



CNSC supports 2014 Women's Month Celebration



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CNSC personnel convened for the first-ever Women's Symbol Human Formation at the CNSC Quadrangle

An energetic group of about 1,500 female Teaching, Non-Teaching Personnel and Students of the Camarines Norte State College convened for the first-ever Women's Symbol Human Formation at the CNSC Quadrangle as kick-off activity for the CNSC's participation to the 2014 Women's Month Celebration, with the theme: "Juana, Ang Tatag mo ay Tatag natin sa Pagbangon at Pagsulong", spearheaded by the CNSC Gender Development Office on March 7, 2014 at 3:00 in the afternoon.

Male employees actively supported the activity by forming the letters, CNSC.

The celebration was made possible with the support of the CNSC officials led by Dr. Moncito G. Ilarde. The symbolic formation was also carried out in CNSC Labo Campus and Mercedes Campus.

Said celebration was in accordance with Proclamation No. 224, "Declaring the First Week of March of Every Year as Women's Week

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Perspectives of the approved Engineering Laboratory Building and Two-Storey Academic Building.

Physical Facilities ramp up this 2014

Year 2014 presents a period of physical facilities construction projects for Camarines Norte State College. Utilizing both internally and externally-generated income, CNSC Administration lays down a number of physical facilities development projects, primarily in the Main Campus. The on-going project entitled "Construction of Two-Storey Academic Building", amounting to P 19.2 M, is funded from 2013 Income and will provide the Campus with 12 addi-

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CNSC Agri-Expo and Fascination of Plants held

Agri-Expo and Fascination of Plants was purposely conceived to showcase the beautiful world of agriculture through an exhibit that covers both plants and animal production. This activity encompasses the annual activity "Fascination of Plants Day". With the active participation of the different departments in CNSC, the activity held at Labo Campus last May 14-16, 2014 with Arthur V. Martin, Principal Research

Scientist and Global Infection Control Consultant from USA as Guest Presenter offered its audience new technologies to encourage organic production of vegetable, herbs and medicinal plants in rural and peri-urban communities in the province. The different short courses that were conducted provided the participants a chance to learn new skills and become more productive

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CNSC joins National Arts Month Celebration in the 8th Hayag Festival



CNSC community in festive mood during the Opening Program to commence the 8th Hayag Festival

In support of the National Arts Month Celebration, CNSC conducted the 8th HAYAG Festival on February 26-28, 2014. It is an artistic academic, socio-cultural and spiritual celebration that basically supports the CNSC Vision and Mission. The event covered competitions in different fields such as Visual Arts, Music, Dance and Literary which also includes different activities

such as Parada Adbokasiya, Presentasyon ng mga Adbokasiya, Tanghal Sining Biswal, Rebelasyon sa Kubol, Feb. Fair, Timpalak Literaryo, Timpalak Musika, Timpalak Sining Biswal, Timpalak Sayaw, PiliKula, Itanghal mo Camarines Norteño 1, Photo Jorn, Inter – Collegiate Debate Competition, Cultural Presentation dubbed as CNSC MIKKS (Malayang Ipahayag ang Kakayahan sa

Kultura't Sining).

The Legal Basis for the celebration is BOT Resolution No. 65 Series of 2007 Presidential Proclamation 683 in 1991 Republic Act 8044, the Youth in Nation Building. Prof. Felomino Vicente T. Fernandez, CNSC Cultural and Performing Arts Unit Moderator in collaboration and consultation with the CPAU Coordinators conceptualized and spearheaded

the activity.

The festival offered venues for inclusive development, multi-cultural, socio-cultural and alternative classroom learning experiences (ACLE); Further instigate culture and arts as part of holistic development of CNSC students, and Strategize a basis for reflection of the CNSC Institutional Culture and its relevance to pressing moral, social, environmental and other immediate issues/concerns which HEI's are supposed to address.

CNSC receives DLSU-AWOS Weather Station Kit

CNSC through its Research Director, Michelle S. Carbonell, participated the DLSU Air and Weather Observation System 1st Workshop on Students Involved in Geophysical, Weather and Atmospheric studies last August 2-3, 2013 at De La Salle University Manila.

The said workshop was attended by affiliated schools in the DLSU-SIGWA Project which is headed by Dr. Gil Nonato Santos of DLSU Manila Physics Department with Dr. Jerry Bagtasa as Project Consultant.

In the said workshop, CNSC became a recipient of the DLSU-AWOS Weather Station kit-the Celestron Deluxe Weather Station. Carbonell also became the school researcher of the institution in relation to the DLSU Research Project.

Strengthening the CNSC production projects

Other vital component of CNSC is the production unit headed by Ronnie E. Asis, Production Director. For this year, several existing and future projects were laid down by their office to strengthen the college's production projects.

New IGP's with proposals already packaged for this school year 2014 are concentrated in Jose Panganiban Campus which has the available manpower and resources

for CNSC P. E. and NSTP t-shirt printing. With the sure market inside the college, the project is expected to boost soon under the supervision of Prof. Claro Ramon Duero.

An approved proposal for making table cloth and seat cover for rent for the college's catering services will serve as a way to provide students actual hands-on in their garments subject.

The college also gives priority to manufacturing of

uniform for male and female students under the supervision of Prof. Aida Caldit from Jpang Campus. Future IGP's in the main campus will be catering services for wedding and other special occasions. Realizing the available potential in the college, the production unit also plans to have its own printing press to venture in graduation photo souvenir in the years to come.

Nine curricular programs now Level 1 accredited

Success happens when opportunity meets preparation. In all means armed and prepared, this statement held its truth when 28 accreditors from the Accrediting Agency of Chartered Colleges and Universities of the Philippines (AACUP) visited Camarines Norte State College for Level I First Survey Accreditation on August 6-9, 2013.

Nine curricular programs, both graduate and undergraduate were assessed during the Level I Survey Visit. The Team was headed by Dr. Marcela T. Caluscasin. For the Main Campus in Daet, Programs for accreditation were, AB in Sociology, AB in History, and BS Biology from the College of Arts and Sciences; BS in Accountancy, BS in Entrepreneurship, BS in Office Administration, BS in Public Administration from the College of Business and Public Administration; Master in Management from the Graduate School; and BS in Fisheries from Mercedes Campus.

After the brief Opening and Orientation Program, the accreditors were divided into three clusters to ensure accuracy of accreditation procedures and for the visit's efficiency. The 28 accreditors were divided as follows:

Cluster I included Dr. Marcela T. Caluscasin, Dr. Medardo B. Bombita, Dr. Armando D. Junio, Dr. Alma B. Segismundo, Dr. Leoncio M. Matibag, Dr. Evangeline A. Galatierra, Prof. Gina De Castro-Bonifacio, Dr. Shirley G. Cabrera, Dr. Cielito Santos, and Prof. Reynante P. Blas;

Cluster II was comprised of Dr. Narciso F. Castro,



The CNSC faculty, staff and students attending the Opening Program to welcome the AACUP accreditors

Prof. Agnes Deliso-Arellano, Dr. Nerissa P. Batoon, Atty. Earvene Jared S. Cunanan, Prof. Moderina A. Malcabo, Prof. Leonardo B. Aquino, Prof. Annie Rose P. Pagdanganan, Dr. Philip Y. Del Rosario, Dr. Nerissa b Viola, Prof. Lucila O. Sunga, Dr. Gil B. Barte, Dr. Allen N. Maroma, and Dr. Ricmar P. Aquino; and Mercedes Campus Cluster was composed of Dr. Francis N. Baleta, Prof. Anthony Villafuerte Ferrer, Engr. Joselito D. Tucit, and Prof. Ma. Flora G. Mariano.

