

19th NRS gives a boost to the AGRIBUSINESS AND AGRO-INDUSTRY SECTORS

The Bureau of Agricultural Research (BAR) hosts this year's National Research Symposium (NRS) on 3-5 October 2007 with a theme, "Agriculture and Fisheries R&D toward Agribusiness Development and Agro-Industrialization."

The theme intensifies the important roles of agribusiness and agro-industrialization in improving the Philippine economy through a focused effort in upgrading technologies and production practices in agriculture. Specifically, the theme underscores a paradigm shift to become more technology driven rather than resource driven. With this kind of mindset, a more entrepreneurial approach to farming is being introduced. The emphasis now is on the process rather than the output. This is in line with the current policy orientation of the Department of Agriculture (DA), which is focused on "making business out of agriculture".

NRS is an annual competition hosted by BAR to promote R&D excellence and give due recognition to outstanding researchers and their researches/studies in agriculture and fisheries. The symposium also aims to identify and disseminate new technologies and knowledge useful to agriculture and fisheries modernization.

The competition is open to all Filipino researchers/scientists from a National Research and Development System Agriculture and Fisheries



(NaRDSAF)-member institution. This year's research paper competition follows these categories: basic research, applied research, adaptive/verification research, development and socio-economics research. Development, applied, and adaptive/verification research are open for both agriculture and fisheries.

Basic Research is experimental or theoretical work undertaken primarily to acquire new knowledge of the underlying foundations of phenomena and observable facts, without any particular or specific application or use in view.

Applied Research is directed toward gaining knowledge or understanding necessary for determining the means by which a recognized and specific need is met.

Adaptive/Verification Research is directed toward fine-tuning newly developed technologies necessary for determining their technical feasibility in solving specific needs related to agricultural and fisheries production and postproduction in consideration of the agro-ecological and social conditions in location-specific areas. Verification research is a replication of adapted technologies to further test their technical feasibility, economic viability, and social acceptability in larger areas exhibiting the same agro-ecological conditions.

Socio-Economics Research deals with people and institutions including governance, politics, economics, sociology, and anthropology, focuses on methods of participatory research, monitoring and evaluation of technological packages with regard to adoption and impact, and contributions to policy-related issues pertaining to



agriculture and fisheries production.

Development refers to output of systematic work, drawing on existing knowledge gained from research and/or practical experience that is directed towards producing new materials, products, devices, installing new processes, systems, services and improving substantially those already produced and in use by the intended client.

Three finalists from each category will be selected and invited to present their papers during the NRS, coinciding the National R&D Week. All finalists are requested to prepare a poster of their research for the NRS exhibit. Cash prize and plaque will be given to the authors of the winning papers.

The AFMA Best R&D Paper Award will receive PhP 20,000 while the first and second runners-up will bag PhP 15,000 and PhP 10,000 respectively.

The deadline of submission is on 15 August 2007. For more information, please visit BAR's website at: <http://www.bar.gov.ph>. (Mariko M. Ramos)



BAR turns 20; Sec Yap to attend

The Bureau of Agricultural Research (BAR) knocks another milestone as it celebrates 20 years of managing the national agriculture and fisheries research and development (R&D) on 7 August 2007 at the RDMIC Building, Visayas Ave., Diliman Quezon City. Attending the event is Department of Agriculture (DA) Secretary Arthur C. Yap.

With the theme, "Celebrating 20 Years of Managing Research for Agriculture and Fisheries Development," the Bureau heightens its commitment to further strengthen its service to its clients not only by giving due recognition to the role of R&D in agriculture and fisheries but also strengthening its link-up with other key players in providing effective means to translate researches into relevant results, something that is tangible and useful to better the lives of farmers and fisherfolk.

Kicking off the celebration is the opening of exhibits and ribbon cutting ceremony to be led by DA Secretary Yap with DA Undersecretary for Special Concerns Bernadette Romulo-Puyat, and DA Assistant Secretary for Policy and Planning Josyline Chio-Javelosa. Joining

them are BAR Director Nicomedes P. Eleazar and Asst. Dir. Teodoro S. Solsoloy.

The weeklong exhibits and trade fairs follow a fiesta celebration motif showcasing some of the latest information and technologies from research, technologies from BAR-funded projects under the National Technology Commercialization Program (NTCP), and other commercial booths to be participated in by partners from the private sector.

Other activities lined up for the morning program include the presentation of the BAR Director's Report and the Awarding Ceremony for the 2007 BAR Outstanding Employees. Meanwhile, a seminar on the "Natural Resource Management (NRM) in a Globalizing Asia" and the "2nd National Agriculture and Fisheries Technology Forum" will consummate the afternoon program.

The BAR Director's Report is a presentation of the Bureau's accomplishments in 2006 highlighting some of its notable contributions to R&D and impacts of research at the grassroots



Agriculture Secretary Arthur C. Yap

level particularly in bringing adoptable technologies where they are needed the most.

