NLPSC gives tribute to the President on her birthday

The NLPSC family paid tribute to the College President, Dr. Elizabeth M. Gacusana, in celebrating her 57th birthday on June 13, 2016. This joint effort of the faculty and staff of the College was their way of showing their respect, gratitude, and affection to the president for being the mother of the institution. This was made more special than previous celebrations of her birthday for the reason that this was her first birthday being celebrated as President of the College.

The celebration coincided with the inauguration of Academic Building 5 which was graced by the 2nd District Representative, Hon. Eric D. Singson and the City Mayor of Candon, Hon. Ericson G. Singson.

The president’s special day was opened with a Thanksgiving Mass officiated by the Most Rev. David William V. Antonio. The festivities commenced right after the inauguration ceremonies of the academic building.

To highlight the merriment, each department prepared a presentation for the amusement of the audience. The College of Teacher Education, the IT/Criminal Justice Education Department, and the Non-Teaching Staff displayed their gracefulness and rhythmic movement with dance numbers. The College of Business Education gave a song.

Calub joins the 5th PSC – PHILSPADA National PARA Games 2016

Valeriano E. Calub, III of NLPSC together with some delegates of Candon City, Ilocos Sur and other members of Association for the Differently Abled joined the recently concluded 5th PSC – PHILSPADA National PARA Games 2016 held at the Marikina Sports Center, Marikina City from March 28 to April 2, 2016.

On March 28, 2016, it was the arrival of participants to the said venue and classification of all the athletes coming from the different parts of the country to compete with the different events like Athletics, Chess, Badminton, Wheelchair Basketball, Table Tennis, Swimming, Bocce and others.

In the chess competition, where Calub participated, there were at least 44 players or 22 boards for Chess.

Mr. Michael Barredo, the National president of PHILSPADA made the opening and welcoming of athletes, coaches, officiating officials and guests. Hon. Mayor Del de Guzman of Marikina City gave message to all the delegates.

On April 1, 2016, the awarding ceremony for the athletics was done.

FY 2016 PBB cycle gets started

NLPSC once again complied with the FY 2015 PBB requirements and qualifying to the grant of the bonus (refer to MARC-1, MARC-2).

More than the grant of the bonus, the PBB has significantly contributed to the college’s organizational and employees’ performance that led to concrete and visible improvements in the delivery of goods and services to its stakeholders.

To ensure proper cascading to all State Universities and Colleges (SUCs), the AO 25 Interagency Task Force on the Harmonization of National Government Performance Monitoring, Information, and Reporting Systems conducted the orientation on the guidelines on the grant of Performance-Based Bonus for FY 2016 on June 23, 2016 held at Holiday Inn, Ortigas Center, Pasig City.

Singson inaugurates new NLPSC building


After the blessing of the said building by Most Rev. William David Antonio, Auxiliary Bishop, Hon. Ericson Singson led the unveiling of the marker assisted by NLPSC President Dr. Elizabeth M. Gacusana together with CHED Representative Mrs. Myrell Mina, Education.

PASUC holds Midterm General Assembly of SUCs

The Philippine Association of State Universities and Colleges (PASUC) convened the Midterm General Assembly on June 27-29, 2016 at the Century Park Hotel, Malate, Manila with the theme, “Paving the path towards internationalization of State Universities and Colleges.” This three-day conference aimed to discuss the various concerns of the public Higher Educational Institutions (HEIs) in the areas of SUC levelling, NBC 461, and Internationalization of public HEIs.
Research, Development and Extension updates

Alviento and Gagto attend the 2nd National Multi-Sectoral Extension Services Convention

"There may be a need for a more thorough understanding of the concept, theory, principles, and practices of extension in Philippine HEIs, particularly in relation to instruction and research". These are the very words of CHED Commissioner Ruperto S. Sangalang in his keynote address during the 2nd National Multi-Sectoral Extension Services Convention held on June 22-24, 2016 at the University of Northern Philippines, Vigan City, Ilocos Sur. He also mentioned that there is an urgent need to develop an instruction-research-extension framework to define specific and desired socio-economic outputs and outcomes, thereby clarifying HEI contributions to, and impact on national development.

