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BSU celebrates 33rd Charter Anniversary

BSU paid tribute to its 33 years of existence as a University through an ecumenical service and programs held on January 30, 2019. The Charter Celebration Program in the University gym served as a venue for the recognition of former members of the BSU Board of Regents and the awarding of Loyalty Service to employees.

The ecumenical and thanksgiving service was once again officiated by the clergy of the La Trinidad Ecumenical Council of Churches or (LTECC). The service was led by current LTECC President, Rev. Esther K. Balawag who shared God's message on gratitude and generosity.

The Charter Celebration program was graced by former BSU presidents including Dr. Cipriano C. Consolacion, Dr. Rogelio D. Colting and Dr. Ben D. Ladilad as well as representatives of BSU partner agencies and institutions. Among them are Benguet Governor, Hon. Crescencio C. Pacalso who expressed his appreciation to BSU.

"We're so proud of the achievements of the school not only in the region, in the nation but also (its) international achievements. We are also happy for our students making good in their licensure examinations," he said.

Former Regents recognized

Hon. Ryan C. Guinanan, Hon. Arnel Billy G. Lim, Hon. Anna Liza B. Gonzales, Hon. Ann K. Hofer and Hon. Victor B. Mariano were given Plaques of Recognition by University officials for their service as members of the Board of Regents (BOR), the highest decision-making body of BSU.

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Former BSU presidents grace the Charter Anniversary Celebration.



Students and employees join together during the Thanksgiving Service.



Benguet Governor, Hon. Crescencio Pacalso says he is proud of BSU.

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First published in 1996, Shamag is one of the official publications of Benguet State University. It was named after the Ibaloi word for news. It is a medium for employees, clients, students and partners to disseminate their programs, achievements and advocacies. Shamag aims to help the University goals in developing proactive programs for quality service by developing effective and efficient innovative platforms for cascading information and strengthening public-private partnerships.

Articles, pictures, comments, suggestions, reactions, and letters to the Editor may be submitted to the Editor or Associate Editor of Shamag at the Benguet State University Public Affairs Office through (074) 422-2127 loc. 69 or through email at publicaffairs@bsu.edu.ph.

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Benguet State University

VISION

A PREMIER UNIVERSITY delivering world-class education that promotes sustainable development amidst climate change

MISSION

To provide quality education to enhance food security, sustainable communities, industry innovation, climate resilience, gender equality, institutional development and partnerships

CORE VALUES (SLIDES)

Student-centered
Leadership
Integrity
Diversity
Efficiency
Service

GOALS AND OBJECTIVES

Goal I. To develop proactive programs to ensure relevant quality education

Objectives:

1. To benchmark curricular and co-curricular programs with national and international standards
2. To develop alternative learning experiences to enhance skills that match industry needs
3. To develop innovative and relevant curricular and co-curricular programs
4. To enhance proactive student welfare and development programs

Goal II. To develop proactive programs for quality service

Objectives:

1. To enhance relevant human resource development programs
2. To develop effective and efficient innovative platforms for cascading information
3. To enhance and develop employee welfare programs

Goal III. To enhance responsive systems and procedures for transparent institutional development

Objectives:

1. To enhance and develop innovative financial management systems
2. To ensure transparency in all transactions in the university
3. To ensure inclusive and consultative decision making

Goal IV. To develop relevant and gender sensitive research and extension programs for institutional development, sustainable communities, climate resilience, industry innovation, and partnerships

Objectives:

1. To develop relevant multimedia tools in disseminating technology, knowledge and information generated from RDE programs
2. To develop relevant RDE activities that will address current problems and support cultural advocacy
3. To partner with strategic local, regional, national and international entities

Goal V. To strengthen and expand public-private partnership

Objectives:

1. Sustain and pursue functional University-relation with the alumni and other organizations both in the government and non-government entities
2. To strengthen the linkage among academe, industries, LGUs and community

**Board of Regents Approved Resolution #2494, s. 2016.*

Revised Quality Policy:
Board Resolution #2736, s. 2018

"Benguet State University is continuously committed to improve its Quality management System, satisfy requirements of relevant interested parties and provide excellent service for quality education and innovative research aligned with sustainable development and client satisfaction.."

Talk to us!



74-422-2009 (Telefax, University and Board Secretary)
074-422-2402 (Trunkline connecting all offices)
074-422-2281 (Telefax, President's Office)



president@bsu.edu.ph



BSU officials lead the Christmas Light retreat ceremony on January 7, 2019 at the BSU Administration Building Lawn to usher in the New Year.

First Christmas lights retreat held

University employees led by President Feliciano G. Calora Jr. gathered on January 7, 2019 at 5:30 pm to commemorate the Three Kings' Day and to do the Christmas Light Ceremony- the term coined for the ceremonial switching-off of the Christmas lights at the Administration building lawn.

The ceremony began with a simple program filled with short talks to usher in good vibes for the year. BSU President Feliciano G. Calora Jr. encouraged

everyone to work with each other and make the work environment less stressful.

Meanwhile, BSUGEA (BSU Government Employees Association) President Richard H. Kinnud pondered upon which is better between the dark and the light.

