



الإمارات العربية المتحدة  
وزارة التعليم العالي  
والبحوث العلمي  
إدارة معادلة الشهادات

الرقم: م. ش / ١٧١٨ / ١٢ / ف خ / ٢٠١٥  
التاريخ: ٢٤ / ٦ / ٢٠١٥ م

(معادلة درجة علمية)

**قررت لجنة معادلة الشهادات بوزارة التعليم العالي والبحث العلمي معادلة الشهادة التالية تفصيلها :**

اسم الشهادة : Doctor of Education in Educational Management

Philippine College of Health Sciences, Inc : المؤسسة المانحة

**بلد الدراسة : جمهورية الفلبين**

Arnel B. Salgado / الصادرة باسم السيد

**بالدرجة العلمية: دكتوراه في التعليم تخصص إدارة التعليم //**

وذلك بناءً على قرار لجنة معادلة الشهادات رقم (٢٨) - (٢٠١٥/٢٤) بتاريخ ٢٠١٥/٠٦/١٦ م

وقد أعطيت له هذه الشهادة بناء على طلبه دون أن تتحمل الوزارة اية مسؤولية تجاه الغير.

حررت في ٢٥/٠٦/٢٠١٥م

~~وإدراج علي الزعابي~~  
~~مقر لجنة معالجة الشهادات~~

**لايعتد إلا بأصل المعادلة**

**ملاحظة:**

- استوفيت الرسوم على طلب المعادلة .
- كل كشط أو تغيير في هذه الوثيقة بلغياها .
- المعادلة لغرض الاستعمال داخل دولة الإمارات العربية المتحدة .
- لا تسلم الانسخة واحدة من هذه الوثيقة ، ويمكن استخراج نسخ أخرى بناءً على طلب صاحب العلاقة

[www.government.ae](http://www.government.ae)

هاتف: +٩٧١ ٢٦٢٨٩٨٩ • فاكس: +٩٧١ ٢٦٢٧٧٠١ • ص.ب ٤٥٢٥٣ • أبوظبي • الإمارات العربية المتحدة  
TELEPHONE: +971 2 642 8989 • FACSIMILE: +971 2 642 7701 • PO BOX 45253 • ABU DHABI • UNITED ARAB EMIRATES





# DEPARTMENT OF FOREIGN AFFAIRS

MANILA, PHILIPPINES



S.N. 11A - 0354258

## AUTHENTICATION CERTIFICATE

*All Whom These Presents Shall Come, Greetings :*

FLORENCIO S. ILAGAN JR., Authentication Officer of the Department of Foreign Affairs, do hereby certify that LILIAN B. ENRIQUEZ, whose name appears signed in the attached certification /document, was at the time of signing, Chief Education Program Specialist, CHED NCR Quezon City, duly appointed and qualified to sign

the certification /document and that full faith and credit may be given to the contents.

In view of the contents of the annexed document (s), the Department assumes no responsibility.

I further Certify that I am familiar with her /his handwriting and verify to believe that the signature and seal affixed to the said certification /document are genuine.

IN WITNESS HEREOF, I have hereunto set my hand at the City of Manila, Philippines, this 1st day of DECEMBER 2011.

  
FLORENCIO S. ILAGAN JR.  
Authentication Officer

Annexed document(s) is/are:

CHED NCR Certification re:  
Transcript of Records & Diploma issued to  
ARNEL B. SALGADO  
4359571

Document  
mp  
(00)

O.R. No.

0123

DATE

DEC 01 2010, fnf

(Not valid without DFA dry seal, red ribbon, documentary stamp and document bears any visible physical tampering, erasures or



Embassy of the  
United Arab Emirates  
**MANILA**  
Consular Section

مستشارة  
الإمارات العربية المتحدة  
مستشارة  
الشعبية الفلسطينية  
الرقسم:

35359

Date: **08 DEC 2011** التاريخ:

نصافق على صحة توقيع وتاريخ  
من جانبنا  
The Embassy is responsible for the contents of the documents  
القسم



United Arab Emirates  
Ministry Of Foreign Affairs  
Consulates Services Dept

الإمارات العربية المتحدة  
وزارة الخارجية  
إدارة الخدمات القنصلية

150 DH  
59037064

1203330364  
19/04/2012

نصافق على صحة توقيع و ختم  
سفارة دولة الإمارات في مانيلا  
نكون نحن الوزارة أي مسؤولية تجاه المحتويات  
وكيل وزارة الخارجية



