farm and the preparation of a program in Fisheries and Marine Biology
- Strengthened relationship with Liberian Opportunities Incorporated (LOI) and American Soybeans Association (ASA) for the Aqua Culture Experimental Farm
- Built relationships with other organizations involved with development. This year partnership with the Adventist Development and Relief Agency (ADRA) was established where they donated 304 books on different disciplines,
- Facilitated the participation of the University to the President's United to Solve Hunger (PUSH)
- Built relationships with Partners in Health (PIH) in relation to providing health education and services with preferential option for the poor. The relationship resulted to a signing of an MOU with the University. The organization has provided support in the success of the Nursing graduates in their state board examinations
- Worked with the Ministry of Agriculture in establishing a Rice Farm in Philadelphia, Maryland County
- Finalized the proposal for the Patient-Care Simulation Learning Laboratory submitted to UNFPA. Though UNFPA thought of putting such in Monrovia instead, the Partners in Health is now working with the College of Health

Sciences and the Academic Affairs to establish the said laboratory for the Nursing Department

- Created an academic calendar that would resolve the interruption of the Ebola Virus Crisis to the academic activities. The schedule allowed the graduating students to have commencement for AY 2014-2015
- Required the College of Engineering and Technology to present and defend project designs as part of their graduation requirements
- Conducted a seminar on the format of the Project Design and Research Papers for the College of Engineering and Technology and College of Agriculture
- Held faculty orientation before the beginning of the semester and conducted a year-end faculty meeting after Final Examinations
- Finalized revision of the following policies: (1) Graduation Policy, (2) Academic Evaluation Management, (3) Faculty Ranking System, (4) Summary of Policies of Faculty Attendance, Tardiness and Absences
- Finalized the Guidelines and Processes of the Curriculum Committee
- Second holding of the creative class, “Africa in Novel and Film” with a visiting professor, Dr. Christine Sundberg.
- Initial discussion with Dr. Christine Sundberg on the possibility of establishing an African Culture and Arts Center as she is thinking of donating all her collections of arts and books of Africa
- Discussed with the UNIDO on the second phase of Rubber Science and Technology Institute.
- Established the Entrepreneurship Education and Development Center of the College of Management and Administration. The Center shall: (1) Coordinate the Entrepreneurial Awareness Program; (2) Develop and promote entrepreneurship opportunities for trainees; (3) Conduct community outreach and training on empowerment through entrepreneurship; (4) Develop and provide program to support young entrepreneurs in the community, amongst faculty and students; and other duties that may be assigned by his supervisor as it pertains to entrepreneurship
- Worked with Liberian Literacy Foundation and Rotary Club of Harper City and others sister clubs for Biomedical Health Literacy Centers where the University will be the recipient
- Worked with partner organizations on possibility of a grant from USAID on “Ebola Response, Recovery and Resilience in West Africa”

- Covered the campus from June 20, 2014- February 7, 2015 and May 21,2015- July 15, 2015 as Acting President

VICE-PRESIDENT FOR ACADEMIC AFFAIRS

2010 - 2018

William V. S. Tubman University

Tubman Town, Maryland County Liberia

West Africa

Responsibilities:

- Serves as a chief academic officer for the University
- Maintains academic standards within the University
- Develops and apply University policies within the Academic Affairs areas of the University
- Coordinates budget request from the Academic Affairs areas of the Colleges
- Reviews and approve curriculum changes
- Reviews for the recommendation to the President new academic positions, replacements, promotions, tenure decisions, or continuing appointments
- Determines and apply penalties for cases involving academic dishonesty
- Represents the University at various regional, national, and international academic meetings;
- Conducts others duties assigned by the President

Achievements:

Strategic Goal No 1 - Develop and Maintain Academic Excellence that Stimulates Intellectual Growth

