

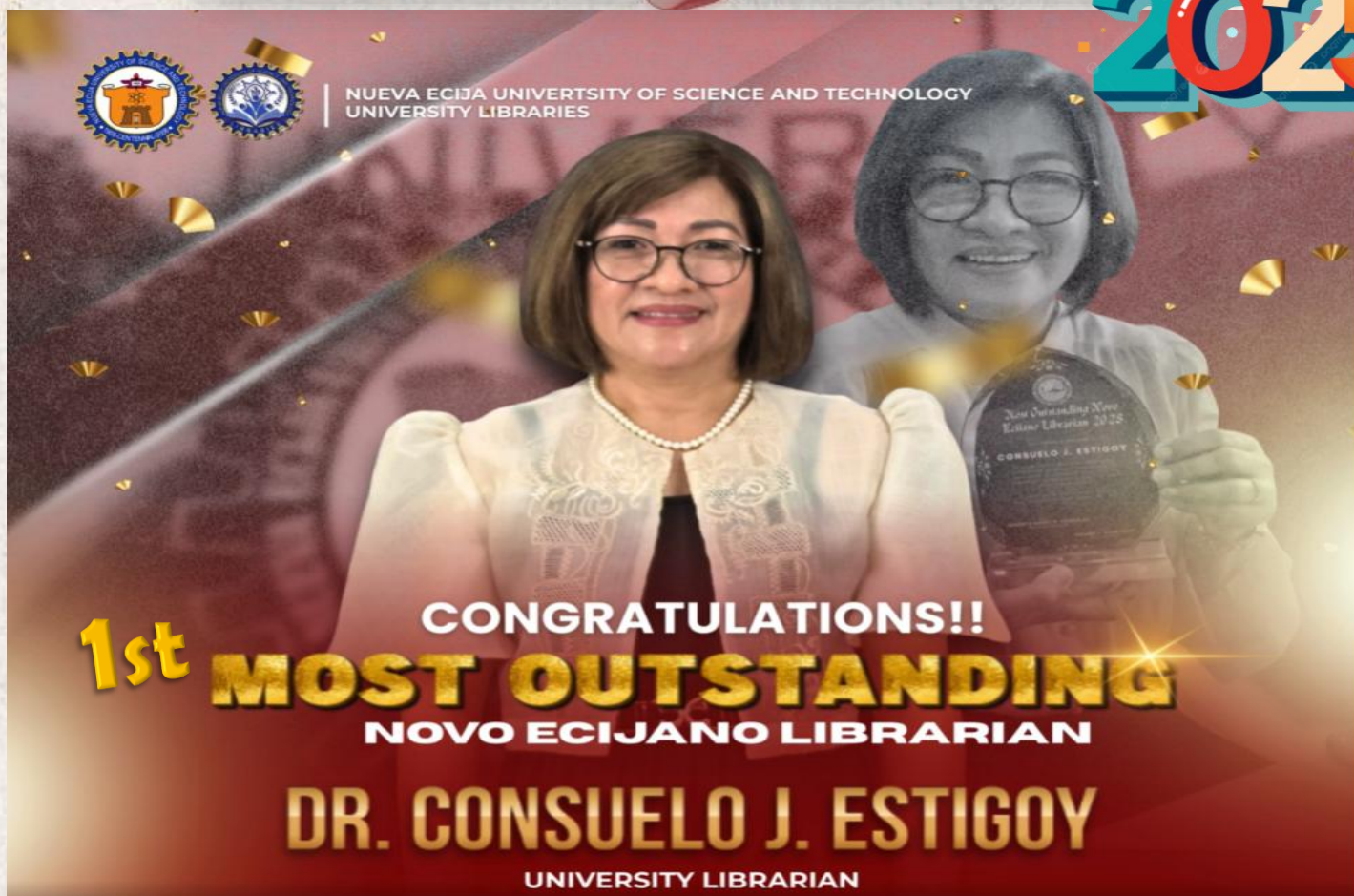


NEWSPLETTER

NUEVA ECIJA UNIVERSITY OF SCIENCE AND TECHNOLOGY - LIBRARIES



2025



Dr. Consuelo Abunan Juan-Estigoy, a resident of Palayan City, was born, raised, and completed her elementary and high school education in her hometown. She earned her Doctor of Philosophy in Education Management from Nueva Ecija University of Science and Technology (NEUST) in 2016. She completed her Master of Library Science at the University of the Philippines Diliman in 1999 and her Bachelor of Secondary Education, major in Library Science, at Philippine Normal College (now Philippine Normal University) in 1987.

