



CNSC Spectrum



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Vela wins Outstanding R & D Award 2018

Engr. Leo Agustin P. Vela receives trophy, plaque and cash prize as 2018 R&D awardee for Energy, Utilities and Systems Sector Category given by DOST-PCIEERD.



Engr. Leo Agustin P. Vela, from Camarines Norte State College - College of Engineering was awarded winner for Energy, Utilities and Systems Sector Category during the Outstanding Research and Development Awards 2018 for Industry, Energy and Emerging Technology for his research titled, "Current Load Monitoring and Overload Alarm Mechanism for Convenience Outlets". He received the award on June 29, 2018 at Novotel Araneta Center, Cubao, Quezon City during the 8th Anniversary Celebration of the Department of Science and Technology - Philippine Council for Industry, Energy, Emerging Technology Research and Development (DOST-PCIEERD).

The event is sponsored by the DOST – PCIEERD to recognize completed research and development projects with significant contributions in Science and Technology.

The competition is open to all Filipino scientists, researchers and engineers from colleges and universities, research and development institutions, and private industries doing research and development work in the industry, energy, utilities and systems sectors; emerging technology; and special concerns which subsequently composed the different categories for the Awards.

Engr. Vela submitted his research paper to DOST-PCIEERD on January 31, 2018 which underwent a rigorous selection process. The preliminary

screening results were released on March 12, 2018—more than months after the paper was submitted for evaluation. On May 29, 2018, he was informed that his work made it to the three finalists under the Energy, Utilities and Systems sector.

He competed with other researchers from the Electronics Industries Association of the Philippines, Inc. and De La Salle University on June 13, 2018 in front of a group of experts for final judging.

Upon receiving the trophy, plaque, and cash prize awarded to the winners, he is above all else "very proud to bring honor to CNSC." *(RV Avila / LP Vela)*

New Academic Building soon to rise at CNSC-CANR

CNSC President, Dr. Rusty G. Abanto is taking steps to wake up the "sleeping giant" of CNSC - College of Agriculture and Natural Resources (CANR) as he formally leads the groundbreaking for the construction of the new academic building (phase 1). This is a dream come true for CANR to have its new academic building under the present administration

The groundbreaking ceremony was headed by the College President with the VPAF Dr. Lilibeth



CNSC President Dr. Rusty G. Abanto together with other college officials during the groundbreaking ceremonies.

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SMS conducts mentoring workshop



The participants during the ISO 9001:2015 mentoring workshop with MS. Meann D. Victorio of SMS Consultancy as facilitator.

Synergized Macro Solutions, Inc. (SMS), the new ISO consultant of CNSC specializing on audit for international standards conducted a mentoring workshop in preparation for ISO Certification.

Ms. Meann D. Victorio, one of the consultants of SMS facilitated the mentoring workshop from May 28-June 1, 2018 at the CNSC Main Campus Library with the goal of guiding the participants in making and accomplishing essential documents.

The participants composed of

the deans, directors and heads of offices were taught of ways to craft the Quality Control Plan (QCP), Risk and Opportunities Analysis (ROA) on Organizational Contexts (ROA_OC), ROA on Needs and Expectations of Interested Parties (ROA_NEIP) and ROA on Business Processes (ROA_BP) with corresponding Risks and Opportunities. The participants were advised to customize and innovate the existing activities/processes in the preparation of the QCP and make sure that their QCPs support the Programs, Projects and Activities of the college.

The group presentations centered on the following: Group 1 - Instruction/ Student Services; Group 2 - Office of the President; Group 3 - Research and Extension; and Group 4 - General Administration and Support Services. The consultant provided practical, simplified and relevant inputs to facilitate the accomplishment of forms and expedite the ISO certification process.

Generally the output of the training determines CNSCs readiness to internal and eventually external quality audit.

(GA Delos Reyes)

LEATRA molds CNSC faculty as learning coaches

The Leadership Trajectory (LEATRA) Coordination team from Trias Southeast Asia, a Belgian non-government organization that primarily seeks to develop small scale entrepreneurs, women, youth and farmers, held a three-day training of Trainers for Learning Coaches (ToLC) on April 23 to 25, 2018 at Nazareth Development Center, Daet, Camarines Norte.

