



# FOOTPRINTS

## NEWSLETTER

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May - June 2023



# GLOBAL TOP 100 INNOVATIVE UNIVERSITIES

## RANK 101-200

RANK

# 35

FOURTH INDUSTRIAL REVOLUTION

RANK

# 42

ETHICAL VALUE

## IFSU RANKS HIGH IN WURI

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## DBM Chief Pangandaman adopted as Ifugao daughter 'Malinnay'

ELVIRA M. MATABYE

Secretary Amenah "Mina" Pangandaman of the Department of Budget and Management (DBM) was honored with the native Ifugao name "Malinnay" during the 14th Commencement Exercises of Ifugao State University (IFSU) - Main Campus on June 23, 2023 at the Luis Hora Gymnasium.

This recognition was made official through Sangguniang Panlalawigan Resolution No. 2023-275, in appreciation of her exceptional achievements, dedicated service, and invaluable contributions to the nation.

In Ifugao mythology, the name "Malinnay" symbolizes a woman of extraordinary beauty, charisma, and influence—a respected leader within her community. Secretary Pangandaman's remarkable leadership abilities, warm demeanor, and affable nature have inspired others and reinforced her ability to connect with people, establishing her as a powerful figure in her community.

As part of the ceremony, the Budget Chief donned the traditional Ifugao attire, including the "lamma," a blouse adorned with intricate embroidery and beadwork—a testament to the skill

and craftsmanship of the community. Likewise, she wore the "ampuyo," a wraparound skirt embellished with intricate designs and patterns, representing the Ifugao people's deep connection with nature and their ancestral heritage. These garments symbolize womanhood, beauty, wisdom, and care.

The adoption ceremony was witnessed by the IFSU Community, led by University President Dr. Eva Marie Codamon-Dugyon, and officials of the Provincial Local Government Unit of Ifugao, headed by Governor Jerry U. Dalipog.//

### IFSU Ranks High in WURI...from page 1

Ifugao State University (IFSU) achieved significant recognition in the World University Rankings for Innovation (WURI) in 2023, reaffirming its vision of becoming a "globally recognized university."

The results were revealed during the 3rd Annual Conference of the Hanseatic League of Universities, held at Florida Gulf Coast University in Fort Myers, Florida, USA, on May 18, 2023.

IFSU received commendations in two categories, solidifying its position as a leading institution in innovation. IFSU

secured 35th rank in the Fourth Industrial Revolution category and 42nd in the Ethical Value category for its entries.

Dr. Eva Marie Codamon-Dugyon, University President, who attended the Conference abroad, said, "This is our first global recognition in our first year of participation in a world ranking! We share and dedicate this victory with the entire IFSU family and the Ifugao province."

"The global recognition of IFSU's innovative projects affirms the University's commitment to addressing pressing challenges faced by agricultural communities in the Ifugao province.

I'm thankful to all for believing in our direction and sharing our vision to be globally recognized," she added.//



## IFSU ROTC Wins RAATI 2023

CHRIZEL JOY U. DUMANNOP

Ifugao State University (IFSU) Reserve Officers' Training Corps (ROTC) unit continued its three-year streak as Champion in the Regional Annual Administrative Tactical Inspection (RAATI) held on May 27, 2023, at the University's oval.

With a remarkable score of 96.5%, IFSU ROTC bested other higher education institutions in the Cordillera region. The IFSU - ROTC cadets showcased their exceptional skills and expertise in various inspection areas, including Battalion and Company Drill, Raid and Ambush scenarios, Knot tying, First Aid practical, Field Stripping (M16 rifle assembly and disassembly), Map Reading, Admin

Inspection, Operation Order (OPORD) writing, Comprehensive Exam, and Method of Instruction (MOI).

Colonel Virgilio M. Noora (MNSA) from the Philippine Army led the RAATI team in conducting thorough assessments of administrative and tactical aspects in simultaneous sessions. Colonel Noora praised the IFSU ROTC unit for their exceptional performance and commended their achievements.

The IFSU ROTC unit is led by Commandant Colonel Edralin L. Poblete ART (GSC) PA and guided by Corp Commander C/Colonel Dinah Leahona B. Manzano 1CL.//



## Leadership training zeroes in on developing IFSU leaders who put common good first

FAITH B. NAPUDO

The administrative council (ADCO) members of Ifugao State University (IFSU) were treated to an insightful lecture on "Knowledge Creation Theory: the SECI model and Phronetic Leadership" by Dr. Alex Brillantes Jr. Alex Brillantes Jr. PhilFutures senior fellow, former CHED Commissioner, and professor emeritus at the National College of Public Administration and Governance in University of the Philippines-Diliman.

The lecture was part of the 3-day seminar-workshop on "Future Proofing Leaders and LEADS through Phronetic

Leadership and Gender-Responsive Governance" at Central Luzon State University (CLSU) in Muñoz, Nueva Ecija, being conducted from May 3 to 5, 2023.

Dr. Brillantes spoke about the concept of practical wisdom, which is derived from the idea of "Phronesis," one of the three forms of knowledge identified by Aristotle. Practical wisdom is experiential knowledge that helps individuals make ethically sound decisions. In Japanese, there is a similar term called "Toku,"

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## IFSU equips leaders with future-proofing skills

FAITH B. NAPUDO

Ifugao State University (IFSU) is preparing for the future by equipping its leaders with the knowledge and skills to make the University future-ready.

The University's Administrative Council (ADCO) members attended a three-day seminar-workshop on "Future Proofing Leaders and LEADS through Phronetic Leadership and Gender-Responsive Governance" at Central Luzon State University (CLSU) in Muñoz, Nueva Ecija from May 3 to 5, 2023.