Awarding of the 2007 BAR Outstanding Employees is an annual activity of the Bureau that gives due recognition to exemplary personnel based on their 2006 performance. Nominees will compete for the eight outstanding titles, namely: 1) technical supervisory (division/unit heads with seven staff and above), 2) technical supervisory (assistant head/unit head with less than seven staff), 3) outstanding section head, 4) non-

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2nd National Tech Forum presents 6 commercial technologies



The Bureau of Agricultural Research (BAR) conducts the 2nd National Agriculture and Fisheries Technology Forum with the banner, "Stronger Technology-Investment Linkage for Competitive Agriculture and Fisheries" on 7 August 2007 at the BAR Lobby, RDMIC Building, Visayas Avenue, Diliman, Quezon City. The activity coincides with the 20th BAR Anniversary, scheduled on the morning of the same day.

The technology forum is in line with the activities of the National Technology Commercialization Program (NTCP), one of the flagship

programs of the Department of Agriculture (DA) through BAR. The program envisions to strategically place technologies where they are needed while transforming the agriculture and fisheries landscape-based sectors through a market-driven approach.

The forum serves as a venue in identifying mature technologies possible for commercialization, and to further encourage active participation and linkages from non-government organizations (NGOs), local government units (LGUs), private sector, and other major stakeholders.

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BAR Chronicle is the official monthly publication of the Bureau of Agricultural Research (BAR) of the Department of Agriculture (DA), which is mandated to ensure that all agricultural research is coordinated and undertaken for maximum utility to agriculture.

This publication provides regular updates on BAR's activities as the country's national coordinator for agriculture and fisheries R&D; and highlights features and news articles concerning NaRDSAF-member institutions.

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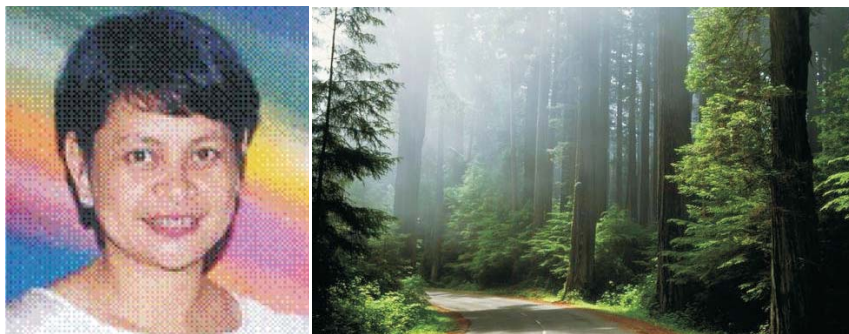
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BAR features a seminar on natural resource management



Dr. Ma. Victoria D. Espaldon, dean of SESAM, UPLB, conducts a seminar on "Natural Resource Management in a Globalizing Asia".

The Bureau of Agricultural Research (BAR), with its quest towards the modernization of agriculture, recognizes suitable management and utilization of our country's natural resources.

As it celebrates its 20 years of service in strengthening and developing the agriculture and fisheries research and development (R&D) system, BAR conducts a seminar on "Natural Resource Management in a Globalizing Asia" on 7 August 2007 at the BAR lobby of the RDMIC Building, Visayas Avenue, Diliman, Quezon City.

The resource person for the seminar is Dr. Ma. Victoria D. Espaldon, dean of the School of Environmental Science and Management (SESAM), University of the Philippines Los Baños (UPLB).

BAR celebrates...from page 1

technical supervisory; 5) technical-supervisory, 6) non-technical, non-supervisory, and 7) technical, project-based, and 8) non-technical, project-based.

A Committee was organized to lead the search and serve as board of judges. BAR Asst. Director Solsoloy leads the Committee with BAR senior consultants as members namely: Dr. Santiago R. Obien, Dr. Manuel F. Bonifacio, Dr. Hamlet T. Dala, and Ms. Josefina M. Lantican.

Dr. Ma. Victoria O. Espaldon, dean of the School of Environmental Science and Management (SESAM) of the University of the Philippines Los Baños, (UPLB) will be the resource speaker for the NRM seminar, which

Natural Resource Management (NRM) refers to "a basket of deliberate human actions intended to shape or influence the state of certain objects or processes of nature to meet human needs for basic services." (SEARCA, 2007)

The seminar features the following topics: 1) the millennium development goals and NRM in Asia; 2) current status and trends in NRM; 3) environmental governance; 4) conflict management in NRM; 5) environmental and resource valuation; 6) environmental leadership; and 7) participatory action and research planning.

The seminar on NRM aims to impart awareness on the status of natural resource in the region and the role of NRM versus the demands of globalization and the Millennium Development Goals. **(Ellaine Grace L. Nagpala)**

will start the afternoon program.

With the theme, "Stronger Technology-Investment Linkage for Competitive Agriculture and Fisheries," the 2nd National Agriculture and Fisheries Technology Forum showcases six commerciable technologies on fishery feeds, essential oil, seaweed extract, postharvest, goat production, and animal vaccines.

