The Investiture of Dr Elizabeth M. Gacusana - 1st NLPSG President

An Affair to Remember......

By Elizabeth M. Velasco

For the first time in the history of NLPSG, the solemn and impressive Investiture of the First President, Dr. Elizabeth M. Gacusana was carried out successfully on March 3, 2016 at the Candong City Civic Center...marking a new milestone and a remarkable celebration for the whole NLPSG family, its stakeholders, the community and the President’s family, relatives and friends.

The affair started as early as 7:00 A.M. with registration of the 390 participants which included the President’s family, relatives, BOT, guests from the networks and other elements-at-risk, have a deeper understanding and appreciation of the earthquake hazards and risks and to equip SUCs and planners with a tool they can easily manipulate and has important features designed for their local needs.

Rapid Earthquake Damage Assessment System

Selected researchers of different State Universities and Colleges (SUCs) in Region 1 attended the “Trainers Training on Rapid Earthquake Damage Assessment System Software (REDSAS) and Project Meeting” held on January 17 to 23, 2016 at Mariano Marcos State University (MMSU) Batac, Ilocos Norte. Said training was organized and sponsored by the Isabela State University (ISU), Department of Science and Technology (DOST), Philippine Council for Industry, Energy and Emerging Technology Research and Development (PCIEERD) and the Philippine Institute of Volcanology and Seismology (PHIVOLCS).

Participating SUCs in the training were MMSU, DMMMSU, PSU, UNP, NLPSG and ISPSC.

The training was aimed to provide a free software that can give estimate of the possible seismic hazards and the severity of the impacts to population, buildings, lifelines, road Gaerlan, Velasco Complete Supervisory Development Course (SDC) Track 1

Extension together with Elizabeth M. Velasco, the Director for Instruction and Quality Assurance completed the Supervisory Development Course (SDC) Track 1 last January 18-21 at the Ilocos Sur Provincial Library Building, Vigan City, Ilocos Sur.

This is a four-day training catering to the supervisors and would be supervisors of the different agencies of the Province of Ilocos Sur. It includes three modules which are Personal Effectiveness, Supervision: A Challenge and Commitment and Communication: The Secret to Organizational Effectiveness. Each module has two units.

Ibañez and Gagto Attend the 4th Higher Education Summit on Gender Issues

Two faculty members, Mrs. Maribel C. Ibañez and Mrs. Maribel M. Gagto, attended the 4th Higher Education Education Summit on Gender Issues held on January 27-28, 2016 at the Philippine International Convention Center, PICC Complex, Roxas Boulevard, Manila. This summit was sponsored by the CHED Central Office, a GAD annual activity which gathers representatives from Higher Education Institutions in the entire Philippines. This year’s theme is ASEAN Integration: Challenges and Opportunities for Promoting Gender
The inventory of Disaster Risk Reduction (DRR) and Climate Change Advocacy (CCA) initiatives of the Local Government Units (LGUs) in Ilocos Sur was recently conducted by NLPSG Regional Disaster Science Management (RDSM) team composed of Dr. Severino G. Alviento, Mr. Rico G. Gaggo and Mr. Ramil T. Batan. The conduct of the inventory of DRR and CCA initiatives was part of the research activity of the college in its involvement in the project Regional Disaster and Management S&T Capacity Development in collaboration with the Philippine Council for Industry, Energy and Emerging Technology Research and Development (PCIEERD) through Isabela State University (ISU).

The data gathered DRR and CCA Initiatives of LGUs include: the inventory of DRR & CCA studies; listing of the various DRR and CCA related studies conducted and/or implemented in the community; existing hazards maps; DRR and CCA-related capability building activities; multi-hazard early warning systems implemented or available in the community; various networks and linkages established by community in relation to DRR and CCA-related activities; and issues and concerns dealt with by the community related to DRR and CCA initiatives.

The inventory yielded was submitted to ISU and then to DOST and will be integrated in a centralized web-based information system in the region which will become a source of DRR and CCA documents available for policy makers, planners and development workers for future activities in relation to disaster risk reduction and climate change mitigation and adaptation efforts in the country.

Out of 32 municipalities and two (2) cities in the province of Ilocos Sur, 11 LGUs were assigned to NLPSG and these are, Bagnoc City and municipalities of Allan, Cervantes, Gallinuay, Quirino, Santa Cruz, Santa Lucia, Sigay, Sugpon, Suoyo and Tagudin. Vigan City and other municipalities of the province were assigned to Ilocos Sur Polytechnic State College, and the University of Northern Philippines.

Teams of researchers from MMSU, DMMSSU and PSU also conducted the same study in their respective provinces. (SGA)

five years, this growth has yet to be translated to reducing poverty in the country. Furthermore, this is not the right time for the Philippines to backslide or be bogged down with trivial issues if the country is to sustain this growth. The market economy as she explained, is rapidly growing in that every country with a strategic development plan should be able to take advantage of this opportunity. She added that the only way to move forward is to continuously work in partnership with the government and contribute not only in producing knowledge and technological innovation, but more importantly, in developing a highly competitive workforce.

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3rd International Conference on Accounting & Management Education, Research & Practice

Dr. Rodolfo C. Moreno, faculty of the College of Business Education attended and presented his paper entitled “Predictors of Employability of the Business Education Graduates of NLPSC” during the 3rd International Conference on Accounting and Management Education, Research and Practice (ICAMERP) with the theme “Intensifying Collaborative Business World through Research Education & Practice” held on January 7-9, 2016 at Venus Parkview Hotel, Baguio City, Philippines organized by the University of the Cordilleras (UC) in partnership with Universitas Negeri Jakarta (UNJ).

The 3rd ICAMERP conference aimed to provide a multinational platform for disseminating responsive research undertakings and best practices in accounting and management among researchers, faculty members, academicians, and practitioners. It aslo aimed to establish interaction and collaboration between higher education institutions with the goal to learn with and from each other.

There were 19 sessions during the conference namely: management and training; educational management; marketing & management; management & governance; educational management; business & tourism; IT & education; IT & industry management; business & economics; marketing & consumer behavior; IT in marketing and management; management & accounting; management & finance; IT & educational management; public administration and management; and business environment and environment. A total of 71 research papers were presented during the conference. (RCM)

GAD sponsors Lecture-Forum on Human Rights Education

The Gender and Development Office of the College sponsored a Lecture-Forum on Human Rights Education which was held on March 29, 2016 at the Conference Room. This activity was conducted as part of the 2016 National Women’s Month Celebration with the theme “Kapakanan ni Juana, Isama sa Agenda!”

The resource speakers in the lecture-forum were experts from the Commission on Human Rights (CHR) Regional Office I at San Fernando City, La Union. Atty. Harold D. Kubaron, the Regional Director and Mr. Danillo T. Balino, the Regional Information Officer of CHR-Laoag Regional Office I.

The lecture-forum was participated in by 41 regular personnel and 50 non regular personnel. The invitation, though was extended to all personnel in the College.

Mr. Balino gave a rundown of the basic human rights from the general to specific perspective mentioning about the Universal Declaration of Human Rights (UDHR) which is a declaration adopted by the United Nations General Assembly on December 10, 1948 in Paris. He also tackled Republic Act 10627 otherwise known as the Anti-Bullying Act of 2013 which requires all elementary and secondary schools in the country to adopt an anti-bullying policy. Though the said act apparently is not applicable to Higher Educational Institutions (HEIs), he, nevertheless, opened the awareness of the participants that bullying is a violation of the basic human rights.

Atty. Kubaron talked on Republic Act No. 10354 which is otherwise known as Responsible Parenthood and Reproductive Health Act of 2012. This act is informally known as the Reproductive Health Law or RH Law authored by Representative Edcel Lagman of Albay. In his lecture, he stressed that the law mandates the government to promote, without bias, all effective natural modern methods of family planning that are medically safe and legal.

The enthusiasm of the participants in the topic was prevalent especially when one of the speakers mentioned that the law provides that the wife is entitled to fifty percent of the husband’s salary. According to some participants they adhere to the law although they are ignorant about it; some husbands even give more than half of their pay but a few do not even share any amount to their spouses who happen to be employed too.

The lecture-forum was successfully conducted because of the generous support of the NLPSC administration and of the active involvement of the participants. (MCI)

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CHED, PASUC, DEPED, LGUs and other government agencies; NLPSC faculty and staff and students, etc. who all came to witness the first ever Investiture Ceremony of Dr. Elizabeth M. Gacusana, the First President of NLPSC. All attendees wore Filipiniana and barong attire. The registration was facilitated by the committee headed by Miss Vicky Alavyaide and Mrs. Gina Marie Ballocanag along with the other members.

As early as this hour police officers were positioned to secure the area and all the security guards were on their post to maintain peace and order for the entire duration of the activity. The ROTC officers aside from their special part in the program were also with them to help in security force.