The capacity-building training aimed to help IFSU leaders develop a strategic foresight capability, which is the ability to see the future and make decisions accordingly.

IFSU professor and activity proponent Dr. Nancy Ann P. Gonzales said that it is important for IFSU leaders to be well-informed of foresight and futures thinking. "This will help them prepare the university for the challenges and opportunities of the future," she said.

CLSU University President Dr. Edgar A. Orden, who graced the event, thanked IFSU for choosing CLSU as the venue of the seminar-workshop. He said that CLSU is committed to sharing its knowledge and expertise in foresight and futures thinking with other institutions.

"We are very willing to share. We were challenged by many obstacles during the pandemic. The good thing is that we have survived the pandemic. We always rise up to the challenge. More than anything else, after surviving the pandemic, there is a need to serve. We are all public servants, meaning we are here to serve our clientele. We should be responsible and accountable public officials," added Dr. Orden.

Dr. Reginald D. Ugaddan, Assistant

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## Indonesian prof's innovative remote teaching brings global perspective to IFSU students

CLYDE B. PUMIHIC

Bachelor in Secondary Education students of the Ifugao State University (IFSU) participated in a virtual lecture on globalization in education. The lecture was delivered by Prof. Nur Kamilah from the English Department of Muhammadiyah Jember University in Indonesia on May 9, 2023. The students attended the lecture through hybrid mode.

Prof. Kamilah shared her insights on the impact of globalization on language education in Indonesia. Her lecture focused on the cross-cultural education and how global trends such as the use of AI and other technological techniques in teaching can affect language education. The lecture provided the students with a meaningful understanding of the topic.

The students, who are in their third year under the class of Mr. Richard D. Baliao, gained valuable insights from the lecture. The academic cooperation agreement between IFSU and the Muhammadiyah Jember University facilitated this exchange program. It provided an opportunity for students to engage in academic activities beyond the classroom, enabling them to develop a global perspective on education.//



## IFSU workshop trains participants on documenting indigenous languages

FAITH B. NAPUDO

Ifugao State University (IFSU) concluded a three-day Language Documentation Workshop held from June 13 to 15, 2023, at the Multipurpose Hall, IFSU - Lamut Campus. The event brought together Indigenous Peoples (IP) heritage researchers and faculty members

During the workshop's opening ceremony, Mr. Richard D. Baliao, the Director for the Department of Communication, Public, and International Affairs (DCPIA), highlighted the significance of the event in safeguarding linguistic diversity and cultural heritage.

"Indigenous languages are an integral part of our culture and identity. They serve as reservoirs of knowledge and wisdom that have been passed down for generations," emphasized Mr. Baliao. "However, these languages face the risk of extinction due to globalization, urbanization, and the dominance of major languages. This workshop represents a crucial step in preserving these languages and ensuring they are not lost forever."

The workshop was led by Dr. George Saad, a distinguished Professor of

Linguistics from Palacký University Olomouc in the Czech Republic. Dr. Saad, an expert in language documentation and with extensive experience in indigenous languages of Indonesia, shared his expertise with the participants on various topics. These included data management, wordlist collection, and the utilization of modern tools and techniques for documenting languages.

Dr. Saad reiterated the importance of acquiring proper consent from indigenous peoples who serve as research informants. He emphasized that informants should be reassured of their freedom to withdraw from the research at any point, even if they initially agreed to participate. Additionally, he introduced the participants to the International Phonetic Alphabet (IPA), a set of symbols used by linguists to

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### Leadership training zeroes...from page 3

which refers to the virtue that enables a person to take up the common good and moral excellence as a way of life.

Dr. Brillantes emphasized the need for leaders to consider whether their actions have been contributing to the future that they prefer for others, not just themselves.

He stated, "Phronetic leadership is a highly desired skill for leaders of the 21st Century, especially among local government leaders. Phronetic leaders will have a competitive edge in the demands of a rapidly changing environment, a VUCA (Volatile, Uncertain, Complex, and Ambiguous) world.

This is even more important considering the demands of glocalization and competition such as ASEAN integration. Phronetic leadership is particularly relevant in complex and uncertain environments, where traditional leadership approaches may not be sufficient to address emerging challenges. By emphasizing practical wisdom and ethical judgment, phronetic leadership can help organizations navigate complex issues and achieve their goals while staying true to their values.

Dr. Brillantes also noted that knowledge, an unlimited resource, is vital in every

organization, particularly in the public sector, where innovations and agility can be infused.

Phronetic leaders inspire and transform communities armed with a better VUCA or (Visionary, Understanding, Clarity, and Agility).

"Phronesis should be translated into equities that have a bias for the poor and enable us to be good ancestors to the coming generations by creating a future that they may thank us for," pointed out Dr. Brillantes.

Moreover, phronetic leaders lead knowledge-based organizations where knowledge co-creation is promoted. Framed by Japanese thought leader Ikujiro Nonaka, knowledge co-creation is explained by the four-part process of socialization-externalization-combination-internalization or SECI model of organizational knowledge creation. The model emphasizes the importance of social interaction, communication, and collaboration in creating and sharing knowledge, and highlights the need for organizations to create an environment that supports knowledge creation and transfer.

Dr. Brillantes shared that a phronetic leader can make a judgment on 'goodness,' grasp the essence, create the 'ba' or interaction, articulate the essence,

use political power, and foster phronesis in others.

To give context and highlight the principles of phronetic leadership, Dr. Nancy Ann P. Gonzales, IFSU professor, presented a case study of Bacut Lake Tourism Complex and Nature Park in Apayao, Philippines. The study highlighted a phronetic leader, Mr. Elorde P. Anniban, who played an important role in collaboration with the government agencies of Santa Marcela, Apayao.