She began her career at the UP Diliman Main Library in 1988 as a Cataloger before advancing to College Librarian I and later College Librarian II. She was later assigned to the UP College of Home Economics Library as a Collection Development and Acquisitions Librarian until her resignation in 2004. She then served as Chief Librarian at Araullo University-Phinma (2005–2007) and as Head College Librarian at Eduardo L. Joson Memorial College (2007–2011).

Dr. Estigoy's teaching career started in 2007 when she was invited as a Visiting Professor at the Holy Angel University Graduate School in Angeles, Pampanga, for the Master of Arts in Library Science program. While serving as Head Librarian at ELJMC, she also taught subjects such as Teaching Profession, Special Topics, Geography, and other General Education courses.

In 2011, Dr. Estigoy joined NEUST as College Librarian and was later promoted to University Librarian in 2015, the highest position in the University Library System. Under her leadership, she spearheaded key innovations, including the modernization of library facilities, the acquisition of new print and digital resources, and the automation of library services. She continues to drive client-centered improvements in NEUST Libraries including off/extension campus libraries. She also teaches at the NEUST Graduate School, specializing in courses Leadership and Management, as well as other assigned



WHAT WE VALUE

PEOPLE

We welcome every person and help them build the skills necessary to achieve their goals and reach their potential

COMMUNITY

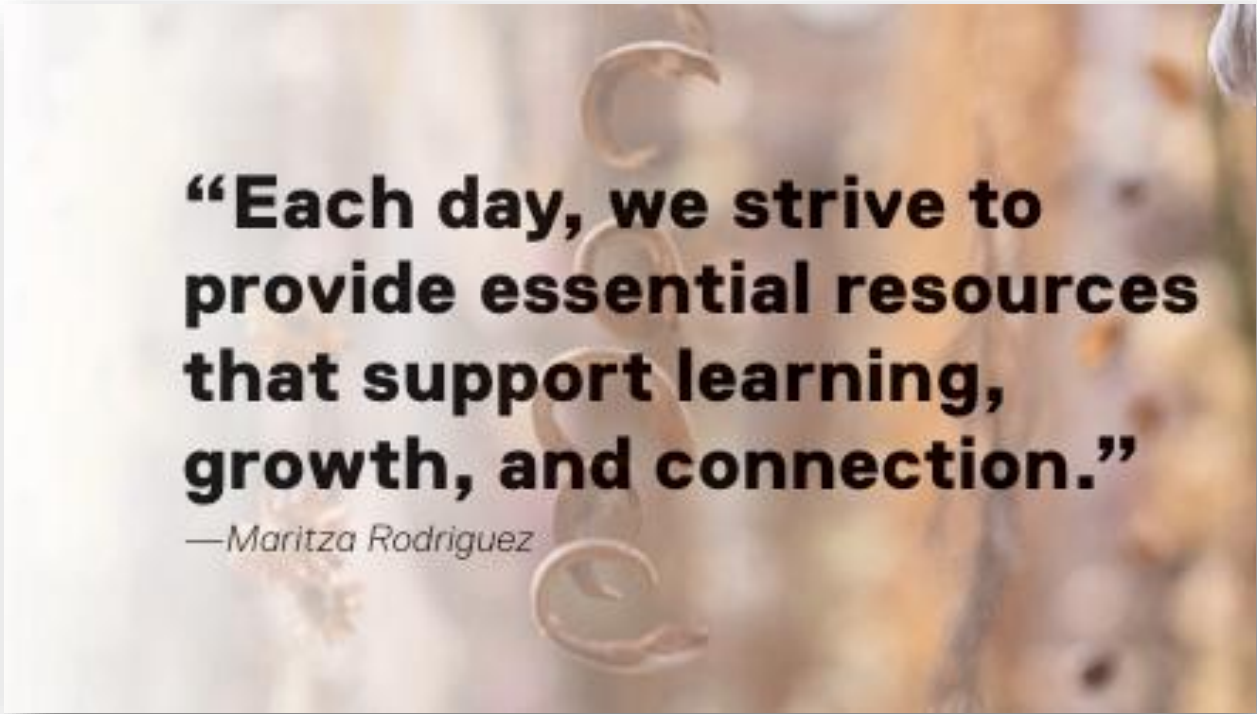
We actively engage with our community to foster relationships and connections to create a greater sense of belonging for all