The technology forum and product exhibit are parts of BAR's initiatives through its Technology Commercialization Unit (TCU) to present researches that have potential impact to the farmers and fisherfolk leading to the improvement of their plight. Specifically, these activities feature breakthroughs, innovations, and technologies generated and developed by the different R&D institutions. **(Rita T. dela Cruz)**

to the fullest. The Community-based Participatory Action Research (CPAR) initiative and National Technology Commercialization Program (NTCP) are now the integrated banner programs that reap the gains of the past programs. The CPAR and NTCP emphasize farmer and fisherfolk participation and community empowerment in transforming agriculture as a business activity.

Institutional development initiatives

R&D personnel are considered the lifeblood of any organization. Through DA-BAR scholarship program, a new cadre of technical experts in the field of agriculture, fisheries and related areas evolved. To date, BAR has accomplished the training of R&D staff under the degree and non-degree programs in the identified premier universities in the country. Others were sent overseas either as research fellows, visiting researchers and scientists or even to pursue post-doctoral program. These individuals are now serving the department though their research activities in their respective area of assignment.

On the other hand, infrastructure, facilities and equipment development were supported to ensure that researchers can perform effectively in a good research environment. State-of-the-art facilities were constructed and equipment were distributed to major research institutions. BAR's institutional development programs continue in the research center's or station's development plan making researchers life easier as they support

the development of the sector for farmers and fisherfolk welfare.

Effective partnership towards a better R&D

Over the years, a stable and working partnership is one of BAR's enduring strengths. A partnership entails two or more parties committed to a common task, sharing risks and equally gaining benefits there from. This was how BAR institutionalized partnership through a forged agreement with concerned R&D institutions. At the same time, BAR became active member to internationally recognized organizations and associations. This helped in fostering camaraderie and professional relationships between and among BAR staff, researchers/scientists, development practitioners and other R&D stakeholders.

Additionally, BAR has continued to explore new ways of attaining the needed resources and manpower to promote the growth of the R&D system. Success activities on partnership are evident on links with the local government units, private sector, national and international R&D institutions. Also, it enables all parties to do what they do best to achieve a common goal – making agriculture work for people and communities.

Responding to global R&D trends

BAR's overall goal is to provide quality service to all key players and stakeholders of R&D in agriculture and fisheries. By being responsive to global trends, BAR continuously ensure that timely and appropriate programs are developed for its clientele. The coming of information technology and using

relevant information for wise decision-making makes the difference. With the advent of modern technologies, BAR collectively reach and react to R&D issues and concerns. In so doing, BAR is attuned to new developments in R&D much more with trends in agricultural development. By providing an avenue for such activities, BAR's responsiveness to these trends made a difference over the years and as it moves forward to another year, decade or efficient and effective management.

Moving towards BAR's 20th year was the recognition and approval of quality R&D Management through the issuance and certification of ISO 9001:2000 given by the TUV Asia Pacific Ltd and TUV Suddentschland Group on 02 August 2006. BAR's effort focused on the consolidation, strengthening and enhancement of the AF research and development in the country. The ISO 9001:2000 certification became a testimony to its quality delivery of services and transfer of appropriate R&D results into applicable and adaptable means for its key players and stakeholders.

It is undeniable that BAR has made an impact in Philippine agriculture sector. Its efforts to continuously respond to emerging trends are now institutionalized. This is the reason why BAR stands proud despite adversities and changes. BAR has set a standard of quality R&D management.

Guided by a vision, mission and goal to provide unified and improved R&D management system is still the major challenge. BAR will mobilize its full capabilities to respond to this challenge. 🌱



Inauguration of the new BAR building in 2004 with 2nd District Lanao del Sur Representative Benansing Macarambon, Jr. **(Rita T. dela Cruz)**
 Layouting the foundation for the establishment of Fisheries RDE Network in 1998.



BAR celebrated its first anniversary in 1988 with the theme, "BAR: Kabalikatang Magsasaka sa Kaunlaran"



Program planners and implementors during a refresher course on the use of RPPAP in 1992.



A Farmer's Field Day for corn farmers conducted in Tarlac in 1995.

In 1992, BAR spearheaded the rationalization of regional integrated system in the different DA units from staff bureaus, attached agencies, and regional field units (RFU). It was the RFU that benefited the most in integrating and systematizing the regional programs into a unified system. This move led to the establishment of the Regional Integrated Agricultural Research Center (RIARC). Slowly, all R&D efforts were visible through the conduct of annual in-house research reviews and planning workshops, annual budget dialogue, and regular monitoring and evaluation activities through BAR's monitoring system.

Under the administration of Dr. Eliseo R. Ponce which commenced in July 1998, BAR's major facelift took another remarkably turn through institutional reforms including the enhancement of the R&D landscape in response to Republic Act 8435 known as Agriculture and Fisheries Modernization Act of 1997 (AFMA). The AFMA became the driving force that elevated the status of BAR into a more professional and dignified apex of national R&D coordinating institution.

Recognized by many in the field, BAR got good reviews of program planning, implementation, monitoring and evaluation. In support to this effort, BAR's internal capability was taking its share of movement and re-assignment. Senior staff with technical expertise were tapped to lead newly created divisions and units enabling them to be more responsive and proactive to the challenges set by AFMA.

However, not all were pleased

with these changes. It took a couple of years until such shifts were accepted and operationalized. After the adversities experienced by BAR, still it is committed to act, deliver and develop modalities for healthier R&D management in this changing world.

