



## BSU football, taekwondo team are SCUAA Olympics 2013 National Champions

The BSU football team and taekwondo athlete, Hendrick Garambas, came home as National Champions from the recently concluded State Colleges and Universities Athletic Association (SCUAA) National Olympics 2013 held at Dapitan City last February 17-24.



*The BSU football team with their coaches and taekwondo champion Hendrick Garambas pose after being recognized during a special Flag Ceremony on February 26, 2013.//Harland Pawid*

The football team members are Collins Bugtong, Silvester Batcagan, Rene Lasona, Leonard Ramirez, Daryl Cornel, Gerald Abellano, Clinton Jonathan Mariano, Jay-r Caoili, Mark Anthony Garcia, Eleazar Batling, Samuel Mendoza, Tyson Almazan, Chuck Bulayungan, June Sabaway, Kevin Tabil, Alcurt Fuchigami, Harland Zachary Pawid, and Albertson Beltran.

According to IPES Director, Harland Pawid, this is the first time in 23 years that the BSU delegation has brought home gold medals. The last time was in 1989 by the women's softball team.

Likewise, Elmer Alabag is

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## 2013 is National Year of Rice

BSU officially joined the promotion of 2013 as the National Year of Rice (NYR) through the unveiling of the NYR banner and by reciting the Panatang Maka-PALAY during the regular Monday flag ceremony on

February 11.

President Aquino has declared 2013 as NYR under Proclamation No. 494 with the goal of enjoining everyone to help achieve rice self-sufficiency.

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*BSU President Ben D. Ladilad with Public Relations Officer Sheryl I. Fernando, ROTC Coordinator Angel Cawat, and VP for Administration Alfredo C. Tipayno unveils a banner for the National Year of Rice during the regular Monday Flag Ceremony on February 11.//*



## BSU VISION

A premier state university in Southeast Asia

## MISSION

Development of people imbued with excellence and social conscience and who actively generate and promote environment-friendly technologies to improve the quality of life.

## GOALS

- To provide quality education that will produce globally competitive graduates.
- To generate and disseminate appropriate knowledge and technologies that will promote sustainable resource development.
- To strengthen and enhance institutional capability generating revenue towards self-reliance.
- To establish competent and effective services geared towards efficiency and economy.
- To develop harmonious and co-operative University-Community relationships. // BOR Res. No. 1364, s. 2005



*Shamag, an Ibaloi term that means news, is the official publication of Benguet State University. It functions as the University's mouthpiece for its accomplishments and is likewise a communication tool among BSU constituents. It started as the MSAC Newsletter in the 1970s to meet one of the requirements of then, the Department of Education, for a college to be elevated into a university. Hence, Shamag came out as the University newsletter in 1996.*

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## PHOTO CONTRIBUTORS

Harland Pawid  
Mayflor Magciano  
Imelda G. Parcasio

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Alejandro D. Nono

## EXECUTIVE CONSULTANT

Ben D. Ladilad

Articles, pictures, comments, suggestions, reactions, and letters to the Editor may be submitted to: the Editor/Associate Editor, Shamag, BSU-Public Affairs Office, La Trinidad, 2601 Benguet.

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## Phone Numbers:

(6374) 422-2127, 422-2402 loc. 69

E-mails may be sent to:  
bsu.shamag@gmail.com  
gvjacalan@yahoo.com.ph  
jstabangcura@gmail.com

## Agriculture as Trade-Mark of BSU

By Percival B. Alipit

The Benguet State University (BSU) started in 1916 as an experiment station and metamorphosed to a farm, then agricultural school and college, and now a university. It has been a premier government school turning out thousands of professionals.

As a university, it has expanded its curricular programs in the arts and sciences and broadened its linkages with other instrumentalities, but in any institution, a distinction should be pronounced. For BSU, it has to proceed in upholding a trade-mark in agricultural prominence in instruction, research and extension, and production since it was the very purpose for its establishment and having the resources required. Agriculture to produce crops and animals has significance in satisfying a basic necessity of life in food supply, and to grow ornamentals to have something to enchant the soul.

BSU has to keep on moving, capitalizing on the temperate environment it is situated which is unique in the country in the pursuit of agriculture. While collaboration with other agencies has been welcomed, it ought

to assert implementation of its own projects in showcasing viable agricultural enterprises promoting smart agriculture in organic farming, conventional agriculture employing desirable practices, and integrated farming systems to demonstrate its expertise and express self-reliance and determination to achieve and draw support in giving services to the communities it is mandated to serve.