Suggestions, observations and recommendations from the Accreditors were hereafter heard and taken into account during the Exit Conference.

The AACUP Technical Review and Board Action during the First Survey Visit, awarded all nine programs - LEVEL 1 ACCREDITED effective August 16, 2013 - August 15, 2016.

The college is currently preparing for another wave of Level III Accreditation for Bachelor of Elementary Education and Bachelor of

Secondary Education from the College of Education and Level II Accreditation for BSBA Marketing Management and BSBA Business Economics & Level I Accreditation for Bachelor in Food Service Management from the College of Business and Public Administration and Level I Accreditation for BS Civil Engineering, BS Mechanical Engineering, BS

Electrical Engineering and BS Information Technology from the College of Engineering and Industrial Technology and Level II Accreditation for BS Agricultural Technology from Labo Campus on September 2014. Dr. Erlinda J. Porcincula, the College Coordinator on Quality Assurance and Program Accreditation leads the preparation for the visit.

Entienza Campus houses CNSC College Admission Test

Camarines Norte State College is annually conducting the College Admission Test to provide opportunity to high school graduates and continuing college students to obtain quality college education without investing to high tuition fees.

This time, Ret. Judge Antonio C. Entienza Campus conducted the annual College Admission Test last April 23, 2014 to give chance to prospective students who are living within the immediate service areas of the Campus which are Sta. Elena and Quezon.

The test was administered to a total of 112 examinees by Ms. Ara Carranceja and Ms. Margie Agawa.

Compared to the previous years, the admission test today uses the Metropolitan Achievement Test and the Otis-Lennon School Ability Test.

CNSC supports Women's Month Celebration...

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and March 8, 1988 and Every Year Thereafter as Women's Rights and International Peace Day." Signed by former President Corazon C. Aquino on March 1, 1988, it affirmed the country's solidarity with the United Nations and recognized Filipino women's contribution in the struggle for national independence, civil liberties, equality and human rights.

Other legal bases for the event was Proclamation No. 227, "Providing for the Month of March as 'Women's Role in History Month' and Republic Act No. 6949, as an "Act of declaring March eight of every year as a Working Special Holiday to be known as 'National Women's Day' both signed by former President Corazon C. Aquino.

As an add on to the regular Health and Wellness Program, a Special Dancercise session was held after the Women's Symbol Human Formation. Further, the sessions for the whole month of March catered

to physical activities specifically for women. A female fitness instructor rendered women-specific routines to help female participants attain their state of fitness goals.

To instill its advocacies, seminars on topics relevant to Women's Month were conducted. Republic Act No. 9710, or "The Magna Carta of Women", and Republic Act No. 9262, or "Anti-Violence Against Women and Children" was tackled in a Seminar on March 12 by two lawyers from the Public Attorney's Office.

On March 21, a Seminar on Women's Health was con-

ducted with Physician Resource Speakers who have enlightened participants of pertinent Medical issues specifically on Breast and Cervical Health. The college nurse demonstrated how to do regular Breast Self-Examination emphasizing that early detection and prevention is still better than cure.

As part of the GAD IEC Campaign, GAD Corner was

also launched to serve as window to GAD-related information, including relevant issues and concerns for dissemination to all CNSC stakeholders. It was installed on March 31 at the Administration Building. It will be maintained and updated with various IEC materials such as posters, leaflets, pamphlets, year round.

Public Awareness, Women Empowerment, Gender Equality and public's recognition to women's role in our social, political, and historical arena are the Month-long Celebration's objectives.



CNSC students energetically joined the Symbolic Human Formation to support the celebration.



Women's Symbol Human Formation in CNSC Mercedes Campus (left), CNSC Labo Campus (bottom left) and CNSC J. Pang. Campus (below)



HEIs in CN aid Yolanda survivors

The Camarines Norte State College (CNSC) spearheads the Commission on Higher Education (CHED) and Bicol Foundation for Higher Education (BFHE) organized Fun Run labelled as Dalagan: Tabang sa mga Biktima ni Yolanda, a five kilometer run held last December 15, 2013 with other HEI's in the province of Camarines Norte.

Almost three thousand participants composed of students, faculty, personnel and administrators from Camarines Norte State College, Mabini Colleges, Our Lady of Lourdes College Foundation, La Consolacion College of Daet, Camarines Norte School of Law, Camarines Norte College and Holy Trinity College Seminary gathered in front of the Provincial Capitol Building at 5:00 in the morning and formally commenced the run at 5:30 by Mr. Silvestre Ilao, the CNSC Sports Coordinator. The finish line is at the Bagasbas Pavilion where a short program was held.

Awarding for Competing Category was carried out to recognized top 20 finishers. Top 3 winners are: 1st place – Ronnel Rieza from Camarines Norte State College, 2nd Place –

Angelo Sayno from Camarines Norte School of Law, 3rd Place – Ronnel Fuentes from Mabini Colleges. They were given medals and customized mugs highlighting the event and their accomplishment. Two other medals and mugs were given to the Minor Awardees: Mark Justin Delos Angeles, the eight-year old son of Mr. Elmer Delos Angeles (faculty of Mabini Colleges) as the Youngest Participant and Dr. Ines D. Zabala., Dean of the College of Liberal Arts of Mabini Colleges as the Oldest Participant of the fun run.

Dr. Monsito G. Ilarde, President of CNSC and designated as Cluster Head for Camarines Norte gladly welcomed the participating HEI's and expressed his appreciation to the administrators who responded to the invitation. He emphasized how proud he was as he believed that the number of participants in the event was possibly among the highest in the Region. Dr. Ilarde reiterated that said activity is CHED's way of reaching out to those who were severely affected by Yolanda. Representatives of every institution also conveyed their full support to the CHED-

BFHE initiative to help their fellow Filipinos in Eastern Visayas.

The event was a successful joint endeavour and is hoped to bring the needed aid to the beneficiaries – the victims of supertyphoon Yolanda. It was also emphasized that the event is not only for a cause but also a way for HEI's in the province to bond together.

Another CNSC initiative to help Yolanda survivors

was an appeal for cash and in kind donations from the CNSC Community. Task force Yolanda was created headed by the VP for Administration and Finance and members were the Faculty Federation President, Alumni Coordinator and the Public Information and Community Relations Officer. Donations were turned over to the Philippine National Red Cross, Camarines Norte Chapter.

Physical Facilities ramp up this 2014...

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tional classrooms. By October, this Academic Building is set to be ready as a venue for more innovative and friendly learning for CNSC students.

The P 12.7 M- Capital Outlay provided by the National Government to CNSC, as provided for by the CHED-DBM Joint Circular No. 1, s. 2014, is intended for the construction of the Engineering Laboratory Building which will house the CEIT's Mechatronics Laboratory, Electro-Pneumatic Laboratory, Hydraulics Laboratory,, HVAC and Engine Laboratory and Electrical/Electronics Laboratory.

These Academic and Laboratory Buildings are expected to support active, hands-on, collaborative and innovative learning among students. Moreover, these additional classrooms and laboratory buildings are part of the College's strategies in achieving its vision of becoming a premier HEI by enhancing access to quality education, through the provision of adequate and state-of-the-art laboratory and classroom facilities. This is the

very purpose of the ILARDE project, otherwise known as "Improving Laboratory facilities for the Advancement of Instruction, Research and Development Efforts of the College".