The CNSC representatives in the said training were Dr. Sonia S. Carbonell, Manolo A. Carbonell, Dr. Pimeh C. Tolentino, Dr. Maria Cristina C. Azuelo, Dr. Girly H. Naval, and Ms. Melissa S. Carbonell.

The training emphasized reflecting on teachers as opposed to learning coaches and on alternative and different tools to facilitate learning. Dr. Naval shared that they realized that coaching neither gives advise nor do they instruct on what should be done and what should not be done. It, offers a new perspective in teaching that is more facilitative than instructive.



Faculty-trainers from CNSC take the opportunity to be trained as Learning Coaches aiming to become more facilitative than instructive educators.

According to lead trainer Mirjam Ssenyonga, a Ugandan citizen and a LEATRA Coordinator in the Philippines, "teachers as they are, give advice, show possible solutions and provide mentoring are just but common to their profession; but the sound of silence in the part of the coach bears greater volume. It is only when the coach learns the art of active listening that one could truly bring out the best in the coachee, who, among anyone else in the universe, has the solution to

his/her problem and has the ways to fix whatever needs to be fixed."

The training also taught the participants various coaching tools that can help facilitate in bringing out the ability of the coachee to solve their own problems. These tools include use of miracle questions, reflective questions, talking sticks, solution-focused methods, building rapport, coaching with metaphors and becoming a fabulous listener and the like. **(GH Naval)**



CNSC Pres. Rusty G. Abanto calls on everyone's commitment and support to achieve the institution's dream of becoming a premier Higher Education and Institution in the Bicol Region; Hon. Jojo J. Unico, Representative 1st District of Camarines Norte and his family with Pres. Abanto during the 7th Unico Day Celebration on April 2, 2018.

"I request everybody's full support since you have a President who leads by example" said Hon. Congressman Renato J. Unico, Jr. when he delivered his message during the 2nd Unico Day Celebration last April 2 at CNSC Pavilion.

He emphasized that the incumbent College President has many plans for CNSC. In fact, Cong. Unico mentioned one effort which he and Dr. Abanto had settled, which is the dispute in the Faculty Association which was settled immediately, after he assumed into office.

Congressman Renato J. Unico Jr. is the son of late Congressman Renato Unico, Sr., Principal Author of RA No. 7352, the creation of the Camarines Norte State College on April 2, 1992.

His message was followed by Wreath Laying and Installation of Marker on the Monument of Late Congressman Renato Unico

Sr., Principal Author of RA No. 7352. The CNSC Marching Band led an Overture and Tribute Song to the honoree.

Cong. Unico and his family, friends, CNSC administrative officials, teaching and non-teaching personnel, guests and other sectors of the community attended the activity on April 2, 2018 at 8:00 in the morning at CNSC Pavilion.

The affair consisted of Flag Raising Ceremony, Delivery of Messages from Mrs. Madelon B. Lee, Accountant; Dr. Rusty G. Abanto, President; and Hon. Renato J. Unico, Jr., Congressman, 1st District, Camarines Norte, respectively.

The event was ended with a breakfast with Unico Family, CNSC President & Administrative Officials. Ms. Jeselle T. Hernandez served as the master of ceremonies.

(SG Salvador)



Pres. Rusty G. Abanto leads the ceremonial Groundbreaking witnessed by administrative officials; CNSC-CANR Dean Dr. Arlene C. Alegre with faculty and staff and CNSC Administrative officials looking forward to the new Academic Building.

New Academic Building...from page 1

A. Roxas, VPRE Engr. Cesar Bermundo and Teresita B. Velas of Enrivel Construction Corporation. The event was witnessed by the deans, director, faculty and staff of the college.

In his talk, the President emphasized that there will be continual improvement of CNSC Physical Facilities not only in the main campus but also in satellite campuses. Being the second president of CNSC who hailed from CANR, he acknowledged the potentials of the campus in all areas of instruction, research, extension and production.