R&D agenda, programs and networks

The setting of the national agriculture research and extension agenda (NAREA) in 1988 and the national integrated research and development/extension agenda and programs (NIRDEAP) in 1998 paved way for the formulation and development of directions, plans and programs in agriculture and fisheries. This was complemented by on-farm research (OFR) manuals for better applied and adaptive research including community-based participatory researches. These address the DA goals, thrusts and directions for sustainable development. Both agriculture and fisheries sectors were given equal treatment as to resource allocation, R&D prioritization and programming and above all importance of the delivery of services for farmers and fisherfolk.

The institutionalization of the one-program one-system approach was the most important contribution of BAR to Philippine agriculture. This was formalized through a covenant signed by different heads of research institutions, state university and colleges, departments, and representatives from the private sector. The covenant set the tone and conditions for a unified R&D system, establishment of commodity R&D networks and integrated R&D agenda and programs.

In addition, the different

commodity R&D networks also led all researchers to be aware of the conditions of specific commodities with national and global importance. A three-way evaluation review was operationalized by the technical experts of the different networks via Core Planning Team (CPT), farmer-industry advisory council (FIAC), and finally senior science advisory council (SSAC) for approval and endorsement to the Council for Extension, Research and Development in Agriculture and Fisheries (CERDAF).

Furthermore, internationally funded R&D programs were also implemented to improve the conditions of farmers and fisherfolk. All programs were participatory in nature with attention given to resource management, diversification, integrated development and sustainability making farmers the center of development. The Accelerated Agricultural Production Project – Research Outreach Sub-component (AAPP-ROS) in 1988-1991, Accelerated Support Services Project (ASSP) in 1988-1990, Fisheries Sector Program-Research and Extension Component (FSP-REC) 1991-1993, Sustainable Agriculture Systems Program (SASP) in 1995-1997, Farmer-centered Agricultural Resources Management (FARM) Programme in 1993-1996 were some of the foreign-assisted programs and projects that left significant impact on the lives of Filipino farmers/fisherfolk and developed communities through community-based initiatives and R&D activities.

Through these programs, BAR's efforts to develop and source out support from national and international donors continued as lessons and experiences beef-up to make its direction focused and programs stable serving its clientele

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Improving the way people live through R&D: A director's report

RITA T. DELA CRUZ



BAR Director Nicomedes P. Eleazar

No matter what the figures say, the measure of success of any agriculture and fishery R&D endeavor ultimately comes down to its users—are they able to use the technologies to better their lives, or not? Did it bring them profit or additional income? Did it make a difference in making the lives of farmers and fisherfolk more productive?

For Bureau of Agricultural Research (BAR) Director Nicomedes P. Eleazar, research on its own cannot bring about change unless its results have been used by their intended beneficiaries.

But before it reaches them, research must be communicated in appropriate forms if new technology or new knowledge is to bring about improvements in the lives of our people. It is also important that these technologies and knowledge are easily accessible and useful to those in need.

The agriculture and fishery research and development (R&D) plays a crucial role in ensuring innovative scientific research, promoting a nation's economic growth, and improving environmental quality of life. This role of research affects the lives of people across the country. Far from simply transforming theoretical ideas into technologies, R&D has taken the lead in helping people improve the way they live. This is the challenge that BAR is taking in a heartbeat.

As the Bureau turns 20 on 7 August 2007, Director Eleazar reports on what the Bureau has achieved for the past year, its notable contributions to the agriculture and fisheries sectors. Specifically, the accomplishments highlight significant programs and projects that are in line with the management's new R&D directions and priorities reflected in the Department of Agriculture's (DA) R&D priority areas for 2006 and the Medium Term Philippine Development Plan (2004-2010).

The Director's Report will be

presented according to the eight R&D priority programs and strategies pronounced by Director Eleazar upon his assumption into office. The eight priority programs include:

- Community-based Participatory Action Research Program (CPAR) and Agribusiness Development Projects in the regions
- National Technology Commercialization Program (NTCP)
- Institutional Development Program (IDP)
- Support to Basic and Strategic Research
- Knowledge Management (KM) Program
- Information and Communication Technology (ICT) Program
- Intellectual Property (IP) Management
- Agriculture and Fisheries Policy Research and Advocacy Program

This year's report will also highlight institutional updates featuring awards and recognitions received by BAR either as an institution or through individual acknowledgment bearing the Bureau's name. Institutional updates include: the 9001:2000 ISO certification, Aduyon Award for partnership in agriculture, recognition from the Livestock Development Center (LDC), citation from the International Rubber Research and Development Board (IRRDB) photo competition, and award from the Crop Science Society of the Philippines (CSSP).



...research on its own cannot bring about change unless its results have been used by their intended beneficiaries.



BAR awards 2007 outstanding employees

MA. ELOISA E. HERNANDEZ

Every year, the Bureau of Agricultural Research (BAR) gives recognition to outstanding regular and project-based employees that showed exemplary dedication in their respective fields.

