



## development academy of the philippines

*The National Productivity Organization*

May 8, 2006

**HER EXCELLENCY GLORIA MACAPAGAL-ARROYO**  
**President of the Republic of the Philippines**

Your Excellency:

*Warm greetings!*

As we write this letter, we draw courage from a memorable dinner that you tendered for us on the occasion of DAP's 30th anniversary last June 30, 2003. During that dinner, you made us feel appreciated, valued, and proud to be public servants.

We respectfully ask for your indulgence as we bring to you our concern regarding the selection of the new President of the Development Academy of the Philippines (DAP).

We recognize that the DAP Charter provides that the DAP Board of Trustees (BOT) appoints the next DAP President. We also believe that, as members of the Academy (officers and staff), it is our duty to assist the BOT in this honorable task. Thus, the DAP employees convened a General Assembly that resulted in the creation of a DAP Search Committee and the identification of selection criteria, an objective evaluation process, and a short list of nominees that could be provided to the BOT as input.

We take pride in our efforts to contribute to a decision that could determine very well the future of the Academy and its programs and projects. We are proud of the search process that we have initiated, of the Search Committee, and for what it meant for the DAP community: fairness, transparency, integrity and accountability. We could hardly contain our pride and joy when the BOT, in a meeting on March 31, also recognized this process and gave the DAP Search Committee the crucial task of screening nominees and recommending to the BOT a short list of nominees.

The task of the Search Committee for the BOT is done and a list of nominees has been presented to the BOT in its meeting last April 28, 2006. Your Excellency may be pleased to know that eight names were found in the list that was presented. We have attached documents that show the qualifications of each of these candidates. It is clear, upon careful review that these candidates vary with respect to their competencies to deliver on the daunting task of head of an institution that will pursue the government's development programs.

Page 1 of 3

Implementing Agency for the (O) Asian Productivity Organization

**3<sup>rd</sup> year**

DAP Building, San Miguel Avenue, Pasig City 1600 | P.O. Box 12788, Ortigas Center, Pasig City 1600 Philippines  
Telephone: (632) 631 0921 to 30 | Fax: (632) 631 2123 | E-mail: academy@dap.edu.ph | Website: www.dap.edu.ph

In your desire to demonstrate your concern for the academy, you have endorsed one of the nominees to the BOT. As with other nominees for DAP President, the Search Committee has applied the selection criteria and found other nominees more deserving. This is particularly in the area of technical competence which is one qualification dictated by the DAP mandate and expectations of DAP's customers and stakeholders on the local and international levels. It is critical to the Academy's mandate that the DAP President should have acknowledged technical expertise in the Academy's thrusts, namely: governance, productivity and competitiveness, development education, knowledge management, and sustainable human development. Such expertise should be unassailable here and abroad, especially considering that DAP is the National Productivity Organization representing the Philippines in the Asian Productivity Organization (APO), a regional organization of 18 member countries in Asia and the Pacific.

We respect your authority and prerogative, Your Excellency, to ask the BOT to appoint someone whom you desire to be the next President of DAP. However, we fervently appeal to you, Madame President, to please allow the BOT to choose the most qualified candidate – one who clearly has the needed competencies to lead DAP forward to face the continuing challenges that we face in the country's development.

We also believe in Your Excellency's sense of fair play and personal understanding of the mandate of DAP. Your decision is crucial to the preservation of professionalism in DAP and in maintaining its credibility as a leading advocate of national development and good governance.

Be assured, Madame President, that the Academy supports your agenda for development. We believe too that you would want to have the best possible person to lead DAP, one who will give honor to the institution, to your Office, and to the country.

Thank you very much for your kind attention. Mabuhay po kayo!

Respectfully yours,

For the concerned DAP Officers and Staff: