



**Hubert H. Humphrey Fellowship Program**  
**Summary of Activities**

Please return this completed form to the IIE Humphrey Program office before June 16. List all activities undertaken as part of your Humphrey Fellowship Program. Add additional pages if necessary. This summary report will be forwarded to the U.S. Embassy or Fulbright Commission in your country which nominated you for the Humphrey Program.

Please follow this same format if you use a computer.

**NAME:** ARNEL JOSE S. BANAS      **COUNTRY:** PHILIPPINES

**UNIVERSITY:** University of Washington (Seattle)

**ACADEMIC COURSES** (Indicate if taken for audit or credit and attach transcripts, if available):

1. First Semester/term Autumn Term

Marketing and Human Resources from an Environmental Perspective (audit)  
Special Topics c/o Evans School (audit)

2. Second Semester/term Winter Term

Finance and Accounting from an Environmental Perspective (audit)  
Special Topics c/o Evans School (audit)  
Intermediate Tagalog (sit-in)  
Introduction to Philippine History (sit-in)

3. Third term Spring Term

Special Topics c/o Evans School (audit)  
Project Management c/o Evans School (special course for Fellows)

Were you used as a resource in any of your classes or other classes at the university?  
Explain:

Yes. During the Autumn term, my professor in Marketing and Human Resource from an Environmental perspective requested me to give a power point presentation on Human Resource in the Philippines. I discussed the situation of labor in my country particularly on the plight of overseas Filipino workers (OFWs) and the effects of globalization on this group of Filipinos.

During the winter term, my requests to sit in the Tagalog Language class and in the Philippine History class were granted. My main reason was to make myself available in case students need assistance or information about the Philippines. It was also my way of having close interaction and to meet Americans, foreign students and Filipino-Americans who are interested in Philippine politics, language and culture.

In the Tagalog Language class, for example, I participated in the sessions and group exercises. Being a native Tagalog speaker, I hope I was able to add to the experience and discussion of the students who were learning the language.

#### **HUMPHREY SEMINAR:**

General Topic for 1st Semester:

General Topic for 2nd Semester:

**List presentations you made at the Humphrey seminar:**

#### **UNIVERSITY WORKSHOPS AND SEMINARS ATTENDED:**

1. January 23, 2008

Talk and Workshop given by award-winning new York-based Filipina writer Ninotchka Rosca on **“Women, Migration and War.”**

Venue: Lowe Hall, University of Washington

2. January 31, 2008

**“Translation in Wartime”** talk by Prof. Vicente L. Rafael

Venue: Kane Hall, University of Washington

3. February 6, 2008

Attended forum on **“Corporate Responsibility: Companies and Careers That Make a Difference.”**

Venue: Balmer Hall Commons, University of Washington

#### **LIST OF PRESENTATIONS MADE ON CAMPUS:**

1. November 28, 2007

**“Philippines, Inc: Managing and Branding its Human Resources”**  
Showing of video **“Philippines: More Than You Can Ever Imagine”**

Venue: ESRM 320 Class, College of Forestry, University of Washington

2. February 6, 2008

**“Philippines Inc: Managing and Branding its Human Resources”**  
Showing of video **“Philippines” More Than You Can Ever Imagine”**  
This presentation was made upon the invitation of the Nikkei Students Association.

Venue: Communications Building, University of Washington

3. February 8, 2008

**“Do You Have Text Appeal? Maintaining Relationships in a Globalized World”**

Venue: Balmer Hall, University of Washington

4. February 15, 2008

**“Tips for a Great Interview”**

Venue: Parrington Hall, University of Washington

5. Feb 22, 2008

**“Filipino Workers: Modern Day Heroes Cope in a Globalized World.”** This activity was sponsored by the International Student Gateway Interest Group (InGate) and the Marc Lindenberg Center as part of its Cultural Encounter Series.

Showing of various photos of and about the Philippines, accompanied by the song **“Paraiso”** by multi-awarded Filipino composer Ryan Cayabyab”

Venue: The Commons, Parrington Hall, University of Washington

6. May 30, 2008

I had the honor and privilege to speak on behalf of this year's batch of Humphrey Fellows at the UW. This was on the occasion of the **20<sup>th</sup> Anniversary of the Hubert H. Humphrey Program** at the University of Washington.

The speech is entitled "**I am a Humphrey Fellow, Nothing Humphrey is Alien to Me.**"

The program was attended by faculty, students, representatives of offices where Fellows had professional affiliation, host families and the citizens of Seattle.