Winners will be awarded according to the eight categories: 1) technical supervisory (all division/unit heads with at least seven staff); 2) technical supervisory (all assistant head/unit head with less than seven staff); 3) outstanding section head; 4) non-technical supervisory; 5) technical-supervisory; 6) non-technical, non-supervisory; and 7) technical, project-based, and 8) non-technical, project-based.

The much-awaited announcement of this year's winners will be held during the BAR's Anniversary celebration on 7 August 2007 at the RDMIC Building, Visayas Ave., Diliman, Quezon City. Winners from each category will receive a plaque and cash prize to be awarded by Department of Agriculture (DA) Secretary Arthur C. Yap, to be assisted by BAR Director Nicomedes P. Eleazar and Asst. Dir Teodoro S. Solsoloy, who heads the Search Committee.

The Search Committee was organized to facilitate the final selection for this year's BAR

Outstanding Employees. Members of the Committee include Dr. Hamlet T. Dala, coordinator for administrative matters; Dr. Manuel F. Bonifacio, senior consultant on technology management and applied communication; Dr. Santiago R. Obien, senior consultant on institutional development and linkages; and Ms. Josefina M. Lantican, senior consultant on agriculture and fisheries R&D policy.

All division and unit heads were requested to submit their respective nominees for each category through a duly accomplished form.

For the division/unit head and the supervisory category, nominees must have rendered continuous service of at least two years and at least one year for the non-supervisory to be nominated. Nominees for the project-based staff must acquire a Performance Appraisal Rating of very satisfactory from the second semester of 2006 to first semester of 2007, with no pending criminal and/or administrative case. Supervisory level awards were based on the judges' evaluation (70%) and the peer/subordinate evaluation (30%).

Below are the nominees for the above-mentioned categories. Nominees may also receive citation awards on each category given they reached the minimum rating requirement set by the Committee.

This year's nominees are:

Outstanding Division Head/Unit Head:

Dr. Carmencita V. Kagaoan (Project Development Division), Mr. Rolando V. Labios (Research Coordination Division), Mr. Rodolfo L. Galang (Management Information and Systems Division), Mr. Roberto S. Quing (Finance Unit), and Ms. Julieta SD. Yonzon (Administrative Unit)

Outstanding Assistant Head/Unit Head:

Ms. Salvacion M. Ritual (PDD), Ms. Julia A. Lapitan (MISD), Mr. Tito Z. Arevalo (RCD), Mr. Victoriano B. Guiam (IRU), Dr. Andrea B. Agillon (IPRO), Dr. Marlowe U. Aquino (TCU) and Mr. Joell H. Lales (PU)

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20 years of agriculture and fisheries R&D management: BAR in retrospect

MARLOWE U. AQUINO, PhD



Facade of the RDMIC Building along Visayas Avenue, cor. Elliptical Rd., Diliman, QC

It is a sheer coincidence that the Bureau of Agricultural Research's (BAR) 20 years of client-oriented service is also equivalent to my service in the government. It was a simultaneous development of an emerging institution and an individual's professional career. Challenging and dynamic, I would, say but most of all - real because I am a witness and part of the nurturing and growing years of continuous improvement of the agriculture and fisheries (AF) research and development (R&D) management in the Department of Agriculture (DA). Throughout those glorious years, an institution was established and professionals were developed to take the lead in making R&D the prime mover of sustainable agriculture and fisheries development in the country.

BAR's commitment in R&D management revolved around five major areas of concern. These are organization development including transformation and reforms; development and institutionalization of strategic mechanisms in program planning, implementation, monitoring

and development; fostering and continuous institutional development for human resources as well as R&D infrastructure, facilities and equipment; establishment and maintenance of partnership including linkages and networks at the local, national and international levels; and responsive to global trends in R&D for effective and efficient management such as the operationalization of information and knowledge management using information and communication technology breakthroughs and innovations. Intertwined into a holistic manner is the presence of visionary, responsive and output-oriented leadership supported by their participatory management style.

Humble beginnings

The Department of Agriculture's (DA) determination to come up with a body to coordinate and manage the agriculture and fisheries R&D in the country in the mid-80's resulted to the creation of BAR. Emerging from the gains of the Agricultural Research Office (ARO) in 07 July 1987, BAR was

established and took the challenge to coordinate the entire R&D of the different DA units.

Confronted with the magnitude of the responsibility, BAR relied on its meager but able and strong personnel fully dedicated and armed with technical expertise in program development and management including agricultural development.

BAR's pioneer leader, Dr. William D. Dar, a visionary and dynamic individual set the initial direction and drumbeat the R&D programs in the department. Within those earlier years, its humble beginning experienced the joys of birth pains with remarkable pioneering performance - near heroic acts of perseverance. It responded to the diverse and dynamic needs of the agriculture sector concentrating on efforts towards putting in place the properly functioning of the research system in the Department.

Also, initial efforts in strengthening of linkages with regional, national and international institutions and strong institutional promotion through mass media were organized, implemented, and observed setting its niche in global agriculture through pragmatic national R&D system.