- ***On obtaining national re-accreditation and international accreditation for the institution and relevant programs in the University and upholding the academic standards of the University, the academic affairs:***
 - Held consultations with the Liberian Board of Nursing and Midwifery, Liberian Medical and Dental Council, Ministry of Health and Social Welfare, Clinton Health Access Institute, Maternal Health Care International and other related organizations, to ensure proper conduct of assessments of curricular programs especially in the College of Health and Sciences in preparation for an international accreditation
 - Negotiated with Partners in Health to help upgrade the facilities for the College of Health Sciences to keep up with the recommendation of the Liberian Board of Nursing and Midwifery as an accredited institution for Nursing Program
 - Curricular programs are continually designed and developed to be globally competitive and responsive to the needs of the industries and the Liberian society. Two additional programs are being developed: (1) Bachelor of Science in Chemistry, (2) Bachelor of Science in Mathematics. The 5-Year Programs of the College of Engineering in Mechanical, Civil, and Electrical Engineering are implemented. Some of the approved new degree programs

have been offered. Among them are as follows: (1) Bachelor of Science in Environmental Science, (2) Bachelor of Science in Biology, (3) Bachelor of Science in Psychology, (4) Bachelor of Science in Computer Science, and (5) RN to Bachelor of Science in Nursing

- Completed the Catalog of the University and distributed to stakeholders.
- Worked with the Maternal Child Health Advocacy International (MCAI) and the Ministry of Health (MOH) in developing advance programs for Nurses, Midwives, and Physician Assistants
- Worked with MOH and Clinton Health Access Institute (CHAI), Harvard University, New York University, PIH and other partners in developing curricular programs such as the Midwifery and graduate program in Health Management and Hospital Administration to address Liberia's Health Workforce Shortage. Global Fund will provide two international faculty to work with the University for the development of the Midwifery Program
- Held discussions with the Ministry of Health and Social Works and the Liberian Medical and Dental Council for the establishment of Licensure Board Examination for Public Health
- Strictly monitored implementation of service-learning and experiential learning across the curriculum
- Continually prepared Competency-Based Modules
- Provided comprehensive Entrepreneurial Education to more than about 800 junior and senior students
- Required all colleges to develop and increase capacity of students and faculty to move toward excellence in academic performance.
 - Held 5 graduations from the 5 Colleges:
 - ❖ College of Agriculture and Food Sciences
 - ❖ College of Education
 - ❖ College of Engineering and Technology
 - ❖ College of Health Sciences
 - ❖ College of Management and Administration
- Ensured full participation in the classroom: classes are maintained to have 30 to 35 students as maximum number in one class, and only 25 in laboratory classes.
- Strictly monitored implementation of the policy on Evaluation Management System for the preparation, schedule, and administration of examinations to ensure quality assessments of the level of knowledge of students and their academic performance

- Strictly implemented use of anecdotal forms and advising forms to monitor students' progress in their performance and course work.
- Strictly implemented policies on academic dishonesty
- Established the Board of Examiners to prepare placement examinations and probably qualifying examination for students who had completed their General Education Courses
- Established strict compliance of the criteria for the comprehensive assessment of the academic performance of graduating students
- Required colleges to prepare for program assessments
- Participated in the Training on Internal Quality Assurance in Anglophone West Africa (TrainIQAfrica) 2014-2015. This training course is part of Dialogue on Innovative Higher Education Strategies (DIES) program which is jointly coordinated by the Deutcher Akademisher Austausch Dienst (DAAD) and HRK (German Rectors' Conference) which aims at supporting higher education management in developing countries. The training is coordinated by the University of Duisburg-Essen (UDE) West Africa (TrainIQAfrica) in cooperation with the Association of African Universities (AAU), the National Accreditation Board (NAB, Ghana), the National Council for Tertiary Education (NCTE, Ghana), the National Universities Commission (NUC, Nigeria) and the University of Professional Studies Accra (UPSA, Ghana).

On ensuring that all efforts of the entire Academic Division are geared towards the mission and vision of the University, the Academic Affairs maintained the following:

- Bi-monthly meetings with the Deans Council
- Monthly meeting with the Academic Council
- Weekly one on one meetings with every direct reports
- Meetings with each college at least once a month
- Regularly attend Cabinet Meetings, President's Council and University Council Meetings
- Implement the Faculty Manual of Operating Procedures
- Conducted training of chairs
- ***On the development and increasing relevant research and technical capacity of faculty and students***
 - Took over the responsibility of the Associate Vice President for Academic Affairs (on sick leave) in supervising and ensuring faculty research, continuing education programs, community-outreach programs, professional development of faculty and in making the Center of Excellence in Teaching and Learning (CETL) fully operational
 - CETL has launched several professional development programs
 - CETL has published a teachers' magazine entitled "Todeo" – Grebu term for teacher
 - Worked with German Corporation (GIZ), PIH, CHAI in establishing the research council and IRB and the research center;