INTEGRITY

Honest action is at the center of every decision we make, from our use of public resources to the information and services we provide.

ADAPTABILITY

We learn and grow with our community to meet the challenges of a rapidly changing world. NEUST Libraries emphasizes the importance of traditional library services alongside emerging needs for specialized spaces.



“Each day, we strive to provide essential resources that support learning, growth, and connection.”

—Maritza Rodriguez

Seminars for librarians and staff are essential for continuous professional development, enhancing skills in technology, improving service quality, and boosting morale. They promote updated knowledge on library trends, increase productivity, reduce operational errors, and support career advancement while fostering a collaborative, informed, and motivated staff culture.

Key Values of Seminars for Library Staff:

Professional Development & Competence: Seminars help staff stay updated on library trends, new technologies, and best practices, ensuring they remain competent in their roles.

Improved Service & Efficiency: Training directly leads to better customer service, increased productivity, and reduced errors in daily operations.

Enhanced Morale & Job Satisfaction: Participating in seminars makes staff feel valued and engaged, which can lead to higher motivation and lower turnover rates.

Knowledge Sharing & Collaboration: Internal seminars encourage peer learning, break down silos, and improve communication across different departments.

Adaptation to Change: They assist in managing changes, such as new technologies or updated library policies.

Career Advancement: Opportunities to learn new skills increase staff potential for promotions and career growth.





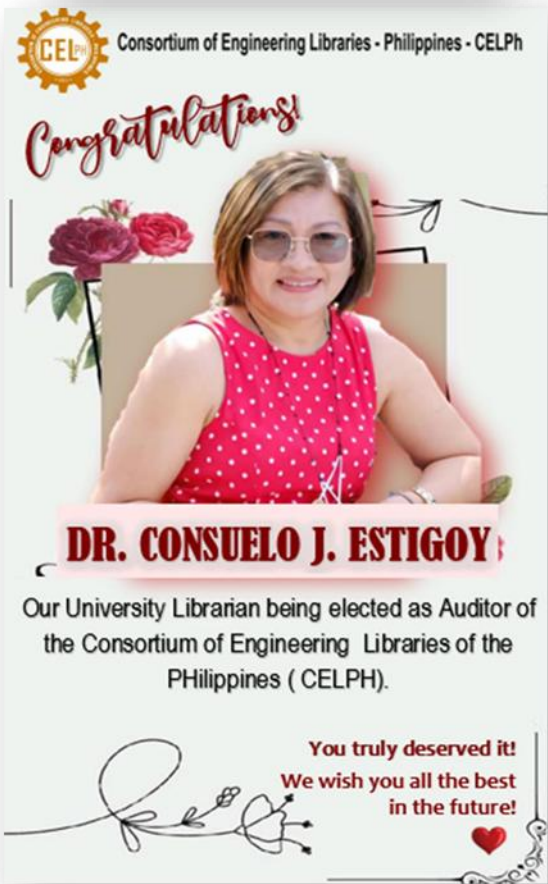
Competent library leaders drive institutional success through strategic planning, financial acumen, change management, and effective communication. They foster collaborative environments, advocate for resources, and embrace technological advancements to keep services relevant. Key traits include emotional intelligence, visionary thinking, and a "people-first" approach to building connections.