The affair started with a Thanksgiving Mass at 8:00A.M officiated by Bishop David William Antonio. In the homily, Bishop William started by asking the blessings of the Lord upon the new President of the College, Dr. Elizabeth M. Gacusana, and the whole NLPSC family. He said that the school is now under the baton of her leadership and prays that NLPSC shall continue to prosper along its vision and mission and to realize its endeavors. He also mentioned about achieving the prosperity...citing a verse in Jeremiah: “The Lord says: Listen to my voice and I will be your God, and you shall be my people...so let you prosper.” He concludes that the key to prosperity is humble obedience to the Lord. This can be achieved if we are humble enough... The President’s family made the offering.

The Investiture Program followed and this was hosted by Mrs. Elizabeth M. Velasco, the Coordinator for Instruction, Mrs. Filipinas Gasalao, the Executive Assistant to the President and Mr. Ronald Gacusana, a Part Time IT instructor. The procession officially started the Investiture Program. The ceremonial bearers were Dr. Andres T. Mallinag, Director for Administrative and Finance Services carrying the mace, Mrs. Luz C. Inigo, the Board Secretary, with the Diploma of Appointment, Prof. Estrella C. Guerlan, Director for Academic Affairs with the Academic, Hood and Cap and Dr. Severino Alviento, Director for Research and Extension with the Academic Medallion and Ring....the NLPSC Personnel followed, with the faculty and staff, the students, the NLPSC Board of trustees, CHED Commissioner & Director, SUC Presidents, Presidents’ Family, Relatives and Guests, then, the woman of the hour-the first President of NLPSC, Dr. Elizabeth M. Gacusana.

The investiture rites started with the entrance of...
29th AACCUP Annual National Conference

Dr. Rodolfo C. Moreno, who was trained along AACCUP outcomes-based quality assurance, participated in the 29th Annual National Conference conducted by the Accrediting Agency of Chartered Colleges and Universities in the Philippines (AACCUP), Inc. held at the Century Park Hotel, Malate, Manila on February 17-19, 2016.

The main features of the annual conference include:
1. Progress report on the implementation of the CHED-sponsored Outcomes-based Quality Assurance;
2. Launching the program of internalization of Accreditation, and internationalization of the AACCUP;
3. Reports of comparative best practices to deepen the knowledge and sharpen the practice of outcomes-based evaluation;
4. Presentation of current practices and trends in developing internal quality assurance system; and
5. Regional views on the internationalization of education with particular emphasis on cross-border education and the internationalization of quality assurance agencies and their practices.

The conference has the following objectives:
1. Fully assessed and learned from the initial exposure with Outcomes-Based Quality Assurance;
2. Deepened the knowledge and practice of outcomes-based accreditation through exposure to national and international experts;
3. Appreciated more the need for internal accreditation systems to be adopted by SUCs;
4. Considered the problems and challenges of cross-border quality assurance; and
5. Appreciated AACCUP’s move to be internationalized to keep itself abreast with global trends in education and quality assurance.

In the keynote speech of CHED Commissioner Hon. Alex B. Brillantes, Jr., he stated that the CHED recognizes AACCUP as a valuable partner in providing a continuous system to raise academic standards. He also commended AACCUP’s efforts to cooperate and strengthen partnerships with foreign accrediting bodies for its internationalization “competition.” He ended his talk by “Posing a challenge to AACCUP and all SUCs represented in the Conference, “Let us jointly continue our journey and partnership in improving accreditation process and institutions internally and internationally.”

As the main event of the first day of the conference and part of the Agency’s internalization moves, AACCUP has signed anew the Memorandums of Agreement (MOA) with the Higher Education Evaluation and Accreditation Council of Taiwan (HEEACT) and the National Agency for Academic Assessment and Accreditation (ANAA) of Timor Leste.

This MOA were deemed significant as if they further strengthens AACCUP’s dynamic participation in quality assurance internalization. The scheduled signing of other MOAs this year only confirms this too well as it also paves more ways in sustaining foreign linkages.

The MOA signing was done by AACCUP President, Luis M. Sorolla, Jr., HEEACT President, Jong-Tsun Huang, and ANAA’s Quality Officer, Director Maria Celia De Silva Costa Belo. It was witnessed by Hon. Alex Brillantes, Jr., AACCUP Executive Director Dr. Manuel T. Corpuz, QAA Quality Officer, Dr. Fabrizio Trifiro, and MOA Deputy Chief Executive Officer Prof. Hazman Shah Abdullah.

Being the Deputy Head of the International Quality Assurance Agency (QAA) for Higher Education in UK, Dr. Fabrizio Trifiro played a big role in the cross-border internalization practices of QAA in the United Kingdom. This was the focus of his talk on quality assurance of cross-border higher education, which he said included international engagements such as strategic links with partner agencies worldwide, provision of international services, and membership in international networks.

CHED Commissioner Ruperto S. Sangalang talked on internalization of Philippine Higher Education during the Plenary Session II of the conference. As one CHED initiative, he said that this internalization takes the form of the campus-based or the cross-border type. Either one would definitely lead to a wider interaction of knowledge networks, thus stimulating innovation and technology advancement and eventually enhancing the quality of higher education in the country.

In concluding his talk, Dr. Sangalang challenged all SUCs present to be open to and take on the challenges and demands of internalization. For AACCUP, it has to devise mechanisms for domestic TNE programs.

In the Round Table Discussion: Glimpses of Best Practices in QA Around the World, it was mentioned by Dr. Hazman Shah Abdullah, Deputy Chief Executive Officer of QAA that the best practices of QAA include addressing flexible new design and pedagogies, maintaining experiential learning, rightsizing of EQA where institutional maturity is evident, and aligning outcomes to competencies and workplace-based learning.

Dr. Fabrizio Trifiro, Deputy Head, IQAAHE of UK said that good QA practices include collaboration of QA bodies to enhance efficiency and effectiveness of processes, adequate and specialist staff capacity, investment in IT, under-contract, relevant programs, and different instructional delivery modes.

Dr. Jong-Tsun Huang, HEEACT President also mentioned that the HEEACT best practices include developing standards for HE accreditation, conducting HE evaluation research and institutional program evaluation, providing training for reviewer, and participating in international QA organization and collaboration.

Dr. Hou Yung-Chi, Vice President of the Asia Pacific Quality Network (APQN) talked on “Quality Assurance in Asian Higher Education” during the conference’s plenary session III on February 18, 2016. Dr. Hou detailed the challenges posed on quality assurance bodies which included autonomy, accountability, and internalization. For specifics, she mentioned such challenges involving independence of QA agencies since most of these are government funded, their impact on higher education institutions, the limited information on QA, and the inadequacy of international QA reviewers.

Dr. Hou claimed that, as gains, the APQN has enforced its policies on enhancing the quality of mass higher education, strengthening the institutional capacity of universities, and mutual recognition among QA agencies/bodies. She ended her talk by citing the many plans that APQN hopes to accomplish in the immediate future.

Dr. Supongse Namkrit, a member of the Committee for Development of Assessment System for Vocational Education, Office for National Education Standard and Quality Assessment (ONEQA), Bangkok, Thailand shared with participants the internal accreditation system of Thailand. He said that since every educational institution is mandated to conduct internal accreditation, HEIs are expected to submit themselves for IQA to be able to deliver quality teaching and learning, advocate academic freedom and excellence, and improve input, process, and outcome.

Four OBQA practitioners shared their experiences and/or best practices in implementing outcomes-based quality assurance. These four include Dr. Raymundo Areega, President of the Association of Local College ad Universities-Commission on
**News from the College of Business Education**

On January 27-28, 2016, the College of Business Education celebrated the Business Education Day with the theme, “Entrepreneurship is the Focal Point In Building a Nation”, wherein several activities were conducted.

On the first day of celebration, January 27, basketball and volleyball games were conducted. The winners of the said activity are:

**Basketball Game**
- Team Slashers (BSOA) - 1st Place
- Team 4x4 (BSBA4 and BSBA1) - 2nd Place
- Team FM and HRDM (BSBA3) - 3rd Place

**Volleyball Boys**
- Team Europa (BSBA2) - 1st Place
- Team Morales (BSBA3) - 2nd Place

**Volleyball Girls**
- Team Pink (BSOA) - 1st Place
- Team Yellow (BSBA) - 2nd Place

On the same day, a seminar on Banking Operations and Office Etiquette was conducted which was attended by the BSBA and BSOA fourth year students. Mr. Mark Den Bayap and Ms. Maria Isabel Balut served as resource speakers. Academic quizzes were also conducted on the second day of the celebration, January 28. The following are the winners:

**Accounting Quiz Bee:**
- Frederick Templo (BSBA 4) - 1st placer
- Erneste Galma (BSBA 3) - 2nd placer
- Reggie del Rosario (BSBA 3) - 3rd placer

**Management Quiz Bee:**
- Julie Anne Ferrin (BSBA 1) - 1st placer
- Vanessa Lozano (BSBA 4) - 2nd Placer
- Viha Labanan and Melissa Haber (BSBA 1) - 3rd placer

**Stenography Quiz Bee:**
- Ruth Mae Bataoey (BSOA 3) - 1st placer
- Jasmine Geronilla (BSOA 3) - 2nd placer
- Aubrey Habon (BSOA 1) - 3rd placer

**General Education/Cultural Quiz**
- Frederick Templo (BSBA 4) 1st placer
- Vanessa Lozano (BSBA 4) 2nd placer
- Rustom Ramos (BSOA 1) 3rd placer

The culminating activity was the Search for “Mr. & Ms. Business Education 2016” and the Talent Search held at the College Gymnasium.