Provided venue for holistic growth of students:

- Engaged students in research and in project designs. The College of Education, College of Health Sciences, College of Agriculture students are all required to defend their research works before they are allowed to graduate. The College of Engineering and Technology student are required to present and defend their project designs

Provided opportunities for Faculty Development

- Seminars and Workshops are conducted to build the capacity of the faculty:
 - Conducted general orientation of faculty and academic personnel at the beginning of the two semesters
 - The Colleges held professional development seminars and trainings based on their faculty needs
 - Scheduled year end meetings and trainings
- Required all colleges to identify and embark on professional and intellectual activities that enhance their capacity and improve their teaching quality
- Participated in the “Grow Our Own”
 - The Supervisor of Clinical Courses of the Department of Nursing in the College of Health Sciences was sent to take her Masters of Education in Nursing
- Sent out faculty and staff for seminars and conferences:
- Worked with visiting consultants from Harvard University, New York University, and others on the establishing continuing education program and mentoring program for faculty and students
- Worked with UNMIL, UNICEF, and Danish Refugee Coucul (DRC) on Democracy and Human Rights Education. A project is being conceptualize for the following specific objectives:
 - To conduct operational research,
 - To conduct community Engagement and Dialogues
 - To provide a psychosocial Support to SGBV survivors and conduct a rehabilitation program for SGBV offenders
 - To conduct Human Rights Education ,
 - To partner with civil Society organizations in social development;
 - To establish an Institute for Human Development and Social Change.
- ***On establishing learning resource centers:***
 - While the Learning and Demonstration Centers for Early Childhood Development is enhanced it needs to be operational

- The Elementary Education Program and the Guidance and Counseling Program have developed their Demonstration Rooms but needing facilities
- The Center for Entrepreneurship Education and Development Program has served more than 600 students and certified about 400 students

Strategic Goal No. 2 Maintain a student-center university

- With the increase of students but lack of classroom the 3 sessions (morning, afternoon, evening classes) cannot be implemented to accommodate students that are working. Only two sessions were opened (morning and afternoon)
- Made sure that Curricular Programs are enriched with co-curricular activities, experiential learning, and community outreach
- *Embarked on professional/intellectual activities that enhanced the capacity and experience of the students*
- *Collaborated with other institutions in the development and application of innovative pedagogy initiatives, information access through the library and technology, and distance learning to enhance teaching and student learning.*
 - The University is accessing online information resources made available for Liberia by the publisher partners of HINARI under the HINARI Access to Research in Health Programme; a program coordinated by WHO
 - Provided training for faculty to the access to Research in the Developing World through the **Research4Life** which HINARI, AGORA, CARE, and ARDI are part of. Research4 Life provides online access to over 17,000 peer-reviewed international scientific journals, books, and databases
 - Received several donations of books and instructional materials from institutions, organizations and individuals:
 - Computer books from the Savannah State University,
 - Around 300 medical books from the World Health Organization (WHO),
 - 56 copies of the Liberian Study Journal from a former officer of the University

Strategic Goal No. 3- Expand community outreach that is locally and nationally relevant and globally competent

- *Collaborate with community partners to complement the educational development mission of the University.*
 - Worked with Partners in Health (PIH) on Teaching towards Global Health Equity

- Worked with ACDI/VOCA and Farmer to Farmer for the establishment of the Research and Experimental Aqua Farm
- Worked with Ministry of Agriculture through the Smallholder Agricultural Productivity Enhancement and Commercialization (SAPEC) Program to build the capacity of the college of Agriculture. The soil science laboratory has been turned over to the University but still needing the equipment and the faculty
- Strengthened relationships with community and national partners such as Cavalla Rubber Corporation (CRC) , Maryland Organization Palm Oil Planters (MOPP), Golden Veroleum- Liberia (GVL) and government agencies
- Developed relationship with European Union (EU) and GIZ (German Industrial Corporation) for collaborative projects in health and research
- ***Promoted and established civic and community involvement projects to become instrumental in changing the social and economic lives of the community.***
 - The College of Education in collaboration with the Center for Gender and Development continue to hold adult literacy, professional development, and tutorial programs in Grand Cavalla as part of the Integrated Village Development
 - The College of Engineering and Technology has implemented a tutorial program in Computer Literacy to students from Grand Cavalla and now engaged in the training the youth in Robotics
 - The College of Management and Administration is providing Enhancement Program for Accounting students
 - The College of Management and Administration held a conference to bring alumni and students together in the desire to provide a better perspective to the students in their role as future leaders of the industries and the nation