Turn to page 8

CBE conducts Livelihood and Entrepreneurial skills training

by: Nellie V. Manzano

The Dishwashing Liquid Making and Food Processing (Dried Fish Bangus) activities were held simultaneously in Catemon, Candon City, Ilocos Sur. The said activity was participated by 30 members of 4Ps, 20 Business Education students and 10 faculty members from the College of Business Education (CBE). Registration of participants have done at 8:30 A.M. to 8:45 A.M. by Nellie Manzano assisted by the 2 CBE students. The program was formally started at 9:00 A.M. with a prayer led by Miss Mayflor Cagdan, followed by the National Anthem conducted by Mrs. Elpie Marie Casil, both of them are faculty members of CBE. Barangay Captain Marcelo Gagarin welcomed the participants, faculty and students followed by the inspirational message of the Director for Extension, Mr. Rico Gagto in lieu of the NLPSC President Dr. Elizabeth M. Gacusan, who was in Cebu for seminar. The Vision, Mission, Goals and Objectives were discussed by the Department Head of Bachelor of Science in Business Administration, Miss Vicky Albayalde.

Mr. Santos Sanchez, TESDA Accredited trainor as well as a faculty member of CBE demonstrated the Food Processing (Dried Bangus) assisted by the faculty members.

After the food processing, Mrs. Maribel Galay, trainor and faculty member of the CBE demonstrated the processes in the making of Dishwashing Liquid, assisted by faculty members and students. Ms. Marie Galay, representative of 4Ps participants gave her impression about the activity.

Presented during 5th National Scientific Conference on May 22 - 25, 2016 at the College of Social Sciences – Audio Visual Room (CSS-AVR), University of the Philippines Baguio, Baguio City

1. The RIC’s Extent of Participation to the Solid Waste Management Program of the City Government of Candon, Ilocos Sur by Luz V. Jimenez, Honeylyn G. Paqquing and Marie D. Alviento

2. The Disaster Risk Reduction Training and Drills of North Luzon Philippines State College by Aurelyn S. Mina, Marie D. Alviento, Giddel Praise A. Floresca and Severino G. Alviento


Presented at the 3rd International Conference on Accounting and Management Education, Research and Practice held on January 7-9, 2016 – Venues Parkview Hotel, Baguio City

1. Predictors of Employability of the Business Education Graduates of NLPSC by Dr. Rodolfo C. Moreno

Presented at the International Conference in Research and Education (ICRE 2016) May 14-16, 2016 held at Crown Legacy Hotel, Baguio City.

2. Level of Personal Financial Literacy of the Personnel of North Luzon Philippines State College by Thelma R. Gacusan

Preseated at the 2nd National R&D Forum Across Disciplines with the theme “Linking Knowledge and Practices for Sustainable Global Development” on April 14-16, 2016 at the Bituon Beach Resort, MoBo, Masbate.

3. Inventory of Disaster Risk Reduction and Climate Change Advocacy Initiatives of the Local Government Units of Ilocos Sur by Severino G. Alviento, Rico G. Gagto, Ramit T. Batin and Elizabeth M. Gacusan

4. Level of Awareness and Extent of Observance of the 1st Year CAS Students of North Luzon Philippines State College on the 3Rs by Severino G. Alviento

5. Integrated Library Management System (ILMS) of North Luzon Philippines State College by Mr. Ramit T. Batin

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FROM THE CORNER OF ACADEMIC AFFAIRS

CHED RO1 holds orientation on K to 12 transition program

Lorebel S. Domongo

The Commission on Higher Education Central Office and Regional Office 1 K to 12 Transition Program Management Unit held a one-day orientation to the Sending Higher Education Institutions’ (SHEIs) and Scholars’ Onboarding Orientation and Regional Advocacy Campaign on the K to 12 Transition Program on June 10, 2016 at Marand Resort and Spa, McArthur Highway, Bacuit Sur, Bauang, La Union.