Attested to the signature and seal  
of the Authentication Div. / Passport Div.  
of Department of Foreign Affairs, Manila

DEPARTMENT OF FOREIGN AFFAIRS  
MANILA

**FERDINANDA FLORES**  
VICE CONSUL

Ser. No. **16277** OR. No. **3919915**  
Fee. Paid **100** Date **08 FEB 2015**

As to the contents of this document the  
Consulate General of the Philippines Dubai, U.A.E.  
assumes no responsibility





Republic of the Philippines  
Office of the President  
**COMMISSION ON HIGHER EDUCATION**  
NATIONAL CAPITAL REGION

Revised CAV Form as of November 10, 2004

NOVEMBER 16, 2011

CAV (CHED) : 11-11-34418  
Series of 2011



## CERTIFICATION

To Whom It May Concern:

Name of Student : ARNEL B. SALGADO  
Degree/Program : DOCTOR OF EDUCATION  
MAJOR IN EDUCATIONAL MANAGEMENT  
Date of Graduation : OCTOBER, 2010  
Special order : 90-145001-0025 Series of 2011  
Date Issued : JUNE 2, 2011  
Name of Institution : PHILIPPINE COLLEGE OF HEALTH SCIENCES, INC  
Address : MANILA

This is to certify that the above institution is a duly recognized private higher education institution and that the entries that appear in the Transcript of Records and Diploma are authentic copies and the signatures appearing are those of the President and other authorities of the said institution.

This certification must not be honored if the copies of the student's Transcript of Records and Diploma presented are not duly authenticated/certified by the School Registrar.

Issued upon the request of Mr./Ms. SALGADO for whatever legal purpose it may serve.

For the Director:

*Lilian B. Enriquez*  
LILIAN B. ENRIQUEZ, Ph.D.  
Chief Education Program Specialist

Not valid without seal  
with erasure/alteration

O.R. No. : 6456300  
Date Issued: 11-09-11



Republic of the Philippines  
Commission on Higher Education  
City of Manila

# Philippine College of Health Sciences, Inc.



PHILIPPINE COLLEGE OF HEALTH SCIENCES

MANILA

CERTIFIED TRUE COPY

To All Persons To whom These Presents May Come  
*per order*  
ANJELINA C. SABADO  
REGISTRAR

Greetings;

DATE: NOV 02 2011

Be it known that Board of Trustees, by virtue of the power and authority vested in them by the Republic of the Philippines through the Commission on Higher Education, has conferred upon

**Annel B. Salgado**

Whose eligibility for graduation has been approved by the Commission on Higher Education for having fulfilled all the requirements for the degree of

**Doctor of Education**

with all the rights and privileges as well as the obligations and responsibilities thereunto appertaining.

In witness thereof, the seal of College and signatures of Chairman of the Board of trustees, the President, the Registrar and the Dean of the College are hereunto affixed.

Given at the City of Manila, Philippines, this 28th day of November in the year of our Lord Two Thousand Ten



*Annel B. Salgado*

Registrar

001-0025 s.2011

*Natividad F. Halog*

Chairman of the Board / President

*Natividad F. Halog*

Dean





# Philippine College of Health Sciences (PCHS), Inc.

1813 Claro M. Recto Ave., Manila, Philippines 1015  
Tel. No. (+632) 734-0339 to 40, Telefax: (+632) 733-9480  
[www.pchsinonline.com](http://www.pchsinonline.com)

June 7, 2011

## CERTIFICATE OF GRADUATION

To Whom It May Concern:

This is to certify that based on records on file with this office, **DR. SALGADO, ARNEL BANAGA** has been granted the degree of **DOCTOR OF EDUCATION (Ed.D.) major Educational Management** as of **October, 2010** and the corresponding Special Order No. **90-145001-0025 s. 2011** dated **June 2, 2011** issued by the Commission on Higher Education, National Capital Region Area, Quezon City.

