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EDUCATION

Philippine International Institute for Advance Studies Manila, Philippines	Doctor of Philosophy	2020
Teacher's College Columbia University New York, NY	Master of Arts in Nursing Education	1976
New York University Division of Education. New York, NY	Graduate Courses (25 credits) Major in Maternal & Child Nursing	1963
Margaret Hague Maternal Hospital Jersey City, NJ	Post Graduate Course Certificate in Newborn & Maternity Nursing	1958
University of the Philippines College of Nursing Diliman, Quezon City Philippines	Bachelor of Science in Nursing Major in Public Health Nursing	1956

ADDITIONAL TRAINING

New Jersey State University Jersey City, NJ	Certificate in Teaching Nursing Assistant	2000
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Meridian Health Care System
Westfield, NJ

Certificate in Gerontological Nursing

1990

LICENSURE

Registered Professional Nurse, State of New Jersey

PROFESSIONAL NURSING EXPERIENCE

A. Teaching

May 2006 to June 2010

School Part Owner and Per diem Faculty

Pinelands School of Practical Nursing and Allied Health, Inc.
Jackson, New Jersey

May 2006 to June 2010

Director of Nursing Education

Pinelands School of Practical Nursing Allied Health, Inc.
Jackson, New Jersey

Achievement: 8 Years Maximum Accreditation by NJ BON

September 2004 to present

Adjunct Faculty, Skills and Simulation Laboratory

Trinitas School of Nursing, Union County Community College
Elizabeth, New Jersey

January 2000 to May 2000

Clinical Adjunct Faculty in Pediatrics

Farleigh Dickinson University
Teaneck, New Jersey

January 1994 to July 1996

Assistant Professor: Developed a Clinical Community-based Experience with a grant, Chaired Instructional Resource Committee, and organized Asian American Student Club
Passaic County Community College
Paterson, New Jersey

August 1992 to November 1993

Faculty and Member of Curriculum Committee on Articulation to BSN Program

Ann May School of Nursing, Jersey Shore Medical Center
Neptune, New Jersey

September 1970 to June 1991

**Associate Professor
Chair, Evaluation Committee
Representative, Divisional Council**

Chair, Committee on By Laws
Organizer & Adviser, Filipino Club
Member, Student Services Committee
Member, Master Institutional Planning Committee
Middlesex County College
Edison, New Jersey

B. Professional Nursing Experience

July 1998 to June 2006	Competency – Quality Assurance Nurse Green Acres Long Term Care Facility, Toms River, NJ Abbot Manor Convalescent Center, Plainfield, New Jersey
October 1996 to May 1998	Director of Nursing Services Valley Rest Nursing Home Totowa, New Jersey
July 1988 to July 1991	Float Nurse, Per Diem in Geriatrics, Respiratory, Trauma, and Coma Units Hartwyck Nursing Home Convalescent Center Edison, NJ
June 1973 to June 1998	Float Nurse, Per Diem Maternity, L&D, Nursery, Pediatrics, Rehab, Medical & Surgical Units JFK Medical Center Edison, New Jersey
September 1967 to February 1970	Head Nurse Maternity Unit St. Elizabeth Hospital Elizabeth, New Jersey

C. Professional Philippine Experience

1963 – 1967	Faculty- Instructor in Fundamentals of Nursing, Obstetrics Nursing, Supplemental Program Far Eastern University Morayta, Manila, Philippines
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1961 – 1963

Staff Nurse

Postpartum, Nursery, and Delivery Rooms
Philippine General Hospital
Manila, Philippines

1956 – 1957

Staff Nurse

Mary Johnston Hospital
Manila, Philippines

COMMUNITY SERVICES, Contributions, and Affiliations

Hosted foreign high school students from Brazil and Spain through the Student Exchange Program in 1998, 1995, 1993, and 1990; served as host to a Vietnamese refugee in 1977.

President (2001 – 2007), Philippine Nurses Association of America Foundation, Inc; promoted and provided opportunities for philanthropy in support of professional advancement of Philippine American nurses.