The program started with a prayer followed by acknowledgement of the scholars and other participants by Mr. Danilo Bose, the permanent Alternate Focal Person Education Supervisor II, CHED RO1. During the program, CHED Chairperson Patricia B. Licuanan gave her message through video. The objectives of the activity were discussed by Dr. Cherry Melanie and Diego, Permanent Focal Person. The updates on the implementation of K to 12 Transition Program were discussed by Ms. Karen Brillantes before she presented the guidelines for Scholars and Sending Higher Institutions. These are some of the responsibilities that the grantees have to meet. According to her, all approved nominees should only be given at least three (3) units of teaching load however, they are required to report regularly; and a maximum of 6-unit teaching load, but the SHEI must submit a justification as to why the approved nominee has to hold 6 units while undergoing the K to 12 scholarship program;

The thesis/dissertation applicants other than the age requirements, must have accomplished all their academic units and must have a proposal duly approved by the Delivering Higher Education Institution (DHEI); must display good moral character and have no pending criminal case; must display strong academic record; and that the masters/dissertation applications must be in-line with their area of specialization;

It is the responsibility of the sending HEI to:
1. justifies the nomination of the faculty;
2. collate all the applications and submit in one submission, all the nominations;
3. assign a representative/local person for its faculty and staff nominees;
4. monitor the return service of the scholars.

There was an open forum conducted after all the discussions and many queries were cleared by the speakers.

Five Faculty attend the 2016 Regional Higher Education Executive Conference

Five faculty members of NLPSC headed by the Vice President for Academic Affairs and OIC VP for Administration, Research and Extension, Estrella Gaerlan; Director for Research Services, Severino G. Alviento, Director for Instruction and Quality Assurance, Elizabeth M. Velasco, Dean of College of Business Education, Nora H. Soliven and Acting Dean of the College of Teacher Education, Luz V. Jimenez attended Regional Higher Education Executive Conference held at Café Ilocandia, Fort Ilocandia Resort Hotel, Laoag City, Ilocos Norte on June 8, 2016.

The said conference was attended by Presidents, Vice Presidents, Directors, Deans and Program Heads of the public and private Higher Education Institutions (HEIs) in Region 1. Dr. Cherrie Melanie Ancheta-Diego gave the rationale of the Conference, CHED Region 1 Director.

CHED Chairperson Hon. Patricia B. Licuanan, being the guest of honor and speaker gave the keynote speech which was on CHED: Leading the Path to Locally Responsive and Globally Competitive Philippine Higher Education System.

Dr. Adial C. Castigador, Executive Director of PACU_COA discussed the Setting Standards Through Accreditation, while Engr. Romeo M. Ramirez, ISO Consultant/Trainer, discussed about “The ISO Certification Journey in Higher Education”. Open forum followed after the two speakers.

The afternoon session started with the K-12 Updates by Mr. Danilo B. Bose, Education Supervisor II. Dr. Francisco T. Duque III, former chairperson, Civil Service Commission (CSC) and President of Lyceum North-Western University talked on Leadership Competencies: Creating a Cutting Edge for Public Service Excellence. Then Atty. Benjamin P. Sapitula, MMSU and PASUC 1 President, Dr. Elizabeth A. Montero, President of the Association of Local Colleges and Universities (ALCU) 1 and Dr. Aurora M. Reyna, President Association of Private Schools Colleges and Universities 1 presented the “Milestones and Future Directions” of their own associations.

The awarding of plaques and distinction to Autonomous/Deregulated HEIs, COEs/CODs and producers of toppers in the 2015-2016 Licensure Examinations followed the lectures.

Word of thanks was given by Mrs. Nympha n. Buenio, the CHED RO1 Chief Administrative Officer. (EMW)

The workshop showcased classic and contemporary dances in different venues: Dakak Beach Resort, Gloria de Dapitan and the Sports and Cultural Center in Dapitan City, Zamboanga del Norte. joesvi-

NLPSG attend the 36th National Folkdance Workshop

NLPSG Director for Culture and the Arts, Joselita E. Viado together with a student-dancer of NLPSG Shine, Edwin de Guzman attended the 36th National Folkdance Workshop at Dapitan City, Zamboanga del Norte on May 23-27, 2016.

The event coincided with the 67th Founding Anniversary of the Philippine Folk Dance Society, in partnership with the Cultural Center of the Philippines, the National Commission for Culture and the Arts, Dakak and the City of Dapitan.