The collaboration between Mr. Anniban and the local government resulted in the construction of a dam which is now a major source of water to irrigate the farmlands; an astounding tourism site and a national park rich in biodiversity; and with several existing organizations working together to further upscale the community and boost its economy. From the tacit ideas of the IP farmers and government intervention, poverty was alleviated. The improved state of living matched with the grandeur of nature in Bacut.

Due to his empowering leadership founded on phronesis, Anniban was awarded Outstanding Indigenous Peoples Leader in October 2022. Through the case, an IFSU phronetic leadership framework was also developed by Dr. Gonzales. //





**IFSU equips leaders... from page 3**

Professor at the National College of Public Administration and Governance of the University of the Philippines, discussed Future Proofing Leaders / Futures Thinking and Foresight. He said that futures thinking is about understanding the trends and forces that are shaping the future and developing strategies to adapt to those trends and forces.

The theories of Futures Thinking, which is forward-looking, and Phronetic, which is context-sensitive, resulting in consultative and communicative leadership, as well as ethics-focused leadership, find their link and application

in strategic foresight.

Environment and horizontal scanning, trends and emerging concerns mapping, key factor forecast table, and scenario narratives (business-as-usual, disowned, disintegrated, and preferred) enabled IFSU officials to map out scenarios.

The participants also toured the KAMALIG (Keeping a Modern Agricultural Landscape through Integrating CLSU Generated Technologies) model farm to see innovations inspired by futures thinking and phronesis that match key indicators of the Sustainable Development Goals.

IFSU University President Dr. Eva Marie Codamon-Dugyon was represented by Dr. Marissa P. Bulong, Vice President for Research Development, Extension, and Training, who encouraged members of the ADCO, the policy-making body of the institution, to approach the seminar with an open mind and collaborate to make the most of it.

Notably, Dr. Dugyon has been a staunch advocate for the espousal of phronesis since the beginning of her tenure.

The ADCO is composed of the University President, Vice Presidents, Directors, Deans and other officials.//

## Lagawe Campus graduates celebrate commencement, charged to be good influences to others

FAITH B. NAPUDO

Ifugao State University-Lagawe Campus (IFSU-Lagawe) held its 14th Commencement Exercises on June 20, 2023, at the Campus Gymnasium. A total of 104 students graduated from different programs, with 58 graduates from the College of Business and Management, 21 graduates from the College of Education, and 25 graduates from the College of Engineering and Technology.

In his speech, guest of honor and speaker Brigadier General Buyayo Domingo Gobway, Commander of Installation Management Command Philippine Army, urged the graduates to always deliver their best in their education and chosen undertakings, and never devalue their

beliefs and good deeds.

"Remember there is no perfect life, but there is a good and just life. Stick to what you think is fair because, at the end of the day, you will not be remembered with all you have but with the goodness you have done," remarked Brig. Gen. Gobway.

He also added that life is a journey and everyone has a different path in life. "No matter how impossible the possibilities, go for it, take the challenge, and move deeply towards your dreams," he said.

University President Dr. Eva Marie Codamon-Dugyon commended the graduates and reminded them that IFSU

has given them a strong foundation to surmount any hurdle in life.

"IFSU has equipped you with the necessary tools to face great challenges and seize great opportunities. I charge you to step up to the front line as responsible IFSU alumni and to be a good influence to others," Dr. Dugyon said.

"Your decisions will determine the kind of influence you would be. I charge you to do your part to add to IFSU salutation through your outstanding accomplishments and contributions to change the world for the better," she added.

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## Potia Campus prides with 402 graduates

ELVIRA M. MATABYE

The gymnasium of Ifugao State University-Potia Campus was filled with pride and joy as it bid farewell to a total of 402 graduates during its 14th Commencement Exercises on June 21, 2023, at Alfonso Lista, Ifugao.

The event served as a testament to the remarkable achievements and blessings bestowed upon the institution. Dr. Sanjay P. Claudio, the Director of the Quality Assurance Center at the Polytechnic University of the Philippines, graced the occasion as the Guest of Honor and Speaker. In his address, he urged the graduates to embody qualities of competence, innovation, and resilience, while emphasizing the importance of service and integrity.

Dr. Claudio shared his words of wisdom with the graduates, saying, "Be competent, innovative, and resilient individuals, imbued with a deep sense of service and integrity. Your skills and values will pave the way for a successful and fulfilling career."

He further advised the graduates to discover their life's purpose, stating, "Finding your very purpose in life will help you create your own paths and leave a lasting impact on the world. Stay true to yourselves and the values you hold dear."

Dr. Eva Marie Codamon-Dugyon, the University President, also delivered an inspiring message to the graduates, urging them to hold the name of IFSU in their hearts with honor. She emphasized the significance of upholding the Core Values of IFSU: Excellence, Faith, Integrity, Service, Creativity, and Cultural Sensitivity. "Wherever you will go, carry with you these values, as this will be your guiding light in your chosen career. Carry the name of IFSU with pride and make a positive impact on society," stated Dr. Dugyon.

The 402 graduates, filled with hope and enthusiasm, are now ready to embark on their respective journeys, armed with the knowledge and experiences gained from their time at IFSU-Potia Campus. The institution, proud of their accomplishments, wishes them success and reminds them to stay true to their alma mater's teachings, making a positive difference in society.//



**Lagawe Campus graduates... from page 6**

The 5th Infantry Division Battalion Marching Bands also performed during the ceremony.//

## Hapao Campus holds 6th Commencement Exercises

FAITH B. NAPUDO



Ifugao State University (IFSU) -Hapao Campus held its 6th Commencement Exercises on June 19, 2023, under the central theme of "Empowered leaders: Pioneering innovation, promoting internationalization, inspiring excellence, securing sustainable development."