President (1995 – 1997), Solano USA, (Solano is a town in Nueva Vizcaya, Philippines); provided economic and financial support to the needy, including toys, books, and medicines; sponsored annual deworming project in public schools for five years; donated two thousand six hundred (2,600) square meters of her land for the benefit of the school children of Barangay Población, Villa Verde, Nueva Vizcaya.

Member (1993 – 2000), New Jersey Board of Nursing, appointed as a member of the Board by then New Jersey Governor James Florio. Phoebe Andes is one of the first Filipino nurses to serve in the board, thus, opening opportunities for other Filipinos to be elected and serve as Presidents of the board. Filipino representation in the New Jersey Board of Nursing empowered other board members to lobby for the removal of the Commission on Graduates of Foreign Nursing Schools (CGFNS) requirement in the State of New Jersey, thus paving the way for other states to follow their lead.

President (1992), Asian American Political Coalition, serving and representing the Asian American Community in socio-economic-political issues relevant to the welfare of the Asian-American Community

President (1990 – 1991), Federation of Philippine Societies in New Jersey, Inc., an umbrella organization of forty-two (42) organizations operating in New Jersey; served as liaison to the state government on Issues and concerns of Filipinos in New Jersey.

President (1984 – 1985), University of the Philippines Alumni Association New Jersey Chapter, Inc. Fostering camaraderie among alumni of the University of the Philippines, providing scholarships to students and faculty, and supporting the mission of the University of the Philippines as the leading institution of learning in the Philippines.

Vice President (1983), University of the Philippines Alumni Association in America, Inc.; networking organization of alumni worldwide for the benefit of the Alma Mater.

President (1982 - 1984), Philippine Nurses Association of America, Inc. Uphold and foster the positive image and welfare of the Filipino- American nurses.

President (1976 - 1979), Philippine Nurses Association of New Jersey, Inc. Provides community services, medical missions, and volunteer activities to improve the health of the community.

Board Member (1995 – 2015), Foundation of Philippine Medical Society of New Jersey, Inc. Served as youth leadership conference coordinator on scholarship.

Member, Wesley United Methodist Church, South Plainfield, New Jersey, for more than three decades. Served in different capacities: Member of the Council of Ministers, Chair of Mission, Sunday School teacher, and Homeless Volunteer. In 2012 to 2013, was in charge of Physical Activities Program of the Church called “One Hour Exercise and Walk” as part of the Cancer Institute of New Jersey grant on “Body and Soul Health Initiatives.” Past member of the Board of Trustees overseeing the financial status of the church’s million dollar endowments.

Member (1970 – 1979), Executive Board of Parents Association of John F. Kennedy School in South Plainfield Public School System. Responsible for incorporating the Parent Teachers Association (PTA) into an independent organization, and Parent Teachers Students Organization (PTSO), thus keeping funds independent for the local schools.

Co-founder (1980 – 1990), Philippine Youth Orchestra of New Jersey (PAYO). Promoting appreciation for Classical Filipino music. Organized cultural concerts in various locations in New Jersey.

PUBLICATIONS

Research:

Associate Researcher: The Filipino-American of New Jersey – A Health Study

Funded by a grant from the New Jersey Department of Minority in Trenton, New Jersey (1993). Research study was done by the Philippine Nurses Association of America, Inc. and the Foundation of Federation of Philippine Associations in New Jersey, Inc. The study was patented by Dr. Patricia Padre Garde, Primary Investigator.

Research: The Newly- Arrived Filipino Nurse, Sabbatical Leave Study, 1989, Middlesex County College, Edison, New Jersey. Developed a pilot study and survey tool.

Mini Grant: Community College of Paterson, Paterson, New Jersey. Developed a Community- Based Experience Form for First Year Beginning Students Clinical Experience dealing with healthy clients across the age spectrum in the Summer of 1997. Wrote the document that was adopted by the Nursing for the first year, first semester students.