The dance workshop was participated by directors, coordinators of PASUC, instructors, teachers, coaches, choreographers, trainers and student-dancers of the different regions in the entire Philippines.
Velasco, Soliven attend the 1st Region 1 Education Conference on Gender Issues

The Director for Instruction and Quality Assurance, Mrs. Elizabeth M. Velasco and Dean of College of Business Education, Mrs. Nora H. Soliven attended the CHED-sponsored First Region 1 Education Conference on Gender Issues at Café Luis, St. Louis College San Fernando City, La Union on May 6, 2016. The said conference was attended by GAD Focal Persons, VP Acad/Director for Instruction and Deans of the public and private HEIs in region 1.

Mr. Danilo B. Bose, the Education Supervisor II, introduced the participants while Engr. Angelica Q. Dolores, Education Supervisor II, GFPS, gave the rationale of the conference.

Director Socrates Ramores, the Regional Director of Philippine Statistics Authority presented the State of Men and Women in Region 1. Statistics showed the different distribution of the Gender Watch in Region 1, especially along the education sector which gave light to the educational orientation and set up of the higher education.

Lecture 1 - Basic GAD Concepts was delivered by Dr. Cherrie Melanie Ancheta – Diego, Director IV, CHED RO1. She presented enlightening concepts on gender issues in schools especially in Higher Education. She answered queries as to issues on discrimination which is so hard to eliminate but according to her, it could be minimized.

Lecture 2 - Gender Issues in Education was given by Dr. Carolyn I. Sobritchea, Chairperson, Technical Panel for Gender and Women Studies who talked about her encounters on cases along gender in the Philippines.

Lecture 3 - CHED Memorandum order No. 1, S. 2015 - Establishing Policies and Guidelines On gender and Development in the Commission on Higher Education and Higher Education Institutions was discussed by Atty. Carmelita Yado-Sison, the chair of the Gaz Focal Committee. This was the highlight of the conference since the purpose of it is to integrate in the curricula gender concepts. (EMV)

FY 2016 PBB cycle.... from page 1

(1) Harmonized implementation of the PBB with EO 201 or the Modified Salary Schedule for Civilian Government Personnel.

(2) 100% accomplishment rate of targets.

(3) Approved Quality Manual or Approved Procedures and Work Instructions Manual including Forms.

(4) PBB rates of individuals shall depend on the performance ranking of the bureau/delivery unit where they belong.

The Eligibility Criteria for State Universities and Colleges

(1) Achieve agency FY 2016 GAA MFO performance targets Achieve targets for STO and GASS

(2) Satisfy 100% of the 2016 Good Governance Conditions set by the AO 25 IATF

(3) Use CSC-approved SPMS in rating First and Second Level employees and officials including officials holding managerial and Director positions but are not presidential appointees.

Banasen attends the 5th National Specialization Training in Criminalistics

The representatives of Criminal Justice Education Department from the different schools in the entire Philippines attended the 5th National Specialization Training in Criminalistics of the Philippine conducted by Director Dr. Darlito Bernard Delizo at High Country Inn, Naguilian Road, Baguio City on May 22-27, 2016.

Participants were given the privilege to choose from the seven (7) criminalistics areas: Dactyloscopy (Fingerprint), Forensic Photography, Forensic Ballistics, Questioned Document, Polygraphy (Lie Detection), Legal Medicine, and Forensic Chemistry where they would like to specialize in. The training sessions started off with a diagnostic examination in each area, right after, the seven groups where assigned in the different venues of each criminalistics area and started their lecture from 6am to 10pm with post-test and laboratory exercises in between.

The group training sessions ended on the 4th day and the participants were re-group into six (6) to compose the members of the Scene of the Crime Operatives (SOCO) for evaluation. The training facilitators have set up crime scenes for the SOCO team groups to process (Assess, collect and preserve evidence, transport evidence for court presentation) applying their own area of specialization. After the said activity a post-conference was conducted by the training facilitators who came from PNP Crime Laboratory of CAR and Region 1.