Mr. & Ms. Business Education 2016
- Valen Paul Cabaine (BSBA 4 FM-A)
- Chellie Mae Catigil (BSBA 3 FM)
- Mr. & Ms. Business Education 1st Runner up
- Lito Saliquel (BSBA 3 FM)
- Michelle Caban (BSBA 1)

Mr. & Ms. Business Education 2nd Runner up
- Dixon Jaramil (BSBA 1)
- Romlyn Flores (BSOA)

Talent Search Winners:
- Kristelle Galma (BSBA 1) - 1st placer
- 4th Power (BSBA 3) - 2nd placer
- The Frustrated - 3rd placer

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**Tolentino and Gundran bag 1st place in the 2016 NWMC essay writing contest**

Mrs. Maribel C. Ibanez, Miss Aislinn JuAnn E. Medina and Miss Krizza Camille C. Custodio joined the winners in the essay writing contest during the awarding ceremony.

Miss Kris Maygwen A. Tolentino, a first year BSBA student, and Miss Tricia Gundran, a first year BSE won first place in the 2016 National Women’s Month Celebration Essay Writing Contest in English and Filipino categories respectively.

The essay writing contest was held on March 14, 2016 at the NLPSM Conference Room in line with the celebration of the National Women’s Month with the theme, “Kapakanan ni Juana, Isama sa Agenda.”

There were 16 participants in the English category and 14 in the Filipino category coming from the three colleges, CTE, CAS and CBE.

The winners are listed below:

1st Place: Kris Maygwen A. Tolentino, BSBA1
2nd Place: June A. Gaygayed, BSE 3
3rd Place: Ryan Jay Cuevas, BSCE1

Filipino category

1st Place: Tricia Gundran, BSE1
2nd Place: Louielma A. Cortez, BSE3
3rd Place: Crisha D. Gallano, BSE3

The board of judges in the said contest were Mrs. Cheryl Diza, Mrs. Ruby A. Gabor, and Miss Aislinn JuAnn E. Medina in the English category and Dr. Lanie B. Tiu, Miss Valentina D. Lamerca, and Miss Krizza Camille C. Cabanero in the Filipino category.

The awarding ceremony took place on March 22, 2016, 4:00 P.M. at the NLPSM Conference Room wherein the winners received certificates of recognition, trophies and tokens. The non-winners also received certificates of participation and tokens.

Primarily the essay writing contest aimed to solicit ideas from the students on how women’s concerns can be included in all the undertakings both in the public and private sectors specifically in the institution where they belong - the school. This is also a welcomed opportunity for the students to hone their writing skills in this genre which is deemed significant in their preparation towards competitions in wider and higher levels. - MCI
Enhancing Capabilities of Extension Service Providers of SU’s in Region I

Four NLPSC faculty who are engaged in extension service program attended a seminar entitled “Enhancing Capabilities of Extension Service Providers of SU’s in Region I” at Mariano Marcos State University, Batac City, Ilocos Norte on February 11-12, 2016. The seminar was sponsored by Mariano Marcos State University (MMSU) in collaboration with the Agricultural Training Institute-Regional Training Center I (ATI-I).

The objective of this seminar was to enhance the capabilities of extension service providers in delivering programs and services to their stakeholders.

The Principles and Guidelines in the Delivery of Extension Services was discussed by Dr. Marivic Alimbuyugen and Dr. Melinda Mangabat of ATI-RTC I discussed How to Become an Effective Extension Worker.

Dr. Carmelo Esteban, a professor of MMSU discussed Extension Modalities and Planning, Monitoring and Evaluation of Extension Programs & Projects; and Prof. Ami Ruth Cocson discussed Accreditation Requirements for Extension Programs & Projects.

NLPSC participants presented the output regarding extension services “Hoko MTBLE and Statistical Packages to the Dep Ed teachers of Candon City”. (RGG)

Proposed Researches in the 2016 In-House Review

1. Cases of Violations of Anti-Violence Against Women and Their Children Act in Candorn City Ilocos Sur by Mrs. Maribel C. Ibañez, Dr. Severino G. Alviento, and Dr. Elizabeth M. Gacusan
2. Level of Awareness of the Student Leaders of North Luzon Philippines State College on Climate Change and its Impact by Severino G. Alviento
3. Effectiveness of National Service Training Program of North Luzon Philippines State College as Perceived by the Selected Students by Aurelyn S. Mina, Marie D. Alviento, Valentina Lameca and Giddel Praise A. Floresca
4. Awareness of the Faculty and Staff of North Luzon Philippines State College on the Solid Waste Management by Luz V. Jimenez, Marie D. Alviento and Honelyn G. Paquing
5. Teaching Performance of Faculty Members of HuSoCom Department of NLPSC as perceived by the 3rd and 4th year AB students by Marie D. Alviento
7. Computerized SG Election of North Luzon Philippines State College by Ramil T. Batin, Raphy V. Gacllos
8. Behavior of the NLPSC Personnel and Students on the use of Information Communication Technology by Delatita Irma T. Clindas and Helen Evelyn U. Valdez
10. The Proposed Water Refilling Station of North Luzon Philippines State College by Rafael R. Cacusan

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Accreditation (ALCU-COA), Dr. Adlai C. Castigador, Executive Director of Philippine Association of Colleges and Universities-Commission on Accreditation (PAU-COA), Engr. Federico A. Monsada, President of Philippine Technological Council (PTC), and Dr. Luis M. Sorolla, Jr. President and Chairman of the Board of the Accrediting Agency of Chartered Colleges and Universities in the Philippines (AACCUP), Inc.

Influence of Digital Literacy on Career Progression and Work Motivation of Non-Teaching Personnel of NLPSC by Leslie G. Agbulos, Ronald M. Gacusan and Rosemarie Lee

12. Perception of the BSCS and AB Political Science Students of NLPSC on the Automated Election in the Philippines By Leslie G. Agbulos and Marie f. Alviento
13. Improving the Interpretive Reading Comprehension Skills of the Lit 102 Students of the Teacher Education Department by Elizabeth M. Velasco
14. The Effectiveness of the Extension Programs of NLPSC to their Stakeholders by Rico G. Gagto, Ramil T. Batin, Nellie Manzano, Joselita Viado, Giddel Praise Floresca
15. Left or Right Brain: Administrators’ Tool to Help Manage People by Jaime G. Roras
16. Paglinang sa Komprehensyon sa Pagbasa ng mga mag-aaral ng BEED – III A ng Teacher Education Department sa Pamamagitan ng Hot Seat by Lanie B. Tin
17. Work Attitude of Personnel of North Luzon Philippines State College by Samson C. Nisperos
18. Enhancing the Reading Comprehension Skills of the BEED III through SQRW by Ruby Gabor
19. Development and Acceptability of Instructional Materials in MTB-MLE by Cheryl B. Diza
20. The Financial Literacy of the Graduating and Incoming 4th year of the North Luzon Philippines State College as of March 2016 by Thelma Gacusan, Rico G. Gagto and Rafael Gacusan
21. A Study on 4Ps by Samson C. Nisperos

The common factor among the best practices they shared, insofar as their organization are concerned, was in a way their having walked the talk of the conference theme on internationalization and internationalization.

Dr. Manuel T. Corpuz, Executive Director of AACCUP discussed the AACCUP Thrusts 2016 particularly on internalizing accreditation in higher education and internationalization of the AACCUP while Dr. Ricardo E. Rotoras, President of Mindanao University of Science and Technology (MUST) and President of Philippine Association of State Universities and Colleges (PASUC) president the accomplishment and priorities of PASUC in 2016. (RMM)
From the PLANNING OFFICE

INFRASTRUCTURE PROJECTS

Three infrastructure projects have been awarded to ELOCIN Construction from 173 Bumanglog St., Barangay 1, San Nicolas, Ilocos Norte for the first quarter of 2016 through public bidding and alternative mode particularly the negotiated procurement-adjacent or contiguous where the funds came from the GAA-Capital Outlay 2015 and 2016.