The ceremony was graced by Luis I. Binwag, a distinguished alumnus of the defunct secondary laboratory school of ISCAF, now IFSU; and a successful entrepreneur. In his inspiring address, Mr. Binwag urged the graduates to cherish their parents and embrace the value of humility. Furthermore, as an esteemed alumnus, Mr. Binwag will donate solar lights, wood for hagabi at the IFSU Hapao community learning center, and fencing materials at IFSU Lamut Campus.

University President Dr. Eva Marie Codamon-Dugyon delivered a powerful message to the graduates, emphasizing their role in shaping the development of communities and the world at large. She urged them to exhibit resilience in the face of life's challenges.

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## FEATURE

# Magna Cum Laude Jose Bih-agon Alindayo Jr. overcomes adversity to graduate top of Class '23

FAITH B. NAPUDO

Jose Bih-agon Alindayo Jr., 29, from Boliwong, Lagawe, Ifugao is a living testament that hard work, determination, and a supportive community can help overcome any obstacle.

Life has not been easy for Jose. His father unexpectedly passed away when he was eight years old leaving his family in financial turmoil. Jose was forced to put his education on hold for eight years after he graduated high school and worked as a salesboy in a grocery store to help his mother.

Despite the challenges, Jose never gave up on his dream of getting a college degree. He was encouraged by his wife, Judith Tuguinay, who believed in his potential and knew that he could achieve great things.

Jose enrolled at Ifugao State University (IFSU) and poured his heart and soul into his studies. He worked as a tricycle driver before and after his daily classes and a private driver during the weekends to support himself. His wife and siblings helped out as much as they could.

Jose was a standout student from the start. He consistently achieved a General Weighted Average of 93% or above, a feat only a few students can attain. This earned him the Presidential Lister award, an

academic honor bestowed upon the top students in the university. He graduated as Magna Cum Laude with a degree in Bachelor in Agricultural Technology (BAT) major in Crop Technology during the 14th Commencement Exercises of IFSU - Lamut last June 23. He was also awarded Outstanding Agriculture Student of the Year, Outstanding Crop Technology Student of the Year, and one of the Ten Outstanding Students of IFSU. In his graduation speech, Jose thanked his wife, family, professors, and fellow students for their support. He also spoke about the importance of resilience and determination.

"I know that I am not the only one who has faced challenges in their educational journey," Jose said. "But I want to say that it is possible to overcome any obstacle if you have the right mindset and the support of the people who love you." He also shared his experience working for eight years before going back to school. He said that his work experience gave him a unique perspective and a strong work ethic that helped him succeed in college.

Jose is now looking forward to using his education to make a positive impact in the world. He is particularly interested in working on projects that promote sustainable agriculture and environmental conservation.

"I believe that we have a responsibility



to use our education to make the world a better place," Jose said. "I am excited to start my career and work towards making a difference."

After graduating, Jose plans to take the Agriculturist Licensure Examination and apply for work in the government. He eventually wants to build his own farm and teach others about sustainable farming practices.

Jose's story is a reassuring example that it is never too late to achieve one's dreams, no matter how difficult they may seem. His hard work and determination paid off, and he is now well-positioned to make a positive impact on his family and community. //

## Lamut campus grads celebrate achievements, look forward to promising future

ELVIRA M. MATABYE

Over 600 graduates of Ifugao State University (IFSU)-Lamut Campus made it to the stage as they bid farewell to their academic journey and eagerly embraced new beginnings during the 14th Commencement Exercises with the theme, "Empowered leaders: Pioneering innovation, promoting internationalization, inspiring excellence, securing sustainable development," on June 23, 2023 at Nayon, Lamut, Ifugao. Graduates, seven Bachelor in Agricultural Technology (BAT) graduates, and 15 Diploma in Agricultural Technology (DAT) graduates.

The ceremony commenced with a sense of excitement and anticipation

as families, friends, faculty members, and distinguished guests gathered to honor

the hard work and dedication of the graduates. The grand hall was filled with an

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## Hapao Campus holds... from page 7

The ceremony celebrated the achievements of 17 graduates who successfully completed the Bachelor of Agricultural Technology program, as well as six graduates who obtained diplomas in Agricultural Technology. Additionally,

16 individuals successfully completed the Indigenous Knowledge Skills Course on Stone Walling, a non-formal course.

The 6th Commencement Exercises marked a significant milestone in the



## Tinoc Campus Commencement Exercises celebrate achievements, set the stage for bright futures

FAITH B. NAPUDO

Ifugao State University-Tinoc campus commemorated its 14th Commencement Exercises on June 22, 2023, at the campus covered court. The event marked the graduation of 31 exceptional individuals, consisting of nine Bachelor of Elementary Education (BEd) graduates, seven Bachelor in Agricultural Technology (BAT) graduates, and 15 Diploma in Agricultural Technology (DAT) graduates.

Dr. Jezreel Vicente, Dean of the Graduate School at the Philippine College of Criminology, who served as the Guest of Honor and Commencement Speaker inspired the graduates with his thought-provoking address. He urged the graduates to venture beyond their comfort zones and embrace challenges. Dr. Vicente emphasized that encountering failures is an inevitable part of life, yet he reassured them that failures should be seen as valuable learning experiences.