On the 5th day, each participant had to undergo and pass the mock court trial of presenting the evidence on each field of specialization in order to graduate the training. Judge Debbie Dulay of La Union, presided the mock trial, Prosecutors Gaudencio Valdez, and Atty. Meshack Macwes for the defense, while the participants took the witness stand as expert witness. The participants are rated during the cross examination and re-cross examination of the trial simulation.

Overall, the training was rigid and thorough but motivating and full of knowledge and wisdom. (DDD)

Taking a pose after the lecture on dark room processing
NTPA team building 2016

By: Delaila Irma T. Calindas & Jessica D. Guinta

The officers and members (along with their family) of Non-Teaching Personnel Association (NTPA) of NLPSIC headed by its President, Mrs. Marissa Li. Mones, had its Team Building on June 22, 2016 at Estrella Del Mar Resort, Vical, Sta. Lucia, Ilocos Sur.

Activities during the said affair comprised of games which gave the NTPA members the chance to discover themselves, have fun and accomplished goals which boosted their morale and satisfaction as members of the Association.

The affair was graced by Dr. Elizabeth M. Gacusana, the College President, who gave an inspirational message to the group. Mrs. Estrella C. Gaerlan, VP-Academic Affairs, and some other college officials also attended the event.

Through this event, the NTPA strengthened its camaraderie, trust and communication which leads to becoming a better performing team.

Singson Inaugurates.... from page 1

Supervisor-Criminology Program; ISPSC President Dr. Francisco Lopez and other officials, visitors, stakeholders, faculty, staff and students of NLPSIC.

Funds for the construction of the building came from the Commission on Higher Education-Development Acceleration Program (CHED-DAP) for Phase I and General Appropriations Act-Capital Outlay (GAA-CO) for Phase II, III and IV amounting 29,745,001.59. The construction was carried out from its first phase up to its completion by ELOCIN Construction.

The new building houses the chemistry and biology/physics laboratory rooms, defense tactics room in the first floor; five 60-seating capacity classrooms in the second floor; and the 150-seating capacity audio-visual room and speech laboratory room in the third floor.

PASUC holds Midterm General Assembly...from page 1

The NLPSIC delegation to the PASUC Midterm Assembly taking a souvenir shot before the start of the meeting. From left to right: Mr. Dexter Jason Laoat, SG President; Mrs. Maribel C. Ibanez, FA President; Mrs. Estrella C. Gaerlan, VP for Academic Affairs; Dr. Elizabeth M. Gacusana, NLPSIC President; Dr. Severino G. Alviento, VP ARERC; and Dr. Rosolfo C. Moreno, Director of Planning.

The North Luzon Philippines State College was represented in the assembly by Dr. Elizabeth M. Gacusana, the College President; Mrs. Estrella C. Gaerlan, the Vice President for Academic Affairs; Dr. Severino G. Alviento, the Vice President for Administration, Research, Extension and Resource Generation; Dr. Rodolfo C. Moreno, the Planning Director; Mrs. Maribel C. Ibanez, the Faculty Association President; and Mr. Dexter Jason Laoat, the Student Government President.

Dr. Ricardo E. Rotoras, the PASUC President and the President of Mindanao University of Science and Technology formally declared the opening of the assembly after presenting the numerous accomplishments of PASUC under his leadership as president of the association. He highlighted among these the approved request of 15,000 plantilla item positions which was collaborated with the Commission on Higher Education (CHED). He made no clear statement, though, as to when these items will be funded and released by the Department of Budget and Finance (DBM) but he strongly believed that this will be supported by the Duterte administration.

Dr. Armilio M. Mascarñas, President of Bicol University, discussed the pros and cons in the change of the academic calendar of SUCs based on an intensive study he conducted. There was no unified stand, however, among the SUCs whether they adhere to the old academic calendar or change the opening of classes into July or August as what other SUCs have done.

The issues and concerns on SUC levelling was discussed by CHED Commissioner Ruperto S. Sangalang. In his presentation he stressed the need for the internationalization of SUCs. According to him, if SUCs desire to level up, then they have to work out on strengthening their linkages to universities and colleges or organizations not only in Asia but also in other continents.