The historical groundbreaking ceremony ended with his heartfelt wish that the building to be erected soon would be able to produce agriculture and environment-related professionals who are expected to gainfully contribute to the Philippine economy. **(PICRO/RE Colenares)**

CNSC holds “SummerSama, Saya 2018”



CNSC Community as ONE towards achieving its vision during the Annual Team building activity in Paradiso Verde Farm Resort; Enjoying friendly competition and developing camaraderie for work efficiency and productivity.

“Coming together is a beginning. Keeping together is progress. Working together is success”. These lines serve as an inspiration for CNSC employees take a break from work and become one in the Systemwide Team Building Activity tagged as “SummerSama, Saya” on April 30, 2018 at Paradiso Verde Resort, Labo, Camarines Norte. The activity aims to foster and promote camaraderie and unity among members of CNSC Community.

College President, Dr. Rusty G. Abanto recognizes team building as one way to

achieve a culture of excellence in CNSC. Team bonding is vital to get to know each other, recognize each other’s interests, and led to understanding and helping employees to become a team player.

The activity commenced with a motorcade participated by CNSC faculty and staff from the main campus to Paradiso Verde Organic Farm and Resort in Labo, Camarines Norte. A high energy zumba session was conducted immediately upon arrival in the venue. This was followed by a torch parade and a ceremonial lighting

of the torch by Dr. Abanto with the Deans and Directors of each delivery unit which marked the official opening of the friendly match. Among the five contending teams which competed on different events Team Happy emerged as the Overall Champion for 2018 Team Building Contests.

The conduct of the team building enabled the participants to become more passionate, committed, highly motivated and productive employees of CNSC.

(GA Delos Reyes)

Morales presents Participatory Action Research to CNSC faculty



Ms. Ria P. Morales echoes Participatory Action Research knowledge and skills to CNSC faculty; Dr. Josefina Socorro F. Tondo, Dean of CAS expresses her commitment to Research & Extension activity and radiating such passion to the participants.

Ria Pascor Morales, the Chairperson for the Department of Sociology, presented Participatory Action Research (PAR) to Camarines Norte State College faculty on June 4, 2018 at the CNSC Food Service Building.

The seminar on PAR was conceptualized in response to the need for research and extension development especially for the College of Arts and Sciences (CAS) which is undertaking a

system-wide research-based extension project. It could be recalled that Morales attended an International Seminar-Workshop on PAR last May 26 to 29, 2018 at DAP Conference Center, Tagaytay City and used data from the discussion of Dr. Maricar Prudente and Dr. Mary Brydon-Miller, experts in PAR, in her presentation to CNSC faculty.

The local seminar emphasized the collaborative nature of PAR to gather

information pertaining to change on social and environmental issues. This approach deemed apt and responsive to the needs of the State College as well as the target community by Dr. Josefina Socorro F. Tondo, Dean of the CAS.

In her presentation, Morales elaborated the seven themes central in using PAR: 1) collaboration, 2) knowledge, 3) power, 4) ethics, 5) building theory, 6) action, and 7) emotion and well-being. Participants also recall the seven components to PAR process, specifically, no. 1: the problem originates in the community itself, and is defined, analysed and solved by the community.

When asked about what the future will bring for CAS and CNSC using PAR, Morales replied, “Our Institution is constantly striving to affect change in local communities and to develop our research and extension units. PAR is definitely a good direction to take towards reaching these goals.” **(RV Avila)**

IFMS & BFAR Ro5 Join Efforts in a Series of Training on SSCP-CF

As part of its extension services, the Institute of Fisheries and Marine Sciences (IFMS) in partnership with the Bureau of Fisheries and Aquatic Resources - Region V (BFAR-RO5) held a series of trainings on Soft Shell Crab Production and Crab fattening on June 18-23, 2018 and June 24-26, 2018 at the IFMS AVR. This was attended by the local fisherfolks, businessmen and youth sector of the five selected municipalities of Camarines Norte. The organizing team was composed of Dr. Manuel B. Alberto, CNSC-IFMS campus director; Aida S. Andayog, ACC II/RFRDC Manager, BFAR RO5; Gemma D. Cedro, Aquaculture Tech II, BFAR; Jennelyn S. Vargas, IFMS extension coordinator; Edgardo Serrano and Edgardo Teope, CNSC staffs.