To address the sanitation problem of CNSC in its comfort rooms, a Centralized Comfort Room Building will be constructed in the Main Campus. The comfort rooms, once centralized, will just require one person for maintenance. These comfort rooms' state-of-the-art amenities will encourage students to be responsible users.

More physical facilities projects are yet to come, not just for the Main Campus, but as well as for other campuses of CNSC.

"With the President being prudent on the use of available income, I am positive that CNSC will be able to address the need of CNSC for physical facilities, as indicated in its Strategic Development Plan," Engr. De Vela, the Institutional Planning and Development Officer remarked.



Representatives from HEIs in CN join the fun run to help Yolanda survivors

CNSC Agri-Expo and Fascination of Plants held...

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College President Ilarde, Resource Person Arthur Martin, VPAA Abanto, VPRE Magana and CNSC Faculty during the ribbon cutting ceremony (Top). The Techno Gabay Program Magsasaka Siyentista (MS) of FITS J. Pang., Basud, Talisay, OPAG and MAO of Labo during the opening program held at CNSC Social Hall (Bottom Left). The Guest Presenter, Mr. Martin with the CNSC Staff (Bottom Right).

members of the society and increase productivity of the province. The exhibits also showcased the ingenuity of the Agricultural engineering students with their fabricated agricultural machineries to attract possible investors and clientele.

The expo also aims to showcase new possibilities in plant and animal production; promote organic production of vegetables, herbs and medicinal plants as means of healthy living; showcase fabricated machineries that may give ease to processing and enhance quality of agricultural products; and encourage interested parties to learn basic asexual crop production and nursery management.

The desired impact/outcome of the project is massive dissemination of the importance of agriculture in the whole province of Camarines Norte in terms of food security. The garden show also taught the people especially those in peri-urban area crop production in a very limited spaces in order to augment hunger. Eventually, the activity also highlighted edible gardening which has been adopted in different government agencies to model food production. The project's long term effect is to see the people of Camarines Norte building a habit of growing organic vegetables in every possible way thus, making healthy food available to everyone.

Meanwhile, the short courses on meat/food processing, handy craft production and plant propagation, vermiculture and business plan preparation were intended to create livelihood and increase productivity in the province.

GADvocates of CNSC provide technical assistance to adopted school

The Vice President for Academic Affairs Dr. Rusty G. Abanto, Gender and Development (GAD) Chair Melanie D. Bacuña and GAD Coordinators Dr. Marcela B. Pajarillo and Ms. Gehana D. Lamug served as resource speakers and facilitators to Moreno Integrated School (MIS) during its 2-day School-Based Training on Gender and Development, Violence Against Women and their Children and Personal Safety Lesson on November 23, 2013.

Aligned with their theme "Empowering Women and Men through Education cum Livelihood Program," Bacuña provided orientation and lecture on GAD Concepts while Abanto on Gender Mainstreaming to no less than 89 elementary and high school teachers of MIS. During the Institutional Assessment Workshop using Gender Mainstreaming Evaluation Framework, the team of CNSC GADvocates helped MIS to identify entry points to which they can extend their efforts toward promoting gender equality and women empowerment in their school, which caters to elementary and high school students. Openhanded the team provided the adopted school with inputs on how to intensify their gender mainstreaming efforts.

Pajarillo, on the other hand, gave lecture dealing with perspective on bullies, harassment and assaults and their impacts on the students' performance in school. The discussion offered the

teachers new and well-timed insights on these gender-related issues confronting the students.

MIS Principal Teresita A. Orendain expressed sincere gratitude to CNSC and its GADvocates for the assistance extended to their school.

Since 2011, CNSC has adopted MIS through a Memorandum of Agreement that spells out CNSC's commitment to provide extension service and one of which is giving technical assistance in training program.



Dr. Abanto and Ms. Bacuña receive the Certificate of Appreciation from MIS Principal Teresita A. Orendain after their talk on Gender Concepts and Gender Mainstreaming Evaluation Framework.

Magana attends DAP flagship course on extension

CNSC Vice President for Research and Extension, Dr. Arlyn M. Magana, completed a flagship course on the Management of SUC Extension Services last January 20-24, 2014 at the Development Academy of the Philippines (DAP), Ortigas Center, Pasig City.

The said course is part of the Executive Development Program for state colleges and universities sponsored by the Development Academy of the Philippines and Commission on Higher Education in partnership with Philippine Association of

managers are developed to be ethical servant leaders, effective and responsive change catalysts, skilled and strategic marketers and knowledge managers, complementing the needs of SUC executives, advocating performance excellence and effectively managing the quality of higher education.

The Course Content

The course provided the participants various skills in three learning domains which are foundational, capacity development- centered and

20, 2014, a review of the Strategic Plans and Practices of SUC Extension Services was facilitated by Mr. Edicio G. Dela Torre who also discussed the ways of Providing a High Ground for SUC Extension Services (Session 1). Session 2 dealt on the Skills of Self Mastery by DAP Senior Fellow Dr. Gabriel Ma. J. Lopez.

On the second day, January 21, 2014, Dr. Lopez tackled Adaptive Servant Leadership (Session 4) while Dr. Rowena D.T. Baconguis, UP Diliman Associate Professor discussed the Legal and Historical

Day three, Session 8, a discussion on External, Internal and Stakeholders Analysis was given by Prof. Jonas Gorge S. Soriano, DAP Senior Faculty. On the fourth day, Dr. Ma. Corazon Tapang-Lopez, DPA Associate Dean tackled the Strategic Approaches to SUC Extension: The Private Sector Experience (Session 10). Mr Victor Amores, Extension Director of La Consolacion University Philippines gave the La Consolacion Experience on Strategic Approaches to SUC Extension Services (Session 11).

Delivering Inclusive Service through Knowledge-sharing and Application of Research-based Technologies to Empower communities

Livelihood Initiatives for the Needy in the Grassroots to Alleviate Poverty

Training-based activities for livelihood skills development suited for the particular industry in the area where the community is located.

Non-livelihood trainings and technology transfer, modelling or demonstration. Includes also advocacy, information dissemination, production of short courses' learning materials and community outreach activities.

Kolehiyo Komunidad Katuwang sa Pag-unlad

State Universities and Colleges.

It aimed to equip the participants with relevant and practice-based competencies for effective and efficient management. Through the course, extension service

integrative. Participants also evaluated their leadership strengths and weaknesses and were provided career and professional assessment and renewal.

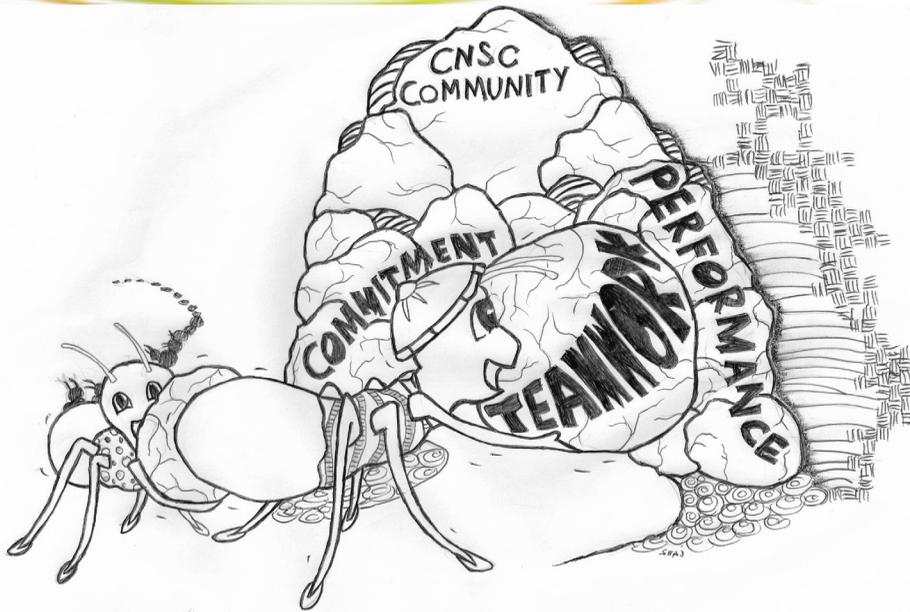
On the first day, January

Foundation of SUC Extension Services (Session 5). She also gave the Philosophical Foundation of SUC Extension Services during Session 6. Mr. dela Torre facilitated the session integration.