The keynote speech was delivered by Dr. Patricia B. Licuanan, the CHED Chairperson, on the second day of the general assembly. Her speech focused on the various accomplishments of the CHED within the four fruitful years of her leadership. She finished her talk with her pronouncement that she had met with then president-elect, Duterte, to discuss about her term of office and the she was given an assurance that she will finish her term as Chairperson of the Commission. She still have two years left since she was appointed by the Pinoy administration.

The last day of the assembly was an opportunity for the members of the different organizations (Confederation of Faculty Association of State Colleges and Universities of the Philippines-CFASCUP, Confederation of Student Leaders, and Confederation of Alumni Associations) to meet and discuss matters concerning their associations. (MCI)
The Administrative and Finance Services in action . . . .

HR Symposium Geared Towards Shaping the Servant Hero Towards Public Service Excellence
by: Dhana B. Malamion

The 2016 Public Sector Human Resource Symposium with a theme MANAGING TRANSITIONS through Strategic Human Resource & Organizational Development was conducted at Waterfront Cebu City Hotel on May 23-25, 2016 and this was attended by some members of the NLPCG top management: Dr. Elizabeth M. Gacusana-President, Dr. Severino G. Alviento - Vice President for Administration, Research and Extension, Mrs. Marissa L. Mones - Director for Administrative Services and Mrs. Dhana B. Malamion - Human Resource Management Officer.

The symposium was initiated by the Civil Service Commission (CSC), in partnership with the Philippine Australia Human Resource and Organizational Development Faculty (PAHRODF) with Education as their top priority, so as to facilitate competency and evident educational reform.

In the three-day symposium, six topics were attended by the participants, all with separate speakers, coupled with panel discussions. The symposium was focused on sharing their relevant experiences in leading a team, realizing management goals, integrating modern technology, building a coaching and mentoring culture, human resource management, and lastly, coping-up with change.

The symposium provided human resource development and institutional strengthening support to target national and local government agencies that play a key role in promoting education reforms, enhancing foundations for economic growth, building better disaster preparedness capabilities and improving the conditions for peace and security. It was also recognized that for Australian aid to have meaningful impact, it must help improve governance by building the capacity of relevant government institutions and facilitating partnerships between government and civil society to create demand and accountability for change.

NLPSC personnel participate in the 21st Regional Continuing Professional Education for HR Mgt practitioners of Region 1

By Dr. Filipinas M. Gasalao

Six of the college personnel attended the 21st Regional Continuing Professional Education for HRMP’s of Region I held on April 19-21, 2016 at Phi Phi Beach Resorts & Hotel Panabutan, Poblacion, Morong Bataan. Said college personnel are headed by the College President Dr. Elizabeth M. Gacusana, and Dr. Severino G. Alviento, Dr. Rodolfo C. Moreno, Dr. Filipinas M. Gasalao, Mrs. Marissa L. Mones and Mrs. Gina Marie G. Balconcagan. The theme is “Strategic Human Resource Management; a Key to Effective Governance.” The 3-day seminar was sponsored by the Civil Service Commission ROI. During the program, participants were welcomed by the Municipal Mayor, Honorable Jorge S. Estanislao. Afterwards they were informed, motivated and inspired by the President of RCHRMP Region I, Mr. Franklin A. Quinzon. While Director Nelson G. Sarmiento, Director IV CSC ROI explained the significance of the 3-day seminar.

It was Honorable Robert G. Martínez, Commissioner of CSC as the keynote speaker. At 3:30 pm the topic was focused on the ‘Prime-HRM Maturity Level Indicators and Some Best Practices in the Four HRM Systems” with Ms. Milalín S. Javellana, the Facility Director of Philippines Australia Human Resource and Organizational Development Faculty (PAHRODF). The speaker emphasized the four function of HR, hence, HR reforms must take effect. She further emphasized that Good Governance is largely determined by the HR Maturity Level. The HRMP must be equipped with the new concepts, with competent insights and must strengthen his/her capacity and capability.

Day 2 with Usec. Jose Mari M. Oquidena for Special concerns. Usec Oquidena discussed the “Vital Link between strategic Human Resource Management and Transformational Leadership”. He is an expert in the field of management because of his shared experiences. Usec Oquidena further inspired the participants by saying that in their respective office which they are serving they should touch lives which mean changes must take effect, there must be improvement. He added that progress must be seen in the people they are serving as a result of the leaders “touch moves”. When he said “make the people better than you” which means that the HR must be a coach or someone who must do the coaching. He further said that HR offices must be conducive for growth and always create a good culture for all after all.