Book:**Author: From Sweet Potatoes to French Fries- A Filipino Nurse's Odyssey (Copyright 2020).**

Join Author Phoebe Cabotaje Andes, as she takes you through her childhood in the thick jungles of the Caraballo and Cordillera Mountains in Nueva Vizcaya, Philippines during World War II with her parents And the guerilla unit. While constantly on the move and hiding from the Japanese Military, life was Desperate but inspirational. Stories of her humble beginnings, a strong education, cultural challenges in America, and a disrupted family life create the backdrop of her strong advocacy for the well-being of the Philippine nurses in the United States. The result is the formation of a national organization that is now a part of the Philippine American history made in America.

HONORS and Awards

2021 UPAA Lifetime Distinguished Alumna Award “We are immensely proud of UP alumni like you, and are bestowing this award in recognition of your leadership, achievements, and contributions in your field of endeavor. All these have benefited not only yourself and your profession, but also the University and the community you have chosen to serve.” This award will be conferred by the University of the Philippines Alumni Association (UPAA) at Ang Bahay ng Alumni, UP Campus, Diliman, Quezon City, Philippines on April 15, 2022.

Certificate of Appreciation presented by the Department of Education, Region 2, Division of Nueva Vizcaya, Villaverde District, Turod Elementary School on February 13, 2015 for donating 2,600 square meters of land for the benefit of the school children of Barangay Población, Villaverde, Nueva Vizcaya.

2013 Most Distinguished Alumna Award for Leadership presented by the Philippine Nurses Association Of New Jersey, Inc. on October 4, 2013 at Marriott Newark Airport, Newark Liberty international Airport.

Certificate of Recognition “The Most Distinguished Alumni Awardee for Leadership,” presented by the University of the Philippines College of Nursing Alumni Association, Inc. on June 23, 2013 in Quezon City, Philippines

University of the Philippines College of Nursing Honor Society Induction given on March 13, 2012 at Sotejo Hall, Pedro Gil, Manila, Philippines.

Recognition for “Outstanding Achievement in Nursing,” New Jersey League for Nursing during the 2011 Nurse Recognition Awards Gala on November 4, 2011 at Pines Manor, Edison, New Jersey

Award of Appreciation as PNAA Founder in 1979 presented by Philippine Nurses Association of America, Inc. on July 16, 2009 at Renaissance Harbor Place Hotel, Baltimore, Maryland.

Award of Appreciation as Founding President of PNA New Jersey presented by Philippine Nurses Association of America, Inc. on July 16, 2009 at Renaissance Harbor Place Hotel, Baltimore, Maryland.

Award of Appreciation in Recognition of Commitment and Dedication as Executive Director 2007 –

2009 presented by Philippine Nurses Association of America Foundation, Inc. on July 16, 2009 at Renaissance Harbor Place Hotel, Baltimore, Maryland.

Philippine Nurses Association of America Recognition Plaque for Dedication and Commitment to PNAAG Goals presented with a musical serenade entitled Phoebe's Dream by the Philippine Nurses Association of America (PNAAG) President Pete Reuben Calixto (lyrics by Victoria Navarro to the tune of "The Impossible Dream) at the PNAAG National Convention Gala Dinner Dance in Padre Island, Texas on July 19, 2008.

Recognition Award presented by Philippine Nurses Association of America, Inc. on July 10, 2004 during the 25th Annual Convention held at Hilton Hawaiian Village Hotel, Honolulu, Hawaii.

Certificate of Appreciation in recognition of outstanding and devoted service as Chair of the Youth Leadership Workshop Committee presented by The Foundation of the Philippine American Medical Society of New Jersey, Inc. on June 22, 2003 at Woodbridge Hilton Hotel in Iselin, New Jersey.

Leadership Recognition Award as a tribute to leadership and service to the Filipino-American Community presented by Federation of Philippine Societies in New Jersey, Inc. on October 28, 2001 at Marriott Airport Hotel, Newark, New Jersey.

Certificate of Appreciation for work on Presidents' Portrait Project, Silver Jubilee Celebration, Awards, and Presidents' Night presented by Philippine Nurses Association of New Jersey, Inc. on October 12, 2001 at Sheraton Parsippany Hotel, Parsippany, New Jersey.