Strategic Goal No. 4- Recruit and retain high level administrators, faculty and staff:

- Hired additional competent faculty members to ensure that courses are taught by faculty members who specialized in the courses
- Required faculty to attend in-service and national conferences and update academic portfolio
- Reviewed faculty members in the different colleges of the University for their re-appointment as faculty
- Collaborated with the Peace Corps and was given 4 Peace Corps Response.

- Collaborated with Global Fund and was given 2 adjoint International Faculty

Strategic Goal No. 5- Increase Revenue

- ***Identify, establish and maintained additional sources of funding for the university***
 - Supported the University in looking for resources to meet its needs, especially in providing instructional materials and laboratory equipment
 - Improved the Campus Nursing Learning Laboratory of the University. Ensured that PIH continue to provide equipment and instructional materials to enhance the Patient Care Simulation Laboratory for the accreditation
 - Worked with Building Markets for the possibility of funding a horticulture research/demonstration farm. The Wood Technology Program received some machines for their training
 - Worked on the project with the Ministry of Agriculture and received a grant for the project entitled “*Capacity Building and Strengthening of the College of Agriculture and Food Sciences of William V. S. Tubman University, Tubman Town, Maryland County, Liberia*”
 - Received the workstation equipment from the World Bank (WB) for the College of Engineering and Technology for the experiential learning of the engineering students
 - Continued negotiation with the stakeholders for the vision of the Rubber Science and Technology Institute to emerge as the center of excellence in providing high quality scientific technologies to the rubber industry
 - Received from Family Health Institute/ Liberian Teachers Training Program (FHI360/LTTP a big copying machine (Xerox) for the use of the Academic Affairs printing examinations, syllabi, and other instructional materials
 - Received LTTP Scholarship of 10 female students in the College of Education
- ***Developed and marketed project proposals for grants/sponsorship***
 - Implemented the SPARK-BSC (Basic Support Centers) Project on Entrepreneurship. A satellite desk of the business center is established at the University. It comes with several computers that can be used in the training of young entrepreneurs
 - Worked on the Early Childhood Development Center funded by the *Open Societies Institute in West Africa (OSIWA)*
 - Continued to improve the Campus Nursing Learning Laboratory of the University. A Concept Paper and a Draft Proposal to upgrade the laboratory into a Regional Patient-Care Simulation Learning Laboratory (PCSLL) is submitted to the UNFPA and H4+SIDA. The project aims to provide rich related-life experiences (RLEs) to pre-service and in-service health providers

and to provide continuing education programs for the health workers in Maryland County, Grand Kru, and Grand Gedeh