The evolving process of organizational development

Not known to many is BAR's continuous organizational transformation and development over the years. Its corporate image and staff assignments/movement were mostly affected. The corporate image which was reflected in the Bureau's logo was improved to address not only the farmer or fisherman but a major change was adopted to include the farmer's family, community and as well as the different organizations and support services to improve their living condition. Up to date, BAR made sure that all of these efforts are aligned in making R&D work for people, industry and community for a sustained agriculture and fisheries development.

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growth in agriculture; (4) strengthen the capability of the R&D system; (5) institutionalize the planning and implementation of an integrated and unified R&D agenda of both Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCARRD) and BAR; (6) develop mechanisms using information and communication technology; and (7) advocate policies that will promote sustained growth in agriculture.

Other than implementing his 7-point agenda for BAR, it was under the leadership of Dr. Medrano where the Bureau formally launched its bid for the ISO 2000:2001 certification. Another web portal of BAR was also launched during his term: the *Agritech Online*, a one-stop-shop knowledge portal. *Agritech Online* is a repository of information relevant to farming and agribusiness.

The efforts of BAR to commercialize mature technologies was more intensified during the term of Dr. Medrano as the first Agriculture and Fisheries Technology Forum took place. Moreover, the effort of the Bureau to extend its breadth to the marginalized society was realized when BAR Digest won the GAWAD Oscar Florendo awardee for Best News Magazine.

The incumbent

The year 2004 ended simultaneously with the term of Dr. Medrano as BAR's Director. Come 2005, a new director for BAR was appointed in the person of Nicomedes P. Eleazar, CESO IV. To date, he leads the Bureau to in strengthening and developing agriculture and fisheries R&D.

In line with the Bureau's mission and mandate, Dir. Eleazar identified his eight-point R&D strategy, which is consistent with DA's twin goals as stated in the Medium Term Philippine Development Plan (2004-2011).

As he assumed position, Dir. Eleazar immediately restructured the Bureau's organizational arrangement to "realign the assignment of staff towards an improved performance and implementation of the Bureau's mandate, policies, and programs".

The Bureau's effort to commercialize technologies was even intensified as the National Technology Commercialization Program (NTCP) was implemented, which lead to the Bureau's Technology Commercialization Unit (TCU). In line with this, the Intellectual Property Rights Office (IPRO) was created to ensure that intellectual properties generated through BAR funds are given proper IP protection through registration with the Intellectual Property Office of the Philippines.

All the accomplishments of Dir. Eleazar in his incumbent term are noteworthy. But the most notable among them is the awarding ISO 9001:2000 certification by the TUV-SUV Philippines. ISO or the International Organization for Standardization is an international standard setting body that produces world-wide industrial and commercial standards. The Bureau being awarded with the "ISO 9001:2000 compliant" implies that BAR has the needed capacity to meet the needs of its client with its efficient services.



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The Technology Commercialization Unit (TCU) of the Bureau coordinates this regular activity.

The activity will present six technologies. These are: 1) Live Feed Substitute in the Hatchery and Nursery Ponds (Ms. Myrna Teruel of the Southeast Asian Fisheries Development Center), 2) Essential Oil Production from Different Plant Sources (Ms. Fides Z. Tambalo of The National Institute of Molecular Biology and Biotechnology, UPLB), 3) Commercial Seaweed Extracts (Dr. Marco Nemesio E. Montañó of the Marine Science Institute, UP Diliman), 4) Hot Water Treatment for Postharvest Disease Control (Dr. Kevin F. Yaptengco of the Postharvest Horticulture Training and Research Center, UPLB), 5) Goat Production and Processing Technologies (Dr. Jovita Datuin of the Regional Field Unit I, DA), and 6) Biovac-HS and Biovac-FC Animal Vaccines (Dr. Helen Molina of the College of Veterinary Medicine, UPLB).

Alongside the technology forum is a product exhibit and trade fair showcasing commerciable technologies and products paving way to new market linkages and networks for a more unified agribusiness venture. This serves as a venue to encourage new agriculture and fisheries market opportunities both here and abroad.

Exhibitors from private companies come from the Bounty Fresh, Fisher Farms, See's International, LA Trading, Mamasita, San Miguel, Sagana 100, East West Seed Company, Philippine Fruit and Vegetable Industries, and the Philippine Food Processor and Exporters Associations, Inc.

Preceding the technology forum is a seminar on "Natural Resource Management in Globalizing Asia" to be discussed by Dr. Ma. Victoria D. Espaldon, dean of the School of Environmental Science and Management (SESAM), UPLB. **(Ma. Eloisa E. Hernandez)**

Outstanding Section Head:

Ms. Iluminada M. Ching (Institutional Development Section-PDD), Ms. Leoncia B. del Mar (Project Evaluation Section-PDD), Mr. Amador C. Macabeo (Crop Section-RCD), Ms. Ligaya C. Santos (Fisheries and Aquatic Resources Section-RCD), and Mr. Rolando V. Kintana (Livestock and Poultry Section-RCD)

Outstanding Non-Technical Supervisory Staff:

Ms. Rosalia G. Maranan (Property and Supply), Ms. Ludivina M. Pelayo (Personnel), Ms. Corazon L. Barretto (General Services), Ms. Judith A. Maghanoy (Budget), and Ms. Erlinda M. Agustin (Internal Control Unit)

