

Article

Through the Years: Narratives of Pamantasan ng Cabuyao (PnC) Towards the Development of a Coffee Table Book

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Abstract: Every Institution has its great story to be told, a tapestry to share, and a culture to pass through the years. This research delves into the historical narratives of Pamantasan ng Cabuyao with the goal of laying the groundwork for a coffee table book that captures the university's rich legacy. Founded in the context of providing accessible and quality higher education in Cabuyao City, the university has grown into a symbol of resilience and academic excellence. The study aimed to document and interpret personal and institutional stories that reflect the university's development, challenges, and milestones over time. Using narrative inquiry as the primary method, data was collected through in-depth narrative interviews with selected stakeholders, including administrators, faculty members, and alumni. Their shared experiences provided valuable insights into the university's evolution and cultural identity. Findings highlight that the institution's growth is anchored in core values such as Personal dignity, Nurturing community, and a Commitment to excellence—qualities that embody its title "Dangal ng Bayan." The narratives uncovered both structural progress and deeply personal accounts that enriched the collective memory of the university. The research concludes that these stories serve as vital elements of institutional heritage and contribute meaningfully to fostering unity and pride among members of the community. As a result, the creation of a coffee table book is recommended as a compelling medium to preserve and celebrate these narratives, while also encouraging continued efforts in historical documentation and cultural preservation.

Keywords: Pamantasan ng Cabuyao (PnC), Dangal ng Bayan, Narratives, Coffee Table Book

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1. Introduction

A nation without history is a nation without identity. According to UCLA, without history, a society shares no common memory of where it has been, what its core values are, or what decisions of the past account for present circumstances.

Pamantasan ng Cabuyao (PnC) that has long stood as a pillar of educational excellence in the City of Cabuyao, Laguna. Since its establishment in 2003, the university has played a crucial role in shaping the academic and professional trajectories of countless students, not only from Cabuyao but also from neighboring cities. As an institution committed to fostering intellectual growth and community engagement, PnC has continually adapted to the evolving demands of education. However, despite its significant contributions, much of its rich history remains undocumented. A notable gap exists in the literature and public memory regarding the university's identity, its historical milestones, key figures, and institutional growth that symbolizes its roots. While academic institutions often preserve their legacies through formal documentation and archival materials, PnC lacks a consolidated narrative that captures its journey from its inception

to the present. This absence underscores the need for a structured and artistic representation of the university's story, one that not only informs but also inspires.

In response to this gap, this study constructed a detailed historical narrative of Pamantasan ng Cabuyao, which serves as the foundation for the development of a coffee table book. By employing narrative inquiry, the research documented the university's history through a collection of significant events, leadership transitions, and community contributions.

The significance of this research lies in its potential to preserve and celebrate the institutional identity of PnC. By compiling and curating essential narratives, this study produced a coffee table book that serves as both a historical archive and a source of inspiration for future generations. Ultimately, this project honors Pamantasan ng Cabuyao's enduring impact on education and community development while ensuring that its story is remembered and appreciated through the years.

Research Questions

The primary objective of this study was to understand the history of Pamantasan ng Cabuyao (PnC). This study focuses on the narratives of the Pioneering Dangal ng Bayan, whose perspectives offer valuable insights into the university's history, development, and enduring values. Guided by this goal, the following research questions were formulated to gather rich qualitative data that will serve as the foundation for the proposed coffee table book:

1. How do Dangal ng Bayan describe their experiences in university?
2. How has Pamantasan ng Cabuyao evolved over the years based on the perspective of the Dangal ng Bayan?
3. What challenges has Pamantasan ng Cabuyao faced over the years?
4. What coffee table book can be proposed based on the findings of the study?

2. Materials and Methods

This qualitative study used Narrative research design as it focuses on collecting and interpreting stories and personal experiences of the participants. The research was conducted in Pamantasan ng Cabuyao, City of Cabuyao, Province of Laguna, with 7 participants who were pioneering faculty, admin, and students in the institution. Purposive sampling was employed, using criteria to select these participants based on their ability to provide significant insights into the milestones and challenges of Pamantasan ng Cabuyao.

The researcher obtained ethical clearance, and the This study is committed to maintaining the highest ethical standards in research by safeguarding the privacy, confidentiality, and integrity of all personal data collected. In strict adherence to the Philippines Data Privacy Act of 2012 (Republic Act No. 10173), this research ensures the responsible and ethical handling of personal data, upholding the rights, dignity, and privacy of all participants

Data was collected through semi-structured narrative interviews featuring open-ended questions, enabling participants to share detailed accounts of their experiences. Follow-up questions were utilized to further explore and clarify their responses. To ensure validity, the interview protocol was reviewed by experts in research and Social Studies. All interviews were audio-recorded and transcribed to preserve the authenticity of the participants' answers.

In this study, narrative analysis is employed to explore individual accounts, with attention given to the structure, meaning, and context of each story. The process involves conducting narrative interviews, data transcription, coding and analysis, contextual interpretation, and presentation of findings. Through this analysis the understanding was focused on not just what is said, but how it is said. Narrative analysis aims to uncover core narratives—the stories people tell and the meaning behind them which explore personal

life stories and contextual experiences. In this method, the researcher seeks to elicit oral and written histories by encouraging participants to share significant life events and social experiences.

3. Results

The findings of the study were systematically analyzed and interpreted in relation to each research question. Given that the primary objective was to document the narratives of Pamantasan ng Cabuyao (PnC), the researcher identified subordinate themes derived from coded participant responses. These subordinate themes were then synthesized into Superordinates themes that directly correspond to each research question.

Table 1. Superordinate Themes and Constituent Subthemes.

Superordinate Themes	Subordinate Themes
Lived Experiences as a Dangkal ng Bayan	<ul style="list-style-type: none"> • Inspiring and Fulfilling • Uncertain with Perceived Lack of Agency • PNC as Stained by Political Influence • Challenging • Upholding and giving meaning to DANGAL
Perceived Evolution of Pamantasan ng Cabuyao over the years	<ul style="list-style-type: none"> • Increase in Student Population • Faculty Professional Development Through Engaging in Research, Extension, and Further Studies • Institutional Accreditation • Developed students with knowledge, skills, and values
Influential Factors on University's Change	<ul style="list-style-type: none"> • Recognition from Multiple Accreditation Institutions • Active Institutional Involvement in Accreditation • Political Shifts • Integrating Digital Technology into Teaching Modalities through Institutional Learning Management System • Institutional History of Student-Led Protests • Presence of a prominent person inaugurating the institution
Dangkal ng Bayan's Perceptions on University's Change	<ul style="list-style-type: none"> • Positive Institutional Changes • From Resistance to Positive Transformation • Rationalizing Declining Quality in Education

The Culture and Identity of Pamantasan ng Cabuyao Over the Years	<ul style="list-style-type: none"> • PNC's History of Undesirable Events • PNC Breakthrough from Local Institution to Recognized University • Tight Family Ties within the PNC Community • Institutional Engagement in Community Development Through Extension Programs • Sustained Practice of Student Representation in Institutional Leadership • PNC as machinery for Political Agenda • Loss of Financial Support for Faculty Professional Development
Preserved Culture and Identity of Pamantasan ng Cabuyao Over the Years	<ul style="list-style-type: none"> • Teachers' Passion for Teaching
Personal Challenges Experienced by Dangal ng Bayan in Pamantasan ng Cabuyao	<ul style="list-style-type: none"> • Sudden Shift in Teaching Modality from Face-to-Face to Online Instruction • Faculty Challenges on Digital Literacy and Technological Adaptation • Insufficient Program Facilities During Early Establishment • Adjusting to Changes in Organizational Management • Balancing Multiple Responsibilities and a Heavy Workload • Compromising Program Policies over Student Interest
Dangal ng Bayan's Aspirations for Pamantasan ng Cabuyao's Future	<ul style="list-style-type: none"> • PNC as an Instrument for Producing Socially Responsible Citizens • Landscape Expansion with Increased and Optimized Learning Facilities • Achieve Global Recognition • Resilience in Digital Transformation • Struggling Battle for Existence and Institutional Growth
Overall Perceptions on Pamantasan ng Cabuyao's Journey	<ul style="list-style-type: none"> • Transformative • Perfect • Hopeful • Circus of Emotions • Challenging • Competent • Transcendence

Table 1 shows that in this research, nine (9) clustered superordinate themes emerged from the narratives of the Dangal ng Bayan that reflects the rich and complex journey of Pamantasan ng Cabuyao (PnC), highlighting its evolution, challenges, and aspirations. Their experiences within the university were marked by both fulfillment and struggles, as they navigated institutional changes, political influences, and evolving educational landscapes., namely: (1) Lived Experiences as a Dangal ng Bayan; (2) Perceived Evolution

of Pamantasan ng Cabuyao over the years; (3) Influential Factors on University's Change; (4) Dangkal ng Bayan's Perceptions on University Change; (5) The Culture and Identity of Pamantasan ng Cabuyao Over the Years; (6) Preserved Culture and Identity of Pamantasan ng Cabuyao Over the Years; (7) Personal Challenges Experienced by Dangkal ng Bayan on Pamantasan ng Cabuyao; (8) Dangkal ng Bayan's Aspirations for Pamantasan ng Cabuyao's Future and (9) Overall Perceptions on Pamantasan ng Cabuyao's Journey.

4. Discussion

Superordinate Theme 1: Lived Experiences as a Dangkal ng Bayan

The first superordinate theme of Lived Experiences as a Dangkal ng Bayan summarized the overall perspective that defined their journey within the university. The corresponding subordinate themes anchored the participants' responses in unfolding the essence of their lived experiences.

Inspiring and Fulfilling

This theme highlights the positive aspects of being a Dangkal ng Bayan, such as the sense of accomplishment and pride in contributing to the university and its students. The participants expressed a deep sense of fulfillment, attributing their professional and personal growth to their time at Pamantasan ng Cabuyao. Their role in shaping students' lives and witnessing their success provided a rewarding experience. Quality teaching is a mission to every teacher and a function of a sound development program. (Padillo et al., 2021)

Uncertain with Perceived Lack of Agency

This theme reflects Dangkal ng Bayan's sense of limited influence in decision-making processes, which can lead to feelings of uncertainty and frustration. Some Dangkal ng Bayan felt a lack of influence in decision-making processes, leading to a sense of uncertainty in their roles. This perception was often linked to bureaucratic challenges within the institution. The National Center for Education Statistics (2024) highlights that bureaucratic obstacles can lead to feelings of uncertainty and lack of influence among educators. (NextGen Learning, 2021) bureaucracy in education is hindering efforts to create coherence and equity,' which resonates with the experiences of Dangkal ng Bayan participants.

PNC as Stained by Political Influence

This theme addresses the perception that political factors have influenced the university's operations and decision-making, potentially impacting the academic environment and faculty morale. The Dangkal ng Bayan noted how political shifts influenced institutional operations, decision-making, and leadership transitions, sometimes affecting policies and faculty morale. (Levy, 2022) highlights that political shifts and power dynamics can impact institutional operations and decision-making processes and as noted by (Rosenfeld & Wallace, 2024), 'political polarization and shifts impact school policies and leadership transitions,' which resonates with the experiences of Dangkal ng Bayan participants

Challenging

This theme acknowledges the difficulties and challenges that the Dangkal ng Bayan have faced, such as balancing multiple responsibilities, adapting to changes, and addressing student needs. The experiences of the Dangkal ng Bayan were not without struggles. They encountered difficulties in balancing responsibilities, navigating institutional changes, and addressing the evolving needs of students. (Popa, 2024) The need to transform education systems but that transformation is very challenging but will result in better navigating institutional changes and meeting the diverse needs of students' is crucial.

Upholding and giving meaning to DANGAL

This theme emphasizes the Dangkal ng Bayan's commitment to upholding the university's values and maintaining its honor, even in the face of challenges. Despite the challenges, they remained committed to the values of integrity, excellence, and service,

ensuring that the university's honor was maintained. As noted by Chapman University (2021), 'academic communities advance the quest for truth and knowledge through intellectual and personal honesty in learning, teaching, research, and service,' reflecting the values upheld by Dangal ng Bayan participants

Superordinate Theme 2: Perceived Evolution of Pamantasan ng Cabuyao Over the Years

The next superordinate theme of perceived evolution of Pamantasan ng Cabuyao over the years summarized the overall perspective of Dangal ng Bayan's observed significant transformations in the university's academic, structural, and institutional landscape. The corresponding subordinate themes anchored the participants' responses in unfolding the essence of their lived experiences.

Increase in Student Population

This theme reflects the university's growth in student enrollment, indicating its increasing popularity and reputation. The consistent growth in student enrollment underscores the institution's strengthening reputation and the increasing demand for high-quality education. According to the National Center for Education Statistics (2021), rising enrollment in degree-granting postsecondary institutions highlights the continuous expansion of educational opportunities and the growing recognition of the value of higher education in shaping future professionals and leaders reflecting the commitments of institutions in quality education.

Faculty Professional Development Through Engaging in Research, Extension, and Further Studies

The faculty's involvement in research, outreach programs, and advanced studies demonstrated PNC's commitment to academic excellence. This theme highlights the university's commitment to supporting faculty development through research, community engagement, and advanced studies. According to the OECD (2020), professional growth and continuing professional learning are crucial for teachers. Continuing professional learning is vital to support teachers in refreshing, developing and broadening their knowledge and to help them keep up with changing research, practices and student needs throughout their careers.

Institutional Accreditation

This theme focuses on the university's achievements in accreditation, demonstrating its commitment to maintaining high academic standards. Achievements in accreditation reflected the university's continuous pursuit of educational standards and quality assurance. For instance, the Middle States Commission on Higher Education, monitors data using indicators and metrics in categories such as student achievement, annual enrollment, financial health, and federal financial responsibility as part of the Annual Institutional Update (AIU) Additionally, a report by the Postsecondary Commission underscores the role of accreditors in overseeing academic quality and student outcomes, highlighting the importance of accreditation in maintaining educational standards. (Leschly & Guzman, 2022)

Developed students with knowledge, skills, and values

This theme emphasizes the university's success in producing graduates who are well-rounded and prepared for their careers. Graduates were seen as competent professionals equipped with holistic development, reinforcing PNC's role in nation-building. (OECD, 2021) "Future of Education and Skills 2030" project underscores the necessity of equipping students with the knowledge, skills, attitudes, and values required to thrive in the 21st century¹. Additionally, the OECD's report on embedding values and attitudes in the curriculum highlights how curricula can provide opportunities for students to develop these essential competencies.

Superordinate Theme 3: Influential Factors on University's Change

The second superordinate theme of influential factors on university's change summarized the overall perspective of Dangal ng Bayan on several internal and external

factors that contributed to PNC's transformation. The corresponding subordinate themes anchored the participants' responses in unfolding the essence of their lived experiences.

Recognition from Multiple Accreditation Institutions

This theme highlights the impact of external validation on the university's development, as accreditation from reputable bodies enhances its credibility and motivates continuous improvement. External validation reinforced the university's credibility and motivated continuous improvement. For instance, the Council for Higher Education Accreditation (CHEA) recognizes over 60 institutional and programmatic accrediting organizations, which play a crucial role in maintaining academic quality and institutional credibility. Additionally, the International Network for Quality Assurance Agencies in Higher Education (INQAAHE) promotes excellence in higher education through a global community of quality assurance agencies.

Active Institutional Involvement in Accreditation

This theme emphasizes the university administration's proactive role in pursuing accreditation, demonstrating its commitment to meeting high standards and achieving excellence. The university administration's proactive approach in meeting accreditation standards paved the way for growth. According to the Council for Higher Education Accreditation (2021), and (Ernest et al., 2023) active institutional involvement in meeting accreditation standards is crucial for promoting growth and ensuring quality education. It emphasizes that proactive approaches by university administrations in meeting accreditation standards can pave the way for institutional growth.

Political Shifts

This theme acknowledges the influence of changes in political leadership on the university's operations, policies, and overall direction. Changes in political leadership influenced policies, funding, and overall institutional direction. (Edelman, 2025) highlights that political leadership changes can impact educational policies and funding, which resonates with the experiences of Dangkal ng Bayan participants. This finding supports the notion that changes in political leadership can influence policies, funding, and overall institutional direction, as experienced by the Dangkal ng Bayan participants.

Integrating Digital Technology into Teaching Modalities through Institutional Learning Management System

This theme highlights the university's adaptation to technological advancements by implementing digital learning platforms and supporting online teaching. The university adapted to technological advancements by implementing digital platforms for learning and administrative processes. (Bećirović, 2023) emphasizes that institutional support and management are crucial for successfully integrating digital technologies into teaching modalities. As noted by (Timotheou et al., 2022), 'the role of institutional strategies and policies in adopting ICT is essential,' reflecting the university's efforts to adapt to technological advancements, the university's proactive approach in implementing digital platforms for learning and administrative processes has been crucial for adapting to technological advancements.

Institutional History of Student-Led Protests

This theme explores the role of student activism in influencing the university's development, highlighting issues in governance and academic policies. The presence of student activism played a role in institutional reforms, highlighting issues in governance and academic policies. (Rios-Jara, 2021) highlights that student activism has played a crucial role in shaping governance and academic policies in higher education. This finding supports the notion that student-led protests have been instrumental in driving institutional reforms and highlighting governance issues, as experienced by the Dangkal ng Bayan participants.

Presence of a prominent person inaugurating the institution

This theme examines the impact of support and recognition from influential figures on the university's legitimacy and prestige. The support and recognition from influential

figures contributed to the university's legitimacy and prestige. According to (Amado Mateus & Juarez Acosta, 2022), the support and recognition from influential figures play a crucial role in shaping the reputation and legitimacy of educational institutions, it emphasizes that the support from prominent individuals can significantly enhance the prestige of educational institutions.

Superordinate Theme 4: Dangkal ng Bayan's Perceptions on University's Change

The next superordinate theme of Dangkal ng Bayan's perceptions on university's change summarized the overall perspective of Faculty members and staff who had varied interpretations of the changes within the university. The corresponding subordinate themes anchored the participants' responses in unfolding the essence of their lived experiences.

Positive Institutional Changes

This theme reflects the Dangkal ng Bayan's positive perceptions of the university's development and its impact on students and faculty. Some Dangkal ng Bayan viewed PnC's development as progressive and beneficial, bringing new opportunities for students and faculty. According to (Langrafe et al., 2020), improved relationships between higher education institutions and their stakeholders, based on stakeholder theory principles, create more value. This finding supports the notion that positive institutional changes at Pamantasan ng Cabuyao have been driven by effective stakeholder engagement, bringing new opportunities for students and faculty.

From Resistance to Positive Transformation

This theme highlights how Initial resistance to change eventually shifted towards acceptance and appreciation as improvements became evident. According to (Lomba-Portela et al., 2022), resistance to educational change among teachers can be overcome through effective leadership and institutional support, leading to positive transformation highlighting that effective leadership and institutional support are crucial in transforming resistance to change into acceptance and appreciation.

Rationalizing Declining Quality in Education

This theme addresses concerns about maintaining academic excellence in the face of rapid expansion and increasing student enrollment. Concerns about maintaining academic excellence arose, particularly with the rapid expansion of programs and student enrollment. According to the (Harvard Graduate School of Education, 2023), higher education institutions face significant challenges in maintaining academic quality while expanding programs and increasing student enrollment. This finding supports the notion that concerns about maintaining academic excellence arose at Pamantasan ng Cabuyao, particularly with the rapid expansion of programs and student enrollment, as experienced by the Dangkal ng Bayan participants

Superordinate Theme 5: The Culture and Identity of Pamantasan ng Cabuyao Over the Years

The next superordinate theme of the Culture and identity of Pamantasan ng Cabuyao over the years summarized the overall perspective of PNC's identity evolved through both positive and challenging experiences. The corresponding subordinate themes anchored the participants' responses in unfolding the essence of their lived experiences.

PNC's History of Undesirable Events

This theme acknowledges the university's history of controversies and challenges, highlighting its resilience and drive for improvement. Past controversies and struggles shaped the institution's resilience and drive for improvement. According to (de Zwart, 2020) the concept of unintended consequences in social and political analysis, emphasizes how past events and controversies can lead to institutional resilience and drive for improvement. This finding supports the notion that past controversies and struggles at Pamantasan ng Cabuyao have shaped the institution's resilience and drive for improvement, as experienced by the Dangkal ng Bayan participants.

PNC Breakthrough from Local Institution to Recognized University

This theme marks the university's significant transition from a small local college to a recognized university. The transition from a small local college to a recognized university marked a milestone in its history. According to (Masdonati, 2020), the transition to higher education involves strategic stages and challenges, which are crucial for institutions moving from local colleges to recognized universities successful transitions from community colleges to universities are facilitated by strategic planning and institutional support,' reflecting the experiences at Pamantasan ng Cabuyao.

Tight Family Ties within the PNC Community

This theme emphasizes the strong sense of community and interpersonal relationships among faculty, staff, and students. Strong interpersonal relationships among faculty, staff, and students fostered a sense of belonging. According to the International Journal of Environmental & Science Education (2020), positive interpersonal relationships among faculty, staff, and students are crucial for fostering a sense of belonging and community in educational settings. This finding supports the notion that strong interpersonal relationships among faculty, staff, and students at Pamantasan ng Cabuyao fostered a sense of belonging, as experienced by the Dangal ng Bayan participants.

Institutional Engagement in Community Development Through Extension Programs

This theme underscores the university's commitment to student involvement in decision-making processes. PNC's commitment to social responsibility was evident in its outreach initiatives. According to (Pilar & Flordelina Utleg, 2023), the involvement of faculty, staff, and students in community extension services programs is crucial for realizing the university's vision and mission and fostering social responsibility. This finding supports the notion that Pamantasan ng Cabuyao's commitment to social responsibility is evident in its outreach initiatives, as experienced by the Dangal ng Bayan participants.

Sustained Practice of Student Representation in Institutional Leadership

This theme underscores the university's commitment to student involvement in decision-making processes. The inclusion of student voices in decision-making processes strengthened institutional democracy. According to (Cáceres-Reche et al., 2021), the inclusion of student leaders in decision-making processes is crucial for strengthening institutional democracy. This finding supports the notion that the sustained practice of student representation in institutional leadership at Pamantasan ng Cabuyao has strengthened institutional democracy, as experienced by the Dangal ng Bayan participants.

PNC as machinery for Political Agenda

This theme explores the influence of political factors on the university's operations. Political influences occasionally shaped the university's direction, raising concerns about autonomy. According to (Dumbuya, 2024), political interference poses a critical challenge to university governance, undermining institutional integrity and academic freedom. This finding supports the notion that political influences occasionally shaped the university's direction at Pamantasan ng Cabuyao, raising concerns about autonomy, as experienced by the Dangal ng Bayan participants.

Loss of Financial Support for Faculty Professional Development

This theme addresses the impact of Limited funding affected opportunities for faculty training and professional growth. According to (Shuls & Flores, 2020), shrinking budgets and lack of financial support significantly impact opportunities for faculty training and professional growth. This finding supports the notion that limited funding at Pamantasan ng Cabuyao affected opportunities for faculty training and professional growth, as experienced by the Dangal ng Bayan participants.

Superordinate Theme 6: Preserved Culture and Identity of Pamantasan ng Cabuyao Over the Years

The next superordinate theme of the preserved culture and identity of Pamantasan ng Cabuyao over the years. Despite various transformations, some core values and traditions remained intact. The corresponding subordinate themes anchored the participants' responses in unfolding the essence of their lived experiences.

Teachers' Passion for Teaching

This theme highlights the enduring dedication and commitment of faculty members to providing quality education. Faculty members continued to demonstrate dedication and commitment to quality education. According to (Ertürk, 2023), teacher autonomy significantly influences professional dedication, which is crucial for commitment to the teaching profession. This finding supports the notion that faculty members at Pamantasan ng Cabuyao continued to demonstrate dedication and commitment to quality education, as experienced by the Dangal ng Bayan participants.

Superordinate Theme 7: Personal Challenges Experienced by Dangal ng Bayan in Pamantasan ng Cabuyao

The next superordinate theme of the personal challenges experienced by Dangal ng Bayan in Pamantasan ng Cabuyao summarized the encountered several struggles throughout their careers at PNC. The corresponding subordinate themes anchored the participants' responses in unfolding the essence of their lived experiences.

Sudden Shift in Teaching Modality from Face-to-Face to Online Instruction

This theme explores the challenges that faculty members faced during the transition to digital learning. The abrupt transition to digital learning due to unforeseen circumstances posed challenges. According to (Maposa & Vongai Blessing Chakanyuka, 2023) highlights that the sudden shift to online learning posed challenges related to equity and access to technology. Professors faced increased workload and the need for technological training during the mandatory transition to online teaching,' reflecting the experiences at Pamantasan ng Cabuyao.

Faculty Challenges on Digital Literacy and Technological Adaptation

This theme addresses the difficulties that some faculty members encountered in adapting to new teaching technologies. Some educators faced difficulties in adapting to new teaching technologies. (Camacho-Zúñiga et al., 2023) Continuing professional learning is vital to support teachers in refreshing, developing and broadening their knowledge and to help them keep up with changing research, practices and student needs throughout their careers. However, there is growing concern in many countries that traditional forms of professional development in the form of one-off courses or seminars have failed to live up to that promise.

Insufficient Program Facilities During Early Establishment

This theme acknowledges the resource limitations that the university faced during its early years. The university's early years were marked by resource limitations that impacted academic programs. A report on the state of facilities in higher education (2020) highlights the financial challenges and structural vulnerabilities that many institutions face during their early establishment. Additionally, chronic underfunding and outdated infrastructure, as discussed in a brief on the impact of school facilities on student health and performance, further exacerbated these difficulties. The analysis on the impact of insufficient clinical sites on nursing programs also illustrates the broader resource limitations in higher education, including the shortage of faculty and essential facilities.

Adjusting to Changes in Organizational Management

This theme highlights the challenges of adapting to shifts in leadership and policies. Shifts in leadership and policies required continuous adaptation. The AAUP's statement on political interference in higher education (2024), highlights how political actions and legislation have reached alarming levels, impacting academic freedom and organizational management. These political interferences, including efforts to reshape colleges and

universities through restrictive legislation, have posed significant challenges for educational institutions

Balancing Multiple Responsibilities and a Heavy Workload

This theme emphasizes the challenges of juggling teaching, research, and administrative tasks. Faculty members had to juggle teaching, research, and administrative tasks. (GEM Report, 2025) highlights the common challenges faced by faculty members, including the need to balance teaching, conducting research, mentoring students, and participating in various administrative duties. Additionally, a review on managing and leading education systems emphasizes the importance of leadership and management in navigating the complexities of balancing multiple responsibilities

Compromising Program Policies over Student Interest

This theme explores the situations where faculty members had to make concessions to accommodate student needs. At times, faculty members had to make concessions to accommodate students' needs. According to (Walter, 2023) various education policy issues, including the need to accommodate student needs while maintaining program integrity, are highlighted in an article on education policy issues These challenges not only affected the faculty members' ability to maintain program policies but also had a profound impact on the overall functioning of the institution.

Superordinate Theme 8: Dangal ng Bayan's Aspirations for Pamantasan ng Cabuyao's Future

The next superordinate theme of the Dangal ng Bayan's aspirations for Pamantasan ng Cabuyao's future summarized the overall perspective of Dangal ng Bayan that despite challenges, they remained hopeful for PNC's future. The corresponding subordinate themes anchored the participants' responses in unfolding the essence of their lived experiences.

PNC as an Instrument for Producing Socially Responsible Citizens

This theme envisions the university as a center for character-building and civic engagement. According to (Chittum et al., 2022) a research synthesis on community-based and civic engagement in higher education, such practices significantly contribute to the development of students' civic and community-based skills. (Van den Wijngaard et al., 2024) further supports the idea that higher education can play a crucial role in fostering civic engagement, highlighting the dynamic nature of educational experiences in shaping students' civic capacities.

Landscape Expansion with Increased and Optimized Learning Facilities

This theme highlights the need for infrastructure improvements and expanded facilities. Calls for infrastructure improvements were emphasized. According to a scoping review on developing outdoor campus spaces, infrastructure improvements are crucial for promoting student conducive learning environments. (Birdwell et al., 2024), These improvements not only enhance the learning environment but also align with the university's vision of expanding and optimizing learning facilities

Achieve Global Recognition

This theme expresses the desire for the university to gain international credibility and academic excellence. A strong desire for PNC to gain international credibility and academic excellence was evident. According to a study on international university rankings, research reputation, internationalization, and publication metrics are key indicators of global recognition (Uslu, 2020) These indicators not only enhance the university's international credibility but also align with Pamantasan ng Cabuyao's vision of achieving academic excellence.

Resilience in Digital Transformation

This theme encourages the university to continuously integrate technology into education. According to a study on digital transformation and enterprise resilience, integrating technology into organizational processes significantly enhances resilience by reducing agency costs and increasing information transparency (Li & Wang, 2024) These

findings highlight the importance of continuous technological integration in education, aligning with the university's vision of fostering resilience through digital transformation

Struggling Battle for Existence and Institutional Growth

This theme acknowledges the ongoing challenges that the university faces in sustaining its development. Despite progress, the university faced ongoing challenges in sustaining its development. According to a study on higher education's contributions to development, universities often face challenges such as limited academic freedom and institutional autonomy (Chankseliani et al., 2020) These challenges highlight the ongoing struggle for existence and institutional growth, despite the progress made in various areas

Superordinate Theme 9: Overall Perceptions on Pamantasan ng Cabuyao's Journey

The last superordinate theme of overall Perceptions on Pamantasan ng Cabuyao's journey summarized the overall perspective of Dangkal ng Bayan, is a story of growth, resilience, and transformation. The corresponding subordinate themes anchored the participants' responses in unfolding the essence of their lived experiences.

Transformative

This theme highlights the university's significant evolution and transformation over time. PNC has evolved from a small local institution into a recognized university, continuously adapting to changes and improving its academic framework.

Perfect

This theme reflects a sense of pride and optimism for the university's future. While not without challenges, every success and struggle has shaped PNC into the institution it is today.

Hopeful

This theme expresses a positive outlook on the university's potential for continued growth. There is optimism for PNC's continued growth, with aspirations for global recognition and enhanced academic excellence.

Circus of Emotions

This theme acknowledges the university's journey as a complex and dynamic process. The university's journey has been filled with highs and lows, from political influences to accreditation milestones and student-led movements.

Challenging

This theme emphasizes the challenges that the university has faced and continues to face. Financial constraints, administrative shifts, and digital transitions have tested the university's resilience.

Competent

This theme highlights the university's commitment to quality education and its ability to overcome challenges. PNC has maintained its commitment to quality education, faculty development, and institutional credibility.

Transcendence

This theme describes the university's ability to rise above challenges and achieve excellence. Despite obstacles, PNC has risen above challenges, proving its capacity to excel and grow.

5. Conclusion

The lived experiences of the Dangkal ng Bayan reveal a deep sense of fulfillment, commitment, and resilience. While many expressed pride and inspiration in contributing to student growth and institutional development, others also highlighted challenges such as political influence, lack of agency, and shifting administrative directions. These insights underscore the complexity and emotional depth of serving within an evolving academic institution. Pamantasan ng Cabuyao has undergone significant transformation over the years. These changes demonstrate the university's commitment to academic excellence and responsiveness to both internal and external demands.

Despite its progress, the university has faced considerable challenges including inconsistent leadership, limited resources, political interference, and rapid shifts in educational modalities. These issues have impacted faculty morale, institutional policies, and the quality of program implementation, calling for strategic and sustainable reforms.

The findings affirm the feasibility and value of developing a coffee table book as a tool for historical preservation, institutional branding, and community engagement. The richness of the narratives collected provides a compelling foundation for a visually and narratively impactful publication that can showcase PnC's legacy in a manner that is both informative and inspirational.

6. Acknowledgement

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