Core Competencies for Modern Library Leaders

- Strategic Planning and Vision: Setting clear, long-term goals that align with community or institutional objectives.
- Financial and Resource Management: Efficiently managing budgets, seeking alternative funding, and stewarding resources.
- Change Management: Guiding staff through transitions and adapting to digital, technological, and societal shifts.
- Advocacy and Communication: Promoting the library’s value to stakeholders, policymakers, and the community.
- Team Building and Empowerment: Motivating staff, fostering professional growth, and creating a collaborative, supportive culture.
- Emotional Intelligence and Relatability: Being approachable, respectful, and able to connect with diverse users and staff.

Key Aspects of Effective Leadership

- Systems Thinking: Viewing the library as part of a larger, interconnected environment (e.g., campus or municipality) to solve complex problems.
- Proactive Problem Solving: Addressing issues before they escalate and guiding staff toward solutions.
- Balanced Leadership: Combining managerial, "how-to" skills with strategic, "why" vision.
- Supportive Networking: Combatting the isolation of leadership by building peer networks



The **Administration and Faculty Sports Fest (ADFA)** at the Nueva Ecija University of Science and Technology (NEUST) is a key annual event, often held in conjunction with the university's Charter Week and Founding Anniversary celebrations. While primarily a sports event, it aligns with the university's broader goals of fostering community, camaraderie, and holistic development among its employees.

The **Role and Goal of ADFA** in NEUST's Objectives:

Celebrating Institutional Progress: ADFA marks major milestones, such as the 27th Charter Celebration and 117th Founding Anniversary, highlighting NEUST's growth as a premier state university.

Fostering Unity and Camaraderie: The event brings together faculty and staff from various campuses to promote solidarity and teamwork.

Promoting Employee Well-being: By organizing sports, Zumba sessions, and other activities, the university aims to promote a balanced life for its workforce.

Integrating with University Goals: ADFA fits into the broader university vision of being a globally renowned institution and a champion of sustainable development through ethical and empowered human resources.



Snap a pic here in NEUST Library GT Campus to celebrate National Womens Month.

The 2025 ADFA Sports Fest, for example, featured basketball, volleyball, and the "Mr. and Ms. ADFA" competition, emphasizing a "Nourishing the mind, nurturing the heart, leading the Future" approach, which is the university's tagline.

Key Findings on ISO Documents in State Universities:

ISO 9001:2015 Implementation: This is the standard, frequently used by state universities to enhance operational efficiency, service quality, and academic standards.

Commonly Found PDFs:

ISO Certificates: Validated proof of compliance (e.g., Palawan State University).

QMS Manuals: Generic manuals for state universities and colleges (SUCs) are available.

Procedure Documents: Documents detailing control of records, such as those from Laguna State Polytechnic University.

Focus Areas: Documents often cover administrative, academic, and support service units, with a focus on risk management and continuous improvement.

For the most accurate and up-to-date, localized PDF documents, you should visit the specific "Transparency Seal" or "ISO" section of a Philippine state university's official website.





At President's Report: NEUST ACES
***Accomplishment *Challenges**
***Enhancements**

The President's Report reflected on the NEUST's accomplishments, challenges, and enhancements where Dr. Jugo also emphasized the university's commitment to academic excellence, research innovation, and institutional growth.



The first meeting of the University Library Advisory Committee (ULAC), chaired by our Vice President for Academic Affairs, Dr. Feliciano P. Jacoba, was held at the NEUST Mini Convention. The meeting was attended by Librarians, deans, directors, the Chief Administrative Officer, the Accountant, the Procurement Officer, the University Student Government (USG) head, and other representatives from various satellite campuses.



Our University Librarian, Dr. Consuelo J. Estigoy attended the Philippine Council for Health Research and Development/ Herdin Research Camp.