Session 13 was the presentation of Key Action Points on the fifth day last January 24, 2014, while Dr. Fay Lea Patria M. Lauraya, BU President discussed The

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Ensuring Quality Performance



CNSC as a premier Higher Education Institution in Bicol region- this may sound ambitious but it's not impossible.

To accomplish this, the college is mandated to provide quality services that respond effectively to the needs of the community it serves. These services should be consistent with the vision and mission of the institution and should result to overall effectiveness, strength and credibility of the institution. But how do we ensure quality service?

We believe that for CNSC to continue its development - the key is to guarantee quality performance. Quality performance develops competence; improves the delivery of services and maintains reliability and ultimately, becomes beneficial to the clientele. It builds the employees' morale and makes them proud that they belong to the organization.

To achieve quality performance, employees should be client-focused and continuously improve their skills and have unity of purpose. In the process, the college conducts strategic planning where everyone is encouraged to work together to focus on a strategic plan aimed at achieving the best possible performance. Through this, people make better output by working harmoniously with their colleagues to create best possible results.

To attain best result, everyone must contribute and commit to quality performance. Continuous learning is likewise encouraged to get new ideas and perspective and discover through research and experiences of others new ways to attain quality output.

Careful planning, monitoring, evaluation,

teamwork and people empowerment are also vital in the organization. Continuous education and training and careful attention to the needs of the target population likewise helps in identifying and adjusting what doesn't work well, encouraging and rewarding new ideas, and developing an organization-wide culture of excellence.

Of equal importance is conducting needs assessment by involving all concerned stakeholders to participate in the development of the plan. If it does not turn out as planned, a new planning session and work on rethinking and reworking on the plan is conducted. It needs to be dynamic, always moving and always seeking continued improvement. Dynamism needs to be part of the organizational culture, with everyone understanding it.

Everyone in CNSC, including administrators are encouraged to take advantage of new learning opportunities in order to set model behavior. Encouraging openness to change and welcoming new ideas and strategies can be practiced by showing willingness to rethink and possibly change procedures when needed.

In an institution like CNSC where change is inevitable, personnel should be given time to try new things. Long-range strategic planning to sustain quality performance is persistently being done. The process of transformation is needed to ensure quality performance and motivate everyone to commit and act on it. Achieving and maintaining quality performance is everybody's concern in CNSC and everybody plays a significant role to achieve it. The challenge goes on.....

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About the Logo



Spectrum is a condition that is not confined to a specific set of values but can vary infinitely within a continuum; thus, its colorful depiction in this logo, which ultimately forms the CNSC pentagon. The wide array of colors represents the different campuses and their programs and activities; all within the pentagon, which contribute to the holistic image of CNSC. The paper, pen and camera icons represent the identity of this publication – clear and honest reporting.

Regardless of the color, the College's undertakings will be reflected in this paper. Hence, the name, CNSC Spectrum.

Magana attends DAP flagship course...

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Strategic Approaches to SUC Extension Services: the Bicol University Experience (Session 14). The writing workshop on SUC Extension Services followed.

The second leg of the course

The Executive Development Program for State Universities and Colleges (EDPS)'s major component—the Flagship Course on the Management of SUC Extension Services had its second leg last February 23 to March 2014 at Holiday Inn, ADB Avenue, Ortigas Center, Pasig City.

Mr. Rodney A. Jalgolino, DAP Senior Faculty, discussed the Executive Development program for SUC's. Prof. Valentino J. Angeles gave some perspectives about Philippine Association for Extension

Program Implementors, Inc. Dr. Virginia R. Cardenas, founder of Philippine Extension Network served as session facilitator.

Prof. Jonas George S. Soriano discussed the ways towards a Common Extension Framework while Prof. Ernesto D. Garilao, President of Zuellig Family Foundation, talked about Bridging Leadership: Management for Sustainability in SUC Extension Services.

The Output: Re-Entry Action Plan

The participants' requirements towards the end of the course is a Re-entry Action Plan (ReAP) for their respective institutions where the goals and objectives are anchored on the school's vision and mission and strategic activities relevant

to social and community development.

Dr. Magana crafted a Re-Entry Plan which is an enhancement of the existing extension agenda of Camarines Norte State College repackaged as DISKARTE (Delivering Inclusive Service through Knowledge Sharing and Application of Research-based Technologies to Empower Communities). This is complemented by two programs LINGAP and KKK.

LINGAP stands for Livelihood Interventions for the Needy in the Grassroots to Alleviate Poverty consisting of activities that provide trainings and education for alternative livelihood of the poorest of the community.

KKK is Kolehiyo, Komunidad, Katuwang sa

Pag-unlad which consists of activities geared towards social transformation through advocacies and information dissemination projects. The strategic plan of CNSC formulated along the development goals of the PHER Roadmap encourages reaching out to communities for the promotion of their economic, health and social well-being.

The plan also presents the environment of CNSC extension programs, as well as the process of agenda formulation. All participants presented their Re-Entry Action Plan during the paper presentation and defense of SUC Extension Agenda last April 30-May 1, 2014.

Research Center spearheads capacity building pre-workshop

With the unceasing drive to build the research culture among faculty and staff, the CNSC Research Center sponsored a Pre-Workshop on Multidisciplinary/Interdisciplinary Collaborative Research and Capability Building participated by faculty researchers from all CNSC campuses last October 9-10, 2013 at the CNSC Social Hall.

The pre-workshop lecture proper started with the discussion of the National Higher Education Research Agenda-2 as well as the CNSC Research Agenda by Ms. Michelle Carbonell, CNSC Research Director. Lecture 2 centered on Queen Pineapple (QP) Industry Strategic S & T Plan (QP Supply/Value Chain tackled by CNSC Extension Director, Dr. Lilibeth A. Roxas.

Lecture 3 focused on the discussion of the role of CNSC in Enhancing Productivity and Marketability of Queen Pineapple given by the VP for Research and Extension, Dr. Arlyn M. Magana. Workshop 1 followed which consisted of a brainstorm-



Dr. Arlyn M. Magana, VP for Research and Extension talks about the role of CNSC in Enhancing Productivity and Marketability of Queen Pineapple

ing on a probable research problem by all teams of researchers.

On the second day, the participants listened to a lecture on Quantitative Methods in Research by Dr. Lilibeth Roxas. Lecture 5 followed focusing on Qualitative Research Methods in Research by Dr. Arlyn Magana.