To sustain this endeavor, the agricultural and forest land resources of the university must continue to be fully secured and optimally utilized with ensured service commitment at BSU.

*Agriculture to produce crops and animals has significance in satisfying a basic necessity of life in food supply, and to grow ornamentals to have something to enchant the soul.*

## BSU on Mainstreaming Climate Change

By 2050, the World Bank says that global food production must rise by at least 70% to curb the challenge of having to feed 9 billion people. Without strong adaptation and mitigation measures, climate change will reduce food crop yields worldwide over the next 50 years.



*Dr. Marissa R. Parao presented her study on streamlining climate change during the RDE Seminar Series held at the Administration Conference Room last February 8 and attended by more than 70 R&D research personnel, staff, faculty members, and students.//MMagciano*

Studies have shown that effective investment in agriculture could be three times more beneficial to the poor than growth in other sectors.

This knowledge was shared by Dr. Marissa R. Parao, an assistant Professor from the College of Forestry (CoF), during the RDE Seminar Series held at the Administration Conference Room last February 8 and attended by more than 70 R&D research personnel, staff, faculty members, and students.

The presentation was an echo of the output that stemmed from the "Consultative Workshop on Mainstreaming Climate Change Adaptation and Mitigation Initiatives in Agriculture (AMIA)" held at the Philippine Carabao Center (PCC) based at the Science City of Muñoz, Nueva Ecija last January 21-23. Dr. Parao attended the said event with Dr. Luciana M. Villanueva, VP for Research and Extension.

Parao stressed on the immediate and long-term nature of the risks of Climate Change such as flooding, erosion, landslides, sea-level rise, typhoon, stronger winds, drought, extreme weather conditions, changing weather patterns, and frost occurrence. Fortunately, there are strategies, tools, technologies, and practices that will help mitigate these risks, at any level of society, especially for the farmers and the affected to be prepared and secured.

Hence, the participation of the stakeholders should be sought for measures to be effective because the

effect of climate change is complex and varies across communities, locations, and economic classes, she said.

With climate change as the "new normal", uncertainty is becoming the norm rather than the exception. She stated that the Philippines has been developing the AMIA framework to mainstream and institutionalize climate change adaptations and mitigation initiatives in agriculture across agencies and policy instruments where the Department of Agriculture (DA) takes the lead in providing the national leadership.

Evaluation results of the said workshop pointed to the following Policy Actions: 1) establish

mechanism/s for integration and draw up systems and procedures within and across policy instruments, 2) develop common set of values among staff/ organizations, 3) build up teamwork and cooperation, 4) strengthen technical competencies of staff central to implementation, 5) establish incentives for cooperation and implementation, 6) communicate important results to key stakeholders to ensure public support, 7) build partnerships with key stakeholders to ensure cooperation and generate PPPs, 8) determine M&E procedures to assess problems and issues as inputs to systems improvement, and 9) establish mechanisms for sustainable funding.

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**BSU receives NCCA grant for culture writing among campus writers. State Universities and Colleges in CAR received a grant from the National Center for Culture and the Arts for the project titled, "Harnessing the Campus Paper as Tool for Culture Advocacy". One of the project's aims is to maximize the use of media in creating and promoting awareness and appreciation for the Philippine culture and the arts. Activities under this project will be culture writing seminars and workshops, publication exchange among SUCs in the Cordillera, and a Culture Writers Network among schools. The photo shows BSU President, Dr. Ben D. Ladilad, along with MC Adviser, Grace T. Bengwayan signing the Certificate of Agreement with NCCA as witnessed by UPAO Director, Dr. Gilda B. Jacalan and facilitated by Ms. Grace Regtas, Head of the NCCA Culture Education and Dissemination Unit.// JST**

## CA celebrates 27th year



*BSU President, Dr. Ben D. Ladilad, hands a Certificate of Appreciation to Mr. Norvy Abyadang, the Guest during the opening of the College of Agriculture Week on February 18, 2013 at the BSU Gym. Looking on are CA Dean, Dr. Leoncia L. Tandang, VP for Academic Affairs, Dr. Percyveranda A. Lubrica, and VP for Business and Corporate Affairs, Dr. Jones Feliciano.//*

The College of Agriculture is celebrated its 27th CA Week from February 18 to 22, 2013 with the theme, CA: Supporting Global Competitiveness.