For the GAA-Capital Outlay 2015, the construction of Annex Building Comfort Rooms to the three-storey academic and laboratory building with audio-visual and special laboratory room is in progress amounting to One Million Three Hundred Six Thousand Five Hundred Fifty One Pesos and Ninety Eight Centavos (1,306,551.98).

For the GAA-Capital Outlay 2016, the completion of the NLPS C e-Library Building is now on-going amounting to Six Million Six Hundred Three Thousand Five Hundred Three Pesos and Six Centavos (6,603,503.06); and the construction of one three-storey academic building with complete furniture and fixtures amounting to Twenty One Million Six Hundred Sixty One Thousand Two Hundred Ten Pesos and Ninety Three Centavos (21,661,262.95).

The repair of the gymnasium stage and construction of covered pathway were also awarded to RESSTEEL Iron Works, Motors and Construction of Brgy. Bagani Gabor, Condón City, Ilocos Sur amounting to Two Hundred Seventy Seven Thousand Nineteen Thirty Four Pesos and Four Centavos (277,934.04) and One Hundred Ninety Eight Thousand Six Hundred Six and Twenty Four Centavos (198,606.24), respectively.

The repair of the gymnasium stage was sourced out through General Fund while the construction of covered pathway was funded through SG-Trust fund.

Regional Development Council-Regional Project Monitoring

Dr. Rodolfo C. Moreno, Planning Officer of NLPS C attended the NEDA RO-I Regional Development Council-Regional Project Monitoring Committee (RPMC) first regular meeting cum problem-solving session (PSS) held on March 14, 2016 at 9:00 AM at the NEDA-1 Mini Conference Room.

The meeting highlighted on the PSS on delayed projects, updates on PSIP2 monitoring, RAIN Monitoring System (Roadmap in Addressing the Impact of El Nino), among others which had been facilitated and presided by NEDA Regional Director Nestor G. Rillon.

Regional Project Monitoring and Evaluation System Conference and Hands-on Training

Likewise, he also attended the Annual Regional Project Monitoring and Evaluation System Conference and Hands-on Training held on March 17-18, 2016 at the Prince Plaza Hotel, Legarda Road, Baguio City. The conference aimed to introduce and discuss the new eRPMES; discuss the CY 2016 Monitoring Plan preparation requirements; prepared/inputted their Agency’s Monitoring Plan; and had been apprised on how to enhance GAD concerns in Project Monitoring and Evaluation, and among others.

CY 2016 Monitoring Plan Requirements and Selection Criteria aims to provide an idea on how efficient agencies are in implementing their projects; and guides the Regional Project Monitoring Committee on the schedule of implementation of projects based on the submission of implementing entities so that they will be assisted in solving their implementation problems, if necessary.

Mr. Edmore Freyron N. Perez and Mr. Ryanne N. Narvaez introduced and demonstrated, respectively, the new RPMES followed by hands-on training by the participants.

The Investiture of Dr. ..., from page 3 colors by the ROTC, then the Doxology and Philippine National Anthem by the NLPS C choir. The City Mayor of Candon, Hon. Ericson G. Sungson, welcomed the audience. The mayor said, “The long wait is over-Dr. Elizabeth M. Gacusana, Congratulations! You are now officially the leader of NLPS C. We know that NLPS C will be in good hands under your leadership, and we hope you will level it up the college to a University...I support NLPS C as it continues Candon’s legacy as center of education in the 2nd district of Ilocos Sur. Congratulations...you deserve all the accolades!”

The President was introduced and presented by Dr. Herbert Glenn Reyes, the PASUC Executive Director, who represented Dr. Ricardo R. Rotoras, the President of PASUC, the President of Mindanao University of Science and Technology.

The Reading of Appointment was done by Mr. Rogelio T. Galera Jr. Education Supervisor II of CHED RO1 who represented Dr. Cherrie Melanie Ancheta-Diego, the CHED Director of Region I.

The President then was vested with the Academic Gown and Hood by Mr. Arnold Ancheta, Supervisor II of CHED RO1 and Dr. Benjamin P. Sapitula, President, DMMMSU and PASUC I, chair. The academic gown is indicative of the academic life of the college which is led by the President. Dr. Gacusana wore a doctoral purple robe as an emblem of rank of an author.

Dr. Gilbert R. Arce, President of UNP and Dr. Prima Fe R. Franco, the OIC- President of MMSU imposed the academic medallion. The academic medallion symbolizes the authority conferred by the Board of Trustees upon the President. As the chief officer of the college, by virtue of this office, the President is entrusted upon the responsibility in promoting the vision, mission and core values that underlie the NLPS C service to the academic and non-academic community. It is a chain which consists of seven smaller plates signifying the oneness of the seven programs offered by the college which are the BSE, the BEE, the HUSOCOM, the Criminal Justice Education, BSCS, the Business Education and the Midwifery. The bigger plate is a replica of the college logo. Encrypted with it is the college core values: Excellence, Dynamism and Service.

The imposition of the academic ring followed, by Dr. Francisco D. Lopez, President of ISPSC and Dr. Dexter R. Buted, President of PSU. The ring symbolizes the President’s term of office. It dignifies the college continuing task for excellence as mandates of the people, the community. Engraved in the ring is the college logo. On the left side is the encrypted year when she assumed office and on the right side is the year when her term of office ends.

The ceremony continued with the Presentation of College Mace by the BOT, Hon. Rogelina R. Gilera, Representative, Private Sector, Hon. Armando Q. Canal, Director, DOST RO1 and Hon. Valentinio C. Perdido, Executive Director, Department of Agriculture RO1. The College Mace is a symbol of authority. It reminds us that the college is a custodian both the enduring tradition of learning and of the power they bestow upon those who come to learn it. It is four feet and two inches in height and 24 pounds in weight. On top of it is the college logo.

The administration of the Oath of Office was last in the investiture rites. This was administered by Dr. Caridad O. Abuan, CESO III, Director IV, CHED RO III who represented Hon. Patricia B. Lieuanan, Chairperson of CHED. This finalized the rites and then, Dr. Elizabeth M. Gacusana, has been officially installed as the first NLPS C President...setting a record in the history of NLPS C.
DISHEVELED

I've been trapped in someone else's heart for so long
That I have to live my life full of guilt and penitence
Creating the days, like a puzzling, tedious process
Yes, it was a bittersweet love that eventually burst out

Someone came and endless somber days are finally through
The feeling of gloominess has faded, warded with dazzling light instead
Expressions of love that are filled with genuine, wondrous poetical phrases

Beautiful thoughts that became my daily source of happiness

Weary days are gone, and it was he who replaced it with courage
His reciting line, "You are my world" keeps my spirit high and alive
He took me to greater heights where everything is full of life and ravishing colors
I am loved. I am deeply loved by someone whom I never met.

I have known in the first place that this happiness is temporary
That I have to go back to the cage where I should stay
He's too good for me not to give back the love he deserves
I am not forced. I just ignored the latter one for it is only his name that I knew

This is truly a terrible deal that the soul repeats on echoing
Well I have to live with it because I am failed to be hurt this way
Someday, somehow, I would be able to figure out why these things happened
But still, I am disheveled, though it is forbidden, I am loving the poet's man secretly.

Imari Talloza

"DEP-RES-YON"

Nakakulong sa apan na sulok na silid habang nakatingin sa kawalan
Binabalot ng dlim na siyang gumaago sa paralisadong kawawan
Mga bagay na nakapalibot, tilla sumisimbolo sa pagkatalo at kahinaan
Nakabibinging katahimik, karimaimarin sa pakiramdam.

Mga pagkakamal noon, tita saing pagkakalutlut ng gumugulo ngayon
Mga sitwasyong kinaiaklaman, at ni minala'y din
Hustong pag-lisap, unli-unli na nanaginip bawatugot
Kining na nagkalupa sa karanaan, minsan pa, sina na naman.

Silmura'y gutom, hindi nagkain ngunit liwanang ang siyang hanap
Lingnan ng magaling pagbabay sa tahanan ng maaliwlas na pag-lisap
Isipang nialason ng kasamaan, malatama pa ba ng kasalukuyang panahon?
O ito'y parang bituin na lamang sa langit na mahirap bang makaranta?

Dahil sa hinayengan balitang kalikuguan
Kakain, kakain, mga maliit ng piksters
Sana'y mapagod na, at muling minalull in mga bagay na kakikitinan ng pag-aso
Pagod na, namahind na, at umabot na sa puntong wala rang maramdaman
Hanggang kahit kaya magaling bihag ng kalikuguan tinatamas sa kasalukuyan?

Imari Talloza

Second in Command

The fleet, nay, the flotilla arrived victoriously.
The violet, yellow and green compose the mast. Flags are waving. They signal long awaited anchorage.

Crew and officers on deck aboard are anxious. But the good bidders are laboriously waiting everywhere.