In the afternoon, the participants had Workshop 2, the continuation of Brainstorming on Research Methods and the Drafting of Research Proposal by team. The two-day activity ended with the presentation of outputs by each group according to their respective disciplines.



COLOR Stories

ENGR. ROGER JAY DE VELA

How to Conquer our OPCRphobia with flying colors?

Are we getting the most from our performance management system? Will CNSC be more successful with its new Strategic Performance Management System? That is a million dollar question whose answer is yet to be known. For us to harness the best out of a new system of doing things, we have to fully comprehend its elements.

Idiomatically, flying colors means success. And success is not a new word to us. Wherever we are, it's what we want and it's what we aspire to achieve. Be it an individual, a family, an organization, or a country, success is our desired end.

CNSC as an institution have achieved a significant amount of success through the years. But we are not resting on our laurels. Banking on our humble achievements in the past, CNSC braced itself as it embraces a more challenging journey of success after success.

The past years were challenging for CNSC, as many reforms were introduced by the government. Reforms are not simply coming one after the other, they are in fact, overlapping. Just before you finally adopt with the first reform, there is this second, third and nth reforms. On a positive note, I can see that these reforms, once understood and taken correctly, will address problems which have been around since the time of our parents...graft and corruption, unresponsive government programs, white elephant projects... all of which have poverty as the common ground. These are past failures. And the good thing about the past is that it is always there, sometimes sneaking on the present, to remind us that we have to do it better this time.

Let me take you to one of the reforms that we have to understand should we move forward in a manner that the government understands. This is the Strategic Performance Management System (SPMS). This offers us a more objective scheme of measuring our SUCCESS, as an organization and as a government employee.

In the past, we had the PES or the Performance Evaluation System as our means to monitor the performance of all the government employees. This system, however, focused only on individual performance which is a pre-requisite for promotion and appraisal. With the SPMS, we are having a new paradigm... We are looking at the word PERFORMANCE, like, we've never looked at it before. We have this so called PARADIGM SHIFT.

This PARADIGM SHIFT is along the following: PERSPECTIVE, FOCUS, INDICATORS, PERFORMANCE ALIGNMENT, and the ROLE OF SUPERVISORS.

ON PERSPECTIVE. In the past, we have looked at things as Performance Evaluation only. We determine the performance of an employee, whether it is Outstanding or Poor. We give rewards to the outstanding, but we do not put much attention to the Poor-performing employees. With SPMS, we are to treat things as Performance Management. As the name implies, we are going

beyond evaluation, we will work on managing the performance of the employees by sustaining those which are good and improving those which have to be improved.

ON FOCUS. In the past, we were much focused on our activities and the things we put into them, the INPUTS. The government has realized that what really matter are the things we get from what we do... The outputs, and just recently, we are gearing towards Outcomes... and who knows, a little later we will be asked of IMPACT.

ON INDICATORS. In the past, we looked only on the performance, that's why we had performance indicators. Now, we are after for the success of whatever it is that we commit to do, hence, SUCCESS INDICATORS.

ON PERFORMANCE ALIGNMENT. In the past, PES focused on individual evaluation. As long as you perform well, it's ok. It doesn't matter if it's not what the organization plans or intends to do. But gone are those days... With SPMS, we would like to align everything that we do with what the Office or organization intends to achieve... primarily its VISION.

ON THE ROLE OF SUPERVISORS. In the past, our immediate supervisors were just plan evaluators. With SPMS, they are empowered into being a COACH and a MENTOR to their staff... This is the very ESSENCE OF PERFORMANCE MANAGEMENT.

OPCR, IPCR – where everything begins.

Everything starts with planning, and for SPMS, it is called Performance Planning and Commitment. This is the stage where a Head of Office prepares his/her OPCR (Office Performance Commitment and Review) and individual employee prepares his/her IPCR (Individual Commitment and Review). This early, teamwork should already be present especially among the individual employees and their supervisor. Since this is a performance contracting scheme, an employee and his/her supervisor are expected to agree on performance measures and targets, which will eventually be the basis of evaluation and rating.

For the past few months, a lot of us have developed this thing called OPCRphobia... the fear of hearing OPCR from your PMT Secretariat, the Planning Officer. Its symptoms include recrafting one's OPCR and IPCR again and again. Identified cause includes misunderstanding of the important elements of the OPCR, IPCR, and the SPMS as a whole. And like in any other form of misunderstanding, the cure is COMMUNICATION.

Once and for all, let me clarify a few matters on our OPCR and IPCRs. These forms are primarily the same only that, OPCR are accomplished by Heads of Offices in the CNSC Organizational Chart while IPCR is accomplished individually by all employees. Two key features of OPCR and IPCR are:

a. Major Final Output (MFOs). These are goods and services which CNSC is mandated to deliver to clients through the

Continued on page 13...

CNSC alumni spearheads activities



The Camarines Norte State College Alumni Affairs Office (CNSCAAO) is working closely with the Camarines Norte Federated Alumni Association, Incorporated (CNSCFAAI) to smoothly undertake all their planned activities. It is not just a mere coordination with the association but rather participation where every member needs to be a team player. This kind of relationship resulted to the accomplishment of various significant efforts of the association.

The activity called “It’s Payback Time: Walk for Alumni Scholars 2014” spearheaded

by the CNSCFAAI in coordination with the CNSCAAO was conducted last April 2, 2014 during the celebration of CNSC Foundation Day. Its purpose to raise funds for deserving alumni scholars was realized with the active participation of alumni from the different organizations and agencies of the government in Camarines Norte.

Subsequently, on the same day, the Ten Outstanding Alumni of CNSC who were selected based on their personal qualities, character and achievement, leadership, service and social involvement

were awarded. They were Dr. Godofredo E. Peteza, Jr., Reby Jardin Cuaño, Paul Gache, Mark Bonaobra, Dominador Ella, Rommel Labarro, Felipa Allago, Bartolome Papares, Arnulfo Balane and Mr. Fernando Emata

Likewise, the CNSCFAAI in partnership with CNSC, DOLE, LGU Daet and PESO-Daet sponsored Jobs fair for graduating students and alumni held at CNSC Social Hall last March 13 to 14, 2014. The alumni who are looking for job as well as the graduating students were given opportunity to work through this initiative.

Above Left: The Ten Outstanding CNSC Alumni with CNSC Alumni officers and coordinator

Above Right: CNSC Administrative Officials headed by College President Dr. Monsito G. Ilarde with CNSC Alumni during the “Walk for Alumni Scholars 2014”

In incessantly carrying out the objectives of the CNSCAAO, a facebook account with username “CNSC FAAI” was created for the different batches of alumni to join and be informed of its activities and to establish tracer files where from time to time information can easily be obtained and updated.

Diño wins 3rd Prize in the 1st Agricultural and Fisheries Extension Symposium cum EHRDP Scholar’s Paper Presentation

Agricultural Training Institute held its 1st Agriculture and Fisheries Extension Symposium cum EHRDP Scholar’s Paper Presentation at the Rural Development and Education Center in ATI with the theme, “Extension Innovations for Sustainable Development” on January 30, 2014.

The symposium was designed to inform participants on present extension initiatives and to enrich their knowledge on innovative extension practices that are intended to address the issue of climate change. Overall, 142 attendees from Local Government Units (LGUs), State Universities and Colleges (SUCs), Agriculture and Fisheries Extension Network (AFEN), Member Agencies, National Government Agencies (NGAs), ATI- Regional Training Centers and Central Office participated for this year’s event.