During his speech, Dr. Vicente imparted ten pivotal words for the graduates to embody in their journey towards

becoming effective leaders. These words were: I, WE, EGO, LOVE, SMILE, RUMOUR, SUCCESS, JEALOUSY, KNOWLEDGE, and CONFIDENCE. Each word was meticulously explained, highlighting its impact on personal growth and success.

Furthermore, Dr. Vicente shared insightful messages with the parents, encapsulated in the acronym EMMED. The first 'E' symbolized the parents' role in encouraging their children, 'M' represented motivating them to pursue their dreams, 'M' stood for mentoring them, 'E' denoted empowerment, and 'D' signified dedicating quality time to their children.

In a similar vein, University President Dr. Eva Marie Codamon-Dugyon challenged the graduates to utilize the knowledge and skills acquired from their esteemed Alma Mater. She urged them to consistently uphold the core values instilled by IFSU and to make meaningful contributions to society. //

graduates' academic journey, equipping them with the knowledge and skills to make a positive impact on their communities and beyond. //

## Mom leads graduating class at IFSU - Aguineldo 7th Commencement Exercises

FAITH B. NAPUDO

Rose Marie G. Wanchagan, a dedicated mother of four, emerged as a shining star among her peers as she graduated cum laude from the Ifugao State University (IFSU)-Aguinaldo Campus in Lupao, Jacmal, Aguineldo. She proudly stood alongside 13 other graduates, with one attaining a Bachelor of Science in Information Technology and the remaining 12 achieving a Bachelor of Secondary in Education.

In her speech during the 7th Commencement on July 3, 2023, Ms Wanchagan shared the difficulties she faced as a student and a mother, especially during the pandemic when classes were conducted through modular means.

"It was not easy juggling my studies with my responsibilities as a mother," she said. "But I was determined to finish my education, so I could set a good example for my children." Ms Wanchagan expressed hope that her story will serve as an inspiration to other young mothers who are pursuing their education. It shows that it is possible to achieve your dreams, even if you have challenges to overcome.

Atty. Edmond M. Kindipan, Chief of Staff of the Office of Representative Solomon R. Chungalao, served as the keynote speaker. In his speech, he emphasized the importance of taking advantage of opportunities when one is still young.

"Take everyday of your life with concern, with dedication, and always with a goal to

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Mom leads graduating class... from page 9



achieve. Don't settle for anything less in life," remarked Atty. Kindipan.

University President Dr. Eva Marie Codamon-Dugyon expressed her

immense pride in the accomplishments of the graduates, acknowledging that their success resonates as a triumph for IFSU as well.

"As you head out in the world, always remember to uphold the principles and values that IFSU stands for. You are a true IFSUan. You are more than ready to achieve more, and seize the opportunity to fulfill your destiny. It is all within your reach," she added.//

## COE-Lamut exempifies success with Project ADAL at local elementary school

CHRIZEL JOY U. DUMANOP & FAITH B. NAPUDO

The College of Education of the Ifugao State University (IFSU) – Lamut campus culminated its extension program on Literacy and Numeracy under Project ADAL (Advancing Development through Accessible Learning Opportunities) on May 22, 2023, at Nayon Elementary School in Lamut, Ifugao.

Launched in 2019, the project which means "aral" in Tagalog, is a banner extension program of the college and has adopted barangays Duit of Kiangan and Mabato-bato of Lamut during the pandemic.

The culmination event was attended by COE faculty members, student tutors, as well as teachers and pupils from NES. Ms. Magdalena Bunoy, representing Mr. Walter B. Dumaguing, the principal of

NES, expressed gratitude to COE for choosing NES as a partner for Project Adal 2023.

"We salute you in helping us and these kids. I hope Madam Desiree that you will not get tired

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## IFSU partners with Landbank to empower agricultural communities

FAITH B. NAPUDO

Ifugao State University (IFSU) has initiated a groundbreaking program aimed at enhancing the financial literacy of community members in select towns of Ifugao. The Community-Based Agri-Financial Literacy training, which commenced in the second quarter and will continue until December of this year, has set a target of training 8,000 farmers, fisherfolks, agripreneurs, and microfinance sectors from the municipalities of Asipulo, Hingyon, Mayoyao, Aguineldo, and Tinoc.

The program is made possible through generous funding from the Landbank Countryside Development Foundation Incorporated (LCDFI), a non-stock, non-profit corporate foundation affiliated with the Land Bank of the Philippines. Spearheaded by IFSU's Department of Extension and Training (IFSU-DET), the initiative focuses on imparting practical and prudent methods of managing finances and income, including savings

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## IFSU-DET helps trainees pass Organic Agriculture NC II Qualification

FAITH B. NAPUDO

The Department of Extension and Training (DET) of Ifugao State University (IFSU) played a key role in the certification of 37 Grade 12 students from the Technical Vocational Strand (TechVoc) of Sta. Maria National High School and 25 community members from Aquilina Saguilot Farm in Lamut municipality for the Organic Agriculture Production NC II qualification on June 22-24, 2023.

IFSU is one of the few Registered Assessment Centers for the Agrifishery Sector by the Technical Education Skills Development Authority (TESDA) in the Cordillera. As an assessment center, IFSU evaluated the candidates' performance based on the established assessment criteria provided by TESDA. The assessment process included practical demonstrations and interviews to assess the candidates' knowledge, skills, and attitudes related to organic agriculture production.

"We are proud of the students who passed and are now considered competent for the Organic Agriculture Production NC II," said Dr. Marah Joy A. Nanglegan, Director of the DET. "They have worked hard to learn the skills and knowledge necessary to be successful organic

practitioners. We are confident that they will make a positive contribution to the sustainable agriculture industry in Ifugao."//



*IFSU partners with... from page 10*

and credit. Participants also receive valuable instruction on understanding the value chain of their crops and its impact on their income, as well as developing an entrepreneurial mindset. Additionally, the program emphasizes the importance of crop insurance as a risk mitigation strategy.