"We really have to put off the light (to save electricity) but we should not be putting off the light at Benguet State University. There should always be light tapno ammo tayo ti papanan tayo(so we know where we are going). A while ago someone asked me which is better—to be in a dark but good place or to be in a bright but murky place. So I asked him what he meant by it whether BSU is a dark but good place it is not really good but we have the light and we are seeing those that we want to improve," stated Kinnud during his message.

Kinnud went on to liken the light to ISO certification. He said that ISO should serve as the guiding light for the University to continue improving.//JSTabangcura

Activities for International Year of Indigenous Languages planned

The year 2019 has been declared by the United Nations as the International Year of Indigenous Languages to raise awareness on the dramatic and critical loss of languages all over the world.

In line with this, various agencies and schools in the Cordillera Administrative Region were gathered in Benguet State University on January 28, 2019 for the planning and sharing of possible activities for this year of indigenous languages.//MLPayangdo



BSU is beneficiary of NBP Pilot Project

The University has become part of internet infrastructure development history in the Philippines by being one of the 14 beneficiaries in the pilot project of the National Broadband Plan (NBP). The project is a partnership of the Department of Information and Communications Technology (DICT), National Transmission Corporation (TransCo), and the Benguet Electric Cooperative (BENECO).

Photo shows BSU-ICT division personnel participating in a video conference with other beneficiaries on January 8, 2019.

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In response to the award, Hon. Arnel Billy G. Lim who represented students in the BOR shared that he learned about teamwork as well as how to be independent and responsible in BSU. He later focused on whether BSU is indeed, a student-centered institution.

Lim expounded that BSU may be student-centered because it has policies that support student welfare, programs that help holistic growth of students, learning facilities and infrastructure that caters to the learning process. As examples, Lim cited the University core values which included the words "student-centered", the increased wage for student assistants, the recent inclusion of a student representative in the administrative council, student congresses, intramurals and the University library.

But are these enough to make BSU student-centered? The former student regent thinks BSU needs to do more.

"As an alumnus, I believe that we can achieve this (being student-centered) by involving students in our processes more than what we are doing right now. If we start to look at students as partners and not as mere clients then we can easily achieve the title as a student-centered institution," he added.

Lim ended his response by urging University constituents to come up with definite guidelines or indicators to measure how student-centered BSU is in line with its vision.

107 employees are loyalty awardees

A total of 107 employees received their Loyalty Service Awards on January 30, 2019. There were 28 employees who received their 10 years in service award, 20 employees received their 15 years in service award, 23 received their 20 years in service award, five received their 25 years in service award, eight received their 30 years in service award, 19 received their 35 years in service award, and four received their 40 years in service award.

In his opening remarks, VP for Administration and Finance, Dr. John James F. Malamug said that there are many things to learn from the awardees.

Meanwhile, Dr. Dominador S. Garin who received his 40 years in service award shared his realizations from talking to fellow awardees and employees on why they chose to stay in BSU. These reasons included good relations with colleagues, financial gain and stability, and opportunities for self-development, good working environment and even the awarding ceremony itself.

Dr. Garin quoted one of his colleagues who said that as he is still alive, he is obliged to work around BSU's programs. **CONTINUED ON PAGE 5**



Dr. Ryan C. Guinaran, former representative of the private sector to the BSU-BOR receives a Plaque of Appreciation from Dr. Feliciano G. Calora.//MLPayangdo



Arnel Billy G. Lim, former student representative in the BSU BOR delivers his response.



Dr. Eduardo M, Naoe and Dr. Silvestre K. Aben, both 40 years in service awardees render a song.

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“This is like saying, connect the dots between the individual’s roles and the goals of the organization, when people see that connection, they get a lot of energy. In conclusion, we are an academic institution, our main object of attention and consideration are supposed to be our students in the case of the teachers and the clientele of the varied sectors for the non-teaching staff, but even then, let academic excellence be our guiding

post. The new era needs new models and strategies to attain that academic excellence,” shared Garin.

Dr. Garin ended by encouraging his fellow awardees. “It all depends on us now, the desire to bring to life something innovative and useful. If you understand your task, be confident that the next several years your performance will pass excellence. Of course, commitment will not be easy, neither enough; however, success makes sacrifices worthwhile.”

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10-year service awardees



15-year service awardees



20-year service awardees



25-year service awardees



30-year service awardees

New Research and Extension Building launched



The new three-storey Research and Extension building was officially opened on January 18, 2019 with a housewarming held at the Research and Extension Conference Hall.

The occasion commenced with a Thanksgiving Service and Benediction of Offices led by Rev. Fr. Felimon W. William, Parish Priest, Baguio Cathedral Diocese of Baguio followed by words of challenge by Dr. Feliciano G. Calora, Jr., University President.

Calora mentioned that the challenge now is to work hard together, to focus more on the goals in positioning the university in the national and international arena in increasing its impact factor, to reach a target number for research and researchers this year and to create a less stressful working environment.

"We must realize what is the big picture, why are we working hand-in-hand," said Calora.