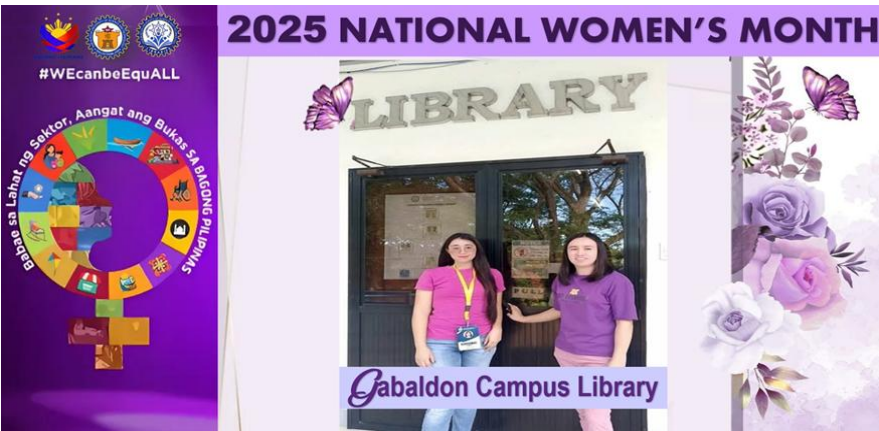


Seminar- Workshop on Achieving Sustainability, Performance, and International Recognition in Education (ASPIRE) with an Echo Session on the ASEAN University Network-Quality Assurance (AUN-QA) Programme Assessment Process, Framework, and Criteria

The 2025 National Women's Month celebration in the Philippines, led by the Philippine Commission on Women (PCW), carries the theme: **"Babae sa Lahat ng Sektor, Aangat ang Bukas sa Bagong Pilipinas"**. This theme highlights the crucial role of women in all sectors for national progress, aligning with the "WE for Gender Equality and Inclusive Society" campaign.

Key Aspects of the 2025 Theme:

Focus on Inclusion: The theme emphasizes empowering women across all sectors—underserved, marginalized, and rural—to ensure no one is left behind in progress.



"Bagong Pilipinas" Vision: It aims to connect women's empowerment directly to the economic and social transformation of the country.

Commitment to Action: The campaign emphasizes turning policy into tangible results, specifically strengthening the Magna Carta of Women (RA 9710).

"WE" Advocacy: The campaign reinforces "WE" as both Women and Everyone, emphasizing collective responsibility to eliminate gender-based discrimination and stereotypes.

The celebration also aligns with the 2023-2028 Philippine Development Plan, which aims for deep economic and social transformation through inclusive growth.

Earthquake drills in school are essential for building muscle memory, ensuring student and staff safety through practiced "Drop, Cover, and Hold On" techniques, and reducing panic during emergencies. These drills educate the school community, identify hazards, test evacuation plans, and foster a proactive culture of preparedness that saves lives.

Key Reasons for Earthquake Drills in Schools:

Building Muscle Memory and Awareness: Regular practice ensures students and staff instinctively know to "Drop, Cover, and Hold On" when shaking begins, reducing reaction time in a real emergency.

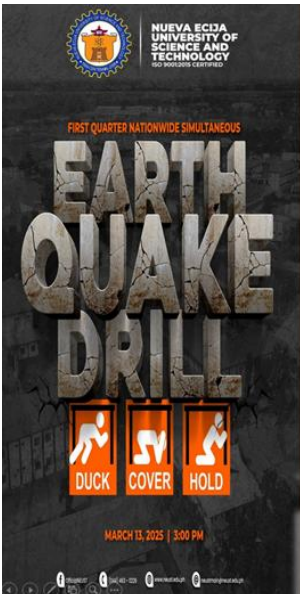
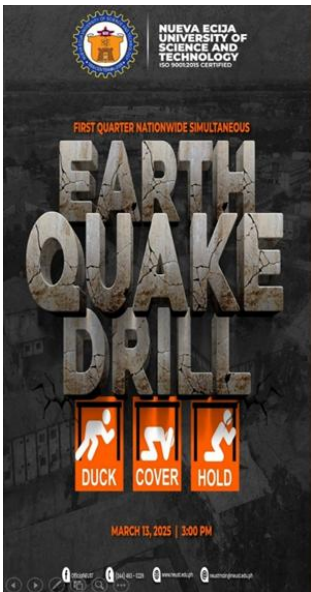
Instilling Confidence and Reducing Panic: Knowing what to do helps children stay calm, act quickly, and avoid panic-induced injuries