The wait is over. The big gate soon to reveal the identity of the second in command. He has two glowing sun-like medals on his shoulders. He always wears them when he appears to people, or a VIP needs to be hand shook.

After five years of sail, he now sets sail for another horizon. This time, it's the Far East.

Alas, things don't turn as true as the sun rises in the East. Succession does not always apply to inherit the first. Rather, merit, fitness and loyalty are grains of salt.

They shine too in the sands of time and fortune. They do polish even the not cleaned epaulette.

JAIME G. RARAS

Kaarruba

Anian a nagkas-ang a buybuyaan
Bigbigat pay laeng nasangalen
Pagay-ayaman tong-tit ken aniama an sugalen
Pagibusan kuartan ken tiento a napateg

Pati annak dika pay maestimaren
Kasapulanda dika maalapayen
Ta napateg met tay inka
Pananagjasanggasan
Kalkaisuna a peltelpetam, ay ket awanan

Sumangetka diay balayyo anian a panagungelen
Bassit la a banag inka aprobokaren
Ta sabali met tay inka probproblemagen
Pangelam nga manen tay inka pakisugalen

Ay I kaarruba..........agpamunotka kadin
Adun ti inka framanam
Aglawawmo maumada, agudug-udengda peyen
A mangibang tulong ta sabali met tay inka atatupagen.

LUZ V. JIMENEZ

SHACKLES AND CHAINS

By Maribel Calagagan Ibañez

My eyes are blindfolded, I cannot see
Appalling and sickening deeds are laid before me,
Their unscrupulous actions are not concealed
My eyes are blindfolded, I cannot see.

My hands are shackled, I cannot move
To break free is such a futile resolve,
Watching them in their wanton caprices is an agony
My hands are shackled, I cannot move.

My mouth is gagged, I cannot speak
The truth setting free is rather bleak,
To speak of it is tantamount to annihilation
My mouth is gagged, I cannot speak.

My feet are chained, I cannot take a pace
To take an advance step is impossible to make,
The others have gone long ahead
My feet are chained, I cannot take a pace.

My mind is obscured, I cannot think
Reason and wisdom seem to be at its brink,
The good becomes evil, the evil becomes good
My mind is obscured, I cannot think.

Oh JUSTICE, I beseech you!
Free me from these shackles and chains, I implore you
Let me see and speak of the truth without fear
Let this world be a place every righteous soul long to hear!

Thank you Researchers, Inventors and Sages of the Past
Salutations to the researchers, inventors and sages of the past,
they introduced new knowledge and inventions,
that widened progress of the society,
and simplified lives of people in many ways.

Gone are the days when our ancestors had to travel by foot,
It can be done now fast by cars, trains or airplanes.
Human Dose and society living in advance technology,
Thank you researchers, inventors and sages of the past.

Severino G. Alviento
The Mural Painting Continues

Ian Norvin G. Buccat

The MARIS Organization again flourished colors during the celebration of the 5th Foundation of NLPSC through a mural painting contest in February 5, 2016. This is also in further celebration of the Silver Anniversary of National Arts. Every February, the country is celebrating Arts Month through the National Commission on Culture and Arts (NCCA). This year’s theme for the 25th celebration is “Public Art, Art for All.” Interested NLPSC students participated and showcased their talents in painting. The first place was the group of Eric Galcon, Ruzzel Dumayag and Keith Biala of the Business Education. The second place was the group of Winston Manzano, Venice Valerie Santolaja and Arlene Gadiano (BEED) and the third place was the group of John Mark Galanto and Marlo Roqueta (BSE).

The Investiture of D.....from page 9

After the very solemn ceremony, several special guests gave their messages. Dr. Abuan was the first to give her congratulatory words and pieces of motherly advice.... She said that Dr. Gacusana has built the tradition of excellence in NLPSC... and also posed her the tough challenge of turning NLPSC into a University in the years to come. She ended her speech with tears..as she remembered the first year of operation of the college.

Hon. Ryan Luis Singson, the Governor of Ilocos Sur represented by SPM Jimboy Singson followed. The governor’s message centered on giving quality education to the people of Ilocos Sur.. and he said that he firmly believes Dr. Gacusana can do it. Hon. SPM Singson also gave his personal message by speaking on human capital that develops the province. He resuted Dr. Gacusana to convince her graduates to stay in the Province of Ilocos Sur and serve the province.

Finally, the father and the founder of NLPSC, Hon. Congressman Eric D. Singson, stood last and have acknowledged the officials from CHED and PASUC who facilitated the installation of the First president of NLPSC. He said I admit this is my first time to witness an installation of a College President.It is very solemn and it is even more solemn than the oath taking of the President of the Republic of the Philippines.” He even jokingly that if he were to win in an election, he would like it to be done this way. He ended up by saying, to some officials to help NLPSC grow.

Dr. Elizabeth M. Gacusana then gave her Investiture address. acknowledging all those people behind and beside her during the years prior to the creation of NLPSC and during the early years of NLPSC...She talked of the history of the college, from CCC, to UPN, to NLPSC. The transition period was so crucial, there were issues, but she thanked Congressman Eric and Ma’am Grace for having been always there to lift her spirit. She continued talking about...

MARIS conducts events in Candon City Fiesta

On the Spot Painting Contest and BOSES Ti MARIS 2016 held

Ian Norvin G. Buccat

The City of Candon celebrated the 2016 Tobacco Festival. Some of the activities are the On-the-Spot Painting Contest and the BOSES Ti MARIS 2016, an amateur singing contest. The City Government and the Millennial Artists of Ilocos (MARIS) Inc. conducted said activities to highlight the City Fiesta this 2016.

The On-the-Spot Painting Contest was held in the afternoon of March 13, 2016 at Plaza Kiosk wherein artists from different towns and cities of the province participated. They showcased their talents in painting and they were judged by artists Pastor Rodel Dayoan of Sinaaf, Prof. Joselita Viado of NLPSC and Prof. Caesar Ziggy Perlas of UNP. The winner in the On-the-Spot Painting was Mr. Christian Rey Rareza of Sta. Lucia, Ilocos Sur and a student of NLPSC.

The BOSES Ti MARIS 2016 was participated by amateur singers from different places in the province. Prior to the activity, MARIS conducted screening in February and there were fifteen participants. The winners were the following: Rowel Soliven of Candon (Champion), Dave Dampulay of Sta. Cruz (1st Runner Up); and Majobe Ilabay of Sinait (2nd Runner Up). The Board of Judges were composed of Mrs. Joselita Viado, Coordinator for Culture and Arts of NLPSC, Ms. Cherry Lou Robledo, Coordinator for Culture and Arts of Candon, Mr. Arman Anga-angan, Director of the Ilocandia Singing Idol and Mr. Neil Joaiz Lagundino, music enthusiast and Coordinator of SIRI Youth Office under the Office of Ilocos Norte Gov. Imee R. Marcos. The NLPSC Shine and the MARIS members from Sinait also showcased their talents during the activity through intermission numbers.

The City Government of Candon through City Mayor Eri snakes G. Singson applauded MARIS for its support and contribution for the success of the activities that highlighted the City Fiesta. MARIS expressed also its heartfelt gratitude to the full support of the City Government of Candon and also the full support of the MARIS Board of Trustees – Congressman Eric D. Singson, City Administrator Grace G. Singson, SPM Anicka Nicoli S. Zaragoza, NLPSC President Dr. Elizabeth M. Gacusana and Mrs. Dhana B. Malamion, HRMO of NLPSC.
Four Delegates Attend DRRMCC Summit

Dr. Andres T. Malinnag, Jr. Director, Administrative and Finance Services; Mr. Alex L. Ragucos, Coordinator for Campus RRDMT; Mr. Samson C. Nisperos, Coordinator for Student Affairs and Mr. Danilo Pascua joined the 2016 Disaster Risk Reduction Summit For Education Sector held at Rembrant Hotel, Tomas Morato Ave, QC last January 25-26, 2016.

Most of the resource persons came from the Armed Forces of the Philippines wherein OPLAN Yakal was discussed by Col Ramon Ilagan, Incident Command System (ICS) for SUCs was discussed by Maj Ernest Teneza, G3 AFPRESCOM, GHQ, Camp Aguinaldo, Quezon City and Dr. Bernard Ramirez, President of the Philippine State College of Aeronautics (PHILSCA) presented and discussed Threats to Campus Security, Organization for Campus Emergencies, and School Contigencies.

In the seminar, SUCs are encouraged to organize, make the Risk Reduction Management Team (RRMT) functional not only for calamity and disasters but it should include a possible man-made disaster. It was stressed that it to be prepared at all times.

NLPSC e-LIBRARY Building

The continuation of the construction of the e-Library Building of NLPSC started last January 20, 2016 and it is way to completion. It is expected to be completed after 150 days. The last phase of the project is amounting to P6,610,899.23.