The first batch, scheduled on June 18-23, 2018, was participated by the four municipalities of Camarines Norte; Jose Panganiban, Sta. Elena, Paracale, Mercedes. There were also participants from FARMC, BFAR – PFO and BFAR MAP. The second batch dated June 26-29, 2018 was joined by fisherfolks of Vinzons, Jose Panganiban, Sta. Elena, Mercedes, and staff of BFAR with a total of 50 participants.

The training workshop introduced innovative ideas to fisherfolks of the province anchored on the BFAR National Crab



(1) participants listening to the discussion of various principles of SSCP-CF; (2) participants actively engaged in an actual pontoon creation - a set of square plastic boxes suspended in bamboo raft where crabs are grown until ready for harvest; (3) techno-demo farm within the IFMS premises.

Production and Livelihood Program (NC-PLP). Among its goals are to increase crab and other aquatic resources production through sustainable aquaculture and impart new research proven skills and practices to fisherfolks of the province which ultimately help elevate their livelihoods. One of its objectives is to conduct technology piloting and demo projects. CNSC-IFMS is one of the beneficiaries of techno-demo farm for soft-shelled crab and crab fattening. Prior to this training, culturing of mangrove crab in the said techno-demo farm was done for several months.

Dr. Alberto eagerly welcomed the participants, speakers, staff of DA BFAR 5. Ms. Jennelyn Vargas acknowledged the presence of the participants from the dif-

ferent municipalities composed of a total of 32 individuals. Dr. Rosalie A. Almadrones, the Vice President for Academic Affairs extended her message by giving emphasis on the extension services the college provides to the community.

As representative of the Regional Director of BFAR-RO5, Mrs. Aida S. Andayog extended expectations of the training. Dr. Manuel B. Alberto discussed the NCPLP or the National Crab Production and Livelihood Program. He began with the background of Mangrove Crab Culture, its history and its current status, and trend of the aquaculture production followed by discussion of the rationale of NCPLP, along with its strengths, opportunities, and goals.

Continued on page 6...

CHED RO V reorganizes Region V Council of GAD Focals

CHED Regional Office V called for the reorganization of GAD champions during the Regional Assembly of the GAD Focal Persons and Alternate Focal Persons on June 28, 2018 held at Universidad de Sta. Isabel. The organization was formulated in July 2012 and the commission emphasized the need to revitalize its operations. Dr. Jean Paulette Salalima-Go stressed the objectives of the assembly which is to create a functional council of GAD Focal Persons in Region V as one of the major strategies in educating and informing various sectors of society to recognize and respect rights of women and men. Camarines Norte State College sent: the GAD Chairperson/GAD Focal Person Dr. Gehana D. Lamug and Alternate GAD Focal Person/GAD Coordinator of COEd, Ms. Joanna P. Rojas.

The organization was named Region V Council of GAD Focals (CGF) which After the election, oath-taking

comprised of the following:

Chairperson	Dr. Elaine Salazar (BU)
Co-Chairperson	Prof. Arnel S. Jardinel (BISCAST)
Representatives	
Albay	Ms. Hermenigilda M. Navera (DComC) Ms. Karen B. Lladones (UST-Legazpi)
Camarines Sur	Dr. Emmalyn P. Sirios (ACLC-Iriga) Dr. Leni M. Malabanan (CSPC)
Camarines Norte	Dr. Gehana D. Lamug (CNSC) Ms. Vivien R. Laborte (Capalonga College)
Sorsogon	Mr. Felix J. Gaspi (SIT) Dr. Led L. Despuig-Encinares (SSC)
Masbate	Mr. Richard C. Ching (CMC) Ms. Ma. Corazon delas Alas (SPCC)
Catanduanes	Dr. Erlinda Tabor (CSU)

ceremony of the newly elected officials was conducted. It was then followed by the talk of Dr. Ma. Teresa G. de Alban, Chief Education Program Specialist and GAD Focal Person of CHED RO V. She presented the CHED Memorandum Order No. 01 series of 2015 and the Essential Paralegal Know-How in the Management of Campus-Based Sexual Harassment and Gender Violence as these are among the needed knowledge in the implementation of GAD programs, projects and activities.