In the afternoon of the 2nd day, Dir. Hedy Jose B. Lardizabal, Director III, CSC ROI made a very resounding introduction to the Guest of Honor and Speaker, Hon. Alicia Dela Rosa-Bala, Chairperson, CSC. Chairperson Bala in her message made mention of the three elements of Good Governance which include participatory, competency and transparency. She further delivered and discussed the strategies in managing transitions brought about by changes.

Mr. Archellis A. Villena, Manager, Compensation and Benefits Division HRM Department, Bangko Sentral ng Pilipinas talked on “Strategic Human Resource Management thru Electronic Human Resource Information System. This focuses on the HR challenges that have to be addressed too. He emphasized that practices in HR should improve from transactional to strategic.

On the 3rd day, Director Nelson G. Sarmiento, Director IV, CSC ROI presented the “Latest CSC Issuances and CSC Resolutions”. He cited some cases for the participants to be informed and aware too.

Lastly, the turnover of key of responsibility by Chapter host which is Eastern Pangasinan to La Union Chapter was done. This means that responsibilities for the next activities of the CSC Region I will be hosted by La Union chapter.
BEND LIKE A BAMBOO

By Marlbel Caloocan Ibañez

The majestic stem soars high in bliss
To the sky, its coveted goal directed.
The gentle wind caresses the flexible trunk
Moving to and fro in harmony with nature.

In the calmness of the day it stands tall
Towering among dense bushes and shrubs,
Straight it goes, almost reaching the sky
Rejoicing in the graces from the One up high.

But the trunk, though high, is slender
Making it difficult to stand forever
Thus at some point in time it wavers
And gradually bends down whenever.

People too, are like the bamboo
They fly aloft with their success and laurels
Realizing not that as they go they fall
The harder it is for them when they fall.

Hence, the bamboo bends as it should
So as to prevent it from breaking
For people, they need to stoop down
Or else they would fall and shatter at once.

SIAK NI DESIREE

Siak ni Desiree,
Naiyanakak nga addaan lulanun a babato
Sumilap, kaamangina kinadatalag ti biajko
Naparabunanak: agenda-andap, binakir a napalalo
Uray nagan la'it lagan, siakon 'tay karkcardayo.

Siak ni Desiree.
Timmadak pamila dagiti agirakakurak ti Saq
Isu a nabendisinan ti bagik itibalkas a diro
Naasideg kadagiti kasungani naalunapet a kinatao
Adu a sabong ti masisipko, agkakangato a puesto.

Siak ni Desiree.
Naparaburan iti navido a kabinnukot kan sagibo
Manara widid bungat ling-et, agaywan talek ti tao,
Simple a panangallukoy, bumlakdon bodeita a napno
Lumawat ti widawido, mastrek pay taos
ngagatuni poro ti tao.

Siak ni Desiree.
Dupulo kel Ilma a kaigag aginkukukubob iti trabaho
Arigna dinlarakon amin a tarangagay a ti empleado
Malakal daytoy kasia kigaw kaatapun a puesto
Imbag na koma a pagkumbawa a skosbay a
pumakada datao.

Siak ni Desiree, nagasat a tao.
Saludsodek: Ket sika, Desiree kadi me 'naganmo?
Wen, ammck adu mangid-ido naganko
Iti daytoy pagfiayayekub lubongko
Dagit ni kapakalmut kanian, us-usarend a nabindut a naganko
Agasem, ta, kuarta weno kinabaknang ti
kaflatoganna a pudno?
Wen, Siak ni Desiree. Addaan Antukab nga aipilido.

Daniw ni: JAIME G. RARAS

OUR ANTIQUE PARISH CHURCH

Our antique parish church loomed in the distance
With its majestic dome,
The belfry underfoot facial make-ups
Of ice patches and fruit cocktails
The big broken bell is a Judas Iscariot
Merrily hanging,
Memento of departed souls, raped by elements.
Then . . .
Came I crying desperately, loudly with
My wet diapers.
The ancient bell pealed heralding my name,
on oil on my skull, salt on my lips,
And the Spirit breathed in my nostrils,
Incense and myrrh the priest gave me
as my presents
Inside the antique church I was born again.