Director Asterio P. Saliot formally started the symposium by emphasizing the importance of the activity. Timely and relevant knowledge regarding learning in the agriculture sector with emphasis on climate change mitigation and adaptation was then presented by the three invited keynote speakers namely Dr. Rowena Baconguis of UPLB, Dr. Catalino Blanche of USDA and Dr.

Manuel Tan Jr. of the Cagayan State University.

The search for best poster and outstanding paper, applied and socio-economic research categories, which is the latter part of the symposium were participated by fourteen selected EHRDP scholars of ATI from each region, except Region 12 and ARMM. The 1st prize for the best poster was awarded to Ms. Ma. Cecilia Gatbonton of Region 4A. Dr. Berta Ratilla of Region 8 bagged 1st prize for outstanding paper, entitled “Energy Productivity and Efficiency of Rice Grown in Various Nutrient Sources, Quantum Enhances and Water Management.”

Dr. Ricardo Diño of Camarines Norte State College Labo Campus was the lone winner (3rd prize) for outstanding paper, socio-economic category, for his paper entitled “Dynamics of Pineapple Production Operations in Camarines Norte and its Contribution to the Province Economy.”

Dr. Evelyn Aro-Esquejo, Assistant Director of ATI, closed the symposium by challenging the researchers and extensionists to close the gap of both sectors to serve the country’s farmer and fisher folk clientele.



Natural Resources Management: The Challenge of Environmental Sustainability

Global environment deterioration is such that it has reached a scale that encompasses the vital life support systems of the biosphere. Many who have studied the environmental problems facing the world today believe that the threat to the environment is extremely serious, and majority agrees that immediate action must be done. Fortunately for our society, and probably because of man's natural instinct for self-preservation, the environmental crisis has awakened global responses aimed precisely to reverse this negative trend (Guzman and Guzman, 2000).

This pathetic environmental impasse mainly came as people viewed the earth as an unlimited supply of resources for exclusive human use. This feeling of entitlement has fostered a frontier ethic and a tendency to exploit the earth's resources. It is extremely naïve to assume that the earth's resources are infinite and inexhaustible. The hard fact is that the world's resources are finite and that limits are real. Man's complacency and lack of understanding of this delicate balance in nature invariably leads to major catastrophes such as denudation of forests that result to disastrous flash floods, erosion of hillsides that result to sedimentation of lakes and rivers thus severely affecting aquatic life, and excessive pollution that contributes to global warming and climate change. These are among what we term as ecological backlashes, when nature gives a negative feedback to man's misuse and abuse of nature's bounty. A case in point is the intensive use of chemicals in farms to kill plant pests. Excessive spraying of these chemicals has resulted to development of resistance by pests to these chemicals, thereby necessitating increase in dosage with each consecutive spraying to achieve a similar rate of control.

Another situation favoring environmental degradation is the use of common-property resources. These are resources that are difficult to exclude people from using and of which each user depletes or degrades the available supply. Examples are clean air, fish in part of the ocean not under the control of a coastal country, migratory birds, gases of the lower atmosphere, the ozone content of the upper atmosphere and outer space (Guzman & Guzman, 2000).

This is the challenge of environmental sustainability. How the present generation can contribute reversing the negative impacts of man's activities to Mother Nature? Are there really solutions to all these? Precisely the answer is yes. Definitely, there are.

How do we begin? First, we need to educate the people. People should understand that man and environment is one. They need to understand that basic environmental principle of interconnectedness...the delicate balance of nature. People must realize that they are interconnected and interwoven into nature's web; they cannot

act apart from it. For example, the symbiotic relationship among man, animals and plants maintains the carbon-oxygen balance responsible for the growth and survival of all living things. The food that sustains human beings primarily comes from plants, soil water and air going through a food chain. Interdependence and interaction between the biotic and abiotic components of the environment is a reality being affirmed everyday (Galang, et.al. 2002).

Education shall be done in a way that it should start at an early age and must begin at home. Parents play an important role if they would like their children to grow up environmentally conscious and aware. Afterall, charity begins at home. Moreso, integrating environmental education in the primary education is far better than having it in the tertiary. As one saying goes, old dogs are hard to train. Creating a high synergy sustainable society that lives within the earth's means is possible but requires the adoption of a new, sustainable ethic - one that respects limits and seeks to ensure for future generations and other species the resources they need to survive.

Second, people should develop and adopt a new value system. It is one that favors cooperation over domination and provides broad guidelines for human behavior. For example, the Philippines has many environmental laws that only need strict enforcement. Unless these laws are strictly implemented people will behave as they are expected to. When laws are enforced regularly and fairly, it may create a society that is law-abiding rather than law-breakers.

Finally, global environmental collapse is not inevitable. But the developed world must work with the developing world to ensure that new industrialized economies do not add to the world's environmental problems. Politicians must think of sustainable development rather than economic expansion. Conservation strategies have to become more widely accepted, and people must learn that energy use can be dramatically diminished without sacrificing comfort. Only then, the years of global environmental mistreatment can begin to be reversed (Microsoft ® Encarta ® 2007).

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Environmental Education for Sustainable Development by Ruth S. Guzman, Ph.D. and Roger Z. Guzman, Ph.D. 2000

Microsoft ® Encarta ® 2007. © 1993-2006 Microsoft Corporation. All rights reserved.

Seven Lenses or Environmental Principles As If Adults Mattere by Angelina P. Galang, Ph.D. et. al.



From page 10

CNSC - CBPA spearheads Participatory Rural Appraisal (PRA) Trainer's Training

implementation of programs, projects and activities (PPAs). MFOs are categorized into three: (a) Strategic Priority, (b) Core Function, and (c) Support Functions. All MFOs are generated from Strategic Planning or are part of the CNSC Strategic Development Plan should be under Strategic Priority. Those which directly contributes to the delivery of MFOs but are not explicitly stated in the Strategic Plan should fall under Core Functions. Those which do not directly contribute to MFOs should be categorized as Support Functions.

b. Success Indicators. A success indicator is just a combination of performance measure and target. As a rule of thumb, it should be SMART, which means Specific, Measurable, Attainable, Realistic and Time-bound. More importantly, it should capture the three dimensions of Quality, Efficiency and Timeliness.

OPCR and IPCR are sorts of contract, hence, it should eventually be approved by the CNSC President. OPCR and IPCR, when properly crafted will guide us in strategically managing the performance of our teaching and non-teaching personnel, and therefore, the performance of our beloved CNSC.

This is just one reform. More are yet to come. And as students of life, we all should be willing to learn in this journey. As an organization, we should be willing to embrace change as it is inevitable. We should be ready to conquer our phobias, because it is in conquering our fears that we discover our strengths and potentials.



Camarines Norte State College continuously exerts effort to motivate all personnel to appreciate the role of research and extension in the development of CNSC and the community it serves.

In order to carry out its core functions, the CBPA Extension Service Unit spearheaded Participatory Rural Appraisal (PRA) Trainer's Training last November 15, 2013.

The one-day CNSC PRA Trainer's Training specifically aims to discuss the participatory approach in extension; provide knowledge on PRA Concepts and Principles; elaborate the importance and uses of PRA; discuss the basic methods of PRA; and familiarize participants on how to organize PRA Fieldwork.

The proponents Dr. Corazon S. Fajardo, Dr. Nora J. Macasinag, and Dr. Ana B. Del Mundo believe that the training activity will enable the faculty to conduct researches through PRA in their respective adopted community.