- Implemented a grant project funded by MESUAGOON on Women Empowerment through Entrepreneurship in Grand Cavalla. The project trained about 100 women and some youth on several livelihood and skills development such as tie-dye using organic materials, soap making, raffia weaving, jewelry making, coconut shell carving. Some of the products were sent to the Foundation Board of the William V. S. Tubman University in the United States of America for exhibits
- Worked with *Visions in Action* in the training of teachers in the Refugee Camps. Faculty members of the College of Education facilitated the trainings. The project brought some revenue to the University
- Negotiated with the Golden Veroleum Liberia for the possibility of funding for a horticulture research/demonstration farm
- Established relationship with the Association of Liberian Engineers in the United State of America (ALEUSA) for the Engineering and Technology programs especially for the Civil and Mechanical Engineering Programs
- Continued communications with UNIDO for possible funding of grassroots projects. UNIDO is looking at the possibility of tying up with the University and other NGOs such as DRC for a 5 year project on rehabilitating communities in the Southeast Region using the Institute of Rubber Sciences and Technology as its center for trainings
- Discussed the vision for the RSTI to emerge as the center of excellence in providing high quality scientific technologies to the rubber industry to the Minister of the Commerce and Industry, Mr. Axell Addy, and the former Commissioner Natty O. Davis of the National Investment Commission
- Maintained relationship with the National Medical Association (NMA) of the United States of America. Working for a project proposal for a 21st century medical science laboratory
- Worked with the Advisory Board of Radio Harper. A “School on Air” developed established to provide environmental health awareness and other non-formal education
- Worked with the *Ministry of Commerce and Industry* and *UNIDO* for the turn over to the University the Rubber Science and Technology Institute. The facility includes sophisticated laboratory equipment for polymer science and wood technology, a 20 KVA Photovoltaic solar energy and an 80 KVA generator, a 5 KVA generator, and various construction tools.
- Received 7 metal boxes containing books and toys from *Right to Play* for the use of the Early Childhood Development Center
- Improved the Nursing Laboratory on campus.
 - Received medical books and equipment from *UNESCO*
 - Received the SIMS Man for the Nursing department from *La Guardia Community College* in New York City
 - Received teaching aids such as portable white boards, display stands, and office supplies and equipment from *Solidarites*

- Established partnership with *Danish Refugee Council (DRC)* where the College of Education was provided some funds to make a survey on the condition of the refugees in Maryland County.
- Partnered with *Visions in Action* in the training of teachers in the Refugee Camps. Faculty members of the College of Education facilitated the trainings. An amount was paid to the University by Visions of Action
- Established relationship with Norwegian Science Teachers who visited the country
- Negotiated for partnerships with several institutions
 - *Ministry of Agriculture*
 - *Ministry of Commerce and Industry,*
 - *MEASUAGOON*
 - *United Nations Industrial Development Organization (UNIDO)*
 - *United Nations Missions in Liberia*
 - *Cavalla Rubber Corporation,*
 - *Golden Veroleum Liberia,*
 - *MOPP, WISHH, LOIC, ASA, SARA, FAO, UNFPA, Visions in Action, Visions for Hope, Right to Play, UNICEF, UNESCO, 360FHI, Visions of Hope*

Strategic Goal No. 6 – Develop the rich cultural fabric of diversity

- Encouraged participation of faculty and students in all activities conducted by the International Education
- Held round table discussions with the local government and several NGOs in Maryland County to promote the Integrated Village Development in Grand Cavalla. The Food and Agriculture Organization (FAO) pledge support by conducting trainings to the farmers of Grand Cavalla

DEAN	College of Education Asian Colleges of Science and Technology Dumaguete Branch 2009-2010
Director for English, Languages and Social Sciences	Asian Colleges of Science and Technology Academics Department Nov. 2009 – Apr. 2009 Masinag, Antipolo

Responsibilities:

- Supervise the English and Social Science Faculty members of all the branches of ACSAT;
- Oversee the academic concerns of the English, Languages, and Social Science Department of the whole educational system of ACSAT;
- Conduct regular meetings with the faculty members of the English, Languages, and Social Sciences Department;
- Assist and motivate the faculty members to become effective and efficient in their classroom management;

- Design and develop department curricula and program
- Review textbooks and instructional materials
- Motivate and supervise faculty members to strive for quality and professionalism in all their endeavors;
- Prepare departmental examination and analyze results to determine teaching efficiency of the teachers and assess the academic performance of the students;
- Participate in the Management Committee Meetings;
- Develop process and policies to the improvement of the department;
- Supervise faculty loading schedule;
- Conduct classroom clinical supervision in all branches; and
- Participate in professional development activities and programs

Achievements:

- Prepared the Process Manual for the Faculty Development Program in preparation for ISO
- Prepared the Process Manual for the Research and Development Program in preparation for the ISO
- Conducted training for the contributors and staff of the school publication
- Prepared the Course Descriptions of all the subject offerings for English, Languages, and Social Sciences
- Organized Academic Activities for the Department (Skills Olympics)
- Conducted English Proficiency Enhancement Training to all faculty members

DEAN 2009	AMA Computer University-Pasig Silver Tree Bldg., Ortigas Center, Pasig City	2006 -
DEAN	St. Luke's Institute College of Education Kabacan, Cotabato Professor of Supervision and Administration	2005-2006