Outstanding Technical Non-Supervisory Staff:

Mr. Ricarte V. Castro (Products, Resources and Systems Section-RCD), Ms. Rita T. dela Cruz (Applied Communication Section-MISD), Mr. Jude Ray P. Laguna (Agriculture and Fishery Policy Research Unit), Mr. Angel S. Morcozo Jr., (Livestock and Poultry Section-RCD), Ms. Mariko M. Ramos (Project Packaging Section-PDD), and Ms. Digna L. Sandoval (TCU)

Outstanding Non-Technical Non-Supervisory Staff:

Ms. Victoria G. Ramos (ACS-MISD), Ms. Gretel F. Rivera (Office of the Director), Mr. Ronnie V. Rosales (General Services), Mr. Elec I. Yadao (General Services), Ms. Dorotea B. Calica (Accounting), Mr. Bernardo S. Manuel (ICT-MISD), and Mr. Ricardo G. Bernardo (ACS-MISD)

Outstanding Technical Project Based Staff:

Ms. Brenda Y. Bautista (PPS-PDD), Jose Ira Archimedes D. Borromeo (OD), Ms. Ethyl G. Bulao (PES-PDD), Ms. Casey Lou Duran (PRSS-RCD), Ms. Connie R. Fernando (PPS-PDD), Mr. Ferdinand Dax C. Lorena (PU), Ms. Apolonia Mendoza (Crop Section-RCD), Ms. Anna Ruth C. Mercado (LPS-RCD), Ms. Leilani D. Pelegrina (IPRO), and Mr. Rudyard R. Roxas (IRU)

Outstanding Non-Technical Project Based Staff:

Mr. Danilo C. Santos (ICT-MISD), Ms. Maricel F. Fortaleza (Library Service Section-MISD), Mr. Ericson F. Faeldan (Budget), Ms. Christie Q. Lales (PDD), Mr. Alexces P. Tolentino (Property and Supply), Mr. Christopher F. Francisco (General Services), and Mr. Leonard Wyngard G. Sanidad (General Services)

Nominations were judged using specific criteria. For the division/unit heads, criteria used were: significant contribution (50%), leadership (20%), analytic and creative capability (5%), initiative and resourcefulness (5%), time and resource management (5%), fairness and consistency (5%), credibility and integrity (5%), and concern for people (5%).

For the supervisory category, the criteria used were: leadership (25%), significant contribution/accomplishment



BAR Assistant Director Teodoro S. Solsoloy, chair of the Board of Judges for this year's Search for Outstanding BAR Employees (center) discusses criteria with co-members, Dr. Santiago R. Obien, senior consultant on institutional development and linkages (left) and Ms. Josefina M. Lantican, senior consultant on agriculture and fisheries R&D policy (right).



Ms. Iluminada M. Ching, nominee for the Outstanding Section Head category (2nd from left) takes the hot seat as she is being interviewed by the members of the Board. Other members of the Board are Dr. Manuel F. Bonifacio, senior consultant on technology management and applied communication (third from left) and Dr. Hamlet T. Dala, coordinator for administrative matters (fourth from left).

(25%), performance/attitude towards work (25%), and job knowledge (25%). The same criteria apply for the non-supervisory category except for the leadership criterion: significant contribution (40%), performance (30%), and job knowledge (30%).

2 decades of leadership, 8 directors' accounts

ELLAINE GRACE L. NAGPALA



William D. Dar
(July 1, 1987 - June 30, 1994)



Manuel M. Lantin
(July 1, 1994 - April 27, 1996)



Jovita M. Corpuz
(April 28, 1996 - July 31, 1996)



Jeminiano R. Escaño
(August 1, 1996 - July 14, 1997)

A leader is defined as the person who leads, conducts and has the authority to direct. All organized bodies have leaders to guide them towards attaining a certain goal.

As a highly-organized system, the Bureau of Agricultural Research (BAR) follows a bureaucratic structure with the Director at the top to control and regulate its activities.

In general, the Director is in-charge of the implementation of the Bureau's mandate and the maintenance of its smooth function, at the same time in-charge of his subordinate's welfare.

Being at the helm is sure a Herculean task. Leading a group of people with different personality towards a common goal is never a piece of cake. Nevertheless, in its twenty years of meaningful existence, BAR has attained milestones of accomplishments as it was led by eight great leaders.

The pioneer

1987 was the year when BAR was established to address the lack of coordination and integration of agriculture research and development among the existing bureaus, councils, and agencies under the Research, Training, and Extension group. For a young and

budding institution at that time, the Bureau needs a sturdy ground for its pedestal to be built on so it may serve its clients efficiently. Under the leadership of Dr. William D. Dar, the Bureau was able to surface among the other agencies and bureaus of the Department of Agriculture (DA).

Dr. Dar was the first Director of BAR and served as the Bureau for seven years (July 1, 1987-June 30, 1994). Under his leadership, he effectively led the Bureau attain its mission and goals. He established the framework of BAR through the implementation of Executive Order No. 116 series of 1987 and pioneered in the rationalization and strengthening DA's R&D centers.