The celebration began with the Opening Program on February 18 graced by top University officials along with CA Alumnus now businessman, Mr. Norvy A. Abyadang.

BSU president, Dr. Ben D. Ladilad congratulated the College of Agriculture and referred to it as a catalyst in the development of other curricular programs in the University as early as when BSU was still the Mountain State Agricultural College. He related occasions when people like Sen. Edgardo J. Angara would tell him how efficient BSU graduates of agriculture are.

Still, Dr. Ladilad encouraged younger faculty members in the college to pursue higher studies.

"As we try to develop our college in terms of facility, I am persistent in encouraging younger faculty members to apply for Master's and or Doctorate degree programs for the University to catch up in the next three to four years to be able to avoid experiencing a dearth in manpower."

The University president assured the college that he will continuously work for the upgrading of its laboratories.

Other activities held for the celebration included a series of fora, the first of which is the Drawing CA's Pathways to 2022 held on February 18 and participated by student leaders and the CA dean, Dr. Leoncia L. Tandang followed next day by a seminar that featured lectures from CA alumni, Dr. Ajambar Rai and Dr. Jang Woon Yoon. The CA Students PalaCAsan was held on February 22 at the BSU Gymnasium where students competed in vegetable salad preparation, flower arrangement, and for the CA Henyo, followed by the Faculty, Staff, and Students CASayahan; the closing program; and the awarding of certificates to achievers.

Dr. Leoncia L. Tandang, in her State of the College Address, reported that the college started celebrating the CA week every third week of February in 1986.

She added that from 1986, the College of Agriculture continues to evolve. For School Year 2012-2013, the College of Agriculture sustained its status as the Center of Development (COD) for Agriculture Education which was awarded to BSU by CHED on December 21, 2009 and one of the National Universities and Colleges of Agriculture and Fisheries (NUCAFs) by the Commission on Higher Education (CHED).

### CA Week guest shares success tips

Mr. Norvy A. Abyadang, a graduate of BS in Agriculture, was the guest speaker in the opening of the CA week. Now the proprietor of NS Northern Organic Fertilizer and a number of other businesses, Mr. Abyadang gave credit to the University for 'molding' him.

"I am proud to say that I am a product of this wonderful University, without it, I would not be where I am right now," he said.

Addressing the students, he shared pointers and experiences on how he became successful. First he asked them to love their work or at least try to.

"I always remind my children about this because if you are not passionate about your work, you will not produce the best quality work you can do. There is a difference between being excited about going to work and just going to work for the sake of it."

He added industriousness, patience, persistence, and style as some basic principles on the road to success. Mr. Abyadang warned the students to choose the company they keep or select their friends.

"Be careful with who you call friend and whom you associate with. If you run with the wolves you will learn how to howl but if you associate with eagles, you will learn how to fly and soar to greater heights."

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*for the CA Week closing program held on February 22, the guest speaker was CA Alumnus Art Shontogan. He graduated with the degree of BS in Agribusiness in 1979 and became a 4-term councilor of La Trinidad. He requested the CA family to support local products to be globally competitive and offered his services in terms of legislative acts for their proposals. In photo are: (l-r) CA faculty Dr. Araceli G. Ladilad; CA Dean, Dr. Leoncia L. Tandang; VP for Research and Extension, Dr. Luciana A. Villanueva, and Hon. Art Shontogan.//*



# Employee studies working environment and relations

Mr. Philip T. Atulba, Administrative Officer III of the SPMO, conducted the study titled, "Human Resource Practices in Supply and Property Management: A Client Satisfaction Framework for Benguet State University." Incidentally, the study was conducted to determine 1) human resource practices that can lead to better delivery of the services of BSU Supply and Property Management Office (SPMO); 2) the extent of attribution of human resource practices to client satisfaction along organizational climate and working relations management, discipline administration, personnel development, and performance management; and 3) finding out the level of effectiveness of techniques of job designed for the supply and property management of the Benguet State University (BSU).

A graduate of the Open University last March 2012, Mr. Atulba's study emphasized the way to a more rewarding Supply and Property Management Office (SPMO) with productive and empowered personnel who produce more satisfying services at the Benguet State University (BSU).

Results indicate that the Organizational Climate and Working Relations Management and Personnel Development has Strong Attribution to client satisfaction of the Supply and Property Management Office (SPMO).

This implies that practices to boost desirable organizational climate and working relations as well as the practices towards professional growth of staff immediately provides client satisfaction.

Further, results of this study may serve an eye opener on the part of the management of BSU to understand better the importance of empowering the workforce in the provision of quality service as well as in the care and wise utilization of million-peso school supplies and properties.

Aside from the most attributing human resource practice to client satisfaction is the enhancement of organizational climate and working relations of the staff and clients of SPMO. Other conclusions drawn from the study were installation of officer-of-the-day; adequate and constant communication and teamwork builds a favorable organizational climate; the wide dissemination of guidelines and updates of SPMO is the foremost

consideration in providing immediate delivery of services of SPMO and in committing lesser error of work; SPMO staff needs more knowledge on matters related to supply and property management; group technique is the most effective job design in supply and property management as perceived by the respondents; teamwork is the most effective way of getting things done in supply and property management.

Recommendations

include that supervisors/heads initiate the establishment of smooth working relationship among the personnel through adequate communication with their subordinates; share more information with employees to eliminate misunderstanding and rumor mongering; conduct better appraisal interviews where managers encourage employees to bring up any problem they encounter in their jobs; praise the good work of employees so that they will continue and persevere in their positive attitudes and activities; give time for counseling as well as consultation; determine if the intended meaning in messages was actually received and understood correctly; qualitatively and quantitatively regulate communication to ensure an optimum flow of information to supervisors; utilize feedback positively; introduce repetition into communication; encourage mutual trust; facilitate effective communication with proper timing of major announcements; simplify the language used in communication; listen with understanding; use the grapevine as a bypassing mechanism; develop positive attitudes; and use algorithm in explaining company rules by breaking down a problem,

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The CTE semi-annual INSET was conducted last January 24-25, 2013 at the CTE Function Hall with Dr. Ben D. Ladilad giving the President's Hour, followed by a message from VPAA, Dr. Percyveranda A. Lubrica.



Aware of the very challenging task of molding the Pre-Service Teachers to make them relevant and interesting by possessing the 21st Century Skills (one who is adequately equipped with 1) communication skills 2) learning and innovation skills 3) information, media, and technology skills and 4) life and career skills). The faculty enthusiastically listened and participated in the activities during the two-day seminar. Relevant topics were shared by those who have attended and participated in various seminars, workshops, and conventions as well as presentation of completed research. To make the occasion more fruitful, Prof. Ruth S. Batani from the College of Arts and Sciences was invited to talk on Writing a Research Proposal, resulting to a workshop. The activity ended with Dr. Ester T. Fianza giving the CTE Updates. (IGParcasio)



### **Climate Change...from page 3**

Dr. Parao also talked about mainstreaming climate change in the institution aimed at developing an agency culture of respect and reverence to the environment, Climate Change, and AMIA. In addition, there should be strategic locations of trained personnel in the organization, climate change expertise across disciplines and units, and recruitment policies and staff reward and promotion policies, which includes innovation and leadership.

Also discussed was climate-proofing of physical infrastructure, which means safeguarding the office buildings, laboratories, experiment stations, demonstration farms, and training facilities against location vulnerability/risks.

Dr. Parao also mentioned that the DA is planning to categorize SUC partners in terms of mainstreaming Climate Change such that project funding will depend on level of integration of Climate Change mitigation practices and policies. // May Flor P. Magciano and Christian Robert M. Sandoval

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quarter finalist in taekwondo; for athletics, Johnson Kidkid and Jisfer Ta-ag are 6th and 4th Placers, respectively, men category while Cristina Deponio and Ma. Lourdes Obidos are 5th and 4th Placers in women's. // JST

### **2013...from page 1**

Although its rallying call is Sapat na Bigas, Kaya ng Pinas, this national campaign led by the Department of Agriculture, also aims to promote better health among rice consumers and improve the income of farmers.

Promoting the NYR advocacies is the main goal of the campaign. It would be very helpful in achieving rice self-sufficiency if we could promote responsible rice consumption to the public. // JST

### **Employee... from page 5**

isolate the factors that point to the solution, and frame those factors in separate questions answerable by yes or no.

Atulba also recommends the conduct of periodic meeting or salu-saloor kaphana nd teambuilding activities among the supervisors, staff, and clients of SPMO.