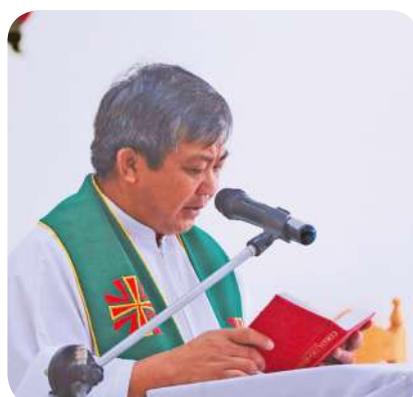
Also, Dr. Carlito P. Laurean, Vice President of Research and Extension expressed his gratitude for the occasion especially for the full utilization of the building to continuously provide their services to their clients.

"With the support of our partner agencies and national government, we can now deliver what is expected from us as one of the inherent functions of the university," expressed Laurean.

Likewise, Dr. Constantino T. Sudaypan, Director of Office of the Research Services acknowledged those who supported, helped and participated in the occasion.

After, a Research Development and Extension Seminar Series was conducted where two papers were presented which include Japan's Sixth-Order Industry and Agriculture-Commerce-Industry Collaboration by Dr. Ruth C. Diego, Director, Agri-based Technology Business Incubator/Innovation Center and Introduction to Nano Silicate Platelets for Agriculture Application by Ryan Cloe.

The occasion was closed by Director Jocelyn C. Perez of the Cordillera Organic Agriculture Research and Development Center stating that they are looking forward to an innovative and inspiring year ahead. // MLPayangdo





35-year service awardees



40-year service awardees



Dr. Dominador S. Garin delivers his response as 40-year service awardee

Civil Service Commission recognizes BSU on PRIME-HRM initiatives

Officials of the Civil Service Commission-CAR led by their director, Atty. Marilyn E. Taldo handed a certificate of recognition to BSU during the Loyalty Service Awarding program for reaching Maturity Level 2 of the PRIME-HRM systems and competencies in learning and development.

PRIME-HRM stands for Program to Institutionalize Meritocracy and Excellence in Human Resource Management. This, according to Atty. Taldo serves as a guide among government agencies in transforming every government employee into a *lingkod bayani*.

"On July 17-19, 2018, the CSC-CAR conducted an on-site assessment to determine the readiness of Benguet State University to be confirmed the PRIME HRM award based on the enhanced indicators (prescribed by CSC Memorandum Circular No. 13, s. 2014). Benguet State University was

found to have achieved Prime HRM Maturity level 2 on both systems and competencies of the enhanced PRIME-HRM maturity indicators in learning and development and the first state university to have achieved this award (in CAR)," Atty. Taldo announced.

BSU through the Human Resource Development Office (HRDO) had to meet a total of 14 indicators encompassing policies, structure and roles, review mechanisms, use of technology, development, delivery and learning service provider management.

According to Raymundo H. Pawid of the HRDO, the award is a result of the concerted efforts of all BSU stakeholders and most of all, the acceptance and participation of BSU employees.

"Ang nangyayari ngayon ay they (BSU employees) are more proactive now in seeking their own learning and development. HRDO's role is now more on trying to provide the others that they could not meet on their own especially on the competencies that they have to develop," said Pawid.

There are four categories of target competencies for learning and development as prescribed by the PRIME-HRM. These are the core, organizational, leadership and functional/technical competencies. Under the core competencies are self-management, technical and people skills; the organizational competencies includes social responsiveness, team player, research orientedness, inclusiveness, values driven and excellent workmanship; the leadership competencies includes systems thinking



Atty. Marilyn E. Taldo with CSC officials handed the Certificate of Recognition to President Feliciano G. Calora for BSU reaching Maturity Level 2 in Learning and Development.

SEA teachers arrive at BSU



The second batch of SEA teachers deployed in BSU was welcomed by University officials on January 9, 2019 at the College of Teacher Education. The SEA teachers, coming from various Universities in Indonesia and Thailand were introduced to their BSU mentors and buddies then later enjoyed the native dish, *pinikpikan* for lunch. The Pre-Service Student Teacher Exchange or SEA Project is a fulfillment of one of the seven point education agenda by the Southeast Asian Ministers of Education Organization (SEAMEO) council which is the achievement of quality education by revitalizing teacher education. The project aims to provide opportunity for pre-service student teachers from universities in Southeast Asia to have teaching experiences or practicum in schools in other countries in Southeast Asia.

Faculty and students from La Trobe University-College of Arts, Social Sciences and Commerce, Australia visited the University on January 28, 2019 for a simple forum with BSU researchers regarding Cordillera history, regional autonomy, youth and the coffee table book, "Guardians of the Forest, Stewards of the Land."



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strategic and creative, engaging stakeholders in leading change, robust building of network/partnership, values performance and coaching and enabling a high performing organization; functional/technical competencies refer to the knowledge, skills and attitude relevant to the function of the employee concerned.

Based on these, HRDO guides and supports each employee in selecting their learning and development activities to ensure that these are relevant.

Pawid hopes that the University meets the Level 3 and Level 4 maturity level indicators when a competency based policy in learning and development would be implemented and a fully functional Learning and Development Center catering to Human Resources Competency Development within and outside BSU.