Prof. Juanita C. Emata as resource speaker provided the participants skills and mas-

tery in actual PRA fieldwork. The participants from different units/colleges of CNSC who had shared inputs on Introduc-

PRA team brainstorms on organizing fieldwork in their respective adopted barangay

tion to participatory approach in extension; PRA concepts and principles; Importance and Uses of PRA; Basic Methods of PRA and Organizing PRA Fieldwork to increase chances of CNSC faculty to gain more knowledge in the field of research and extension.

The workshop resulted to the organization of the CNSC PRA Team who are armed with knowledge and skills to extend community services.

Roxas receives P50k research incentive

CNSC takes pride with the publication of the completed research output of Dr. Lilibeth A. Roxas, CNSC Extension Director, entitled "Efficacy of *Tarin* from *Colocasia esculenta* (L.) Schott on the Histological Changes of Buffalo Meat (*Bubalus bubalis* L) to Researchers World Journal of Arts, Science and Commerce, International Refereed Journal, Vol. IV, Issue-3(1) July 2013.

With the said accomplishment, Roxas was awarded with the research incentive amounting to P50,000.00 as provided in the BOT approved guidelines on the granting of research incentives to those who will be able to publish a research output to an international refereed journal.

The awarding happened last August 13, 2013 witnessed by the CNSC Vice President for Research and Extension,



Dr. Lilibeth A. Roxas receives P50K check as research incentive from CNSC Administration for publication of her research in an International Refereed Research Journal

Dr. Arlyn M. Magana and Ms. Michelle S. Carbonell, Research Director.

"I underwent a rigid process before I was able to realize its publication. Indeed, it was really a rewarding yet, humbling accomplishment for me," said Roxas who was very thankful with the encouragement accorded to her by her colleagues and co-researchers in the college.

CNSC's program on loving health, valuing wellness of employees

For the first time, to provide equally beneficial diversion from the weekly routine of the employees, the Health and Wellness Program was created for all female and male teaching and non-teaching employees of the Camarines Norte State College. The organizers - Gender and Development (GAD) Office, Sports and Development Office (SDO) and Public Information and Community Relations Office (PICRO), developed this program to raise the interest of the participants toward a desirable attitude regarding their health and wellness goals; assist them in achieving these goals; and disseminate gender-responsive health information.

To attain the objectives of the program, the two-hour session for at least twice a month is packed with the following activities: body conditioning (stretching), jogging/running, dancercise/aerobics, drills (jumping, sprinting, leaping, hopping), games (parlor games,



(Top) The participants groove to the music during the dancercise. (Left) The participants go through a fitness test before the start of the program. (Right) The facilitators and regular participants of the Health and Wellness Program.

racket games, ball games), and cooling down (stretching, leg raising, trunk bending). After the physical activities, resource persons have Health Information Dissemination as another main feature of the program to provide health updates for wom-

en and men of CNSC regardless of their age, status, and body built.

“Waking up early in the morning, rain or shine, to lead and facilitate activities for people sharing the same health and wellness goals is our gesture of showing sincere commitment to promote loving health and valuing wellness of CNSC employees,” said Silvestre Ilao, Moderator of Sports and Development Office. “The SDO team up with the GAD Chairperson, Melanie D. Bacuño and PICRO, Gracia A. de los Reyes to realize the said program,” Ilao added.

For a few months that this Saturday 6:00AM program runs, the dancercise part lead by Dennis Cabarle, Dancercise Instructor/Sports Coordinator of Mercedes Campus, is phenomenal to make even the most reserved employees and administrative officials to sway their way to dance and exercise.

“It has been five months now since this program started in July and I have never been absent because the benefits I gain go beyond improving my body

weight, endurance and stamina. I have gained good friends from my co-employees,” said Jocelyn Morada, Laboratory Inspector.

“This is not just a time to keep us healthy and fit. See, I bring my family with me. This is also a good time for a healthy family bonding,” said Dr. Rusty G. Abanto, the Vice President for Academic Affairs. Abanto is just one of the participants who bring their family during health and wellness sessions.

Professional trainers and facilitators, who are mostly faculty members as well, assist the participants in their workout to attain their health and wellness goals. Those who have reached the minimum number of attendance received the Health and Wellness shirt which they wear every session. By summer of 2014, this season of Health and Wellness Program will have its concluding session.

The full support of the Administrative Council headed by CNSC President Monsito G. Ilarde has made the implementation of this program possible.

CNSC researchers participate at an international academic colloquium

Nemia C. Puse and Eduardo M. Abad presented their group's research output entitled “Camarines Norte State College - College of Education: Its Organization and Management Change Practices” at the concurrent session of the 3rd International Academic Colloquium held on November 21-23, 2013 at the Concourse Convention Center, Legazpi City.

Asuncion P. Girado and Gracia A. Delos Reyes co-authored the said research work.

The said researchers are doctoral students from Bicol University-Mabini Colleges Extension Professional Development Program under the tutelage of Dr. BB. Benjamin D. Nebres III.

The forum with the theme “ASEAN 2015: Perspectives on People Mobility and their Implication for Higher Education” featured national and international speakers, with Honorable Roman T. Romulo, Chairperson, Committee on Higher and Technical Education as the Keynote Speaker.

The said activity is in consonance with the 42nd foundation anniversary of Bicol University Graduate School.

CNSC supports campaign to end VAW

Online and social media, in addition to print media, provided the means for CNSC Gender and Development (GAD) Office to join in the Philippine campaign to end Violence Against Women (VAW). The official campaign photo of the 18-Day Campaign to End VAW was uploaded and displayed in the CNSC Official Website as an expression of support to increase public awareness on VAW. It was also published in the facebook account of Public Information and Community Relations Office to draw support from more stakeholders.

Campaign streamers that shout out the support of CNSC to end VAW were hung in the main campus and each of the five satellite campuses. While the GAD Office-packaged poster, designed along the theme "End VAW Now! It's Our Duty!" and which contains statistics on VAW and core messages of VAW, were displayed in bulletin boards of different units during the campaign period from November 25 – December 12, 2013. The Students Alliance for Gender Equality (SAGE), a system-wide accredited student organization,

partnered with the CNSC Administration in this campaign by disseminating the information materials to other CNSC student organizations.

This year, the country's commitment to the observance was strengthened as President Benigno S. Aquino III signed Republic Act 10398 declaring November 25 of every year as the National Consciousness Day for the Elimination of Violence Against Women and Children. The law also raises the standard by which this campaign is observed by mandating key agencies to undertake activities designed to raise public awareness on VAW.

This campaign calls for the elimination of all forms of violence against women through awareness-raising about gender-based violence. The campaign strategies were carried out in observance of the Presidential Proclamation 1172, which is centered on the Philippine government's activism against gender-based violence that is being observed globally.

CNSC J. Pang. Campus holds Research TechFair

Through the combined effort of faculty and students, the CNSC Jose Panganiban Campus conducted its Research Showcase Technology Fair last February 5-7, 2014.

Various events held were photo editing, quiz bee, minute to win it, variety show, Math Olympiad and Technological Debate. Faculty and students witnessed the showcase of talents of all contenders who proved their cognitive and psychomotor skills.

The engineering and BSIT CET students also participated in the much awaited Technology Fair where they presented their outputs in technology such as Elemeca, Improvised 2-in-1 Electro mechanical tool, water flow automation with solar antecedent, rechargeable air condition fan, automation solar street light with charger, modified LED Moser lamp, versatile toolbox and automated LED light bulb. The Elemeca from BSIT CET –III won in the said contest.

CNSC establishes linkage in Vietnam

To establish linkage and develop cooperation with other universities, Dr. Godofredo E. Peteza Jr., the VP for Administration and Finance participated in the 2nd International Training Workshop and Conference of Board Secretaries of State Universities and Colleges in the Philippines on November 6-7, 2013 at CHED Auditorium and U.P. Diliman, Quezon City, Philippines on the first Day and at the International Training Center, Thai Nguyen University, Quyet Thanh Commune, Thai Nguyen City, S.R. of Vietnam, during the second and third day of Conference.

The annual activity fostered closer relationship among SUC Board Secretaries, provided relevant information and established linkage with the Thai Nguyen University in Vietnam a possible international partners of CNSC in terms of faculty and student exchange and in the conduct of presentations of research outputs. Dr. Peteza believes that such linkage will benefit the institution in SUC Leveling which is now a challenge being faced by SUC's in the Philippines. Pertinent requirements to have exchange students as well as faculty in the College of Education, College of Engineering and Industrial Technology and College of Agriculture are being prepared to initiate collaboration with the said university.

Relevant to instituting linkages, the college

continues to attend forums in close cooperation with other agencies, such as the forums held last June 8 & 11, 2014 at Daet, Camarines Norte.

Held at Sangguniang Panlalawigan Session Hall, Provincial Capital, the first meeting was presided by Hon Pamela M. Pardo, Board Member and Chairperson of Committee on Tourism. To adopt a permanent signage promoting the tourism destinations in the province of Camarines Norte and to organize the Provincial Tourism Council were the objectives of the meeting.

The other meeting was set at Paseo de Bienvenidas, Barangay Mantagbac discussing the updates and the accomplishments of the Pantawid Pamilyang Pilipino Program (4Ps) in the Province, and the Executive Order No. 2014-30 creating the Provincial Convergence Council. Workshop on the Crafting of the Provincial Transition Plan was also presented.

As the representative of the College President, Dr. Godofredo E. Peteza Jr. was elected as Chairman of the Provincial Tourism Council. He commits to participate in the project as part of the institution's Corporate Social Responsibility and at the same time promote the CNSC's vision. Likewise, initiated strategies to gather necessary data in the crafting of the Provincial Transition Plan.

CNSC Mercedes Campus partakes on festivals

Highlighting the colorful festivals of Mercedes, CNSC Mercedes Campus took part in Kadagatan Festival and Bughaw Festival last August 8, 2013 and October 17-18, 2013 respectively.

Kadagatan Festival was held at Jimmy P. Lo Sports Complex, Mercedes, Camarines Norte. CNSC Mercedes Campus beauty Ms. Dianne Argamosa got the 2nd runner-up in the "Search for Miss Mercedes 2013." Campus Director Dr. Manuel Alberto served as her escort during the coronation night.

Bughaw festival, on the other hand, was celebrated for the first time at CNSC Mercedes Campus. The celebration started with a parade led by the Camarines Norte National High School DLC together with the students, teaching and non-teaching personnel. The said festival also featured different contests and activities participated by faculty and staff who also served as judges during the showcase of talents of the students.

Teachers Day Celebration was also celebrated during the latter part of Bughaw Festival. Students prepared games, presentations, message and snacks for teachers.

Empowering women and men in adopted barangay through GUPIT

Gender and Development (GAD) Unit and Extension Service Unit of the College of Business and Public Administration (CBPA) and its student organization called Future Young Entrepreneurs Organization (FYEO) collaborate for GUPIT or Grooming Up for Personality Improvement Training Program for the CBPA's adopted barangay.

"We seek to empower women and men participants and to recognize that they are part of the community through providing training that will serve as another source of livelihood," said the organizer and CBPA GAD Coordinator Gehana D. Lamug. "We aim to extend support to the community of Barangay Cobangbang through giving free basic haircut training," Lamug added.

One hundred ninety (190) residents



The residents attentively listen to the speakers demonstrating actual haircutting services

of Cobangbang, who are mostly women, rushed to barangay hall on December 18, 2013 to take advantage of the entrepreneurial gains and benefits of acquiring skills in haircutting. Mr. Gilbert "Tita Ochie" Tolentino, owner of Kagayunan Salon and 4th Yr BS Entrepreneurship student, led

the training demonstration by first giving emphasis on the basic tools in hair cutting. The participants were in awe while Tita Ochie is showing how to properly trim hair up to a point of expressing their excitement in doing home service later on.

"Pinapakita ng activity na 'to nais ng CNSC na empowered ang mga taga-Cobangbang, lalo na ang mga kababaihan," said Brgy. Captain Abner R. Bermundo. He added that they are grateful to CNSC-CBPA for the opportunity to help them earn additional income and lessen their expenses for haircut services since they can provide haircut to the family members.

This effort of CBPA faculty is in line with their commitment to empower women's groups as a way of recognizing the significant role of women in the society.

CSC conducts workshops for employees

An Orientation Workshop on Strategic Performance Management System was held at CNSC Social Hall on August 20, 2013 facilitated by Director Cecilia T. Balmaceda, Acting Director of Civil Service Commission Camarines Norte Field Office.

A Commitment Building Activity was then conducted at CNSC Social Hall on September 4, 2013. Atty. Daisy P. Bragais, CSC Director III explained the Rationale of Revalidation of Level II Accredited Status under Program to Institutionalize Meritocracy under Human Resource Management (PRIME-HRM). The Memorandum of Commitment was presented by Dr. Ma. Dolores Detera-Salud (Chief PS, PSED) and signing of the said Memorandum of Commitment followed. CNSC Administrative Officer V-HRMO Mr. Martin Lukban & CNSC College President Dr.

Monsito G. Ilarde accepted and expressed their commitment. Awarding of Certificate of Revalidation. Inspirational Message Hon David E. Cabanag Jr. CSC Asst. Commissioner.

On October 16-17, 2013 Ehem! Based Anti-Corruption Sensitivity Workshop was conducted. The Course Outline was introduced by Eunida N. Jalmanzar. Module 1 was discussed by Chief HRD, CPS Rossaline Moneda. Module 2 was tackled by Dir. II Arpon U. Lucero. To assist the institution on Administrative Concern, time was allocated to answer questions for information and clarification. Sensitivity Workshop was facilitated by Asst. Comm. David E. Cabanag, Jr. Module 3 was then discussed by Asst. Commissioner David E. Cabanag, Jr. Module 4 Dir. II Cecilia T. Balmaceda and the workshop ended with the Course Evaluation.

CSC Audit Visit was held on November 29, 2013 with Dr. Maria Dolores D. Salud as representative evaluator. The best practices of the college were recognized and areas that need improve-



The CNSC president Dr. Ilarde and other administrative officials together with CSC personnel headed by Assistant Commissioner David Cabanag, Jr.

ment were identified. A regulatory visit was scheduled in 2014.

CSC Cams. Norte Field Office Director Cecile T. Balmaceda attended the Annual Reorientation Program of CNSC Personnel on June 9, 2014. She discussed and reiterated about RA 6713: Code of Conduct and Ethical Standards for Public Officials and Employees, specifically Section 4: Norms of Conduct of Public Officials and Employees in the discharge and execution of their official duties which are commitment to public interest, professionalism, justness and sincerity, political neutrality, responsiveness to the public, nationalism and patriotism, commitment to democracy and simple living. She also emphasized on PRIME-HRM Assessment Test. She prompted everyone to ensure quality in the performance of their responsibilities as civil servants.



The CNSC faculty and staff who graced the program