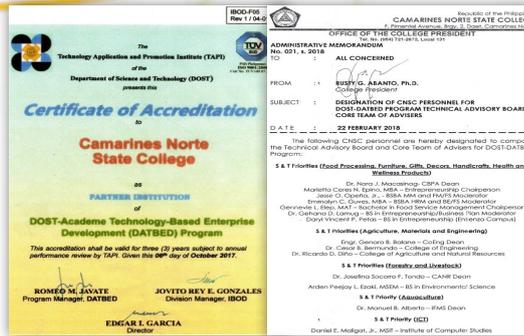
(GD Lamug)



Region V Council of GAD Focals sworn their oath during the Regional Assembly on Gender and Development on June 28, 2018 at Universidad de Sta. Isabel, Dr. Gehana D. Lamug, GAD Chair of CNSC and Ms. Vivien R. Laborte of Capalonga College as Camarines Norte Representatives.

DOST accredits CNSC as partner institution on its DOST-DATBED Program

The Department of Science and Technology Academe Technology-Based Enterprise Development (DOST-DATBED) Program of Technology Application and Promotion Institute (TAPI) accepts proposals from Higher Education Institutions on enterprise development for commercialization of an innovative technology that has not been tested in the market for possible funding assistance. To do this, the agency required submission of an implementing plan as requirement for possible accreditation of the institution. CNSC-CBPA through the Entrepreneurship Department Chairperson, Prof. Marietta Ceres N. Epino prepared and submitted the CNSC DATBED Implementing Plan to DOST. The Certificate of Accreditation to CNSC as partner institution of DOST-DATBED Program was issued on October 6, 2017 which is valid for three years subject to annual performance review by TAPI.



Certificate of Accreditation issued to CNSC by DOST-TAPI, Memorandum designating CNSC personnel for DOST-DATBED Program and attendees during the DOST RO V Meeting for four accredited SUCs in the Bicol Region.

DOST DATBED Meeting sponsored by DOST Region 5 was held at DOST Conference Room, Rawis, Legazpi City on February 2, 2018. Four accredited colleges/universities of the program in Bicol Region: CNSC, Ateneo de Naga University, CSPC and BICAST attended the meeting. Its purpose includes the designation of DATBED Coordinator, follow-up of project proposals, and schedule of proposal submission.

In support of this undertaking, the College President issued Memorandum Order No. 021, s. 2018 dated February 22, 2018 designating the CNSC personnel which will comprise the DOST-DATBED Program Technical Advisory Board/Core Team of Advisers. Each designated faculty was assigned according to S & T priorities: 1) Food Processing, Furniture, Gifts, Decors, Handicrafts, Health and Wellness
Continued on page 8...

IFMS & BFAR RO5... from page 5

Ms. Gemma D. Cedro, an Aquaculture Staff II of BFAR, discussed the "Overview and Prospects of Mangrove Crab Industry" as well as the "Criteria for the Selection of NCPLP Beneficiaries". The participants were grouped into two for the monitoring of the soft-shelled crab at night which is done every four hours. The first group was assigned to monitor at 6:00 pm while the other one was tasked to monitor at 10:00 pm. It is crucial for the SSCP because right after molting, hardening of the shell occurs immediately. As such, a crab must be harvested and frozen.

Ms. Gemma Cedro asked feedback from the participants on the second day of the training. Dr. Alberto discussed the Life History and Biology of Mangrove Crab by Dr. Alberto. He explained the differences between the four species of *Scylla* (Mangrove Crabs) for the culture which are the *Scylla serrate*, *Scylla paramamosain*, *Scylla olivacea* and *Scylla tranquebarica*. Their general features, feeding habit and other characteristics such as autotomy and regeneration and molting process were emphasized.

Dr. Victorino B. Almarion an Associate Professor II of CASIFMAS (Camarines Sur Institute of Fisheries and Marine Sciences), presented the Aquasilviculture with emphasis on Crabs and Polyculture System and Crab Fattening. He discussed aquasilviculture, its importance, and its methodology.