Some of the highlighted accomplishments Dr. Dar had on his term is the establishment of the first medium term plan of the National Agriculture and Extension Agenda (NAREA), the conduct of the First National Research Symposium, and the approval of Administrative Order No. 105 which stipulates policy guidelines on the improvement, prioritization, implementation and evaluation of research and extension projects in DA.

Next in line

When he was appointed as the Acting Director of the Bureau, Dr. Manuel M. Lantin currently holds office in DA as Undersecretary for Policy,

Planning, Research and Regulation.

Dr. Lantin was renowned for his efforts in strengthening the linkage between research and extension. Under his term, the Bureau rationalized the nationwide research stations and facilities which contributed to the strengthening of the agricultural system. NAREA 2000 was also updated. Moreover, BAR implemented several fund sources for R&D activities, such as the Sustainable Agriculture Systems Project (SASP), Key Commercial Crops Development Project (KCCDP), and the Grains Production Enhancement Project (GPEP), until the *Gintong Ani* for Corn and R&D was entrusted to the Bureau.

Dr. Lantin served the Bureau's Acting Director from July 1, 1994-April 27, 1996.

Rose among the thorns

Ms. Jovita M. Corpuz was the only lady Director that BAR has since 1987. Ma'am Jovie, as called by her subordinates, served as the Acting Director of the Bureau from April 28, 1996-July 31, 1996. Though at the helm for only three months, she was able to sustain the functions of the Bureau, which led to the advancement of the research program for agriculture and fisheries.

Before taking directorship, she also served as the assistant

director of BAR during the term of Dr. Lantin as the Acting Director of BAR.

The fourth power

Dr. Jeminiano R. Escaño assumed position as the Bureau's Director on August 1, 1996 until July 14, 1997.

As the fourth Director of BAR, the most notable accomplishment of the Bureau during his term was the introduction and implementation of the Community Based Participatory Action Research (CPAR). CPAR is a banner program of the Bureau which aims to modernize agriculture and fisheries through an efficient and effective R&D system. Through CPAR, the operations of the different Regional Integrated Research Systems (RIARCs) were strengthened.

Under his term, the Bureau concentrated on the provision of effective administrative management coordination of the R&D components of the *Gintong Ani* Programs. As such, his efforts also lead to the adoption and implementation of the Techno Demo for Rice and Corn.

Fifth column

Dr. Rodolfo C. Undan was the Bureau's Acting Director from July 15, 1997-July 30, 1998. During his one year leadership, BAR was geared towards information technology. New computer units were procured and the Bureau was connected to the internet. AGRINET, an interconnectivity among the DA units, was also established.

The development and establishment of Philippine Fisheries Information System (PhilFIS) network for fisheries and aquatic resources was also supported by BAR.

Dr. Undan was successful in maintaining the gains achieved by the Bureau which resulted to the advancement of R&D for agriculture and fisheries.

Bureau empowerment

For almost five years, the Bureau was under the leadership of Dr. Eliseo R. Ponce. During his term, he paved the way for the implementation of the Agriculture and Fisheries Modernization Act (AFMA) fused in the context of research and development. Moreover, the Bureau started to implement the manpower development program which consists of local and foreign trainings, workshops, symposia and conferences.

Dr. Ponce also led in the establishment and improvement of the National Research and Development System for Agriculture and Fisheries (NaRDSAF) and the Agriculture and Fisheries R&D Information System (AFRDIS). AFRDIS is a computerized information system of R&D data from research institutions and NaRDSAF members to promote efficient and effective inter-institutional collaborations, information flow among stakeholders, and information and knowledge exchange among end- users.

The Bureau became more visible in print with the publication and distribution of BAR Chronicle and BAR

R&D Digest (formerly BAR Today), together with the establishment of the Scientific Publication Grant System of BAR to support scientific and professional association and scientific fora for the publication of scientific journals, handbook, books and scientific proceedings.

History was also made when the Philippines hosted the Annual General Meeting of the Consultative Group on International Agricultural Research (CGIAR), with BAR as the chair of the organizing committee.

Other notable accomplishments of the Bureau during Dr. Ponce's term are the launching of BAR Online, the Bureau's official website, and the construction of the Research and Development Management Information Center (RDMIC).

Dr. Ponce served the Bureau as a Director from July 1, 1998 to February 15, 2003.

Double seven

Upon assuming directorship last February 16, 2003, Dr. William C. Medrano, the 7th Director of BAR, presented his 7-point agenda in-line with the goals of then Department of Agriculture Secretary Luis Lorenzo. Dr. Medrano's 7-point agenda stipulates the following: (1) appropriation of more resources on the conduct of applied and on-farm researches; (2) support of high impact R&D projects; (3) develop collaboration in the local and national network for a sustained

next page



Rodolfo C. Undan
(July 15, 1997 - June 30, 1998)



Eliseo R. Ponce
(July 1, 1998 - Feb 15, 2003)



William C. Medrano
(Feb 16, 2003 - Dec 31, 2004)



Nicomedes P. Eleazar
(January 1, 2005 - present)