Responsibilities:

- Provide support, education and consultation to all programs for all academic activities and endeavor;
- Responsible for implementing branch- wide assessment program
- Conduct and supervise academic assessment programs;
- Conduct program evaluation, review of faculty and staff, assists academic and non-academic departments in preparing assessment plans, and in planning and conducting assessment relating activities;
- Conduct formal evaluation studies on the effectiveness of the campus-wide assessment and retention programs:
- Design and supervise academic student tracking projects from various student population
- Develop, review, evaluate and recommend adequate policies and procedures for campus-wide academic assessment programs and activities
- Oversee the overall operation of the academics in the campus
- Oversee the overall operation of the campus testing activities including the training and schedules of proctors

- Oversee the data management from academic tracking projects, course evaluation, data compilation, examination data and assessment data
- Develop, design, oversee, and schedule professional development programs
- Coordinate internally and externally focused academic activities
- Supervise and develop content academic publications
- Assist academic coordinators with department curricula, program development and textbook review
- Ensure student retention and academic success
- Evaluate and resolves student issues and problems
- Evaluate faculty and update the program coordinators as needed
- Assist in interviewing and orienting new faculty
- Serve as mentor in the implementation of effective teaching skills
- Assist with the implementation and evaluation of programs and activities that ensure that the academic committees functions in a manner consistent with the mission and vision of the campus
- Participate in professional development activities and programs
- Ensure overall students satisfaction levels
- Ensure academic excellence

Achievements:

- Gotten approval of CHED for the BSEED program; (St. Luke Institute)
- Established linkages for the OJT of the students (for both Colleges)

FACULTY	Cebu Doctor College Cebu City Subjects Handled: Communication Arts Literature	1984-2004
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Responsibilities and Achievements:

Head: Instruction Committee for the PAASCU Accreditation – Level II
 Member: Community Development Committee for the PAASCU Accreditation – Level II
 Adopted Barangay Kauswagan, Talamban, Cebu City and provided literacy programs (Healthcare) to mother

- Wrote workbooks and textbooks for the English Department’s use:
- Philippine Literature
- Essay Reading and Writing
- World Literature
- Actively involved students in drama and literature;
- Conducted play festival and choral interpretation of poems every year;
- Conducted inter-college debates to enhance students’ public speaking abilities;
- Conducted review for the Medical College Admission Test
- Representative for the Visayas – College English Teachers Association – 1992-1996
- Attended seminars on English teaching conducted by CETA every year; (1986- 1996)

- Finished the 2 month-course on effective communication at the USJR, Cebu City
- Initiated and conducted grammar review to graduating students in preparation for the MCAT;
- Organized English Forum for teachers and students to improve academic performance and interest of the language;
- Required students in Essay Writing to come up with a magazine or newspaper
- Moderator: School Publication, “The Stethoscope”
- Trained the editorial board on effective writing

FACULTY	University of San Carlos Cebu City Subjects Handled: Communication Arts Literature Research Writing	1996-1998
DIRECTOR (BCTF)	Regional Teacher Center Cebu City Funded by British Columbia Federation of Teachers - Australia and Canadian International Development Authority (CIDA)	1989-1993

Responsibilities:

- Manage all project activities, including direction and supervision of overall project implementation, recruitment and supervision of staff and consultants;
- Ensure timely preparation and submission of all periodic financial and narrative reports, and preparation of work and strategic plans;
- Manage all project expenses and properties, including maintenance of internal control procedures;
- Facilitate networking and linkages among project partners;
- Identify potential related funding opportunities;
- Secure acceptance and approval of deliverables from the Funding Agencies
- Responsible for communication, including status reporting, risk management, in general, making sure the project is delivered in budget, on schedule, and within scope.
- Design and develop curriculum and programs for teachers’ training and advancement;
- Conduct trainings and seminars on curriculum building and value integration in all subject areas to the teachers of Bohol, Dumaguete, and Cebu;
- Conduct monitoring and evaluation of the projects of the center;
- Write project proposals for the continuance of the program;
- Organize and attend press conferences;
- Anchor a radio program for the teachers
- Write press releases; and