In compliance for safety, the contractor was reminded of putting safety net and signage of the on-going project.

Material Recovery Facility (MRF)

The College President Dr. Elizabeth M. Gacusana approved this first quarter of the year the removal of dilapidated water system near the north-east corner of the campus. To make it useful it was suggested that the steel tower frame of the water system will be converted to something useful. With that premise it was converted immediately as a place for recyclable and non-recyclable materials of the college; otherwise known as Material Recovery Facility (MRF). The administration, with Engr. Ricky Molina designed the facility to be movable or transferable. In particular, the administration is doing this effort in support of the Waste Management Program of the local and national government, and in general this is a manifestation of our support or awareness of climate change.

Offices from the different units including faculty members will be notified on the effectivity of this project. Summer is at hand and we are going to clean again our tables and dispose them wisely and properly.
ELECTRIC POST RELOCATED

The old electric post located in front of the administration building was considered as an eye sore and dangerous to passersby due to a crack at the foot of one of the concrete posts. Last January 4, 2016 Dr. Elizabeth M. Gacusana, President I, together with Dr. Andres T. Malinnag, Jr., Director for Administrative and Finance and Eng. Ricky Molina, Project Engineer of the NLPSC discussed and planned for the relocation of the post. The plan was referred immediately to ISECO. The director also made a personal follow-up at the ISECO main office.

With the approval of the president and a minimal budget that was considered the plan for relocation was implemented last February 12, 2016. The concrete electric post was changed to a steel post provided by ISECO and another wooden post was relocated in a safer area. Now, vehicles and any passersby are safe. This is a manifestation that we are reducing risk to our students and personnel. Also, considering aesthetic value the frontage of the administration building looks wider and better.

Another 3-storey Academic Building

A construction of another three-storey building with an ABC of Php 21,699,254.53 is expected to be started this year with complete furniture and fixtures. The building is programmed to be completed in 390 days only. This will be located at the back of the e-library building. The e-library building was just started for the last or completion stage.

The Vision-Mission and Development Goals

The new College president Dr. Elizabeth M. Gacusana, presented her Vision-Mission with nine point Development Goals late last year to the BOT; It was accepted and approved later by the board. Now, it is displayed in front of the College Administration building framed in an aluminum covered with glass. Hopefully this will always remind everybody in the college that we are serious in the attainment of this vision.

From left to right: Dr. Caridad O. Abuan, Director, CHED R-3 and former OIC of NLPSC (Commencement Guest Speaker); Dr. Elizabeth M. Gacusana, President, NLPSC; Dr. Andres T. Malinnag, Jr., Director, Admin. and Finance. The right picture shows the NLSC President Dr. Elizabeth M. Gacusana and SG Trustee June Gaygay pose near the VMG new stand before the procession. Photo courtesy: ATM Jr. 03.19.16

NLPSC Recruitment Target of AFP

The Armed Forces of the Philippines is constitutionally mandated to be protector on the people and the state. For more than a century, from revolutionary Army led by Andres Bonifacio that won the independence of the Philippines to the AFP that gained us freedom and helped restore our democracy, the pride of enduring legacy of the AFP has been of honor, service, and patriotism in fulfilment of this mandate.

However, in pursuit of the Modernization Program of the Armed Forces of the Philippines recruitment of Enlisted Personnel (EP) and Officers is on wide scale.

For the graduates of North Luzon Philippines State College (Batch 2016) it is an opportune time for them to grab this opportunity of serving the country.

The BAC in action during the opening of BIDS.

Dr. Elizabeth M. Gacusana during the ground breaking ceremony. Photo courtesy: ATM Jr. 03.08.16

A courtesy call of PAF Troopers led by CAPT NESTOR RAMOS, Squadron Commander, Philippine Air Force (PAF), 582nd AIRCRAFT CONTROL AND WARNING SQUADRON. This is related to the wide scale recruitment is in pursuit of the AFP Modernization Program.

Photo courtesy: ATM Jr. 02.17.16

A courtesy call of Philippine Navy Troopers led by LT ARCHIE F. ADANZA from Naval Station, Poro Point, City of San Fernando, La Union, accompanied by LT COL ANDRES T MALINNAG JR (RES) PA, 203rd TAS, GHQ to President DR. ELIZABETH M. MANZANO. The mobile recruitment activity of the major branches of AFP is part of the Modernization Program.

Photo courtesy: ATM Jr. 03.15.16
Human Resource Management Office Updates for January to March 2016
by: DHANA B. MALAMION HRMO Designate

Monthly Meeting of the Council for Human Resource Management Practitioners (CHRMP)
The Council for Human Resource Management Practitioners (CHRMP) together with Mrs. Cecilia R. Bareng, the Officer-In-Charge of the Civil Service Commission, Field Office, Bantay, Ilocos Sur, conducted the monthly CHRMP meeting at North Luzon Philippines State College on February 19, 2016 at the Conference Room, to discuss the updates on Civil Service Rules as regards the rights and privileges of regular Employees. The Promotion of Faculty Members through Presidential Discretion effective March 1, 2016, 13 Faculty Members were promoted through Presidential Discretion, as follows:

<table>
<thead>
<tr>
<th>Name</th>
<th>From</th>
<th>To</th>
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<tbody>
<tr>
<td>1. Moreno, Rodolfo C.</td>
<td>Associate Professor III</td>
<td>Associate Professor V</td>
</tr>
<tr>
<td>2. Gaerlan, Estrella C.</td>
<td>Associate Professor II</td>
<td>Associate Professor III</td>
</tr>
<tr>
<td>3. Tiu, Lanie B.</td>
<td>Associate Professor I</td>
<td>Associate Professor II</td>
</tr>
<tr>
<td>4. Antonio, Amelia C.</td>
<td>Assistant Professor IV</td>
<td>Associate Professor II</td>
</tr>
<tr>
<td>5. Velasco, Elizabeth M.</td>
<td>Assistant Professor III</td>
<td>Assistant Professor IV</td>
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<tr>
<td>6. Valdez, Helen Evelyn U.</td>
<td>Assistant Professor II</td>
<td>Assistant Professor III</td>
</tr>
<tr>
<td>7. Gacusan, Thelma R.</td>
<td>Assistant Professor I</td>
<td>Assistant Professor II</td>
</tr>
<tr>
<td>8. Inigo, Luz C.</td>
<td>Assistant Professor I</td>
<td>Assistant Professor I</td>
</tr>
<tr>
<td>9. Albayalde, Vicky C.</td>
<td>Instructor III</td>
<td>Instructor III</td>
</tr>
<tr>
<td>10. Aromin, Janmah T.</td>
<td>Instructor II</td>
<td>Instructor III</td>
</tr>
<tr>
<td>11. Batin, Raml T.</td>
<td>Instructor I</td>
<td>Instructor I</td>
</tr>
<tr>
<td>12. Banasan, Donabelle D.</td>
<td>Instructor</td>
<td>Instructor</td>
</tr>
<tr>
<td>13. Malamion, Dhana B.</td>
<td>Instructor</td>
<td>Instructor</td>
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Vacant Positions for Publication
As a result of the chain promotion of the promoted faculty members, two (2) Instructor I positions has been vacated and is now in the process of publication.

Another Faculty Item has been vacated (Instructor III) due to the approval of the transfer of agency of the Dean of Information Technology Mr. Gerald Victor M. Calamaan. (continued from page 1)

Presidential Leadership
In the panel session of four distinguished SUC presidents, they gave some of their inspirational advice for continuing and would-be presidents of SUCs. Dr. Ester B. Ogena of Philippine Normal University gave the inspiring words, “If I have a previous president who I can talk to that would be better because I would have had a ‘big brother.’” Likewise, Dr. Reynaldo Vea of Mapua Institute of Technology also inspired SUC presidents saying, “There are decisions that should ultimately be based on value.” Dr. Emmanuel C. De Guzman of Polytechnic University of the Philippines advised presidents that the transformation of a president is more radical because you are going to be subjected to a lot of pressures.” Dr. Jesus Rodrigo F. Torres of Rizal Technological University shortly mentioned “As president you cannot know everything, but people would expect you to know everything.” Finally, the president of Mindanao University of Science and Technology, Dr. Ricardo E. Rotoras said, “A SUC President is viewed as a Messiah that solves all the problems and is ‘stoned to death’ for slight blunders.