The event was taped and was shown two times on cable television. Below is the link of the video:

<http://www.tvw.org/media/mediaplayer.cfm?Evid=2008050116>

**OFF-CAMPUS PROFESSIONAL CONFERENCES/VISITS** (indicate topic, location, date):

**A. Off-Campus Presentations**

1. April 9, 2008

Presentation and Visit to TOPS Elementary School, Seattle c/o Foundation for International Understanding Through Students (FIUTS) of UW. I made a presentation entitled "**Philippines: The Islands Has It All**" and showed the video "**Philippines: More Than You Can Ever Imagine.**"

FIUTS has actively invited the HHH Fellows throughout the year. The Fellows have participated in various activities.

Venue: TOPS Elementary School, Seattle

2. May 2, 2008

Presentation entitled "**From Senate to Seattle.**" Showing of video "**Philippines: More Than You Can Ever Imagine**"

This presentation was made during my professional affiliation at the King County. Officers and staff of the Human Resources Division attended the Filipino lunch and power point presentation.

Venue: King County Administration Building

3. May 6, 2008

Presentation entitled “**Philippines: Pearl of the Orient Seas.**” Showing of the Video “**Philippines: More Than You Can Ever Imagine.**”

The Rotary Club of Issaquah invited several of the Fellows during the year. I understand that for this year, I had the privilege to be the last speaker to have had the chance to speak to the members.

Venue: Rotary Club of Issaquah

## **B. Off-Campus Seminars/Conferences**

1. October 28-November 1, 2007

**Global Leadership Forum** (Sponsored by State Department and IIE)

Venue: L’Enfant Hotel, Washington DC

2. March 17-19, 2008

Seminar on “**Strategic Marketing in the Public Sector**” c/o Cascade Center, Evans School.

My presentation was originally not part of the program. I approached the facilitator requested that I be given an opportunity to introduce the Humphrey Program and my country. My request was granted.

I was given a few minutes to say something about the HHH Program. Also, I was allowed to show the video “**Philippines: More Than You Can Ever Imagine.**”

The participants were composed of government and non-governmental people from the Pacific Northwest involved in marketing and communications.

Venue: Talaris Center, Seattle

3. March 26, 2008

**King County Employee Orientation**

Venue: Chinook Building, Seattle

4. April 2-4, 2008

**Improving Managerial Skills** c/o American Management Association (AMA)

Venue: Harrah's Hotel, Las Vegas, Nevada

5. April 21, 2008

**Seminar on "Responding to Change for Individuals"** c/o King County

Venue: Yesler Building, Seattle

6. April 22, 2008

Seminar on **"Improving Processes and Creating Excellence at Work"** c/o King County

Venue: Yesler Building, Seattle

7. April 25-27

**Year-End Retreat with UW Fellows** c/o Evans School, UW

Venue: Camp Casey, Whidbey Island

8. May 7, 2008

Seminar on **"Providing Exceptional Customer Service"** c/o King County

Venue: Yesler Building, Seattle

9. May 8, 2008

Seminar on **"Managing People Through Change"** c/o King County

Venue: Yesler Building, Seattle

10. May 11-14, 2008

**Year-end Retreat** c/o State Department and International Institute of Education

Venue: Rocky Gap Lodge, Cumberland, Maryland

11. May 27, 2008

Seminar on **"Conscious Communication"** c/o REI

Venue: The Campus, REI Headquarters, Kent

### **C. Visits**

1. October 30, 2007

#### **Courtesy Visit to His Excellency Ambassador Willy Gaa**

During the Global Leadership Forum, the four Fellows from the Philippines made a courtesy visit to the Philippine Embassy. We met with the Ambassador and we discussed the Humphrey Program and the activities of the Fellows. Our meeting and the photo were posted in the website of the Philippine Embassy. Please see link below.

<http://www.philippineembassyusa.org/PRAmbGaaHumphreyScholars29Nov07.htm>

Venue: Embassy of the Philippines, Washington DC

2. November 9, 2007

**Visit to the State Legislature, Olympia, Washington**, organized by the Evans School. The Fellows met with Mr. Sam Reed, Washington Secretary of State; Sen Karen Fraser and Dir. Eva Santos, Director of the Washington Department of Personnel.

Also, I had a one-one-one meeting with the Senate Secretary, Thomas Hoemann, who gave me a personal tour of the Legislative building and explained the work of the Washington State Senate.

Venue: Legislative Building, Olympia, Washington State

3. February 11, 2008.

#### **Visit to the King County Executive Offices**

Met with King County Executive Ron Sims, Councilman Larry Gosset and other their officers and staff.

Venue: Columbia Tower, Seattle

4. Feb 13, 2008

**Visit with Ms. Louise W. Little, Director of Personnel, University Bookstore.** The purpose was for a brief introduction and explore possibilities of professional affiliation.

Venue: University Bookstore, University Avenue, Seattle

5. April 28, 2008

Visit to Naval Base, Kitsap Bangor “**Tour of aircraft carrier USS John C. Stennis**”

This activity was made possible when I had the opportunity to meet the Rear Admiral of the US Navy in one of the Rotary Club meetings which I attended. Former Rear Admiral Bill Center, Senior Adviser of the HHH Program of UW, who is a Rotary Club member, brought interested Fellows to some of the Rotary Club meetings in downtown Seattle. I was able to attend two of these meetings.

Venue: Bremerton, Washington State

**HUMPHREY ENHANCEMENT WORKSHOPS:** (check one or more)

- Global Development and Social Justice, Atlanta, GA
- International Finance and Development, Washington, DC
- Natural Resource Management and the Environment, Denver, CO
- Working with Conflict: The Art of Negotiation and Leadership, Maryland

**SPECIAL PROJECT(S) (on or off campus) IN WHICH YOU HAVE PARTICIPATED:**

1. October 31, 2007

I formally proposed the establishment of “**HHH-SEA 21**” composed of the twenty-one Hubert H. Humphrey Fellows for 2007-2008 from the Southeast Asian Region. There was a unanimous positive response from all the concerned Fellows. We started communicating and discussing possible joint projects and activities in the future.

2. November 22, 2007

Thanksgiving Day Volunteer Work at the Center for Homeless Women YWCA, at Angelines, downtown Seattle. I worked as server/helper in the main dining area during the morning shift.

3. Feb 17, 2008

Participated in the **Penpal Program** of the Foundation for International Understanding Through Students (**FIUTS**). I was paired with two elementary students with whom I have exchanged letters with prior to this lunch.

<http://www.fiuts.org/gallery/penpallunch08.html>

Venue: The HUB Building, University of Seattle

4. April 9, 2008

Participated in the **country presentations** at the TOPS Elementary School c/o **FIUTS**. My presentation was entitled "**Philippines: The Islands Has it All.**"

Venue: TOPS Elementary School, Seattle

<http://www.fiuts.org/gallery/tops2008a.html>

5. May 11-14, 2008

Before the Year-End Retreat in Maryland, the Fellows who are part of the **HHH-SEA 21** agreed that they will try to raise funds for the victims of the cyclone that hit Burma (Myanmar). An appeal was made to all the Fellows. At the end of the retreat, \$700 was raised which was used to buy needed supplies for the victims.

**PROFESSIONAL AFFILIATION** (indicate organization, number of days and activity/responsibilities):

**1. King County Human Resource Division** (20 Days)  
May 26-May 9, 2008

List of Activities

March 26	New Employees Orientation Program Chinook Building
April 7	HRD Meeting – Research, Development and Quality Assurance Team , chaired by Atty. Kerry Delaney, Assistant Operations Manager
April 7	Meeting with Atty. Liz Ford, Labor Relations Manager
April 7	Round Table Charter Meeting Maynard Room, Administration Building
April 8	Community Forum Meeting Chinook Building
April 8	Neogov Training with Christine Hogue, Communications Program; and Sharon Thompson, Project Program Manager. Chinook Building, 8 <sup>th</sup> floor

The project is on the Automation of Job Openings – Public Sector Workforce Management

- April 10 ABT Training – Accountable Business Transformation  
Chinook Building
- April 10 Overview of King County Central Training Program with Sheryl Lenox Chaney, Manager, Training and Organization Development.
- April 21 Seminar on Responding to Change for Individuals  
Yesler Building
- April 22 Seminar on Improving Processes: Creating Excellence at Work  
Yesler Building Room 250
- April 23 Meeting with Atty. Mandie Barnes and Sheryl Lenox Chaney re observations of the seminars attended
- April 24 Meeting with Greg Wilson, Project Program Manager
- April 24 Meeting with Michael Jacobsen, Performance Management Director, Office of the King County Executive Mr. Ron Sims on Organizational Performance to Employee Performance; KingStat Performance Measures.
- April 29 Seminar on Employment Selection Processes and Techniques,  
Facilitated by Candice Stephens, Yesler Building Room 250
- April 30 Meeting with Kathy Coronetz, HR Service Delivery Manager, Performance Management Project on Performance Management Project, Succession Planning, and Employee Performance Accountability System” (EPAS).
- April 30 Meeting with Gregory Felton, HR Administrator, on “Hiring Process Overview”
- May 1 Meeting on “Developing Team Performance Measures” with Kim Ramsey, Interim HR Manager, King County Department of Natural Resources and Parks, Wastewater Treatment Division. Venue: King Street Building
- May 1 Meeting with King County Executive Ron Sims, 32<sup>nd</sup> Floor, Columbia Building
- May 2 Presentation by Arnel and showing of video The Philippines: More Than the Usual

- May 5                      Records Management Orientation c/o Tony Adams
- May 5                      Site Inspection of the Records and Archives Office
- May 5                      Exit Interview with Atty. Anita Whitfield, Director, Human Resources Division
- May 7                      Seminar on “Providing Exceptional Customer Service”  
Yesler Building
- May 8                      Seminar on “Managing People Through Change”  
Yesler Building
- May 8                      Meeting with Jim Johnson, Labor Negotiator II

2.REI - Recreational Equipment Incorporated (10 Days)  
May 19-May 30, 2008

Time	Appointment	Title	Location
9:00 a.m. – 10:00 a.m.	Wende Smith	Manager, Planning & Operations	Klapatche
10:00 a.m. – 11:00 a.m.	Dennis Loney	Sr. HR Rep – Employee Practices	Klapatche
11:00 a.m. – 12:00 p.m.	Erin Hass	Manager, Training & Development	Café

**Wednesday, May 21**

Time	Appointment	Title	Location
9:00 a.m. – 10:00 a.m.	Beylan Brown	Manager, Compensation	Klapatche
10:00 a.m. – 11:00 a.m.	Anna McGough	Manager, Recruiting	Café
11:00 a.m. – 12:00 p.m.	Michelle Clements	Sr. VP of Human Resources	Michelle’s Office

**Friday, May 23**

Time	Appointment	Title	Location
9:00 a.m. – 10:00 a.m.	Sally Jewell	President and CEO	Sally’s Office
10:00 a.m. – 11:00 a.m.	Greg Medlyn	Director, HR Organizational Development	Trailblazer
11:00 a.m. – 12:00 p.m.	Maggie Ricketts	Director, Recruiting &	Trailblazer

		Talent Management	
--	--	-------------------	--

## Tuesday, May 27

Time	Appointment	Title	Location
10:00 a.m. – 11:00 a.m.	Inside Track	Conscience Communication	REI HQ

## Thursday, May 29

Time	Appointment	Title	Location
9:00 a.m. – 10:00 a.m.	Beth Sherryl and Rob Anderson	Training Specialists	Summerland
10:00 a.m. – 11:00 a.m.	Open		
11:00 a.m. – 12:00 p.m.	Kevin Hagen	Director, CSR Program	Cafe

## Friday, May 30

Time	Appointment	Title	Location
10:30 a.m. – 12:00 p.m.	Kristin Bradley	HR/OD Rep Northwest Region	REI Seattle Store

**PARTICIPATION IN PROFESSIONAL AND COMMUNITY ORGANIZATIONS** (e.g. ASPA, APHA, sports, church, Rotary Club, etc.):

- Foundation for International Understanding Through Students (FIUTS), University of Washington
- Filipino Association of Seattle
- Peace Trees (NGO that helps landmine victims in Vietnam)
- Rotary Club (Downtown Seattle) – attended two meetings
- Rotary Club of Issaquah – gave a talk to the members

**ADDRESSES TO LOCAL GROUPS** (list location, date, topic and audience, e.g. community organizations, schools, churches, etc.):

1. Strategic Marketing in the Public Sector (March 19, 2008)

Short talk about the HHH Program and showing of the video **“The Philippines: More Than You Can Ever Imagine”**

2. TOPS Elementary School ( April 9, 2008)

Talk entitled **“The Islands Has it All”** <http://www.fiuts.org/gallery/tops2008a.html>

3. Rotary Club of Issaquah ( May 6 2008)

**“Philippines: Pearl of the Orient Seas”**

**INTERVIEWS** (newspapers, radio, television; attach clippings if available):

1. October 30, 2007 **“Filipino Fellows with Ambassador Gaa”**

<http://www.philippineembassy-usa.org/PRAmbGaaHumphreyScholars29Nov07.htm>

2. December 4, 2007 The Daily **“Knowledge Without Borders”**

<http://thedaily.washington.edu/2007/12/4/knowledge-without-borders/>

3. February 1, 2008 Philippine Adobo at the International Kitchen

**“Promoting Peace and Understanding One Dish at a Time”**

[http://fellows.humphreyfellowship.org/page/102860/?ct=cdisplay&nt=true&cd\\_eid=57289](http://fellows.humphreyfellowship.org/page/102860/?ct=cdisplay&nt=true&cd_eid=57289)

4. February 22, 2008 The Daily **“Fellow to Pay Tribute to Overseas Filipino Workers”**

<http://thedaily.washington.edu/2008/2/22/fellow-pay-tribute-overseas-filipino-workers/>

5. February 25, 2008 The Daily **“Humphrey Fellow Pays Tribute to OFWs”**

<http://thedaily.washington.edu/2008/2/25/humphrey-fellow-pays-tribute-modern-day-heroes/>

7. March 15, 2008 ABS CBN Ch 2 Online News **“OFWs should participate in governance”**

<http://www.abs-cbnnews.com/storypage.aspx?StoryID=112234>

8. April 9, 2008 FIUTS Classroom Visits

<http://www.fiuts.washington.edu/educationoutreach/classroomvisits.html>

**HOST/FRIENDSHIP FAMILY** (if you had one, please comment on the relationship)

My host family included Robert Harrison, his wife Marcia Ciol and their children Joanna and Joseph. Robert and Marcia both teach at the University of Washington. Marcia, originally from Brazil, was once a scholar herself to the United States so she knows exactly what I am experiencing. They are very busy but managed to attend and be with me during important occasions namely:

- International Welcome Night c/o FIUTS, Burke Museum, UW where we first met (September 20, 2007);
- Thanksgiving party at the Evans School (November 17, 2007);
- Thanksgiving Dinner at their home (November 22, 2007);
- My talk and presentation on Overseas Filipino Workers at the Evans School (February 22, 2008);
- Joint birthday celebration of UW Fellows (March 15, 2008); and
- Hosted farewell dinner for me (June 12, 2008)

I appreciate the time they spent with me during my Humphrey year.

**YOUR FAMILY** (if your family was with you in the U.S. describe their activities; e.g. school, participation in organizations, etc.):

Unfortunately, my parents were not able to come and visit me in Seattle during the year. My sister Yasmin and her family, however, visited California for a few days in March but our schedules did not match so we were not able to see each other while they were here.

**ADDITIONAL COMMENTS** (you may wish to use this space as well as the reverse of this paper to write a paragraph or two on your Humphrey year):

Below are some suggestions:

1 . Consider having professional affiliation for a period longer than 30 working days.

I think the period is short for any office to assign a project to a Fellow or for a Fellow to have sufficient time to familiarize himself/herself with an office and come up with a significant project. I would suggest 45 to 60 days.

2. Send letters to offices and organizations for possible professional affiliations as early as possible to give both the offices and the Fellows more time to find a match. Some offices may finalize their schedule way before the time allotted for the professional

affiliation of the Fellows. By the time a letter from a Fellow is sent, they may have finished with their planning.

It might be helpful for offices to know in advance if a Fellow is coming in during the start or middle of the next year. Preparations can be made if Fellows and organizations are given ample time. This is especially true if the Fellow is expected to be part of a specific project where his/her input can be valuable.

3. Fellows be reminded to consider having their professional affiliation earlier. It need not be during the last three months of the program; and

4. Have a directory of offices/organizations where past Fellows have had their professional affiliations. This must be constantly updated. I suggest that the list be arranged according to location or focus. The directory may be shared among the host universities.

5. Finally, continued professional relationships should be maintained with various organization so that Fellows in the coming years will have more choices on where to undergo for their professional affiliation.

My thanks to the US State Department, International Institute of Education (IIE), University of Washington and the Evans School of Public Affairs for the opportunity to be part of an amazing journey of a lifetime.

My thanks to Senate President Manuel B. Villar for allowing me to be in the United States of America and be part of a wonderful learning experience.

Atty. Arnel Jose S. Banas  
HHH 2007-2008  
Philippines

University of Washington  
“Human Resource Management/  
Organizational Development”

June 12, 2008