In pursuit of building team effectiveness in supply and property management, continuing capability enhancement of personnel on inventory, recording, storekeeping, distribution, disposal, and appraisal of supplies and properties as well as emotional intelligence (EI) competencies is also recommended. // May Flor P. Magciano, OVPR

## BSU TECHNOLOGY IN ACTION

## Women's Contribution to Healthy and Enjoyable Snacks: The Case of the Samantha Potato Chips

*Health is wealth! This has been the common reminder every now and then especially with health data showing food intake as an important variable in health and well being. With the growing number and intensity of health problems, any effort for the preservation of health and life is much appreciated. Providing alternative snacks especially to children and the young is a contribution shared by experts from the Northern Philippines Root Crops Research and Training Center (NPRCRTC- BSU) to different communities, which have been also taken on by women entrepreneurs.*

Ms. Cindy F. Tanas is a proud partner-entrepreneur of the NPRCRTC extension activity on chips processing and marketing since 2009 and now has a marketing network beyond Baguio-Benguet area.

Way back in 2009, an opportunity opened when his father, Mr. Samuel Felix, became a partner of the HARRDEC-BSU project on Science and Technology Based Farm (STBF) on Improving Potato Production through Sulpo-mag supplementation and promoting potato chips processing in Sitio Bonglo, Paoay, Atok, Benguet. Mr. Felix, a Magsasaka Siyentista (MS) per HARRDEC's criteria was granted a support for a potato chips processing project. Aware of his daughter Cindy's passion and perseverance in entrepreneurship, which transpired with her home baked buko pie business, Mr. Felix entrusted this engagement to her.

As part of the project, Cindy was assisted by Ms. Esther Botangen, a senior research specialist of NPRCRTC through a one-on-one learning on how to process potato chips. "This is done merely by chipping potatoes using potato chipper, blot drying, frying, adding flavorings, and packing" explains Ms. Esther. As a lactating mother, Cindy was eager to include this as part of her family's additional livelihood means considering that her husband is an overseas (OCW) worker. The basic equipment like chipper, basin, and burner used during the training were provided by the project. These were also turned over to her so she can immediately proceed with chips processing even in the absence of her personal equipment. Other needed materials like potato, processing space, and labor during the activity were Cindy's counterpart. "It was difficult at first but along the way, I also enjoyed it." With all the interest, passion, and vision, she pursued this endeavor immediately after the training. "At least I can earn while taking care of my child and at the same time attend to other needs at home," she added.

Atok is a potato-producing community, so the raw materials for potato chips processing would not be a big problem here. Based from a series of variety trials and

related studies, experts from NPRCRTC recommended Igorota or P03 as the best variety for chips processing. Accordingly, this variety has no browning incidence with a highly acceptable sensory chip quality of chips and has high dry matter content surpassing granola. "Maila nu san nalakwan ay patatas ket baken puro ay Igorota tay wada da nan makset" (one can readily distinguish if the potato variety is not Igorota since it easily gets burned/over-fried), shares Ms. Cindy. Thus, to guarantee the quality of the chips, Cindy purchases most of her supplies from her father and the farmers in this community. It is only when supplies get short that she buys from other farmers in other communities with the Trading Post in La Trinidad as the least option.

Inspired by her first daughter, she named the product line after her; thus, the Samantha potato chips. With the support of her husband who decided not to go back abroad but stay with his family here, Cindy continues to process potato chips at home based at Bonglo. Samantha potato chips inched their way gradually into the market, first in few small stores in Sayangan then to Midway restaurant (as referred by an Aunt). I also went around introduce myself and my product which are later patronized and supported. As for the rest, "enkami pinadas ay mangilik-liked, kapal muks lang met nan kasapulan" (we roam around in search for outlets, it took us courage to be successful).

Along the way, some individuals who tasted and appreciated the Samantha chips contacted her for small and big orders. Feedbacks were also recorded. Cindy recalls that Ms. Erlyn R. Alcantara, for example, texted and commented that she has a good product so; she ordered pieces for the Bontoc Museum. She also recommended her to bring some chips to Sagada. Erlyn is a well-known writer/editor of the famous historian Dr. William Henry Scott. With this, Ms Cindy maximized her time and explored some possible markets in Sagada.