To identify the qualities needed to effectively manage a performing higher education institution (HEIs), Dr. Emerlinda Roman opined that there is a need for SUC Presidents to know and understand the “givens” of the job and of the higher education institution; recognize one’s stakeholders, what they want, and determine roles as president of the institution. According to her, there is no cookbook recipe for becoming an effective leader and administrator, one needs to rely on his own skills and experience in managing and leading the organization. Among the practical pointers of effective SUC leadership she relayed include the need to formulate a vision for the
The Investiture of Dr. .... from page 9

NLPSC, SJ1 Reach out Butac Elementary School

by Mary Grace R. Padilla

NLPSC specifically the College of Teacher Education (CTE) and Bachelor of Arts Department in cooperation with St. Joseph’s Institute, Inc. (SJI) extended services and learning materials at Butac Elementary School, Butac/Dadueto, Suyo, Ilocos Sur on January 22-23, 2016.

SJI, under the leadership of Sr. Nela Ramirez, donated 25 chairs and 80 books while the CTE headed by Dr. Jaime Raras supplemented these materials with 8 big storybooks and 1 Malunggay tree from Thailand. The CTE and AB Department also rendered lectures on Action Research writing by Mrs. Ruby Gabor, Bibliography writing (APA) by Mrs. Maribel Ibanez, Functional Ilokano Orthography by Dr. Jaime Raras and Ms. Cheryl Diza and Statistical Packaging by Mrs. Jazmin Alabas. As the lecture went on, two-student-representatives from BSE IV-English, Mary Grace Padilla and Ysabelle Morados, took over the classes through storytelling with the aid of the big storybooks.

The extension program culminated with sharing of insights and experiences taken from the outreach activity conducted and awarding of certificates.

Presidential Leadership..... from page 12

institution on which to anchor programs and strategies; to choose your team very carefully; to be on top of everything; to be deliberate when making decisions; to learn to listen but also know when it is time to act; to be familiar with all rules, processes and procedures; to be accessible and visible; to practice participative management; to get involved with student activities and concerns; and to know the difference between being a manager and a leader.

GPPB Executive Director Atty. Dennis S. Santiago in his talk on the Government Procurement Reform Act (RA 9184) defined procurement as the whole of the life-cycle process of acquiring goods, services and works from third parties – beginning when a requirement is first defined and ending with the ultimate disposal of an asset or end of a service contract. He underscored that SUCs policy on procurement should be based on value for money which gives due regard to propriety and regularity of all acquisition in the university.

He debunked the contention that the procurement law is the one that delays the requirements of the agency and emphasized the need to ensure realistic and reasonable planning in order to meet the university’s development plans.

Moreover, he said that the only way to avoid future cases to be filed against them, SUCs should conscientiously follow the general provisions of RA 9184 and its IRR to ensure that procurement must be in observance of the principle of transparency, accountability, equity, efficiency, and economy through conduct of public bidding. Towards the end of his talk, he enjoined the participants to embrace and enjoy change.

On the other hand, Dr. Milabel E. Ho, President of West Mindanao State University talked about public investment in higher education. She said that higher education plays an important role in the economy by offering students the ability for an increase in personal economic growth as well as offering a high return on public investment through a well-equipped workforce. The current economy/enrollment driven HEI systems in the Philippines should be transformed into a Research-driven University System through investing in key priority areas where the private sector won’t invest but are needed; making money available for upgrading of capabilities of faculty members and administrators; and providing assistance in upgrading of laboratories and other key facilities.

To raise the awareness on the guidelines of oversight agencies to strengthen HEI accountability and transparency, Chairperson Alicia dela Rosa-Bula of the Civil Service Commission (CSC) highlighted the various initiatives of the Commission which included programs in compliance with the Anti-Red Tape Act (RA 9485) and the newly installed Strategic Performance Management System. Director Sophia Gemora of the Commission on Audit (COA) subsequently described the role of COA auditing how funds are managed, utilized and expended during the year and mentioned common audit issues faced by SUCs. Common cases encountered by the Legal and Legislative Service Department of CHED were also detailed by Atty. Carmelita Yadao-ISON, while Deputy Ombudsman Gerard Mosquera mentioned those filed at the Ombudsman.

Atty. Sison also enumerated the high demands of being an SUC President and the program of CHED to maintain good governance in HEIs.

CHED Commissioner Dr. Alex Brillantes presented the Overview of President Higher Education Career System (HECS) followed by a consultation workshop on the proposed HECS. The HECS is designed to facilitate the recruitment, selection, appointment, preparation, and assessment of the best leaders in public higher education. DBM Asst. Maxine Tanya M. Hamada presented and discussed the Budget Partners Agreement (BPA). This is an agreement entered into by NGAs/GOCCS/ SUCs and CSOs/Stakeholders [community] to define their roles, duties, responsibilities, schedules, expectations and limitations.
NLPSC joins the nation in the 2016 National Women's Month Celebration

The North Luzon Philippines State College through the initiative of the Gender and Development Office conducted activities in connection with the 2016 National Women's Month Celebration. This year's theme is “Kapakanan ni Juana, Isama sa Agenda!” (Include Women in the Agenda).

Among these activities were the National Women's Month Celebration announcement during the flag raising ceremony on February 29; the hanging of tarps in conspicuous areas within the campus premises; the production of advocacy materials and collaterals (flyers and button pins) which were distributed to the personnel and students in the College; the conduct of an Essay Writing Contest in English and Filipino categories on March 14; and the holding of a Lecture-Forum on Human Rights Education on March 29.

The theme of this year's celebration resonates the call for gender-balance in leadership and decision making positions both in public and private sector; inclusion of women's concerns in leadership platforms and the government's development agenda; and capacitating and preparing women and girls to reach their ambitions.

Rapid Earthquake... from page 1

needs and which they can use for making prompt decisions for quick deployment of rescue and relief operations.

Some of the topics that were imparted to the candidates in the said training included the PHIVOLCS' map reading, volcano, earthquake and tsunami hazards, earthquake intensity reporting tool, REDAS as a risk assessment tool, typhoon resistant structures, building typology and vulnerability curves, plotting multi-hazard maps, and seismic hazards assessment.

Development of regional and provincial hazard exposure databases through SUCs were stressed during the training, with focus on earthquake, severe wind and flooding; conduct regional and provincial earthquake impact assessments; and develop strategies on usage of impact assessment results such as emergency preparedness and contingency plans.

At least 80% of trained SUC staff will be capable of conducting researches and providing technical support to local governments for disaster preparedness in the region is expected as an output of the training. Four barangay-level exposure database and four province-level earthquake risk results will be conducted per SUC and regional and provincial inventory of Disaster Risk Reduction (DRR) and Climate Change Advocacies (CCA) studies will also be done by the participants. Also, hazards maps and in-place multi-hazard early warning systems will be undertaken and a report discussing the strategies on how to mainstream earthquake risk results into LGU plans.

Some of the trainers and speakers during the training included Dr. Orlando F. Balderama, Dean of College of Engineering of ISU and REDAS Project Leader, Dr. Armando Q. Ganal, Regional Director of DOST I, Dr. Renato U. Solidum, Jr., Director of Phivolcs, and Dr. Carlos Primo C. David, Executive Director of PCIEERD.

What is REDAS?

Rapid Earthquake Damage Assessment System (REDAS) software is PHIVOLCS' (Philippine Institute of Volcanology and Seismology) strategy for reducing earthquake risk and impacts, ground motion and hazards estimation, building typology and vulnerability/frailty curves, exposure database development and enhancing results through conduct of building survey.

REDAS software is a tool for computing hazards (deterministic ground shaking, liquefaction, landslides, tsunami), for preparing scenarios and for computing risks. Through this software, static maps of various hazards can be integrated which include database of critical facilities and elements at risk (schools, bridges, urban areas, houses); can be updated by local government.

Objectives of developing the REDAS tool and procedure includes providing simple and practical tool that will make LGUs appreciate their vulnerability and convince them to undertake more serious earthquake preparedness actions, provide for the basic inputs that will enable them to immediately start earthquake preparedness activities and to convince them to conduct more detailed building surveys.

REDAS was conceived by PHIVOLCS immediately after the July 16, 1990 (Ms 7.8) earthquake occurred in the northern part of Luzon. A strong ground shaking caused buildings and other structures to collapse in areas near the epicenter and in areas more than 100 km away such as in Baguio City. REDAS is now being shared to local government units as a tool for emergency preparedness, contingency planning and more importantly for mainstreaming disaster risk reduction into the local development planning process.

In REDAS software, the user can simulate earthquake hazards such as ground shaking, liquefaction, landslides and tsunami and compute earthquake risks (physical damage, casualties and economic loss). Although REDAS was originally conceived for use in earthquake hazard and risk assessment, other multi-hazard maps including hydrogeological hazards such as floods, storm surge and rain-induced landslides are already incorporated into the software and can likewise be displayed by users.*
Module 1. PERSONAL EFFECTIVENESS

Director Hedy Jose B. Lardizabal discussed the first unit which is Enhancing Personal Effectiveness with two sessions: Session 1-What Makes a Winner and Session 2-Mastering My Inner World. The resource speaker introduced the topic on what makes one a winner, then required each group to have a workshop where they shared persons whom they considered winners and their particular traits. Each group presented their output. There was a lengthy elaboration as to the qualities of a winner. It was mentioned that ineffective persons end up as losers and effective persons emerged as winners. The second topic was about Mastering My Inner World which dealt with managing self-esteem, managing your own need, managing your need for direct control and managing constructed self. Another workshop on Photo Language was done and each group tried to come out with their interpretations for each picture. The group shared their philosophy on life, work, happiness and success. The secret of success was tackled and the four life positions were discussed. The day ended with the discussion on how to strengthen the self.