- Respond to invitations to speak on the status of the educational system and other topics related to the objectives of the center

Achievements:

- Developed and organized the international solidarity desk for the center;
- Was able to organize a group of teachers from Prince Rupert and other teachers from British Columbia for solidarity and exposure on the situation of the teachers and the educational system in the Philippines;
- Got the approval of Asian Partnership for Human Development on the Human Rights Education and Leadership and Facilitators Training for teachers;
- Established the Cebu Children’s Learning Center (a pre-school that served the children of NGO workers and volunteers
- Anchored a one-hour radio program for teachers’ enhancement (Titser ng Bayan)
- Accepted several speaking engagements with varied audience in different schools and universities in Cebu, Bohol, and Dumaguete
- Established the Cebu Children’s Learning Center, Cebu City Funded by World Confederation of Teaching Profession (WCOTP) and Asian Partnership for Human Development (APHD – Hongkong)

FACULTY	Notre Dame of Kabacan Kabacan, Cotabato Subjects Handled: Biology Chemistry Literature	1979-1984
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Responsibilities and Achievements:

- Adviser of fourth year class
- Adviser of the English Club
- Moderator: School Publication, “The Herald”
- Secretary: Parents Teachers Association
- Member: Campus Ministry for the whole town
- Contributor/Writer: Parish Newsletter
- Trained contestants for Quiz Bees, Declamation, and Extemporaneous Speech for inter- school competitions;
- Set up the laboratory for Chemistry and Biology classes

Resource Speaker/Trainer

- Phonetics for Teachers
- English Enhancement
- Research Writing
- English for Occupational Purposes

- English for Communicative Purposes
- Leadership Skills
- Pedagogy and Teaching Methodologies
- The Educational System
- Integration of Peace and Human Rights in the Curriculum
- Peace Concepts in the Academe
- Writing Teaching Units
- Conducting or facilitating meetings

List of Published and Unpublished Articles and Researches in the Last Ten Years:

Enanoria-Carbajosa, E. (2022). The Effect of Covid-19 to the Educational System. (A Dissertation Presented to the Graduate School of Cavalla International University.)

Enanoria-Carbajosa, E. (2021). Characterization of Hamlet.

Enanoria-Carbajosa, E. (2021). Anti-Bias Practices in Diverse Preschool Children

Enanoria-Carbajosa, E. (2021). Resilience Framework and the Beautiful Family

Enanoria-Carbajosa, E. (2020) On Religion and Theology

Enanoria-Carbajosa, E. (2017) Victor Klemperer: The Language of the Third Reich

Enanoria-Carbajosa, E. and Wonkeryor E. L. (2016) “Bureaucracy and Access to Higher Education in Government-Owned Universities in Liberia.” (presented at the International Conference of INCEDI at Accra, Ghana).

Enanoria-Carbajosa, E. and Wonkeryor E. L. (2016) “The State of Technical Education and Skills Development in Liberia.” (presented at the International Conference of INCEDI at Accra, Ghana).

Enanoria-Carbajosa, E. and Davis-Russell, E. (2010) “Factors Affecting the Performance on the West African Examinations Council of Senior Students of the Three Schools in Maryland County, Liberia, West Africa: Our Lady of Fatima High School, Cape Palmas National High School, and Pleebo National High School. Research Proposal Submitted to the Ministry of Education, Liberia, West Africa.

Enanoria-Carbajosa, E. (Dec. 2010) American Women

Enanoria-Carbajosa, E. (May 2010) Child Poverty.

Enanoria-Carbajosa, E. (2009) Joaquin Murrieta’s Legendary Stories: Evolution and Impact to the Society

Enanoria-Carbajosa, E. (2009) Gender and Family Relation to Politics and Class in Mill’s and Taylorson’s Probable Theory of Laboring Classes