Mrs. Aida S. Andayog, ACC II and RFRDC Manager of BFAR RO 5 discussed the Soft-Shelled Mangrove Crab Production and Management which include Site Selection and Suitability Requirements, Pontoon Design, Construction and Installation, Preparation of Crab Trays, Crab Selection and Stocking, Monitoring, Feeding, Harvesting and Freezing. Mrs. Andayog also discussed the cost of the soft-shell crab production and crab fattening as well as the possible profit each fisherfolk can earn from the technology.

Ms. Gemma D. Cedro talked about Mudcrab Culture and Fattening. She emphasized the techniques for culturing mangrove crab, from the selection of crabs, stocking and feeding up to the monitoring and culturing. Hands-on activities followed.

The participants were regrouped into two where the first group constructed

the pontoons for soft-shell crab while the other was assigned in crab fattening. Mr. Edgardo Serrano and Mr. Edgardo Teope, staff of CNSC-IFMS, assisted the participants during the activity. Two types of containers used are the white and small trays which are intended for soft-shell while the black and bigger containers for crab fattening. After the construction, participants actually measured each mangrove crab; first, by getting its weight and carapace width before placing them inside the containers.

At the end of the training, participants reflected on the training-workshop and positively expressed their feedback and insights on how they are going to practically use the acquired knowledge and skills. Dr. Manuel B. Alberto together with Ms. Gemma Cedro distributed certificates of Participation and starting tools such as soft-shell trays and crab fattening containers, sweatshirts are distributed as participants' uniform in the construction of pontoons through the supervision of the speakers.

(LS Bardon)

CSC RO V confers CNSC PRIME-HRM Bronze Award



Eloisa R. Lukban, Administrative Officer V receives the 2017 PRIME-HRM award during the HRMPs Convention in Tagaytay City.

The Civil Service Commission Regional Office V held the 8th Regional Convention of Human Resource Management Practitioners (HRMPs) on May 23-24, 2018 in Taal Vista Hotel, Tagaytay City with the theme “Developing Strategic Partners in the Workplace” which was designed to transform HRMPs in the the public sector into strategic partners to effectively implement CSC policies.

Part of the event was the conferment

of the PRIME-HRM Bronze Award to first three government agencies which were found to have fully met the indicators of Maturity Level 2. CNSC (topped the three awardees and the only SUC in Bicol region) along with Albay Water District and Department of Trade and Industry-Albay were given the Bronze Award.

CNSC Administrative Officer V Eloisa R. Lukban received the award. The Bronze Award was an offshoot of CNSCs

pursuit to develop people for efficient and effective public service delivery through compliance with the PRIME-HRM Maturity Level 2 indicators in the four (4) Core HRM Systems and was found to have maintained its HR records management and other programs in order. She was interviewed on stage about CNSC PRIME-HRM accreditation journey and a 2-minute audio video presentation of the said journey showing the four systems of PRIME-HRM which includes Recruitment, Selection and Placement, Performance Management, Learning and Development and Rewards and Recognition was shown to inspire other government agencies in the Bicol region to also embark on PRIME-HRM accreditation.

Such recognition from the Civil Service Commission manifests CNSCs commitment to carry out its functions effectively and was realized because of the men and women behind CNSC.

(GA Delos Reyes)

CNSC-GS Faculty attends International Training-Workshop on Publishing Qualitative Research Results in High-Impact Journals



Dr. Corazon S. Fajardo to Dr. Girly H. Naval, CNSC-GS Faculty during the International Training Workshop on Publishing Qualitative Research Results in High Impact Journals.

The Asian Society of Teachers for Research, Inc. in cooperation with the Philippine School Doha conducted an International Training-Workshop on Publishing Qualitative Research Results in High-Impact Journals on May 28 – 30, 2018 at Belian Hotel, Tagbilaran City, Bohol, Philippines. It aimed to capacitate every research author through skills development in conducting qualitative research. Dr. Alexander S. Acosta from the Philippine School Doha, Qatar and Dr. Imee C. Acosta from Virginia Commonwealth University, Qatar were the resource persons of the activity. This was participated by Dr. Corazons

S. Fajardo and Dr. Girly H. Naval, faculty of the CNSC-Graduate School. Other participants came from different regions of the country.