With this experience in marketing, it is still a continuing challenge to explore a niche market for home-made products

### CA Day...from page 4

He also acknowledges that success comes with a lot of failures.

"Before I succeeded in my goals I failed a lot and still experience failures. The most important thing to remember is that failing is acceptable if you learn from it but unacceptable if you don't. That is why don't be afraid to fail, learn from it, and move on."

He reminded students to give workers and co-workers respect and treat them well.

"Treat them properly; and this act will result not only in doing jobs done correctly and but also will earn you respect. Remember when I told you to choose whom you associate with? It also applies in choosing the people working with you because there are people who want to pull you down with them and there are those who help each other to climb higher."

He also advised them to always value trust, to be humble, and to help others.

"Having good profit is good but helping others is better," he claimed.

At present, Mr. Abyadang employs 12 supervisors who are all BSU graduates.//JStabangcura



**Technology in action... from page 7**

like potato chips and others. Part of the effort to level up is by adopting other flavors like sour cream and cheese flavors in addition to the original salt flavor. With proper IEC, it is hoped that the children will come to appreciate later the local potato chips as a nutritious snacks free from preservatives and other "harmful" ingredients.

Cindy did not stop searching for other outlets. Her husband proves to be a handy partner in exploring other possible markets as far as Tarlac especially in tourist areas. At present, Samantha chips continue to compete in stores along Kennon Road, the Swamp Area-La Trinidad, Natubleng, and the Halsema road, where for some customers, the chips, usually in bulk of 50 pieces can be received and paid via bus. The other outlets are scheduled for delivery.

With the increase of her outlets, she already reached the production of 2,000 packs in a month's time. The cooking schedule can be as frequent as twice a week. During slack season, chips processing can be thrice a month depending on the orders of customers. "In instances where there are plenty of orders, we usually request labor outside the family and pay on a daily basis with free snacks and meals," she further shared.

"We rarely heard of major complaints against our product although there were initial complains where one customer returned the chips because "naderder"(pulvorised). We just replaced the product without question." What could perhaps explain for this would be the transportation problem from a rugged and long distance travelling. "Most of the comments have something to do with how we can improve the packaging. There were suggestions but we are still making use of simple while waiting for the better packaging developed by Department of Science and Technology (DOST)."

"Although we also encountered problems from time to time, these are just minimal compared to what we gained from this engagement," assures Cindy. She shares that additional burner, fuel tank, and rubberized basin for washing potatoes, for example, were purchased shortening cooking time especially when there are plenty of orders. "At least, we can still attend to our regular work at home because we need not stay long at night just like in earlier times," she added.



**RAATISY2012-2013.** The BSU ROTC Unit stands at attention to welcome the Regional Annual Administrative Tactical Inspection (RAATI) team led by RAATI Chairman, Col. Jonathan G. Ponce INF (GSC) PA, during the regular Monday flag ceremony on February 11. As of press time, the BSU ROTC Unit still ranks first among schools already evaluated by the RAATI Team.



**I.T. Week at BSU.** BSU President, Dr. Ben D. Ladilad, addresses Information Technology students during the opening of BSU's celebration of the IT Week on February 11, 2013 at the CAS quadrangle along with College of Arts and Sciences (CAS) faculty and staff. The theme "IT Innovation, the Key for Life Automation." The president encouraged IT students, faculty and staff to explore e-transactions at par with other schools and universities of the world. The activities lined up during the IT week from February 11 to 15 include exhibits, current IT lectures, competitions, and film showings.

When Cindy was asked about the concrete benefits that her family gained from the project, she proudly shared her average net income of P 20,000 a month. Aside from upgrading her equipment, the additional income was used for other household needs. "Usaren pang pa check up sin anak, pang gatas da metlang" (we use it for the needed medical follow-up check up of the children, for their milk, and other needed vitamins). Besides, she also contributes to the community by employing some women on a daily basis every production day.

With all these blessings that she received, she is extending a message to her supporters and mentors from BSU. "Love your jobs because you have been very helpful to us"! Cindy also shared that Ms. Esther Botangen continues to monitor, visit, and keep in touch with her. They are actually working on another product, the potato wine flavored with Spanish tomato.

Cindy's story is a case of an individual partner-entrepreneur in potato chips processing. According to NPRCRTC, the usual approach in the past was to engage with organizations such as the Green Thumb 4-H club in Bonglo, Atok, Benguet.// MCamfli