Testing Emergency Plans: Drills allow schools to evaluate evacuation routes, accountability procedures (like headcounts), and identify potential hazards, such as falling objects or blocked exits.

Ensuring Safety and Saving Lives: Regular drills, especially in earthquake-prone areas, directly contribute to minimizing injuries and fatalities by teaching proper procedures before, during, and after a quake.

Fostering a Culture of Preparedness: These exercises encourage a school-wide culture of safety and readiness, reinforcing the importance of being prepared.

Regular, well-practiced, and serious participation in earthquake drills ensures that in an emergency, the school community can evacuate safely and efficiently





Dr. Consuelo J. Estigoy

University Librarian

Dr. Consuelo J. Estigoy's contribution to the library profession is worth emulating. She has set new parameters in the conduct of professional duties, new benchmarks, and raised the bar of efficiency, integrity and propriety to new heights.

Dr. Estigoy possesses extraordinary ability to motivate staff, focus their intellectual energy and inspire new thinking and ideas.

She has shown remarkable evidence of skill in forming partnerships, collaborations and coalitions of relevant organization to promote the mission of librarianship. She also possesses good qualities of heart and mind. She is also humble and down to earth.

There were five nominees who qualified for the Search for the Most Outstanding Novo Ecijano Librarian 2025. They have been evaluated by independent, distinguished selection committee.

SELECTION COMMITTEE: Coming from prestigious institution, the distinguished for the previous search for the first Most Outstanding Novo Ecijano Librarian are the following:

RHEA ROWENA U. APOLINARIO

Dean, School of Library & Information Studies
University of the Philippines

MARIA PRETTY LAY T. ABDALA

Associate Professor V
Bulacan State University

JOSE TOMASITO N. FERNANDO

Head, Children's Section
National Library of the Philippines

ROANA MARIE L. FLORES-SOLEMOS

American Corner Librarian
De La Salle University

LYNDERLITE M. MAGLAQUE

Supervising Science Research Specialist
DOST – Science and Technology Information
Institute



**1st Most Outstanding
Novo Ecijano Librarian**



Ms. Eufrocena B. Lucas

Sumacab Campus Head Librarian

Our Sumacab Head Librarian, **Ms. Eufrocena B. Lucas** was chosen as recipient of the Personal Motivation and Incentive award presented last 30th of September 2025.

Ms. Eufrocena represent the soul, warmth and a true inspiration and a shining beacon in our university that's why she has become a President in Nueva Ecija Librarian Association, Inc

She showed a supportive, empathetic and welcoming spirit that always went beyond the expectations

Ms. Lucas serves as an AACCUP accreditor under area VII - library, and is also a former officer of PLAI regional Librarians Council. Her guiding principle in life is deeply anchored in the word of God, drawn from Proverbs 3:6 " In everything you do put God first, and he will direct and crown your efforts with success.

To provide services for the library, Ms. Eufrocena has ramped up its outreach efforts, including the NUTRINET, who chose Sumacab Library Campus as their adopted Library in Region III and is consistent in providing us reference materials as part of their program and activities.



Personal Motivation and Incentive Award



Mr. Roberto Rodel Gonzalez

San Isidro Campus Head Librarian

Energetic, caring, sleeves rolled up and moving our professional library forward show our San Isidro Librarian, Mr. Roberto Rodel Gonzalez.