PHILIPPINE COLLEGE OF HEALTH SCIENCES

MANILA

CERTIFIED TRUE COPY

*[Signature]*  
**AZUCENA C. SABADO**  
REGISTRAR

DATE: NOV 02 2011

*[Signature]*  
MRS. AZUCENA C. SABADO  
Registrar



OFFICE OF THE REGISTRAR

**OFFICIAL TRANSCRIPT OF RECORDS**

Page 1

NAME: **SALGADO, ARNEL BANAGA** DATE OF ADMISSION: **2<sup>nd</sup> Sem. 2005-2006**  
ADDRESS: **Lt 22 Block 24 Drachma St. Cor. Baht St. Ph. 8 North Fairview Q.C.** DATE OF BIRTH: **February 20, 1972**

**PRELIMINARY EDUCATION**

Elementary: **San Vicente Elem. School** Year: **1984**  
High School: **Our Lady of Remedies Academy** Year: **1988**  
College: **Pines City Educational Center** Year: **1993**

ENTRANCE DATA: **TOR from Philippine College of Health Sciences, Inc.** NCEE RATING: \_\_\_\_\_

DEGREE/TITLE EARNED: **DOCTOR OF EDUCATION (Ed. D.)**

TERM	COURSE NO.	DESCRIPTIVE TITLE OF SUBJECTS	GRADES		CREDITS
			Final	Completion	
		<b><u>PINES CITY EDUCATIONAL CENTER</u></b>			
		Graduated with the degree of BACHELOR OF SCIENCE IN NURSING as of March 18, 1993 as Evidenced by Special Order (B) No. 410-017 s. 1993.			
		<b><u>SAINT LOUIS UNIVERSITY, BAGUIO CITY</u></b>			
		Graduate School of Arts and Sciences			
1 <sup>st</sup> Sem. 1993-1994	Educ 216	Special Problems in Philosophy of Education	89		3
	Educ 325R	Foundation of Education 1 and 2	88		3
	Educ 326R	Measurement and Evaluations	91		3
	Educ 327R	Principles of Teaching and Educational Technology	85		3
2 <sup>nd</sup> Sem. 1993-1994	Nsng 210	Advanced Medical – Surgical Nursing I	91		3
	Educ 328R	Observation and Practice Teaching	84		3
	Nsng 211	Advanced Medical-Surgical Nursing 2	87		3
	Nsng 212	Advanced Medical –Surgical Nursing 3	85		3
Summer 1994	RES 201	Methods of Research	90		3
		<b><u>PHILIPPINE COLLEGE OF HEALTH SCIENCES, INC. – GRADUATE STUDIES</u></b>			
Summer 2003		Legal Problems in Nursing	1.0		3
		Human Resource Management	1.0		3
		Principles of Organization and Management	1.0		3
1 <sup>st</sup> Sem. 2003-2004		Curriculum Development in Nursing	1.0		3
		Fiscal Management	1.0		3
		Practicum in Nursing Adm.	1.0		3
		Seminar in Thesis Writing	1.25		1
2 <sup>nd</sup> Sem. 2004-2005		Comprehensive Exams taken last Nov. 2004	97%		passed
		Thesis Writing 1 & 2	1.25		6
	<b>Thesis Title:</b>	“Development and Validation of Self-Worth Scale Inventory (SWOSI) for Aspiring Filipino Nurses.”			
		GRADUATED: MASTER OF ARTS IN NURSING (M.A.N.) major in Nursing Administration & Management as of March, 2005 as per Special Order No. 80-501200-098 s. May 31, 2005.			
		<b><u>PHILIPPINE COLLEGE OF HEALTH SCIENCES, INC. - DOCTOR OF EDUCATION</u></b>			
2 <sup>nd</sup> Sem. 2005-2006		Seminar in Education Philosophy	1.00		3
		Management of School Systems	1.00		3
		Current Trends Issues in Education	1.25		3
		College Teaching	1.00		3

Grade Equivalent 1.00 - 97 - 100% - 1.25 - 94 - 96% 1.50 - 90 - 93% 1.75 - 88 - 90%	Meaning Excellent	Grade Equivalent 2.00 - 85 - 87% 2.25 - 82 - 84% 2.50 - 79 - 81% 2.75 - 76 - 78%	Meaning Very Good Good Very Satisfactory Satisfactory	Grade Equivalent 3.00 - 75 5.00 - Below 75%	Meaning Passed Failed
F.A. = Failure due to excessive absences U.W. = Failure due to withdrawal without permission			I. = Incomplete A.W. = Withdrawal with permission within two (2) weeks after the start of classes		