Unit 2: Managing One’s Career

This unit has two sessions: Becoming an Achiever and Coping with Stress. The same speaker, Dir. Lardizabal discussed career tune-up. A workshop on Job Satisfaction Benchmarking was done and each group presented their view of work, why they joined government service, what three things energize them and another three that frustrate. Career lines were discussed and he emphasized the need to strive for a better performance and to focus on job and career stages and ended up the session with the story of the carpenter who built a poor house for his boss only to find out that it was his. The second session was on Coping with Stress. He first tackled on job burnout stages and how to drive away stresses.

Module 2. SUPERVISION: A CHALLENGE AND A COMMITMENT

Unit I is on Becoming a Supervisor and two topics were discussed: Changes and Transition and the Supervisor ADAPTS. The group had a workshop on the things they like to end and the things they like to begin when they will be future supervisors. Acceptance is the first stage and this means not only in position but more of the role and responsibilities that go with it. Here gaining privileges and losing some rights must be accepted as one becomes a supervisor. He now performs different tasks. The session ended with the discussion a Supervisor ADAPTS to people and situations which differentiates you from the rank and file. A stands for accountability, D-diversity, A-analysis, P-proactive, T-team Builder and S-synergy.

The third day, Mrs. Cecilia Bareng of CSC Ilocos Sur was the learning service provider as introduced by Mrs. Estrella C. Gaerlan. Her topic is the continuation of Module 2-Unit 2 “The Difference Between Managing and Doing with the first session: Discovering New Paradigms in Supervision and Management. A photo collage was a workshop done and each group pointed out the difference between Managing and Supervising through the pictures in the collage. Here she elaborated the differences between these two. She mentioned the standards or expectations which must be communicated so that they are owned, specific, so they can be computed and later celebrated. Session 2 was all about Delegation: Barriers and Benefits. She said, “Delegation is the difference between managing and doing”. Challenges of delegation included the taking of risks, requires time, effort and motivation and the key to it is EMPOWERMENT.

Unit 3 of the module is about “The Supervisor Transforms”. It means team builder, R is risk taker, A is arbitrator, N is networker, S is strategist, F is facilitator, O is organizer, R is resource Manager, M as mentor and S as spokesperson.

Module 3: THE SECRET TO ORGANIZATIONAL EFFECTIVENESS

Here, the speaker talked of communication as a human process, the uses of communication and the steps of communication, the fault lines of communication which are the faulty transmission, active grapevine, undesirable shortcuts of challenge or bypassing, lack of managerial commitment to a 2-way communication.

Day 4:

The fourth day of the training was the continuation of the third module. The learning service provider for the day was Atty. Charlie Apolinario A. Del Rosario, the Head of the Legal Department of the LTO. He tackled all topics in the remaining sessions which are all about the art of listening, the benefits of listening, blocks that hinder effective listening and lastly the tips to become a good listener.

The course ended with a closing program, then the distribution of certificates of completion.

The NLPC joins the nation emphasis on the call to include women’s concerns in leadership platforms and the the government’s development agenda. These include the production of advocacy materials and collateral; PCW-AECID Project on the Magna Carta of Women Knowledge and Product Fair; International Women’s Day Celebration: presentation of the report on the State of the Filipino Women (SWF); launch event of the Great Women Forum: Stakeholders’ Market-Match Forum and Trade Exchange; and Sama-Samang Pagsulong sa mga Agenda ni Juana (public event).

The legal mandates of the Women’s Month Celebration include Proclamation No. 224 s. 1988 declaring the first week of March each year as Women’s Week and March 8 as Women’s Rights and International Peace Day; Proclamation No. 227 s. 1988 providing for the observance of the month of March as Women’s Role in History Month; and Republic Act (RA) 6949 declaring March 8 of every year as National Women’s Day.

The College has been participating in this annual celebration of Women’s Month for several years now with the generous support coming from the NLPC administration.
Ibañez and Gagto Attend . . . from page 1
Patricia B. Licuanan, the Chairperson of the CHED, giving the welcome message. In her speech, she pointed out CHED’s accomplishments on Gender and Development since the first summit that was held in 2011.

The opening program was highlighted by the keynote address given by Engr. Rosario G. Manalo, Philippine Representative to the ASEAN Intergovernmental Commission on Human Rights. Her talk focused on the challenges and opportunities for promoting gender equality in higher education in the context of ASEAN integration. She presented her speech in a historical approach acknowledging the contribution of women in the world toward international development. She urged the women to continually participate in the quest for social justice.

After the keynote address, Honorable Ma. Helen B. Dela Vega, Assistant Secretary of the Office of ASEAN Affairs in the Department of Foreign Affairs, gave the overview of ASEAN 2020 (The ASEAN Vision). She discussed briefly the pillars of the ASEAN community: political-security community, economic community, and socio-cultural community. Further, she explained the 3Cs of ASEAN integration namely: community building, connectivity and centralization.

The next talk, “Situation of Women in the ASEAN: Issues and Initiatives,” was given by Honorable Ermelinda L. Verzosa, Executive Director of the Philippine Commission on Women (PCW) and Chair of the ASEAN Committee on Women. She gave statistical data on the disparity of men and women in the countries comprising ASEAN. Though the figures tell that the situation is getting better in terms of opportunities given to women, the figures were still alarming. What captured the attention of the majority of the participants is the fact that it is in the Philippines where the maternity leave is shortest (60 days only). Other ASEAN countries range from 90 to 180 days. She announced though that there is already a bill passed in Congress about the increase in the maternity leave benefits of women.

The exhibit on good practices in Gender and Women Studies spearheaded by the University of the Philippines was also opened. There was a photo session of the presidents of HEIs and the CHED regional directors.

Furthermore, Prof. Aurora Javate-De Dios, Executive Director of the Women and Gender Institute (WAGI) of Miriam College and Philippine Representative to the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC), talked on ASEAN initiatives in promoting women’s rights, empowerment and equality.

A panel discussion followed which was focused on the sharing of good practices in gender-responsive higher education. The panelists were representatives from the Philippines, Thailand, Indonesia, and Malaysia. It was worthy to note that among these Asian countries, Philippines, so far, has gone ahead in terms of Gender and Development. The open forum was moderated by Dr. Carolyn Sobrithche, the Chairperson of the Technical panel on Gender and Women Studies of CHED.

In the afternoon, the plenary formed three break-out groups wherein in each group was assigned with a topic to deliberate about, (1) review of the problems, challenges and demands in mainstreaming GAD in Higher Education, (2) assessment of resources, strengths, technical capabilities and support mechanism in mainstreaming GAD in Higher Education, and (3) institutionalization of GAD policy measures, programs and activities in the ASEAN.

Mrs. Ibañez joined the first group which was tasked to review the problems, challenges and demands in mainstreaming GAD. There was a deliberation of the problems raised by HEIs in different regions. Among these issues were the absence of strong policies on GAD, different interpretation of the 5% GAD budget between COA and DBM, limited funding for GAD PAPs in private HEIs, multi-tasking among faculty members assigned as GAD Focal Persons, handling sexual harassment cases in schools, among others.

The workshop was followed with the ASEAN fellowship which featured the Philippine Ballet Theater and the El Gamma Penumbra.

On the second day of the summit, the outputs of the three groups were presented by the respective session rapporteurs. These inputs were meticulously recorded by the TWG of the summit which were to be included in the drafting of the summit output. The summit output was a finalized draft of the Declaration of Commitment of HEIs, CHED and CSC in support of GAD.

The highlight of the afternoon session was an inspirational message given by the former Senator Leticia Ramos-Shahani. In her speech, she stressed that the women should not only be interested in their family, they must be interested also in their nation. She urged the women to participate politically. She also expressed her views about politics, “Politics is not a dirty game. You make politics dirty if you dirty yourself, you make politics clean if you clean yourself.” As a whole, she urged the women in the plenary to succeed no matter how difficult things may be. The former senator looked very weak physically but despite her being 86 years old, she encapsulated a woman with a very strong conviction and disposition in life.

After the much-applauded talk of former Senator Shahani, the Declaration of Commitment was presented to the body. It was reiterated that the outputs of the three break-of groups were integrated in the document. The body approved unanimously the final draft and as a sign of their support, there was a simultaneous signing of the declaration by the participants. (MCI)