Founder's Award in grateful recognition and sincere appreciation of outstanding services as the Coordinator of the Fil-Am Youth Leadership Conference presented by the Foundation of the Philippine American Medical Society of New Jersey, Inc. on September 29, 2001 in Newark, New Jersey.

Service Award for many years of service, commitment, and unselfish leadership toward the fulfillment of UPAA-NJ noble goals presented by University of the Philippine Alumni Association New Jersey Chapter, Inc. on August 24, 2001.

Recognition Award with Plaque of Recognition with the Seal of the State of New Jersey for faithful service as a Member of the New Jersey State Board of Nursing from June 9, 1993 to December 21, 2000, given in New Jersey.

BANAAG Presidential Award conferred by the President of the Philippines Joseph Ejercito Estrada at a ceremony in Malacañang Palace, Manila, Philippines on December 16, 2000. A biennial award given to outstanding Filipinos overseas. One of 43 awardees among 190 nominees worldwide. First nurse awardee on record.

DON and DIVA Award in recognition of outstanding contribution to the nursing profession presented by Institute of Nursing, Foundation of New Jersey State Nurses Association at Woodbridge Hilton on December 6, 2000.

Pioneer Award for contribution to the Asian American Community presented by Asian American

Coalition on September 19, 1999 in Mendham, New Jersey.

Leadership Award as President of PNAA in 1982 - 1984 presented by Philippine Nurses Association of America, Inc. during the association's 20th Anniversary on July 10, 1999.

Certificate of Recognition for continued support and outstanding contribution to the growth of the Organization as Archive Committee Chairperson presented by Philippine Nurses Association of America, Inc. on June 20, 1998 in San Diego, California.

Grand Marshall, Philippine Independence Day Parade in Passaic, New Jersey on June 6, 1996. Selected for her leadership in the community.

Community Service Leadership Award given by the Asian American Heritage Council at Taj Mahal Hotel and Casino, Atlantic City, New Jersey on May 18, 1996

Sigma Delta Award, given by the Sigma Delta Phi Sorority of the University of the Philippines at Marriott Hotel, Newark International Airport, New Jersey in 1995 during the joint reunion of the Upsilon Sigma Phi Fraternity and Sigma Delta Phi Sorority.

Certificate of Appointment as Member of the New Jersey Board of Nursing by New Jersey Governor James Florio on June 10, 1993. REPOSING SPECIAL TRUST and CONFIDENCE in her integrity, prudence, and ability to have, hold, and enjoy said office with all the powers, privileges, rights, and advantages.

Certificate of Induction into Sigma Theta Tau International Honor Society as a member of Lambda Iota, Kean University Chapter on April 23, 1993 in Union, New Jersey.

Outstanding Community Service Citation and Medal of Honor (only non-physician recipient and sole Honoree) given by Foundation of Philippine American Medical Society of New Jersey during a Testimonial Dinner and Dance Reception for Outstanding Community Service at Pines Manor, Edison, New Jersey on November 6, 1992.

Plaque of Appreciation for Outstanding Leadership, Dedicated Service, and Unselfish Commitment to the Federation presented by the Federation of Philippine Societies in New Jersey, Inc. on June 20, 1992 at the Pines Manor, Edison, New Jersey.

Outstanding Leadership and Professional Achievement Award presented by San Pablo and the Seven City Lakes Association at Hilton Hotel, Morris Plains, New Jersey on April 13, 1991.

Nurse of the Year given by The Institute of Nursing (Foundation of New Jersey State Nurses Association) for contributions in advancing the nursing profession at Landmark Inn, Woodbridge, New Jersey on April 20, 1990.

Community Leadership Award for outstanding and meaningful contribution to ethnic organizations in the spirit of unselfish devotion, dedication, and commitment to community service, presented by the New York Phil-Am Lions/Lioness Clubs on March 17, 1990.