- Enanoria-Carbajosa, E. (2008) Leonard Pitt's Decline of the Californios: A Social History of the Spanish-Speaking Californians 1846-1890
- Enanoria-Carbajosa, E. (2008) The Movement of Hippies in the Haight St. Of San Francisco: Its Impact On Contemporary Literature
- Enanoria-Carbajosa, E. (2007) Teaching Communicative Competence to Deaf-Blind Learners: A Challenge to Language and Communication Teachers
- Enanoria-Carbajosa, E. (2005) The State of Academic Freedom in the State Colleges and Universities in Region XII, Philippines.
- Enanoria, E. (1993) Integration of Human Rights in the College English Curriculum: Teaching Units
- Enanoria-Carbajosa E. (June 2008) Friendship, Loneliness, and Hope as Themes in "Of Mice and Men."
- Enanoria-Carbajosa E. (2008) Integration of Human Rights Education in the College English Curriculum, 2nd ed.
- Enanoria-Carbajosa, E. (May 2009) Californios
- Enanoria-Carbajosa, E. (May, 2009) Facilitating the Development of Core Values
- Enanoria-Carbajosa, (April, 2009) Security Issues
- Enanoria-Carbajosa, E. (April, 2009) Comparative Literature: Istanbul, Memories of a City and Tokyo Stories
- Enanoria-Carbajosa, E. (April 2009) Critical Literature Review: How Does Music Contribute to the School Curriculum and Personalization Agenda?
- Enanoria-Carbajosa, E. (Oct. 2008) Women as Catalyst for Social Transformation
- Enanoria-Carbajosa, E. (Oct. 2008) Female Violence
- Enanoria-Carbajosa, E. (Oct. 2008) Interrelation of Business and Society
- Enanoria-Carbajosa, E. (Oct. 2008) Healthcare ad Religious Ethics
- Enanoria-Carbajosa, E. (Oct. 2008) Popular Radio Programs in Viriginia am Korea: A Comparative Analysis
- Enanoria-Carbajosa, E. (Oct. 2008) Response to Intervention
- Enanoria-Carbajosa, E. (Oct. 2008) Psychosocial and Biological Approaches to Understanding an Reading Anxiety Disorders in Adults
- Enanoria-Carbajosa, E. Importance of Business Ethics in International Business

Enanoria-Carbajosa, E. (Sept 2008) Joint Replacements

Enanoria-Carbajosa, E. (Sept 2008) My Philosophy of Education

Enanoria-Carbajosa, E. (June 2008) Conflict Management

Enanoria-Carbajosa, E. (2008) Reclaiming San Francisco: A Critical Analysis

Enanoria-Carbajosa, E. (May 2008) The Struggle of Africans in the 1500-1877

Enanoria-Carbajosa, E. (May, 2008) Grotesque Art and Literature

Enanoria-Carbajosa, E. (May 2008) Prevalence of Child Labor in the Philippines

Enanoria-Carbajosa, E. (May 2008) Contemporary Literature

Enanoria-Carbajosa, E. (May 2008) Cancer is the Disease of the Old

Enanoria-Carbajosa, E. (April 2008) The Art of Courtly Love

Enanoria-Carbajosa, E. (April 2008). Pneumocystis Carinii

Enanoria-Carbajosa, E. (April 2008). Critical Analysis Of Two Poems: Having A
Coke With You By Frank O'hara and The Road Less Traveled By Robert
Frost

International Experiences and Organizations:

Rotary Club of Harper City	-	President (Present)
National Association of University Women, President Harper, Maryland Branch	-	Vice
International Society for Teacher Education (ISFTE) (present)	-	Member
British Council Philippines (BCP) Representative (present)	-	
Asia Partnership for Human Development (APHD –Hongkong)	-	Program Coordinator, Central Visayas 1986-2005
Philippine Canadian Community Organization (PCCO)	-	Consultant
Educacion Internationale (EI) (present)	-	Member

World Confederation Organization for Teaching Profession (WCOTP) (present)	– Member
Co-Development Canada-Philippines	- Regional Coordinator 1990- 1996
Philippine Society of Certified Assessors and Trainers	Present

Linkages for Community Development Projects

Prince Rupert College, Canada

Harleemmeermeer City

Canadian International Development Organization (CIDA)

United National Industrial Development Organizations (UNIDO)

British Columbian Teachers Federation, Canada (BCTF)

Australian Teachers Federation (ATF)

Japan Industrial Cooperation Authority (JICA)

OSIWA

Mesuagoon

ACDI/VOCA

LTTP

FHI360

SAPEC

ADRA

African Development Corps (Visions in Action)

Vision of Hope