REMARKS: **turn to page 2**

NOT VALID  
WITHOUT COLLEGE

Prepared by: Catherine B. Biay  
Date: June 07, 2011

AZUCENA C. SABADO  
Registrar



OFFICE OF THE REGISTRAR

**OFFICIAL TRANSCRIPT OF RECORDS**

Page 1

NAME SALGADO, ARNEL BANAGA DATE OF ADMISSION 2<sup>nd</sup> Sem. 2005-2006

ADDRESS: Lt 22 Block 24 Drachma St. Cor. Baht St. Ph. 8 North Fairview Q.C. DATE OF BIRTH: February 20, 1972

**PRELIMINARY EDUCATION**

Elementary: San Vicente Elem. School Year: 1984

High School: Our Lady of Remedies Academy Year: 1988

College: Pines City Educational Center Year: 1993

ENTRANCE DATA: TOR from Philippine College of Health Sciences, Inc. NCEE RATING: \_\_\_\_\_

DEGREE/TITLE EARNED: DOCTOR OF EDUCATION (Ed. D.)

TERM	COURSE NO.	DESCRIPTIVE TITLE OF SUBJECTS	GRADES		CREDITS
			Final	Completion	
1 <sup>st</sup> Sem. 2006-2007		Advanced Educational Planning	1.00		3
		Financial Management	1.25		3
		Advanced Statistics	1.00		3
2 <sup>nd</sup> Sem. 2006-2007		Trends in Curriculum Development	1.25		3
		Educational Leadership and Public Relations	1.00		3
		Communication Techniques for School Administration	1.25		3
		Social Philosophy	1.00		3
Summer 2007		Instructional Supervision Dynamics and Techniques	1.00		3
		Management of Basic Education	1.00		3
		School Plant Organization and Management	1.25		3
		Professional Ethics for School Administration	1.00		3
1 <sup>st</sup> Sem. 2010-2011		Seminar in Dissertation Writing	passed		3
		Dissertation Writing	1.00		12
<b>Dissertation Title: "CONSTRUCTION OF PERSONAL MEANING SCALE INVENTORY FOR SOUTH EAST ASIAN HEALTH CARE PROVIDERS"</b> *****End of Transcript*****					



**PHILIPPINE COLLEGE OF HEALTH SCIENCES**  
**MANILA**  
**CERTIFIED TRUE COPY**  
**AZUCENA C. SABADO**  
**REGISTRAR**

DATE: NOV 02 2011

Grade Equivalent  
1.00 - 97 - 100% -  
1.25 - 94 - 96%  
1.50 - 90 - 93%  
1.75 - 88 - 90%

Meaning  
Excellent

Grade Equivalent  
2.00 - 85 - 87%  
2.25 - 82 - 84%  
2.50 - 79 - 81%  
2.75 - 76 - 78%

Meaning  
Very Good  
Good  
Very Satisfactory  
Satisfactory

Grade Equivalent  
3.00 - 75  
5.00 - Below 75%

Meaning  
Passed  
Failed

F.A. = Failure due to excessive absences  
U.W. = Failure due to withdrawal without permission

I. = Incomplete  
A.W. = Withdrawal with permission within two (2) weeks after the start of classes

REMARKS GRADUATED: DOCTOR OF EDUCATION (Ed. D.) major in Educational Management as of October, 2010 as per Special Order No. 90-145001-0025 s. 2011 dated June 2, 2011.

NOT VALID  
WITHOUT COLLEGE  
SEAL

Prepared by: Catherine B. Biay  
Date: June 07, 2011

AZUCENA C. SABADO  
Registrar





## CONSULATE GENERAL OF THE PHILIPPINES

Dubai

القنصلية العامة للفلبين  
دبي

### CERTIFICATION

This is to certify that per document presented (Diploma, Transcript of Records and Certification from Commission on Higher Education), duly authenticated by the Department of Foreign Affairs Manila, Mr. Arnel B. Salgado graduated with a degree of **Doctor of Education** on 28 November 2010 from Philippine College of Health Sciences, Inc., Manila, Philippines.

This certification is being issued upon the request of Mr. Salgado for whatever legal purpose it may serve.

10 February 2015, Dubai



**FERDINAND P. FLORES**  
Vice Consul

Service No. :16277  
Doc No. :3580  
Book No. :01  
Fee Paid Aed :100.00  
O.R. No. :3919915