This significant endeavor is the result of a Memorandum of Agreement between IFSU, represented by University President Dr. Eva Marie Codamon-Dugyon, and LCDFI, represented by Executive Director Roy C. Oscillada. Under this agreement, IFSU commits to providing technical assistance and logistical support throughout the training.

Overseeing the training framework are Ms. Marah Joy A. Nanglegan, Director of the IFSU-DET, and Ms. Mary Rosebe Tuyan of LCDFI. Their supervision is hoped to ensure the smooth flow of the training process, focusing on farmers' empowerment, the significance of partnerships, and the development of strong market linkages among participants.

The formal training program was launched on July 14, 2020, in Hungduan, Ifugao. Despite the challenges posed by the COVID-19 pandemic, the program resumed with renewed vigor during the Farmers Week celebration in Aguineldo, Ifugao, on May 31, 2023. The formal training sessions began on June 6 and continue to date, equipping participants with invaluable knowledge and skills to thrive in their agricultural endeavors.

Dr. Dugyon said that by providing comprehensive financial literacy and cultivating an entrepreneurial spirit, IFSU, in partnership with LCDFI, is playing a crucial role in empowering the local agricultural community and creating a pathway to prosperity.//



## University HR Dep't trains personnel in excellent service delivery

ELVIRA M. MATABYE

Ifugao State University (IFSU) remains committed to providing excellent customer service by placing it at the forefront of its core values. In line with this commitment, the Department of Human Resource and Development (DHRD) conducted a comprehensive two-day training program titled "Panudtudu: Capacitating University Personnel on Customer Service Delivery towards an Excellent Customer Experience" on May 18-19, 2023, at the Heritage Convention Hall, Lamut, Ifugao.

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**COE-Lamut exemplifies... from page 10**

of helping our pupils by choosing Nayon Elementary School again as your partner in this activity in the coming school year," he added.

Dr. Desiree Gume G. Nangpuhan, the Dean of the College of Education, thanked the NES faculty for their collaboration and accommodation during the program. Dr. Nangpuhan emphasized to the kids in her message that reading is one of the keys to success. "You will not pass Math, Filipino... if you do not know how to read," she pointed out.

She commended the volunteer faculty members and students for their dedication until the end of the extension activity. "As you engage in volunteer work like this, you become more well-rounded individuals and future teachers. I believe and hope that this experience will help you understand your role as a teacher in the community," Dr. Nangpuhan remarked.

The program included fun and educational games organized by the volunteer students. It concluded with the awarding of certificates of appreciation to all the students, faculty, and teacher-participants, as well as the recognition of outstanding students who performed well throughout the program.

Ms. Rona Christine Navarte, a teacher at NES, encouraged the future educators not to change their course of study or give up on education despite the hardships and challenges in teaching elementary pupils. Ms. Navarte emphasized the importance of seizing every opportunity available to the students. She also expressed gratitude to the future educators and the college for their assistance.

This extension activity took place every Wednesday starting from March 8, 2023 until its culmination on May 22. Plans for its continuation in the upcoming semester or school year will be made. //



**University HR Dep't trains... from page 12**

Nathaniel F. Dimog, Lamut Campus Executive Director, in his welcome remarks underscored the pivotal role of all participants in fostering a robust and positive customer-centric culture, which is crucial for attaining customer service excellence within the university.

Dr. Mary P. Caclini, Vice President for Academic Affairs, representing University President Dr. Eva Marie Codamon-Dugyon, expressed her commendation for the DHRD's efforts and expressed her optimism that the training program will enhance decision-making processes and strategies in delivering outstanding customer service.

Dr. Caclini emphasized the importance of leaving a lasting impression through every interaction, as the university's success and reputation rely heavily on the quality of customer service provided.

Ms. Anita Verina T. Paredes, Director II, Civil Service Commission - Ifugao Field Office, served as the resource speaker. She provided valuable insights on various



topics, including Republic Act 6713, which focuses on the Code of Conduct and Ethical Standards for Public Officials and Employees. She also covered subjects such as Ease of Doing Business, Efficient Government Service Delivery, Anti-Red Tape measures, Ethical Check, and Customer Experience.

On the other hand, the DHRD organized a seminar titled "Panudtudu: Capacitating University Personnel (Drivers) on Theoretical/Defensive Driving and Gender-Fair Languages."

The seminar aimed to ensure that drivers from all six campuses of IFSU are well-equipped with the latest policies and guidelines set by the Land Transportation Office (LTO) pertaining to their responsibilities.

"Panudtudu," a tuwali term meaning "teaching," is part of the university's DHRD's capacity-building program. It encompasses a series of learning and development initiatives for IFSU employees, focused on enhancing their human resources skills and knowledge.//

**Website launched for Knowledge mgmt on IRT conservation** ELVIRA M. MATABYE

**A**s part of future-proofing efforts, a website to act as a repository for significant data from the Ifugao Rice Terraces (IRT) was finally launched on May 9, 2023, at the Heritage Convention Hall, IFSU Lamut Campus.

Said system is a significant development for the IRT, which is a World Heritage Property and the only Globally Important Agricultural Heritage System (GIAHS) in the Philippines.

In her Welcome Remarks, Dr. Marissa P. Bulong, Vice President for Research Development, Extension and Training (RDET), stated that as a future-proof institution, the KM development is a

*Continue on page 13*

**Website launched for... from page 12**

technology-driven and innovative tool in sustaining the IRT as a living cultural heritage.

