## **Editor's Note**

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## Changes in the Journal

Prodded largely by rapid developments in academic publishing, the journal has recently been introducing incremental changes, to address delays and backlogs, and to improve visibility, citation, and reputation. Some of these changes have protracted gestation and implementation periods. We acknowledge that change is inevitable. It generally signals growth, despite the inimical response it typically elicits.

In 65 years of publishing, the PJPA has mirrored various shifts in the field of public administration (PA) in the Philippines. The launching of PJPA in 1957 ushered in an era for the National College of Public Administration and Governance to shepherd and shape the discipline. With a strong public service orientation from the outset (see Tapales, 2002), the journal, through its community of scholars, has upheld its role in the country as the main purveyor of PA research, and avenue for dissemination and dialogue. In response to the internal and external stresses the PA discipline in the Philippines is currently facing (see Torneo, 2020), in this volume, we formally announce the makeover that the journal is given.

One notable change is our subscription to ScholarOne Manuscripts, which went live during the COVID-19 period. Other changes are administrative in nature, such as benchmarking and internationalization activities, conduct of writeshops and seminars, and introduction of incentive mechanisms. In addition, while the journal can be classified generally as college-based, the incoming editorial board extends its membership outside the college and the Philippines.

Starting with this volume, the PJPA has also shifted its publishing schedule from semiannual to annual. Lastly, we are optimistic that the recent adoption of an open-access policy will complement the changes that have been introduced. We are grateful that our readers, authors, and pool of reviewers continue to support the journal amidst these changes.

## The Dynamics of Public Policy and Program Administration

The articles in this volume exemplify the continuing dominance of the subspecialization of public policy and program administration (PPPA) in the PJPA in the last three decades (Tumanut et al., 2023). This volume captures change in several aspects and levels of policymaking and program administration. Comparative and single case-study approaches also provide nuance to PPPA in the areas of environment (plastic use), process improvement (reorganization), road infrastructure, salary structure, and early childhood care.

Two comparative and national-level analyses were presented in the articles of Hortillo, and Basilio and Rivera. Changes in the salary structure were

documented and compared by Jose Neil M. Hortillo. In his paper "Comparative analysis of Salary Standardization Law under four administrations: The Philippines experience," change was illustrated alongside varying inflation rates and salaries in the private sector. Revisions in the design and implementation are accordingly recommended to address the widening gap between lowest- and top-ranked public servants. In "Promoting collaborative governance through convergence programs in road infrastructure development," adjustments in coordination apparatuses between and among government agencies are likewise recommended by Enrico L. Basilio and Rafael April S. Rivera to promote a stronger road infrastructure development. Using the case of two government agencies, a collaborative arrangement through a convergence program shows that multiple objectives, such as increased public investments, enhanced network connectivity, and increased tourist arrivals, can be attained.

To further describe transformations at the local level, three articles underscore several causes or mechanisms in local policy implementation. In the article "Factors shaping policy adoption on single-use plastic bag regulation in Philippine cities and municipalities" by John Philip D. Garcia, substantial shift in the adoption of single-use plastic bags among local governments is explained as a function of flooding hazard and waste generation. Kathleen Keisha R. Constantino, in her article "Examining ECCD structures and service delivery mechanisms in local government during COVID-19," analyzed early childhood care and development interventions during the pandemic, and found that positive changes are possible through an institutionalized, collaborative, and capacitated sector. Another article, "Knowledge creation and Valenzuela City: A case study of the 3S in public service program," explains how phronetic leadership—which usually cascades from the chief executive, being the key driver of knowledge conversion—mainly drives changes in the service delivery system. In this article, Angelo Rafael B. Nacionales, Jufflin A. Calalo, John Carlos V. Comprendio, Samantha A. Lopez, Marl Francis Manzano, and Gemmarie T. Zuñiga also suggested that such a shift in the system were supported by all the other actors, comprising middle managers, frontliners, clients, and suppliers. Lastly, in the essay "Imperatives of foresight and futures thinking in public policy" by Lizan E. Perante-Calina, phronetic leadership is likewise propositioned to yield changes if coupled with futures thinking and collaborative knowledge production.

## References

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