Distinguished Professional Award for establishing the Philippine Nurses Association of New Jersey (PNA-NJ), and initiating the founding of Philippine Nurses Association of America (PNAA), University of the Philippines Alumni Association New Jersey Chapter, Inc. (UPAA-NJ), and the University of the Philippines Nurses Alumni Association (UPNAA) of the East Coast, presented by the University of the Philippines Alumni Association in America (UPAAA) at Roosevelt Hotel, New York, New York on October 8, 1989.

Community Service Award presented by the Philippine Nurses Association of New Jersey at Landmark Inn, Woodbridge, New Jersey on October 9, 1987.

Listed in Marquis Who's Who in American Nursing, Who's Who in American Women, Who's Who in Health Profession, and Who's Who in America.

Listed in International Directory of Distinguished Leadership, Health, and Medical Profession.

Featured in the News Tribune, a Central New Jersey newspaper, for efforts in organizing a national Organization for Philippine Nurses in the United States on May, 1979.

Recipient of several Presidential Citations, Appreciations, Recognitions, and Certificates for Exemplary Achievements, Services, Devotion, and Commitment to organizations and community at-large.

Speaker at gatherings of several local, national, and Philippine organizations – Ilocano Association of East Coast, Council of Deans of Schools of Nursing International Conference held in Manila, Far Eastern University Institute of Nursing, Trinity College School of Nursing, Capitol School of Nursing in Quezon City, St. Mary's University in Bayombong, Nueva Vizcaya, Aldersgate College in Solano, Nueva Vizcaya, PNAA, PNA-NJ, Federation of Philippine Societies of New Jersey, and Philippine Medical Society Foundation Youth Leadership Conferences.

Membership in professional, civic, and other organizations

Sigma Delta Phi Sorority – University of the Philippines

Joined the sorority in 1953 and remains active to this day. Attends local and international sorority reunions. Hosted sorority sisters and fraternity brothers in Upsilon Sigma Phi when they visit the USA.

Foundation of Philippine Medical Society of New Jersey, Inc.

Chair of Youth Leadership Workshop Committee

Federation of Philippine Societies in New Jersey, Inc.

President (1990 – 1991)

Philippine Nurses Association of America Foundation, Inc. (PNAAF)

Founder and Founding President (July 2001 – 2007)

PNAAF is a 501(c)3 organization that is the philanthropic arm of the Philippine Nurses Association of America (PNAA). The programs of PNAAF include Research, Education, Scholarships, and Nursing Practice.

University of the Philippines Nurses of the East Coast (UPN-EC)

Founder and Founding President (1988 – 1991)

Donated nursing books, scholarship funds and Continuing Unit (CEU) educational workshops.

University of the Philippines Nursing Alumni Association International, Inc.

Life Member

Asian – American Political Coalition of New Jersey

Charter Member (1988) and President (1991 – 1992)

Empowering and advocating Asians' political clout.

University of the Philippines Alumni Association in America (UPAAA)

Vice President (1983)

Founded on May 25, 1981. Idea to form UPAANJ and UPAAA was discussed in Phoebe's house on November 10, 1979.

University of the Philippines Alumni Association New Jersey Chapter, Inc. (UPAANJ)

Co-founder (April 13, 1980)

President (1984 – 1986)

Promotes closer ties among the alumni of the University of the Philippines and with our Alma Mater, the University of the Philippines.

Philippine Nurses Association of America, Inc. (PNA)

Co-founder (1979)

Second President (1982-1984)

Initiated the founding of PNA on April 21, 1979 while President of PNA-NJ.

Worked for the recognition of PNA by the American Nurses Association (ANA), allowing the PNA's Workshop presentation on "Cultural Diversity in the 80's" at the ANA convention in New Orleans, Louisiana, 1984.

Philippine Nurses Association of New Jersey (PNA-NJ)

Founder and Founding President (1976 – 1979)

Phoebe initiated and pushed for the preservation of human rights, prevention of discrimination, provided continuing education, supported NCLEX examination, provided assistance with the regulation of foreign nurse recruitment, and supported Filipino-American well-being.

Maternal and Child Health Nursing – New Jersey State Nurses Association (NJSNA)

Member, Nominating Committee

American Nurses Association (ANA)

MEMBER (1982 – present)