The launch showcased the newly developed website and enabled stakeholders to provide feedback and recommendations. Dr. Eva Marie Codamon-Dugyon, University President, said the project's launch is one of the major outputs of IFSU

Futures Thinking and Strategic Foresight. "The KM will centralize and systematize data and resources for the IRT and features sharing of information among concerned agencies, researchers, local government units, and the academe. This will also simplify and save time in the submission of the State of Conservation Report of the IRT to UNESCO," added Dr. Dugyon.

The Provincial Local Government Unit of Ifugao; the Municipal Local Government Units of Asipulo, Banaue, Hingyon, Hungduan, Kiangan, and Mayoyao; line agencies; officials; representatives; and researchers expressed appreciation for the initiative of IFSU to save the IRT and assured support in the undertaking.//



**IFSU-ATBI equip start-up biz owners w/ entrepreneurial, managerial skills** ELVIRA M. MATABYE

**A**s a partner in sustainable growth and development, Ifugao State University (IFSU) capacitated start-up business owners with entrepreneurial and managerial skills through a seminar-workshop on entrepreneurship at the Center for Japan and Foreign Studies on May 15, 2023.

Said activity was participated by business owners from the different municipalities of Ifugao, who were enrolled under the IFSU-Agri-Aqua Technology Business Incubator (ATBI) project.

Organized by the ATBI Team led by Director Moses B. Appoy, the activity aimed to empower, guide, and strengthen

pre-incubatees to craft and develop their vision, mission, goals, and objectives in preparation for the next phase of their entrepreneurial journey.

Dr. Appoy expressed hope that the beneficiaries who are in the early stages of building their startups will apply the knowledge, skills, and insights to become successful entrepreneurs.

Dr. John G. Pagaddut, Resource Speaker, discussed the entrepreneurial mindset, entrepreneurial management, and concepts; emerging trends and challenges of entrepreneurs; enterprises as a tool for sustainable economic growth, and qualities of entrepreneurs. "Aside from having income, you have to find a sense of purpose by helping provide opportunities and employment to out-of-school youth or unemployed individuals," stated Dr. Pagaddut.

He further encouraged participants to integrate the values of honesty, integrity, and service into their business, as these are great principles of leadership.

As an offshoot of the seminar-workshop, the participants were able to craft their own Vision, Mission, Goals, and Objectives as part of their business planning and plausible partnerships and linkages among the business owners were also established.

Follow-up training and farm visits will be further conducted to monitor and evaluate pre-incubatees' business establishments.//





Lamut Campus grads... from page 8

atmosphere of pride and accomplishment.

Secretary Amenah "Mina" Pangandaman of the Department of Budget and Management (DBM) served as the Guest of Honor and Speaker whose inspirational words resonated with the graduating class. She urged the graduates to take on new challenges, pursue their passions, and make a positive difference in the world as future leaders and nation-builders.

"Pioneering Innovation, Promoting Internalization, Inspiring Excellence, and Securing Sustainable development are the keys to serve and support our community, our fellowmen, and our country," said Sec. Pangandaman.

"Education is the only legacy to give our children that will never go to waste, so

we will not hold back in investing in our education. That's why in the fiscal year 2023 national budget of the Philippines, amounting to 5.268 trillion pesos, we allotted the highest allocation to education, culture, and the manpower development sector, amounting to 909.9 billion pesos," she disclosed.

Moreover, University President Dr. Eva Marie Codamon-Dugyon commended the graduates on their accomplishments and emphasized the importance of good character, integrity, and great faith. "I charge you to step up to the front line as responsible IFSU alumni and to be a good influence. Do your part to add to IFSU's reputation through your outstanding accomplishments and contribution to change the world for the better," said Dr. Dugyon.//

IFSU workshop trains... from page 4

describe the sounds of spoken languages. Furthermore, Dr. Saad demonstrated the use of the EUDICO Linguistic Annotator (ELAN) as an efficient transcription tool.

Participants acquired invaluable skills and knowledge that will assist them in documenting and preserving indigenous languages. They also gained a deeper understanding of the challenges these languages face and recognized the significance of their work.

"This workshop has provided me with an excellent opportunity to learn new skills and techniques for documenting indigenous languages," expressed one

participant. "I am now better equipped to contribute to my community's efforts in preserving our language and culture."

"We take great pride in our involvement in this significant event," stated Dr. Eva Marie Codamon-Dugyon, IFSU University President. "We remain dedicated to preserving our linguistic diversity and cultural heritage, and this workshop signifies a step in the right direction."

The Language Documentation Workshop was made possible through the collaborative efforts of IFSU and OCSEAN, a consortium of institutions funded by the European Union.//

## IFSU provides rice assistance to employees

FAITH B. NAPUDO

I fugao State University (IFSU) distributed rice allowance to all its employees, including contract of service (COS) and job order (JO) workers, on June 1, 2023 at the Administration Building lobby.

This initiative is a testament to IFSU's commitment to fostering a supportive and inclusive environment where every employee feels valued and cared for.

"I would like to express my heartfelt gratitude to all our employees for their dedication and hard work," said University President Dr. Eva Marie Codamon-Dugyon. "It is through your unwavering commitment that we continue to pursue our aspiration of excellence in education and quality service to our constituents and stakeholders. IFSU will continue to explore ways to enhance the support and benefits provided to our employees."