Mr. Gonzalez shines and highlighted repeatedly by Nueva Ecija Librarian Association as the previous President and in Philippine Librarian Association, Inc. - Central Luzon as

Vice – President this year. He also serves as an AACCUP accreditor under are VII. His devotion and impact level elevated him to new heights, cementing its role as a center for growth, learning and inclusivity.

And this year, he was awarded in his ten Years Loyalty of excellent service.





Ms. Analisa Corpus Acosta

Library Staff, Gen. Tinio St. Campus

In today's digital age, academic libraries have evolved beyond physical collections to include vast digital resources like e-books, journals, and online databases. As a result, library staff must possess a strong understanding and specialized roles aimed at ensuring seamless operations.

They are the heart and soul of the university library, working behind the scenes to create an environment that fosters learning and research.

The lady behind the Newsletter, an Emcee, summarized Accomplishments, Library activities, E-book lists, designing/making invitations and programs to the Library, programs, etc.

According to Miss Analisa, when you have a passion for something you can work harder to become better. You can do anything as long as you have the passion, the drive, the focus and the support. Our Loyalty Awardee, Ms. Analisa C. Acosta had it all.





Our University Librarian, Dr. Consuelo Estigoy, NELAI President, our very own Eufrocena Lucas, Sumacab Head Librarian initiated the seminar and some of the Librarians attended a seminar entitled "Smart Libraries: Harnessing Ai to Revolutionize Access, Efficiency, and User Engagement" in Rico Fajardo's Hall, NEUST Sumacab Campus, Cabanatuan City

Seminars for university staff provide significant benefits, primarily focusing on professional growth, improved job performance, and better understanding of institutional, compensation, and leave-benefit policies. These sessions, often organized by Human Resources Development Offices (HRDO), are designed to integrate new employees into the university culture, update staff on new systems, and foster a supportive, informed work environment. Key benefits of staff seminars in a university setting include:

- **Understanding of Benefits and Policies:** Seminars, particularly new employee orientations, provide detailed information on compensation, leave management, and mandatory services like GSIS or Pag-IBIG
- information on compensation, leave
- **Professional Development and Growth:** These sessions promote career development, skill enhancement, and training, which helps staff feel supported and valued, increasing retention rates.
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- **Operational Efficiency:** Training on internal systems—such as time-keeping, digital form utilization, and leave management—improves administrative accuracy and efficiency.
- **Institutional Alignment and Culture:** Seminars help align staff with the university's mission, values, and governance, ensuring everyone is working toward common goals.
- **Networking and Collaboration:** They offer opportunities for staff to meet colleagues from different departments, facilitating improved communication and collaboration across the university

Our University Librarian, Dr. Connie J. Estigoy, together with our College Librarians, Ma'am Vilma De Guzman and Sir RR Gonzalez, attended the General Orientation on the Ease of Doing Business and Efficient Government Service Delivery Act of 2018, along with other ARTA Compliance requirements.



Team building for staff is an ongoing, strategic process designed to transform work groups into cohesive, trusting, and high-performing units. By engaging in shared activities—ranging from workshops to volunteering—employees improve communication, boost morale, and deepen collaboration. Effective initiatives focus on shared goals, psychological safety, and mutual support.

Key Aspects of Team Building for Staff:

Purpose & Goals: Align team activities with clear objectives to improve performance, rather than just hosting, for entertainment.

Trust & Communication: Activities should encourage open communication and strengthen relationships, reducing workplace friction.



Activities & Ideas:

Interactive: Scavenger hunts, culinary challenges, or creative, problem-solving tasks.

Impactful: Volunteering or community service projects which boost morale and show company purpose.

Hybrid/Remote Considerations: Utilizing virtual tools to foster connection among distributed teams.

Benefits:

Increased Productivity: Cohesive teams work more efficiently.

Improved Morale: Employees feel more valued and connected.

Better Collaboration: Enhanced trust leads to better problem-solving.

Tips for Success:

Involve Leadership: Leaders should act as facilitators, encouraging trust and listening, not just observers.

Be Consistent: Team building is not a one-time event; it requires regular, ongoing effort.