The patio, the ceiling, the choir were there:
Mute witnesses to my rebirth.
The tonsure is big and new, the tongue volcanic,
Frothing in praise and erupting;
What is Roxas or Quezon or Ninoy on paper?

The Church is Faith: it is the Pillar of Castillian
Culture and strength.
The multitude heareth and dollars and pesos
In torrents rained.

St. Lucy, the Patroness, had to smile: the Church
At last was repaired.

NI MANNALON

SAMSON C. NISPEROS, RGC, RPm

Panagbiag ti tao naiduma kadagit amin a parsua:
Nasken nga agbangg mangpataud pagtaraon.
Masapul ti panagmlana, pananganus aginga apitenna,
Bungbunga kas gungguna panagling-ent ken bambannogn!

Insagana't Namarsua dagiti nasayaat a panggedan;
Sadinon a lugar a pagnaedan,
Tantanan, turturod ken uray pay kabambantayan;
Adda latta mayataday a bin-i ti pagmulaan.

Panagduras ekonomia, immadun dagiti panggedan:
Panagtalon, kanumoonen kadagit ado a pagasapulan.
Kurso ti agrikultura dida pay magustuanen;
Inda pay ketdind patakderan kakaisuna a pagmulaan.

No pagdadasiqem adu a panggedan:
Trabaho ni mannalon isun tay kadagasanen.
Adu a rigat, panagbannog, anus ken panagsalukag;
Tapno apit a naraya inna magun-odan.

Trabaho ni mannalon, di nakeung orasna:
Bumangon iti parbangon, obran ti sangoenna,
Pudot inti, lammis tudio an-anusanna;
Masipnetan nga agawid gupo't kinagagetna

Mannalon, mannalon kunkunada,
Marigigat ken namurseng, panguy-uyawda,
Ngem no ammoda la koma,
Ni mannalon nasalun-ent, naragsak ta aadu pagtaraonan!

O mannalon malikrika a bannuar a katan-okan!
Ta gupo kenka, mapataud taraon a kangrunaan!
Bungat ling-ent ken paganggagat, mairanud sangataon!
Ti Dios a kangatoan innaka koma balang'tan!
NLPSC gives tribute... from page 1

Dr. Severino G. Alviento and Mr. Rico G. Gagto were the NLPSC's delegates sent by the college President Dr. Elizabeth M. Gacusana to the said national convention. The main objective of the convention is to provide the participants with working knowledge and skills along strategic approaches to extension programs/services and enable them to appreciate and evaluate the impacts of various extension projects. It also aimed to showcase the best extension practices from various sector/disciplines that contributed to poverty alleviation; to strengthen and develop partnership and linkages among extension stakeholders in the country; to recognize outstanding extension development initiatives and best practices of various institutions; and to adopt measures and strategies that appropriately address the felt needs and concerns of marginalized communities.

Topics that were discussed in the three-day extension convention include: “Developing Monitoring and Evaluation Tools in the Conduct of Extension Services” by Dr. Virginia R. Cardenas, Dean of Public Affairs and Development of UPLB; “Integrating Gender into Extension Services” by Dr. Pedrita N. Medrano, University Extension and Training Director of Isabela State University; “Research and Extension for Agricultural Development: Perspective from the Academe, Public and Private Sector” by Dr. Marlowe U. Aquino, IFAD FinSevAccess Project Manager; and “Enhancing Extension Services through Research and Development” by Dr. Efren B. Soz, Extension Director of the Visayas State University.

There were also presentations of best practices during the parallel sessions in the afternoon of the 2nd day that centered on Science and Technology, Education and Agriculture and Fisheries coming from participants from various State Universities and Colleges (SUCs) in the country.

There were almost 1,000 participants from the different SUCs of Mindanao, Visayas and Luzon.

In her privilege speech, the President expressed her appreciation to the all the personnel of the College for making her birthday very joyful and memorable. She further urged them to continue serving the College with excellence and dynamism. MCI