The rice assistance is a timely and much-needed support for IFSU employees, especially in light of the rising cost of living. It is also a welcome gesture of appreciation for their hard work and dedication to the University.//



## IFSU joins 10th ASCU - SN Olympics

ELVIRA M. MATABYE

I fugao State University (IFSU) participated in the Midyear Festival 2023 of the Association of State Colleges and Universities - Solid North (ASCU-SN), alongside 20 other member institutions. The event, hosted by the Tarlac Agricultural University, commenced from June 25 to June 29, 2023, under the theme "Sulong Norte: Solidifying Northern Relationship thru Games of Agility and Integrity." continue until June 29, 2023, under the theme "Sulong Norte: Solidifying Northern Relationship thru Games of Agility and Integrity."

University President, Dr. Eva Marie Codamon-Dugyon spearheaded the IFSU delegation of 175 faculty and staff members during the parade and the opening ceremony on June 26, 2023. The University's participation were

led by Director Karen M. Cumti of the Department of Sports and Development and Director Lalie Vic A. Cawilan of the Department of Socio-cultural Affairs.

The olympics featured a wide range of friendly sports and events designed to foster camaraderie and health competition. These include ballgames, racket sports, cycling, board games, mobile legends, among others.

IFSU clinched awards in several games. In badminton, Julie Ann Hernandez showcased exceptional prowess, clinching the gold medal in the women's singles event (Bracket B, 36-49 years old). Roldan Maina secured a bronze in the men's singles event (35 below category), while Jocelyn Lumiwan also earned a bronze in the women's category (Bracket A, 36-49 years old).

The women's relay team secured the silver medal through their outstanding teamwork. Notably, the women's futsal team exhibited commendable skill, finishing as runners-up. Moreover, the Chess Tournament's Board 3 Women's Division, Ms. Sofie Tegui-in showcased remarkable strategic prowess, securing a second position.

For the IFSU's relay teams, the Women's 4 x 100 meters relay (45 & Below Category) clinched a silver. Meanwhile, the men's team, competing in the 4 x 100 meters relay (46 and above Category), also recorded fourth place.

The ASCU-SN Olympics stands as a testament to the camaraderie and sportsmanship that thrive among academic institutions in the northern region of the country.//

## IFSU joins "GOTAD Ad Ifugao" parade

ELVIRA M. MATABYE

U nited in festive spirit, officials of Ifugao State University (IFSU), led by University President Dr. Eva Marie Codamon-Dugyon, participated in the "Gotad ad Ifugao" Civic Parade in Lagawe town on June 13 to June 29, 2023.

Dubbed "Gotad Ad Ifugao: Linggop, Hangleh ya Amlong!" (Well-being, Progress, and Happiness), it was a

grand festival that showcased the rich cultural heritage and indigenous practices of the Ifugao people under the theme "Sulong Norte: Solidifying Northern Relationship thru Games of Agility and Integrity."

Department of Social Welfare and Development Secretary Rex T. Gatchalian served as the Guest of Honor and Speaker.



"Gotad ad Ifugao" is a time for communities to come together to celebrate and promote their unique identity through various activities like traditional rituals, dances, music performances, sports competitions, parades, and agricultural displays.//





**IFUGAO STATE UNIVERSITY**



**F**ootprints Newsletter is the official publication of the Ifugao State University (IFSU) Administration. It aims to disseminate fair and accurate reporting of issues and events in the six (6) campuses of the University along its core thrusts: Instruction, Research, Extension, and Resource Generation. It serves also as a platform for employees and students to promote their programs, research findings, and advocacies.

Contributions, complaints, suggestions, and Letters to the Editor may be submitted to the Editorial Board at the IFSU-Department of Communication, Public and International Affairs Office located at the 2nd Floor, Administration Building, IFSU-Lamut Campus or through email at [ifsudcpia01@gmail.com](mailto:ifsudcpia01@gmail.com).

Submission does not guarantee publication. The editors reserve the right to determine whether articles submitted for publication may be printed based on the Philippine Journalist's Code of Ethics. Write-ups submitted maybe edited for mechanics. Writers are expected to input corrections and submit reviewed materials on the set deadline.

Opinions expressed do not necessarily reflect the collective sentiments of the editorial staff nor of the University.

## VISION

A globally recognized University upholding excellence amidst rich cultural heritage

## MISSION

Produce employable graduates who are morally upright, socially and culturally responsible professionals through quality, relevant, and innovative INSTRUCTION, RESEARCH, EXTENSION, AND RESOURCE GENERATION

## GOALS AND OBJECTIVES

### ACADEMIC EXCELLENCE

1. Assure quality of programs
2. Ensure effective student lifecycle management and career development
3. Provide unique and lifelong learning experience in the entire student lifecycle
4. Integrate internationalization perspective towards global connectedness
5. Strengthen student welfare services for a successful academic formation of students
6. Integrate indigenous knowledge, system and practices (IKSP) in the academic programs to intensify conservation of the rich cultural heritage

### STRONG RESEARCH LEADERSHIP AND CULTURE

1. Establish a strong brand and strengthen image building of IFSU as a research leader
2. Intensify conduct of research and dissemination of RD outputs
3. Intensify conservation of the rich cultural heritage.

### SUSTAINABLE EXTENSION AND COMMUNITY ENGAGEMENT

1. Package and transfer knowledge and technologies relevant to the needs of the clientele
2. Create a widely shared organizational culture that encourages, promotes, and rewards extension and community engagements
3. Establish/Strengthen/Sustain linkages with LGUs, industries, and other organizations/stakeholders for resource sharing, extension program, and service complementation

### EXCELLENT PUBLIC SERVICE AND GOOD GOVERNANCE

1. Ensure efficient, transparent and accountable delivery of administrative services
2. Forge strong network system and resource sharing through collaborative activities conducted regularly
3. Strengthen the university's local and international visibility
4. Enhance efficiency in resource generation and mobilization

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