With most training-workshop in scientific writing for publication focused on the quantitative / descriptive design, there is a clamor for courses in the effective writing for publication of research articles in the qualitative kind. Both complex and multi-method in focus, qualitative research is exploratory in nature and seeks to explain the “hows” and “whys” of a particular phenomenon. As writing qualitative research articles is considered to be a creative endeavor

with unlimited possibilities, focusing on how can qualitative researchers meet the standardized expectations of academic journals to merit publication. The training-workshop has the following specific objectives: select high-impact journals that publish qualitative research; acquire skills in complying the requirements of peer reviewers and editors of qualitative research journals; and translate qualitative research results to serve the beneficiaries.

The activity elicited information and knowledge in selecting high-impact journals for qualitative research workshop; introduction of web-based technologies for qualitative research; software and web-based technologies of research; scientific bases; examining various editorial policies and author guidelines of scientific journals; and handling the formidable peer review process; guidelines on writing qualitative paper for high-impact journals; and actual writeshop on writing qualitative paper for high-impact journals. Generally, outputs critiquing added more information and knowledge to the participants.

(CS Fajardo)

CNSC CBPA Faculty attend PASUC-sponsored capability building program for HR personnel



CNSC-CBPA faculty during the Capability Building Program organized by the Philippine Association of State Universities and Colleges held in TUP, Manila.

Selected CNSC CBPA faculty attended “Capability Building Program for HR Personnel in SUCs: Workshop in the Development of Competency-Based Framework sponsored by the Philippine Association of State Universities and Colleges (PASUC) held last May 8-10, 2018 at the Technological University of the Philippines, Ayala Blvd., Ermita, Manila.

Jessica F. Gonzales, Crisanto Ramirez, Roel Rafer and Ryan Francis J. Macasinag, engaged in the discourse of competencies and practices of HR personnel in terms of recruitment and selection. The training enabled them to understand the competency based HR systems; define the context of Competency Model and Steps to Competency Model Development through framework and profile mapping; and discuss the proposed Model Competency Framework per State, Universities and College (SUC) which are all designed to improve the HR recruitment and selection process in

SUCs.

The workshop also enlightened the participants on Civil Service Commission (CSC) policies, mandating agencies to implement competency-based HR, which gave them an opportunity to validate the proposed Model Competency Framework and the rubrics per competency measured. After undergoing such program, the CBPA faculty-participants committed themselves to disseminate the details regarding the capability program and share their learned competencies to the HR department and other personnel of CNSC.

“We are glad to be given this rare opportunity to undergo such capability building program and we express our commitment to contribute to the attainment of the institution’s vision and mission through the implementation of competencies framework and rubrics by level,” they uttered. *(JE Trinidad)*

DOST accredits CNSC...from page 1

Products; 2) Agriculture, Materials and Engineering; 3) Forestry and Livestock; 4) Aquaculture; and 5) ICT.

CNSC-CBPA then screened BS in Entrepreneurship students’ business plans that have the potential to satisfy the requirements of DOST. Initially, two proposals were chosen which address the S & T priority areas particularly in food processing and gifts/handicrafts namely: Barani by proponents Abby Gail P. Beltran, Cielo Marie B. Brioso and Annie Stefany S. Esteves, and Paruyan Rice Wine by Nikka Mae O. Abogado, Jessa Ann M. Norte, Nerilie E. Severino and Michelle Jane P. San Juan. The

submitted proposals were endorsed by DOST ROV and are currently undergoing revisions as required by DOST TAPI. Opportunities await for the students once their proposals are approved such as but not limited to seminars on environmental scanning, Intellectual Property (IP), workshop on proposal preparation, among others.

In general, this partnership will help CNSC in strengthening its academic programs. With this end in mind, more students will be encouraged to avail this enterprise development program.

(GD Lamug)

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ABOUT THE LOGO



SPECTRUM is a condition that is not a 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 represents 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.

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